

Executive Committee Meeting
Thursday, April 1, 2010
3:00 p.m.
CSU 238
APPROVED MINUTES

Meeting called to order at 3:05 by FA Vice President, Jim Grabowska

In attendance: FA Vice President Jim Grabowska, Mary Visser, Chris Corley, Roger Severns, Jean Haar, Lynnette Engeswick, Dick Liebendorfer, Andy Johnson, Becky Schwartzkopf, Dan Toma, Jeff Bumgarner, Mary Bliesmer, Roland Nord, Steve Gilbert, Jackie Lewis, Mark McCullough, Ron Nickerson, and Barbara Carson (recorder).

1. Minutes of March 4, 2010 – Severns/Schwartzkopf move to approve minutes. Motion passes.

3. Officers report:

a. President's Report – Grabowska: Did everyone receive Don's written report (see Attachment A)? Okay then there is one other issue. Donna Blom left today for family reasons and may be gone for several weeks.

The Assistant VP of Undergraduate studies report may be out soon. The administration is less confident about other positions. Allied Health was a failed search, right?

Nickerson: They are looking for an interim. It was a bad pool.

Severns: Dean of the College of Business appears to be a failed search as well.

Carson: I have heard from colleagues at other universities that part of the reason for our frequent failed deans' searches is because they are untenured positions.

Corley: This has been brought up at Delegate Assembly but it doesn't go anywhere.

Severns: We have tried to offer tenure to Deans as a bargaining item but MnSCU doesn't seem to be interested.

Grabowska: They seem to want people at will. We had an exception to this with Karen Boubel.

Liebendorfer: I think that is typical for Deans to have tenure at many other schools.

Corley: In 2002, Moorehead proposed this but it was shot down and proposed again later on. I've heard it proposed more than once.

Grabowska: We have another one coming up. Maybe it will get mentioned again.

Another piece is in regard to early notification for layoffs for next year. The administration said they are prepared to go ahead & make early announcements if that is something that we think will be beneficial. Part of the discussion is that openings at other schools don't coincide with our schedule. It might help faculty to apply for other jobs if they know early. If you have opinions on this matter, forward them to Don so we can respond to the administration. Individual names wouldn't be mentioned but the individual would know.

b. Vice President/Grievance Officer - Grabowska: Nothing out there at this time

c. Treasurer - Visser: We have about \$2,000 in our account. The spring ice cream social is later in the agenda and the fall retreat.

2. Call for additional items – Grabowska: I forgot this earlier. I have an additional item for 7J, the academic redesign fund to evaluate things, I'll elaborate later.

Severns: Under new business, I have an item regarding differential tuition.

Grabowska: Let's put it under discussion items under 8H

Corley: I have an item for 8i; to bring back the issue of the composition of the Honors Council from the last Meet and Confer.

Nickerson: Writing task force that Kellian talked about us a while ago, we need to put out a call.

Grabowska: Any other additions?

4. IFO/MnSCU Opening for State IFO Considerations.

a. Students First Initiative Work Groups (MnSCU) (3 Needed for each for the 7 Universities)

1. Single Application

2. Single Registration

3. Single Bill/Payment

5. Shared Services

b. MnSCU On-line Academic Services Committee (1 Repr. needed from 4 campuses)

c. MnSCU Academic & Student Affairs Policy Council (1 Rep. needed from 7 campuses - 2 year term)

d. Intellectual Property and Copyright Policy and Procedure Committee (2 Reprs. Needed from 7 campuses – 2 year term)

Grabowska: You can see that a number of different groups need people. We'll put a call out for these.

5. State IFO Representation from MSU, Mankato – Grabowska: I don't have anything on this one.

Severns: We usually have more slots than we have people so if you know anyone who would like to go, let us know.

Grabowska: There was an announcement about an anti-racism workshop that was Friday Morning. Roger is attending that.

Corley: Don and I are also attending.

