

Minutes*

**Faculty Consultative Committee
October 31, 1991**

- Present: Thomas Scott (chair), Amos Deinard, Judith Garrard, Paul Holm, Norman Kerr, Stanford Lehmborg, Karen Seashore Louis, Burton Shapiro, Charlotte Striebel, James VanAlstine, Shirley Zimmerman
- Guests: Geoff Gorvin (Footnote), President Nils Hasselmo, Barbara Muesing (Regents' Office), Maureen Smith (Brief)

1. Report of the Chair

Professor Scott began the meeting at 10:00 with a review of the dockets of the Twin Cities Campus Assembly and the University Senate. In the course of discussion the Committee agreed that rather than provide a regular slot on the Senate agenda for a report from the Senior Vice President and Provost, the President would be informed that he always had the liberty of requesting that the Senior Vice President be given time for a report.

The Committee then briefly discussed the status of proposed changes in computing. Concern had been voiced about the hiring of a consultant; there appeared to be agreement that any consultant should make use of the expertise available on the campus but that an independent viewpoint was also needed.

One Committee member expressed dismay at the increasing application of the term "customer" to faculty, staff, and students; it was agreed that this point of language would be brought up at the SCC meeting with Senior Vice President Infante.

2. Discussion with President Hasselmo

The Committee went into executive session with the President to discuss the appointment of a permanent Senior Vice President for Academic Affairs and Provost. Among the general points made during the discussion (unrelated to the specific position of the Senior Vice President) were these:

- The President concurred with the view expressed at an earlier FCC meeting that all departments should be made aware that the procedures for a "targeted" search (i.e., appointment without search) were available to every unit at the University; affirmative action and specific backgrounds are critically important as individuals are identified for such appointments.
- The President said he insists on annual performance reviews of administrators--and that action be taken if the reviews are not satisfactory. One Committee member suggested that the constituents of an administrator should be participants in the reviews and privy to at least part of the results; the President responded that full constituent participation was most appropriate at the five-year reviews rather than in each annual review.

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-- Questions have been raised about the extent to which the review of the President should be as open and public as it is. The President suggested that a meeting between FCC representatives and the Chair and Vice Chair of the Board of Regents would be the most appropriate method of discussing that issue.

The Committee then turned to the budget but remained in executive session inasmuch as additional information had not yet been released. The President and the Committee touched upon the "agonizing" problem of identifying units for possible reduction or elimination in advance of decisions and the impact of discussions upon the units.

The Committee also noted once again the need for consultation within the collegiate and campus units prior to final decisions being made. It was suggested, apropos consultation, that training sessions for new deans be made obligatory (as they are now available for new department chairs); the President agreed to look into the possibility. The role of the FCC in consulting on the plans developed by the colleges has always been frustrating, it was noted by one Committee member.

The President told the Committee that there will be no decisions until the December meeting of the Board of Regents and that the consultative process, begun shortly before the November meeting, will continue during the month.

Professor Scott thanked the President for joining the meeting.

3. Personnel Matters

The Committee remained in executive session to discuss the issues surrounding the "Duluth" seat on the Committee. It was agreed that Professor Scott would write to the UEA at Duluth and request a written statement of their position on representation of the entire Duluth faculty on FCC.

The Committee also discussed the status of the search for the Vice President for Research and Dean of the Graduate School.

The Committee adjourned at 12:00.

-- Gary Engstrand