

## EXECUTIVE COMMITTEE

Thursday, April 03, 2014

CSU 238

Approved Minutes

Meeting called to order 3:05

Present: Mary Visser, Kellian Clink, Donna Brauer, Chris Brown Mahoney (for Veltsos), Brigitte Cooper, Lynnette Engeswick, Richard Liebendorfer, Ron Nickerson, Miriam Porter, Craig Mattarese, Luis Posas, Gregg Marg, Paul Hustoles, Barb Carson, Bobby Bothmann, Jackie Lewis, Deborah Jesseman, Amy Hedman, Roger Severns, Marie Pomije, Miriam Porter, Teri Wallace.

1. Minutes of previous meeting (Unapproved Minutes –March 20, 2014) **Hustoles/Porter moved to approve: PASSED.**
2. Call for Additional Items/ Reordering of Agenda—Treasurer’s report prior to discussion items.
3. IFO/MnSCU COMMITTEE OPENINGS
4. FACULTY ASSOCIATION VACANCIES – REPRESENTATION STILL NEEDED
  - a. SBS Extended Learning Replacement Spring 2014 (1)
  - b. Business GCAP Replacement beginning Spring 2014 (1)
5. FA APPOINTMENTS MADE BY FA EXECUTIVE AT EXECUTIVE
  - a. Preska Scholar Program (2 Needed) Vang Tou Xiong (SBS), Kofi Danso (SBS), Chip Panahon (SBS), Alisa Eimen (A&H), George Corey (Lib/Unaf) Severns/Hustoles for Corey; Carson/Hustoles second for Xiong. Liebendorfer/Clink for Eimen. **Corey and Xiong selected.**
6. ELECTRONIC VOTING BY FA EXECUTIVE – Monday, March 31, 2014
  - a. 1) Teaching Excellence & Innovation Faculty (3 Needed) Patricia Hoffman (Educ), Jennifer Veltsos (A&H), Laura Schwarz (AH&N), Guynel Reid (Educ)  
**Selections: Patricia Hoffman (Educ), Jennifer Veltsos (A&H), Laura Schwarz (AH&N)**
  - b. (2) Academic Advising Faculty (3 Needed) Laura Pelletier (A&H), Gregg Marg (SET), Kari Much (Lib/Unaf), Lynnette Engeswick (AH&N)  
**Selections: Lynnette Engeswick (AH&N), Laura Pelletier (A&H), Kari Much (Lib/Unaf)**
  - c. (3) Academic Engagement Programs & Opportunities (3 Needed), Susan Schalge (SBS), Patrick Tebbe (SET), Chris Corley (SBS)  
**Selections – Susan Schalge (SBS), Patrick Tebbe (SET), Chris Corley (SBS)**
  - d. (4)Research, Scholarly and Creative Activity (3 Needed) Scott Granberg-Rademacker (SBS), Kofi Danso (SBS), Patricia Nelson (SBS), Ron Schirmer (SET), Joseph Flood (AH&N) **Selections – Scott Granberg-Rademacker (SBS), Kofi Danso (SBS), Joseph Flood (AH&N)**
  - e. National Search for New Dean of University Extended Education – (2 More Needed) Kebba Darboe (SBS), David Georgina (EDUC) (Electronic vote 03.26.14) **APPROVED**
  - f. National Search for New Dean of University Extended Education (1 More Added) Aaron Deris

(EDUC) \*\*with permission from FA President Jim Grabowska and with Search Committee Chair Kimberly Greer this was confirmed\*\*

Treasurer's report: All delegate travel is paid. Our balance is \$4,115.14. We're in good standing. Our only other remaining payments are a couple of months of rent. Discussion ensued about the delegate assembly decision to raise our dues by five percent. Also at that meeting, a desire was expressed to study in the future the possible need for a sliding scale.

## 7. DISCUSSION ITEMS/ACTION ITEMS

a. Transfer Equivalencies page missing from Website (Marg) Looking for these to help with advising and they are gone. Severns: Our SRC's are rolling Transfersology (update of U.Select) out college by college. Engeswick said unfortunate timing during peak times of advising. Carson: Express concern and maybe put old page up? Severns: Some people on campus knew but didn't communicate. Carson: Meet and Confer? Communication issue? Pomije: Cronn-Mills had an email out to the Deans. Clink: issues with how it works, not as nimble as U.Select forwards and backwards transferring.

b. Notes from Meet and Confer- Carson: What about the Dean search for Extended Learning? Visser: When asked about the timing, Administration was surprised how fast MnSCU moved on it. Lewis: We asked for a communication from the security guest—Shane Dwyer-- to go out to the whole faculty about the security tasks being performed on university computers? Visser: Will follow up.

c. Survey Usage for Spring 2015 if not using SurveyMonkey what are we going to use for administration survey? Severns and Clink will work on finding an alternative. Brown Mahoney. Don't use google survey, not secure. Brauer said any google doc created is owned by google.

