

UNIVERSITY OF MINNESOTA

UNIVERSITY SENATE MINUTES

FACULTY SENATE MINUTES

November 17, 1983

The first meeting of the University Senate for 1983-84 was convened in 45 Nicholson Hall, Minneapolis campus, on Thursday, November 17, 1983, at 3:40 p.m. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 126 voting members of the faculty, 45 voting members of the student body, 2 members of the Council of Academic Officers, and 21 nonmembers.

President C. Peter Magrath presided.

I. MINUTES FOR MAY 5 AND MAY 19, 1983

Action (3 minutes)

MOTION:

That the abstract for May 5 (p. 67) be amended to indicate that the final draft of the proposed revisions of the tenure code would be forwarded by the Faculty Affairs Committee to the Faculty Senate, not to the Faculty Consultative Committee.

MARILEE WARD
Clerk

Approved

II. SENATE OFFICERS

Action (3 minutes)

The chairman of the Senate has designated the following as officers for 1983-84:

Parliamentarian—John Cound
Abstracter and Clerk—Marilee Ward

Approved

III. SCHEDULED MEETINGS DURING 1983-84

Information

University Senate meetings are scheduled as follows: November 17, February 16, April 19, and May 17.

Accepted

IV. COMMITTEES OF THE UNIVERSITY SENATE, 1983-84

(These are in addition to those approved at the May 19, 1983, Senate meeting)

Action (5 minutes)

EDUCATIONAL POLICY Students: Alice Edwards, Tom Lussenhop, Carrie Reinsch, Dave Shope, Tod Swanson (UMM).

SOCIAL CONCERNS Faculty: John Dickey, Joseph Galaskiewicz, Sheldon Goldstein (Chr.), John Ingle (UMM), Peter Jordan, Timothy Knopp, Palmer Rogers. Ex Officio: Anna Shaver, Lillian Williams. Alumni: L. Steven Goldstein, Priscilla Goldstein, Susan Loitz. Civil Service: Anne Knapp, Stephanie Oskie, Patricia Williamson. Students: Mary Pat Dorn, Charles Mayo, Karen Schultz, 4 to be named.

BUSINESS & RULES Faculty: Caroline Czarnecki, Bright Dornblaser, David Giese, Richard Purple (Chr.). Ex Officio: John Cound, Marilee Ward. Students: David Lenander, Bill Meyer.

FINANCE Faculty at-large: Thomas Scott, David Storvick. Students at-large: Restor Johnson, Doug Melby.

PHYSICAL PLANT & SPACE ALLOCATION Faculty: Dwight Brown, Wayne Drehmel, Donald McTavish (Chr.), Robert Sloan, John Tester, Roy Thompson, 1 to be named. Ex Officio: Clint Hewitt, Dave Preston, Peter Roll. Civil Service: Jean Byrne, Joseph Grosz. Students: William McKinney, Kathy Watson, 1 to be named.

PLANNING Faculty: Mark Brenner (Chr.), Richard Christenson (UMC), Bernadine Feldman, Joseph Galaskiewicz, Bruce Overmier, Douglas Pratt. Ex Officio: David J. Berg. Students: Daniel Priebe, Paul Reichow.

EXTENSION & COMMUNITY PROGRAMS Students: David Linder, Simon Root, 3 to be named.

INTERNATIONAL EDUCATION Faculty: Richard Christenson (UMC), Dario Menanteau. Students: Martha Lind, Guy Purvis, Lori Segar, 1 to be named.

LIBRARY Students: Mary Kate Boylan, Larry Schroeder, Marty Smith, Lynn Silbernagal.

RESEARCH Students: Brian Blow, Daniel Erickson, David Sulciner.

SUMMER SESSIONS Students: Diane Schmidt, Katie Susag, 3 to be named.

EQUAL EMPLOYMENT OPPORTUNITY FOR WOMEN Faculty: Katherine Benson (UMM), Warren MacKenzie.

ACADEMIC FREEDOM & RESPONSIBILITY APPEALS Faculty: Mary Corcoran, David W. Davis, Roger Larson, Jooinn Lee (UMM), Marion Pour-El, W. Phillips Shively (Co-chr.), David Weissbrodt (Co-chr.). Civil Service: Lester Metz, Marilyn Nowicki. Students: Kathleen Connor, Adam Kern, Ann Selander, Richard Ziegler.

ALL-UNIVERSITY HONORS Faculty: George Blake, Stuart Fenton, Seymour Geisser, Gayle Graham-Yates (Chr.), Robert Kudrle, Jonathan Wirtschafter. Ex Officio: Stan Kegler, Al Linck, Robert Odegard, Stephen Roszell. Alumni: D. Wayne Jimmerson, Jean Levander King, Bert Lund, Ronald Simon, Tom Swain. Students: Julie Bates, Brett Chilvers, Dick Schwartz.

Approved

INFORMATION:

CONSULTATIVE Faculty: M. Virginia Fredricks, Phyllis Freier, John Howe (Chr.), Marvin Mattson (UMC), Jack Merwin, Irwin Rubenstein, Deon Stuthman, Wesley B. Sundquist, W. Donald Spring (UMM), John Turner. Students: Tom Bernhardt (UMW), Charles Farrell (UMM), Van Hayden, Julie Iverson, Lisa McDonnell, Mitch Richter (UMD), Paul Schulte, Scott Singer, 1 to be elected.

COMMITTEES Faculty: Shirley Clark, Richard Eisenberg (UMD), Richard Goodrich, James Gremmels (UMM), Russell Hobbie (Chr.), Paul Quie, Phillip Tichenor, Mahmood Zaidi. Students: Sherree Bostrom (UMM), Bruce Cornelius, David Shope, 4 to be elected.

FINANCE Faculty: Mark Brenner (Planning), Hugh Kabat (Faculty Affairs), Donald McTavish (Physical Plant & Space Allocation), Michael Root (Educational Policy), Irwin Rubenstein (Chr.) (Consultative), W. Donald Spring (coordinate campus), Wesley B. Sundquist (SCC-through 12/83), 1 from Research to be named. Civil Service: Marilyn Gorlin, Gerald Klement. Students: Julie Iverson (Consultative), 1 from Planning to be named.

ANIMAL CARE Faculty: David Biesboer, Harry Burcalow, Edwin Haller (UMD), Russell Johnson, Ernest Kemble (UMM), Harold Messer, Gail Peterson (Chr.), Kent Rees, George Ruth. Ex Officio: Patrick Manning. Civil Service: Barbara Falk, Morris Mitteness. Student: 1 to be named.

EDUCATIONAL DEVELOPMENT Faculty: Bruce Burnes (UMM), Jill Gidmark, Barbara Jessen-Klixbull, James Moller, Patrick Starr (Chr.), James Terwilliger. Ex Officio: John Wallace. Students: Cathy Birk, Mary Buckingham, Chris Dahlberg, Steve Skadron, Mary Volk.

STUDENT ACADEMIC SUPPORT SERVICES Faculty: Elwood Caldwell, John Clark, Stuart Fenton, Elizabeth Franklin (UMC), Thomas Hoffmann, Norman Kerr (Chr.), Dianne Monson, Aloysius Quebbeman, Kay Reyerson, Gail Thoen. Ex Officio: Thomas Benson, Roberta Armstrong. Students: David Arkin, Cathy Birk, Sue Lofthus, Katie Susag, 1 to be named.

USE OF HUMAN SUBJECTS IN RESEARCH Faculty: William Bart, James Berry, Richard Bianco, Pauline Ross, Peter Carlyle, Bruce Dalgaard, Alfred Dees, Amos Deinard, Gerald Erickson, Bernadine Feldman, Stanley Finkelstein, Phyllis Fleming, Robert Gibson (UMD), Verona Gordon, Thomas Green, Megan Gunnar, Dale Hammerschmidt, William Hanson, Vernon Hendrix, Mark Herzberg, R. Edward Howell, Robert Jeffery, Candace Kurth, Judith Lambrecht, Chung K.K. Lee, Myer Leonard, Lawrence Lockman, Ruth Loewenson, David Lykken, Jack Mandel, Philip McGlave, James Mitchell, Ernesto Molina, Jeylan Mortimer, Robert Patterson, Philip Porter, Ellen Prell-Foldes, Jean Quam, Les Robison, John Rodman, Robert Ross, John Sauk, Naomi Scheman, Jackie Shick, Karl Smith, Richard Sykes, Yang Wang, Dixon Ward. Students: James Q. Anderson, Gerald Bauer, Peter Blaisdell, John Cumming, Richard Danila, Sam Economou, Jim Fink, Sue Lofthus, Mike Olmstead, Judy Reisman, Wendy Visscher. Community Representatives: Russell Frazier, Andrew Haines, Michael Steenson.

SERVICES FOR THE HANDICAPPED Faculty: Darrell Frohrib, Allen Greenbaum (UMD), Richard McDermott (Chr.), Manfred Meier, Susan Olson, Bill Rempel, Richard Weatherman, John Wertz. Ex Officio: Roger Drewicke. Civil Service: Barbara Montoro, Ellie Watkins. Students: Thomas Deyo, Reet Kang.

Accepted

V. UNIVERSITY POLICY AGENDA, 1983-84

Discussion (10 minutes)

The President, upon the recommendation of the University Senate, is called upon to submit an annual policy agenda at the beginning of each academic year. This report responds to the request by outlining those issues that, in the President's opinion, warrant attention during 1983-84.

1. FACULTY SALARY INCREASES

After consulting with the deans and Senate representatives, the president recommended that the 1983-84 faculty salary increases be distributed on a merit basis. The Board of Regents approved the recommendation, requesting that an analysis of the actual increases be undertaken sometime during the academic year. Such an examination is currently under way to insure that certain faculty groups are not disadvantaged by the distribution method. The report will be shared with the Senate.

2. FACULTY SALARY AUGMENTATION

In August, the Regents also approved a Presidential recommendation that called for the creation of a special \$900,000 faculty salary augmentation fund. The fund has been divided into three components: \$300,000 to address individual retention cases; \$300,000 to reward programs or departments of recognized national quality; and \$300,000 to ameliorate the most serious cases of salary disparity between certain groups of professors and their colleagues at other universities or in non-academic positions.

The distribution plan has been reviewed and endorsed by Senate groups, deans, and central administrators. Decisions regarding individual retention cases will be made on an *ad hoc* basis throughout the year, while proposals for distributing the other two parts of the fund are currently being solicited from collegiate units.

3. 1984-85 RETRENCHMENT AND REALLOCATION

The planning process called for a series of retrenchment and reallocation exercises as a means of implementing both institutional and unit priorities. One such exercise was carried out in developing the 1983-84 budget, and another similar effort is proposed for 1984-85. Consultation with the appropriate Senate groups will take place regarding overall target levels as well as the amounts that will be reallocated centrally as opposed to within individual colleges and units.

4. 1983-85 CAPITAL REQUEST

The 1983-85 capital request was presented to the state legislature in January of this year. Subsequently, the legislature approved several items while delaying action on the majority of the capital request. The specific priorities, as well as any changes in the request, will be discussed with Senate consultative groups during the fall quarter.

5. SPECIAL 1984 LEGISLATIVE REQUESTS

Programmatic funding for the University is generally determined by the state legislature during the first, or odd, year of the biennium. In the event that officials become interested in considering some funding items of potential interest to the University of Minnesota during the 1984 legislative session, we would like to be ready. The University, therefore, will consider a series of possible, special programmatic requests for gubernatorial and legislative review during the next session. Request items have been proposed by the provosts and the deans and are currently being examined by the Budget Executive. The final request packages will be discussed with Senate consultative groups prior to Presidential recommendation and Regental action.

