

EXECUTIVE COMMITTEE

Thursday, March 29, 2012

3:00 p.m. – 5:00 p.m.

CSU 204

APPROVED MINUTES

In attendance: Mary Visser (FA Vice President), Daniel Swart, Paul Hustoles, Barbara Carson, Kelly Krumwiede, Dick Liebendorfer, John Seymour, Becky Schwartzkopf, Gregg Marg, Kevin Parsneau, Danae Quirk Dorr, Diane Witt, Queen Booker, Nancy Fitzsimons, Miriam Porter, Kirsti Cole, Ron Nickerson, Donna Brauer.

Meeting called to order at 3:08 PM

1. Minutes of previous meeting (Unapproved Minutes –February 23, 2012)

Hustoles/Carson: Motion to Approve: Passed

2. Call for Additional Items/ Reordering of Agenda

3. VP Finance & Administration Rick Straka (Budget) (Time Certain 3:00 p.m. – 3:10 p.m.) – The economic forecast is really looking good as of now. The good news is that we are going to be able to add significant monies back to the base budget. This is after we've set aside 2.5% for compensation increases. If no across the board increases materialize, we would be approximately \$2.1 million ahead. We are putting back \$6 million into academic affairs; we should see a significant number of searches for next year. How can this money materialize? The legislature didn't use all expense cuts, so our cut was only 3.6%. Plus, we've had significant credit hour increases. There should be some additional one-time money next year, because we won't be able to spend our entire surplus next year on new faculty.

(Question): What are the projections for next fall? (Straka): As far as admissions, we are still up. One of the things we look at is residential life, which is a little bit down right now. It will probably increase a bit yet. We'll know a lot more when we get to orientation.

(Question): If there is anything we can do (at state level or etc.) to have MnSCU come to a more realistic understanding of service contracts, etc? (Straka): What would really be helpful with me (and thanks to the CSET people) would be to have these issues forwarded to me.

(Question): At our state IFO board meeting, I asked what they thought about the changes to the understanding of service contracts, and a lot of campuses faculty don't even know about it.

(Straka): One of my concerns is that we are trying to do it the "right" way, but some other campuses may not be doing it the "right" way.

(Question): Is anyone negotiating with the attorneys? (Straka): We are trying that. This has put a huge workload on the people in my office.

(Question): If there is anything that the FA can do to support you on this, let us know. (Straka): If we can go forward united under specifics, I think we can make a good argument. I think we can make some things happen. There are still a lot of politics at the St. Paul level about who is more important.

4. IFO Presidential Candidate – Nancy Black – (Time Certain – 3:15 p.m. – 3:45 p.m.) – I was IFO president from 04-08. I have many concerns only a few of which I will address. One concern is that we used to be respected when we said you were a University Professor. We've had extraordinarily bad press, and a lot of it simply isn't true. Many Legislatures say we only work 9 hours a week, etc. The other is the rise in cost of tuition. We get most of our money from tuition, but \$870 billion in student debt is important to think about. One of the ramifications is that they don't have the freedom to be innovative entrepreneurs; they wouldn't have the time to think about it.

We have about 4000 faculty in the universities; we only have about 2200 union members. That is pretty scary. We have to renew our efforts to get members, and get them engaged in the process. I don't know how many of you have directly benefitted from the IFO, but that is why I got into the IFO. I feel very strongly that the union benefits all of us. Those who are fair share still get the pay increases. I feel very confident about our staff and the hard work they do.

(Question): You've talked about having more voices, especially people of color. There is a difference between being tenure track and not. Most people of color are contingent faculty and not tenure track. It is very difficult to be active or comfortable if you're contingent. How do we convert people from contingent to tenure track faculty (not necessarily people of color)?

(Black): I started as contingent faculty. The first thing we need is data. If this is in fact true, then we can work from there. In terms of the contingent faculty, it is tough because sometimes people who are contingent are just so happy to have the job that they don't want to rock the boat. We need to argue that if you're good enough to teach for us, we should be able to hire you as tenure track.

5. Negotiations Update – Donna Brauer (Time Certain – 3:50 p.m. – 4:00 p.m.) – We have made progress with language. We haven't make any headway with numbers because the healthcare benefits have not been decided yet. That will probably start late summer. I think the negotiators have made it known that we are expecting increases of about 2%. The Chancellor has said he understands that our salaries are abysmal. Meanwhile, we have been chipping away with troubling language issues in the contract. Some of the biggest ones are yet to come; we haven't brought them up yet because we don't want the other side to know what we're thinking. We are hoping the contract will be done in the fall.

