

Notes*

**The President with the Faculty Consultative Committee
Tuesday, September 10, 1996
7:15 - 8:00 a.m.
Room 238 Morrill Hall**

At the request of President Hasselmo, the members of the Faculty Consultative Committee met with him to discuss the current situation with respect to changes in the tenure code. FCC members present included Carl Adams, Carole Bland, Victor Bloomfield, W. Andrew Collins, Sara Evans, Virginia Gray, Russell Hobbie, Fred Morrison, and Michael Steffes. Also present were Professors Mary Dempsey and Edwin Fogelman, as well as Mario Bognanno.

The President and the Committee members discussed recent events, provisions of the tenure code, and possible options for action. Among them were: adopting the Faculty Senate proposed changes in the tenure code, with no further changes or discussion (an option which the Regents seem unwilling and unlikely to accept); adopting the Faculty Senate changes on an interim basis, dealing with the outstanding issues later, after the new president is appointed and settled in office; and engage in binding negotiations between Regents and faculty over changes in the tenure code.

Professor Morrison and other Committee members pointed out several times that the likelihood of a "cease and desist" order was very high and that all such discussions of the tenure code would then come to a halt. That impending termination of discussions aside, the Committee agreed that the second option could be pursued. There is no way to delegate authority to a small group of faculty to negotiate changes in the tenure code, so the third option is not feasible. Professor Fogelman observed, however, that there is no way to head off the "cease and desist" order, so that much of this will be discussion preparatory to voting on a union.

Committee members discussed with the President the frame of reference of the Regents and the faculty and the large magnitude of the differences between the two groups. The possibility of non-tenure-related discussions (i.e., about the kind of university Minnesota should be in the future, first principles, the concerns of the faculty--but not about technical details in the tenure code) between small groups of faculty and Regents were also seen as a possibility; Professor Gray agreed to make a proposal to the Board to have such discussions. Professor Morrison cautioned again that once a "cease and desist" order is issued, no Regent can talk about tenure, but he also suggested that Professor Gray point out that the only to deal with the fundamental disagreements between the faculty and Regents is for them to talk.

The President mentioned a letter he intended to write to the Board about this issue, including pointing out that tenure has not been a barrier to change at the University. This eventually led to a suggestion that a member of the Committee prepare a report, for public release, documenting the times in recent years when the faculty have made significant proposals for programmatic and other change at the University. Professor Collins volunteered to prepare the statement.

No member of the Committee dissented when the President inquired if they supported the

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proposal he wished to make, citing FCC support, that the Board adopt the Faculty Senate revisions and put off any further discussion until a new president was appointed.

The President thanked FCC members for meeting with him so early and on such short notice. The gathering adjourned at 8:10.

-- Gary Engstrand

University of Minnesota