

**FACULTY ASSOCIATION  
FALL GENERAL MEETING**  
Tuesday, August 16, 2011  
Morris Hall 102

**APPROVED NOTES**

Attendance fluctuated throughout the meeting, hitting a peak of 75 members and 1 guest. [Note: Speakers who identified themselves have attributed comments. Others are not identified by name.]

**FA President Grabowska called the meeting to order at 3:03 PM.**

**1. Approval of Notes from Spring 2011 General Meeting (January 6, 2011)**

**Keating/Wagner: Moved to approve: Passed**

**2. Faculty Association President's Report (Grabowska)**

**a. Department Visits** – President more than happy to visit departments to answer questions and concerns/issues

**b. Deans** - Visited with Deans this summer; quite pleased with those discussions. New CSET dean does not have any plans or strategic goals, but wants to follow “3 C’s” of communication, collaboration, and collegiality. A number of new dean searches are going to be beginning; faculty are encouraged to serve on upcoming search committees.

**c. Article 11, Section 1; Newly promoted faculty and Salary Equity** - We are operating under the past contract, so salary reviews, promotions, etc. pay increases are still valid. At this time, there have been no additions to 19b funds (professional development) for the '11-'12 year. Until MNSCU feels that a tentative agreement is near, they will not free that money. However, funds accrued from past fiscal years are still available. Larsson elaborated on the above statement and included statements regarding how departments might allocate moneys from faculty who have since retired. The Chancellor is concerned about the amount of 19B money (3.5M) sitting in the coffers, so is not likely to be motivated to move the additional money until later in the contract negotiation. The contract language of 19b may expand opportunities for how professional development funds may be spent (currently under negotiation). 19A monies for Faculty Research Grants have also not been allocated. This may move forward before completion of the contract.

**d. Athletics & Academics** – coaches have now been separated from teaching which allows us the flexibility to work in the 9 month contract. FA may be able to increase membership by representing coaches.

**e. Faculty Development Center** – Discussions with the Administration suggest that development of the FDC is an ongoing process and not a “done deal”. As it moves forward, FA is going to be asking for input so that we can shape the FDC to meet our needs.

**f. Looming Issued: Fixed Term and Adjunct Concerns** – Administration will be parsimonious with money – adjunct and fixed term hires only, no new faculty lines. It appears that expediency was given over mission/vision/needs/concerns of departments. FA has asked all to remember that fixed term positions are temporary, not permanent, and has ask administration to fully search those positions. Concerns about search requirements should be brought through the Meet & Confer system, and not waived by Administration. Many departments lost faculty due to retrenchment. Under the Contract, retrenched faculty have the right to receive notice of vacancies. This is difficult to accomplish when vacancies aren't listed or searched. FA requests all to remember that a Fixed Term is a position, not a person. Faculty have been pulled into administration, but their positions have not been back filled with tenure-track faculty. Adjuncts don't provide the full replacement value that departments may need. Those left in the department will have to work harder to complete their departments' goals. The FA will be requesting “full value” replacements

**g. Working to develop a list of committee appointments for which faculty are asked to volunteer** - Many ad hoc committees are being developed; FA office is trying to make a list of those positions that tend to reoccur so that faculty can make an informed decision as to how to spend their service time. It seems

apparent that the value of service has diminished in the eyes of the Administration. Article 22 asks us to invest in service, but we are told from various administrative levels that service is not a primary component of tenure/promotion. If we want to provide good Shared Governance, we need the administration to revalue service.

**h. Web page update & development** – The FA has Contracted with Scott Lassiter to convert to documents to pdf format, reestablish dead links, and improve our web presence so that members can find the information they need. The FA Executive Committee voted to dedicate some money for Lassiter to develop a template for the website for review.

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

We had a very busy year last year – thank you to Roger Severns for dealing with many issues, including the academic/athletic split. Much of what we did last year was to try to ensure that the contract language regarding discipline is being applied consistently across colleges. While we may not be able to halt a disciplinary action, we can try to affect the equality of disciplinary actions. We meet every week with administration, and many issues that arise with faculty or departments can be dealt with better through conversation instead of grievance. Questions have arisen regarding what is involved in a disciplinary investigation. We would like to provide information on what those processes consist of if faculty are involved in a said investigation. We are here on your side to help with your issues.

