

2016-17 UNIVERSITY OF MINNESOTA

MARCH 2, 2017

**UNIVERSITY SENATE MINUTES: No. 2
FACULTY SENATE MINUTES: No. 2
STUDENT SENATE MINUTES: No. 2**

The second meeting of the University Senate and Faculty Senate for 2016-17 was convened in Coffman Theater on Thursday, March 2, 2017, at 2:32 p.m., as a joint meeting of the two bodies. System campuses were linked by ITV. Checking or signing the roll as present were 20 academic professional members, 6 civil service members, 111 faculty/academic professional members, and 31 student members. Vice Chair Cathy French presided.

**1. EQUITY, ACCESS, AND DIVERSITY COMMITTEE
Statement on President Trump's Executive Order Affecting Visas and Immigration
Information for the University Senate**

The Equity, Access, and Diversity Committee of the University Senate fully supports the statement of President Eric Kaler of Sunday, January 29, 2017, regarding President Trump's executive order impacting visas and immigration. This executive order is contrary to the University's deeply-held values. We stand with all members of the University community, and with the residents of our increasingly diverse state, who are affected by this order.

Adopted unanimously January 30, 2017.

**JEREMY JENKINS, CHAIR
EQUITY, ACCESS, AND DIVERSITY COMMITTEE**

**2. SENATE CONSULTATIVE COMMITTEE
FACULTY CONSULTATIVE COMMITTEE
Ex Officio Membership Changes
Information for the University Senate and Faculty Senate**

The Senate Consultative Committee (SCC) and the Faculty Consultative Committee (FCC) approved the following changes in ex officio membership for Senate committees. The SCC and FCC charges include the ability to act on behalf of the respective Senate when a decision is required prior to the next scheduled meeting of the respective Senate and when a decision is required when it would not be possible to convene a special meeting of the respective Senate in a timely fashion; such actions will be reported to the respective Senate at its next meeting and the respective Senate may then overrule the SCC or FCC action.

ARTICLE II. RULES FOR COMMITTEES OF THE UNIVERSITY SENATE (Changes to this article are subject to vote only by the University Senate)

1. Ex Officio Members of University Senate Committees

Ex officio representation is accorded because of, or by virtue of, a specified office. An ex officio member has rights of full participation except voting privileges unless otherwise indicated. Ex officio administrative members shall be appointed from each of the offices as specified in the following provisions and shall have the authority to designate someone to attend meetings in their place. Committee chairs who serve ex officio on other committees may designate a

representative from their committees to attend in their place. The University Senate vice chair may not designate an alternative representative to the Senate Consultative Committee.

- **All-University Honors**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost; Office of the President (three representatives, including one from Alumni Relations and one from the Office of Development); Office of the Chancellor – Duluth; Office of the Chancellor - Crookston

- **Disabilities Issues**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost (the University ADA coordinator); Office of the Vice President for Equity and Diversity (Disability Resource Center)

- **Equity, Access, and Diversity**-- Office of the Vice President for Equity and Diversity (two representatives, including one from the Office of Equal Opportunity and Affirmative Action); representative from the Women's Faculty Cabinet

- **Finance and Planning**--reports to both the University Senate and the Faculty Senate; ex officio members are listed under Faculty Senate committees

- **Information Technologies**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost (two representatives including one from the Office of eLearning); Chief Information Officer; University Librarian, Twin Cities Campus; Chair of the Library Committee

- **Intercollegiate Athletics**--Director of Intercollegiate Athletics; Director of Academic Center for Student-Athletes; Director of Athletic Compliance

- **Library**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost; University Librarian, Twin Cities campus; Director of Library Services, Crookston campus; Director of Libraries, Duluth campus; Library Director, Morris campus; Director of the Law Library, Twin Cities Campus; Librarian, Rochester Campus; Chair of the Information Technologies Committee

- **Senate Consultative**--Vice chair of the University Senate (voting); past chair of the Faculty Consultative Committee (voting if not otherwise a voting member); Chair of the Finance and Planning Committee; Chair of the Educational Policy Committee; elected representative from the Duluth faculty eligible to vote in Senate elections

- **Social Concerns**--Office of the Vice President for Budget and Finance (Office of Investments and Banking); Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost (Office of Student Affairs); Office of the Vice President for Equity and Diversity (Office of Equal Opportunity and Affirmative Action)

- **Student Academic Integrity**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost (two representatives, including the Director of the Office for Student Conduct and Academic Integrity)

- **Student Behavior**-- Office of ~~Senior the Executive Vice President for Academic Affairs~~ and Provost (Director of the Office for Student Conduct and Academic Integrity)

ARTICLE IV. RULES FOR COMMITTEES OF THE FACULTY SENATE (Changes to this article are subject to vote only by the Faculty Senate)

1. Ex Officio Members of Faculty Senate Committees

Ex officio representation is accorded because of, or by virtue of, a specified office. An ex officio member has rights of full participation except voting privileges unless otherwise indicated. Ex officio administrative members shall be appointed from each of the offices as specified in the following provisions and shall have the authority to designate someone to attend meetings in their place. Committee chairs who serve ex officio on other committees may designate a representative from their committees to attend in their place. The Faculty Senate vice chair may not designate an alternative representative to the Faculty Consultative Committee.

- **Academic Freedom and Tenure**--Chair of the Faculty Affairs Committee; Office of ~~Senior~~ the Executive Vice President for Academic Affairs and Provost; Chair of the Judicial Committee

- **Educational Policy**-- Office of ~~Senior~~ the Executive Vice President for Academic Affairs and Provost (two representatives, Vice Provost and Dean for Undergraduate Education; Vice Provost and Dean for Graduate Education); Office of the Vice President for Health Sciences

- **Faculty Academic Oversight for Intercollegiate Athletics**--Director of Academic Center for Student-Athletes; Director of Athletic Compliance; Director of Academic Support Resources

- **Faculty Affairs**-- Office of ~~Senior~~ the Executive Vice President for Academic Affairs and Provost; University of Minnesota Retirees Association; Office of the Vice President for Human Resources (two representatives, including one from Employee Benefits); Chair of the Academic Freedom and Tenure Committee

- **Faculty Consultative**--Vice chair of the Faculty Senate (voting), past chair, Faculty Consultative Committee (voting, if not otherwise a voting member); Chairs of the Academic Health Center Faculty Consultative, Educational Policy, Faculty Affairs, Finance and Planning, and Research Committees; elected representative from the Duluth faculty eligible to vote in Senate elections; Faculty Legislative Liaison(s)

- **Finance and Planning**-- Office of ~~Senior~~ the Executive Vice President for Academic Affairs and Provost (two representatives); Office of the Senior Vice President for Finance and Operations Budget and Finance (two ~~three~~ representatives, including one from the Controller's Office and one from Budget and Finance); Office of the Vice President for University Services; Chair of the Academic Health Center Faculty Consultative Committee; State Economist

- **Research**-- Office of ~~Senior~~ the Executive Vice President for Academic Affairs and Provost; Director of the Agricultural Experiment Station; Office of the Vice President for Budget and Finance; Office of the Vice President for Health Sciences; Office of the Vice President for Research (two representatives); University Librarian; Director of Institutional Compliance

COMMENT:

There are two types of proposed changes for Senate committee. The first set of proposed changes are to reflect changes in administrative offices and do not change the ex officio membership on the committees. A second change is to add the Senior Vice President for Finance and Operations to the Finance and Planning Committee. This change is recommended by the Finance and Planning Committee.

Adopted unanimously January 30, 2017.

