

**First Faculty Association  
General Meeting for Fall 2012  
Tuesday, August 21 2012  
Ostrander Auditorium  
3:00 p.m. – 5:00 p.m.**

**APPROVED NOTES**

Attendance fluctuated throughout the meeting, with a maximum of 73 members.

**Meeting called to order at: 3:06 p.m.**

**1. Approval of Notes from the Second Spring 2012 General Meeting (March 29, 2012)**

***Hustoles/Keating: Motion to Approve: Passed***

**2. Faculty Association President's Report (Grabowska):** I would like to highlight the retirement workshops. If you are looking at retirement in the next five years, you may wish to meet with Russ Stanton. If you know of someone who may be thinking about this, please let them know of this opportunity. We also want to encourage you to talk to those at the beginning of their career. If you know of or are a new faculty, please meet tomorrow morning to learn about some of the important decisions you will be making this week. The new faculty breakfast will be held September 12<sup>th</sup>. Please let Donna know if you will be attending.

Writing intensive courses are no longer part of the Gen Ed curriculum, they are now a graduation requirement.

(Booker): Last year we moved writing intensive courses to their own graduation requirement. As part of change we have asked for a writing director to be housed under CETL. Any course that you want to be writing intensive no longer needs to be part of the Gen Ed Curriculum. We also want to create a new committee to deal with graduation requirements. We are asking for a 100% reassign time faculty for the position of writing director.

(Visser): Regarding the curriculum design system (CDS), we as Faculty Association members worked with the software developers to provide faculty input on the user interface so that it becomes more easily navigable, faster, etc. The code has been rewritten. The new version will be better, and we had direct input on how it was put together. As of right now you can do everything but submit your proposals into the system. You can save, etc. We have also asked for a faculty member to be reassigned to help with user concerns, problems, etc. Now you'll have a faculty person to help you if you have questions.

(Question): What do you know about the interface with MnSCU? (Cronn Mills): CDS was so good that MnSCU bought their own system. Instead of resubmitting all our work, we have it so that CDS will now interface with the MnSCU system.

(Question): All of it, syllabi included? (Booker): We don't have syllabi included in the submission process anymore.

(Grabowska): I will be serving as co-chair with Rick Straka in the search committee for the VP of Academic Affairs.

**3. Faculty Association Vice-President's Report (Visser):** Any grievances that come up during the summer are held over until the fall. There isn't much to say, not a lot of problems. The FA website is up and running, please take a look at it. We have an interim VP of Academic Affairs: we are hoping to help her understand our shared governance system. If you have concerns or complaints, please let Jim or me know so that we can bring them to the Administration.

Something that has come up concerns searches. Our department's search went into the summer, and we asked our Dean for duty days. He said no. We asked academic affairs, and they originally said no, and then said yes to only those who weren't teaching summer classes. This is an incorrect interpretation of summer teaching. Summer teaching is not paid by duty days, but simply by credit hour. After correcting this interpretation, we all got duty days for this service. We are going to try to develop policy so that there is consistency across the campus.

**4. Negotiations Update – (Donna Brauer):** Interspace bargaining ended in July. We will be presenting our economic opener to the other side in the next few weeks. During interspace bargaining, we accomplished several tentative agreements. Most of what we obtained were clarifications of language in the contract. Areas include - Article 5: definitions, Article 10: Work Load, Article 17: Paid Leave of Absence, Articles 19, 20: Responsibility of Departments, Article 21: Appointment of Faculty, Article 22: Professional Development Travel, Article 24: Faculty Rights and Discipline, Articles 25, 28: Grievance Procedures.

(Question): Do we take any guidance on other contracts that have been settled. (Brauer): what AFSCME and MAPE settled for was a flat pay raise in January. They also managed to fend off the desire to shift a lot more for health insurance onto the employee. The bad news is that Sen. Perry is chair of the subcommittee on subcontracts. He held a hearing to look at these two contracts. Our IFO was there as well, and Perry announced that there would be no action on either contract until they evaluated it word by word.

