

## 2019-20 UNIVERSITY OF MINNESOTA

### University Senate Minutes: No. 3

### Faculty Senate Minutes: No. 3

Thursday, April 23, 2020

2:30 - 5:00 P.M.

The third meeting of the University Senate and the Faculty Senate for 2019-20 was convened at 2:30 p.m. on April 23, 2020, online via Zoom, and was also live-streamed and recorded on [YouTube](#). Present were 19 academic professional members, 15 civil service members, 141 faculty/academic professional members, and 34 student members. President Joan Gabel presided.

Due to the large amount of interest in the topics on the agenda, the Senate Consultative Committee proposed that each speaker be limited to two minutes each time they were recognized during the discussion, in order to allow more people the chance to speak. A motion to approve the special rule was made and seconded. A vote was held by poll and the motion carried.

#### 1. Administrative Responses to Senate Actions

##### *Faculty Senate*

None pending.

##### *University Senate*

None pending.

#### 2. Tribute to Deceased Members of the University Community

##### *Faculty/Staff*

John Carmody  
Researcher 7  
College of Design  
University of Minnesota Twin Cities  
1947-2019

Hans Courant  
Professor  
College of Science and Engineering  
University of Minnesota Twin Cities  
1924-2019

Gary Fuller  
Office of Information Technology  
University of Minnesota Twin Cities  
1949-2019

Ron Fulwiler  
Laboratory Animal Attendant  
Office of the Vice President for Research  
University of Minnesota Twin Cities  
1955-2019

Justin Harris  
Editor/Writer  
University of Minnesota Foundation  
University of Minnesota Twin Cities  
1989-2019

Molly Hubbard  
Medical Resident  
Medical School  
University of Minnesota Twin Cities  
1986-2020

Nancy Jensen  
Instructor  
College of Education and Human Service Professions  
University of Minnesota Duluth  
1960-2020

Milan Kovacovic  
Associate Professor  
College of Liberal Arts  
University of Minnesota Duluth  
1942-2020

Corbett Laubignat  
Access Consultant  
Office for Equity and Diversity  
University of Minnesota Twin Cities  
1979-2020

Lynn Moore  
Finance Manager 2  
Agriculture Experiment Station  
University of Minnesota Twin Cities  
1953-2020

Neal Nickerson  
Lecturer

College of Education and Human Development  
University of Minnesota Twin Cities  
1928-2020

Cathleen Paulson  
Principal Office and Administrative Specialist  
Office of Undergraduate Education  
University of Minnesota Twin Cities  
1947-2020

Joani Van Demark  
Office Support Assistant  
Medical School  
University of Minnesota Twin Cities  
1069-2019

Mikhail Voloshin  
Professor  
College of Science and Engineering  
University of Minnesota Twin Cities  
1953-2020

Alvin Weber  
Professor  
College of Veterinary Medicine  
University of Minnesota Twin Cities  
1918-2020

Owen Williams  
Library/Museum Manager  
University of Minnesota Crookston  
1956-2020

Susan Wittel  
Executive Office and Administrative Specialist  
College of Liberal Arts  
University of Minnesota Twin Cities  
1950-2020

W. Gibson Wood  
Professor  
Medical School  
University of Minnesota Twin Cities  
1945-2020

Shirley Zimmerman  
Professor  
College of Education and Human Development  
University of Minnesota Twin Cities  
1920-2020

***Students***

Bryant Keller  
College of Biological Sciences  
University of Minnesota Twin Cities

Don Le  
College of Science and Engineering  
University of Minnesota Twin Cities

**3. Introduction of Executive Vice President and Provost Rachel Croson**

President Gabel introduced Executive Vice President and Provost Rachel Croson, noting that Croson received her undergraduate degree from the University of Pennsylvania with a dual major in economics and philosophy of science, and her PhD from Harvard University in economics.

Croson's research focuses on behavioral and experimental economics, bargaining and negotiation, and charitable giving, said Gabel. She began her career at the Wharton School at the University of Pennsylvania, where she served for thirteen years. In 2007, she moved to the University of Texas at Dallas, where she held a joint appointment between the Economics Department and the Jindhal School of Business, and administered a research center.

She served a two-year rotation at the National Science Foundation as the division director for Social and Economic Sciences, and subsequently became dean of the College of Business at the University of Texas at Arlington. At Michigan State University, she served as dean of the College of Social Science and MSU Foundation Professor of Economics.

Croson is the winner of the 2017 Carolyn Shaw Bell Award, given annually to an individual who has furthered the status of women in the economics profession. Her teaching has focused on negotiation, experimental and behavioral economics, and behavioral finance. She has published over 70 peer-reviewed journal articles and one edited book, across multiple disciplines including economics, business, sociology, political science, law, and even statistics.

