

**FACULTY ASSOCIATION
FALL GENERAL MEETING
Tuesday, August 18, 2009
CSU 253-4-5**

APPROVED NOTES

Attendance fluctuated throughout the meeting, hitting a peak of 43.

FA President Don Larsson called the meeting to order at 3:05 p.m.

1. Minutes of the General Meeting of February 10, 2009—*Jerry Schneck/Don Friend moved to approve. Motion passed.*

2. Call for Additional Items/ Reordering of Agenda—none

3. Officers' Reports

a. President—Larsson: I sent you a Mankato Update through email. Reminders—Vehicle Use Consent Forms, Student Drivers and Tuition Waiver Deadlines: Let me know if you have any questions or concerns about this. It is useful to be aware of deadlines such as the Tuition Waiver one coming up. Go to the HR webpage and let us know how it works for you. Jim Grabowska: Historically we have had a concern with fixed term and adjunct faculty and benefits, especially regarding tuition waiver. Please check with your colleagues to make sure they know about this. We all want to take advantage of all of our benefits. Larsson: There is a new policy regarding dues/fees collection for people in more than one bargaining unit. This is from the state mediation board. Some dues will be deducted but those individuals should be getting some benefits. Many of us were annoyed by the new MMB password policy that would change every month. IFO did complain and we were joined by MnSCU. Now it will be once every two months. We met with key legislatures on July 25, 2009, including, Terry Morrow, Kathy Brynaert, Kathy Sheran and Tom Rukavina (House Higher Ed Committee). We talked to them about our fears about the state budget. We talked about going into this coming year and how things looked calm but it will become worse as the Governor's unallotment takes hold; then the 2012 budget "cliff." Even if things turn economically rosy, it will still be bad—it will take a lot to get back to anything like good times. The legislators were quite receptive to the things we had to say and we were even quoted accurately in The Free Press. Speaking of that, it was reported that the Chancellor got a bonus of \$35,000+ and university presidents got smaller bonuses, but we have been told by our President that these were written into their contracts and they were all turning these into donations. Clark Johnson: I would like to know exactly who got those bonuses and what the value was. Larsson: IFO has requested that information. Greg Asher: Was it written into the contract as a 5% raise. Friend: It would be nice to see all of the presidents' and all unclassified administrators' bonus information. Larsson: As you know we froze the 2007-09 Contract for the next two years. That means we didn't take any pay cuts. We managed to preserve promotions and career steps and sabbaticals. Some of our neighbors have it a lot worse. Where do we go from here? We are sure that you might not want to take another wage freeze, but MnSCU will probably be take backs in other forms. We need to ask what we are willing to negotiate or trade off. We are going to have to talk about this. Sometimes some of you are asked individually by an Administrator to serve on a committee but our normal process is that when a committee at the University level is formed, Administration will contact the FA office and we will put out a request. If you have already been asked, put your name forward. Occasionally we make emergency appointments but we try not to do this. Friend: When the

union is charged you need to make sure that there is equal representation, such as the IPESL. Larsson: We have learned from the IPESL challenge. The university is still working on “core values” statement. There were all kinds of suggestions at the President’s retreat. We are now trying to winnow down to 4 or 5 key core values. The challenge will be to make sure that these are meaningful. Julio Sanchez: What I have observed is that often a core value can violate the Constitution or the Bill of Rights. It would be nice to see these before they become a fact. Larsson: And it is always important to see how these are put into action. Over the summer you have received several calls about IFO positions that are currently open. The Secretary and VP are chosen from the FA Presidents. However, the Treasurer is open to the general membership. If you are interested in serving, get your names to us ASAP. As you may know, we have moved the state IFO Office five blocks from the old location. IFO President Rod Henry’s term ends this year but we don’t know if he will run again. The IFO Delegate Assembly will be on April 9-10, 2010, at the Roseville Radisson. This event will give important goals to the negotiating team, what we want them to do or what we do not want them to do. What does MSU, in particular, need? You will hear calls for resolutions throughout the fall. This will be a challenging period.

b. Vice President/Grievance Officer—Larsson (for Grabowska): There is one grievance that popped up over the summer. We have already scheduled a meeting to try to resolve this. As usual, we try to deal with problems before they rise to a grievance level. When you have problems, let us know as soon as you can. The sooner we know, the sooner we can help and the easier things are to deal with.

c. Treasurer Report—Larsson (for Visser): The Faculty Association at Minnesota State University, Mankato ended its fiscal year on June 30 with a balance of \$1,931.63. The IFO passed its regular audit in July with flying colors. We get our own money apportioned from the IFO. We had an adjustment, which came out better for both MSU and St. Cloud. Times are tight but we have done a good job at this. We still want to sponsor social events but we are looking for a better return on our dollars. For example, we did not sponsor a full-blown cook out on the mall but we did hold an ice cream social in the spring.

