

## AGENDA

**Faculty Consultative Committee**  
**Thursday, May 6, 1993**  
**10:00 - 12:00**  
**Room 238 Morrill Hall**

- 10:00**      **Revision of Resolution on Reviews of Administrators (Enclosure)**
- 10:05**      **Nominee, Vice Chair of the Senate**
- 10:15**      **Discussion with Vice President and Dean Anne Petersen**
- 11:00**      **Discussion with President Hasselmo**
- 11:30**      **Report of the Task Force on Supercomputing (Professors Thomas Burk & Irwin Rubenstein)**

**Assembly Steering Committee**  
**Thursday, May 6, 1993**  
**12:30 - 1:30**  
**Room 238 Morrill Hall**

- 12:30**      **Membership of the Assembly Committee on Intercollegiate Athletics (Guests: Professors Norman Chervany & Burton Shapiro, Margaret Carlson & Michael Unger [Alumni Association], and Vickie Roberts [Civil Service member, ACIA])**
- 1:30**      **Allocation of Student Seats on the Assembly Steering Committee**

**Senate Consultative Committee**  
**Thursday, May 6, 1993**  
**1:45 - 3:00**  
**Room 238 Morrill Hall**

- 1:45**      **Report on the Select Committee on Gay, Lesbian, and Bisexual Concerns (Guests: Professor Frank Wood, Chair, Senate Committee on Social Concerns; Associate Dean Marjorie Cowmeadow, the Select Committee)**
- 2:30**      **Minutes Protocol; Bylaw Revisions (Enclosure)**

# UNIVERSITY OF MINNESOTA

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*University Senate*

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April 29, 1993

**TO: Mike Bognanno, Chair  
Faculty Consultative and Assembly Steering Committee**

**FROM: Norm L. Chervany, Chair  
Assembly Committee on Intercollegiate Athletics  
for the Committee**

**RE: Follow-up Comments on the Issue of ACIA Membership**

On behalf of the Assembly Committee on Intercollegiate Athletics (ACIA), I want to thank you for the opportunity to meet with your Committee on Thursday, April 29. Intercollegiate Athletics is an important component of the University community. A strong and effective ACIA is a vital element in providing focused and holistic guidance and oversight to the two Intercollegiate Athletic Departments.

The conclusion of the April 29 discussion focused on ACIA membership as the central issue raised by the Shapiro Committee recommendations (1/19/93, revised 4/6/93) and in the ACIA's response (3/17/93, augmented 4/26/93). Based upon the discussion at the April 29 meeting, this memo summarized my thoughts concerning the role of ACIA and the appropriate ACIA membership. I will be out of town on May 6 and unable to attend your Committee's meeting. Thus, I wanted to take time to put my thoughts in writing. If you have any questions about these ideas, please call me.

### ACIA's Role and Major Objective

ACIA's role is to provide guidance for and oversight of the Men's and Women's Intercollegiate Athletic programs. It serves as a faculty centered -- as opposed to faculty only -- focal point for identifying and discussing the key issues surrounding the performance of the Intercollegiate Athletic Departments within the context of the total University community. ACIA is the forum that sets the policies that guide the management of the two departments.

ACIA does not serve in a management capacity for the two Departments. This management role is in the hands of the Men's and Women's Athletic Directors, the Director of Academic Counseling for Intercollegiate Athletics, the Compliance Coordinator, and ultimately the President of the University.

### The Issue Raised at the April 29 Meeting

At the April 29 meeting Michael Wade, a member of the Shapiro Committee, raised the critical membership issue. To paraphrase, he said:

Performance in the Intercollegiate Athletic Departments is going well now. But, the next time things go wrong -- and there will be a next time -- the question will arise:

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"Where was ACIA? Where was the faculty control of the two programs?" The membership recommendations of our Committee [the Shapiro Committee] are designed to focus the ACIA on its role and to help prevent the next time.

Based upon a thorough discussion of the Shapiro Committee recommendations, ACIA agrees with the need for a strong ACIA to prevent "the next time." Where ACIA disagrees unanimously is with the idea that ACIA's guidance and oversight roles are best served by a Committee composed of faculty and students with no voting representatives from the Alumni, the Civil Service, and the Academic Professional constituents.