She is currently serving on the Association of American Universities' advisory board on sexual harassment. Her husband of 29 years and her two children, ages ten and thirteen, will be joining her in Minnesota over the summer.

Gabel welcomed Croson to the University of Minnesota, and invited her to say a few words.

Croson thanked Gabel, and expressed her thanks to former Executive Vice President and Provost Karen Hanson, who had agreed to stay on in an advisory role to help with the onboarding process. She thanked academic technologists for making the abrupt shift to online teaching and learning possible, and said that leadership is looking at how to deliver a high-quality online summer program. She said that she looked forward to meeting everyone in person in the future.

#### **4. Introduction of Vice President for Research Chris Cramer**

Next, Gabel made Vice President for Research Chris Cramer's official introduction to the senate, stating that Cramer joined the University of Minnesota in 1992 after earning his A.B. from Washington University in St. Louis and his Ph.D. from the University of Illinois, and then serving four years as an officer in the United States Army, including combat duty in Operation Desert Storm. Cramer served as the editor-in-chief of Theoretical Chemistry Accounts for fifteen years and as an associate editor for the Journal of Physical Organic Chemistry for twenty years.

Cramer has been recognized as a fellow by the American Chemical Society, as well as by the Alfred P. Sloan and John Simon Guggenheim foundations, and his recent research has been supported by the Department of Energy, the National Science Foundation, and the Defense Threat Reduction Agency.

Cramer is the author of the textbook *Essentials of Computational Chemistry: Theories and Models*, and a popular massive open online course, Statistical Molecular Thermodynamics.

Cramer served as associate dean for research and planning, and for academic affairs, in the University's College of Science and Engineering, as well as at one time chair of the Faculty Consultative Committee. A dedicated educator, he is a Distinguished McKnight and University Teaching Professor who has mentored more than 30 doctoral students.

On November 12, 2018, Chris became the University of Minnesota's vice president for research, a position that oversees the University's \$900+ million research enterprise across all campuses and facilities and directly manages units responsible for sponsored projects, research and regulatory compliance, and technology commercialization, as well as eight interdisciplinary academic centers and institutes. Gabel then invited Cramer to say a few words.

Cramer thanked Gabel for the introduction, and said that he had enjoyed serving on the Senate Research Committee and the Faculty and Senate Consultative Committees, including terms as vice chair and chair. He spent a year working for then-Provost Karen Hanson as faculty liaison for e-learning initiatives. During that time, he said, he asked colleagues to put together massive open online courses, and did so himself as well. He expressed respect and admiration to colleagues who were tasked with creating online courses during this crisis.

He then noted that the University was on the front page of the *Star Tribune* in a story about the partnership with the Mayo Clinic and Governor Tim Walz's efforts to ramp up testing for the coronavirus. The University is conducting a lot of research that benefits the entire state during this pandemic, he added. He said that he looked forward to finishing the Systemwide Strategic

Plan; expressed gratitude to his staff and colleagues in the Office of the Vice President for Research (OVPR), and said that it was a pleasure to serve in that role.

## **5. Presentation of Outstanding Service to University Senate Governance Recognition**

*Professor Amy Pittenger, chair, Faculty and Senate Consultative Committees*

Professor Amy Pittenger, chair, Faculty and Senate Consultative Committees, then announced the recipients of the 2019-20 Outstanding Service to University Senate Governance Recognition. This recognition honors faculty, P&A, and civil service employees who have made a significant impact on University Senate governance, she said; this year's recipients are Jean Otto, Jennifer Goodnough, and Greta Friedemann-Sánchez.

Jean Otto serves as the chair of the Civil Service Senate and the Civil Service Consultative Committee (CSCC), and has been a member of eleven separate senate committees since 2014. Her participation and leadership has led to important amendments to the Civil Service Employment Rules, including, but not limited to, a new rule related to unscheduled child care leave, and extending dedicated bereavement leave to civil service employees.

Professor Jennifer Goodnough serves as chair of the Senate Committee on Educational Policy (SCEP) and as an ex-officio on the Faculty Consultative Committee (FCC). She has served on several Faculty Senate committees over the past ten years. Her nominators commented on her commitment to encouraging junior faculty to get involved with governance, and her expertise in modeling how to be an effective and collaborative leader.

Professor Greta Friedemann-Sánchez serves as a faculty senator, and previously served as an FCC member and vice chair of the FCC. As vice chair, Friedemann-Sánchez successfully advocated for structural changes in the leadership and governance structure of the FCC; in particular, this change resulted in a stronger partnership between the chair and vice chair, as well as succession planning to strengthen shared governance. Her nominator also mentioned her commitment to encouraging junior faculty to get involved, as well as her fearlessness in confronting difficult challenges.