6. Faculty Association New Appointments – spring 2010

a. President's Commission on Diversity Replacement for Spring 2010. *Haar/Engeswick move to nominate Anne Dahlman, Severns/Liebendorfer move to nominate Mike Fagin. Dahlman is elected.*

b. Dean of Diversity Search Committee: *Nickerson/ Carson move to nominate Sherrise Truesdale-Moore, motion passed.*

c. UCAP Set replacement for Angie Bomier: *Nickerson/Schwartzkopf move to nominate Andrew Roberts. Motion passed*

d. CESR reappointment for one year Steve Bohnenblust – for a year-by-year position. *Motion to re-nominate Steve Bohnenblust. Motion passes.*

7. **FACULTY ASSOCIATION/IFO APPOINTMENTS – STILL NEEDED – Spring 2010**
 - a. **FA Planning Committee Replacement COE Spring 2010 –**
 - b. **COB– Assessment & Evaluation (1 Year Term) –**
 - c. **SET - Faculty Development (2 Year Term)**
 - d. **FA Graduate Committee Replacement Lib/Unaf Spring 2010**
 - e. **University Policy Consultation & Approval Committee – Spring 2010 Replacement for Paul Hustoles**
 - f. **Strategic Priorities (FA Co-Chair Appointments Needed)**
 1. **Quality & Excellence (Avra Johnson – Co-Chair)**
 2. **Campus of the Future (Straka)**

Grabowska: It would be good to fill these, even though there is much fatigue on campus. We would be happy to recommend people.

8. Discussion Items/ Action Items

a. **FA Budget Expense items:** for Spring 2010, Fall 2010-02-10

1. **Spring Ice Cream Social** –Visser: Do we want to do this, is it a good idea?

Severns: In difficult times we need time to get together and socialize without dwelling on unpleasant events.

Carson: We might consider coordinating this with the H20 program.

Visser: I'll follow through and send an e-mail to the group. Are we in agreement we want to pursue this in a cost effect measure? Okay.

2. **FA fall retreat:** Grabowska: There are two allocations. What should we do?

Haar: Let's extend an invitation to the entire group. It's relatively cheap.

Grabowska: Then we will invest in \$441.75

Schwartzkopf: In regard to the fall event, would it be cheaper if it were a brunch or would that affect the schedule? We get there early, could there be a break for the meal?

Visser: I don't know, Donna got these numbers. Would you recommend a brunch over a lunch?

Schwartzkopf: At some point there is a separation of people and then groups come back together.

Grabowska: Yes, historically groups meet separately and then committee members are excused

Schwartzkopf: That might be a good time to serve a meal.

Severns: Lunch seems to work well if you want the administrators there.

Nickerson: Historically we have asked them to stay, most do not.

Visser: I will be happy to look at what this is and I'll e-mail the cost and listen to suggestions

Severns: This isn't until next fall.

3. **New Faculty Buffet - \$282.63**

4. **FA General meeting (\$165.11 (note: not applied for spring 2010))**

Grabowska: Comments about 3 or 4?

Nickerson: 3 is important; it's the lifeblood. It doesn't have to be a buffet but gets new faculty exposed to our existence. Nobody tossed their cookies over not having cookies. People survived in the spring, we don't need to do it in the fall. But we need to do something for new faculty.

Grabowska: The more we do to encourage new faculty the better.

Corley: When I taught elsewhere, new faculty from several schools came for wine and cheese. We may not have new faculty, but maybe we should think about inviting Gus Davis and SCCT faculty at a museum or a nice place.

Grabowska: That's an interesting topic. We can put it on the agenda for the next meeting. We can find out how many positions are being offered.

Corley: I'll investigate something. I've been thinking about this for several years.

Johnson: A lot of people come in and don't realize the benefits of the union. Some come in and are anti-union. Maybe we need a brochure.

Grabowska: That exists. Don did that and made it more meaningful. Nevertheless, doing PR is important.

Johnson: Some people are anti-union.

Grabowska: The AD is asking about divorcing athletics from the union, again. That affects membership. Following Ron's suggestion, what do we want to do in the fall?

Mary: If it is in Ostrander, people can get what they want before the meeting starts.

Grabowska: Is that okay?

b. Administrator Evaluation for AY 2010 (Survey Monkey – IFO has a 1 year license)

Grabowska: Administrator survey, with Donna gone this is going to be difficult to orchestrate.

Carson: I checked and Steve Bohnenblust knows how to do this. If we use just a paper copy, I can help with this. I teach a graduate course in survey methods.