6. PLANNING ACTIVITIES AND TASK FORCES

The third cycle of the institutional planning process will be initiated during the fall quarter. Emphasis will be placed upon the further refinement of collegiate plans both in terms of unit priorities and institutional planning themes. Specific recommendations for implementing such themes will be, and in some cases have already been, developed by individual task forces. A summary of the themes, task force chairs, and expected completion dates of the task force reports, is as follows:

<u>Theme</u>	<u>Chair</u>	<u>Completion Date</u>
Higher Education and the Economy of the State	David Lilly	(completed)
Graduate Education and Research	Robert Holt	fall, 1983
International Education	John Wallace	December, 1983
Student Experience	Task Force will be appointed in fall, 1983.	
Computation and Communication Technology	Carl Adams	(completed)
Facilitating Scholarly Activities of the Faculty	Jack Merwin	fall, 1983

7. REVIEW OF GRADUATE SCHOOL PROGRAMS

The following Graduate School programs will be reviewed during 1983-84:

Child Psychology
Spanish and Portuguese
Anthropology
Public Affairs
Statistics
Mathematics
Horticulture and Landscape Architecture
Design and Textiles and Clothing
Soil Science

See abstract of the discussion.

VI. SENATE CONSULTATIVE COMMITTEE ANNUAL REPORT, 1982-83

Faculty members of the Senate Consultative Committee for 1982-83: Virginia Fredricks, Phyllis Freier, John Howe, Marvin Mattson (Crookston), Douglas Pratt, Paul Quie, W. Donald Spring (Morris), Wesley B. Sundquist, Patricia Swan, and John Turner.

Student members: Ronald Bonaguidi (Crookston), Barry Hogen (Morris), Anne Hunt, Julie Iverson, Dennis Kronebusch (Waseca), David Lenander, Richard Linden, and Kathy Watson.

The Senate Consultative Committee met 28 times, of which four were joint meetings with the Senate Finance Committee. Eight meetings were held with the President and with Vice Presidents who accompanied the President at his invitation.

Most of the SCC's meetings, including eleven with central administrative officers, were given over to discussion of University planning and budgeting. The Committee commented on the development of planning task forces and heard preliminary reports from the Task Forces on Higher Education and the Economy of the State, and the Quality of Graduate Education and Research. SCC proposed the structure for the task force/coordinating committee on the International Character of the University.

SCC reviewed the collegiate units' budget-related programmatic plans, including how colleges choose programs for cutting and the appropriateness of the programmatic criteria being applied; "inloading" as an alternative; affirmative action effects; opportunities for new hiring; duplication of program; net shifts in numbers of faculty and staff; 'A' to 'B' appointment shifts; weight of political considerations; University-wide priorities and mission; the balance between the arts and sciences and applied technology.

The committee pressed for compliance with the Senate guidelines on consultation with students and faculty during the collegiate planning process.

SCC consulted with the Vice Presidents of Finance and Operations, Administration and Planning, and Student Affairs on their budgets and on major issues in their areas. SCC expressed special interest in physical plant operations and human resources/middle management capability.

SCC discussed with central administrators the development of the biennial request and the capital request, and the potential long-range effects of moving to a tuition rate based on collegiate costs of instruction.

Other business:

- consulted on the search process for the positions of Assistant Vice President for Academic Affairs and Vice President for Finance and Operations;
- approved the experiment of civil service non-voting membership on certain additional Senate and Assembly committees;
- approved and forwarded to the President procedures developed to accompany the Senate policy on services to the handicapped.

PATRICIA B. SWAN
Chair

Accepted

VII. INTERNATIONAL EDUCATION COMMITTEE

ANNUAL REPORT, 1982-83

Those who served on the International Education Committee included Deon Stuthman, Changhee Chae, Richard Christianson, Maurice Kreevoy, James Butcher, Scott Hanson, John Haygreen, Pauline Yu, Karen Olness, Jeffrey Moser, Philip Porter (ex-officio), Josef Mestenhauser (ex-officio), and Karen Olness (chr.).

The committee held nine meetings. Action items recommended on the basis of its monthly meetings were as follows:

1. At its September 30, 1982, meeting the committee unanimously passed a resolution concerning space planning for international units on the Minneapolis campus which supported the concept of a common facility to house international units.
2. At its January 13, 1983, meeting the committee voted to co-sponsor a series of specialized workshops for faculty and curricular development in international education to be held beginning in the winter of 1984.
3. On March 31, 1983, the committee completed its work involving several meetings concerning a final revision of the University of Minnesota policy and guidelines statement relating to the University's worldwide mission and responsibility. This was forwarded to Professor F. Gerald Kline, chairman, Senate Committee on Educational Policy, for his consideration. At its February, March, and June meetings the committee discussed the issue of international exchange agreements and the procedure used in relation to exchange agreements with institutions in other countries. This discussion included review of the charge to the former Council on International Education, which was replaced by the International Education Committee. Discussion of this matter will be continued during the fall meetings of the International Education Committee.
4. At its June meeting the committee passed the following resolution: *The committee moved, seconded, and unanimously approved the concept that the University be urged to implement the decision of the legislature while continuing to allow foreign teaching assistants access to such positions because of the importance of exposing Americans to foreign students for specific as well as general educational benefits. In addition, the University should use available tests of English fluency and make existing tutoring programs available to University departments.*
5. A special meeting was held on August 11, 1983, at the request of President Magrath for the purpose of discussing a proposal for the establishment of a National Council on International Research and Manpower. Regents' Professor John Turner presented this proposal to the committee at the conclusion of its meeting. The Senate Committee on International Education recommended by a vote of 7 to 1 that the President of the University support the new organization being established for the development and utilization of international scholars and that he take action on behalf of the University to participate.

In addition, significant time was devoted to discussion of specific ideas for facilitation of undergraduate cross cultural or international experiences as well as suggestions for increasing international components of new curricula at the University of Minnesota.

KAREN OLNESS
Chair

Accepted

VIII. PHYSICAL PLANT & SPACE ALLOCATION COMMITTEE

ANNUAL REPORT, 1982-83

The Physical Plant and Space Allocation Committee met eight times during the 1982/83 academic year. In addition, the chairman of the committee met with Clint Hewitt on several occasions..

The Committee decided to concentrate initially on two basic issues with respect to physical facilities: 1) ownerships and 2) administration. After some discussion and several drafts, the attached two documents were prepared. (Copies are on file in the office of the Clerk of the Senate):

"STATEMENT ON UNIVERSITY OWNERSHIP OF FACILITIES"
AND
"ADMINISTRATION OF ACADEMIC SPACE"

These documents are an integral part of this report.

The document on ownership establishes that responsibility and authority for all physical facilities is vested in the president of the University for administrative purposes. The document on administration is a largely descriptive one concerning the daily administration of facilities. It suggests a decentralized process of administration.

While these documents were discussed by the committee, no specific action was taken by the committee in recommending their adoption. They will form the basis for next year's committee activities. I do suggest a close reading of the ownership document in particular.

ANDREW BAILEY
Chairman

Accepted

IX. ACADEMIC FREEDOM & RESPONSIBILITY APPEALS COMMITTEE

ANNUAL REPORT, 1982-83

The committee met once to review its charge.

The chair, and subsequently a small group of committee members, did consider a potential case brought by a student; it was determined to be a grade dispute and not within the jurisdiction of the committee.

The chair participated in meetings of the Facilitative Committee of the Senate called by Pat Swan, chairperson, and in discussions of the University grievance "system" with Phyllis Freier and others. The chair proposed and underscored at such sessions the need for a full time faculty ombudsman to assist faculty in their use of the grievance machinery of the University and to press for negotiation whenever possible.

MIRIAM SELTZER
Chair

Accepted

X. ANIMAL CARE COMMITTEE

ANNUAL REPORT, 1982-83

The use of laboratory animals is essential to some fields of study for effective teaching and required research. It is essential that animals used for such activities receive humane treatment at all times. All individuals who use animals for teaching or other fields of study need to be constantly aware that clean and comfortable animal facilities, proper feeding,

and humane treatment of animals is essential to the validity and efficacy of the results to be demonstrated. Regulations and inspections are but one tool that are used to assure the proper care and treatment of animals. It is therefore essential that the basic principles of humane treatment of animals be accepted by those who work with and are responsible for animals.

In meeting the charge to the committee, quarterly meetings were held and in addition one special meeting with the Office of Vice President for Health Sciences was held. The chair also met with University officials to discuss and give recommendations on mutual problems. The primary emphasis of the committee for the 1982-83 academic year was as follows.

Bi-annual inspections are conducted by the U.S. Department of Agriculture (USDA) on animal facilities that are regulated by the Animal Welfare Act. As with any inspection program, a certain number of deviations from the standards do at times occur. Most all of these deviations are corrected by the department cited. There are some areas, however, in which there are chronic problems, which the USDA requests that the Animal Care Committee evaluate and respond directly to the USDA area veterinarian in charge as to a course of corrective action. One such area is the subbasement of Lyon Labs.

The Animal Care Committee in its evaluation had determined that the physical facilities of this area did not meet the standards and had reported this fact to the National Institutes of Health (NIH) in its assurance statements in 1980. The committee does, however, believe that the quality of care given to the animals in this area meets the standards. The committee is hopeful that all animals located in this facility will eventually be relocated to a new or renovated animal care area which meets current standards.

Another facility, which has been a concern to the USDA, is a satellite facility, in which the basic problem is the lack of sufficient support areas for maintaining sanitation. A special meeting was held with several University departments and a recommendation was made that this satellite facility be either renovated to meet current standards or that existing shell space within the health science areas be renovated and that the animal facilities in this satellite building be abandoned.

Legislation restrictive to the use of animals for research facilities was again introduced at the 1983 state legislative session. Testimony was presented to the legislative committee by members of the University staff and the Animal Care Committee. This legislation was not brought out of committee this year but could be reintroduced in succeeding legislative sessions.

The committee also prepared the annual progress report from the University to the National Institutes of Health. This report is based upon the committee's program of past inspections and evaluations of the University's animal facilities as required by NIH policy.

The committee also laid the basic groundwork to begin the next complete inspection program of all University animal facilities. All inspection forms, data retrieval information forms, and cover letters have been prepared by the committee and the actual inspections will commence during the latter part of 1983. The next complete assurance statement that is required by NIH is due in 1985.

For the past several years, the committee has suggested that the administration encourage collegiate units with animal facilities to become accredited by the American Association for the Accreditation of Laboratory Animal Care (AAALAC). In an effort to achieve this accreditation, the Animal Care Committee held a special meeting with the vice president of health sciences, after which there was considerable committee discussion and a letter forwarded to the administration recommending that the Schools of Medicine, Dentistry, and Pharmacy apply for AAALAC accreditation. The committee has been informed by the administration that they are in favor of accreditation but at the present time wish to have a few additional details before making formal application. The committee is presently in the process of gathering the information that the administration has requested.

The committee firmly believes that through the activities of the committee and the inspection by the USDA there has been a continued increase in awareness by the faculty and staff of the standards of animal care which has improved the overall quality of the University facilities.

KENT REES
Chair

XI. STUDENT ACADEMIC SUPPORT SERVICES COMMITTEE

ANNUAL REPORT, 1982-83

The committee met twice during the 1982-83 academic year. Its principal action was to appoint a subcommittee, chaired by Kathryn Reyerson of History, to serve as an Office of Student Financial Aid Advisory Committee. A summary of that subcommittee's recommendations follows:

1. The overriding criterion for award of aid should be need. The University's commitment to affirmative action was reiterated.
2. Financial aid decisions are made with insufficient data. In particular, data on academic achievement and the success rate of freshmen are needed. The interface of Financial Aid Office information systems with those of Admissions and Records must be improved. Academic data, loan default rates, information on resident and non-resident students, T.A. and R.A. data, and other pertinent facts must be available for the use of the Office of Student Financial Aid and its advisory committee.
3. The Financial Aid Office should survey all recipients of financial aid to determine
 - (a) the students' indebtedness at the time of the survey and an estimate of their indebtedness at graduation,
 - (b) whether or not the level of aid provided is sufficient to permit the completion of a degree,
 - (c) when aid is most essential in an undergraduate's career and in a graduate student's career, and
 - (d) students reactions to the services provided by the Office of Student Financial Aid.
4. There is a need for better articulation of principles and policies underlying financial aid. Faculty and student involvement in the decision-making process must be during fall and winter quarters. Future committees should discuss their reactions with the vice president for student affairs before final decisions about aid packages are made. Inasmuch as student input is particularly useful in decisions so directly affecting student life, open hearings on financial aid proposals should be considered.
5. Staff support, probably from the Office of Student Financial Aid, must be provided for the committee. Better procedures for recruitment of student members are essential. A separate advisory committee should be appointed to deal with student employment.