(Question): Do you have any idea what this new allocation model the chancellor is talking about? (Brauer): No. We have no idea. Apparently, there have been several meetings between the Chancellor at the University Presidents on this new model, but we don't know what it is. The anticipated date for leaking out this new model would be in June.

(Question): One of the things Straka keeps saying about us is that we are in a better position. Does this hurt the other campuses to fight for a raise? (Brauer): The Presidents and CFO's at those other campuses will just have to figure it out. But we really do have a different situation.

(Question): With the two IFO Presidential hopefuls, to what extent does the campus the President hails from impact the effectiveness of the IFO president to help the other campuses?

(Brauer): I'm familiar with Black's time as President, but I think each President says that they want to leave behind the baggage from their campus because they need to represent all campuses. I think that some people are better at that than others. What I think is most important is how long they've been involved in the IFO. I would look at breadth of experience when looking at the candidates. (Hustoles): It struck me the same way (Metro is so different and St.

Cloud has so many problems). The IFO board is a very vocal group; the President cannot but be swayed by the board.

(Question): At the next Meet and Confer, could we talk about how much money is going to instruction versus

“other” on this campus? Can we figure out how many courses were taught by adjuncts?

(Visser): I will add that to our Tuesday meeting agenda.

6. FACULTY ASSOCIATION – STILL NEEDED – Spring 2012

- a. College of Business Needs Representation:
 - (1) Extended Learning – Business (1 year replacement needed for Brenda Flannery)
 - (2) Rep on LTR 1 Year Replacement –
 - (3) UCAP for Spring, 2012
 - (4) Faculty Working Group
- b. Library/Unaffiliated Needs Representation on the following FA Committee:
 - (1) General Education & Diversity Replacement for Spring
- c. College of Education Needs Representation on the following FA Committees:
 - (1) Faculty Development Committee Replacement – Education
 - (2) Faculty Working Group
- d. Faculty Working Group (Charge: To carry on some of the work that Advising Task Force established) (Still Needed from– A&H, AH&N, SBS)

7. STATE IFO/MNSUC COMMITTEES APPOINTMENTS

8. FACULTY ASSOCIATION APPOINTMENTS TO BE CONFIRMED/SELECTED

- a. Communication Board (Reporter) – Kellian Clink

Hustoles/Nickerson: Move to Confirm Clink: Passed.

9. Discussion Items/Action Items

a. MnSCU Cip codes – Queen Booker and Ron Nickerson – (Nickerson): When we built the CDS system, we historically separated our programs by 8 digit Cip codes. Last fall, MnSCU decided to drop the last 2 digits of the Cip codes. Without the last two digits, the CDS didn't know where to find anything. What we want to talk about today is that we've had less than adequate help from ITS to get through this situation. The next step is to ask for some assistance from the organization to get ITS to help us convert this information. We are at the point where we need some more push, because things just aren't getting done. We need to have a conversation with Ed Clark about getting more timely help with the CDS system. (Booker): One of the programmer mentioned they were going to rewrite the entire system during the summer when faculty aren't around. This is a bad idea. (Nickerson): The other issue is that we also have some computerized online assessment being suggested to be built by Lynn Ackey.

(Question): Perhaps we need more than one group advocating because this issue would affect the Graduate committee. As we move forward, the Graduate committee needs to be at the table. There needs to be better communication. (Nickerson): I agree that graduate committee needs to be involved.

1. Cultural Challenge Meetings – One of the things that is being debated is whether international travel counts. We were very clear that students might have international travel course without faculty guidance, dialog, etc. International Studies argued that any travel should count.

2. Recommendations from the Writing Task Force to create a campus-wide Writing Committee and a 50% Writing Director in Faculty Development Center – (Booker): We need to have a call for members if this is going to move forward. (Nickerson): This is one of the steps to separating writing intensive requirements from general education. We want to make sure the writing committee is intact as we move forward. We also want to get the writing director position started.

