

FACULTY CONSULTATIVE COMMITTEE

August 22 and August 23, 2017

Retreat Meeting Topic Notes

These notes reflect discussion topics at a retreat of a committee of the University of Minnesota Senate; none of the comments, conclusions, or actions reported in these notes reflect the views of, nor are they binding on, the Senate, the Administration, or the Board of Regents.

[Day 1: Orientation; State of Undergraduate, Graduate, Professional and Continuing Education Programs; Discussion with President Kaler; Discussion with Provost Hanson; Faculty Recruitment, Development and Diversity; Risk and Risk Recalibration]

[Day 2: Conversation on Sexual Misconduct Investigative Processes; Discussion with Deans]

Present: Joseph Konstan (chair); Catherine French; Bill Arnold; Les Drewes; Dan Feeney; Jennifer Goodnough; Robert Kudrle; Michael Oakes; Donna Spannaus-Martin; Wendy St. Peter; Abimbola Asojo; Rob Blair; Sheri Breen; Greta Friedemann-Sanchez (vice chair); Tabitha Grier-Reed; Peggy Nelson; Ned Patterson; Amy Pittenger

Regrets: Peter Tiffin

Guests Day 1: Vice Provost and Dean of Undergraduate Education Bob McMaster; Vice Provost and Dean of Graduate Education Scott Lanyon; Special Assistant to the Provost for Professional Education Henning Schroeder; Dean of Continuing Education Mary Nichols; President Eric Kaler; Provost Karen Hanson; Vice President for Human Resources Kathy Brown; Associate Vice Provost Michael Goh, Office for Equity and Diversity; Vice Provost for Faculty and Academic Affairs Rebecca Ropers-Huilman; Senior Vice President for Finance & Operations Brian Burnett; Associate Vice President and Chief Auditor Gail Klatt; Interim Vice President for Research Al Levine; Chief Compliance Officer Boyd Kumher; General Counsel Doug Peterson

Professor Konstan convened the retreat, welcomed those present and called for a round of introductions. He noted that this would be an off the record meeting because the goal is for everyone, members as well as guests, to speak candidly.

Day 1 – Tuesday, August 22, 2017 agenda items/topics:

- Professor Konstan provided members with an orientation, which included information about the Faculty Consultative Committee (FCC), the Senate Consultative Committee (SCC) and who from the FCC serves on the SCC as well as information about the Senate as a whole. In addition to information about the Senate structure, members were given organizational charts for the University's executive leadership team and the Provost's Office.
- The FCC heard from Vice Provost and Dean of Undergraduate Education Bob McMaster, Vice Provost and Dean of Graduate Education Scott Lanyon, Special Assistant to the Provost for Professional Education Henning Schroeder and Dean of Continuing Education Mary Nichols on the state of undergraduate, graduate, professional and continuing education programming, respectfully. In addition to sharing stats about their programs, each guest took a few minutes to highlight points of pride about their programs and the challenges they are facing.

- The FCC met with President Kaler and talked about a number of topics including but not limited to:
 - The President’s Initiative to Prevent Sexual Misconduct.
 - The University’s communications and public relations strategy for promoting the amazing research and education that takes place here.
 - Unionization update.
 - The System-Wide Strategic Plan.
 - MHealth update.

During the half hour overlap between President Kaler and Provost Hanson the conversation focused on what the University is doing to prepare for and/or prevent an incident like what happened at University of Virginia resulting from the “Unite the Right” rally that drew white nationalists, white supremacists, and neo-Nazis.

- After President Kaler left, the FCC continued its discussion with Provost Hanson and talked about a number of things including, but not limited to:
 - Collegiate governance and what can be done to strengthen it.
 - Freedom of speech and a welcoming climate.
 - The Twin Cities Strategic Plan, particularly as it relates to the Grand Challenges courses.
 - Provost Hanson’s strategic priorities for the 2017 – 2018 academic year.
- Next, the FCC met with Vice Provost for Faculty and Academic Affairs Rebecca Ropers-Huilman, Vice President for Human Resources Kathy Brown, and Associate Vice Provost Michael Goh from the Office of Equity and Diversity. The discussion focused on the effectiveness of the University’s faculty diversity hiring efforts, faculty development and salary inversion.
- The last session of the day was a discussion with Senior Vice President for Finance & Operations Brian Burnett, Associate Vice President and Chief Auditor Gail Klatt, Interim Vice President for Research Al Levine, Chief Compliance Officer Boyd Kumher and General Counsel Doug Peterson on risk and risk-recalibration. Topics covered in this session included hearing about areas of highest ‘perceived’ faculty and administrative burden relative to risk, key faculty-related institutional risks, and the current status and plans for risk recalibration and burden reduction.
- Adjournment

Day 2 – Wednesday, August 23, 2017 agenda items/topics:

Present: Joseph Konstan (chair); Catherine French; Bill Arnold; Les Drewes; Dan Feeney; Robert Kudrle; Michael Oakes; Donna Spannaus-Martin; Wendy St. Peter; Abimbola Asojo; Rob Blair; Sheri Breen; Greta Friedemann-Sanchez (vice chair); Tabitha Grier-Reed; Peggy Nelson; Ned Patterson; Amy Pittenger

Regrets: Jennifer Goodnough, Peter Tiffin

Guests Day 2: Director and Title IX Coordinator Tina Marisam, EOAA; Associate to the Director Kendra Okposo, EOAA; Deputy General Counsel Brian Slovut, OGC; Professor Kate Lockwood Harris, CLA; Dean Laura Bloomberg, HHH; Dean Brian Buhr, CFANS; Dean John Coleman, CLA; Dean John Finnegan, SPH; Dean Garry Jenkins, Law School

Professor Konstan convened the FCC retreat, welcomed those present, and called for a round of introductions. He reminded members and informed today's guests that this would be an off the record meeting because the goal is for everyone, members as well as guests, to speak candidly.

Day 2 – Tuesday, August 23, 2017 agenda items/topics:

- FCC members met with Director and Title IX Coordinator Tina Marisam, EOAA; Associate to the Director Kendra Okposo, EOAA; Deputy General Counsel Brian Slovut, OGC; and Professor Kate Lockwood Harris, CLA, and heard about the University's sexual misconduct investigative processes, including the investigation, hearing and appeal procedures. Additionally, members heard about the challenges posed by sexual misconduct behavior and talked about possible changes in policies and procedures, and the need to provide the University community with education and awareness about this issue. The hope is that by understanding the processes and challenges related to this issue that the University would be able to position itself as a leader in best practices when it comes to preventing and addressing sexual misconduct. The discussion then segued into talking about the November 9, 2017 Senate meeting where there will be a discussion on the University's sexual misconduct processes and procedures. The goal of this Senate meeting will be to 1) learn about the issue and the University's policies and procedures for addressing cases of sexual misconduct, 2) provide members of the University community with information on their reporting responsibilities and what they can do to help prevent sexual misconduct, and 3) make senators aware of the fact that sexual misconduct is a public health problem.
- The last session of the day was a conversation with Deans Bloomberg (HHH), Buhr (CFANS), Coleman (CLA), Finnegan (SPH) and Jenkins (Law School). Among other things, the deans shared information about the challenges they face as well as their proudest successes.
- Adjournment

Renee Dempsey
University Senate Office