

Executive Committee Meeting
Thursday, February 11, 2010
4:00 p.m.
CSU 238
APPROVED MINUTES

FA President Don Larsson meeting called to order at 3:58.

In attendance: FA President Don Larsson, Jim Grabowska , Barbara Carson (secretary), Mary Visser, Chris Corley, Roger Severns, Lynette Engeswick, Dick Liebendorfer, Steve Woehrle, Andy Johnson, Greg Marg, Jeff Bumgarner, Mary Bliesmer, Roland Nord, Candace Black, Steve Gilbert, Kevin Parsneau, Jackie Lewis, Mark McCullough, Ron Nickerson.

1. Minutes of Jan 7, 2010 - *Grabowska/Bliesmer motion to approve. Motion passed.*

2. Call for additional items' Reordering of agenda-

Larsson: Some items can be cleaned up very quickly as action items but we do want to take time to discuss what was just presented to us. Two things can happen at 5; if we have quorum we can still meet and if that fails, we can have informal discussion but nothing official. Let me review the agenda, everyone have a copy? Okay. In the interest of time, we have a few nominations to confirm. Let's bring those up first. And then proceed to the rest as listed

3. Faculty Association New Appointments, Spring 2010. –

Larsson: All proposed are uncontested.

- a. Planning Chair for Spring 2010, Kevin Parsneau
- b. Student Tech Fee Advisory Subcommittee, Cynthia Miller (SBS)
- c. Strategic Priority: Campus of the future, Diedre Sizemore.

Grabowska/Bumgarner moved to approve entire slate. Motion passed.

Nickerson: I thought Mike Bentley was doing 8f,

Larsson: We need a second person, especially since Hustoles is on sabbatical.

4. Responses to 2/11 Meet and Confer: Seniority Rosters, BESIs, Budget Matrix, Retrenchment -

Larsson: In the hour and half before we met, I was able to work up a sheet detailing what was presented to us about seniority rosters. I call for a discussion of the rosters before going to the possible endorsement of more BESIs.

a. Rosters

Corley: The position that we have contractually is that seniority rosters are management's decision. They shared them with us as part of shared governance process but they are not grievable, correct?

Severns: Not quite true but close.

Larsson: In the Contract it is said this cannot be grieved but it can be grieved if the decisions are arbitrary and capricious. The second part might be a procedural issue. This is sticky in terms of definitions. In regards to the rosters, if you go by the Contract that a program is a unit, what gets listed as a roster is based on major or minors. This interpretation of Contract says it can't be

broken down by groups such as gen ed programs or certificate programs. That's the IFO's position. I wouldn't be surprised that our administration and Chris Dale in MnSCU think that the language allows for more options. This isn't normal but this is an issue that deserves to have a stand. Rod Henry says we can have a department subdivided by majors and minors but if we have something that lies outside of that; it requires scrutiny. However, if the department faculty unanimously agrees with it, we would allow an MOA. We could have a music track called general education.

Corley: What about Music Education, do they agree?

Larsson: I haven't had direct feedback but I think they are, not just the gen ed. but also with the music industry roster. If music industry was blended into a single music roster, it would be the first to go. It is expected to be a good credit generator for the department and could save those in performance.

Liebendorfer: But now they don't have it because it goes to the gen ed category?

Larsson: Yes.

Liebendorfer: Would the music education faculty go to the larger music roster?

Larsson: Yes

Liebendorfer: Why does administration want to make an issue of this?

Larsson: I think what we are seeing are the best guesses on part of Sandmann and Olson with input from the deans. Look across colleges. In Arts and Humanities there are more cross listings. In case of CSET there are less and there were many objections to multiple rosters. I think this variation is the result of Deans' input. This reflects what the deans are thinking.

Severns: On that first round, there were a lot of people who should have been first rostered and were not. I believe Warren has fixed much of this. In the next 10 days we need to talk with all people. Like Art Drawing and Painting, should they be cross rostered? Particularly if there is only one person on the roster, we need to pay particular attention.

Larsson: This is where we need to note people who are cross listed because of what they did in the past and what they are doing now.

Visser: It has to be unanimous agreement?

Larsson: That's Rod's attitude.

Visser: That could affect people who could be boxed out.

Larsson: I agree. There are several different perspectives. MSU Mankato FA has things to consider that the IFO might say is not in the best interest statewide. We need conversations with IFO and with administration.

McCullough: Even if there is an outlier position, like gen ed and music, he (Rod Henry) would want to see unanimous declarations?

Grabowska: He's talking about anomalies that fall outside the contractual arrangement. If you have programs that are not anomalies, there must be unanimous vote. But with anomalies, that would require universal agreement in the faculty. Art has this. This is from the union's perspective.

