

FACULTY ASSOCIATION
FALL GENERAL MEETING
August 18, 2015 – Ostrander Auditorium

UNAPPROVED NOTES

FA President Visser called the meeting to order 3:05 PM

Thank you for coming. Jim Grabowska was not available to be here today. He will be here on campus tomorrow. Introductions: Gregg Marg, Donna Blom, Paul Hustoles, Roger Severns, Sub Meet Chairs.

1. Approval of notes from Spring FA General Meeting April 22, 2015

Hustoles/Keating: Motion to Approve: Passed

2. Reorder of items/request for agenda items from the group

Status update for in-State tuition for surrounding states.
Contract negotiations

3. Report from State IFO President Jim Grabowska

Visser: Executive Committee meeting for the IFO was held last week. One or two highlights: We should be excited about hiring a new attorney. Russ Stanton will be retiring at the end of the semester, we have about 10 spots left if you want to get his help on retirement. The Salary Equity Study will be rejuvenated and restarted after a long hiatus. They may be running two simultaneous studies (one from 2011 and one from 2015). Adjustments may be made to salary. We are determined to make sure this keeps moving forward.

(Cronn-Mills): Contract negotiation team met throughout the summer and put together our opening offer and showed it to MnSCU. We meet be presenting this later this week. MnSCU claims that they want to move fast on this.

(Question): We always hear that we need to bring new requests through the delegate assembly. I propose we fine tune the system so that our leadership brings it up directly. We have much outdated material in the contract, including out of state travel limits. The origins of which are some managerial contract for in-state staff working for the State. Why do we still have this part of our contract?

(Visser): The mechanism for resolutions via delegate assembly remains in place. The negotiators would surely move it forward, but we need a resolution to move forward. We will be having a delegate assembly resolution committee as well as some training exercises. I invite you to go and try to push this through.

(Question): Clarification of years on this contract? (Cronn-)Mills: From this Fall for the next two years. Until the next contract comes out, the old one stays in place.

(Question): Do we have any information on the urgency leaning on MnSCU? What is the verbiage of their urgency? What are we suggesting? (Cronn-Mills): We've only been through one session. Their first offer was low-balling. In terms of actual dollars, I can't even guess. I can tell you of what others have done. MAPE and AFSCME have gone 2.5% each year and a step each year. (Marg): I heard slightly differently, without the steps, but not sure. (Cronn-Mills): We got a lot last contract, language-wise, but every university has shortages which they are going to use against us.

(Question): Has online teaching been mentioned? (Cronn-Mills): Our proposal has language to include that, but we don't know how it will work out.

Q: Urgency? (Cronn-Mills): There is no language in the proposal, they have just said they want to get done early.

(Question): Why was the first meeting after the contract was expired? (Cronn-Mills): MnSCU didn't want to meet before then. They didn't know how much money they were going to get from the State.

4. Discussion Items

The Faculty Association is the local unit of the Inter Faculty Organization, the exclusive representative for the faculties of the Minnesota State Universities. Our office is located at 240B Morris Hall, with office hours from 8 AM until 1:30 PM, Monday through Friday. To e-mail the Faculty Association Office send to: donna.blom@mnsu.edu Our phone number is (507) 389-2479 and our web address <http://www.mnsufa.org/>

a. Current budget situation – Bridge and Base Strategies

(Visser): The Budget Committee met earlier this morning, but I have not heard anything new, other than we have a certain amount of appropriation, but next year may be tighter. One of things we've asked for this year is to have open meetings earlier so that we can talk about the budgetary situation. We will do our best to get the information out ASAP. We just don't have a lot of concrete information right now.

(Question): Do we know enrollment numbers are for this fall? (Visser): We are ~100 students down right now. International is up so that has been good sign.

b. Proposed MnSCU funding and Action strategies

(Booker): A little soon to talk about this, but we are going to have workshops on the contract and how to write better resolutions. We want to fill all of the delegation spots. We will be providing daycare for attendees. We want to encourage as many people as possible involved.

c. Charting the Future

(Visser): Last fall we voted no confidence in the Chancellor and pulled out of CTF. We were able to find a strategy to bring the components of CTF back to the Campuses. We are going to be asked to do things related to CTF, but it is up to us to figure out the implementation. Now we need to do the work. At the President's retreat, we asked the President that we use the existing Sub Meet system when at all possible so that we don't create new taskforces, etc. We had a conference at the State level trying to get the entire system ready to start dealing with these changes. My understanding was that it wasn't very successful. We've been more involved than most campuses.

(Question): What is the overlap between CTF and Academic Master Plan from last year? (Visser): That is a good question, and we will be talking with the Provost about how to develop the overlap into usable material.

(Visser): Transfer initiative may be mandated, but we have tried very hard to tamp that idea down, but if we don't do something about it, it may be done for us by the Legislature.

d. Phased Retirement

(Visser): Most of the phased retirements requested were denied last year. It was a very big disappointment for many faculty. We have been told that there may be some new rules coming down. We have asked Russ Stanton to talk to Davenport and the Provost and explain that Phased Retirements save money and allow transitions. I think that Russ has somewhat convinced Davenport, but perhaps not the Provost. I have asked the Provost, and she will be providing the targets for proposals as soon as possible.