Grabowska: I'll contact Steve and ask for Barb's help if necessary. That will be done soon Spring FA elections going on now. We are running out of people to count votes. The state IFO election is on the 13th and all ballots have to be back by then. Campus election is on the 9th.

Corley: That is during Delegate Assembly.

Nickerson: Usually Gregg Marg gets people together to count the ballots.

Grabowska: But several members are gone. We need bodies. We would probably count on Monday, April 12th at 3:00.

Engeswick: I can help

Lewis: So can I.

Nickerson: Me, too.

7j. Academic Redesign Fund – Grabowska: Sorry for being out of order on this item. There is an academic redesign fund, in collaboration with CETL, where \$50,000 is allocated to assist departments for redesign. They need a committee to send it out. They would like to send it out tomorrow.

Nickerson: It strikes me odd that no one from the curriculum committees are being solicited for members. We might want someone from gen ed.

Grabowska: I believe it is focusing on content delivery in other venues. SBS already rents the movie theatre. Others might be interested in adapting a class for that place. It is not content related.

Engeswick: It is about departments restructuring?

Grabowska: More about delivery, I believe. Everyone is being asked to increase their capacities.

Haar: How many people do they need?

Nickerson: What about extended learning? This is an odd request.

Grabowska: Extended learning isn't a part of academic affairs.

Lewis: Would it be appropriate for evaluation and assessment?

Severns: In principle this is a good idea but it is being put together at the end of the semester and I'm not sure everyone knows what is going on. Having a couple of good faculty members to keep an eye on it is a good idea. Perhaps even to chair it. It is something can be worthwhile if it is run well.. If they want to have proposals to deans by the 16th, an announcement needs to get out Monday.

Grabowska: They could make the announcement tomorrow.

Haar: Why do they want the group in place before they make the announcement?

Grabowska: I am not sure.

Haar: Couldn't they say what the group is supposed to do?

Grabowska: They want faculty to work on the allocation.

Bleismer: How many faculty?

Grabowska: Well, there will be members from Academic Affairs, CETL, and FA's Assessment and Planning. Do we want people from Planning and Assessment?

Lewis: What do I tell my committee when we send the call out? We were told it is going to be run by CETL. Does the committee make guidelines or implement guidelines?

Grabowska: Guidelines are already done.

Schwartzkopf: That should be in the announcement.

Grabowska: (reads draft- see attachment B).

Nickerson: How can someone see these as non-curricular? Can we send this back and say we are going to send representatives from planning and assessment? Let us figure out from the faculty association. It ties our hands. Nothing against planning and assessment, Jackie would be a good person for it. But it needs to be broader than planning and assessment.

Grabowska: We can advocate for a faculty chair, we want to the number and who is represented.

Nickerson: Ross is faculty.

Schwartzkopf: He was not selected by FA. We should pick the chair.

Grabowska: When will we get names to them?

Bliesmer: Can we already pick and then ask people if they are willing?

Lewis: There are several people who would be interested.

Grabowska: From UCAP or from Gen Ed. We need units instead of names, Planning?

Haar: Someone from a graduate program might be good.

Nickerson: And Extended Learning.

Lynette: Study Abroad, it will no longer be funded under Extended Learning. This is a challenge for many departments. Funding will be a challenge.

Jeff: I have a concern, are we getting too many people? We want this group to be able to function.

Haar: Are we to have 3 faculty, as usual?

Grabowska: There isn't a usual.

Nickerson: We could have 3 besides Stewart. We could have someone from curriculum, planning and budgeting. That's what we are saying?

Lynette: We need a diverse group

Nickerson: We need people who have expertise or background. It doesn't have to be people from submeets necessarily.

Grabowska: We could put a call out to get names to them soon.

Lewis: Planning, Budget, and Assessment?

Roland: You think we are going to have an excess of candidates? I think we just put it out to all groups, even extended learning.

Bliesmer: Since the guidelines are already set, the work is limited.

Grabowska: I will ask Kim Krueger to mail information out tomorrow. I will tell her we are soliciting participation from our membership targeting the 3 plus extended learning. We anticipate having a response by next Wednesday.

Ron: If you put out a general call we may get people who aren't on one of the submeets.