NORMAN KERR
Chairman

Accepted

XII. SENATE COMMITTEE ON COMMITTEES

ANNUAL REPORT, 1982-83

The primary task of the committee was to recommend nominees for openings on other committees. While the bulk of this work takes place in the spring of each year, a considerable number of vacancies occur throughout the year. Thus, our committee is engaged in making nominations more or less continuously. The full faculty committee met six times for this purpose in addition to several subcommittee meetings. During winter quarter we conducted the triennial survey of faculty interest; the availability of microcomputers made this a relatively straightforward inquiry compared to past surveys. Also, we conducted the annual survey of senators' interest in committee service.

Two policy meetings of the committee were held with students and faculty in attendance. These meetings considered civil service representation on committees, a recreational sports governing board to replace the current Assembly committee, and the creation of a bookstore advisory committee.

Shown on the chart below are proportions of new faculty appointments to Senate and Assembly committees* by rank and sex, with comparable all-University figures:

Rank	Distribution by Rank		Distribution by Sex	
	Percent of New Committee Members of this Rank	Percent of Faculty Members of this Rank	Percent of New Committee Members Who are Women	Percent of Faculty Members Who are Women
Professor	51%	34%	13%	6%
Associate Professor	33	25	43	18
Assistant Professor	16	31	47	28
Instructor	0	10	0	47
Total	100%	100%		

*Includes appointments made by the President, Committee on Committees, and Consultative Committee.

**VIRGINIA GRAY
RUSSELL HOBBIÉ
Co-chairs**

Accepted

XIII. FINANCE COMMITTEE ANNUAL REPORT, 1982-83

The Senate Finance Committee met either separately or in joint session with the Senate Consultative Committee for a total of twenty times during 1982-83. Most meetings were of at least a two to three hour duration.

Our major items of work included:

1. Following the progress of the 1983-85 budget request to the state Legislature with particular emphasis on faculty salary increases and other priority items.
2. Reviewing the administration's guidelines for:
 - (a) Legislatively mandated budget cuts within the 1982-83 year and
 - (c) Cycle II planning and related retrenchment targets developed to meet the anticipated budget needs for the 1983-85 biennium and beyond (unit reduction targets in 0100 funds for 1983-85 ranged from 0 to 12 percent).
3. Reviewing collegiate (and support units) plans in response to the administration's guidelines for retrenchment and reallocation.
4. Reviewing the administration's proposals for actual budget allocations for 1983-84 in light of legislative appropriations and the planning related materials submitted by collegiate and support units.
5. Reviewing the financial status of students, alternative proposals for 1983-84 tuition rates and alternative proposals for increased student financial aid, the latter particularly for graduate students.
6. Reviewing alternative proposals for distribution of salary increase monies available from legislative appropriations and from internal retrenchments.
7. Reviewing a variety of data bases used in administration deliberations related to program evaluation, work load determination, salary equity, etc.
8. Reviewing a "Strategic Fiscal Planning Model" developed by Management Planning for use in estimating future fiscal (income-expenditure) scenarios.
9. Other miscellaneous "finance related" topics.

It would be impossible in a brief summary to report the recommendations made by our committee in response to the above listed and other topics of committee deliberation. Our recommendations were, however, guided by several basic principles:

1. Faculty salary increases were considered a concern of highest priority. As a basic guideline we followed the Senate-approved (May 20, 1982) policy of trying to regain the lost purchasing power of the past decade and to make additional gains where possible.
2. The principle of merit should be emphasized strongly in salary distributions.
3. Whenever possible, budgetary actions should be guided by and be consistent with long-term institutional planning goals and agreed upon program priorities.
4. Faculty input should be assured in the process of programmatic planning.
5. Quality of program(s) should be an item of very high priority.
6. Budget retrenchments should be allocated in a manner to minimize their adverse "programmatic" effects, and
7. *Ceteris Paribus*, differentials in tuition rate schedules should be more highly correlated with differences in program delivery costs.
8. Affirmative action and equal employment opportunity guidelines should be strongly adhered to in any financially related actions.

The committee appreciates the very effective consulting relationships which we had with the University administration, particularly with Vice President Keller.

Overall 1982-83 was a year of serious financial stress for the University of Minnesota. We hope 1983-84 is less so.

BURT SUNDQUIST
Chairman

Accepted

XIV. BUSINESS & RULES COMMITTEE

STUDENT SENATE ELECTIONS

INFORMATION:

The Business and Rules Committee concurs that fall quarter enrollment figures should be used in student elections for determining representation numbers and that, unless there is serious objection by the University Senate, the Student Elections Commission will be informed accordingly.

RICHARD PURPLE
Chair

Accepted

XV. QUESTIONS TO THE PRESIDENT

(15 minutes)

In view of the fact that you consented to have an administrative review of your performance as President after you had been at the University for five years, do you think that it would be appropriate to have another administrative review now that you are in your tenth year as President?

Rutherford Aris, Chemical Engineering
Robert H. Beck, Education
John R. Borchert, Geography
Marcia M. Eaton, Philosophy
Stephen G. Gasirowicz, Physics
Robert M. Hexter, Chemistry
Norman S. Kerr, Genetics/Biology

Douglas C. Pratt, Botany
Richard L. Purple, Physiology/Ophthalmology
Geneva H. Southall, Afro-American Studies
Patricia B. Swan, Food Science and Nutrition
John E. Turner, Political Science
George T. Wright, English

In the Senate meeting November 18, 1982, you provided information on the 1980-81 9-month average cash salaries for comparable faculty groups at each campus.

1. Please update that comparison with figures for 1981-82, 1982-83 and, if possible, 1983-84.
2. Please compare salaries at the various campuses with those in the State University system over, say, the last four years.

Edward P. Ney, IT
Russell K. Hobbie, IT

See abstract of the discussion.

Copies of charts used by Vice President Kenneth Keller and Regents' Professor Edward Ney during this discussion are available in the office of the clerk of the Senate.

XVI. OLD BUSINESS

none

XVII. NEW BUSINESS

(15 minutes)

none

XVIII. TRIBUTE TO DECEASED FACULTY MEMBERS

ROBERT AMES

1916-1983

Robert J. Ames, professor emeritus, humanities program, died of heart failure on 12 July 1983. Having rallied to an encouraging degree after prolonged hospitalization, he was at his home in St. Louis Park when stricken by a relapse.

His early years were spent in Wichita, Kansas, where he was born on 29 May 1916, and in Missouri, first at Joplin and then at Webb City, where he completed high school. In 1937, he was graduated A.B. from Park College in Parkville, Missouri.

Appointed to a teaching position at St. John's University in Shanghai in 1937, he was prevented by hostilities from entering China until mid-year, and spent the fall semester teaching conversational English at St. Paul's University in Tokyo. In the spring term and the next year, he taught English language and literature at St. John's.

The two years following his return to the United States were divided between graduate study at Kansas State Teachers College in Pittsburg (M.S., 1941), and employment with DuPont in New Jersey. He then took a secondary school post at Nevada, Missouri, teaching English, journalism, physics, chemistry, and biology from 1941 to 1945. In the latter year, he was inducted into the navy and assigned to teach English at the U.S. Naval Academy Preparatory School in Bainbridge, Maryland.

Wishing to resume graduate study when he was released from service, and attracted by what he had heard of innovations in general education, particularly those associated with the names of Joseph Warren Beach and Albury Castell, he came to Minnesota to become a doctoral candidate in English and to begin his long affiliation with the humanities program. For two years, he taught also in another unit of the Department of General Studies, the communication program. Though not a "joiner," whether of academic and pedagogical or other organizations, he took part in a number of local and regional conferences treating the humanities in general education.

With a dissertation on Walter Bagehot, he completed his work for the Ph.D. in 1952. The following year, he was made assistant professor. Having already become a valued

aide to the program director, he subsequently was named associate, then director (chair, in the terminology adopted thereafter). Retirement in 1982 closed a span of thirty-six years marked by cycles of examination, review, and debate on undergraduate studies of the kind to which he was devoted: their placement in collegiate structure, appropriate scopes and focuses, and the nature and utility of cross-disciplinary methods of inquiry.

Travels about the world figured in the development and enrichment of his teaching, particularly in the European heritage sequence and in "Man before History." His return from Shanghai in 1939 was by way of the Trans-Siberian Railroad and northern Europe. A Ford Foundation fellowship took him to Italy for the year of 1954-5, spent mainly in Florence. Further Renaissance studies in Rome were made possible by a single quarter leave in the spring of 1964. In the later sixties, he visited Mexico and Central America. A world tour in 1970 included portions of eastern Europe, the Soviet Union, South and East Asia. In the southwest Pacific, four years later, he stopped in Fiji, New Guinea, Indonesia, and Singapore. He surveyed some of the Mayan and Ican remains in 1976, and made a last trip two years later which included Egypt and Morocco.

He is survived by a sister, Sarah Stamatoff, of Newark, Delaware, and mourned as well by many friends.

FRANCIS BODDY 1906-1983

Frank Boddy, professor emeritus of economics, died March 20, 1983, in Minneapolis after a short illness at the age of 76. Except for government and military service during World War II, his entire professional career was spent at the University of Minnesota. He received all of his degrees from the University: a bachelor's in accounting (1930), a master's in statistics and economics (1936), and a Ph.D. in economics and mathematics (1939). He was appointed assistant professor of economics in 1939, advanced to full professor in 1946, served as associate dean of the Graduate School from 1961 to 1972, and retired as professor emeritus in 1975. But "retired" is hardly the right word. In the eight years before his untimely death, Frank Boddy continued to work for the good of his profession, his University, his community, and his state and country just as tirelessly and as effectively as he had done for more than thirty-five years before his mandated retirement.

His University colleagues will remember, and miss, Frank Boddy in many ways but especially for his role as critic and resource person. His knowledge of economics (not just economic theory but the applications of it, particularly in matters of state and local finance and the structure, conduct, and regulation of industry) and of the economy (not just our own economy but others as well, particularly the Soviet economy) was vast and his willingness to share this knowledge was unbounded. As early as 1940, when Frank was in his first year as assistant professor, a fellow faculty member wrote: "He is *used*, I may say almost *abused*, by us as a critic. We are constantly submitting questions to him for the purpose of getting the benefit of his sharp criticism." Exactly the same could have been said of him as late as the early months of 1983.

His associates in the economics profession at large will also remember, and miss, Frank in many ways but particularly for his work on behalf of the membership of the American Economic Association. Over a long period of time, he conducted and reported the results of annual surveys of economics departments that yielded rich data on faculty salaries, graduate and undergraduate enrollments, and the production and placement of new Ph.D.'s. In addition, he replicated on two occasions in the 1970s the reputational ratings of economics departments pioneered by the American Council on Education's Carter Report (1966) and Roose-Anderson Report (1970).