4. Discussion Items/Action Items

a. Academic/Student Affairs Reorganization—Larsson: As you know, most of Student Affairs moved into Academic Affairs. Walt Wolf has been named Interim Dean. We were mostly concerned about the IFO faculty in the Counseling Center. We are still working on this. There is going to be a period of adjustment. Go to the Faculty/Staff website and see the new organization structure (under “O”). There is a level of clarity and organization. Administration has said that they want to maintain flexibility. We heard that there was a lack of communication between the units in the old Student Affairs. That model has now changed.

b. Extended Learning Reorganization/Packaged Courses—Larsson: This is now under VP Hoffman. He has an interesting challenge ahead of him. We have an investment in 7700 France and in online learning. These can be used to make connections but there are ongoing academic programs that we are trying to expand or just operate. It is our responsibility to maintain a very close eye to watch over these operations. We need to be clear about this. We want to see some policy language regarding packaged courses. If you have questions or concerns about online courses, check with your Chair, Dean or Unit Rep and we will look into this.

c. University Budget, Anticipating FY 2011-2013—Larsson: The budgeting process that we started last year is predicated on the budget “cliff” coming in FY2012. This is going to need close attention by us all. We already have a provision for early separation. But as part of the retirement incentives, the MnSCU Board authorized BESI (even more retirement incentives). Who gets them will be at the discretion of the President. Lisa Baures: Is there some criteria used to look at programs on the chopping block? Larsson: I was very concerned about one

program but that may be in better shape right now. A lot of those cuts we have made are really mostly paper. When you start cutting programs with probationary and tenured personnel, you almost have to declare retrenchment. This is happening at Moorhead. But the Provost has said that we might have to do this. There are some specific processes to do this. There may be other incentives to avoid this (such as merging programs). Rick Robbins: What about retirements and their lines? Some are hesitant to retire if their money goes away. Larsson: A lot of our savings have come through attrition. We also have a fairly large number of people who were only hired this year as fixed term or adjunct. Regarding someone retiring in a program and being replaced by a more junior professor, the devil is in the details. There are other criteria in addition to the cost of instruction. We are not talking about across the board cuts. Last year we had a lot of open forums. I urge you to take advantage of such things.

d. Faculty Association Website Revision (www.mnsufa.org)—Larsson: Our website has been functional in the past thanks to Dave Abel, who was our webmaster for many, many years. We now have a new design, thanks to Secretary Hustoles and his committee; we have links and updated information, the agendas, the minutes, for both Meet and Confer and Submeets. We will now have a student webmaster hired through the FA office.

e. Revalidation of Unit Reps as Grade Appeal Review Committee—Larsson: The Unit Reps are a pool to draw from if a grade appeal gets to the Provost's level.

f. Pandemic Training and Other Emergency Procedures—Larsson: You are likely to hear about this very soon. The H1N1 virus is still around. Don't encourage your students to come to class if they are sick. We want to protect your right to set your own standards but you do need to give some leeway. Student Health Services is planning to do a mass inoculation of students. They will not have a lot of time to write student excuses. Often the faculty are last to know about emergencies. Some of us have received some kinds of training. This will be somewhat complicated as Rob McGinn is moving to another position. Asher: Is the campus health service going to let us know when something like this happens? Larsson: I know that is the intent but it needs to be timely. Paul Schumann: There has been talk about the limited number of vaccines that will be available. Where does faculty stand in the priority list? Larsson: I assume that there will be discussions regarding this.

g. FA Committee Structures Review—Larsson: We began this discussion last year. We have a lot of committees. Too many? Not enough? Do they overlap? There are also a large number of ad hoc committees. Some of those have very specific end dates, like search committees. We also have MSU reps to statewide committees. Our website will be a good way to keep track of all of these.

h. Effectiveness of Administrative Assessment Procedures—Larsson: Constitutionally, we rotate these on a three-year basis. Because of people coming and going, we got out of balance over the last two years. Two years ago we had 13, last year only 2. We want to make sure that these assessments are useful to those being assessed. Right now this information is only shared with the person evaluated and their immediate supervisor. Those who seem to get the best reviews are those that seem most interested in the process. We will be talking to Administration about what type of feedback would be most useful for them.

6. New Business

a. Questions?—Lee Tesdell: Is there any serious discussion at the MnSCU level regarding the two smallest campuses? Larsson: No. Southwest State is not even retrenching. Some campuses are facing difficulties but some of the two-years are in even worse condition.

The challenge is that each campus has a state legislator to pull for it. This becomes very political.

7. Informational Items

- a. Russ Stanton Retirement Work Shops - Wednesday, August 26 and Thursday, August 27, 8:00 a.m. to 9:00 a.m. and 1:00 p.m. to 2:00 p.m. ALL will be in CSU 285
- b. Russ Stanton ½ Individual Retirement appointment schedule – Wednesday, August 26, Thursday, August 27, Monday, August 31 and Thursday, September 17 will be in FACR (Faculty Association Conference Room) – MH 240B.
- c. Employee Resource Fair – 11:00 to 1:00 p.m. – September 02 CSU Ballroom
- d. Next Executive Meeting – Thursday, September 03, 2009 @ 3:00 p.m., CSU 204

Meeting adjourned at 4:16 p.m.

Paul J. Hustoles
FA Recording Secretary