Severns: We will have a response no later than the 12th.

Jeff: I don't know about extended learning. It may get them to prioritize online programs. I think the make-up as originally defined would be better.

Grabowska: Assessment, planning and budget?

Haar: I would support this.

McDonald: We are talking about faculty only.

Jeff: Okay, that clarifies and solves my concern.

Bleismer: You are going to contact those committees?

Grabowska: Yes.

Lewis: Is this a committee call or a general call?

Grawbowska: A general call.

Severns: Do a general call and call committee chairs to encourage members to apply

Grawbowska: Okay.

Bliesmer: Then we are going to vote by e-mail?

Grabowska: Yes. We will have FA call by the 12th.

8h. Differential Tuition Task Force - Severns: There are 3 on the faculty side and it hasn't gotten started yet. Lisa Baures and I met to see what we should do. We asked the administration to put some members on this so we could get started this semester. The administration needs to be asked who are their representatives?

8e Ad Hoc Advisory Group for Undergraduate Research, Scholarship and Creative Works:

Visser - This group has been supportive of the undergraduate research conference. We ask that our charge be extended for another year. We believe we can continue for one more year. *Severns/Nickerson move to extend their charge for another academic year. Motion passed.*

8d. Seniority rosters, BESIs, Budget, Matrix, Retrenchment – Visser: Another round is coming out, right?

Grabowska; That should be wrapped up by the 16th. Preliminary reports are that they got some. They have not revealed numbers.

Severns: Have you heard anything from the administration that if someone from a specific department accepts, that dept will get the credit? I haven't heard any comment on that.

Grabowska: I believe they are being treated as a BESI c's. They are not saying yes or no. They are looking for money wherever they can. They converted a BESI b to a BESI a in one department. They are open to discussions.

Baumgarner: Talking about early notification of retrenchment. Is there anything to what Olson said about the last meeting, a concern that they are following the contract?

Grabowska: They have changed their minds. The Provost and the director of HR agreed they would be willing to move that up to accommodate realities. They are amenable.

Visser: We are in process of losing a faculty member who believes he has been targeted. He wanted to negotiate without having a target on his back. I'm expressing this as a possible opinion. This was expressed vigorously.

Grabowska: The idea behind this is to give people assurance that this is going to happen. I continue to hear rumors that it is all fiction and it won't happen. That is not going to happen. We need to allow people a measure of assurance that this is real.

Severns: I know one person who is tenured and who is probably on the list and who is looking for a job right now. This person wants to be able to say that reason I'm looking for a job is because I expect to be cut.

Visser: People who are going to leave are probably in process right now and letters are not out. I don't want to cloud the decision but there are varying opinions.

Grabowska: Send all input to Don so we can arrive at the best, informed position.

Nickerson: The other piece is that if we are going to remove 80 faculty members we are also going to have to make some curricular changes and we need to know that as quickly as possible. We need to warn incoming students. I know they are talking about what is closing next year. The sooner we can get that information out, the better. We also have to think about the programs and the students, besides people losing their job. We need to keep the university moving things forward.

Severns: I absolutely agree with Ron. Next year there will be a second shoe drop. For example, Economics, they aren't going to be able to handle 1500 seats for statistics so what is Business going to do in revising their curriculum? That's going to land in curriculum committee's lap. Anything we can do to thin that out now is to our advantage.

Nickerson: We also are going to be facing the 120 credit conversion. We've done some but the hard ones are still out there. Next year is going to be a tough year for curriculum. The earlier we can get things done the better. Some departments haven't started to do curricular stuff yet.

Corley: Some departments are letting the metrics guide planning. For example, some are dropping writing intensive courses.

Carson: Will there be more cuts in the future?

Grabowska; They did what they did as the worst case scenario, anticipating the second biennial economic report.

Bliesmer: The Provost reiterated this in the newspaper. He says it is for the 10 million that they are planning for.

Carson: But what about the next biennium? They have mentioned the cuts in enrollment due to the decrease of high school seniors. Will there be cuts from this as well?

Haar: The Provost inferred that at the chairs' meetings.

Grabowska; I'll ask him directly. Anything else?