For almost sixty years, Frank Boddy lived in the city of Minneapolis and the state of Minnesota. But he was much more than a resident; he was an active participant in the affairs of his city and state. Long before the word "outreach" gained common use around the University, Frank reached out. To mention just a few of his many activities, he was a charter member of the Citizens' League (1952), served on many of its committees and, in

1968-69, was its president; chairman of the advisory committee to the Metropolitan Mayors' Tax Study Commission (1966); consultant to the Metropolitan Section of the League of Minnesota Municipalities (1968-70); a member of the Governor's Minnesota Tax Study Committee (1956); chairman of the Governor's Council of Economic Advisers (1970-74); a member of the Legislative Tax Study Commission (1972-75). In addition to these and other formal commitments, Frank Boddy's advice and counsel on fiscal and economic matters was actively sought by, and freely given to, every Minnesota governor, regardless of party, for over three decades. In fact, one of his last acts of reaching out was to put on the desk of the state's newly inaugurated governor last January a well-researched memorandum summarizing "The Recent History of Economic Trends and of State and Local Taxation in Minnesota."

Frank Boddy was not only an economist who will be long remembered by all who knew him or knew of him; he was also a man who will be deeply missed.

PAUL HARRISON CASHMAN

1924-1983

Paul H. Cashman died on July 31, 1983, from a heart attack. He is survived by his wife Veryl Ann, two daughters, Kay and Kia, and one son, Timothy. Another son, Todd, is deceased.

Paul Cashman was born in Des Moines, Iowa, on June 30, 1924. He graduated from Patrick Henry High School in Minneapolis in 1942. He attended Mount Union College, Alliance, Ohio, in 1943. Later he received three degrees from the University of Minnesota: B.S. in law, 1948, M.A. with a major in speech, 1950, and Ph.D. in speech and political science, 1957.

From June 1943 to June 1945 Cashman served in the U.S. Army Air Corps. As a member of the 460th Heavy Bombardment Group in the 15th U.S. Air Force he was based in Italy in 1944-45. He was shot down behind enemy lines in Yugoslavia and was reported missing in action.

As an undergraduate Paul Cashman was an accomplished intercollegiate debater. At Hamline University he was instructor in speech and assistant director of admissions from 1950 to 1953. In the Department of Speech, University of Minnesota, he was an instructor from 1953 to 1956. In the Department of Rhetoric, University of Minnesota, from 1956 to 1965 he was instructor, assistant professor, associate professor, and professor. He entered University of Minnesota administration as assistant vice president for educational relationships and development, a position he held from 1965 to 1968. From 1968 to 1975 he served as vice president for student affairs. In 1976 he left administration and resumed his teaching career as professor of speech, University of Minnesota, a position he occupied at the time of his death.

Paul was unique because of his varied competencies, all of them related to helping people. During the days of student uprisings in the 1970's his skills of negotiation defused many crises on campus. Students respected and liked him because of his sincerity and openness and because he obviously had their interests at heart. Students in his classes flocked to his office to talk with him, and somehow he managed to find time for all of them. In the words of Beverly Nilsson, one of Cashman's Ph.D. advisees, "He placed a high priority on what students were doing. He was an encourager and challenged people to do their best."

One of Paul Cashman's guiding principles was that the University should be useful to all people in the state, not just to students on campus. He was active in advising, consulting with and addressing educational, religious, military, governmental, and business organizations, not only in Minnesota but throughout the United States. The University's program in human sexuality, offered through the Department of Family Practice and Community Health, was guided through a controversial period by Cashman, and in addition to insuring its survival he contributed to the program as one of its most valued participants.

Cashman's main involvement in the business community was through seminars he

designed and taught in the University of Minnesota continuing management education program. Certainly he was one of the most productive members of the faculty in the University's outreach efforts.

On campus Cashman and coordinated an unusual joint venture. It was a leadership course that brought together army, navy, marine, and air force cadets in ROTC and non-military students from the College of Liberal Arts. Not only were the military and civilian leadership courses enriched, but relations between ROTC members and other students improved. As a result, ROTC became more a part of the University.

In his work with adults, Paul became interested in what he termed "middlence," a difficult stage in the lives of middle aged males. He became an authority on this phenomenon and during the past few years taught seminars and addressed a great variety of groups on this topic. He observed that he could easily devote the rest of his life to development of this most recent subject of research and instruction.

Professor Paul Cashman devoted his life to others in higher education on campus and in the community. He was a warm, friendly, extremely able human being. A multitude of his students, friends, and associates are grateful for having him with us as long as we did. His sensitivity to others' needs and his ability to help people with their problems set him apart from the rest of us. We mourn his passing but the influence of his life will be with us far into the future.

ANWAR CHEJNE

1923-1983

Anwar Chejne, professor of Middle Eastern and Islamic Studies, died on September 5, following a long illness. He was cared for during those months by a devoted family, was visited by friends and colleagues, and aided by The Reverend Grant Abbott of St. Matthew's Episcopal Church. He was born in Lebanon, August 15, 1923.

Professor Chejne, although seriously ill, continued to write until almost the time of his death, and consulted with students at his bedside, thus providing evidence of his courage and devotion to the University of Minnesota.

His interests ranged from the history of the Middle East to its arts and culture, all of which he brought to those who studied with him. His administrative work helped in the establishment of the department with which he was associated.

He was a valued member of the faculty and will be sorely missed by colleagues and friends.

CHARLES MCLAUGHLIN

1908-1983

Charles H. McLaughlin, professor emeritus of political science, died unexpectedly of a heart attack at age 75 on Thursday, November 3. He is survived by his wife, Mary, a daughter, Mary Deborah Krider, a son John, and several grandchildren.

Charles McLaughlin—"Mac" to all who knew him—received the B.A. and M.A. degrees from the University of Denver in 1929 and 1934 and the J.D. from Harvard University in 1935. His additional graduate work in public law at Columbia University was interrupted by four years of service during World War II as an officer in the Army Air Force. Mac came originally to the University of Minnesota in 1936, and after his return to campus from military service in 1946 he was at the University, except for occasional leaves, until his retirement in 1977. Beyond his involvement in the University and professional associations in political science, Charles McLaughlin was a leader in the United Nations Association, the Foreign Policy Association, and the Twin Cities Committee on Foreign Relations. Among his scholarly publications were *World Politics in Transition* (coauthored with Lennox Mills) and numerous articles in legal reviews, directories, and encyclopedias.

Although he was a scholar of great learning and a man of the most cosmopolitan interests, Charles McLaughlin had his greatest impact on the University of Minnesota itself. He served it for 41 years in almost every imaginable way. He was a faithful and learned teacher; his list of doctoral students is long and distinguished. He championed the study of

the world beyond American shores and served for 17 years as the director of the Center for International Relations and Area Studies (now the Quigley Center) and for one year as the acting dean of International Programs. At various times he chaired the University Tenure Committee, the Senate Judicial Committee, the University Council on International Programs, and the Senate Committee on Faculty Affairs. He also chaired or served on other committees, councils, and task forces too numerous to mention. He was always available for special assignments in the University that used his impressive skills as mediator, counselor, and master of language. And he chaired the Department of Political Science for five crucial years in its history. In recognition of all this he received the Regents' Award in 1976 for "contributions to the growth and development of the University," the first faculty member to be so honored while still in active service.

Those lists of accomplishments tell much about Charles McLaughlin—his dedication, his hard work, his leadership, his wisdom. They speak also to the power, logic, and precision of his mind and to the fairness, humanity, and generosity that made him so valuable a citizen of the University. They do not speak fully, however, to the personal qualities that endeared him to his friends—his subtle wit, his genuine modesty, his distaste of pretension, his vast learning, and his boundless good will. His colleagues in political science also remember him as the rebuildier of the department during the pivotal years of his chairmanship. He gave it high standards of equity and civility, of openness and collegiality, of responsibility and dedication to the ideals of a great university.

Charles McLaughlin was in all things a man of standards—standards in scholarship, in language, in personal relationships. But in his quiet way he was also a man of action, a man who was unafraid of change and progress. An architect of programs and procedures, he was for four decades a major influence in the building of this University. In the words that are on the tomb of Christopher Wren in St. Paul's: "If you seek a monument, look around you."

JAMES ROBERT MURPHY

1918-1983

James R. Murphy, professor emeritus and a former head of the Department of Music, University of Minnesota at Duluth, died of cancer on June 17, 1983, at the Northeast Baptist Hospital in San Antonio, Texas.

Professor Murphy was born in Logansport, Indiana, on February 16, 1918.

He was a graduate of Central Methodist College, Fayette, Missouri, the United States Army Music School, Washington, D.C., and the VanderCook College of Music, Chicago, Illinois.

From 1946 through 1957 Professor Murphy served as the director of instrumental music in the Brownsville, Texas, public schools. In addition to supervising that system's instrumental programs he conducted the concert and marching bands. For eleven years his Brownsville High School Band was awarded first division in concert, marching, and sight-reading under the Texas University Interscholastic League Music Plan in the highest class of competition. Invited to be the clinic band, his musical organization was further honored in 1950 and 1952 at the Mid-West National Band Clinic in Chicago. On three other occasions the group captured first division in concert, marching, and sight-reading at the Tri-State Band Festival at Enid, Oklahoma, winning in addition the Grand Sweepstakes Award, first place in the Million Dollar Parade, and the Outstanding Concert Band Award in the highest class of competition.

For 12 years Professor Murphy served as guest clinician and adjudicator throughout the state of Texas. He was elected and officiated as band chairman for the Texas Music Educators' Association. Adjudication and conducting invitations took him to numerous high school clinics throughout the states of Missouri, Kansas, Oklahoma, Louisiana, Minnesota, North Dakota, Wisconsin, Kentucky, and Montana. College concert and marching bands were under his baton in clinics at the University of Indiana, Western State College at Gunnison, Colorado, VanderCook College of Music, Oklahoma City University, the University of Wisconsin at Madison, the Nebraska State Teachers College (now Chadron State College), the State University of Oklahoma, and the Music Educators National Conference.

Professor Murphy brought a rich harvest of music repertoire, conducting expertise,

and teaching experience to his position at the Duluth campus in September, 1958. His dedication to music as a profound art exacted every ounce of his energies and he demanded one's all regardless of whether one was having a studio lesson, learning to conduct, preparing to teach, or playing in one of his ensembles. Proficient in his comprehension of the literature and attuned to its emotions, he became one with it, his imagery stimulating the performers to professional heights beyond their imagined competencies. Nothing stood between the score, his empathizing, and the baton as he welded the notes into a listening experience to be remembered.

In June, 1980, Professor Murphy and his wife Barbara left for San Antonio, Texas, where he became an instrumental music consultant, and Barbara, a gifted choral musician, continued her career with the Northeast Independent School District. In April of that year Professor Murphy was the recipient of the Distinguished Alumni Award bestowed him by Central Methodist College. He retired in July, 1982.

Professor Murphy was a member of the American Bandmasters Association, Phi Mu Alpha Sinfonia, Phi Beta Mu, the Texas Bandmasters Association, the Music Educators National Conference, and the Texas Music Educators Association.

Surviving are Barbara, his wife, and his four children, Michael, John, Patricia, and Kathleen. To all of them we offer our sympathy. Interment is in the Fort Sam Houston National Cemetery.

LLOYD MILTON SHORT

1897-1981

Lloyd M. Short died on December 18, 1981, at age 84. He had served as professor of political science at the University of Minnesota since 1936—as chairman of the Political Science Department during the decade 1952-1961, and as emeritus professor of political science and public affairs since his retirement in 1965.

Lloyd Short came to Minnesota in 1936 as professor of political science to direct and develop a pioneering program to train the brightest college graduates for careers in public service. He was already a distinguished professor at the University of Missouri, where he served also as assistant dean of the Graduate School. He had graduated from Knox College and had earned M.A. and Ph.D. degrees in political science at the University of Illinois. He had married Bess—his college sweetheart—who survives him, along with their daughter Elizabeth and four grandchildren. Their daughter Marjorie passed away in 1979.