Grabowska: Grievance process is not the way to fix a problem, bring it to the attention of the FA prior to it coming to a head. Grievance is often for when it is too late to fix the problem, and entails a very long term process.

### **4. New Business/Discussion Items**

#### **a. Smart Transfer Plan (Brauer) –**

The Smart Transfer Plan is based on the notion that we need to make it clear for students what classes will transfer from where to where so that they can plan their academic lives. The mechanism for this plan is to have the course outline posted on each institution's website. The Timeline has been revised (lengthened) so that any undergraduate course outline should be uploaded on the site. Course outline should include Name, credits, student learning outcomes, NOT syllabus. Some course outlines at Moorhead were submitted erroneously. Our understanding is that at Mankato, the responsibility of uploading would fall to the chairs. Most of this information is in ISRS, and should be retrievable; however some information may no longer be correct. The Chancellor's office feels that all courses involved in transfer equivalence program should now be ready. Next summer, the rest of the lower division courses will be uploaded. The summer after, upper division courses will be uploaded. The driving force behind this plan is pressure from the legislature. The Chancellor envisions that a student should be able to browse all transferable choices (with disclaimers on the website). Faculty at final location are still the final arbiters of what transfers.

(Clink): Financial aid – system wide this needs to be looked at, because students aren't easily able to figure out where they can go.

(Brauer): This needs to be considered, and we're working on it with the Chancellor to make sure he understands this issue.

(Anderson): Which courses will be going up in what order?

(Brauer): Vast majority of credits are involved in the Minnesota Transfer Curriculum, so those are the ones that went first.

(Keating): What is the position of articulation agreements?

(Brauer): No one was paying attention to this situation in the past year. The focus was on how to make taking and paying for classes easier for students. The new Chancellor's priorities are different, and may become clearer in the future. There may be more momentum in this direction once someone in the Chancellor's Office gets assigned this task. Right now, no movement is being made, but will probably be one of the big things talked about in new student affairs council.

(Carson): Any inkling of where central office budget will be cut?

(Brauer): We received some ideas on where they were going to layoff/not fill/etc. 44 positions were lost. We have asked for a report on this issue. The Central Office will probably have to cut more due to the current budget bill.

(Larsson): Any cuts placed on Central Offices cannot be pushed down to the college level. They may be looking at another \$2 million in budget cuts at Central Office this year

**b. Negotiations Update (Brauer)**

IFO and MnSCU are meeting twice a month. Since the system doesn't have much money, they are going to have to give us some language. Three language items have been agreed on and the IFO proposed that language, so we are 3 for 3. We are trying to resolve the ambiguities of language while we can. The next negotiation item will be coalition bargaining on health care. The IFO wants it to be resolved by December (start of new "year"). So far, the management has not been willing to talk about money yet because they didn't know what the budget would be. We still won't know until the coalition bargaining for health care issue is resolved. Bargaining meetings are scheduled to meet every month until December. The Contract will not be set until after December, but waiting might not be bad because the political winds may shift.

(Keating): are career steps going away?

(Brauer): I don't see anyone on the negotiating team willing to let those go away. MnSCU has been fairly upfront with the fact that they don't have much to give us.

**c. Convening Differential Tuition Task Force (Severns) - moved ahead on agenda**

There are currently a set of guidelines for differential tuition at the graduate level. The Task Force has also looked at undergraduate and off campus. Many institutions have gone that route, but we don't have a set of guidelines for this. Development will move forward using the graduate guidelines as a template. We should be getting close to a guideline recommendation for review, but it is still a work in progress.