(Grabowska): You can watch the video on the MAPE website where Perry et al. were attacking public employees. The IFO has now formed a PAC to help the union to work with some of these legislators. Apparently there is no room for compromise. For that reason, government actions are going to be very important this year. If you are a communicator, it is very important that our voice be heard this year. We are under attack; we cannot continue as we have to date, we need to be louder.

## **5. Questions / Discussion**

(Question): What can you tell us about coach contracts? (Grabowska): When the hockey coach was offered a contract and the figure was floated, there was considerable consternation shown, even in the Administration. The discussion was very hard. It was decided to sign this MOA. But it has opened discussions on salaries.

(Question) : Actually, I was asking about other coaches, who also got raises when we got none. (Grabowska): There was a separation of coaches from the academic year. They no longer teach. How is it then that we can write a contract for these coaches to reflect what they do? We decided to work with their seasons and then back fill with duty days to reach their salaries. In order to do that, they would go down the salary scale. I don't know how many got raises and how many didn't.

(Question): 168 duty days: If we really did work only these days, there would be a ton that wouldn't get done. This is a facade. (Brauer): As a negotiator, when we are at the table it is really difficult to get the other side to be willing to pay more money when we continually say yes to more work without pay. As long as we continue to work without saying no, we won't get anything. Faculty need to start saying no to increased work without increased duty days.

(Question): How many students don't understand that we don't work during the summer? With all the summer emails we receive, what are we to do if we don't respond a.s.a.p.? (Grabowska): make sure that your email says that you are not on duty and not paid and that you will respond in August. We all know that we aren't compensated for the work we do. We continue to work within the parameters, but it is a difficult and continuing process. It covers a whole range from state politics down to the relationship we have with the Administration.

(Question): After the series of colloquia yesterday, the overwhelming feeling I received from the Administration is that we are going to do more, and no conversation of who was going to do it and where these students were going to fit. (Grabowska): That comment has been passed to the Administration. We are just getting to know Linda Baer. We are having our first meeting with her tomorrow. She is an unknown quantity, but we are going to work to understand and teach her. She has not been on a campus for a long time, and she has never been on this campus. We will have to educate her on how we work. (Visser): Last spring we met with the President and said we're tired as a faculty. We have gone through retrenchment, we have hired back, we have had Big Ideas, etc. Now we need to focus on what we do well and he needs to scale back on what he suggested we do. I assure you that we are going to keep this issue in the forefront of our discussions with Administration at all levels.

(Question): There should be probationary faculty hiring this year? (Grabowska): Yes!

(Question): There are a lot of creative hard working people here, but there is a lot of depleted energy at this point. Is there a way that we can have a message or talking point that we can reiterate to the Administration that we are tired and can't keep this up?

(Question): A side piece is that we have these new Administrators; what is the head count of Administrators to faculty as a ratio? It seems to me that this question needs to be asked. Let them know that we are watching this and questioning it.

(Question): Every time we see or suggest innovation, we hear that University policies don't allow that. Every time we get shut down. If there is a really good idea, we need to relax policies.

(Question): What we are doing every day is also important, and not all big ideas are good ideas. What data is Baer looking at with her analytics? Not all data is valid.

(Question): One of the things that stuck out at convocation was the extended learning piece. How much of the one thousand-student increase is meant to be extended learning?

(Question): The 70/30 split of state/tuition funding has been reversed. However, faculty continue to be thought of in 1950s budget model, where we are an expense instead of the only income generators! Faculty teaching is always disconnected from Administration's aspirations of expansion; it is always facilities. Olson seemed to understand the human side of the equation, and we need to continue to work on this argument.