Under Lloyd Short's leadership, the Public Administration Center became one of the nation's top programs of its kind. He founded and served as chairman (1958-1960) of the first national association of such programs, the Council of Graduate Education for Public Administration (now the National Association of Schools of Public Affairs and Administration). He served as national president of the American Society for Public Administration (1965-1966). He was one of the founders of the National Academy of Public Administration. The Public Administration Center, which he developed, became the School of Public Affairs (after his retirement), and, six years ago, became the Hubert H. Humphrey Institute of Public Affairs—named appropriately as a memorial to his most famous former student and advisee.

Lloyd Short's political science courses dealt with American governmental systems and processes, and with the entire field of public administration, especially public personnel administration. He was very active in University governance, chairing important committees and advising University administrators. After his retirement, he served as visiting professor of political science at the University of Texas and at Lincoln University. He was a member of the American Political Science Association's Executive Council (1935-1937), served as vice president of the American Political Science Association (1951-1952), and was president of the Midwest Conference of Political Scientists (1960-1961).

Outside the University of Minnesota, Lloyd Short helped to establish the Citizens League which has played an important role in the Twin Cities and in the state of Minnesota. He had a prominent part in Minnesota's administrative reorganization of 1939, which led to the professionalization of the state's public service and to the strengthening of the governor. He chaired Minnesota's 1948 Constitutional Commission, which made a thorough study of the state's Constitution. He served as a key member of the Little Hoover

Commission in 1950, the Minnesota Self-Survey in 1956, and the Governor's Council on Executive Reorganization in 1968. He helped establish and develop the impressive schools of public administration in the Philippines and in South Korea. He served as president of the Alpha of Minnesota Chapter of Phi Beta Kappa. His alma mater—Knox College—and Sioux Falls College recognized his accomplishments with the award of honorary doctor of laws degrees. And the U.S. Civil Service Commission honored him with a special award in 1965 for his contributions in improving the public service at the national level.

Indeed, Lloyd Short devoted his career to improvement of the public service at all levels, and more to action programs than to research. Most of his research and writing dealt with the development of public organizations. His book on *The Development of National Administrative Organization in the United States*, published in 1923, has become a classic in U.S. administrative history. And the University of Minnesota Press published several of his administrative histories of Minnesota governmental agencies.

His greatest legacy, however, is the tremendous influence he has had not only on his colleagues in political science and public administration, but on hundreds of University of Minnesota students who have advanced to positions of leadership in public organizations in Minnesota, elsewhere in the nation, and in other countries. They remember him well, and they miss him.

The Lloyd M. Short Fellowship, which provides a modest amount of support for graduate study and research in public administration, has been established in his honor.

KENNETH WHITBY 1925-1983

Professor Kenneth T. Whitby, Department of Mechanical Engineering, died of a heart attack on November 14, 1983. He is survived by his wife, Juanita; his children Susan, Dean, Dale and Evan; and four grandchildren.

Kenneth was born on February 6, 1925, in Fond du lac, Wisconsin. He obtained B.S. degrees in naval science (1946) and mechanical engineering (1948) at the University of Minnesota after serving in the Navy during World War II. His Ph.D. was granted by the University of Minnesota in 1954. During his employment at the University he served as an assistant professor (1958), associate professor (1962) and professor (1966). He was the head of the Environmental Division of the Mechanical Engineering Department at the time of his death.

Professor Whitby's pioneering work in aerosol science and technology was characterized by foresight and pragmatism, and it exhibited an uncanny degree of intuition. He was known for his contributions to aerosol measurement, studies of aerosol properties and behavior, and the nature of atmospheric aerosols. He established the Particle Technology Laboratory in the Department of Mechanical Engineering at the University of Minnesota which remains a well known center for research on aerosols.

Professor Whitby first became interested in airborne particles in the late 1940's through contacts with local milling companies. His first archival publication was entitled "Measurement of Particle Size Distributions of Flour" and his interest in aerosol size distributions continued throughout his research career. Research on flour dust measurements eventually led to a patent for the MSA-Whitby centrifuge sedimentation particle size analyzer, a commercially successful instrument.

During the mid-to-late 1950's, Professor Whitby worked with other researchers in the Environmental Division of the Department of Mechanical Engineering on aerosol problems of importance in heating, ventilation, and air conditioning systems. Techniques for evaluating the performance of air cleaners and filters were developed. During this time period he also completed a pioneering study of indoor residential aerosols. During the 1960's Professor Whitby became interested in extending measurement of aerosol size distributions into the submicrometer range. Studies on electrical charging and classification of aerosols were initiated and this work led to the development of the Whitby aerosol analyzer (the forerunner of the present day electrical aerosol analyzer). These instruments have been applied widely to measurements of size distributions for aerosols in the 0.01 to 1. μm range.

The last major research era in Professor Whitby's career was associated with studies of atmospheric aerosols. He was a key participant in the 1969 Los Angeles aerosol characterization study. Innovations in this project involved the organization of an interdisciplinary team for an intensive smog aerosol study and the application of state-of-the art instrumentation to measurements of ambient aerosols. This study served as a model for similar air pollution studies throughout the 1970's and also provided new insights into the nature of atmospheric aerosols. In particular, as a result of this work he discovered the characteristic trimodal nature of ambient aerosols. The concepts of nuclei, accumulation and coarse particle modes have been applied widely in recent years.

Professor Whitby published widely. He held four patents and served on many national committees including the Advisory Committee for the Chemistry and Physics Division of the U.S. E.P.A. (1974-76), the Working Group 1 of a bilateral environmental agreement between the U.S. and U.S.S. R. (1973-76), among others. He was elected to membership in the National Academy of Engineering in 1978 and was a member of a National Research Council Committee on Chemical and Biological Sensor Technology at the time of his death.

In addition to his contributions to aerosol science, Ken was a devoted father and husband, and a devout Christian. He was active in community affairs and had numerous personal interests and skills including photography, wood-working, canoeing, and model airplane building. He lived a fruitful, happy life, and will be missed by his many friends and colleagues here and throughout the world.

GEORGE WINTEROWD

1922-1983

The School of Architecture and Landscape Architecture is indeed sorry to report the death of Professor George C. Winterowd. Professor Winterowd had continued to teach on a full-time basis in spite of the fact that he had been diagnosed to have cancer of the liver. Professor Winterowd passed away on June 18, 1983, after being hospitalized for two weeks, due to complications of the chemotherapy to fight the disease.

George Winterowd came to the University of Minnesota in 1964 after serving on the faculty of Miami University, Ohio, from 1955-64 as assistant and associate professor. Prior to that he was an instructor and assistant professor at Iowa State University, 1951-52. At the University of Illinois, Burnham, he was a library research assistant, 1951-52, and a teaching assistant in the School of Architecture, 1950-51.

Professor Winterowd received the M.S. architectural engineering degree from Iowa State University in 1954; B.S. in architecture at the University of Illinois in 1951 and attended Blackburn College, Carlinville, Illinois, in 1941. He did additional work in the graduate program at the University of Illinois. Professor Winterowd was a registered architect in Missouri, Ohio, and Minnesota. His professional experience also included consultation in architecture and historic preservation.

Professor Winterowd was a member of the Society of Architectural Historians, the American Institute of Architects, National Trust for Historic Preservation, and the Danforth Foundation. Along with his many duties at the University, Professor Winterowd found time to be on the board of directors of Presbyterian Homes of Minnesota, also chairman of the Long-Range Planning Committee, Administration Committee, and Executive Committee. His research and public service interests also included being on the board of directors, International Study and Travel Center, University of Minnesota; elder, Grace Presbyterian Church, Minneapolis; Mayan Architecture of Meso-America, and English Renaissance Architecture. Professor Winterowd will also be remembered for his many publications and academic and professional awards over the years.

George Winterowd will be missed by his many friends on the faculty and the staff of the School, his former students, and by his neighbors.

XIX. ADJOURNMENT

FACULTY SENATE MINUTES

The first meeting of the Faculty Senate for 1983-84 was convened in 45 Nicholson Hall, Minneapolis campus, on Thursday, November 17, at 4:05 p.m. following the University Senate meeting. Coordinate campuses were linked by telephone. Checking or signing the roll as present were 126 voting members of the faculty, 2 members of the Council of Academic Officers, and 15 nonmembers.

President C. Peter Magrath presided.

I. MINUTES FOR MAY 5 AND MAY 19, 1983

Action (2 minutes)

Approved

II. SCHEDULED MEETINGS DURING 1983-84

Information

Faculty Senate meetings are scheduled as follows: November 17, February 16, April 19, and May 17.

Accepted

III. COMMITTEES OF THE FACULTY SENATE, 1983-84

(These are in addition to those approved at the May 19, 1983, Faculty Senate meeting)

Action (5 minutes)

FACULTY AFFAIRS Faculty: Ellen Berscheid, Margery Durham, John K. Munholland, Robert Ulstrom. Graduate Assistant: Doug Hooper.

JUDICIAL Faculty: Laird Barber (UMM), Dale Dahl, Amos Deinard, Martin Dworkin, Ellen Egan, William Flanigan, Ruth Franzen, Leonard Greenberg (Chr.), Janice Hogan, Arnold Ismach, Wendell Josal, Douglas Lewis, Donald MacEachern, Timothy Mazzoni, Susan Meyers, Paul Murphy, Roger Park, Peter Robinson, Ray Sibul (UMM), Edward Stauffer (UMD), Eugenia Taylor, Mathew Tirrell, Cecil Waddington, Delane Welsch, Marla White.

TENURE Students: Julie Bates, John Paulson.

Approved

IV. FACULTY AFFAIRS COMMITTEE

RETIREMENT PLAN ANNUITY PROGRAM OPTIONS

(5 minutes)

MOTION:

That three additional options be made available in the University tax deferred annuity program [Mills II-403b(7)] at the choice of individual faculty members; these would be investments in custodial accounts in regulated investment companies in the form of mutual funds.

COMMENT:

At present, University of Minnesota faculty members have two options for tax deferred annuity programs—403b(7): (1) TIAA-CREF; and (2) Minnesota Mutual/Northwestern-National. A comparison of available funds meeting minimum requirements set by a

subcommittee of the SCFA led to the recommendation of three new groups for these tax sheltered annuities. Criteria used in selecting companies include: (1) minimum size of company; (2) absence of front end load; (3) diversity within family of funds; and (4) performance.

The new funds should be made available to individual faculty members no later than February 1984, by which time the Employee Benefits Office should have developed procedures for starting such accounts.

Representatives from the three additional funds plus the two present providers of the 403b(7) accounts will be invited to prepare material describing their programs. On-campus information sessions by the representatives from these funds will be scheduled and open to all faculty members.

We also propose that the SCFA monitor the performance of funds invested in the tax deferred annuities and report to the Faculty Senate on their relative performance including the potential recommendation of additional options.

MARIO BOGNANNO
Chair

Approved

V. TENURE COMMITTEE

TENURE CODE REVISION

(30 minutes for discussion)

INFORMATION:

The Tenure Committee will be bringing a proposed complete revision of the University rules relating to faculty tenure to the Faculty Senate in winter quarter. Faculty Senate meetings will be scheduled every two weeks, beginning Thursday, January 19. Section by section consideration of the proposed draft will begin at that time.

Early this quarter the Tenure Committee and the Consultative Committee circulated a draft of the proposed revisions and a commentary prepared by Professor C. Robert Morris, the 1982-83 Chair of the Tenure Committee. These documents have been available in departments and University libraries. Individual copies may be picked up from the Senate Clerk's office. The Tenure Committee has solicited written comments on the proposed draft and has scheduled two public hearings. It now solicits a general discussion of the issues raised by the present draft, in advance of the formal consideration this winter. Although "sense of the Senate" motions may be useful, detailed amendments are not necessary at this time.

In light of the debate at this meeting, at the public hearings, the written comments from faculty members, and the review of the draft by other committees, we will further revise the present draft for submission to the Faculty Senate in January.