### d. Learning and Technology Roundtable –

The LTR is changing its membership for Fall 2014. The FA is being asked to approve the membership change.

- 6 College faculty representatives (preferably Technology Committee members where those exist)
- 6 College Technology Directors/College Liaisons (for colleges without a technology director)
- 1 Systems Librarian from Library Services
- 2 Student representatives from MSSA
- 3 Technology Directors or Liaisons from Student Affairs, Advancement, and Finance
- 4 At large (1 each from AFSCME, MAPE, MSUAASF, IFO)

### EX OFFICIO

- 1 Chief Information Officer (CIO/Vice President for ITS)
- 5 Assistant Chief Information Officers
- 1 Dean (co-chair, appointed by the Provost – faculty elect the other co-chair)

Engeswick: one of the conversations in LTR was about changing to a cloud based system to replace MavDisk. As Faculty, do we support that? Is it secure? MnSCU worried about recent security breaches in corporations. Severns: MavDisk is antiquated. Emails from MnSCU saying don't use dropbox. Differences in encryption and security. They are all relatively cheap. Not surprised they're looking at security, uniform access. Engeswick: heard that faculty would be personally liable if they use the non MnSCU product and it experiences a security breach. Being told that any breach of confidentiality is YOUR responsibility. Lewis. Changing the make-up of the LTR seems problematic? Carson: There are a lot more people on here, diluting the faculty voice? Engeswick: I'm your one term transitional person. Maybe they should come and present to us their rationale? Carson: the faculty are on this for a reason, but if it's a larger group, should the faculty meet in another forum? Pomije: new proposed

committee membership includes college liaisons, these are IT people, not faculty, seems like IT is doubling the voice of tech people? Worried about having our faculty concerns heard. Severns: we set it up as a round table because we had too many sub meets. I see the marginalization of the faculty? We should talk about having a separate submeet just for what technology we need to teach? Brauer: Do we know if the ex officio are voting or non-voting? Needs clarification. Brown Mahoney: Has this group previously met? Visser: Yes. Engeswick: thinks admin is looking for efficiencies... Used to be more sharing. Now more project based work discussion led by IT and just letting us know what they're doing. Ed Clark is being very transparent, but it's just so big. Severns: it's changed over the years. It used to be faculty driven; talking about what Instructional Technology should look like for our teaching. How we should organize, what we need, now it has changed, the IT staff drives us, not the other way around. Brown Mahoney: Same as the system wide technology work. Severns: IT drives it. Brauer: Example of the need for parallel committees between local FA and state IFO. We have a statewide faculty technology committee. Change in the LTR means that maybe it would appropriate to change to a Sub Meet & Confer, our own Mankato committee where the people, would be the representatives to the state IFO, we could communicate a lot better that way. Having that line would be beneficial. Engeswick: What was presented yesterday would be priority ranking of projects. So if everyone has a vote, how would that work out since faculty votes would be not as thoroughly represented? The intention, maybe, is the college tech director is communicating back and forth, but that's not what is happening. Querying the needs of the faculty, then synthesizing the group's needs, priorities, but that's not what's happening. Bothmann: Didn't we (FA) create a group that would act as a voice to prioritize? Marg: yes, the Software and Data Advisory Committee with Cyrus Azarbod, Greg Marg, some AFSME reps. Severns: We need to talk about it as Meet & Confer. There's really a lot of dissension... the Dean or Ed Clark, who do the liaisons report to Brown Mahoney: The transparency isn't as transparent to her as it is to Engeswick.

Also, the LTR approved a 15minute time limit before your screensaver kicks in. You can manually lock your computer if you leave your desk but if you don't it will automatically turn on the screen saver and lock if you are away for more than 15 minutes. The only exceptions will be lab computers which will do so after 2 hours.