Pittenger congratulated the three recipients.

## **6. Minutes for December 5, 2019 (Action by the University Senate)**

*Professor Robert Goldstein, clerk, University Senate*

**Motion:** To approve the University Senate and Faculty Senate minutes from the meeting on December 5, 2019.

Approved.

## **7. Approval of Faculty Senate Officers (Action by the Faculty Senate)**

*Professor Amy Pittenger, chair, Faculty Consultative Committee*

**Motion:** To approve the following officers for 2020-21 as recommended by the chair of the Faculty Senate and the Faculty Consultative Committee:

- Faculty Senate Vice Chair: Professor Carol Chomsky
- Clerk: Professor Robert Goldstein
- Parliamentarian: Professor Mitchell Zamoff

Approved.

**8. Faculty Candidates for Senate Committee on Committees (*Action by the Twin Cities Faculty Delegation and UMD Faculty Senators*)**

*Etty DeVeaux, chair, Senate Committee on Committees*

**Motion:** To approve the following faculty member to serve on the Senate Committee on Committees for a term beginning July 1, 2020:

- Allison Hubel, College of Science and Engineering

Approved.

**9. Faculty Consultative Committee Election Slate (*Action by the Twin Cities Faculty Delegation and UMD Faculty Senators*)**

*Professor Colleen Flaherty Manchester, chair, Faculty Consultative Committee Nominating Subcommittee*

**Motion:** To approve the following six people to stand for election to the Faculty Consultative Committee, from which one of each pair are to be elected by the Twin Cities and non-Union represented UMD faculty for a term beginning July 1, 2020:

- Pair 1:
  - Keith Mayes – Department of African American & African Studies – CLA (Senate Committee on Educational Policy 2018-19; Faculty Senate 2003-06)
  - Peggy Nelson – Department of Speech-Language-Hearing Sciences – CLA (FCC/SCC 2016-20; Faculty Senate 2016-20)
- Pair 2:
  - Jayne Fulkerson – Child and Family Health Cooperative – Nursing (Senate Committee on Faculty Affairs 2007-10; Senate Research Committee 2013-17; Faculty Senate 2008-11)
  - Kathie Krichbaum – Population Health and Systems Cooperative – Nursing (AHC FCC 1998-00, 2004-07, 2012-18; chair 2004-07 and 2014-17; FCC ex officio 2004-07 and 2014-17; All-University Honors Committee 2012-18; Faculty Senate 2004-10)
- Pair 3:
  - Tracy Twine – Department of Soil, Water, and Climate – CFANS

- Phil Zelazo – Institute of Child Development – CEHD (Senate Research Committee 2014-20, chair 2018-19; FCC ex officio 2018-19)

**For information:**

The Faculty Consultative Committee serves as the executive committee of the Faculty Senate and forms the faculty membership of the Senate Consultative Committee. Senate legislation has merged the Twin Cities faculty and non-represented UMD faculty for purposes of Faculty Consultative Committee elections. Should a non-represented UMD faculty member be elected, that individual will be a member of the Senate and Faculty Consultative Committees.

Additional nominations of eligible faculty, confirmed as willing to serve, may be made by: (1) petition of 12 voting members of the Twin Cities faculty, provided that the petition is in the hands of the clerk of the senate the day before the Faculty Senate meeting; (2) nomination on the floor of the Faculty Senate by members of the Twin Cities Faculty Delegation (due to the unusual circumstances of this meeting, this was accomplished via a separate call for nominations email in late March; no further nominations will be taken from the floor).

The slate as approved shall be presented to the faculty for an election.

Members with terms continuing are:

- Mark Bee, College of Biological Sciences, UMTC
- Phil Buhlmann, College of Science and Engineering, UMTC (as chair)
- Colleen Flaherty Manchester, Carlson School of Management, UMTC
- Rhonda Franklin, College of Science and Engineering, UMTC
- Michael Kyba, Medical School, UMTC
- Lynn Lukkas, College of Liberal Arts, UMTC
- Ned Patterson, College of Veterinary Medicine, UMTC (as vice chair)

Approved.

**10. Action on Administrative Policy: *Course Enrollment Limits and Course Cancellation***  
**(Action by the Faculty Senate)**

*Professor Jennifer Goodnough, chair, Senate Committee on Educational Policy*

**Motion:** To approve amendments to the policy as written.

**Comments:** The Senate Committee on Educational Policy (SCEP) consulted on and approved amendments to the Administrative Policy: *Course Enrollment Limits and Course Cancellation*. Major amendments to the policy are as follows:

- Reduces the deadline for cancelling classes due to low enrollment from the fifth day of classes to the first day of classes.
- Incorporates new responsibility for the maintenance and publishing of college-level policies for cancellations.