**COLIN CAMPBELL, CHAIR
SENATE AND FACULTY CONSULTATIVE COMMITTEES**

3. TRIBUTE TO DECEASED MEMBERS OF THE UNIVERSITY COMMUNITY

FACULTY/ACADEMIC PROFESSIONALS/STAFF

Colleen Miller
Finance Director 1
Finance Office, University of Minnesota Morris
1956 - 2016

Stanley Deno
Professor
Educational Psychology
1936 - 2016

Jane Jensen
Finance Professional 3
Minnesota Geological Survey
1956 - 2016

Carolie Ann Carlson
Human Resources Manager 2
Leadership and Talent Development
1967 - 2016

Terrance Smith
Junior Cashier/Food Aide
Coffman Union Dining
1966 - 2016

Mary Ellis
Admin Consultant/Analyst 1
College of Pharmacy Dean's Office
1960 - 2016

Donald Ireland
Associate Professor
Accounting, University of Minnesota Duluth
1926 - 2016

Tomasina Watters
Principal Accounts Specialist
Dental Patient Care Administration
1960 - 2016

STUDENTS

MaryAnn Barstad
University of Minnesota Crookston

Andrew Christensen
College of Science and Engineering

Patricia King
University of Minnesota Crookston

Kenneth Nelson
University of Minnesota Crookston

Danielle Rogers
College of Liberal Arts

Chase Tuseth
College of Education and Human Development

Nathan Winscher
College of Science and Engineering, University of Minnesota Duluth

4. MINUTES FOR NOVEMBER 3, 2016 Action by the University Senate

MOTION:

To approve the University Senate and Faculty Senate minutes, which are available on the Web at the following URL.

<http://usenate.umn.edu//usenate/minutes/161103sen.pdf>

**ROBERT GOLDSTEIN, CLERK
UNIVERSITY SENATE**

DISCUSSION:

With no discussion a vote was taken and the motion was approved.

APPROVED

5. FACULTY CONSULTATIVE COMMITTEE REPORT SENATE CONSULTATIVE COMMITTEE REPORT

Professor Colin Campbell, chair of the Senate Consultative Committee (SCC) and Faculty Consultative Committee (FCC), said that SCC has met once since the last Senate meeting and FCC has met seven times. The topics that have been discussed include the draft Sexual Misconduct Administrative policy with Tina Marisam, Kimberly Hewitt, and Brent Benrud; human subjects research with Dr. Sophia Vinogradov; athletics with Mark Coyle and the faculty athletic representatives; System-wide Strategic Plan with Vice Provost Rebecca Ropers-Huilman; conflict resolution with Julie Showers; and Presidential Post-Doctoral Future Faculty program with Vice President Katrice Albert, Professor Michael Goh, and Professor Sean Garrick. Additionally, he said that the committees continue to meet regularly with President Kaler and Provost Hanson.

FCC is considering a statement in response to recent executive orders regarding immigration. FCC is also working with key Senate committee leaders to help facilitate fora this semester on the topics of unionization and protection of free speech while maintaining a welcoming and inclusive campus environment.

Professor Campbell stated that FCC has also had discussions with the faculty legislative liaisons and a discussion with the Student Senate Consultative Committee regarding the Aramark resolution on today's agenda.

In conclusion, he said that the FCC is looking forward to working with the administration to develop new tools that will be available to the University community to help them understand how the complex organization functions. In particular, he said that the focus is on tools regarding the University's budget.

6. FACULTY LEGISLATIVE LIAISONS UPDATE

Professor Michael Oakes, one of the Faculty Legislative Liaisons along with Professor Donna Spannaus-Martin, stated that budget discussions are taking place with legislature. From the opinion of key legislators, including committee chairs, the University's presentations have been well-received and the University's advocacy is outstanding. Legislators now have a greater understanding of what is taking place in the areas of research, teaching, and outreach across the state.

As he is new to the position this year, he said that he is learning much, and would like to share some of those insights with senators. There continues to be concern over sports scandals, past transgressions related to human subjects research protection, and graduation rates, tuition, and jobs as they impact Minnesota. He said that the University needs to continue to share stories of great things happening.

With respect to budget concerns, he said that he is not personally concerned about tremendous cuts to the University given the state budget surplus this year. While there is concern about an amendment being discussed regarding further review of fetal tissue research on campus, he is hopeful that this proposal will not go forward for a vote.

7. RESOLUTION ON ARAMARK EDUCATIONAL SERVICES, LLC Action by the University Senate

MOTION:

To approve the following resolution.

RESOLUTION ON ARAMARK EDUCATIONAL SERVICES, LLC

The University of Minnesota Student Senate requests the University of Minnesota administration notify ARAMARK Educational Services, LLC ("ARAMARK"), pursuant of section 8.03 of the Service Management and Operation Agreement by and between the Regents of the University of Minnesota and ARAMARK Educational Services, LLC ("Agreement")¹ of student concerns regarding the lack of options for those with religious restrictions, poor food quality, high cost, lack of options for those with dietary restrictions, and reports of ARAMARK's questionable business ethics.

¹ [University-Aramark Contract](#)

Resolved, that if ARAMARK does not rectify these concerns, we request penalties be implemented in pursuance section 8.05 of the Agreement. These penalties shall include the submission and execution of a detailed action plan in pursuance of section 8.03 of the Agreement, and the withholding of the fifty thousand dollar performance incentive, to the extent contract allows, by the University of Minnesota administration.³ Furthermore, in the instance that ARAMARK fails to adequately respond to student concerns by January 1st, 2018, the Student Senate requests that University of Minnesota administration not renew the Agreement and actively pursue other options for food service management and operations in anticipation of the Agreement's expiration in accordance with Section 2.01 of the Agreement.²

Resolved, the Student Senate requests the Director of University Dining Services present findings of the Annual Business Review Committee to the Student Senate Twin Cities Delegation once every academic year.

Furthermore, the Vice President of University Services, after a request from the Student Senate Consultative Committee, has agreed to the implementation of a Student Advisory Council to investigate student complaints, communicate with ARAMARK, and to identify trends and serious issues with University Dining Services, managed by ARAMARK.

Furthermore, the Vice President of University Services, after a request from the Student Senate Consultative Committee, has agreed to ensure student representation on the Annual Business Review Committee that meets every August, and agreed to include representatives from student government in the decision-making process for future residential food providers.

Furthermore, the Vice President of University Services, after a request from the Student Senate Consultative Committee, has agreed to give customer satisfaction surveys in collaboration with the Minnesota Student Association (MSA), the Professional Student Government (PSG), and the Council of Graduate Students (COGS).

Furthermore, the Student Senate Consultative Committee, due to concerns with ARAMARK's business ethics, requests that ARAMARK respond to the reports outlined below by January 1, 2018. Additionally, the Student Senate requests that University administration consider business ethics when evaluating contract vendors during the next RFP cycle, in collaboration with the Student Advisory Council.

Authors:

Trish Palermo, chair, Student Senate Consultative Committee (SSCC)

Max Hurst, student senator, College of Liberal Arts (CLA)

Derek Frank, student, University of Minnesota

Alex Thibodo, researcher, Minnesota Student Association (MSA)

Passed by the Student Senate Consultative Committee (SSCC) on February 1, 2017

COMMENT:

During fall semester 2016, the Student Senate Consultative Committee (SSCC) began investigating student concerns with ARAMARK and University Dining Services. The SSCC found that the Senate Committee on Finance and Planning (SCFP) passed recommendations to the administration in 1999 regarding Aramark's food quality issues, which still seem to persist to this day. After several discussions, the SSCC identified the following student concerns:

² section 8 subsection 2 of the contract

- Poor food quality
- Lack of options for those with dietary restrictions or those requiring religious accommodations
- High cost of meal plans
- Mistreatment of employees
- Lack of collaboration with student governing bodies and lack of student representation
- Significant discrepancies between Aramark's surveys and the feedback governing bodies receive
- Reports of labor law violations, including employment discrimination and unsanitary working conditions
- Reports on profiting off of mass incarceration

The SSCC invited the Director of University Dining Services, an ARAMARK employee, and the Interim Contract Administrator, a University of Minnesota employee, to meet with the committee on December 8, 2016, to discuss concerns with the student experience. After this meeting, several key needs were identified, including:

- Student representation on yearly Annual Business Review Committee
- The creation of an advisory panel, with student representation
- Better access to information from ARAMARK surveys relating to student satisfaction, and coordination with student groups on these surveys
- The gaps between Aramark's satisfaction rating and the experiences of students in the dining halls

The Minnesota Student Association (MSA) and the Council of Graduate Students (COGS) will be considering their own resolutions on this issue at their February 2017 meetings. Additionally, the Association of Big Ten Students³ passed a similar resolution on February 5th, 2017⁴, and the Students United Board of Directors passed a resolution on February 12th, 2017⁵. The goal of this coordinated effort is for students to come together in taking a stance against Aramark and their profiting off of not only students but the most vulnerable communities.