e. Extraordinary Education Task Forces Updates. Pomije: Pribyl is trying to have the consultant act in accordance to our MSU culture. Carson: Consultant? Why are we bringing, without consultation with FA, a consultant, and we need to agree on his role? Porter: Not so long ago we talked about reducing the number of work groups. Visser: Listening sessions are revealing a certain amount of resistance. Initiative fatigue. Not going to be let that brushed off. Brauer: The consultant to be hired was a special assistant to the chancellor to PA, Dr. Well's system. Needs to be vetted and we need to know how much they are being paid? Carson: When they set up these groups, I remember Jim saying the Meet & Confers are too busy and that is part of how this story unfolded. Porter: Planning asked for a role in the academic planning and that request was brushed off. Nickerson: UCAP should have some role in this and had NO role in this whatsoever. This is a significant concern. The sub-meets should have been more involved. Carson: We should at the next Meet & Confer, ask to let the Academic Master Plan brochure at least go to the Sub Meets Brauer: Study this consultant's history—google him, some issues there. Question: Pay for consultant? Pomije: the budget's okay but we have to careful, from Straka, but we have \$\$\$ for consultants. Seems contradictory. Hold on to the strategic priorities projects. Budget Sub Meet & Confer knows nothing about it. Lewis: broader theme is that there is a leadership plan without the input of the faculty. Porter: Akey has been made co-chair of Planning. Nickerson: No Dean on UCAP until the FA brought it to Admin's attention. Brown Mahoney: The Extended Learning Committee doesn't have enough people to do the work. Porter: URSI is down some people, while accreditation teams affirm our wonderful program; administration does not give us the people we need to continue to be wonderful.

When is the position request information coming out?

- f. Committee Charges – GCAP and Research (Update) Still forthcoming.
- g. University Policy Consultation and Approval Process (February 11, 2014 to April 7, 2014)
  - A. Revised Policies
    - 1. Campus Information Technology Privacy
    - 2. Emergency Closing
    - 3. Missed Classes for University Sponsored or Sanctioned Activities and Makeup Work
    - 4. Mathematics Placement
    - 5. Return to Work Policy for Medical Conditions
    - 6. Student-Athlete Drug and Alcohol Testing and Education
    - 7. Student Complaints and Grievances
    - 8. Tobacco and Smoke-Free Campus
    - 9. Transfer of Credits from Technical Colleges
    - 10. Undergraduate Admission for Non-Degree Seeking Students
  - B. New Policies
    - 1. Acceptance of Materials/Hazardous Waste Donations
    - 2. Academic Credit Hour Definition
    - 3. Credit for Prior Learning

Copies of all policies under review may be accessed at <http://www.mnsu.edu/policies/whatis/review/>, within the “Policies Under Review” section.

h. Delegate Assembly. Visser. Rosenstone was interesting. Carson: He stated that he was so happy to have input from the faculty, despite the fact that said faculty refused to have their names on the document, because their input was so dismissed. Funding for the halftime administrator is for two years for *Charting the Future* was brought up, too. Severns: about CTF, the campuses have to be involved to pay for it, but not involved in the thinking about the issues. Problem. Pelowski said the legislature has just voted to improve the faculty salaries. They’ll get faculty up to a specific salary range. Carson: The bill that gave the 17 million to be used for faculty salaries was two sentences long, very specific. Marg: new projects could come from the faculty, not through MNSCU. Severns: The legislature is not happy with the MNSCU central office. The chancellor was trying to make nice and not being successful. Carson: Delegates voted to streamline the ratification process as necessary. Contract negotiations may be concluded when faculty are gone in the summer. We have to have people voting, no matter when it occurs.

i. We need new chairs for next fall’s Sub-Meets taken care of this spring.

j. Consultants. Concerns. Posas: Diversity hired a consultant; SBS hired a consultant to do hiring outcomes, strategic priorities, consultants for this and that. Seems like a waste of money. Our responsibility is to keep an eye on the consultants being hired. They have to be able to compete with each other in a transparent process. Brown Mahoney: consultants should not be friends of people hiring them. Porter: New center directors, new special projects people seem to be appearing. It’s a concern. Clink: Could we have an assessment about administration compared to individual administrators? Severns: Could we discuss this next year? Brauer: National study shows numbers of nonteaching staff has increased by 47 % while the teaching members have declined. Huge numbers of staff that have been hired, including IT liaisons, and those kinds of folks, it’s important for us to look at the campus level. What’s it costing? We need to look at the budget, and how the budget is being used. The amount of dollars on nonteaching positions. Carson: Trends that are taking place under the current academic

