

**Spring Faculty Association
General Meeting
Wednesday, April 24, 2013
Ostrander Auditorium
3:00 p.m. – 5:00 p.m.**

Approved Minutes with Corrections Made August 22, 2013

In Attendance: 34 members and 3 guests.

Welcoming of faculty from Russia

1. Approval of Notes from the Second Fall General Meeting (November 29, 2012)

Motion to approve (Keating), seconded (Bothmann). Motion passed

2. Faculty Association President's Report (Grabowska)

- a. Hoffner's case is being arbitrated at the end of May
- b. Warren Sandmann is leaving. There will be 3 internal, interim positions:
 1. undergraduate studies focus
 2. International Programs head
 3. Warren's position

Also looking for a chief of staff position will be created soon

c. Jim Grabowska & Mary Visser have had several discussions with HR. FA has requested that instead of having HR sit on search committees like this year, we will look for faculty with extensive history in searches to serve as ex-officio members. They may create some templates and find other ways to enhance pre search training. If people have other ideas, please send them to Jim.

3. Faculty Association Vice-President's Report (Visser)

- a. We have a grievance at step 3 for denial of sabbatical. It's an important one to pursue.
- b. Promotion and Tenure time. We have been able to reverse one decision but have met with other faculty regarding workplace environment concerns. There are administrative changes that are happening that may improve things. We are trying to find means for improving situations.
- c. Many complaints about search processes. We are working to resolve issues with HR.
- d. New Provost coming in July. All of the candidates were still interested in our school. Dr. Well's experiences in the Pennsylvania system will be good for us. She is eager to come here. We may want to have a welcoming event for her.

4. Continuation of President's Report (Grabowska)

d. Changes in IFO office: Russ Stanton will retire in 3 years, and Connie Howard is retiring in Dec. Positions at the central office are changing and duties have been redistributed. We are trying to make the central office more responsive to the 7 campuses. IFO will be hiring a lobbyist with coalition bargaining duties and a benefits position. Nancy will not be running for a second term so there will be election for a new president a year from now. This is the same year as our next general assembly, which is an important event for our campus. If you know someone who is interested in helping us, we can get more of our desired changes through. I invite everyone to help out.

Anderson: The Union has done a good job at keeping the hiring practices transparent. One place where administrative deals are being cut behind closed doors is space allocations. Is there a role for the union in space decisions?

Grabowska: Colleges have space committees. In Arts & Humanities, there was a very active one. This is not a university committee so there may no union members.

Cronn-Mills: But our committee only dealt with space within the college.

Grabowska: This is a volatile issue that we may not have agreement on in the University. I don't know if we have a contractual right to this issue but, let me think about this.

4. Negotiations Update - Contract Process (Grabowska)

a. Negotiations for next contract have begun. Opening positions will be presented soon. We should receive pay for back contract should come in May. However, legislators are asking many questions.

Keating: What are the issues being scrutinized?

Grabowska: Governor's office is proposing a higher ed budget. MnScu had advocated for 3% increase in tuition. One legislator wanted to use that money to pay down what had been borrowed from k-12. Another suggestion was to buy down tuition increases and that is not in our interests.

Bentley: A while back we had a retrenchment of faculty positions. We were told that if there was no enrollment decline, the positions would come back. Have they?

Grabowska: Yes, they have hired more this past year but this will not happen next, possibly 3 new positions. Part of the discussion was a reimagining of the allocation model internally. Replacements, retirements, and resignations no longer automatically come back to the departments. They have to be argued for, could even go across colleges. Business is being done differently

Anderson: Isn't there a spiraling increase in adjuncts and fixed term positions?

Grabowska: We are the greatest user of adjuncts in the system, more than St. Cloud and Metro. Mary and I have tried to keep that argument on the front burner. One model of funding is to use adjuncts to justify numbers to convert a probationary position for the program. One of the things we've been successful at is an insistence on the temporary nature of fixed term.

Veltsos: Can we get data on how many temporary positions have turned into tenure track.

Bentley: Biology had one after 4 years or perhaps 20 years depending upon how you figure it..

Veltsos: It is held as a carrot but we don't hear about it happening much.

Wallace: We had a fixed term position and it failed. We will now have several adjuncts and overloads

Langley: Psych had a position that went to probationary

Anderson: If you do a national search for fix term you get a different pool for probationary. When you convert the position, you've missed the potential pool and contractually have to give prior consideration.

Bentley: Our past two deans would rather kill the position rather than allow a failed search to continue. They would use fixed terms again.

Grabowska: A good example is from SET. There was a decision to remove that dean there was a desire to do an immediate search using a search firm. The FA said no, we have tried that model for the last couple of deans that did not work out. Academic Affairs joined with FA and asked President to hold off and get information from the college about how to make things better. We are beginning to turn that situation around.

Veltsos: Could we ask Affirmative Action about the diversity we see in the fixed term pools?

Grabowska: Can do. Please send ideas and comments. I was disappointed that the dearth of candidates we had. We need people to be involved in helping with shared governance.

Meeting adjourned at 4:00 p.m.