

## Faculty Association General Meeting Spring 2015

### Approved Minutes – April 22, 2015

3:05 Convened 52 attending

Mary Visser welcomed the FA members. Expressed her appreciation for the faculty members' support for the next two years. Elected a strong executive committee for next year. The group recognized the members of the Executive Committee, and this year's leadership team: Gregg Marg, Bobby Bothmann, & Kellian Clink. Also recognized the important work of the IFO State Representatives, Paul Hustoles, Barb Carson, and Roger Severns. Also wanted to recognize Dan Cronn Mills, our contract negotiator.

#### ***Motion to approve the Notes from the Fall General Meeting Hustoles/Marg. Approved.***

Introduced Jim Grabowska, State IFO President. Recognize the work he's done on CTF, really appreciate having him there, big difference to have someone who understands our university.

Jim Grabowska. We have a commitment that preferred names will be honored by the system office and will be in place next year. At the Board, up to \$35,000 is being dedicated to education that has to do with diversity, LGBTIQAA, & Feminist issues. Russ Stanton is in his final year with us, has been of tremendous value to our faculty as they think through benefits and retirement. The Board was willing to support a replacement position for him as well as an extra position as well. Hiring two this year...Bohn started in December in time to start the legislative session. He has many roles, communications, organizer, director of Government Relations. Jim and he will be trying to get to all the campuses more frequently. Jon Bohn will be very actively trying to engage the campus as we move forward.

CTF--- when we moved away, it was because of the lack of shared governance, we negotiated a process, campus/regional centers, State University Centers. It will involve all of you in more hands on kind of planning process. Take the other initiatives and make them our own. Making sure that we have people who will represent us and engage in the issues

Faculty Question: Where's the chancellor, vice chancellors, the two year schools union? Jim Grabowska: He is committed to the process that we negotiated for. The steering committee that existed was mostly administrators. Most of them are stepping back and stepping out. Create a coordinating committee that will not be directing from the system, but instead will RECEIVE information from the regions. If there's an idea that will work the idea will be communicated to others. The chancellor participates at that level. Most of the hard work is going to be done by us. Committed to the process. Visser: Really a victory for us and we need to be heavily involved in the efforts moving forward. Trying to keep this work within existing bodies. This was the result of courageous work; the vote of no confidence paved the way for some intense negotiations. Affordability and access are paramount, but the ideas will come from grassroots rather than have it be a top down situation.

Jon Bohn. IFO Director of Government Relations: Comes from a political family, Dad protested the Vietnam war on our campus, family talks not in terms of years but in congressional sessions. Sister is a lobbyist. 40<sup>th</sup> session for his dad. Before joining the IFO, Jonathan served as director of government and system relations for the Minnesota State University Student Association. In addition to his role with the student association, Jonathan has worked as a public affairs consultant for nonprofits and trade associations, focusing efforts on both

government and public relations. Excited to be on board. Has been contract lobbyist from water quality to recreational vehicles. He will be on the campuses a lot, especially as we deal with CTF matters.

The House and Senate have released their proposed budgets. Everything is still in flux. Proposal would have about 3,500 students attending technical colleges without paying tuition for two years, at a cost to taxpayers of nearly \$31 million. The Senate bill would provide \$3.1 billion for colleges and universities for the next two years, while the House comes in at \$2.9 billion. The House budget cut 52 million from a cut to the low and middle income students to attend college. We would not support cutting funding to low income students. The Governor supports 142 million, which is what the IFO supports. We continue to rally some of our folks to support the governor's plans and to get the house and the senate to support higher Ed. We need 142. Even at this number, MSU and St. Cloud will still be in some trouble.

The contract: Area legislators should be contacted..... Jim Knoblach, of Ways and Means. MNSCU the focus of the budget. The budget bills will happen next week. No opposition thus far to the contract. Senate finance will take up, then the floor, no conference committee, ample time for final agreement. Legislators are Sheran, Considine, Johnson, We need folks to write to Kathy, Jack and Clark that we support the Governor's proposal. The House plan shortchanges low income students. There are a lot of unfunded mandates in Senate proposals, we prefer no strings attached. Early next week, Bohn will send out an action alert. They need to hear that 142 is what we need. If everyone's on the same page, we're strong. We'll also have a letter out mid-week on the IFO's position. That will give you a clear understanding of what the House and Senate bills are saying. Larsson: Completion agenda for the 2 years, college rankings, how much attention is the legislature paying to those issues? Bohn: Completion is one of the main issues. High performance students complete their degrees. MSU looks bad because we have a better-rounded student body; we accept from all walks of life. Developmental class's proposals in the Senate's bill would be super expensive, regular classes with dedicated tutors for those students who need remedial work. Our data shows that those who complete a remediation course in their freshman year have a higher rate of completion. They need to understand our students' issues.