The policy is currently under its 30-day comment period, which ends on April 26, 2020.

**For information:** The [University Senate Review and Consultation Process](#) provides an overview of committee and senate involvement in policy creation and review.

### **11. Faculty Legislative Liaisons Report**

*Professor Donna Spannaus-Martin, Faculty Legislative Liaison*

Professor Donna Spannaus-Martin, faculty legislative liaison, said that it had been an interesting legislative session, as the Government Relations team paused its legislative advocacy to focus on what the University could do to help during the pandemic. As a result of the pandemic, she said, she believes that the legislature has developed an increased appreciation for the contributions made by faculty during this time. The CARES Act allocated \$14 billion to higher education, and funding is distributed according to the number of Pell-eligible students. The University is slated to receive \$36 million, she said; half of that must be used for emergency grants for students. Governor Walz has about \$43 million that he can allocate for education, including both K-12 and higher education; Spannaus-Martin said that University leaders do not know yet how much will be allocated to the University. As the governor starts to talk about recovery, she said, the Government Relations team has started advocating for the University again. She encouraged senators to contact their legislators and thank them for their support of the University and tell them what faculty and staff have been doing to support students. She also mentioned reminding legislators about the importance of infrastructure on campus, and that projects supported by the bonding bill would stimulate the economy.

### **12. Faculty/Senate Consultative Committee Report**

*Professor Amy Pittenger, chair, Faculty/Senate Consultative Committees*

Next, Professor Pittenger provided the report of the FCC and SCC:

Since the last Senate meeting on December 5, 2019, the FCC has met seven times. Because so many meetings have occurred since our last senate meeting and our meetings for several of those meetings are especially detailed, I will only highlight a few items that do not appear in the minutes and provide some framing of our discussion following President Gabel's report.

First, the FCC just had its first meeting with our new Provost Rachel Croson to begin to establish the important partnership. Second, the FCC started the year with three large goals: informing the disability accommodation training for faculty that a part of the resolution passed at our senate meeting May 2019, continuing a task force focused on contract faculty and P&A teaching specialist governance, security and academic freedom, and increased clarity on faculty disciplinary sanctions. The provost office has formed a committee, chaired by Professor Ben Munson to begin the work of developing the faculty training, the task force has collected information regarding the variability of circumstances of contract and P&A teaching specialist across the system and has launched a survey to inform next steps, and we

provided input to Tina Marisam regarding new documents related to faculty misconduct that are now posted on the EOAA website.

I'm happy to report that Professor Phil Buhlmann was elected FCC chair and Professor Ned Patterson FCC Vice Chair for the 2020-2021 academic year.

In addition to the regularly scheduled consultation meetings with President Gabel, FCC Vice Chair Professor Phil Buhlmann and I have been invited to serve on the President's Emergency Management team, along with President Gabel's senior leadership team. This group has met daily to address the constantly changing situation and to make the best decisions possible given the information available in the moment. We have also been invited into the Academic and Student Affairs workgroup relating to COVID-19 and have also been asked to serve (in addition to other faculty representation) on two additional work groups—Academic and Research and Finance and Operations—which were recently formed by President Gabel to advise her with planning strategies to advance the University in the midst of the challenges posed by the COVID-19 pandemic. Vice Chair Professor Phil Buhlmann and FCC member Professor Colleen Flaherty Manchester are serving on the Finance and Operations workgroup and FCC member Lynn Lukkas and I are serving on the Academic and Research work group.

A special meeting of the Faculty Consultative Committee (FCC) was called on Friday, April 17, 2020, to discuss the financial and budgetary challenges facing the University of Minnesota during the COVID-19 pandemic. The FCC believes it is imperative that the faculty respond proactively by considering ways the faculty can contribute to the University's response and recovery. Toward this effort, the FCC reached a consensus that the Faculty Senate should consider a temporary reduction of faculty compensation as one part of the response to financial stringency, as permitted under the Regents policy Faculty Tenure; this does not include faculty represented by a union. We are motivated in part by a shared desire to minimize layoffs and other alternatives that would disproportionately affect the University's most vulnerable employees, and we want to make a clear statement of the faculty's solidarity with the entire University community as we face these challenges together.

Many of you may have watched the Board of Regents meeting this past Tuesday and many from outside of the senate are likely watching our senate meeting today. This is a time for sharing information and ideas about how to best navigate our shared financial crisis.