McCullough: Can we keep names of faculty out of this discussion?

Larsson: That is a good point.

Larsson: What I have up here (pointing to chart) is a grid I roughed out earlier. I was thinking about it before the rosters came out and plugged in information that was readily available. In this case, the current existing roster is the one on HR website. They largely go by departments but some may be by programs. There are proposed splits by the new roster today. We need to analyze them to see that programs correspond to majors or minors in the current undergraduate or graduate bulletin. We have individuals or names on rosters that don't correspond to academic department, such as student relations counselors or Children's House staff or other things. Those don't come into play right now. Dental education should be Dental Hygiene, right Lynnette?

Engeswick: Yes.

Larsson: A “T” means a teaching degree, like here in Health Science there is a split into two programs: Human Performance and Sports Management.

Visser: That is a graduate major

Larsson: There is an educational or teaching degree that is listed separately in page 105 in the bulletin. Recreation & Parks has been rejoined. Speech Rehab Services has been reintegrated.

What I am seeing for the changes in Allied Health is that this seems to track the changes. I only had time to continue to Arts and Humanities. There are many changes in Art, such as Graphic Design, Painting, and Sculpture. All are listed as options but not separate majors or minors. One could argue this distinction but the IFO, and maybe us, would say you are singling these people out by putting them in their own program. This is parallel to Music, where there is a minor in Studio Arts. Talking with the chair, studio arts might want a new roster. Art wasn’t responding to the re-rostering.

Grabowska: The Provost was clear. Art agrees with the degree of detail. Photography faculty can’t teach Graphic Design and Painting can’t teach Photography. However, we don’t want to butcher Art because of a piece of contractual language.

Nickerson: These are all different degrees. UCAP just passed their revisions for 120 hours.

Larsson: That could make a difference. We will have 3 way conversations between us, the department and the IFO.

Corley: Can’t that concept be applied to other departments in the future?

Growbowska: A number of issues: 1. This was initiated by the department, reaction to a request of department 2, Rostering is an on-going process. It should have been dealt with historically but wasn’t because it only manifested in these circumstances. Now we are where we are today.

Larsson: To be contractually correct, we are ahead of the game in setting a standard for other campuses. The other six campuses have rosters that are just as messy as ours have been. Rod sent a message to State Executives today saying that we don’t want to see principles of rosters going in seven different directions. There has probably too much autonomy and there needs some standardization across the State. By being ahead of the game we can maximize the benefits to our campus.

Larsson: Mass Communications Dept said thanks for recombining rosters. English: Everything tracks major or minor except Writing Studies. The two most junior faculty members are in that program but one is double rostered on a proposed split. That would need an exception by the IFO interpretation.

Theatre and Dance split. That department wanted a single roster. I will continue to do this with other rosters and note where there are no changes. The drafts don’t list what hasn’t changed. We will compare them against the bulletins. I will look at the grad rosters as well.

McCullough: It is difficult when information is not repeated. Is there any chance you could distribute this draft?

Larsson: Yes, I will send it to everyone and to department chairs.

Corley: Where there is an “N”, you will go to St. Paul about an MOA?

Larsson: Maybe yes, maybe no. It means it does not correspond to existing major or minor. Things may be going through UCAP or something else is going on. At that point we need to be talking with the departments. We can strategize. We can check with IFO about how Art is being broken down. If a department says this is what they want unanimously, it gives that an extra edge. If people aren’t as sure, maybe we need a different way.

Growbowska: This is where our operating conditions have always been. We have always said we will not make decisions that affect other decisions. For example, with Art, the chair insists that

this is how the department wants it. If we are not going to do administration's job to set people up for retrenchment, then I don't want to go there. I will defend the department and its decision.

Severns: What's our default position going to be? A department with an "N", we make a proposal of whatever, we have 10 days to make a response. If they disagree, do we need to go MOA? Do we file a grievance for arbitrary or capriciousness? What is our default position?

Larsson: I think it is case by case. What we need to do is make clear to the departments what this is. Some favor these splits, others don't. In the end we need to make clear that the battle can only be fought to a certain limit. We can make some legitimate cases. The other side of the IFO's position is they don't want to spend a lot of time where they think there is no chance of winning.

Bleismer: What's the filter? What goes forward and what doesn't?

Larsson: Good question.

Roger: As Treasurer, I recommend chunking away a lot more money.

Larsson: As far as procedures go, I haven't had a lot of time to think about this. We need to have several sets of conversations. I will be the point person but not the sole voice. I want include your ideas as well. The first step will be that I finish the drafts for the other colleges, put them out to the Executive Committee and Department Chairs to check for accuracy. In the meantime I would like to get feedback from individuals and departments. Unit Reps could help. We need to verify who should be doubled fostered.