administration. Marty Mitchell talks about the book *Fall of the Faculty*. People should read it. Brauer: Get the information to Pelowski. Clink: Is this the sort of thing our action committee does? Porter: Trying to get hard information is difficult. How much resources are going to various salaries, positions. Brauer: Go to Sheran; tell them we need the information. Hold hearings. We can exert pressure. Pomije: From a budget level, I've been trying to pry that open. The answer is careful ...it would be nice if it was more transparent...Divisions don't have to report out? Budget cannot force them... Academic Affairs is a black box. We have to find a way to change that. We need to understand budgetary expenditures. Carson: Springboard for what we want to do. We ask the President how much we're spending for various offices and initiatives, including consultants. Nickerson: We have to think about going forward. Master planning was done on a pretty quick schedule. Look at Wells strategy. Liebendorfer: one way to slow it down is to decline to name people to these various groups. Severns: Watch for some information coming out about the COB fees. The proposal was ready to go at the last sub meet. Wasn't on the agenda because Straka and Wells are working things out. Carson: Meet & Confer: Remind Administration about not doing things in the summer without faculty consultation. Wallace: I think Wells felt like she had the support. Did we voice our concerns enough? What do we need to do proactively about the curriculum committees and the master plan? Nickerson: We have asked for curriculum bubbling up from the faculty. Wells has an interest in more hands on for curriculum. Porter: Planning tried to have a role. Brauer: What I've learned in 4 years, don't ask for anything you already have. The faculty own the curriculum. You have to be direct; you have keep affirming that we own the curriculum. Keep pushing it. Need to be much more direct, much more forthright. Can't ask to be included, must advocate for our own role. Hedman: Health Sciences expecting the regular faculty to teach extended education courses in the cities with existing faculty. Also mention of adjuncts teaching core courses. Carson: Kirsti Cole was told to build a new program by just hiring adjuncts; this is unacceptable.

#### 8. MEET & CONFER AGENDA ITEMS -

a. FAAD Meet & Confer – Thursday, April 17, 2014 @ 3:00 p.m. in CSU 253 (FA Agenda/AD Chair) LTR, staffing requests

#### 9. INFORMATION ITEMS

a. Burton Dinner – Saturday, April 12, 2014, Country Inn and Suites Mankato - FA has filled two (2) Tables of 8 for a total of 16 faculty.

b. State IFO Presidential Election Electronic Voting will close on Tuesday, April 8 @ 4:00 p.m. Central Time. (Does Donna mind having people use her computer? Mary will check)

c. Final Voting Ballot for FA Local Election – Final Ballots to be sent in campus mail on Friday, March 21st – return to Paul Hustoles by Thursday, April 10th – Counting of Ballots April 16<sup>th</sup> – Results published before April 20<sup>th</sup>.

d. FA Spring General Meeting - Wednesday, April 23, 2014 @ 3:00 p.m. in Ostrander

#### 10. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

a. Assessment & Evaluation (Kirsti Cole) *Though we have struggled a great deal with attendance this semester, our March meeting finally happened with good attendance and we were able to get some work accomplished. We looked at a series of possible ways to help support faculty engagement with data as they do their yearly assessment. We discussed and were upset by the push back on the one-time funding deadline. In fact, because A&E provides resources and support to those who gets one time funding for their projects; it may require A&E members to work during the summer. We discussed the possibility of extra duty days for those involved, and would like to encourage a quicker timeline for faculty who proposed projects, since some of them are time sensitive.*

b. Budget (Marie Pomije)

c. Extended Learning (Jennifer Veltsos) *The Extended Learning Committee has not met since our last report at the March 20 FA Exec meeting. Faculty reps for the national search committee for the new Dean of Extended Education has been chosen; according to the position announcement, the proposed start date for this position is July 1, 2014. Aaron Deris, FA Extended Learning rep from Education, is on the committee. We are pleased that the university will make the necessary accommodations to include faculty outside of Mankato on this search.*

d. Faculty Development (Don Ebel)

e. Faculty Improvement & Sabbatical (Amy Hedman)

f. General Education & Diversity (Dick Liebendorfer/Anne Dahlman)

g. Graduate Curriculum & Academic Policy (GCAP) (Barb Bergman/ Jackie Lewis) - *GCAP reviewed all new grad curriculum proposals on March 19. If revisions were requested, authors were notified via email.*

h. Planning (Miriam Porter) *The Planning committee met on Mar. 20, 2014. Academic mapping was discussed. Integrated Academic Planning will be important for preparation for the Higher Learning Commission reports. Updates are to be scheduled for Meet and Confer and the Chair's Workshops. The delay in allocating Strategic Priority funding was also discussed. No time line has been provided for distribution of funds. The Provost has indicated that she will no longer be Co-Chair of the Planning Sub M&C. That role will be assumed by Lynn Akey.*

i. Research (Teri Wallace)

j. UCAP (Ron Nickerson)

k. Unit Representatives – AH&N – Bridget Cooper; A&H – Craig Matarrese; Bus - Georgia Holmes; Educ –Deborah Jesseman; Lib/Unaf – Robert (Bobby) Bothmann; SET - Gregg Marg; SBS – Luis Posas. We have heard back from some who have operating procedures.