Tom Ingot: Why isn't surplus money going to higher ed. Bohn: Some of it is surplus moneys. House/senate's plans are...the new money is 53 million, they cut the state grant, big push with a 2 billion, and we can do better, without cutting low income students. Fight for the Governor's proposals. Penny Herickhoff... How likely to see free of tuition for the two year student. Bohn: Now recent grads parents make less than \$25, costs \$24 million, that becoming law very slim. Not resonating with the republican base. A deal will be worked out for a tuition reduction. Lower cost, somewhat free to some. DEED did a study of high-need professions. Not crafted very narrowly. Not going to pass in the big picture. We need to tell the story of how we add value for the students....Don Larsson—Reality check. Do you think there's any possibility that the contract won't be passed. Worried about it becoming a bargaining chip. Bohn: We don't think that will happen. Speaker of the House, no amendments, up and down vote. Lee Tesdell: Still in the 4-5 million dollar shortfall if we get the 142? Bohn: 142 includes a 2 year tuition freeze, enrollment decline, realignment for higher growth programs. Jim: Also, got to think about 3 percent inflationary costs. Staffing, cooling, general expenditures. Booker: have to be careful about unfunded mandates. We have to know what we're up against. Bohn: When you write to your legislators, don't ask for money, tell the stories of the students. Personal narratives about the students are good information for the legislators.

Budget: Base and Bridge... (Roland Nord)... You should have received attachments, a number of documents from meet & confer. Positions on hold, positions not being filled, criteria the deans used. Two targets—3 .5 million, proportionally 5 million. Deficit. Why is this the target? At the early April joint planning assessment SubMeet...

based on 4 million deficit this year and the possibility that we will have a further drop of enrollment. We are projected to be down about 140 FTE. Everyone keeping a close look at enrollment. 140 equals about a million. The other thing mentioned at the planning/budget SubMeet, we need to support areas of growth, need to take from some areas be reinvested in growth areas. Two places... worst case scenario, some in lost enrollment and reinvestment. At the last budget SubMeet which was on Tuesday, talking about house, senate, governor's proposals. The house budget does allow us to raise tuition 3 percent there first year, but frozen the second. The house looks a little more attractive. The senate says freeze first year, silent on second year. At the SubMeet, there was an update on summer projects no library, reduced COB projects. Update on Bridge strategies-- Don't have a dollar amount, a number for those positions not filled, put on hold, no one is verbalizing that number. Not clear what's going to happen. There is expected to be a discussion on long term strategies, the VP said he had heard, not much traction for taking summer money to go toward the deficit, wasn't going anywhere. Lease at 7700 France doesn't get us much saving. Two longer term strategies. At the April SubMeet with the other bargaining units there was some mention made of layoffs for staff (same as the retrenchment to faculty). Penny Herickhoff... What's our reserves? Roland Nord: Don't know the amount by law between 5 and 7 percent, closer to 7 percent. Our reserves amount has put us on the watch list for MnSCU. Clear that some of the money from the reserve will be used. Queen Booker: Have to be very careful a report that should have been filed wasn't... Not as if we can spend it. Georgia Holmes: We need to document harm that's done by not filled other than number of credits not generated. Severns: We all need to watch –the inclination to do fixed term to adjuncts....That's a way to address the deficit. Our campus has been pretty good at keeping the number of adjuncts down. They are not telling us the numbers. Barb Carson: Worried that no one's planning. We have no idea how we are at the deficit. Recommend that we get the numbers. We have gotten some numbers in terms of equipment. Don Larsson: Rick has made noises, targeted BESIs. They do not have any plan to have BESIs. Matt Sewell: Wondering about doing this proportionally—the proportionally of the cuts. AH 10% not the smartest way. Was there any discussion of the logic of the targets? Nord: Straka said they are targets, not firm targets. Not that amount across the board. Department chairs should not be in the role of “eating their own” –it ultimately is an administrative decision. Faculty members, including chairs. Barb Carson: thing that is different, we're looking at difference between the colleges.....Throughout the fall, Straka hoped that we could make the cuts in non-academic areas.... Been a strong supporter of that... Clink: This is the reason its important track of the time spent on advising, thesis advising, dissertation advising, service to the department. Adjuncts usually cannot provide the service components of a department. Georgia Holmes: accreditation sometimes ask for percentage of full time faculty. Penny Herickhoff: Would be good to get the costs as percentage of administrators/faculty. NORD: We have data on positions, staff, etc... if you look at growth. We have seen an increase in other areas, decrease in both faculty and administration.