I want to clarify and emphasize a couple of aspects of today's discussion. First, there is no proposal to be considered, approved or voted on. The FCC statement that was circulated last week was to provide a consensus statement from the FCC that we are in a financial stringency and we ask the president and the work group to consider whether such a proposal will fit with the other recommendations that emerge from the work group. Second, the purpose of our discussion today is not to create the plan—that should be left to the work group—but it is a time for us to focus on principles. The University Senate Office has created a form that was circulated with the livestream information to allow the University

community to provide suggestions to the work group. Senate staff will be continuously monitoring this site and forwarding comments to the workgroup as they develop their recommendations for the president.

The work groups are expected to report final recommendations to the president by June 1, 2020. If the president decides to bring to the senate a proposal under Section 4.5, then the proposed plan and its justification would be considered by appropriate Faculty Senate governance committees, and then a special meeting of the Faculty Senate would be called to consider approval.

We look forward to the discussion on this topic. By coming together as a united community, we know we can successfully address these difficult challenges.

### **13. President's Report and Questions to the President**

*President Joan T.A. Gabel*

Next, President Gabel gave her report. She thanked Professor Pittenger, and said that she sincerely appreciated her leadership as chair of the FCC, and Professor Phil Buhlmann's as vice chair. She also thanked Connie Delaney, chair of the Twin Cities Deans' Council. She noted that the collective insights of these individuals were invaluable to her in planning the University's responses to the challenges posed by COVID-19.

She then thanked all of the governing bodies, at all levels, for the amazing job they have done in consultation and support for the many changes in the last month, and for providing the feedback needed to guide future decisions. She promised to continue to work collaboratively to meet the challenges of this extraordinary time, and as University leaders map out the University's recovery.

Finally, Gabel provided updates on the University's COVID-19 planning and response, as well as next steps in the Systemwide Strategic Plan, and the Board of Regents Policy: *Namings*.

#### **COVID-19**

Regarding COVID-19, she expressed appreciation for the FCC Statement Regarding Financial Stringency, and that the FCC is responding proactively by considering ways the faculty can contribute to the University's response and recovery. She emphasized that today's meeting would only be a discussion, and that no formal proposal was being presented.

Gabel explained that the administration had formed two work groups to advise her on planning strategies to advance the University during the COVID-19 pandemic. These two work groups will be guided by distinct sets of guiding principles, including a core commitment to shared governance, as they provide recommendations on two very important topics.

The first team, focused on the academic and research mission, and led by Executive Vice President and Provost Rachel Croson and Vice President for Research Chris Cramer, will examine opportunities for the University to thrive in the future, including potential new

approaches to enrollment, programming and courses, research, and other efforts to ensure the University remains a destination of choice for students, faculty, and staff.

The second team, focused on finance and operations and led by led by Senior Vice President for Finance and Operations Brian Burnett and Interim Vice President for Human Resources Ken Horstman, will examine opportunities for cost savings and efficiencies, with an emphasis on maintaining employees as recognition of everyone's value and contribution to the enterprise, and so that the University is appropriately staffed and ready when regular operations resume.

University financial projections are being modeled based upon best, middle, and worst-case scenarios, and all units have been asked to model reduced budget scenarios for the next academic year using this three-tiered approach.

Gabel said that all summer courses would be online, and expressed gratitude for the resilience and hard work of faculty, staff, and students, in the face of transitioning quickly to online learning. She said no decisions would be made about fall semester 2020 until at least June 1.

Regarding commencement ceremonies, Gabel informed senators that plans were underway for a large, systemwide, virtual celebration for all spring 2020 graduates on Saturday, May 16, 2020. The theme for this celebration is "Hail to Thee," and was chosen to reflect admiration for the Class of 2020's incredible resilience in these stressful times. Gabel said that there are also plans to celebrate spring 2020 graduates next fall, though details are to be determined.

Earlier this week, continued Gabel, the Board of Regents approved a tuition freeze for all undergraduates and the majority of graduate and professional programs for the 2020-2021 academic year, and work is underway across the system to develop a process to distribute \$18 million in federal funding in student support from the federal CARES Act.

Gabel thanked members of the senate, and said that she believed that by working together, the University community will emerge stronger. She then opened the floor for questions on this subject.

First, Gabel addressed questions that had been submitted in advance, regarding graduate students, who are experiencing profound insecurity during the pandemic and losing valuable research experience. She assured members that there is a graduate or professional student on each of the work groups, in order to ensure that the concerns of these groups of students are heard. She added that there is increased emergency support for all students, and as of April 23, the University had awarded a total of about \$150,000 to Twin Cities graduate and professional students. The Graduate School added \$50,000 to the pot for graduate students, and the Office for Equity and Diversity had added \$50,000 for all students who are members of underrepresented groups. Finally, she said that Executive Vice President and Provost Croson had recommended that grants from the CARES Act include a separate pool for graduate and professional students, and Gabel agreed.