Background

The present Regulations Concerning Faculty Tenure were adopted in 1945. They are relatively brief. In many respects they are either inadequate or have been overtaken by events. For example, the Regulations do not themselves prescribe the standards for granting tenure; a few years ago it was necessary to establish those standards by separate administrative direction. In other cases the Regulations have been overtaken by events and are no longer applicable. For example, they provide that persons denied tenure may not be given the reasons for that action; as the law has developed since 1945, it is now necessary and appropriate to do so.

In the early 1970's, the University Committee on Tenure began preparation of a new Tenure Code to replace the existing Regulations. This draft Code was the subject of substantial debate in the Faculty Senate from 1971 to 1973. When the final version was presented in 1972-73, the Senate spent 13 full sessions debating and amending it. The draft was adopted on May 31, 1973. It was then sent to the Board of Regents for their

consideration. Before the Regents could consider the proposal, collective bargaining petitions were filed and a "cease and desist" order was issued to the University. That suspended consideration of the proposed Code for more than seven years.

After the collective bargaining elections were held, it was apparent that further revisions in the draft Code were necessary. The draft was withdrawn from the Regents and re-referred to the University Committee on Tenure. The document which is now under discussion shares many features of the 1973 draft, but is much shorter, leaving many technical details to administrative regulation or to less solemn forms of decision making.

Features of the draft

The most frequently discussed parts of the new draft deal with the termination of faculty appointments in exceptional circumstances. Section 13 permits the University to terminate faculty appointments as a result of *bona fide* changes in educational policy, but severely restricts the ability to do this by imposing strict procedures. Faculty whose appointments were so terminated would be given lengthy terminal appointments. The topic is not expressly considered in the existing 1945 Regulations, although one section provides for termination of the appointments of those whose "usefulness to the University is impaired." The Faculty Senate declined to include a similar provision in the 1973 draft.

Section 12 of the new draft provides procedures for dealing with "financial exigencies," situations in which the University can no longer meet all of its contractual commitments. The draft provides procedures to protect faculty members from discrimination and assures limited reemployment rights. The preamble to the 1945 Regulations reserves to the Regents a broad authority to deal with such situations, without providing procedural or substantive protections. The present draft reproduces many of the features of the 1973 draft.

Other topics which may stimulate discussion include the minimum percent-of-time to qualify as a member of the regular faculty (Section 3.4 of the draft, like its predecessors, specifies $\frac{2}{3}$ time as the minimum for membership in the regular faculty), the standards for granting tenure (Section 7.1 of the draft emphasizes teaching and scholarship as the primary criteria but does provide that budgetary considerations, personnel needs, and collegiality may be factors), and the procedures for reviewing probationary faculty and granting tenure (which are more substantial than the 1945 Regulations, but less detailed than the 1973 draft). In several instances, the new draft has deleted much of the detail of the 1973 draft, retaining in its own text only basic principles and leaving specifics to be handled by rules adopted by the Tenure Committee or the Judicial Committee.

This summary is not intended to preclude debate of other issues, but to stimulate faculty interest in key questions. Faculty members are encouraged to review the entire document. If adopted it will affect our contractual relationships with the University for years to come. At this stage the Committee solicits your comments as we prepare the final draft for debate.

FRED L. MORRISON
Chair

Accepted

The following resolution was endorsed by the AAUP Executive Committee at its meeting held on October 25, 1983:

In view of the complexity of the proposed revision of the Tenure Code, and in light of the disparate questions which are addressed in the proposed revision, the University of Minnesota AAUP urges that the University should not adopt an entire new code at this time, but rather should address individually any changes which are required in the existing tenure code.

Particular points which we would urge in such revision are:

- a) The tenure regulations should be simple, consisting of general statements of principle. The proposed complex structure of precise, detailed rules simply invites a search for loopholes and a gradual adaptation of administrative practice to fit around the rules.

- b) Given the unequal resources available to the University administration and individual faculty members, we do not think the burden of proof should be shifted from the administration to the faculty member, as is now proposed for removal of tenured faculty members for reasons other than cause. Nor do we agree that the access of faculty members to the Judicial Committee should be curtailed.
- c) Since a good deal of programmatic change has already been carried out without abridging tenure protection, we do not think that ordinary programmatic change should be a basis for dismissing tenured faculty.
- d) The AAUP Executive Committee is divided, however, as to whether or not there might be urgent financial circumstances in which tenured faculty might have to be let go, and in which it would obviously be better to decide whom to fire on programmatic grounds, rather than on any other grounds. If this were to be permitted in the revised tenure code, further definition of these circumstances would be required.

VI. FACULTY CONSULTATIVE COMMITTEE

ANNUAL REPORT, 1982-83

The Faculty Consultative Committee consists of members elected by the faculty on each of three campuses plus the vice chairperson of the Senate if a faculty member.

The Committee met 18 times; a portion of seven meetings was with the President and with Vice Presidents who accompanied the President at his invitation.

Closed meetings with the President. Three meetings with the President were closed. In September the first was closed to discuss a problem that arose regarding All-University Honors Committee business. This discussion resulted in subsequent clarification of policy and procedures governing the work of the Honors Committee and action by the Board of Regents in the absence of Honors Committee recommendations. In December a portion of a meeting was closed to allow discussion of alternative responses to the legislative reduction in the FY83 University budget. At that meeting some information was conveyed by the President related to the collective bargaining settlement with faculty at Waseca and Duluth and certain costs related to cases under the Rajender Consent Decree. In February the Committee closed a third meeting to have a candid discussion of legislative activity regarding the biennial request. The committee voted to close a fourth meeting but, upon being challenged by the *Minnesota Daily*, canceled the meeting instead.

Closed meetings (committee members only). A portion of two meetings was closed to allow brief discussion of a faculty member's request that the committee hear a personnel issue. The Faculty Consultative Committee declined, believing that the Judicial Committee and the Academic Freedom and Responsibility Appeals Committee are the appropriate committees for hearing individual faculty grievances.

Meetings with Regents. A dinner meeting was held with the Board of Regents in November. At this meeting the quality of the University was discussed in light of national ratings of graduate programs, the numbers of undergraduate and graduate students, the competition for top faculty, and the expectations of the community regarding the University's role in development of high-technology business in Minnesota.

The Committee invited the Regents to join in a "faculty night out," including dinner and attending a women's basketball game, in March.

ACCOMPLISHMENTS:

Planning and budgeting

- Pressed the administration to support the Faculty Senate salary plan during the second planning cycle and annual budgeting; the administration did so and pledged continued support in the development of the next biennial request.
- Recommended the addition of a planning theme on the quality of graduate education and research; the theme was added.

Administrative Searches and Evaluations

- Pressed the administration to follow Senate guidelines in establishing search committees for major administrative positions; the committee expressed concern that the guidelines may have been violated in a case or two during the year.
- Pressed for an active policy on the periodic evaluation of administrators; there is a new policy conveyed in the summer of 1983 from Academic Affairs to deans, directors, and department heads.

Change of By-laws on Closed Meetings

- Recommended by-laws changes to broaden the provisions under which meetings of the FCC can be closed; changes were adopted by the Faculty Senate in May 1983.

Other

- Published and mailed to all faculty one issue of *SCC Reports*.
- Appointed faculty members to:
 - Senate Finance Committee
 - Senate Planning Committee
 - Senate Committee on Business and Rules,and recommended to the President the faculty members for the All-University Honors Committee.
- Recommended to Vice President Keller the faculty members for the University-Industry Relationship Policy task force.

The Committee addressed issues regarding the faculty liaison to the Legislature, faculty grievance procedures, measurement of faculty work load, faculty leave policies, charity fund drives, and administrative augmentations.

PATRICIA B. SWAN
Chair

Accepted

VII. FACULTY AFFAIRS COMMITTEE

ANNUAL REPORT, 1982-83

1. CHAIR. George Sell resigned as chair of the committee in February 1983, although he continued to serve as a member of the committee. Craig Swan agreed to serve as chair of the committee.
2. MEMBERSHIP AND MEETINGS. The committee met nine times during the year. Committee members were Ellen Berscheid, Mario Bognanno, Raymond Bohling, Tom Clayton, Nancy Eustis, Richard Goldstein, Robert Gustafson, Roland Guyotte, Leonid Hurwicz, Hugh Kabat, Charlotte MacLeod, Warren Roberts, George Sell, Marilyn Sime, Marvin Stein, Craig Swan (chr.). Betty Robinett served as an ex officio member. The committee continues to be deeply indebted to Marilee Ward for her valuable secretarial and staff support and to Harold Bernard, director of Employee Benefits, for extremely helpful technical assistance.
3. FACULTY SALARIES. As part of its continuing concern with faculty salaries, the committee met three times with Vice President Keller for wide ranging discussions on the issue of faculty salaries. At its meeting of June 6, 1983, the committee voted 5 to 4 to recommend that salary adjustments for 1983-84 be based entirely on merit. The committee also voted to establish a subcommittee to review procedures used by departments when making merit decisions. It is expected that the subcommittee will report its findings and possible recommendations by spring 1984.
4. SICK LEAVE, DISABILITY LEAVE, MATERNITY LEAVE, AND FAMILY LEAVES. Prolonged discussions between the administration and the committee resolved remaining

differences concerning these policies. It is hoped that a formal policy will reduce uncertainty for faculty members and reduce the possibility of unequal treatment. The following policy was adopted by the Regents at their June meeting. SCFA would be interested to hear from any faculty member who experiences difficulties with the implementation of the policy.

ACADEMIC STAFF POLICIES

A. Sick Leave and Disability Leave

B. Maternity and Adoption Leave

C. Family and Personal Leaves Without Pay

A. SICK LEAVE AND DISABILITY LEAVE

Eligibility. This policy applied to all full-time (100%) academic employees appointed for nine months or longer, including those who have received an approved partial leave without pay, e.g., persons on sabbatical leave. This policy does not apply to those in the Student or Professional Training category.

An academic employee who is sick or otherwise disabled may be absent with pay for up to two weeks by informally notifying his or her department head or appropriate academic administrator. If the individual is sick or disabled beyond this two-week period, he or she should submit a health provider's certificate to the department head. The department head should prepare a leave of absence request, attach a copy of the health care provider's certificate and forward through the dean to the vice president for academic affairs for review and action. If the academic employee adequately documents inability to work, he or she should be entitled to leave with pay for the period of disability as described in the following tables:

A (12-month) Appointments

Period of Service	First 0-3 months	Next 3 months	Next 6 months	Next 12 months	More than 24 months
Less than 2 years	Full Salary	FGID only	—————>		
Between 2 & 10 yrs.	Full Salary		$\frac{2}{3}$ Salary	FGID only	—————>
More than 10 years	Full Salary			$\frac{2}{3}$ Salary	FGID only

B (9-month) Appointments

Period of Service	During Summer Periods	During Academic Year Only				
		First 0-3 months	Next 3 months	Next 3 months	Next 9 months	More than 18 months
Less than 2 years	FGID only	Full Salary	FGID only	—————>		
Between 2 & 10 years	FGID only	Full Salary		$\frac{2}{3}$ Salary	FGID only	—————>
More than 10 years	FGID only	Full Salary			$\frac{2}{3}$ Salary	FGID only

Notes: FGID = Faculty Group Income Disability
 Full Salary = Base Salary

The first payments from the FGID Insurance Plan are received at the end of the fourth month of disability. The disability payments are figured on the base salary in

effect at the time when disability payments begin. For eligible persons who become disabled while on partial leave of absence without pay, the monthly sick leave salary payment during the period of that partial leave will be limited to the larger of (1) the reduced monthly salary payment or (2) the disability payments through the disability insurance plan.

These leave periods begin on the business day that the employee is first unable to fulfill his/her normal University duties and they include the two-week informal leave.

An academic employee who takes a leave of two weeks or less shall make reasonable efforts to ensure that classes are taught by others or made up later. In cases of longer leaves, the department or college is responsible for making other arrangements to make up classes and to cover other duties.