### MNSCU funding and action strategies

Charting the future—we need to structure how we're going to do this. Queen Booker: We don't have to worry about anything this summer? Mary Visser: NO. Mary will do the work on the behalf of the faculty. Will the bulk of legwork be done here....two year schools, faculty, and student groups? We have the promise of the work getting done, but hope to make a lot of progress in the coming year. MAPE was happy to embrace our solution. Roger Severns: there's been a lot of work done already. Jim Grabowska: We work very closely with the two year schools. There will be a document will be coming out to everyone, start to reflect on that. Think regionally but share with others through the coordinating committee of CTF. Giving the ideas to share, not to determine the outcomes. Goal setting will be organic. Barb Carson: Information...CFE, collaboration of faculty unions from around the country...tie into the national movement by sharing those ideas. We must be diligent to make sure

that the house/senate, do not pass, because they have unfunded mandates, and goals set outside of ourselves. QUESTION: The CTF -- Are we starting from scratch? Jim Grabowska: Six principles... nothing to do with the implementation...access, opportunity, credit for living, EACH region can say YES or NO. Nothing has been taken off the table. The campuses will get the results of the gallery walks, free to agree/disagree. The allocation model has been problematic for our campus. The benefit of moving this to the campus/regional level. We can speak to the allocation model. Patti Hoffman: We have to hang on to distinguishing ourselves. That should be the key consideration; we have our ideas and have to reflect our students, our values. Queen Booker: we don't have mandatory transfer agreements. Larsson: Another perspective: HLC Accreditation that is moving forward... mission and planning should speak clearly to campus autonomy. The things that we bring forward from these conversations can benefit HLC.

Phased retirements/AEP—3 of 4 phased retirements were not approved. Provost making noises about things being changed. What's happened since then, the individuals denied, were asked for other plans...If they're changing it up, should it be thrown open to everyone? The administration don't have guidelines for phased retirements. Marg... Don't know what's going to happen with the phased? Want to know what's coming in the fall? Matt Sewell: they pay less money in the annuitant. The administration saves about \$8000. Visser: They have damaged morale through these moves. Need to give us clear info about what will happen in the fall. The contract says administration MUST consider option of phased retirements. Steve Gilbert: Roger's spreadsheet makes it clear that it saves the unit money? What possibly can be driving these decisions? Don Larsson. The AEP does make a difference... It's not something that comes intuitively to an administrator, needs to be explained by someone who understands both.

Marg: Story in the Star Trib: By the start of the 2017 school year, administrators want a transfer plan in place for four programs — theater, biology, psychology and one business degree. House and Senate bills not clear on budget for it, a transfer pathway. The departments locally haven't heard anything. 4 suggested pilot projects. 25-30 over the next 3 years. Sherrise Truesdale: How does it get determined who is part of these conversations. One of the problems is who is credentialed to teach? For what levels of coursework? That creates a lot of friction. Budget issues, enrollment, transfer. Takes away the university's FTE. Queen Booker: I have a 300 level course, the pathway plan says if it's the same title of class, it's the same class. Sherrise Truesdale: We need to insure that faculty get the right to accept or not classes from another institution. Larsson...verifying faculty credentials gets into accreditation issues. This is on the HLC agenda. MNSCU has a total lack of responsibility on this issue. Transfers are by and large successful. It's not because of our foot dragging. Clink: local research shows that our transfer students don't TELL their advisors that they are going to transfer to another school, may not know their direction themselves when they start, an unfolding decision. We have to help the kids having more meaningful conversations about career choice. Sherrise Truesdale: There has to be mentoring between the two colleges. Constant dialog between the two institutions.

Grievance and treasurers report. Right now level 3-- 2 related to benefits eligibility, 2-- related to prior consideration, 1-- related to progressive discipline.

Gregg Marg urged departments to actively look at their operating procedures. P. 73 of the contract:

Subd. 3. Department faculty shall establish, annually or more frequently as appropriate, through a democratic process and in a manner consistent with university procedures and the provisions of this Agreement, departmental goals, objectives, policies, procedures, and teaching and other work schedules. In addition, each program may establish program-specific goals, objectives, policies, procedures and schedules.

- a. The department shall make every effort to ensure that teaching and other work schedules meet program, department, college and university objectives. The administration may develop guidelines to aid in this effort.
- b. The department may establish appropriate committees as needed. The department may make recommendations, forwarded through the department chair, on its own behalf concerning such matters as personnel actions, budgetary matters, teaching assignments, departmental curriculum/curricula, classroom and equivalent duty schedules, etc. All departmental recommendations must be reviewed and approved by the department's faculty, and forwarded to the administration by the chair with a statement verifying that the requirement has been met. Individual faculty members and programs within departments may also make recommendations on these same matters.

Adjourned 5:00

Respectfully submitted,

Kellian D Clink