8i. Honors Council - Corley: The proposal for the Honors Council went through the FA and then the Meet and Confer. The administration has asked us to increase membership by: one MSUAASF representative and one non-voting from Residential life. I've included a UCAP member so there is more a direct communication. I would like to bring that to you.

Severns/Nickerson move to approve the changes. Motion passed.

Grabowska: Donna asked for an April 8 reply by those interested in the Honors Council.

8j. Student Writing Task Force - Nickerson: A couple of months ago, Kellian talked about a task force on student writing. We agreed to create that but we haven't done a call. Can we get the call out for starting next year?

Haar: That was in the fall?

Severns: That may increase in importance if departments are cutting writing intensive sections.

Nickerson: McSCU doesn't like writing to be in gen ed. because it is not in the transfer curriculum. We are trying to get Gen Ed and UCAP together for how we package that

Liebendorfer: There are other things as well?

Nickerson: It is more so with writing because it is in the communication category.

Gilbert: Kim Contag has some clever ideas that will be discussed on Tuesday.

Liebendorfer: If it wasn't in communication it would be okay

Gilbert: It could be a graduation requirement and not a gen ed requirement. That may fix it

Corley: I hope you guys push to keep the w's

Haar: How does the task force get started? I'm concerned it will get lost again. If it isn't tied to something it gets lost. Can we identify someone to spear head this?

Nickerson: Jim and I can talk. Jean has a good point. Many things need an advocate. Kellian and I have been strong proponents.

9. Policies (Any further final responses to be sent to Malcolm O'Sullivan)

- 1. Expedited Review - (Starting Date February 5, 2010 - Ending *March 19, 2010* - 30 days excluding Spring Break)**
 - a. Academic Probation, Suspension & Reinstatement for Undergraduate Students (two copies, with and without markups)**
 - b. Awarding of Credit for International Baccalaureate**
- 2. Formal Review Policies –(Start Date February 5, 2010 – Ending Date *April 2, 2010* - 45 days excluding Spring Break)**
 - a. Maximum Credit Registration Limit**
 - b. Weapons & Firearms**
 - c. Crime Reporting Requirements**
 - d. English Placement**
 - e. University-provided Clothing**
 - f. Election & Campaign Guidelines for Employees**
 - g. Heating, Ventilation & Air-conditioning (HVAC)**
- 3. NEW Policies (Start Date February 5, 2010 – Ending Date *April 2, 2010* - 45 days excluding Spring Break)**
 - a. Minors on Campus**
 - b. Emergency Notification**
- 4. NEW Policy (Start Date February 11, 2010 – Ending Date *April 9, 2010*)**
 - a. Missing Residential Student**
- 5. Revisited Policy (Start Date February 11, 2010 – Ending Date *April 9, 2010*)**
 - a. Addressing Conflict of Significant Financial Interests as Related to Grants and Sponsored Programs**

10. CURRENT POLICIES presented for Elimination as University Policies (Start Date February 5, 2010 – Ending Date *April 2, 2010* - 45 days excluding Spring Break)

- a. AIDS**

- b. Election and Campaign Guidelines for Employees**
- b. Receiving & Delivery Services**
- c. Theft, Prohibitions Against**

Grabowska: Be sure to send all comments to Malcolm O’Sullivan. We’ve had some interesting e-mails and Malcolm needs to hear all viewpoints.

Severns: I said many of the same things as in those e-mails when my children were younger.

Corley: Paul’s interpretation is different from mine. There is much difference in interpretations.

Grabowska: We are seeking clarity so comments should be sent to O’Sullivan.

Corley: We dealing with a lot of items this semester and the deadline is soon.

Bliesmer: The deadline for this one is tomorrow. Paul was on the committee but with him gone we haven’t heard much about policy reviews.

Nickerson: Mike Bentley has been on for a while.

Grabowska: Policies tend to skate through us.

Nickerson: We rely on the submeets but on this issue there is not a submeet.

Corley: Is Leah’s concern sufficient that we ask for an extension? Is the policy not clear enough? I don’t know if it is possible.

Severns: We can ask. I commented on this when the policy period started and they made changes. I see it differently from how Paul sees it.

Grabowska: What do we want to do? Should I ask Malcolm for an extension?