**d. Report on President's Retreat (Cole/Porter/Mrja/Hustoles/Nickerson/Engeswick/Fitzsimons)**

The Convocation address seemed worrying. The topics of conversation for convocations were the same as those at the retreat. The consensus of faculty in attendance at both convocation and retreat was that retreat was much more upbeat and not nearly as gloomy. Hustoles: There has been some strategic planning going on in regards to Recruit/Invest/Redesign; money will be funneled towards these plans. Enrollment management may not be confined to how to we attract more students, but also how we deal with more students with no increase in funding. Mrja: The budget for fiscal year 2011 was \$45 million; FY 2012 budget is estimated at \$41.8 million. This constitutes an 8% reduction, which isn't bad. VP Straka thinks this reduction is manageable, and we have surplus. The 5% tuition increase may help take care of the reduction. The low inflation rate also helps the budget situation. One of the problems is that only \$3 billion of the budget was solved; the remaining \$2 billion deficit problem was kicked down the road to 2014 by delaying payments to K-12 schools and tobacco settlement cases. This was a one-time patch and thus won't be available to use again. Estimated budget gap for FY 2012-2013 is \$5.8 – 7 billion for FY. 2011 summer enrollment was great; dean will be given \$1 million for discretionary funding which can only be used for non-base spending (adjunct/fixed-term/etc.). There is no structural budget stability at state or national level, so we cannot count on help from them in the future. If interest rates go up, that would adversely affect us. Grabowska: there should not be faculty retrenchment again.

(Wagner): Any statements about enrollment capping?

(Grabowska): No

(Booker): Is there current data on graduate versus undergraduate growth breakdown?

Graduate enrollment is down slightly. The growth discussions at the Retreat focused on undergraduate education; a lot of talk about marketing. Not much discussion of non-traditional undergraduates or graduate students. There was very little talk about graduate or transfer students. The retreat was very upbeat, but the retreat was aimed at a different audience than faculty. One thing that wasn't talked about was the Diversity Graduation Requirement. 7700 France is expanding by two times the space. The Chancellor has asked MSUM to create an East Metro Campus – this was the first anyone had heard of this. 7700 France generated \$100,000 profit last year. There have been a number of studies published recently concerning the relationship of retention and faculty status- as part time and non-tenure increases, retention decreases.

This needs to be explained to the administration. For the foreseeable future, we will be existing with

contingent faculty, but they are still FA members. Opportunities to reach out to these adjunct faculty are possible. Pay attention to what we can do to help these contingent faculty.

## **6. Question / Discussion**

(Keating): Our website doesn't list the proportion of tenure/tenure track versus adjunct.

(Larsson): Over 80% of faculty in the US are not tenure or tenure track. Across the system, adjuncts have gone up about 15%, but nationwide we are better than others. Both the Administration and the FA Appreciate what tenure and tenure- track faculty bring to the table. We need to watch out for "creative solutions" like faculty developing and then leasing courses back to the institution to be taught by adjuncts

(Johnson): We need to ask that service to students also be revalued by the Administration.

(Grabowska): Absolutely.

(Bentley): Is there information about one-time moneys for this year?

(Grabowska): We are meeting with Provost, and this is on the docket.

(Wagner): Is there a report on how money was spent last year?

(Mrja): I can send it to Donna to be sent to the membership and post it on website.

(Keating): TIAA-CREF changes transferred moneys that may not have been legitimate ( e.g. substituting products of different asset categories).

(Larsson): I will speak with Russ Stanton.

(Loayza ): We need to evaluate the search process, it seems to be getting more difficult and time consuming.

(Grabowska): This is a valid point that needs to be discussed.

(Larsson): One thing we are watching is fixed term just being renewed without reposting the position. Some positions have just been rolled over without follow the correct process. When a position is up, a search needs to take place. I'm happy to visit again, and don't hesitate to contact me. We do a hell of a job at Mankato, and Mankato is at least one step ahead of the pack on most fronts. The Chancellor asked you to give him your good ideas; if you have ideas, please copy them to state IFO so that we also know what is on your mind.

(Fitzsimons): Campus service cooperative on MnSCU website: we should be aware of this. This is the operational side, but it may also affect the faculty side.

(Dianne Witt): Can you clarify what you mean by roll-over in respect to fixed term faculty?

(Larsson): A fixed-term position can be 1-4 years. When the term is over, and it needs to continue as fixed, then the position needs to be searched.

(Grabowska): Delegate assembly year is coming up, I encourage you to be a delegate and attend.

(Larsson): Please push for membership for these incoming adjuncts and fixed term faculty, it's the only way to be on campus or state committees

## **Meeting adjourned at 5:01 PM**

Respectfully submitted,

Daniel J. Swart  
FA Secretary