Larsson 3/4/10 7:09 AM

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Larsson: Where are people teaching, the 1s and 2s, or where they should have bumping rights because of where they taught years ago. Like creative writing folks, that was created out of Literature. Theoretically, they should be able to teach in Literature or perhaps, Technical Communication. I don't expect many but there may be other issues.

Lewis: We are a graduate-only department and now we have a doctorate. They have chosen to identify us by our thesis programs, not the doctoral program. We see ourselves as one department. If they don't chose to put us together, why don't we have a roster for the doctoral program?

Larsson: Good question, take it to your department. We still think it doesn't make any sense. New data can be brought forward or, as in your case, a program is being overlooked. There ought to be an additional roster for the doctorate. Go through your department procedures, send information and concerns to your dean and the Provost.

Lewis: Would our faculty then be doubled rostered?

Nord: In terms of people who have taught in one and would fall in a second roster, what if that past experience was a long time ago? There is no way they would be serious candidates for a new position. Doesn't it seem like we want it both ways? We want to break some programs out because of specialties and then when it is to our advantage to have a second roster, that specialty isn't important.

Larsson: I think we are stuck with the Contract

Severns: Article 29, Section b

Larsson: It says, if, "as determined by the President". The President could say it has been a long time.

Grabowska: Past practice, accepted by both sides.

Corley: If a department asks for this, even if it goes against what we consider, we need to document that. I'm not worried about this year or next but how this affects things 10 years from now.

Grobowska: Rod recently sent a memorandum that we need to uphold the agreement in anomalies and to address future issues. You are right. It will have to be addressed. It hasn't been because nobody at this table was around when retrenchment happened.

McCullough: The article said it was at the time of retrenchment. Is that now?

Growbowska: It happens when announcements go out.

Severns: Mark, that's important. There's an expected sharp reduction in number students coming 2 years down the road. If we don't get the structure right, there can be more cuts 2-3 years from now.

Larsson: Retrenchment is implemented in the fall. Whatever happens now will continue to next year. Another good thing is when somebody is in their 20th year, then they will have super-tenure.

Corley: Could we pursue this one question? There is a large structure problem here. None of us have had the conversations you two have had. Are you comfortable with the idea that something as bad as this happens now, it prepare us for being in a solid place a few years from now?

Larsson: Speaking for myself, the answer is yes. Based on the budget analysis, echoing the public information that is widely available, state forecaster, state demographers, given what we heard at state meet and confer; 2012 will be a disaster. At the same time, it is a guess. We don't know the economy. We don't know how a new governor will affect the state. Governor Pawlenty dodges the question, but he won't be here any more. Personally, I see it as Rod Henry has endorsed our process and we have had inquiries from places like Bemidji and Winona. This is a good way to go about it. I'm sure I'll see its flaws.

Carson: Is anyone paying attention to the implications of lost classes with fewer faculty. If we have roughly 60 faculty terminated, that's 240 classes per semester and 480 classes per year that we will be short. Is this being figured into the calculations?

Larsson: This is the reason we are targeting programs with low enrollments (the a departments) and those that maximize credit generation (the c departments). We will have to see how we come out with the b's. There will be a shifting of categories. That is a working supposition. What the data do or don't say. The data aren't perfect. There ought to be better ways, but given the time we have, this is the best we can do. People have brought in better data. If you read the thing about Board of Trustees' testimonies. The conversation turned to computer science students. They are not signing up for computer services and this is a national trend. The jobs are elsewhere; many are in Asia.

Nickerson: This is the hidden message of not doing across-the-board cuts. Targeted cuts get rid of programs you don't want. Across-the-board cuts lead to downward spiral.

Larsson: Something else that will be clarified. Some deans have been paying close attention to enrollment and costs. Others have not. That's reflected to see in the decisions

Severns: It hasn't been discussed much but one year from now our banded tuition will help us. As long as we have enough sections, our income will hold up better than those without banded tuition. A number of people are going to be pushed into summer school.

Grabowska: I agree about the band at 16 credits. Anything less is money to the school. With 18 credits students get a deal but not many can do that.

Larsson: Just on the roster issue alone. First step, go through the programs and revision, what looks like a program or not? What types of issue does that raise for other programs? See where we need to go with anomalies. Tied to that, clarify who should be double rostered based on what they are doing now and what they did in the past. All of this needs to be done by the early next week so we can get that down by Wednesday. I'll be at the IFO Board on Thursday and Friday. We can find for time the responses before the next meet and confer.