Corley: Take the 3 e-mails. There are dramatically different interpretations.

Carson: The letters document that we do not have agreement on what the policy says. I agreed with Chris’s interpretation but obviously Paul and Leah do not.

Schwartzkopf: The burden is on them, not us.

Visser: Isn’t it the faculty that rewrites the policy?

Grabowska: There are multiple bargaining units at the table. Paul explained that other groups were asking why don’t they get the same treatment as faculty? It’s bigger than a faculty issue. I will forward the e-mails and ask Malcolm to look at the language to enhance clarity. Anything else on other policies?

Nord: There has to be some way of cleaning up some of the policies. Malcolm asked me about having a graduate student as an editor. Unfortunately many of our policies and procedures aren’t clean and aren’t well written. Having an editor who is responsible for conforming to standard conventions of English would really help. Maybe at some point we need to look at how these are generated. We have the same issue with our website. There is much that goes out without editorial review. It doesn’t reflect well on us. We don’t have anyone on campus that serves that purpose.

11. Meet & Confer Agenda Items –Thursday, April 15, 2010, @ 3:00 p.m., CSU 204 (AD Chair/ (FA Agenda)

I. Information Items

a. Reorder/Additions

b. FA President's Report (Don Larsson - Standing Item)

c. MSU President's Report (Richard Davenport - Standing Item)

d. VPAA's Report (Scott Olson - Standing Item)

1. Administrative Searches

e. Human Resources (Becky Barkmeier)

II. Discussion Items

- a. MnSCU/Legislative Relations Recurring Items (Standing Item)**
- b. Budget**
- c. Differential Tuition for Online Programs, Metro Area**
- d. Recurring Items (if needed)**

III. FA Discussion Items for M&C

- a. Enrollment Caps for Packaged Courses/Extended Learning Fuidelines (for Meet & Confer)**
- b. BESI Round 2**
- c. Application of BESI Round 1 and Round 2 savings overruns**
- d. Outplacement counseling for retrenched faculty and others**

Grabowska: Meet and confer agenda items: any thing missing or need to be added?

Carson: What is happening with Extended Learning?

Nord: We are having a terrible time getting information from the administration. They have a proposal with no details when the faculty committee met. So, it was brought to the submeet and the figures were brought up that morning. We did say we need to see this information ahead of time. They shouldn't be giving us the stuff and then asking for a discussion in five minutes. Consequently we haven't reached an agreement on differential tuition. We are at the point where Bob Hoffman is asking for a special meeting for the submeet so it can be brought to the meet and confer.

Engeswick: The Deans have these numbers. Ours passed them out to the chairs.

Severns: As I recall we got a two-page document the last time that had no numbers and we sent it back asking for more information. It sounds to me like they are trying to steamroll the subcommittees. That is not appropriate. Hoffman needs to get us information so we can make response.

Haar: I think we should be proactive. We should create a document to share about what we see as an appropriate process.

Johnson: Is that part of the thing that Hoffman wants, to hired adjuncts at 7700 France. We should be worried about this.

Severns: He seems to be pushing this through with as little discussion as possible.

Nord: They are very upfront about it. Extended Learning is to make money. Adjuncts are cheaper. The FA is that faculty should be teaching these as part of load. How can one advise students if you don't have faculty available?

Engeswick: The mix is substantially changing to go to more graduate educate up there. My question is how are if we are going to operate 7700 France. The consensus is that courses will be taught by adjunct. It's interesting that we are to have two graduate programs and the faculty here are in load but those up there teaching aren't

Carson: The University can't hire adjuncts when we are laying off faculty.

Severns: We need to bring this to the meet and confer.

Nickerson: Hoffman tried to make changes without going through curriculum committees. And he was offended by our response. But that is the way we are suppose to work.

Liebendorfer: What was that about?

Nickerson: He was pushing for an undergraduate degree in undergraduate business studies, working with people who are in the work force who many have AA but get credit for work experiences if they want to continue on.

Haar: Does Extended Learning have another meeting?