Greta Friedemann-Sánchez, faculty senator in the Hubert H. Humphrey School of Public Affairs, asked whether the University had considered suspending the football program to reduce costs. She also noted that the Law School had been in some financial trouble, and that faculty in the Law School are compensated at higher rates than some other faculty, and wondered if there was an opportunity for cost savings there. Finally, she asked what are the advantages of anticipating and acknowledging financial stringency ahead of time, and how the faculty can help.

Gabel responded that the advantages of discussing financial stringency are that a shared governance approach can be utilized to determine the details of the payroll impact. Gabel emphasized that she did not want any proposal to come as a surprise or feel like there had not been enough consultation.

With regard to cost savings, Gabel said, the major steps that had been taken were suspending hiring and merit raises; the senior leadership (about 200 people) voluntarily taking a pay cut equivalent to one week of work; and the president and her cabinet taking a voluntary 10% pay cut. She stressed that the Athletics department leadership had participated in these voluntary adjustments; suspending the season is unlikely. Gabel added that Athletics and University of Minnesota Physicians (UMP) and the Medical School have special budgets, and will therefore make special reports to the Board or Regents in May. Regarding the Law School, Gabel said that it had resolved its financial troubles through some sacrifices. However, she said, people should expect higher paid faculty, staff, and administration to take more of a cut than those who are paid less. The working group would recommend exact calculations, she concluded.

Professor Wendy St Peter, faculty senator in the College of Pharmacy, thanked Gabel for her leadership. She said that 50% of the 104 faculty in the College of Pharmacy provided input on the FCC's statement. This included tenured, tenure-track, contract, etc., and 89% were generally supportive of faculty salary reductions or furloughs if necessary. These salary reductions or furloughs should have a fixed timeline, should be equitable, and should be attentive to the fact that teaching and research are critical to the University's mission, she said.

Professor Jack DeWaard, faculty senator from the College of Liberal Arts (CLA), acknowledged that many students are struggling with physical and mental health during this time, and emphasized that the faculty and staff of the University were here for those students. He then echoed St Peter's comments on providing a set of principles for pay cuts:

- Cuts should be equitable, based on a sliding scale with a defined floor and fine incremental changes. Faculty pay cuts should not exceed, as a percentage, those taken by senior administrators.
- Cuts should be flexible, and take into account personal circumstances such as serious medical conditions, those being promoted this year, those close to retirement, etc. He encouraged creativity, noting that people may be willing to work part time or start phased retirement early.
- Savings obtained through pay cuts should be earmarked to protect staff, contingent faculty, and graduate students from pay cuts
- Pay cuts should come with a sunset plan and a plan for review

Finally, DeWaard encouraged the administration to consider tapping into the University's endowment.

Gabel thanked DeWaard for these comments and said that virtually everything he had described was on the table, and the others would be considered.

Eric Bomberg, Medical School faculty senator, thanked Gabel for her leadership, and asked about a proposal with regards to UMP. He explained that UMP had originally rolled out a proposal for salary reductions, and his department had rolled out a proposal to use physicians' University salaries to cover their UMP losses. This would affect those who are medical doctors, because their salaries are paid directly through UMP. Bomberg asked that this be considered so that UMP employees do not end up being cut twice.

Gabel thanked Bomberg, and said that what he described is the reason that UMP would have a specific budget discussion with the Board of Regents. She said that she was aware of the proposal he mentioned, and that the working group would take it under consideration.

David Andow, faculty senator from the College of Food, Agricultural and Natural Resource Sciences (CFANS), thanked Gabel for being proactive and informing the faculty in advance. He reminded members that CFANS has a lot of faculty who have extension requirements that require them to work in the summer, and that the needs of this group should not be forgotten. Gabel thanked Andow and said she would pass that on to the work groups.

Professor Ned Patterson, FCC member, expressed appreciation to Gabel for her openness and forethought in including faculty governance early on in the process. He then shared that there is concern with contract faculty and P&A about non renewals; some of those decisions in colleges and units would have to be made by June 4, he said; the work groups should take that into account and try to save all positions possible. Gabel said that she would make sure the work groups get that message as well.

In the interest of time, Gabel asked that people send any further suggestions by email.

### **Systemwide Strategic Plan**

Next, Gabel updated senators on the Systemwide Strategic Plan. She acknowledged that it was a challenging time to have this conversation, but a core goal for this plan is to help the University emerge stronger. At the May Board of Regents meeting, the administration intends to present action items for board review, she said. Gabel recapped the history of the current strategic planning effort, which began during fall 2016. Spearheaded by Vice Provost Rebecca Ropers and then-Chancellor Stephen Lehmkuhle, the first stage of the process was noteworthy for its high degree of consultation with stakeholders across the system, and led to the Systemwide Strategic Framework, which was adopted by the Board in June 2017.

