

**Faculty Association
General Meeting
Tuesday, August 20, 2013—Ostrander Auditorium
3 pm – 5 pm**

Approved Minutes

1. **Approval of Notes from the spring General Meeting (April 24, 2013) Tesdell/Marg Motion to approve. Passed.** Corrections will be made to minutes as noted. Attendance fluctuated with 62 in attendance at the high mark. Speakers identified as possible.

2. **FA President's Report (Grabowska)**

We have a new Provost. Wells comes from a bargaining background. She called the FA as soon as she got on campus. She invited me to review the comments for her talk. She will engage with the FA in informing her decisions. It is very difficult to replace Dr. Olson but we're hearing very promising first steps.

Charting the Future. Three workgroups formed last year. Donna Brauer, Nancy Black and Grabowska participated. The Chancellor's understanding was the Strategic Plan to be presented in October. Grabowska asks that comments be shared through FA. Exec will study the document and offer going forward kinds of suggestions. Chancellor is going to use this document as a moving forward blueprint. Some of the issues: Co-location means that the system office is not interested in bricks and mortar, rather, better use of space, collapsing administration and even institutions. You can see in the concept the melding of historically separate visions and mission. It exists already. Another part is the sharing faculty expertise. The idea of Master Classes is complex and there's a lot involved. There's a MNSCU web site <http://www.mnscu.edu/strategicworkgroups/>. Not with the idea of criticizing it, but working with it and we are invited in disagreeing with some of the different directions or means of getting where we're going. Six headings are generic enough hard to contest. It is in the details that might provoke resistance or some may be embraced. THINK about the document and think about other means to get there. Need to be in the system office by the end of October. Immediate call to action. You can respond individually, but Jim's asking comments to the FA because the union represents the will of the faculty as a whole. In order for us to speak with one voice, we ask that you share your insights with the FA. Veltsos said they're on the first page of the document. This is a big deal with the chancellor. Fitzsimons asked how we get the word out to the faculty... We all got the document. Getting it, Fitzsimons said, is not the question. It's easy for the chancellor to say that individual voices of the faculty are the faculty voice. Hustoles asked Grabowska to draft a note talking about the urgency of the need to respond to the document. Ingot noted that there is little space to respond to the big document on the website. College Representatives should go to their colleagues.

Key areas of university admin, especially HR, are still vacant. Three candidates were interviewed for the HR position. Two of them applied for other positions. The held off until other HR decisions were finalized. We have expressed our concern. No resolution in that regard... We need to push. It's a gap and we understand that. We need someone in place. No more interims. Carson argued that the HR situation is in crisis and it is creating hell for us...Got to be massive change in HR... Carson talked about one new faculty member who still doesn't know what her salary is. Hagemeister was very

concerned about the process that allows people on waiting list to remain uninformed for months on end. It gives us a bad image and is awkward when you see candidates at conferences. Visser was the faculty rep for the committee and reported that candidates were specifically asked to address their proposed solutions to the grave situations. The candidates are not under any illusions about the gravity of the situation and if they accept the job we expect things to change. Carson recommended giving them emergency hires to provide extra help. HR turned down the idea that they get more help. They can feel under attack. Visser says that some faculty has acted inappropriately because of their frustration... Short term radar; according to Grabowska Critical it is. Schwartzkopf says we may lose promising candidates with these kinds of delays. Brauer warned about the envisioned shared services cooperatives. We have a MnSCU institution without HR services on another campus. Blom reminded people to speak up and talk to the folks in the auditorium. Grabowska talked about how everyone knows how urgent the need to move forward is.

3. FA Vice President Report (Visser)

Working with the new Provost. Emeriti Faculty had signed a letter agreeing to the agreed salary for an adjunct position. The university can pay above the base rate. There was a move to NOT honor the letter of agreement about the salary. While the admin can do this, not a good way to start. So Provost honored the letters that were out there. 3 Grievances are filed. 1 at step 1, 1 of step 3 off campus (denial of sabbatical), 1 at arbitration. Served on a committee for RFP for MAVcard. Schwartzkopf will be working on a new MAVcard vendor workgroup.

4. Negotiations Update (Brauer)

We're back at it again. Met in June, met last week. Meetings scheduled for September and October. We had our opener but MnSCU team didn't have their opener...Postponed the presentation of openers... Both sides say everything they might possibly want. Usually unrealistic. The fact they didn't do it, means they are serious about moving forward speedily. Nancy Black will be here tomorrow and the IFO update will highlight some of these things for you. We received back pay in June for last year. For this next contract we know that the legislature earmarked certain funds. 10 million for faculty retention. How that will happen we don't know. The system does not have a lot of process, based on the legislature...Enrollment is down Legislature provides about 40 percent, the rest comes from tuition. Enrollment is down substantially, from 5 to 35 percent. The universities are in somewhat better shape than the community colleges. Trying to save administration \$\$\$... The message here is don't get too excited about increases in salary. The other side wants certain language relating to master courses and collaboration between faculty who belong to different bargaining units. This contract negotiation will hopefully not last as long as the next one. Lucky if Jan 14, but not likely. We already agreed to article 19—sabbaticals...order of mandatory sabbaticals. We reformatted it so it's easier to understand.

Inglot. What about healthcare...the cost of the new nationwide health care.