(Question): I've heard that one year may be likely, 2 year possibly, and 3 year unlikely. (Visser): I want this in writing ASAP.

(Question): if these are in fact cost saving, perhaps we need to push for the 2 years as it overlaps with the current budget. (Visser): I just want the best for the faculty who are requesting them.

e. Diversity Event Requirements

(Visser): Exec approved the roadmap proposal for the Diversity Event requirement. We put together an *ad hoc* committee to discuss how to implement this concept. (Hustoles): There will be a complex 2 year plan. The Implementation committee will develop a pilot project to test the system. Pilot will take place in the spring, and full implementation in 2 years. We want to work on the assessment, etc. We want more than just attendance to a course that is purple and or gold.

(Question): Please take into account the transfer aspects, as any graduation requirement makes it very difficult for transfer students. (Hustoles): We are going to try to be as farsighted as possible.

(Visser): We are trying to test the proposal before trying the full implementation. If it doesn't work, we will need to fix it.

(Question): Maybe it is too soon to ask, but are the events different from a course? Sometimes it might be double counted? (Hustoles): That will be the devil in the details. This is not going to add to the curriculum but make certain events now count. We have a year and a half to figure this out. When this is all done, I think this will be no more difficult than figuring out a graduation evaluation.

(Question): How does that include plays, etc. that are not yearly? (Hustoles): At the beginning of every term,

groups can submit proposals to be included. We are hoping that this will make these events even more common. (Question): We are going from programs and moving from there? (Hustoles): There will be an implementation committee to identify events that can be used.

(Question): This will go to curriculum committees? This isn't curriculum. (Hustoles): That was part of the challenge, we didn't know to deal with this. An organization such as UCAP can look at curriculum-like things. We know that this will be extraordinary, but we want to utilize our existing structure as opposed to a new structure to be pushed by the Admin.

(Question): If a program has a diversity outcome, do the students still have to do this extra thing? (Hustoles): I would hope that your program could use those requirements to count.

(Question): How many hours? (Hustoles): One plan was 8 hours for a 4 year program.

(Question): When I try to add on extra workload, it is still hard for these students to handle. Making this a requirement it will make it very difficult for students to manage their time. (Visser): I think during the pilot program, we will be looking at these problems, and we will be looking for faculty feedback. This is not a done deal, it is just an attempt. If it doesn't work, it doesn't work.

(Question): And the students will also get feedback opportunities.

(Visser): I want to applaud their work, and I hope that it has the positive outcome that we are looking for.

(Question): I am more than thrilled that this is being talked about, but it is important that this connects to their discipline. Just having a dance perpetuates ignorance.

(Question): I think part of the problem is saying 2 events when we don't know what those events are. This is what this group needs to develop. It is laudable effort, but until we know more, we won't know. Let them work on it and see where it goes.

(Question): What is the outcome? Appreciation of culture? What do we hope to accomplish? Students first need to understand their own cultural rooting. (Visser): An excellent point, but I don't have an answer to that. Please talk to Rhonda Dass; I think there will be multiple access points for faculty input. This will not be secret.

f. Preferred Name

(Cronn-Mills): Currently, our University is in violation of State Law and System policy in terms of gender identity and gender expression. People may not want to use their legal name, but we have systems that require legal name use. This came to my attention when I was in Administration. MnSCU said it was too expensive and they didn't know how to do it. I showed them how to do it and demonstrated how they could do it. The mandate has now arrived on our campus, but our campus administration has been kicking it from committee to committee and it has not been implemented. We need to force the Admin to implement this new rule in public arenas.

(Visser): So our job is to get this implemented on this campus.

g. Tuition

(Visser): Some decisions were made, but I don't know how it affects reciprocity.

(Question): 3-4 years ago, Davenport mentioned offering in-state tuition with Iowa, Nebraska, and Illinois. We are missing being competitive to these populations. (Visser): I will certainly get an answer for this.

(Question): Personal Identity Safety? What is our security situation here? (Visser): I certainly could bring someone from IT to discuss this concern.

(Question): How are banded tuition decisions made? (Visser): I will find out. (Question): it was a campus level decision.

(Question): Student fees? Our off-campus students pay campus student fees, but cannot using them. I would like to get programmatic funds for off campus programs.

5. Informational Items

a. Treasurer's report – Bobby Bothmann

b. Grievance report – Gregg Marg

We have two grievances at step 2, both related to application of discipline, a third at step 3 (disciplinary), and a fourth at step 4 (arbitration). We have been waiting for MnSCU to suggest an arbitrator. We've had some issues

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come up, but our campus gets most of its problems dealt with.

Departmental operating procedures – it would help if all departments had well written OPs so that we didn't have so many grievances. This is contractual to have these in place.

Meeting adjourned at 4:19

Respectfully submitted,

Daniel J. Swart
FA Secretary