(Question): I really want to thank those on the Executive Committee. When we talk about the President's goals, quality undergraduate education is never mentioned. Now we are supposed to do fundraising? Particularly, it seems that the importance of undergraduate education in the eyes of the Administration has dropped. Last year we were told that we would look at the credit hour production targets. Where are we on the review? How are sister institutions doing? (Grabowska): Production targets haven't been talked about much. Retrenchment caused credit hour production to go up. Now that Olson is gone, the topics have become static. It is still out there, but we haven't moved on it. I can't talk about the human cost at the other institutions.

(Question): Having surplus funds the past couple of years, do we have any sense that there will be more Big Ideas money, or can we push to put positions back where they were lost. (Grabowska): Targeting has begun, and they are not looking at new Big Ideas money. We added 30+ positions back last year, and I think Straka is looking in that direction again.

(Question): I hope when you and Visser meet with the President, you talk with him about human resources. When you are trying to recruit someone, and five weeks after the interview they haven't been contacted because the Deans haven't released the salary talks, you have a very high possibility of losing the candidate.

(Question): What do you expect from the Chancellor in the new year? (Grabowska): He sure isn't McCormick. He is very top down; a controlling individual. He is shaking up that office and is going to make that office in his own image. I don't think he has worked hard to alienate the unions; he got bad advice, especially on 19b money. He said he screwed up, and the person that gave him the bad advice isn't there anymore. He also came to an IFO meeting and took questions. I like that. However, how this translates into action is still an unknown.

(Question): The Executive Committee is hearing your concerns and your tone. We have really pushed Rosenstone on some of his attitudes. One of the successes on this campus was that we got our way on how the Big Ideas process was going to work. We told the Administration that faculty had to have a say in the process. We also told them to pull facilities out of the pot of money. They agreed to it.

(Question): Regarding the ever expanding use of adjunct faculty on campus, we have become a quasi-research facility, and faculty aren't teaching the classes anymore. Our adjuncts are teaching for us. (Grabowska): We are the largest user of adjunct faculty in MnSCU. We are concerned as a Union. Universities are using more contingent faculty, which are also represented by our Union. I can get those numbers, and we talk about it often. One thing we have changed is that fixed term faculty cannot be used for long term. We have made headway on this.

(Question): Community faculty could also be a solution. We need faculty without terminal degrees to do some of our teaching. (Grabowska): That can be done; the line that we won't cross is the non-tenure track line.

(Question): If the solution is hiring community instead of non-tenure track faculty, are we just switching one evil for the other? (Grabowska): I don't want to go down that slippery slope, but we have to understand some programs are different than others.

(Question): The idea of a fixed term appointment is based on what? (Grabowska): Special expertise, enrollment demand, and a third one I can't remember. These are what should drive a fixed term hire.

## **6. Information**

- a. Retirement Workshop Presented by Russ Stanton  
*Thursday, August 30*  
8:00 – 9:00 a.m. –Retirement Workshop – CSU 204  
1:00 – 2:00 p.m. –Retirement Workshop – CSU 204  
*Tuesday, September 4*  
8:00 – 9:00 a.m. – Retirement Workshop – CSU 238  
9:00 – 10:00 a.m. – Newly Tenured Faculty Workshop – CSU 238
- b. *1½ Hour Individual Appointments Availability*  
Thursday, August 30 – All Booked Up  
Tuesday, September 4 – Times Available as of 8.20.12 – 11:30, 2:00, 2:30, 4:30 and 5:00  
Wednesday, September 5 – Times Available as of 8.20.12 – 8:30, 9:00, 9:30, 10:00, 10:30, 11:00, 11:30.

## **7. Scheduled Faculty Association General Meeting for Fall, 2012 and Spring 2013**

- a. Thursday, November 29 @ 3:00 p.m. in Ostrander Auditorium
- b. Thursday, January 17 @ 3:00 p.m. in Ostrander Auditorium
- b. Thursday, April 25 @ 3:00 p.m. in Ostrander Auditorium

**Meeting adjourned at 4:37 PM**

Respectfully submitted,

Daniel J. Swart  
FA Secretary