Phase 2 of the Systemwide Strategic Planning Process occurred during the 2017-2018 fiscal year, Gabel continued. Phase 2 determined system priorities in focus areas aligning with the

University's mission and the Systemwide Strategic Framework: Teaching and Learning; Research and Discovery; Outreach and Public Service; Medicine and Health; and Supporting the Mission. At the September 2018 Board of Regents meeting, within the context of the presidential transition, (One-Year) Systemwide Strategic Priorities for 2018-2019 were discussed and included some key elements of the five areas established during the 2017-2018 fiscal year.

Phase 3 began during summer 2019. Since that time, the Office of the President has engaged in broad and on-going consultation with faculty, staff, and students, as well as alumni supporters and partners in the legislature and around the state. At the December 2019 University Senate meeting, Gabel formally presented the Commitments to senators, and following the December 2019 Board of Regents meeting, the administration pivoted to systemwide consultation on goals and action items that align with the Commitments. The goals represent how to fulfill the Commitments, and the draft action items represent how to fulfill the draft goals. Under the action items, a set of measures will be established. This will represent a refresh of the Maroon and Gold measures. The Systemwide Strategic Plan will be presented to the Board of Regents for review and discussion in May, with action in June, said Gabel.

Gabel added that a process to allow for new goals and action items to be added to the plan over time would be developed. Ultimately, she said, the final M Pact 2025 plan will be clear, specific, and measurable, with distinct goals and action items.

Gabel then presented the draft action items to senators and opened up the floor for questions and comments.

Scott Petty, student senator from the College of Food, Agricultural and Natural Resource Sciences, noted that in President Kaler's budget recommendations for the previous year, funding for undergraduate need-based aid was decreased to free up money for other things. He explained that this change was in part a result of the student body at the University becoming more affluent, and money allocated for need-based aid therefore going unspent every year. He asked if Gabel was thinking about increasing undergraduate aid in light of financial hardships caused by the pandemic, and what she thought about the fact that the undergraduate student profile was becoming more affluent.

Gabel responded that the Office of Admissions' underlying strategy of making the University available to all students was absolutely top of mind, including for representative students across the economic spectrum systemwide. The effect of the pandemic on admissions and need-based aid remains to be seen, she said; it will become more clear after the commitment deadlines have passed. She acknowledged that incoming freshmen may have very different circumstances than they were expecting when they applied, and underscored the importance of having enough need-based aid to meet students where they are financially.

James Cotner, faculty senator from the College of Biological Sciences, said he was happy to see commitments to health, environment, and food. He emphasized that these are not three separate issues and that they need to be considered holistically.

Subree Subramanian, faculty senator from the Medical School, noted that international students whose visas will be expiring shortly are anxious about what will happen. He asked what the University is doing about this. He also voiced concern about students missing lab experience during the pandemic.

Gabel responded that the fact that embassies are closed is a huge challenge. Although that is something beyond the University's control, of course, the University is advocating for those students, as well as thinking about how to support them from afar.

Regarding labs, Gabel said that some of the labs fell into the exception group that allowed the work to continue. As for the others, they are working with the state's guidance as it comes out, and working to re-open labs as it is possible to do so safely.

Stephanie Heim, faculty senator from Extension, asked whether the environmental goals are related to the United Nations sustainable development goals. She also underscored the importance of ensuring that those most impacted by the inequities in the system have a voice in matters related to the pandemic.

Gabel replied that the sustainability goals are related to the United Nations sustainable development goals, and that the plan is to get the University into compliance with those goals.

Gabel assured senators that equity is at the forefront of conversations relating to the pandemic.

Nic McPhee, faculty senator from Morris, observed that in a time of uncertainty, the idea of starting college is not an obvious decision, especially for first generation students, and asked what the University can do to reassure prospective students that higher education is a good investment at this point. Gabel said that Admissions staff are communicating actively with prospective students and reframing communications they normally engage in this time of year. The University is also looking for as much financial support as it can provide. The CARES Act does not help with this, she said, but funds from that legislation might help free up other resources that can then be moved to this effort. She added that data will likely still show that education is the best investment one can make long term.

Sam Sheppard, the outgoing Duluth representative on the Student Senate Consultative Committee, asked whether there was anything formed on the Twin Cities campus with regard to online learning. Gabel said that there have been several task force efforts over the years, and that currently there is a committee looking at online options, which was formed pre-pandemic. This group is gathering data from the current situation.