ANNOTATED REFERENCES regarding ARAMARK CORPORATION RESOLUTION

Berger & Montague, P.C. 2001. Class action race discrimination lawsuit filed against Aramark Corporation. *PR Newswire*. August 15. <http://www.prnewswire.com/news-releases/class-action-race-discrimination-lawsuit-filed-against-aramark-corporation-71733777.html>.

³ Membership of the Association of Big Ten Students shall include any primary student government organizations of a Big Ten University included but not limited to the following Universities: University of Illinois at Urbana-Champaign, Indiana University, University of Iowa, University of Michigan, Michigan State University, University of Minnesota, Northwestern University, University of Nebraska-Lincoln, The Ohio State University, The Pennsylvania State University, Purdue University, University of Wisconsin, University of Maryland, Rutgers, the State University of New Jersey <http://www.abts10.org/bylaws>

⁴ [ABTS Resolution](#) Pennsylvania State University, Purdue University, University of Wisconsin, University of Maryland, Rutgers, the State University of New Jersey <http://www.abts10.org/bylaws>

⁵ [Students United Resolution](#). Students United is an independent, non-profit organization funded and operated by students. Students United serves over 70,000 students attending Minnesota's seven state universities: Bemidji, Mankato, Metropolitan (St. Paul/Minneapolis), Moorhead, St. Cloud, Southwest (Marshall) and Winona. Students United has been a strong voice for state university students on the campus, system, state and federal levels for over 40 years. We are recognized by the Minnesota State Colleges and Universities Board of Trustees as the sole representative of state university students in Minnesota, and work on a variety of issues at several levels. <http://www.studentsunited.org/about/>

“A Class Action race discrimination lawsuit was filed today against the nation's largest provider of outsourcing services, ARAMARK Corporation, which posted revenues in excess of \$7 billion in 2000” in Philadelphia, PA.

Aramark settled in a \$165,000 lawsuit where it was argued they had disproportionately discriminated against black male job applicants.

Clarey, David. 2008. UDS: controversy behind closed doors. *Minnesota Daily*, September 9. <http://www.mndaily.com/article/2008/09/uds-controversy-behind-closed-doors>.

This is more than three times the amount of employee terminations in 1998, the first year Aramark Corp. partnered with UDS, according to University records.

Decker, Paul C. and Donald L. Miller. 2007. Cost-Value Analysis: Aramark Food Service Contract C1927. *Florida Department of Corrections, Office of the Inspector General, Bureau of Internal Audit*. January 10. https://www.privateci.org/private_pics/Aramarkfinal.pdf.

“Feed rates have declined sharply since the contract’s inception in 2001, creating a windfall for the vendor and reducing the value of the services provided without a proportionate decrease in per diem rates charged to the Department.”

“During the first 24 months following the contract’s inception, the food service master menu was changed repeatedly, allowing the vendor to substitute less costly meat products such as ground turkey to previously required beef products. This cut the vendor’s production costs with no proportionate decrease in per diem rates charged to the Department.”

Aramark’s tumultuous history with contract violations, arbitrary charge inflations, and inflated rates of service.

Lavigne, Paula. 2015. KC stadiums’ food safety boss fired. *ESPN*. March 26. http://www.espn.com/espn/otl/story/_/id/12562241/food-safety-manager-fired-kansas-city-stadium-health-concerns-made-public.

In Kansas City, MO, an Aramark employee fired after reporting incidences of rodent infestations, unsanitary working conditions, health code violations.

Kaplan, Ivy and Theresa Maher. 2016. Firing of Aramark worker sparks social media uproar. *The Eagle*. September 5. <http://www.theeagleonline.com/article/2016/09/firing-of-aramark-worker-sparks-Social-media-uproar>.

At American University, long-time Aramark employee Ana Ebanks was fired for missing 40 minutes of work.

Mannix, Andy. 2017. After complaints over U food service, student senate taking steps to address issues, *Minnesota Daily*. January 19. <http://www.mndaily.com/article/2017/01/resolution-on-aramark>.

University of Minnesota Student Senate resolution to be voted on asking the University to deliver a set of food quality and business ethics concerns to Aramark.

Mattera, Philip. 2016. Aramark: corporate rap sheet. *Corporate Research Project*. August 19. <http://corp-research.org/aramark>.

This report enumerates 9 incidents of contracting controversy and 6 of labor controversy.

Palermo, Trish, Max Hurst, Derek Frank, and Alex Thibodo. 2017. DRAFT of Student Senate Resolution on Aramark Educational Services, LLC. *University of Minnesota Student Senate*. Accessed on January 23. University of Minnesota, Minneapolis, MN. <https://docs.google.com/document/d/1TmhrRuARfzURAx46yUIaXSvtpThpukUk4zSqtvf3h4U/e/dit?usp=sharing>.

Draft of resolution to be voted on in the March 2017 meeting of the University of Minnesota Student Senate.

Prochilo, Dan. 2013. Aramark pays \$2.75M to resolve FLSA class action. *Law 360*. May 8. New York. <https://www.law360.com/articles/439625/aramark-pays-2-75m-to-resolve-flsa-class-action>.

“Aramark Uniform Services Inc. has agreed to a \$2.75 million settlement of wage-and-hour class claims by workers who allege that the company had shaved time off employees’ shifts, according to a motion filed in California federal court Tuesday.”

Rubenstein, Abigail. 2010. Aramark to settle wage-and hour suit for \$3.9M. *Law 360*. April 6. New York. <https://www.law360.com/articles/160009/aramark-to-settle-wage-and-hour-suit-for-3-9m>.

“Food service company Aramark Corp. has agreed to fork out \$3.9 million to settle a wage-and-hour class action brought by its California employees.”

Ryan, Brenda. 2007. Cafeteria workers strike against poverty wages. *Worker’s World*. December 20. http://www.workers.org/2007/us/cafeteria_workers-1127/.

This article describes a strike of Aramark-employed cafeteria workers.

Shaw, Charles. 2012. Exile nation: drugs, prison, politics, spirituality. p114-5. Berkeley, CA. *Soft Skull Press*. <https://books.google.com/books?id=jqBJulFXzkcC&pg=PA116&lpg=PA116&dq=aramark+accepted+donations+USDA&source=bl&ots=V-ezH-GQ4z&sig=dP-G9E1XfE7gtAvTZFdygdktPr0&hl=en&sa=X&ved=0ahUKEwinm4-99MrRAhXlzIMKHdv7CtsQ6AEIPDAF#v=onepage&q=aramark%20accepted%20donations%20USDA&f=false>.

“Aramark has been accused of fraud and over-billing, driving up state budget deficits, poor service, and poor treatment of workers. Their worst transgression [...] appears to be serving tainted food to schools and universities.”

“In Illinois, Aramark paid more than \$3 million to settle a 2004 class action suit charging they defrauded approximately 50 school districts in the state by accepting national school lunch program food donations from the USDA without reducing the cost for the schools, which was in violation of federal law and the district’s food service contract.”

“The list of Aramark’s prison indiscretions spans correctional systems in Illinois, Texas, Oregon, Tennessee, New Jersey, New York, Missouri, and Florida.”

“In the same case that brought indictments against former IDOC [Illinois Department of Corrections] director Donald Snyder and John J. Robinson, a former lobbyist, Senior

Vice President for Aramark, and Undersheriff of Cook County [...] pled guilty in July 2007 to federal charges of mail fraud relating to alleged kickbacks paid to Snyder.”