## 11. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS

1. IFO Academic Affairs -- Patricia Hoffman – *Nothing to report*

2. IFO Negotiations – Donna Brauer – We were going to meet tomorrow with contract negotiations, due to the weather, the mediator cancelled for this week. We are still hoping to have a meeting on Saturday. The legislature will adjourn early, so that impacts our contract, and ratified by the legislature. Things are not looking good for the timely completion of the process.

3. IFO Multi-Culture – Javier-Jose Lopez –

4. IFO GRC - Martin Mitchell & Fred Slocum –

5. IFO GLBTA –Bobby Bothmann– *The IFO GLBTA Issues Committee met on Friday March 7 by phone and in person on Thursday 27 March as a group and jointly on 28 March with the other Issues committees ahead of the IFO Delegate Assembly. The IFO LGBTIQAA Conference scheduled for 21 February had been postponed due to weather. The new date is now Friday 24 October 2014. The committee will be working with presenters who can still attend and may issue another call for proposals if needed.*

*The Chalgren Award was presented at Delegate Assembly to Dan Lintin, Winona State University.*

*The GLBTA Issues Committee discussed the idea of awarding research grants. This topic also came up during the joint committee session. We will likely be donating some funds to the Feminist Issues Committee for their next grant, which is hoped to be an for action and implementation of some recommended outcomes of the survey from their last grant.*

*The GLBTA Issues Committee discussed the idea of alternating between a conference year and a grant year and will discuss this more at the summer retreated tentatively scheduled for 12-13 July 2014.*

## 6. IFO Salary Equity –Ihsuan Li –

7. IFO Feminist Issues – Leah White – (2 Attachments-Yellow) *The FIC Committee met Thursday March 27th. During Delegate Assembly we sponsored one resolution concerning paid parental leave (see attached). FIC honored Donna Brauer with the Outstanding Contributions to IFO award and also worked with the other equity committees to recognize Pat Arsenault for her exemplary service. FIC sponsored a Presidential Candidate's Forum during Delegate Assembly. Jim Grabowska promised to continue to wear outrageous shoes. Finally, FIC is working with the other equity committees to sponsor a grant which will support project proposals that seek to improve climate concerns identified in the Campus Climate report (distributed earlier this year). The call will be distributed this spring and proposals will be due in the fall.*

*I am also attaching the FIC report we presented at Delegate Assembly.*

## 8. Statewide Budget Review Committee - Ihsuan Li –

### 9. IFO Action Committee – Queen Booker – Bonding Bill Update:

*Today (April 1, 2014), Representative Hausman formally released the House proposal for the bonding bill. The proposal from House Capital Investment Committee Chair Alice Hausman would borrow \$850 million and spend another \$125 million in cash. For MnSCU, they included \$193 million for the Minnesota State Colleges and Universities System and included all of the proposed MnSCU projects. They also included \$14.5 million for the Minnesota State Arena and Auditorium expansion in Mankato. You may view the entire list of projects at <http://www.house.leg.state.mn.us/comm/docs/DE12490%28Bonding%293-31-14.pdf>. It is important to note that what is missing in the House Bill is the total cost of remodeling/restoring the Capitol. Hausman only put in \$20 million in the proposal for the Capitol restoration project.*

*Dayton proposed a \$986 Million Bonding Bill. Compared to the House bill, the governor included the following for MSU-Mankato related projects: Regional Civic Centers and Downtown Improvements \$14.5 million for a new addition to the Mankato Civic Center (Minnesota State Arena) and \$40 million in HEAPR. He also included \$74 million in building projects for MnSCU but the Clinical Sciences Building is not in his proposal.*

*The Senate has not yet released its bill.*

*If you feel the need to write thank you or encouraging letters to the Representatives, Senators or Governor, please feel free to do so.*

### *Upcoming Legislative Elections:*

*We have been asked to coordinate a candidates session for faculty and students for all area Representatives running for office in the fall as well as a “breakfast listening meeting” with existing area Representatives and Senators for the fall (we talk/they listen). If anyone is interested in helping coordinate these functions, please let me know.*

## 12. OFFICER’S REPORTS

- a. Vice President/Grievance Officer (Mary Visser) a couple of grievances, one at the state level.

Disciplinary matters. We have a second lawyer now at IFO, Kathryn Engdahl, very impressed; expect some faster responses to issues. Carson: Anything about the arbitration about the coach? Visser: no word.

b. Treasurers Report (Lynnette Engeswick) *see p.2*

c. President's Report (Jim Grabowska) none

Hustoles: For comic relief, everyone, tickets are available for the *Drowsy Chaperone*. Vacuous FLUFF-- just what people need!

4:45 adjourned.