Meeting went into Executive Session

Larsson: Is there anything further to say about the rosters?

Lewis: How do you want us to interact with you and Jim? We want to keep you in the loop, as leaders. You will have more say with the Provost. Would you like for us to talk with you before we send responses in? My department is not happy about these rosters.

Larsson: There are two parts. When the departments were sending in the first wave I did ask if you would copy me so I would know what you are doing. I'm not sure if everyone did that but it

barbara carson 3/4/10 11:07 AM

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is better to have the IFO informed than not. We are working on the official FA response so alerting me or Jim would be helpful. We will bring it back to the Executive Committee before the next meet and confer to make sure we are all on the same page. If departments want to copy us on their communication with the administration, we would appreciate it.

b. BESI's

Severns/Nickerson moved to support a second round of BESI's.

Larsson: Discussion? Is it understood that this includes the willingness to pursue an MOA so that the October, 2009 deadline is suspended?

Severns: That was the spirit of the motion.

McCullough: What do you mean?

Larsson: People who have passed the previous deadline. If they want to retire this year, they still can.

Motion passed.

Larsson: Since some have to leave quickly, does anyone have a particular issue to bring up?

Severns: We have \$2,700 in the account.

Larsson: Something to remember is that if we lose faculty we lose IFO dues. That means our campus loses support money as well.

Nickerson: The next shoe drops next Wednesday. People want to know who gets cut.

Larsson: The cut parts have looser deadlines. They need to bring that to meet and confer on March 25th. We have a pre-discussion period until that and then a 10 days period after that.

There is likely to be much flux. There may be more interest in BESI's. Departments may move into the 2a category. What it does it all mean? We will see what happens.

Grabowska: They are going to use FTE's instead of identifying people by name but people will know long before they receive official notice before next fall. We are actively discussing retraining and alternatives.

Larsson: The retrenchment article provides that the system will provide out-placement services for retrenched faculty. Last year a company from Bloomington, Career Partners, Inc. (owned by one of our own MBA graduates) did a presentation but didn't know anything about high education. Lori Lamb said they now have two consultants from higher ed. One from St. Thomas and one is from the California State Systems. What is the process? We should start planning this.

Grabowska: The Contract says that adjuncts and fixed terms go without priority. The next list is probationary and that is all it says. It doesn't say last hired. Administration has been explicit on this.

Corley: It would nice to put this in our formal response to the rosters.

Grabowska: That may be where we file grievances.

Carson: Faculty won't all agree with this.

Larsson: That is the down side of seniority. There are always winners and losers. Which way does the money slide?

Liebendorfer: If the administration is not going say people right away, how and when will they identify people?

Grabowska: Probably in May.

Larsson: Faculty could decide to take a BESI, that might save somebody down the road. The first announcement might spur some creative thinking from departments.

Ron: As a non faculty member I experienced layoffs. It is incredible. The position is what is eliminated, not the name of a person.

Larsson: We saw that happening with MUSAF, high profile individuals relieved from their office but they had the right to bump others out.

Grabowska: I can't be specific but the administration is committed to letting people know as soon as they can by name, so they can make plans. One other piece of information, what about coaches? Issue of coaches is one of divisions. They are not in Academic Affairs but in Finance and Administration, under a different Vice President. We have been having discussions in regard to coaches; they participate in some Academic Affairs. But we have had discussion with Provost about coaches, especially as they touch academic affairs. This is a discussion they are going to have been between vice presidents, different mandates to budget cuts. They are in a different budget line.

Larsson: Coaches are on fixed term contracts. Depending on contracts, they have to be let go at the end of the contract. There is more flexibility there than with tenured faculty.

McCullough: To go back to possible contention about seniority rosters, I understand when there are rosters changed. But, is it your understanding that the IFO position that once things have been resolved, that last hired fired doesn't work with that context as well. As I read the Contract, whatever roster you are on at time of retrenchment, the person with the most seniority is retained.

Grabowska: Retrenchment starts at the bottom. All of those with zeros in the roster, are all zeros.

McCullough: There is no hierarchy?

Grabowska: When they receive tenure the hierarchy is taken into consideration

Larsson: There will be clarifications. Does probationary status mean that people can go in random order? This may have to be resolved through court and arbitration and it could be years before it is resolved.

Severns: There is a real question of last time, when there was retrenchment prior to the creation of the IFO. Whether or not what happened then applies to us, nobody agrees.

Larsson: Tomorrow I will send message to department chairs. Get your comments to me and to your department. And let them know we have endorsed another round of BESIs.

Meeting ended with loss of quorum. 5:21 p.m. Meeting Closed