Spears, Valarie Honeycutt. 2009. Food caused Northpoint riot, guard says. *Lexington Herald Leader*. November 7. <http://www.kentucky.com/news/local/crime/article44014197.html>.

In the summer of 2009, prisoners at Northpoint prison staged a riot against unsustainable food allegedly containing “hairballs, rocks, cardboard, bread ties, maggots” and frequent food shortages. Prison officials claimed that their renewed contract with Aramark saved the state millions in infrastructure costs, allowing administrators to grant correctional officers with a 7% raise between 2009 and 2011. State officials and elected representatives claimed the prisoners’ allegations were misrepresented and fabricated after the riots, which injured 8 inmates and officers. A 2010 audit later found that Aramark cut down ingredients and watered down food and that food shortages were a common occurrence.

Sunny Suffolk Community College. 2016. Exciting new dining options at suffolk. *Suffolk Community College*. <https://www.sunysuffolk.edu/aramark/>

Aramark services more than 600 colleges and universities throughout North America.

Zager, Dan and Cassidy Jensen. 2015. Workers and Georgetown students stand up to Aramark. *Center for American Progress*. June 12. <https://talkpoverty.org/2015/06/12/aramark-georgetown-university/>.

At Georgetown University, a petition filed against Aramark corporation received well over 2,000 signatures from students, faculty, and dining staff after allegations of repeated wage theft, verbal abuse, and racial discrimination.

Zoukis, Christopher and Rod Bower. 2015. Aramark’s correctional food services: meals, maggots, and misconduct. *Prison Legal News*. December 2. <https://www.prisonlegalnews.org/news/2015/dec/2/aramarks-correctional-food-services-meals-maggots-and-misconduct/>.

This article describes Aramark’s misconduct at correctional institutions, including instances of sexual misconduct.

“Aramark was included among 132 businesses in 21 countries that were named the World’s Most Ethical Companies in 2015 by Ethisphere Institute, a self-described ‘global leader’ in defining standards for ethical corporate practices.”

Hundreds of Aramark employees have been disciplined, fired or prosecuted for smuggling contraband and engaging in sexual misconduct with prisoners.

**TRISH PALERMO, CHAIR
STUDENT SENATE CONSULTATIVE COMMITTEE**

DISCUSSION:

Trish Palermo, Student Senate and Student Senate Consultative Committee (SSCC) chair, said that the SSCC has had multiple conversations on this topic with Interim Vice President Mike Berthelsen, Associate Vice President Laurie Scheich, and other administrators, and all have been very receptive to the student requests. Prior to this resolution being presented, the administration has already agreed to implement a student advisory council, ensure student representation on the

annual business review committee, and collaborate with student organizations when surveying students. She stated that this resolution has two components: food quality concerns for the Twin Cities campus and the business ethics of Aramark.

Senator Max Hurst noted that the Association of Big Ten Students (ABTS) passed a similar resolution last month as part of a coordinated effort between student governments to make a statement against Aramark's business ethics issues.

Sharon Jacobs, a non-senator, talked about her experience living in a University residence hall three years ago as a freshmen. She faced challenges eating in the dining halls while practicing kashrut, a set of Jewish religious dietary laws. She said that she could not afford to pay for the meal plan and not use it, and the University would not provide her with a religious exemption. She tried to eat vegetarian, but because her dining hall in Frontier Hall did not provide reasonable vegetarian options, she still had to supplement with her own food. She said that many times the only vegetarian food that she could find to eat was steamed zucchini and milk. She then moved to an apartment her sophomore year. She stated that her comments are not about pickiness or health fads; this is an issue of equal access. A student without access to food or housing will underperform. On this campus, access to housing is dependent on access to food. Limited Liability Companies and dorm-style living are opportunities to build academic and social support systems. Students without these support systems under-perform or worse. To limit access to food, housing, or support based on religion, income, or medical condition is discrimination and stifles diversity.

A non-senator said that the Center for Disease Control (CDC) notes that a school environment which provides access to healthy foods is directly linked to academic achievement. Unfortunately for the University residence halls, healthy foods are seldom available. Evidence for this is provided by a survey done by a Food and Nutrition Management course. The dining halls' nutritional quality was evaluated by comparing the foods available with the current Department of Health and Human Services (HHS) and the Department of Agriculture (USDA) dietary guidelines. The results from the survey note that while dietary guidelines recommend:

- Half of all grains eaten are whole grains
 - 91 percent reported that dining halls did not meet this recommendation
 - 59 percent reported that less than one-quarter of the entrees available had any whole grains
- Eating a variety of fruits and vegetables
 - 75 percent commented that dining halls lack this availability

As a representative of future food and nutrition experts, she implored the University to improve the quality of food available on campus.

Senator Mina Kian said that she serves as a community advisor (CA) in the 17th Avenue Residence Hall. CAs receive a \$200 stipend each year, free housing, and a meal plan. However, CAs are also limited to working 10 hours per week during the academic year, which limits the ability to pay for schooling and additional food. When someone has dietary restrictions, such as allergies or a religious diet, it restricts the ability for all students to live in residence halls or forces them to feel uncomfortable in this environment.

Brianna Hansen, an alternate, spoke on behalf of another student who is Jewish and has celiac disease. This student, as well as many others, was forced to pay for a meal plan but was unable to eat any of the food.

James Farnsworth, a non-senator, said that as a freshman, he was assigned to Pioneer Hall and thought that he would be able to eat pizza whenever he wanted. What he soon learned was that there are issues with food quality and dietary restrictions not being met. He said that he was part of the Minnesota Student Association (MSA) Resolution on Food Quality and Dietary

Restrictions. He thanked Interim Vice President Berthelsen for working with the students, but noted there is still much to be done.

Senator Tipheret Peña said that while she worked and lived in the residence halls as a CA for three years, she had difficulty finding vegetarian options. Food was often mislabeled as vegetarian when it included meat. Additionally, it was hard for her to find vegetarian protein options and for other students to follow religious or restrictive diets. As was noted during today's Student Senate meeting, there is not space or funding available to let students opt out of a meal plan and make their own food. While this is understandable, she objects to paying \$4,000 per year for food that is mostly carbs or expired. She said that despite filling out many satisfaction surveys, but had not seen any significant changes in her four years. In fact, she feels that the vegetarian meals are worse.

Senator Deneen Hanzlik said that she recently served as a CA and feels that she can be a voice for first-year students. One of her residents gave her permission to share the following story. The student has a history of an eating disorder and followed a vegan diet. Because of the extremely limited availability of vegan options and limited finances to purchase outside food, this student started eating less and less, triggering a relapse of anorexia. This student then dropped their classes and withdrew from school. She said that students should not have to choose between following a religious or lifestyle choice and having to nourish their bodies.

Abeer Syedah, a non-senator, said that she attended the presidential leadership summit last June as President of MSA. This summit brings together hundreds of student body presidents from across the country to benchmark and share ideas. During a breakout session, participants were asked to share the biggest issues brought to them. She said that the two perennial topics which are never dealt with are instructors/curriculum and food. She was asked to share comments regarding food. A show of hands in the room then indicated that most of the institutions had a contract with Aramark, which led to a large discussion about frustrations with Aramark. She said that she wanted to make it clear that the University administration is not the issue, as they have been responsive to student concerns. Instead, the problem is the Aramark contract. She said that while watching a documentary on how slavery and mass incarceration through the prison industry, she noted that Aramark was included as a company that is profiting off private prisons, prison labor, and exploiting jails and detention centers. She noted that a Google search will reveal a multitude of claims and complaints against this company. She said that her meetings with Aramark representatives have felt like marketing ploys. She said she is a vegetarian and her sophomore year she also served as a CA. She spent the year eating wraps made of French fries, lettuce, and ranch dressing due to the lack of vegetarian options, and because she could not eat pizza and cereal every night. As MSA President, she said that she receives photos of bread that expired over a year ago, raw seafood in wraps, and moldy cups. Students want to collaborate, but they also expect their concerns to be taken seriously.