Carson/ Hustoles: Motion to use the charge in the recommendation and to request members for the committee: Passed

b. Contracts (Marg)

c. Recent changes in how Contracts are handled at the University (Carson)

d. “Post Hearing” Parking Advisory Committee Recommendations (Handout)

(Question): The email about these hearings came out only 3 days before the dates. There needs to be a little more lead time given between announcing a public hearing and holding the hearing. What is a privilege of parking? Is there really a privilege? How much are we paying for the cost of repairing the lots? There are others that use these lots, why don't they pay? (Nickerson): My feeling is that the timing of these increases is just poor. We haven't had a pay increase, but we are going to have a 16% increase in parking fees. We are subsidizing others use of the parking lots. (Visser): We should put it on the Meet and Confer.

e. FA Retreat + Luncheon with Administration? - Do you want to do for this Fall 2012?? (2011 Cost \$1,045.85)

Marg/Nickerson: Motion to fund Luncheon: Passed

10. Meet & Confer Agenda Items — Thursday, April 05, 2012, 3:00 p.m. – CSU 284abc (FA Chair/AD Agenda)

11. Informational Items

a. IFO Presidential Candidate Mark Jaede – Wednesday, April 4 from 10:00 – 11:00 – Meet & Greet Faculty Association Conference Room – MH 240B&C – Ron Nickerson 9:45 – 11:00; Queen Booker 10:50 – 12:00; Lynnette Engeswick 11:50 – 1:00

b. Next FA Executive – Thursday, April 19, 2012 @3:00 p.m. – CSU 204 (Last until Fall)

c. FA/AD Meet & Confer – Thursday April 26 @ 1:00 p.m. – CSU 238

12. Faculty Association Committee Chair & IFO Standing Committee Reports

a. Assessment & Evaluation (Kirsti Cole) *Assessment and Evaluation is gearing up to work with those individuals and groups who were awarded one-time funding, and we are already reviewing several assessment plans. We hope to be finished (as close as possible) with our feedback by April 6th. The Institutional Effectiveness subgroup is working on identifying*

peer and aspirant institutions, and our Student Learning subgroup is working with the Council of Deans to identifying strategies for dealing with annual program review more effectively.

b. Budget (Ellen Mrja)

c. Extended Learning (Danae Quirk Dorr) *There is a Professional Development Grant Opportunity for Faculty - Online and Distance Learning. The College of Extended Learning is awarding a maximum of 10 grants in the amount of \$1500.00 each to support faculty to participate in a conference, workshop, or conduct research related to online or distance learning. The deadline for proposal submissions is Tuesday April 10th.*

d. Faculty Development (Diane Witt) *The Faculty Development Committee has scheduled the Tenure and Promotion Workshop for Friday April 6th from 1-4 pm in MH 206. Breakout sessions focusing on 1) Tenure and Promotion to Associate Professor and 2) Promotion to Full Professor will be held from 3-4 pm. We welcome all faculty members to this workshop.*

e. Faculty Improvement & Sabbatical (Emily Stark) *"No current updates; the committee will soon be reviewing the spring round of FIG grants."*

f. General Education & Diversity (Queen Booker)

g. Graduate (Nancy Fitzsimons) *The last meeting of the Graduate Committee is on April 4. The Committee will be doing the final review of graduate program and course proposals. Any proposals received after April 3 (Graduate Committee deadline) will not be reviewed this academic year. The faculty are reviewing a revised Graduate Faculty Status policy and procedure. The results of the Graduate Research Conference Survey is in the process of being drafted into a summary report. The incoming faculty chair for the Graduate Committee will be elected at the April meeting. The Graduate Committee charge has been revised. The final version will be available after a determination has been made regarding changing the Graduate Committee name to: Graduate Curriculum and Academic Policy (GCAP) Committee. The name change is on the FA ballot as an amendment to the MSU, Mankato FA Constitution.*

h. Planning (Mirian Porter) *The Planning M&C met on March 22,2012 . It was discussed that 31 One-Time Non-Base Investment proposals are moving forward. Elements for evaluation of new academic programs for base investment were also briefly discussed. The process for evaluating RFP's for the Aviation contract was reviewed. In addition, a list of University Centers was reviewed with discussion for the need for more information such as the mission/function of the centers, costs, etc. Lastly, a process to move forward on the on the Strategic Priorities was set into action with subcommittees identified for each Priority to review its objectives.*

i. Research (Hans-Peter DeRuiter) *In addition to reviewing Research Grant applications, the Faculty Research Committee began exploring online tools (such as D2L and surveymonkey) as a part of the decision making process to make the committee activities more efficient. Many committee members found that this electronic conversion provides convenience for accessing and storing the committee material. In addition, the new process saves our faculty members' time and natural resources. For example, an applicant for a Faculty Research Grant (FRG) previously submitted twelve copies of his/her application package to the Office of Research and Sponsored Program (RASP) for review, but an applicant now needs to submit only one copy of the package. The use of a computer-aided evaluation process for research proposals, using the surveymonkey, is expected to*

provide anonymity for evaluators, well-organized feedback for FRG applicants, and efficient, errorless data transition from the grant evaluation form to a statistical analysis tool, SPSS. The electronic data collected for the evaluation process will be saved in a database for future mining. In summary we believe that these changes will not only save resources but also allow us to offer our colleagues more complete feedback.