Academic employees with long-term disabilities must apply as soon as they are eligible for benefits under the Faculty Group Income Disability Insurance Plan, under Social Security, and under other specified disability programs whose benefits are deducted under the Disability Insurance Plan. Salary paid under this policy will be reduced by the amount of the benefits paid under those programs. The periodic payments from these programs will be prorated over the various University pay periods. If the individual fails to apply for these other disability benefits, payments under this policy will be reduced by the benefits that would have been received with proper application.

For academic employees who are on sick or disability leave for more than three months and who have at least two years' service, beginning with the fourth month the central administration will pay half the cost of that portion of the leave with pay which is not covered by insurance and to which the individual is entitled under this policy. The department or college will provide the remaining portion.

The time limits in this policy are maximums for each separate disability. An academic employee will be entitled to more than one period of paid leave only upon proof that the sickness or disability which requires a subsequent leave is separate from and not a continuation of an earlier sickness or disability for which the academic employee took a paid leave. The vice president for academic affairs may determine in the interest of fairness that the person who suffers a recurring disability after returning to work should be allowed a subsequent paid leave.

B. MATERNITY AND ADOPTION LEAVE

Eligibility. This policy applies to all academic employees appointed for nine months or longer, except those in the Student or Professional Training category. (Note: Those female employees not eligible for maternity leave shall be entitled to a two-week leave with pay.)

The intent of this policy is to be supportive and accommodating as regards the special circumstances surrounding maternity and pregnancy.

A female academic employee is entitled upon request to six weeks' maternity leave with pay and need not prove actual disability during this six-week period. The six weeks shall be counted from the delivery date. The informal two-week leave may be accessed before delivery. The paid maternity leave must fall within the term of appointment.

Disabilities associated with pregnancy and childbirth will be treated like any other disability under this policy. The informal two-week leave period and the six-week maternity leave shall be included in the time limits described in tables in the Sick Leave and Disability Leave section.

A male employee is entitled to a two-week informal leave with pay during the term of appointment following the birth or adoption of a child. A female employee is entitled to a two-week informal leave with pay during the term of appointment following adoption of a child.

C. FAMILY AND PERSONAL LEAVES WITHOUT PAY

Eligibility. This policy applies to all academic employees appointed for nine months or longer, except those in the Student and Professional Training category, and those on date-specific appointments, i.e., annual or fixed term appointments. However, this policy shall apply to those on date-specific appointments who have been employed in the same position at the University for at least seven years.

An academic employee is entitled upon request to leave of absence without pay for up to twelve months following birth or adoption of a child or in the case of a child or spouse with a serious health problem. An academic employee is entitled under the same circumstances to an additional unpaid leave of up to twelve months unless the vice president for academic affairs determines after consultation with the employee, the department head, and the dean that the leave will create substantial and exceptional hardships for students and other faculty. With the exception of unforeseen situations, wherever possible an individual requesting leave under this policy should file the request with the department head at least four months prior to the expected beginning date of the leave. This leave may start immediately following a disability leave related to childbirth or at the end of the six-week maternity leave.

If a family or personal leave ends during an academic term, a faculty member must adjust the leave end to coincide with the beginning of a quarter or semester. A department head and the individual may agree to shorten or lengthen the duration of the leave or make such a leave part-time.

5. FACULTY RETIREMENT FUNDS. The committee met once with Vice President Bohlen. Discussion centered on performance and investment policies of the faculty retirement funds. Vice President Bohlen offered to cooperate with the committee in these areas. His office did provide the following data on investment performance comparisons:

UNIVERSITY OF MINNESOTA
FACULTY RETIREMENT FUNDS
INVESTMENT PERFORMANCE COMPARISONS*
PERIODS ENDED DECEMBER 31, 1982

	1 YEAR	3 YEARS ANNUALIZED	5 YEARS ANNUALIZED	10 YEARS ANNUALIZED
EQUITIES:				
Minnesota Mutual Separate Account A	+ 29.8%	+ 16.9%	+ 14.6%	+ 8.5%
Minnesota Mutual Variable Fund D	+ 30.1%	+ 16.6%	+ 14.2%	+ 8.4%
CREF	+ 21.9%	+ 15.0%	+ 13.9%	+ 4.7%
PIPER Equity Index ¹ -Top Quartile	+ 26.0%	+ 18.4%	+ 16.5%	+ 7.2%
PIPER Equity Index ¹ -Median	+ 22.2%	+ 15.7%	+ 14.6%	+ 5.8%
S & P 500 Index	+ 21.5%	+ 15.3%	+ 14.1%	+ 6.7%
Dow Jones Industrial Average	+ 27.3%	+ 14.5%	+ 11.3%	+ 5.8%
FIXED INCOME—NET RETURN ON ASSETS²				
Minnesota Mutual	+ 9.2%	+ 8.8%	+ 8.6%	+ 7.7%
TIAA	+ 10.8%	+ 10.1%	+ 9.6%	+ 8.7%
Northwestern National Life	+ 7.8%	—	—	—
Index of All U.S. Life Insurance Companies ³	+ 9.0%	+ 8.5%	+ 8.2%	+ 7.3%
INTEREST CREDITING RATES				
Minnesota Mutual	13.5% on accumulations on or after 7/1/80 (14.5% 7/1/82-12/31/82) 9.0% on accumulations prior to 7/1/80			
TIAA	14.0% on accumulations after 12/31/81 12.0% on accumulations from 1/1/79-12/31/81 9.0% on accumulations prior to 1/1/79			

NOTE: TIAA crediting rates will change as as of March 31, 1983

*Investment Performance = Market appreciation plus dividend and interest income.

1. Pooled equity accounts of banks and insurance companies (Rogers, Casey & Barksdale).
2. Figures do not reflect market value changes (unrealized gains & losses)
3. Source: American Council on Life Insurance

NOTE: Minnesota Mutual fixed income includes low interest policy loans.

NOTE: The meaning and interpretation of the figures for Fixed Income—Net Return on Assets is the subject of some dispute. The conceptual issues are currently being discussed by representatives of the University and Minnesota Mutual Life. An individual's retirement accumulations are determined by retirement contributions and the interest-crediting rates. Data on returns are relevant for an evaluation of crediting rates.

The committee unanimously endorsed the recommendation of a subcommittee chaired by Professor Richard Goldstein for the establishment of additional investment options under Mills II, voluntary tax-deferred retirement contributions. This recommendation will be presented to the Faculty Senate for action in the fall of 1983.

A subcommittee, chaired by Professor Harry Foreman, has been appointed to review current options and consider additional options available to faculty members under the faculty retirement system at the time of retirement. It is expected that the subcommittee will report early in the fall in time for consideration in the fall by the Faculty Senate.

6. **TENURE.** The SCFA received the report of the Tenure Committee regarding proposed changes in the tenure code in June. The committee met with Professor C. Robert Morris, the chairman of the Tenure Committee. The committee is planning an intensive review of the proposed new code as soon as possible in the fall to facilitate its prompt consideration by the Faculty Senate. The committee has gathered some background material on issues dealing with financial exigency and programmatic change. This background material and the draft from the Tenure Committee, when available, are available upon request to any interested faculty member. Please contact Marilee Ward for either of these items.

7. **OTHERS ITEMS.** The committee responded to requests for comments on the following issues:

- a. Determinants of 9 and 12 month appointments
- b. Extension of social security to part-time employees
- c. The two percent retirement tax in terms of reduced University retirement contributions.

On behalf of the committee, the chair wrote Vice President Keller as follows:

"The committee reluctantly supports the first option, a reduction in the University's retirement contributions. Our reluctance stems not from a preference for either of the other two options, but rather from our long-standing concern for the priority of faculty salaries and compensation. As numerous groups, including the SCFA have documented, faculty at the University of Minnesota have experienced a significant loss in real income over the last fifteen years, a period of time when many others have experienced increased real income. We all know of the difficulty in attracting and retaining first-rate graduate students and faculty. While there are many attractions to an academic career, the price one must pay to enjoy them has been steadily increasing.

"At the same time we recognize the difficult revenue situation facing the State of Minnesota and the sacrifice that has been made by other state employees. Assuming that the retirement tax is only a temporary one year tax, the committee reluctantly supports your first option. However, should this temporary tax prove more permanent, the committee feels strongly that all options should be reconsidered. In view of the high priority the committee places on faculty compensation, there would be support from a number of committee members to handle a permanent tax as a further reduction in general University resources requiring differential budget reductions that favor high priority items at the expense of low priority items.

"I would like to raise one other issue. There is some concern by the committee that option 1 may be interpreted by outsiders as allowing the University faculty to get off scot-free as compared with other state employees who have paid the tax through a reduction in take-home pay. In fact, some might read the description of option 1 in your letter as implying that it imposes very little burden on the faculty. We reject that interpretation and suggest that, once one has carefully considered the whole issue, there is more similarity between the treatment of faculty and other state employees than may appear at first glance.

"With the exception of the University faculty, basic retirement income for other employees is provided by defined benefit programs. As such, their retirement income is determined by their number of years of service and their highest consecutive five years of

salary, typically the last five years. Thus, many state employees will experience no reduction whatsoever in their retirement income.

"University faculty retirement is provided by a defined contribution plan. As such, and in contrast to a defined benefit plan, any reduction in retirement contributions on behalf of an individual will reduce that individual's retirement income. Because retirement contributions are invested and earn interest, the dollar reduction in retirement income is in fact greater than the dollar reduction in contributions.

"On a present value basis the reduction in lifetime compensation for comparable individuals under either a defined benefit or a defined contribution plan would be similar. This equality is perhaps most easily seen for faculty members who maintain their retirement contributions with a reduction in take-home pay. Their pre-tax take home pay will be reduced two percent, and they will experience no reduction in their retirement income from what it otherwise would have been. Faculty members who do not make up the contributions can be seen as borrowing against their future retirement income. This is not an interest free loan. These faculty members will experience a dollar reduction in their retirement income that exceeds 2 percent of their current income. The interest rate on this implicit loan can be computed from the reduction in future retirement income and is equal to the interest rate that would be earned on the investment of these funds.

"As was clear from the discussion at our meetings, the implementation of what seems to be relatively simple and straightforward turns out to be quite complicated. The committee urges you to be sure that faculty members receive a clear and complete description of their options. In particular, such a description should address the use of Mills II and the special circumstances surrounding those individuals who are currently making maximum Mills II contributions. The committee is under the impression that current law prevents these individuals from completely making up the reduction in the University's contribution.

"I understand that you are researching this matter further. The committee is appreciative of these efforts as it is incumbent upon the University to explore all possibilities that might help faculty members to maintain retirement contributions."

The legislature subsequently repealed the tax. The University will not reduce its contributions under the faculty retirement system. While the legislature repealed the tax, it did not provide the funds to maintain the University's contribution. This development is viewed as a technical oversight that will be corrected.

8. FUTURE BUSINESS. The committee expects to consider the following issues next year:

1. Tenure code revisions
2. Part-time employment, including possible extension of social security
3. Investment policies and performance of the faculty retirement funds
4. Professional employees
5. Criteria for performance review and salary adjustments
6. Recommendations for new options under the faculty retirement system at the time of retirement

CRAIG SWAN
Chair

Accepted

VIII. JUDICIAL COMMITTEE

ANNUAL REPORT, 1982-83

This report covers the activities of the Senate Judicial Committee since the report to the Senate of May 5, 1982. Over this period, the committee has had under consideration twenty-three cases, eight of which had been filed prior to the last report. Of those eight, three were settled before the case went to a hearing and the other five were heard. The hearing panels' Findings and Recommendations were forwarded to the President.

Of the fifteen cases filed since May 5, 1982, one was denied jurisdiction since it did not deal with promotion or tenure and had not gone through a lower-level grievance procedure first; three were settled or withdrawn prior to the pre-hearing conference; seven are currently before hearing panels, although one has been held over until mid-June 1983 because the complainant is on leave; and four are awaiting hearing panel assignments. In addition, another faculty member has indicated intent to file a grievance arising from a denial of tenure this spring.