Trish Palermo said that while the first component of the resolution is Twin Cities specific, the second component concerns the University as a whole taking a stance against Aramark and its problematic business practices prior to the contract expiring in 2020. The statement that was passed by the ABTS, which represents close to 700,000 students, states that they no longer want higher education institutions to partner with Aramark until these concerns are resolved. This resolution was also presented to Students United, which is the association of Minnesota schools, and it was unanimously approved.

Kevin Wendt, an alternate, said that about 15 years ago he was involved in MSA and this is not a new issue for the University, but a continuous one. The issues being discussed are the ones that arise from long contracts. The two years right before a contract is renewed and the first year after renewal are when things improve, he said. But during the remaining years, costs are cut to maximize profit. The victims in this case are students who do not have a choice about their food

when living in residence halls. While the University has always been good about responding to students, survey results and an advisory board do not guarantee that results happen. Change will only happen if the University as a whole takes a stance.

Senator Cherie Smith, from the Department of Food Science and Nutrition, said that last year a student approached her about doing a Undergraduate Research Opportunities Program (UROP) project that would look at the dietary intake for students in the 17th Avenue Residence and Pioneer Halls. What was found was that students were consuming excessive amounts of sodium, the iron intake was inadequate for female students, culturally appropriate foods were lacking, and cholesterol levels were high.

Senator Shantal Pai emphasized that the comments being made today are not just students complaining that they are not getting their favorite type of pizza. She said that she was almost hospitalized for iron deficiency her freshmen year after consistently eating in the dining halls. Last year there was a norovirus outbreak in a dining hall which impacted 30 students. The lack of food quality is directly affecting student performance, so she urged senators to take action.

Q: What is timeline for renewal of the contract and is there a clause that would allow for immediate contract termination?

A: Interim Vice President Berthelsen responded that the current contract runs through 2020, and has two, four year options for renewal. While the contract likely includes an option for immediate termination for cause, he said that he is not sure of the requirements needed to take those steps.

Trish Palermo noted that students are trying to be reasonable in this resolution by providing a January 2018 deadline for Aramark to respond.

With no further discussion a vote was taken and the motion was approved.

APPROVED

8. UNIVERSITY/FACULTY SENATE OLD BUSINESS

NONE

9. UNIVERSITY/FACULTY SENATE NEW BUSINESS

NONE

10. STATE OF THE UNIVERSITY ADDRESS

Good afternoon.

These are turbulent and, for some in our community, frightening times. It seems as if so much of what we stand for as a public land-grant University is under attack.

We know of the vile and despicable hate actions that have taken place on our campus over the past year, most recently against our Jewish community, before that our Muslim students and hateful acts towards women, and others. We know that political speech has been vandalized and shouted down —political speech along the vast ideological spectrum — and limiting free speech

is wrong and unacceptable anywhere, but especially in our academic setting. We know that recent events have been painful and unfair to our students, faculty and staff from around the world as immigrants and undocumented students are under attack.

Transgender students and members of our GLBTQ community are being further marginalized. And as a scientist and this University's president, I am also deeply disturbed by the attacks on our community members and attacks on facts.

It is during such challenging times that the University of Minnesota *can* and *must* shine.

This is a moment of great uncertainty for many people in many ways but I know of one indisputable certainty, and that is the deep and broad impact our University has on all 87 counties of our state and just about every one of our more than 5 million citizens. A way to enhance that impact is to stay true to our core values and ensure our actions reflect them. This afternoon, I want to talk with you about those values, make it clear where I stand, and ask you to join me in embracing them in the days and months to come.

First, thank you all for being here today. I do want to acknowledge that we have many members of our Board of Regents with us today. Please welcome Regents Tom Anderson, Linda Cohen, Michael Hsu, Peggy Lucas, David McMillan and Patricia Simmons. Regents Rick Beeson, Chair Dean Johnson, Abdul Omari, and Darrin Rosha couldn't join us, but I'm sure are with us in spirit or on line. And I want to welcome two new Regents, Ken Powell and Steve Sviggum, who just started last week. Colleagues on our system campuses have gathered to watch this, so hello to Crookston, Duluth, Morris and Rochester, and to our outstanding chancellors there.

I'm happy to see many members of my Senior Leadership Team and Deans from the Twin Cities campus. We also have the President of the Minnesota Student Association, Abeer Syedah . . . and I'll tell you a little more about her later ... And President Nicholas Goldsmith of the Council of Graduate Students President, President Max Hall of the Professional Student Government and Trish Palermo, Chair of our Student Senate. Thank you all.

The U's statewide impact

Before there was a state of Minnesota there was a University of Minnesota. Our first president, William Watts Folwell, in his inaugural address emphasized that the University was essential for — quote — the “well-being” of the state, and he was right. As time passed, the partnership between the citizens of Minnesota — all of our citizens — strengthened and became indivisible. It was built on a foundation as broad as the shoulders of Minnesota's miners and farmers and as deep as the principles that have guided Minnesota exceptionalism — a strong commitment to public education, extraordinary health care, and understanding of the value of investment for the public good.

Along the way, system campuses took hold, research and outreach centers became beachheads for statewide public engagement, and Extension made an impact in all of our counties. Alumni populated every corner of the state, starting businesses, treating patients, teaching students, promoting the arts, running for office, and growing the food to feed our state and the world. Inventions emerged, triggering the creation or the renewal of entire industries in Minnesota, such as medical devices industry, health care, mining, software, and water quality enterprises.

People across the state who never stepped on any of our campuses cheered for our sports teams, looked to us for breakthrough cures and treatments, and longed for their children to be accepted as students here.

I know after six years on this job, we are not merely the University *OF* Minnesota. This University *IS* Minnesota.

And right now — and it feels like more than ever — the state and its people have their eyes on us. That gaze results from all the pressing issues that are upon us and them. In many more ways than not, we can be proud of all we do and of what we stand for.

From our commitment to research and finding solutions to Minnesota’s biggest problems ...

To our support for inquiry of all kinds and free speech . . .

To our empathy for the immigrants and undocumented students on our campuses ...

To our commitment to equity for our GLBTQ community ...

To our embrace of the liberal arts ...

And to our stand for respect and inclusion.

We’re proud of our “Driving Tomorrow” Twin Cities campus strategic plan that is a remarkable model of interdisciplinary teaching and research, and that is living up to its promise for our students and our faculty. We’re proud of our affordable excellence and the way, over the past five years, we’ve kept a lid on tuition and reduced debt for our Minnesota resident undergraduates. While rising tuition captures headlines, our average increase system-wide has been less than 1 percent per year for Minnesota residents.

Proud of the important work going on right now to develop a comprehensive system-wide strategic plan to better serve the state, better leverage the strengths of all of our campuses, and to vigorously fulfill our 21st Century land-grant mission.

We’re proud of all the research our faculty conducts, from aiding in pork production to discovering new ways to diagnose autism in infants to informing public policy on housing, the justice system, and the achievement gap, to the bioengineering that gives hope to amputees and spinal cord patients.

In the end, for most things and on most days, the state looks to us because, simply put, the University of Minnesota is indispensable. We give this state a true sense of all the possibilities for it and its future.

That scrutiny we receive and the hope we inspire calls on us to reaffirm our core values.

Bertrand Russell and myths

So, what guides us? How can we continue to lead the state of Minnesota?

Now, I don’t usually quote others, but this from the British philosopher and scholar Bertrand Russell is as relevant today as it was 100 years ago. Here’s what Russell said ... and pardon the 19th century gender specificity:

"If a man is offered a fact which goes against his instincts, he will scrutinize it closely, and — unless the evidence is overwhelming — he will refuse to believe it. If, on the other hand, he is offered something which affords a reason for acting *in accordance to his instincts*, he will accept it *even on the slightest evidence*."

Then, Russell added: “The origin of myths is explained in this way.”