j. UCAP (Ron Nickerson) *UCAP has completed its review of curriculum proposals for this year except for a handful of revisions or special circumstance proposals. Although the number and complexity of the proposals was not large as last year, we still reviewed nearly 350 proposals from across campus. The sub-meet continues to work on formal review of some policy changes, but most of those have been completed as well. We have finalized language for the 2012 – 2013 bulletin with General Education and Diversity and Academic Affairs separating the Writing Intensive requirement from General Education. The basic requirement will be for students to complete two Writing Intensive courses. They may be either lower-division or upper-division. In keeping with past practice, there will be transition language from the old system to the new system so that students will be held harmless in the shift. Further implementation of the Writing Task Force's recommendations will require discussion and/ or action next year. We encourage departments to submit proposals for additional Writing Intensive courses, particularly upper-division courses next year.*

k. Unit Representation - AH&N – Kelly Krumwiede; A&H- Dick Liebendorfer; Bus-Georgia Holmes; Educ- John Seymour; Lib/Unaf- Becky Schwartzkopf; SET-Gregg Marg; SBS- Kevin Parsneau

l. State IFO Representatives (Paul Hustoles; Angela Monson; Barbara Carson)

m. Other FA/IFO Committee Rep. Updates

1. IFO Academic Affairs – Penny Knoblich - *We did not meet yet this month, so I have nothing to report.*

2. IFO Negotiations – Donna Brauer -

3. IFO Multi-Culture – Maurella Cunningham –

4. IFO GRC – Abdalla Battah -

4. IFO GRC - Martin Mitchell -

5. IFO GLBTA – Maria Bevacqua - *The GLBTA Issues committee continued its support of the statewide Campus Climate Study. The committee's resolution to include transgender-related medical coverage in coalition bargaining passed the 2012 Delegate Assembly unanimously. The GLBTA Issues committee renewed its opposition to the upcoming marriage amendment before Minnesota voters. The IFO remains opposed to this amendment as well.*

6. IFO Salary Equity – Ihsuan Li - *Nothing to report. The salary equity committee has not met since the last cancelled meeting (2/27/12). The next meeting is scheduled for 4/9/2012.*

7. IFO Feminist Issues – Annelies Hagemester - *This past year the Feminist Issues Committee (FIC) met three times and continued to examine a range of gender equity issues across the seven 4-year campuses in MnSCU. In 2010, the FIC joined other IFO equity committees and helped to sponsor a campus climate study. The first phase of this study is complete and being discussed by the various equity committees to help the PI's structure a larger, system-wide online survey on campus climate and equity issues. We again to sponsored a IFO Presidential candidate forum at the IFO Delegate Assembly. The FIC*

members audited their campuses regarding the access of lactation facilities. MSU Mankato faired the best in this audit with the best room and good promotion. But, we will increase information about this over the year. The FIC again requested that the Negotiation Team consider improvement of parental leave and forwarded such resolutions to the IFO Delegate Assembly. Finally, the FIC continued its tradition of recognizing outstanding projects and service to women and around gender equity in the IFO and across the seven campuses.

Finally, I, along with Maria Bevacqua who is the MSU Campus rep to the GLBTA Issues Committee, respectfully request that the MSU Mankato FA establish one or more equity issues committees on our campus that are parallel to the FIC, GLBTA, and MIC Committees at the state IFO level. We currently have not established this group or groups on our campus as we have been directed to do by the state IFO and as is happening on other campuses.

8. IFO Action Chair – Leah Rogne –

13. Officer's Reports

- a. Vice President/Grievance Officer (Mary Visser)
- b. Treasurers Report (Lynnette Engeswick)
- c. President's Report (Jim Grabowska) – (At Conference)

Meeting Adjourned at 4:53 PM

Respectfully submitted,

Daniel J. Swart
FA Secretary