Most of the complaints received this year involved tenure decisions for probationary faculty members. However, we also received three complaints involving dismissal for cause, one involving sexual harassment (an appeal of a case heard recently by the Sexual Harassment Board), and three involving discrimination based on sex.

Issues that came before the committee related to the role of the committee with respect to the University administration and various specific issues that arose from the cases under review. Questions about the role of the committee were raised at our annual meeting with President Magrath. The committee was particularly concerned about those cases in which the decision of the president was different from the recommendations of the hearing panel. It raised the issue of whether the committee should be concerned only with procedural issues or whether it should look at substantive issues as well. It was agreed that there have been cases in which no clear distinction could be made. The president also suggested more communication between himself and the panel, but the committee felt this might compromise the impartiality of the panel and be unfair to one or both parties. Furthermore, in reviewing the record of the past 13 years, we found that the president's decision agreed with the panel recommendation 93% of the time, and 27% of those decisions were in favor of the complainant and 59% against.

The issue of faculty and administrative cooperation with the committee also was raised with the president. As a result of that and further discussion in the committee, a resolution was brought to the Senate at its February meeting urging faculty cooperation. Not only is there a need for full cooperation by parties and witnesses in the hearing process, but the unusually large number of cases that have been brought to the committee in the past two years has also increased the need for faculty to serve as committee members.

Issues surrounding the opening of hearings to the public were discussed extensively. This led to the adoption of the following rule to be added to the Rules of Procedure of the Senate Judicial Committee:

Publication of Hearing Abstracts. In order better to inform faculty of their rights and responsibilities under the tenure code, it is desirable that the circumstances concerning cases before the Senate Judicial Committee be publicized within the University community. Therefore, in addition to the full report sent to the president, the panel shall also simultaneously prepare an abstract for publication that includes the complaint and the panel's findings of fact relating to the complaint. Specific reference in the abstract shall be made to complainants, respondents, administrative officers, departments, and colleges involved. Those hearings or parts of hearings that are closed in accordance with Rule 17 are exempt from the provisions of this section.

In addition, notices of all hearings will now be published in campus bulletins.

The chair of the Judicial Committee wishes to take this opportunity to thank and commend the faculty members who have served on this year's committee. Their efforts deserve special recognition and appreciation.

RICHARD E. POPPELE
Chair

Accepted

IX. OLD BUSINESS

none

X. NEW BUSINESS

See abstract of discussion.

XI. ADJOURNMENT

ABSTRACT

President Magrath called the meeting of the University Senate to order at 3:40 p.m. Minutes for May 5 and May 19 were accepted after he had indicated that a change in the abstract for the earlier meeting would be made. Also accepted were Senate officers and committee memberships for the year.

University Policy Agenda, 1983-84. President Magrath presented his annual policy agenda, reviewing items briefly, and expanding how task forces are used at the University and what happens to their recommendations. He said the matter had been discussed with the Consultative Committee with special attention to task forces in the area of planning. Task forces and ad hoc committees, he said, could be important vehicles for examining all-University concerns and large amounts of time are devoted to them. In some instances their findings and recommendations cannot be acted on immediately, he explained, because the issues are complex and controversial and need a good deal of internal consultation. Using the report on outreach as an example, he said several Senate committees had examined it and the Senate had reviewed its principles. It had withheld approval of "inloading," asking the Educational Policy Committee to re-examine that concept, after which the Senate agreed that some inloading should be tried on an experimental basis. On other occasions, he noted, external consultation was needed, as in the case of inter-institutional cooperation in the area of communications. Delays also are caused by changing circumstances, as in the case of the student access report, which had recommended a gradual tuition increase. Economic conditions, however, had forced abandonment of that idea. One outcome, he noted, was that the University is moving in the direction of relating tuition to the cost of instruction, as the report had suggested.

In summary, he reviewed the results of several task force reports: the outreach principles were accepted by the Regents and the administration; recommendations on providing for the handicapped were reflected in the biennial and capital requests to the Legislature; and the 1978 retrenchment and reallocation recommendations resulted in creation of the Budget Executive. He admitted that a better job could be done in reporting to the Senate on what is being done with regard to each task force report, and assured the Senate that such reports, where appropriate, would be brought to it.

Questions to the President. John Howe, professor of history and chair of the Consultative Committee, announced that, although interpretation of the rules of the Senate indicated his committee could arrange the agenda of questions and if necessary because of time limitation even withhold some of them, it was not the intent of that committee to serve as censors. He said they would work with the Business and Rules Committee to rephrase the interpretation.

President Performance Review. A group of professors had asked whether there would be an administrative review of the President's performance during his tenth year in office as there had been during his fifth year. The President agreed it was certainly appropriate to undertake the review and said that he had been stimulated by the inquiry to ask the Regents to approve it, which they had done. Paul Gassman, professor of chemistry, said he hoped there would be ample opportunity for faculty input, which did not occur in the earlier review. President Magrath said that seemed appropriate and Mr. Howe added that the Consultative Committee was interested in facilitating faculty comment.

Faculty Salary Comparisons. Edward Ney, Regents' professor of astronomy, and Russell Hobbie, professor of physics and director of the Space Science Center, asked for an update on 9-month average salaries for comparable faculty groups on each campus of

the University and a comparison with those in the State University System. Kenneth Keller, vice president for academic affairs, produced some visual aids, by means of which he compared a Twin Cities model group (based on units similar to UMD) with each of the campuses, with the State University System, by rank, annually from 1980-81 through projected 1983-84. A second tabulation showed mean salaries and numbers by rank for 9- and 12-month faculty members for each campus, including Duluth and Waseca before and after a 5 percent increase (contracts are unsettled at UMD and UMW at this time). Mr. Ney then showed charts he had drawn up indicating, by University campus and the State University System, 1982-83 9-month salaries, percent tenure, average salary with ratio of tenured to non-tenured faculty, and average salary with equal numbers of non-tenured faculty members. (Copies of all exhibits are on file in the clerk's office.)

At this point, the Senate observed a few moments of silence in tribute to deceased faculty members, after which the Student Senate met for about 10 minutes.

The Faculty Senate was called to order by the President, after which the May minutes and committee memberships were accepted.

Retirement Plan Annuity Program Options. Mario Bognanno, professor of industrial relations and chair of the Faculty Affairs Committee, reported that last spring the committee had approved a recommendation by one of its subcommittees that additional options be made available in the tax-deferred annuity program in the form of mutual funds in custodial accounts of regulated investment companies. Richard Goldstein, professor and head of mechanical engineering and chair of the subcommittee, spoke briefly to the motion. He said criteria had been set up and, on the advice of the Employee Benefits Department, options meeting those criteria were limited to three families of funds. However, he said, he thought the way should be left open to consider others in the future. Faculty senators then approved the motion.

At this point Regents' Professor John Turner, vice chair of the Senate took over the chair.

Tenure Code Revision. Mr. Turner's introductory remarks included a report of the meetings and hearings that had been held and a schedule of future meetings to review the proposed revision of the tenure regulations, after which the Faculty Senate would take up the matter during winter quarter. Fred Morrison, professor of law and chair of the Tenure Committee, reminded the Faculty Senate that in 1973 it had drawn up a revised draft that was forwarded to the Regents. However, because of a court order related to the collective bargaining issue, the Regents had been unable to act. He said there was now some sentiment that the 1983 document was too long and detailed, and that it had been overtaken by events. Thus, he said, last year the Tenure Committee, with C. Robert Morris as chair, had drawn up a shorter document that was brought to the Faculty Consultative and Faculty Affairs Committees. Faculty members had been informed that the first draft was available in the office of the Senate clerk, and they were urged to send their reactions to the three committees. Following scheduled hearings, he said, his committee would redraft the paper and then ask the two committees and the Judicial and Equal Employment Opportunity for Women Committees to make presentations to them before the first Faculty Senate meeting on January 26. He summarized the major issues raised in discussions thus far: (a) The view that the rewrite ought not to take place at all; rather, the 1945 code should be amended item by item. The Tenure Committee, he said, would consider that suggestion. (b) The view that the document is too complicated and contains too much detail. His committee will try to reduce it, he said, perhaps by relegating some of it to another document. Other issues he cited as being controversial were Section 13 (dismissal pursuant to discontinuance of programs), which had been voted down in 1973 and for which there is considerable opposition now; and the section on financial exigency and the responses to it. He said his committee hoped that senators would speak on any issues that the committee might not be aware of and it hoped to solicit views that had not yet been expressed.

Phillips Shively, professor of political science, requested that a recent resolution by the AAUP Executive Committee be entered into the record. It called for dealing with the 1945

code provisions individually rather than adoption of an entirely new document, and it outlined its preference for simplicity, its disapproval of the shifting of the burden of proof from the administration to the faculty member in removal for reasons other than cause, and its opposition to ordinary programmatic change as a basis for dismissing tenured faculty. The committee, however, was divided on whether there might be urgent financial circumstances which could result in dismissal based on programmatic grounds, he said, but it was agreed that further definition of such circumstances was needed. Martin Dworkin, professor of microbiology, asked whether the national AAUP had a tenure code and, if so, what its position was with respect to financial circumstances. Phillip Tichenor, professor of journalism and mass communication, said that in 1973 the national organization did support programmatic change, although the U of M faculty had rejected it. However, he said, the University's proposal to shift the burden of proof to the individual was against the national AAUP policy.

Charlotte Striebel, associate professor of mathematics and chair of the Equal Employment Opportunity for Women Committee, said her committee would submit its report shortly. With respect to amending the 1945 document, she said that, while it is important to have statements of principles, it is equally important to provide many details. She outlined four concerns of her committee: specificity as to standards to provide adequate protection, and provision for a report that explains the successes and failures with respect to meeting the criteria; tighter rules on non-regular appointments and measures to be extended to ensure protection of academic freedom; and, in the area of discontinuance of programs, protection for women and minorities. The same protection should be provided under the section on financial exigency, she concluded.

Mario Bognanno, professor and head of industrial relations and chair of the Faculty Affairs Committee, reported that his committee had discussed the proposals during four meetings. Any revision is important, he said, because it would represent a footnote to individual faculty contracts with the University and would define the role of tenure at the University of Minnesota to other institutions throughout the country. He said SCFA would review the comments from the UMEA, AAUP, and the Equal Employment Opportunity for Women Committee, as well as the revised proposals of the Tenure Committee, after which it would present its position to the Faculty Senate. He emphasized that his committee would be concerned about the role of planning in the whole process and building it into the tenure code, as well as development and utilization of faculty resources. He urged faculty members to review the proposed sections on financial debility and financial exigency and compare them with the language in the preamble of the 1945 code. At this point a motion to extend discussion time by ten minutes was approved.

John Howe, professor of history and chair of the Consultative Committee, spoke against setting aside the current draft to revise the existing regulations. He said that so far all bodies agreed that adequate protection of rights of faculty members was imperative, and he urged members not to short-circuit the process now being followed. Mr. Shively said that the Executive Committee of AAUP had great faith in the variety of committees now examining the proposals but wanted the original changed one item at a time, believing that a whole new document was too much for the faculty and it would not get in-depth consideration.

Retirement Benefits, Faculty Members on Leave. Samuel Krislov, professor of political science, asked whether the Faculty Affairs Committee could examine the recently announced new policy on retirement benefits for academic staff on leave of absence without pay to be implemented next year. He suggested there should be a distinction between those who go to another institution or research project, where income is accrued. Kenneth Keller, vice president for academic affairs, said his office would welcome proposals from the committee. Mr. Bognanno said his committee had addressed the policy when it was originally proposed and would now invite Mr. Keller to meet with them to discuss suggestions for improvement.

The Faculty Senate adjourned at 5:10 p.m.

MARILEE WARD
Abstractor