The University of Minnesota does not operate on myths. We must not. We are an institution that thrives on, and relentlessly pursues, the truth. We are dedicated to the facts and the thoughtful interpretation of them.

Along with a set of shared facts, we must also come together around a reservoir of empathy, of humility, and of high aspirations. We must care about each other.

Combined, that embrace of facts and our willingness to share our humanity with each other forms the basis of our core values. Those values help to give us what a great University must have: a sense of real possibility for the future.

You should know that my thoughts and feelings today are not only driven by the chaotic news in the headlines, or the troubling concerns I hear from many on our campuses every day. They’re drawn by something more personal and life changing. Two months ago, I became a grandfather for the first time. Her name is Ophelia and she is brilliant and beautiful. If you haven’t experienced it, there’s nothing like holding a 9-pound bundle of vulnerability in your arms, looking in her eyes, and imagining all the possibilities for her.

It is our responsibility to lead as a University to help to build a community and state that is safe, welcoming and affords equal opportunities to *every* child, whether they have been held in their grandfather's arms or not.

Let me come back to Bertrand Russell’s words and the current attacks on facts and science. Allow me to put on my chemical engineer hat for a moment.

It is an unavoidable fact of chemistry that the combustion of a hydrocarbon in air leads to the production of carbon dioxide. It is an unavoidable fact that carbon dioxide is a green house gas. Greenhouse gases include water vapor, ozone, carbon dioxide, and methane and they capture outgoing infrared radiation from the planet, thereby warming the planet. Consequently, increasing concentrations of carbon dioxide in the Earth’s atmosphere will cause changes in the convective patterns in the atmosphere, and the climate we experience will change.

It is an unavoidable fact that if the mean temperature of the oceans increases, the water level will rise. This is because the coefficient of thermal expansion for water is positive.

And it is an unavoidable fact that many coastal regions are not far above the current average sea level and therefore are vulnerable to flooding and ultimately inundation. That’s even before the ice melts.

So why in the world would we not plan for this? We don’t plan because some powerful voices call climate change or global warming a hoax and well-organized groups with great financial and political power call it a scam.

And someone once Tweeted, “The concept of global warming was created by and for the Chinese in order to make U.S. manufacturing non-competitive.”

In fact, climate change and what is known as global warming was studied by the Intergovernmental Panel on Climate Change, a group created by the United Nations including thousands of scientists from over 100 countries. You might remember that for their work they shared the 2007 Nobel Peace Prize. And evidence shows the climate *IS* changing.

So here we are back to Bertrand Russell’s words — we are an institution that is dedicated to the

honoring of facts and science, not myths.

We are also dedicated to the thoughtful, unbiased scrutiny of culture and values. There can be no wavering. If our ability to conduct our research at this University is hindered by those with self interest or political agendas, we must fight that. We are committed to academic freedom and to the facts.

Our ethos is this: If our studies and research are legal and ethical, we will follow science and inquiry where it leads us. That is at our core.

Free speech

Another core value is free speech. We do a lot to ensure diversity and equity on our campuses and about improving our campus climates, as we should. It's a priority. To me, diversity also applies to an openness to ideas and to the freedom to use words to express opinions.

Our policy and traditions are clear. In all of its activities, our University strives to sustain an open exchange of ideas in an environment that embodies the values I just discussed, along with the values of responsibility, integrity, and cooperation. In that open exchange of ideas, we must promote an atmosphere of mutual respect, free from racism, sexism, and other forms of prejudice and intolerance. But it's not so simple.

There is a lot of shouting in our nation, our state and on our five campuses these days. Disagreement is essential in democracy and in the academy. Different people view the world differently. We're allowed to do that. I would like to see us get away from constantly questioning people's motives or labeling them simply because they ask questions. Asking questions is a hallmark of education.

There also seems to be a new standard that political speech or posters that express a different point of view from our own are de facto hate speech, or somehow shouldn't be allowed. It's a standard that says if anyone is offended, then those words are not permitted. Those aren't the values of this nation or this University. There are wide points of view on our campuses and in this state that we all must respect.

We absolutely cannot condone a chilling of conversation. I know that some people on our campuses are fearful of saying how they feel or think, and fearful of being attacked for simply expressing themselves. That includes our Republican and conservative colleagues, peers and students, who, I've been told, some times feel afraid to speak their minds in our environment. That's wrong.

If we don't create an accepting and respectful atmosphere here in this setting of intellectual vitality, who will? Free speech is a core value, and we can't chip away at it.

No to hate

At the same time, we surely can't stand for hateful words or actions. There have been too many of them at this University recently, and it angers and saddens me. It provides an ugly reflection on our University.

The recent poster of a Swastika on campus calling for — quote — “global white supremacy” was disgusting. The vandalism last fall of our Muslim Student Association board on the Washington Avenue Bridge was vicious. Other incidents of hate that have occurred are beyond disappointing. We have worked hard on Campus Climate issues throughout my tenure, and that will continue to be a priority.

I'm pleased with the way our Bias Response and Referral Network on the Twin Cities campus has developed. I know there were early concerns around the Network being the thought police or the word police. It's not that. Its guidelines are clear: Bias response cannot be an infringement on free speech.

Our Bias Response and Referral Network was recently praised by an independent group for being a national model and for allowing free speech protections in its procedures. But we need the Network as a place for all of us to go when we experience, see or hear biased behavior. We need to promote a culture that honors free speech while discouraging hateful words.

Sadly, we can't escape the climate of our times and of our nation, but — as we have — we must denounce hate at every turn and the bias, prejudice and discrimination that fuels hate. That applies to gender identities of our students, faculty and staff.

I'm proud that we have been open and responsive in our support of transgender and gender nonconforming students, faculty, and staff. And now, the Gender and Sexuality Center for Queer and Trans Life and the Transgender Commission are working with the Office of Equal Opportunity and Affirmative Action to develop policies system-wide. We must ensure that our policies and practices make everyone feel welcomed on our all of our campuses. With all that we're doing on many fronts, the fact is, we still have large groups of our students who feel vulnerable, marginalized and, even, unwanted.

We all have work to do — and I surely can't do it alone — but, make no mistake, inclusion is another core value, and one way we can lead our state.

Immigrants, refugees and Dreamers

We also have a responsibility to our students who come to us on all of our campuses from around the world.

We are a global university, with students from more than 135 nations, with a remarkable number of faculty from many countries, and with a history of sending our own students aboard, of being honored with Fulbright scholars, and with supplying the Peace Corps with volunteers. Globalism is a part of us. That's why the recent executive order on immigrants and concerns about the future of undocumented students has been so troubling, frightening and complex for so many of our students, faculty and staff.

I want to thank our Global Programs and Strategy Alliance and our International Student and Scholar Services office for all the work and care they've been providing to our immigrant and international community during this period of great uncertainty. Right now, we particularly want to take action that reflects our priorities in making our immigrant students and scholars, along with those who may be undocumented or Dreamers, feel welcomed and safe.

I'm pleased to announce today we are creating a dedicated service that, for now, I'm calling the Immigration Resource Center. It's a collaborative effort with many Twin Cities campus and system-wide partners, including our Global Programs and Strategy Alliance, the Office for Equity and Diversity, the Office for Student Affairs, University Relations, Office of Human Resources and the Provost's Office. The Provost and I are committed to ensuring that all who are affected by any immigration policy changes will have a clear and accessible path to resources and support, and to get their questions answered in a timely fashion. We will also provide outreach to the greater University community on issues around immigration, DACA, and diversity. The Provost and I are committed to identifying resources, including a dedicated website and reallocating staff and funding as needed, to support this important work. Look for

further announcements soon as we work urgently to get this team in place.

You may also know that our Law School recently received the largest gift in its history — \$25 million — to help endow our James H. Binger Center for New Americans, which is, without doubt, one of the nation’s best immigration law clinics. We are assisting many people in our broader communities with our Center. That gift is an extraordinary example of the power of philanthropy and how a compassionate donor, like the Robina Foundation, can make a real difference in the lives of Minnesotans with the University as its partner.