Brauer-- The coalition for healthcare bargaining in July all the unions come together, they have their wish lists, and they look for commonality. If it is on the MAPE and AFSCME they get it for everyone.... The only major change is, she believes, in Jan 2015, employees who have single coverage will pay five percent. When that happens, we get something else in exchange. When the rates went up one time previously, they increased the reimbursement amount to try to offset. We don't know yet,

we'll have to see. Grabowska says MAPE and AFSME establishes a ceiling... they accepted less. What happened in part that we took the freeze for years. Decreases in enrollment affect the bottom line. The amount of money we will be able to get is going to be dependent on that. Positional bargaining is a faster process. Given the AFSME & MAPE agreement; they are going to hold a tighter line, his prognostication. Tesdell brought up Eide Bailley. Chancellor has not been endeared to Eide Bailley. Grabowska says we may have an ally in the system office. Eide Bailley complained about the incivility of a client here, recurring problem with Eide Bailley, Admin group will be sympathetic.

5. Contract Process (Grabowska)

6. Questions/Discussion

a. Professional Development Money—You can buy ipads, etc, but they do NOT belong to YOU, the admin can not only can retrieve it and can access it at any time they decide.

Inglot-- Per Diem amount seems inadequate to him. Is it being renegotiated? Set by the state. MMB.

Booker asked us to check back with Dr. Ries about his commitment to research moneys. He said if he was hired that money would be allocated for research. Grabowska agreed to push Ries to honor his promise.

Marg had a question about a recent court ruling about syllabi. If you have already given your syllabus to anyone in the system, Dean, Dept, if someone asks for it, you have to give it. If someone else uses it, YOU would have to take the person to court with a copyright lawyer.

Other arbitration that came through in May. Hiring adjuncts to teach. Brauer said REGULAR faculty must be offered overload before administrators go looking for an adjunct. **It's a grievable offense not to.**

Programs lawsuit (MCSQ)... You don't have to continue to supply that syllabus the problem for MSC teacher education programs. Their score card is weak, will have less validity....Hold on to your syllabus...As part of the program review, syllabus will be requested. You can download the form with an expiration date with this EXPRESS purpose most accrediting bodies do NOT ask for all the syllabi. Veltsos. What's the minimum amount... Nickerson: We have a MOA about course outlines: course name, number, very little.

7. Information

A. Russ Stanton

1. Nearing Retirement Workshops—Contact Donna Blom.

Stanton is retiring, full year, then phased. People encouraged meeting with him before he retires, great resource. Likes working about individuals. Connie Howard is retiring in December. The Union will replace. Looking at staff positions...When you call for Pat, will be sent to Melissa Anderson or Tiffany (paralegal), will listen to the issue and decide where it's going to go. Pat needs to focus on things other. There will be changes in the IFO...

Robbins asked about the TIAA CREF portfolios talking financial planning in general. Candace: **What's** NEARING retirement? Grabowska: Go see Russ before he goes. He is irreplaceable. He wrote the legislation for our retirement. There's no time that's too early and we'll miss him as a lobbyist as he focuses his career on helping individuals.

Fitzsimons: Budget Committee was discussing were not using the data as effectively as we could ... Being told in some quarters to just get BETTER. Does Admin know what departments have really good retention We need to know the actual retention and reasons...Exactly...Do they have specific data. They DO have data. Grabowska: This is a process...SharePoint can help you understand enrollment management.....there's data in there. The whole idea is to move this dial...Convert the percentages to people...If we want to move from this to that, this is the number of people...Can we do through advising, financial aid, etc? Departments should choose strategies that fit their situation. Chairs have access to the data, although the time to analyze it a question mark. Nancy says how do we know what percentage of first year 100 level classes, what impact, how has the percentage changed, do we know that? If adjunct and TAS are teaching do we lose them more than if full time faculty is teaching? Grabowska on Wells: Her big idea... airport interview.... Data drives to find our retention rates, graduation rates. We're going to have to continue to ask those questions. Brauer believes the approach that's going to be used will not work... comparing departments... You need a system model with feedback models... You need to do educational modeling... May not have a major....Student retention is highly negatively correlated to part time faculty. . We cannot compare to state universities with research institutions because it's a different. We're competing with liberal arts colleges. Focus is on the teaching. Bates: enrollment and admissions is related... Students are we doing a good job with are the kids prepared to be here. Not a big difference, Grabowska said, between those on contract and regular students are as successful.... Bates said we need to understand the dynamics better. Clink mentioned an article that came out this summer that reported that, for first generation student, every meeting with an academic advisor, the odds that a student will be retained increase by 13%. Grabowska: Great questions... Discussion needs to happen at the department /college level. Bates concerned about the admissions and thinks it's related to our retention rate. We have a 24/1 student/faculty role... Not creating a sense of community... Challenge will be to provide other ideas/approaches. They will have the conversation by bringing those questions to the table. Hagemester as a department chair...comments that SharePoint doesn't have the answers, just raw data ... Would take hours to analyze....Do we have some people we can ask... Data don't have a lot of support... Grabowska: Good ideas. Witt: We need to know why OUR students are dropping out, some for appropriate reasons... Not everyone who walks in the door should graduate. Nickerson asked Jones if we ask students when they drop out when they drop out and the answer was no. What is the appropriate retention rate for us? How many of our majors are retained and most retained. How many are in the lower division? We only have Part of the lower division... We have walked away from the conversations about Year 1 and Year 2 is the problem. Veltsos discussed the multiple roles our students have. Carson discussed we need more data and more analysis.

Meeting adjourned at 4:35

Respectfully submitted
Kellian Clink