### Achieving Sound Academic Performance in Intercollegiate Athletics

Three key ingredients are required to achieve sound academic performance in the Intercollegiate Athletic Programs at the University of Minnesota. First, with respect to the management of the two programs, managers with sound academic values and excellent managerial and professional skills need to be in place. This focuses on the qualities of the Athletic Directors, the Director of Academic Counseling, and the Compliance Coordinator. Second, with respect to guidance and oversight, ACIA members with sound values, a commitment to the academic success of Intercollegiate Athletics, and a diversity of perspectives need to be in place. Third, the management team for Intercollegiate Athletics and the membership of ACIA must be held accountable for the performance of the programs.

The process that makes these three components work is continued consultation and discussion between the Intercollegiate Athletics management team and the ACIA members. This ongoing interaction will build outstanding, common values, and trust. This is what will lead to sound performance. Changing organizational structure will not. More to the point, reducing the perspectives that the ACIA can bring to bear in these ongoing interactions certainly will not lead to sound performance.

### The Need for Diversity

At the very outset, it needs to be understood that only the faculty on ACIA are responsible for the academic progress of the student-athletes. This responsibility is exercised by faculty only membership on (a) the subcommittees that perform the regular academic audits of the various athletic teams and (b) ad hoc committees that are formed when a specific student-athlete's performance/eligibility issue arises.

Beyond the regular academic audits and the ad hoc committees, ACIA deals with a substantial number of issues that are important to the entire University community. Examples of these issues include (a) providing guidance on pending NCAA and Big Ten legislation, (b) developing policy guidance for achieving gender equity, (c) developing policy guidance for cost containment approaches, (d) providing policy guidance for general enhancements to the student-athletes' academic performance and general development, and (e) providing policy guidance for compliance performance and improvement.

Achieving success with respect to these key issues requires involvement of all of the University's many constituents -- faculty, academic professionals, students, civil service, and alumni. This involvement must occur at two levels -- during the development of policy and during the day-to-day actions of all stakeholders. The best way to insure day-to-day adherence to policy is to involve all constituents in policy development.

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The membership recommendations of the Shapiro Committee limit the perspective that would be brought to bear on policy setting. As such, the most likely result will be the reduction of the quality of the policies that will be developed.

Voting Rights of the NCAA and Big Ten Faculty Representatives

While the final appointment lies with the President, the ACIA is responsible for the search process for the NCAA and Big Ten Faculty Representatives. Thus, there is strong faculty influence in who is designated a Faculty Representative. Once selected, the two Faculty Representatives are the most knowledgeable with respect to pending legislation. This knowledge is useful to the entire ACIA. Their vote is an informed one. It does not make sense to remove voters from the policy setting process of the ACIA.

NLC:

In message "Judith Garrard" writes:  
May 5, 1993

To: Mike Bognanno  
From: Judy Garrard

Mike, I will be out of the country on Thursday and will therefore miss the FCC/SCC meetings. I wanted to make clear my position on the ACIA issue in case this comes up for a vote. I really wish we could vote in absentia, but since that is not possible, I will let this memo communicate my position on the matter. I feel **STRONGLY** that ACIA needs to have a diverse membership, including faculty, students, Civil Service, and alumni representatives. I also believe that having an expanded group of faculty, e.g., N=9 faculty members, is important. My concern last week about the make-up of the committee was in the potential of having everyone on the committee fulfilling the role of academic oversight. I believe that that set of tasks should be reserved only for the faculty. Once Norm Chervany explained that the faculty constitute a subgroup which is solely responsible for academic oversight, then I was prepared to vote in favor of the ACIA Committee's recommendation for (1) its expansion to 9 faculty and (2) the diversity of membership.

I hope this information is useful for the upcoming discussion. Please feel free to share this memo with the SCC members.

Thank you.

Judith Garrard, Ph.D.  
Professor  
Institute for Health Services Research  
School of Public Health