On this critical immigration issue, our research and community engagement work is also informing our state policy makers, teachers, students and citizens. It was a recent study, commissioned by our University Office for Economic Development and led by Humphrey School researcher Ryan Allen, that helped to frame the fact-based state-wide conversation about the important role that immigrants and refugees play in Minnesota’s economy. It was embraced by policy makers across the political and economic spectrum. Our University Libraries and our Immigration History Research Center helped develop an immigration syllabus for historians, students and the public across the nation.

Of course, there are real stories of our colleagues and students that put human faces on the research, legalisms and politics of what’s going on. For me, for instance, during my years of teaching, about a quarter of all my Ph.D. students were from all around the world, including from Iran and Mexico. They came here — the best and brightest of their nations — to learn and make their contributions to science and engineering in the United States. Each one is now contributing to our economy. I guarantee you none poses a risk to our country’s security. Like those Ph.D. students I had the honor to advise, we must ensure that our students, faculty and staff at this University are safe and treated with respect and dignity.

Helping the state to value the contributions of immigrants and undocumented students or neighbors is a job for all of us. To University of Minnesota students who are Dreamers and others under the DACA program, we support you and embrace you. And for all of us, I urge you to reach out to immigrants in your classes or at your work places on our campuses, in your off-campus activities. Many of our colleagues and students from around the world are fearful and feeling socially isolated. Understanding, support and kindness goes a long way.

Sexual assault and harassment

The values of respect and safety are no more important than when we address issues of sexual misconduct. Recently, our Twin Cities campus — like too many across the nation — has been at the center of sexual assault news and conversation because of the reported behavior of some of our students and faculty. When responding to such incidents we must be guided by our values, and we must take actions that express our priorities.

While the University has a strong and comprehensive approach to prevent and respond to sexual misconduct — with the guidance of our nation-leading Aurora Center — there is much more we can do and need to do, particularly in terms of education, training and advocacy. Earlier this year, we convened an ad hoc working group to undertake a high-level assessment of our education around and response to sexual assault, and to recommend immediate actions the University could take to further prevent sexual misconduct on the Twin Cities campus. There is a parallel track of work that is ongoing to improve the relationship between law enforcement agencies — our campus police, the Minneapolis police and Hennepin County’s sheriff’s office — and campus resources such as the Aurora Center and the Office of Equal Opportunity and Affirmative Action.

Earlier this week, I received recommendations from the group and I will immediately be asking

the appropriate units to implement them. They include ...

One, mandatory training for faculty and staff ... Not everyone will like this, but the time has come. A resolution is moving through faculty governance supporting such training and we will consult broadly in implementing this recommendation.

Two, enhanced training and additional education for students after their first year ...

Three, a sustained public health and public awareness campaign ...

Four, creating a President's Advisory Committee on Sexual Assault that will regularly report to me ...

And, five, developing metrics to evaluate and measure our sexual assault and misconduct prevention, education, advocacy and awareness efforts on campus, including conducting a campus climate survey every three years.

We'll engage both faculty and students in implementing these recommendations. We all know that even with these kind of actions, we will not eliminate sexual misconduct on campus. Unfortunately, attitudes and behaviors that underlie violence against women are deeply ingrained in our culture. Some students, faculty and staff may come into our community with belief systems that will be difficult to change. But what we can do, is stand firm on our values and effectively articulate the behaviors we expect and the culture we want to create.

Liberal arts

To confront all of these pressing issues and to take actions that improve our community, requires the ability to synthesize opinions, clearly state our positions, understand psychology, economics, history, art ... and make compromises. I'm talking about the value of the liberal arts, and the humanities and social sciences. They are central to who we are as a University.

A medical school professor said the other day that epidemics like HIV/AIDS and cancer won't destroy the human race, but hatred, misunderstanding and failure to communicate clearly will.

We have strong and longstanding liberal education requirements for undergraduates on the Twin Cities campus and they have served us well. But in light of our "Driving Tomorrow" Strategic Plan and its interdisciplinary Grand Challenges courses, we are embarking on a reassessment of our liberal education requirements. Of course, the University of Minnesota, Morris, under new Chancellor Michelle Behr remains a distinct nationally-ranked public liberal arts college that is a true jewel of our system and the state.

Our Twin Cities College of Liberal Arts, under Dean Coleman, has been undergoing some transformation. Some of it is to address the real concerns of students and their families about career preparation opportunities. But, to me, active citizenship, ethical reasoning, clear writing, an understanding of history and different cultures, leadership and teamwork are not only so-called commodities for employers. They are knowledge that we all need to address the issues facing us today: free speech, an ability to navigate diverse environments, a welcoming campus climate, and respect for each other. They also help us to better understand the human condition, which is critical in these trying times.

To be sure, our commitment to the liberal arts today and into the future — on all of our campuses — is a core value of this University.

Students first

There's one final core value I want to close on. It is, perhaps, the most central, the most caring and the most expected value: That's our devotion to our students, to their well-being, their development and their preparation for this ever-changing and constantly challenging world. In all we do for our state, our students come first. Their success is essential to the success of the state.

And we must keep our promises to them and their families, not only through affordable excellence, but through the growing number of grand challenges courses, the advent of our new B.A./M.D. pipeline, and the addition of ag education on our Crookston campus, among others. We must keep our promise to prepare them for this constantly changing world. There are the thousands of success stories, 15,000 every year earning their degrees, 67,000 go to class every day.

But I want to tell you just about one, our MSA President Abeer Syedah, who I introduced to you earlier this afternoon. No student I've met here over the past six years has been more passionate, more driven and, yes, sometimes more challenging, than Abeer. But she is a leader and this University is proud to have offered her the pathway to build those skills.

Six weeks ago at the annual breakfast to kick off our legislative advocacy program, Abeer spoke and she inspired everyone, including me.

That morning, Abeer said, in part: "I look nothing like the U of M. I'm a little brown immigrant girl who doesn't like sports, has never been in Greek Life, who does not think in English, who is a Pell Grant recipient, whose parents couldn't help her with FAFSA, who is studying sociology and politics and gender, and still doesn't totally know *The Rouser* by heart."

She went on to say: "There are decision makers here and around this state who don't see that as the U of M. And that's exactly the problem. Because I *am* the University of Minnesota ... I am so profoundly a member of the Gopher community. I came to campus and found space, community, and opportunity. I began to see a future here. I began to see a career here. I began to envision *MY* life in Minnesota for the first time."

Then, Abeer finished this way. "When our tuition is low, when our inclusion is high, when our accessibility is great, and when our priorities are straight: *THAT* is when students succeed. That's how we make Minnesota the envy of this country."

I couldn't have said that better myself!

It's because of students like Abeer that all of us must work every day to ensure we abide by and live by our University's core values.

Freedom of speech.

A commitment to facts, science and inquiry.

Inclusion and respect for all, including our trans and GLBTQ community.

A global perspective that respects immigrants, refugees and Dreamers.

A condemnation of hate and a promotion of kindness.

Standing firm for a culture that prevents sexual assault.

An interdisciplinary partnership with our elected officials that brings our remarkable strengths to

the state of Minnesota's long-term needs.

Always, always, always, putting our students first.

These core values can guide us in the days to come.

These uncertain times demand it . . .

Our extraordinary students, faculty and staff deserve it, and . . .

The continued greatness of our University of Minnesota depends on it.

Thank you.

11. QUESTIONS TO THE PRESIDENT

Q: How do you respond to individuals who would like to have the University issue a stronger statement assuring immigrants students, faculty, and staff at the University of support and commitment?

A: The word that is typically used is “sanctuary,” which is not well-defined and can attract unwanted attention from people in political areas who wish to punish institutions and cities with this designation. The University has made strong statements and will continue to on this topic. The University does not have and will not create a list of undocumented, enrolled students. The University of Minnesota Police Department does not ask about immigration status when interacting with people on campus. The University will continue to provide in-state tuition for undocumented students. President Kaler said that he feels that the University is providing support, but he acknowledged that many of these students are feeling anxiety and fear. What can make a difference for these students is when faculty and fellow students reach out and provide personal kindness.