Jerry Cohen, faculty senator from the College of Food, Agricultural and Natural Resource Sciences, said he was happy to see undergraduate research experience in the strategic plan. He said that restarting labs after the pandemic would be costly, and wondering if there was funding to help offset that cost. Gabel said she was not aware of anything, but would mention it to Chris Cramer, vice president for research, so that he could take it under advisement.

### **Proposed Updates to Board of Regents Policy: *Namings***



Gabel then called senators' attention to the February 2019 Board of Regents meeting docket, which contains a redlined version of Board of Regents Policy: *Namings*. Gabel reminded senators that this is a Board of Regents policy, not an administrative policy, and that the board had charged the administration to develop an addendum on renamings to the policy. The final language is within the board's purview, she said. The consultative process involved bringing four sample policies from other institutions (Yale University, the University of Michigan, Stanford University), as well as the recommendations of the Coleman Committee, to various groups, as well as the board, so that groups could weigh in on what such a policy could look like at the University. Each of these policies offered a framework that had decision trees, inquiries, standards for shared governance, etc. The consultation resulted in the document that is available in the Board of Regents docket.

Nikil Badey, incoming student senator for the College of Biological Sciences, observed that in the list of factors, the case for renaming is strongest when there is clear and unambiguous evidence of the person's wrongdoing. He expressed concern about that because evidence is always subject to interpretation, and emphasized that the interpretation should be informed by current historical pedagogy and thought.

Agleska Cohen-Rencountre, student senator from the College of Liberal Arts, asked whether the policy included the opportunity to consult with the tribal nations and other affected groups. Gabel replied that the petition to remove a name from a building has to come from a member of the University community, which is broad and certainly includes the Minnesota tribal nations. If the petition comes from out of state, she said, the petitioner will be asked to make a University connection.

Gabel encouraged senators to reach out if they have further feedback, and noted that there will probably be several more months of consultation.

#### **14. Draft Administrative Policy: *Nepotism and Personal Relationships Policy (Information for the University and Faculty Senates)***

The Senate Consultative Committee and the Senate Committee on Faculty Affairs consulted on the draft Administrative Policy: *Nepotism and Personal Relationships*. This draft policy supports the University's commitment to employment and academic practices that are fair, equitable, and free from actual, potential, and perceived conflicts of interest arising out of personal relationships. The policy is scheduled to go before the Policy Advisory Committee (PAC) in May, and the President's Policy Committee (PPC) in June. After that, it will undergo a 30-day public comment period.

**For information:** For an overview of committee and senate involvement in policy creation and review, please see the [University Senate Review and Consultation Process](#).

#### **15. Administrative Policy: *Major Events (Information for the University and Faculty Senates)***

Several committees, including the Senate Consultative Committee, Student Senate Consultative Committee, P&A Consultative Committee, and Senate Committee on Student Affairs consulted on a new Administrative Policy: *Major Events*. This policy outlines the University's definitions and protocol related to the planning and hosting of on-campus major events—or events that place significant demands on University resources. The policy is currently under its 30-day public comment period, which ends on April 26, 2020.

#### **16. FAOIAC Policy on Scheduling (*Information for the Faculty Senate*)**

The Faculty Academic Oversight for Intercollegiate Athletics Committee (FAOIAC) has approved amendments to Section 1(F) of its Policy on Scheduling. The FCC has also approved the amendments.

**Old Language:** Any other post-season competition, such as bowl games or invitational events requires the specific approval of the FAOIAC. However, when these events fall during Study Days or Finals Week, specific approval of SCEP is required before participation may occur.

**New Language:** Any other post-season competition that occurs during Class Days, Study Days, or Finals Week, such as bowl games or invitational events, requires the specific approval of the FAOIAC. When these events fall during Study Days or Finals Week, specific approval of SCEP is also required before participation may occur. Approval by the FAOIAC is not required if the post-season competition (and associated travel) occurs during the interim period between semesters.

#### **17. 2020-21 University/Faculty Senate Meeting Dates**

The University and Faculty Senates will meet on the following dates next academic year:

- November 5, 2020
- December 3, 2020
- February 25, 2021
- March 25, 2021
- April 22, 2021

#### **18. University/Faculty Senate Old Business**

There was no old business.

#### **19. University/Faculty Senate New Business**

Rose Vuk, faculty senator from the College of Education and Human Development noted that at the December 2019 senate meeting, there was a motion to form a new committee related to redesigning the liberal education curriculum. This motion was referred to committee; Vuk asked for an update on this motion. Pittinger said that the matter was still under consideration.

#### **20. University/Faculty Senate Adjournment**

Gabel adjourned the meeting at 4:50 p.m.

Amber Bathke  
University Senate Office