

Minutes\*

**Faculty Consultative Committee**  
**Thursday, October 5, 2000**  
**1:00 – 3:00**  
**Room 471 Law**

Present: Fred Morrison (chair), Muriel Bebeau, Susan Brorson, Dan Feeney, Richard Goldstein, Marti Hope Gonzales, David Hamilton, Joseph Massey, V. Rama Murthy, Paula Rabinowitz, Jeff Ratliff-Crain, Charles Speaks, Billie Wahlstrom

Regrets: Wilbert Ahern, Linda Brady, Les Drewes, Marvin Marshak

Absent: none

Guests: Executive Vice President Robert Bruininks; Professor Richard McGehee (Health Plan Task Force)

Other: Florence Funk (Office of the Executive Vice President)

[In these minutes: long term care insurance; academic appointments; athletics report; tuition benefits for children of University staff; health plan task force; intellectual future discussions]

**1. Long Term Care Insurance**

Professor Morrison convened the meeting at 1:30, welcomed Executive Vice President Bruininks, and raised a question about the price of the long-term care insurance the University has begun offering. He related that he had gone to the websites for the University's plan, offered through CNA, and TIAA; the CNA plan costs twice as much as TIAA. He said he had suggested to Employee Benefits that the University should be cautious in promoting the plan. The reaction he got was disturbing, Professor Morrison said; the information about the CNA plan being offered through the University system does recommend, more or less as an afterthought, comparing the information with other plans but Employee Benefits does not mention prices because that might be seen as disparaging the State Health Plan. Professor Morrison suggested this was an inappropriate stance for the department to take. It should be looking after the interests of the employees of the University and giving them impartial information, not simply promoting whatever the state insurance system offers. The CNA plan does guarantee insurability and locks in inflation protection, which could account for a small part of the discrepancy, Professor Morrison concluded, but not for that large a gap.

Moreover, Professor Morrison said, he was told that the University plan was cheaper for those under age 55 and the TIAA plan cheaper for those over 55. He said he tested the plans and found no point at which the price schedules crossed. [N.B. After the meeting it was discovered that much of the difference is accounted for in the way that the two plans accommodate inflation. The CNA plan provides 5% annual inflation at a level premium while the basic TIAA plan offers annual increases in coverage

---

\* These minutes reflect discussion and debate at a meeting of a committee of the University of Minnesota Senate or Twin Cities Campus Assembly; none of the comments, conclusions, or actions reported in these minutes represent the views of, nor are they binding on, the Senate or Assembly, the Administration, or the Board of Regents.

related to cost of living increases, at a premium increase that reflects the amount of additional coverage added. Thus the CNA plan being offered "front loads" the added cost of the inflation protection while the basic TIAA plan loads it at the end.]

Dr. Bruininks said he was glad to know this information and that the University needed to provide comparative data if it has them. He said he would follow up.

## **2. Other Matters**

-- The Committee discussed with Dr. Bruininks the disposition of the Collins Committee report on the University of Minnesota, Crookston, and the role that FCC would play in following up on the report.

-- A revised academic appointments document needs discussion in the faculty governance system. One concern is the role that faculty will play in decision-making about the number and responsibilities of non-tenure-track faculty. Professor Feeney raised questions about the implications of the language in the guidelines for the Academic Health Center. Dr. Bruininks said he would like to see the issues resolved this semester so a policy could be put in place.

-- Dr. Bruininks commended Professor Emeritus Warren Ibele for his tremendous and tireless work in preparing the superb report on allegations of academic fraud in connection with the basketball scandal (and that Professor Ibele took no compensation for his efforts but instead asked that funds be directed to his department). The Student Academic Integrity office will be established and an officer appointed; staff support for faculty who need help or have questions about matters of student academic integrity will be provided. The need for central record-keeping was stressed, and Professor Morrison urged again that the administration move as quickly as possible to implement the recommendations from the Senate.

-- Dr. Bruininks said the administration was not prepared to support the recommendation that tuition benefits be provided to the children of employees. It is a worthy idea but with all the cost pressures on the University, it would not be wise to implement the proposal now. He said he would provide a response to the Committee on Faculty Affairs (Professor John Fossum) analysis which indicates a possible negative cost to tuition reimbursement.

## **3. Health Plan Task Force**

Professor McGehee presented to the Committee the draft recommendations of the Health Plan Task Force, in preparation for the presentation to the Senate on October 19. The Committee decided the discussion should be closed in order that Professor McGehee could be candid about the factors that affected the work of the Task Force and the possible outcomes from its work.

Professor Morrison recessed the meeting at 3:00 and reconvened it at 3:45.

## **4. Other Business**

Professor Morrison noted that there were a number of topics that suggested themselves for the Committee's "Intellectual Future of the University" discussions. At the end of October the topic will be the libraries and academic publishing; at the end of January the meeting will be devoted to the vision statement and the future of the Academic Health Center. Other possible topics include distance

education/distance learning (about which there has been a task force appointed, chaired by Professor Wahlstrom), the engaged university (about which there has been a task force appointed, chaired by Professor Ed Fogelman), outreach, the metropolitan university (about which there has been a task force appointed, chaired by Associate Vice President Nancy Barcelo). Another possibility, Professor Hamilton suggested, is "The Kept University" and the corporatization of the university.

After brief discussion, the Committee agreed that distance education/distance learning should be taken up either next spring or next fall and that "The Kept University" would be the subject of one discussion this spring. The Senate Research Committee will provide information on the topic.

Professor Morrison adjourned the meeting at 4:00.

-- Gary Engstrand

University of Minnesota