Q: What are ways that you are personally involved with the cultural communities on campus?

A: He visits with many of the cultural communities and centers on campus. He said that he is open to communicating with all groups, and he encouraged other administrators and faculty members to cultivate connections.

Q: Why is mandatory sexual misconduct training being proposed?

A: Mandatory sexual misconduct training for University employees is critical. While most faculty do not readily embrace mandatory training, he said that this is a situation where the University needs a culture change. The climate at the University around sexual assault does not enable a community member to speak up when they see something that is not right taking place. The University is not the only institution with work to do on this. President Kaler hopes that training will enable faculty to understand and intervene. The set of norms, expectations, and behaviors needs to be better than where it is now.

Q: Concerns have been raised that the federal government may alter their guidance on Title IX mandates. What are the University's plans for continued commitment to Title IX and gender-based violence issues even if federal mandates are altered?

A: The University will not step back, but instead will continue to strengthen its commitment to Title IX and equal opportunities. President Kaler said that he is worried about the University's

legal ability to do this if federal legislation changes-- currently the University is mandated to investigate Title IX violations, but if the legislation is removed, then it is the University's choice to investigate, and it weakens the University's ability to withstand challenges.

Q: There is a growing awareness that conservative and Republican students feel that their voices have been silenced. While you agree that this is a problem, what can the University do to create an environment that allows everyone to feel comfortable expressing themselves?

A: President Kaler said that he thinks that the way to battle hateful speech and speech that others disagree with is with more speech. The opportunity for groups on campus to organize fora and have a formal debate would be helpful. Another step to do as a community is to dial down the temperature a little bit. There is enormous anxiety in our society. President Kaler said that it is remarkable to read the *Wall Street Journal's* or the *New York Times'* report on a common event from their point of view, and then read it from the point of view of another source. He said that shared facts are a precious resource at this time.

Q: What is the University doing to support K-12 education and prepare their students for higher education pursuits?

A: The University is already offering a tremendous amount of support through the College of Education and Human Development associated with curriculum development and closing the achievement gap. The University is aligning its resources with Minneapolis and St. Paul public schools. President Kaler noted that Professor Michael Rodriguez has leadership in this area. One example, he said is that one of the roadblocks to understanding math by the eighth grade is not having a good concept of fractions. The University has a tool, Gopher Math, that is being piloted to address this problem. There is also an institute for principal education that is powerful since the key to a strong school is a strong principal.

Q: Will implicit bias training be required for faculty as a way to increase student comfort in the classroom environment?

A: This training topic is being discussed, but not the requirement that it be mandatory at this time. Implicit bias training is required for members of search committees.

Q: Thirteen students were arrested for occupying your office in Morrill Hall and six students were arrested at a Board of Regents meeting. Why are rapists not punished the same as student activists?

A: In many cases, police arrest individuals who are accused of sexual assault and compile a set of evidence that is then presented to the county attorney. President Kaler said that many times the attorneys decide not to prosecute an individual for that crime, based on the evidence, because they do not believe that they will be able to get a conviction. As was noted in the Abby Honold case, it took a University of Minnesota Police Department officer's enormous effort to find additional victims to ensure that the rapist could be prosecuted. However, the University is required to conduct its own investigations of such cases, which have a lower burden of proof. This allows the University to take its own action up to expulsion.

Q: The online classroom management software that the University uses is Moodle, but faculty are under the impression that this software is going away. This change seems to be happening without much faculty involvement or knowledge. The change will also move the University from open source to proprietary software, which seems contrary to a land-grant mission, and will outsource software that is critical to the University's teaching mission without knowing how decisions will be made. This conversion will be costly to some units. Can there be more transparency from central administration in this process and more discussions with faculty?

A: President Kaler said that he is aware that this change is being planned, but he is surprised to hear that faculty feel they have not been adequately consulted about the possible change. He said his understanding is that there is a community of practice on this topic, and there has been much discussion with faculty. He said that this message will be taken back to Interim Vice President Bernie Gulachek for follow-up. The proposed software does promise an increase in functionality with a lower cost since the University will not be maintaining the software itself.

Q: How important to the University is a successful football program?

A: American culture has an interest in college athletics, and alumni and fans want the teams to do well. This is an important way that people see the University. The University is in the Big Ten conference for sports, as well as academics, but being in this conference means that teams are in it to win. A decision could be made not to play sports or to drop to Division II or III, but President Kaler said that he does not believe that there is a desire to go either of those routes. Being successful in sports, as well as other areas, is important to the University.

Q: What initiatives are planned for the next biennium to shift the external messaging for the University away from the hyper-focus on all things Gopher sports towards all things that make a research institution great?

A: President Kaler said that it is deeply frustrating when the University spends a great deal of effort telling a story about all of the magnificent things done here in culture, art, science, and medicine, and have that overshadowed by sports scandals. He said they a great story on an important medical breakthrough set to run above the fold in one Sunday's *Star Tribune*, and it was bumped by the football scandal. He is also eager to see fewer headlines on sports scandals. There needs to be a culture change, as has happened with the men's basketball team, and the right people in key areas, such as Athletic Director Mark Coyle and Coach P.J. Fleck for the football team.

Q: Discussions about reforming the current liberal education curriculum have begun and it will unfold amid nation-wide trends of declining enrollment in the arts and humanities and increases in STEM fields. While you are an engineer, you have made clear your belief in the core importance of liberal arts in any truly great institution. What is the place for arts and humanities at the University and what are your hopes for the new curriculum?

A: President Kaler said he wants the new liberal education curriculum to be forward-looking while embracing where society is now, and to equip students with the knowledge they need to be literate and the skills they need to be successful in this world, such as interpersonal skills, the ability to communicate, the ability to understand who people are and how they interact with others. These are essential skills for everyone, regardless of a person's major, and there will continue to be an enormous teaching and mentoring opportunity and responsibility for the liberal arts colleagues, even as enrollments in those majors may wax and wane. However, he said that the University needs to resist the desire to identify a specific course to be part of a liberal education curriculum so that its enrollment will be high and it can continue to be taught.

Q: In your speech, you said that part of fighting sexual assault on campus will involve student education beyond the first year. What steps are being taken and what groups are being consulted on this proposal?

A: The proposal is in the planning and implementation phase, and will involve student governance groups, residence hall groups, Greek life, and student affairs broadly. Extensive consultation will make sure that training is getting to the students who need it and that the training is effective. While an online model is better than no training, increased education might

involve small groups with facilitated discussions on bystander intervention and affirmative consent. It will take some time to build the infrastructure to make a difference on campus, but this will never be achieved without starting the process.

Q: In your remarks to the House Higher Education Committee yesterday, you said that the intention is to increase out-of-state tuition for new students by 10 percent and 5.5 percent for current students. Why was student governance not informed of this proposal in advance?

A: During that presentation, there was a need to provide a level of detail that was not part of the prepared presentation, and before it could be presented on campus. This is a preliminary situation as the University's budget has not yet been determined for next year. As was discussed last year, the University has a process in place to increase non-reciprocity, non-resident tuition over a few years, so the remarks should not have been a complete surprise. President Kaler said that discussions will still take place with student groups this spring.

Q: The current political climate might lead to a loss of federal funding for the University, which could result in fewer resources for students. How can students be assured that they will continue to receive a quality education even if there is a loss in funding?

A: He said that he cannot make this assurance to students as there are some "nuclear winter" scenarios that could dramatically impact the University and its students, such as loss of PELL grants. All funding sources – federal, state, and tuition – are linked, and therefore a change in one area can be disastrous for institutions.

12. UNIVERSITY/FACULTY SENATE ADJOURNMENT

The meeting was adjourned at 4:30 p.m.

Rebecca Hippert
Abstractor