Nord: Yes, we met on Wednesday because we are supposed to work out a compromise. With differential tuition, there is no money coming back to departments. That went through meet and confer last spring. Their proposal to us has been to take half of the money after MnSCU gets their 5% cut. They claim it is to develop programs for the pilot project. They have a formula that no one can see how to divide. The numbers don't make sense. In one sense 50% of the \$50,000 that is available is better than nothing. But if you want to encourage on-line programs, to bring in on-line students, as much of that money should go back to departments to developing those as quickly as possible. We have proposed a counter formula that would leave some to pilot studies but more would go back to departments. I don't know if we will be able to compromise. There may be no deal available. I have a meeting with Becky Copper. We are supposed to come to a compromise on Friday. The submeet is the day before meet and confer. So it could go to meet and confer and be on the agenda for next meet and confer.

Haar: I am very concerned about this.

Nord: They are saying it is a one-year deal, but we are concerned that it could continue. We are concerned that no money will come back to faculty.

Haar: With the dollar amount they can play the games. We need a document that supports faculty concerns about quality of delivery. We need to do something strongly.

Nickerson: It isn't just faculty. There are software needs, hardware needs, faculty development. It isn't just human bodies. .

Nord: We have repeatedly asked, "What are you going to spend the money on?" There are no details about how it will be spent. They say they want to hire someone to write reports and that money is needed for outside consultants. There are things we have to support but many of us are already paying for the reports already. We have been doing 90% of the reports already.

Schwartzkopf/Bliesmer: Motion that we write a Faculty Position paper on this Extended Learning.

Haar: Who are the 3 faculty on extended learning?

Nord: There is one for each college. The problem is timing. We are going to have to make a decision soon.

Haar: What is the timeline?

Nord: They want it at meet and confer the 14th.

Nickerson: And if it doesn't make it to meet and confer by the 14th?

Haar: The paper should be one or two pages.

Nord: We have a counter proposal.

Haar: I haven't been involved of all of this but we need to be proactive. One thing is the expanding of our programs but the quality needs to be insured by having full time faculty involved. A couple of statements like that.

Corley: Faculty who have met graduate faculty status for graduate programs.

Engeswick: They also want certificate programs for professional training.

Gilbert: I need some clarification. It seems like there are two issues. One is how much money from on-line programs where the issue maybe penny wise and pound-foolish. The second issue is faculty credentials. Correct?

Nickerson: A third is the quality of programs at 7700. They are using full time faculty, money to support programs, side-stepping the curricular process, the quality needs to be the same as on our home campus.

Gilbert: If there are two issues, there are two timelines. Shorter one is the money issue.

Haar: The only caution I have whatever the short-term decision has big consequences on the second one.

Gilbert: Is it the process, I don't understand how they are connected?

Haar: I think that when a decision like this is made, they will use that for other decisions that will deteriorate the issues in the future. They already set the parameters for tuition differential. That set a whole tone about what will happen in the future.

Bliesmer: 7700 France is one thing and on-line is another. Our Master's program will be based on 7000 France. Students sign up to be at a graduate program in Mankato. Why would they want to apply if most of the classes are in another place? We're having trouble with this. It's very confusing.

Grabowska: The motion is to create a position paper on our views and concerns about extended learning.

Gilbert: Does that include my two concerns?

Severns: There are almost 3 because of the dollars.

Bliesmer: But dollars go towards both.

Liebendorfer: There seems to be many concerns about Extended Learning.

Bliesmer: We are being rushed about the decision.

Severns: And this is not in the spirit of shared governance.

Grabowska: Any further discussion?

McCullough: We talked about this last time. Ron and Roger were going to do something.

Nickerson: I vaguely remember that.

Grabowska: We are making a motion to take an action on who, where, when, or how?

Nord: The bottom line isn't necessarily money but to make sure that contractual rights aren't violated. That we are encouraged to hire what works in the best interests of faculty and students

Bliesmer: Have you said this in your meetings?

Nord: Yes. We want teaching as part of load or overload.

Grabowska: 2c. differential tuition for metro area on the agenda. This would seem to encompass everything we have talked about. You can talk about faculty costs. There would be space to bring those to the floor. Does this require a written document that could be created before meet and confer.

Carson: I volunteer to make a draft and send it to everyone.

Grabowska: Include Don.

Nickerson; We are concerned and working on something to assist us in making decisions. Severns. Remember the Differential Tuition Task force hasn't met yet. Numbers haven't been out to the Submeet but the deans have received them.

Nord: I think it is feasible that all we will do is pass along saying there is no agreement at the submeet.

Severns: We need to say at meet and confer that it is totally inappropriate for him (Hoffman) to give the deans the dollar figures and give them to the submeet after the fact and expect us to rubber stamp it.

Nickerson: Last year the administration apologized for making decisions on the fly and promised us that this wouldn't happen again. The Provost apologized but here it goes again.

Haar: That 's why we need a paper. It is a chance to be proactive.

Nord: Package courses have gone through meet and confer.

Grabowska: 3a for next meeting.

Grabowska. Call the question.

Schwartzkopf/Bliesmer: Motion that we write a Faculty Position paper on this Extended Learning. Motion passed.

Nord: My concern with package courses is that they have to be offered by Extended Learning. Anything made on that package goes to Extended Learning and not to your department. We have no choice about that. The problem is there are several departments who in order to build on-line numbers are offering package courses as a shadow course of another program they are already offering. They have 5-6 people in the package courses, doing it out of hide. That extra work goes to Extended Learning. None goes back to the departments. The best we can do is get Extended Learning back into Academic Affairs.

Grabowska; We have tried to do this.

Nord: If that comes back to meet and confer, it did go through the submeet. They applied the cap after AA signed off. I didn't realize we are using package courses in that way.

Nickerson: When you say putting Extended Learning back into Academic Affairs, what are you suggesting? I have leaped to a conclusion but I want your opinion.

Nord: Many of our programs have been organized by the departments but Extended Learning comes in and says that because of tuition differential they are taking money off of that, for package courses they are taking money as well but they are a part of our programs.

Grabowska: A package course is outside of a department; outside of and out of load. It has been used and abused because departments have not been given course offerings. They rob their own students to be their own departments.

Meeting ends because of lack of quorum at 5:15 p.m.

Attachment A

Exec. Members,

As you know, I will be out of town tomorrow on the "campaign trail" at Southwest, and tomorrow's meeting will be in Jim's capable hands. Below is my President's report. If you have a chance, please drop by to welcome Roland Specht-Jarvis from St. Cloud, the other candidate for IFO President, to campus. Donna has sent out the room and time details. Donna will also need people to staff the IFO office for collecting ballots on April 13.

1. Retrenchment, BESIs, etc.

Things are relatively quiet on campus right now as departments and colleges try to sort out the implications of potential budget cuts and retrenchment. We have had several inquiries about the latest

round of BESIs from different individuals, and I expect more to come as we approach the April 16 deadline. The MOA that will waive the Oct. 15 deadline for other contract rights and incentives to apply for those retiring this spring is making the rounds for signatures right now. We have heard that some faculty and programs that were at risk of retrenchment as such already are off the list because of BESIs or other new information. The total dollars to be reduced, though, stays the same.

As you've heard, St. Cloud has announced the first phase of its "Strategic Program Appraisal," with possible program cuts. Administration there is no invoking retrenchment as a possibility for the first time, which seemed to catch the local FA off-guard. Here's a link to the statement announcing specific program reductions by St. Cloud's President Potter:

http://media1.stcloudstate.edu/slideshows/document_SPA2010_FinalDecisions.pdf

One thing that Exec. should consider is the **timing of actual retrenchment letters**. Up to now, we've urged administration to give faculty who might be a retrenched a "heads-up" warning after the BESI deadline of April 16 but to wait until the contract deadlines for actual notification. Administration is uneasy about that approach, and perhaps we should be as well. Retrenched faculty cannot invoke prior consideration for jobs that might be available in the system until they get the official notice. There some jobs out there—for instance, Computer Science at Bemidji is hiring.

2. MnSCU

State Meet & Confer last week was relatively short. Connie Howard presented IFO responses to some new policy language on copyright and intellectual property, which I've forwarded to you in a separate email. We also asked the Chancellor's Office to consider really "sharing sacrifice" as we start to hit leaner budget times. Administration responded by staring at their shoes for a couple of minutes. In the meantime, there are changes in the works for the system's strategic plan—targeting 2015 instead of 2020 as the key year, and Students First is moving apace.