

**FA EXECUTIVE MEETING**  
**Thursday, April 30, 2015**  
**CSU 238**  
**3:00 p.m.**  
**Approved Notes**  
**Convened 3:03**

Donna Blom brought us treats, cookies and ice cream!!!!. THANKS DONNA!!!!!!

Present: Dan Cronn-Mills, Amy Hedman, Jackie Lewis, Barb Carson, Luis Posas, Javier Jose Lopez, Paul Hustoles, Dick Lieberndorfer, Craig Matarrese, Jessica Schomberg, Gregg Marg, Georgia Holmes, Patricia Hoffman, Scott Page, Teri Wallace, Roland Nord, John Thoenke, Queen Booker, Bobby Bothmann, Roger Severns, Steve Gilbert, Kellian Clink, Mary Visser.

1. Minutes of previous meeting (Unapproved Minutes –April 02, 2015) ***Hustoles/Severns move to approve. Passed.***
2. Call for Additional Items/ Reordering of Agenda. Adding 5 F. Officially looking. On 8, adding G (Marg). H (Marg & others.)
3. IFO/MnSCU COMMITTEE AND POSITION OPENINGS in Fall 2015 – 2 Year appointments
  - a. Action Committee
  - b. Feminist Issues
  - c. Academic Technology
  - d. Academic Affairs Coordinator – one candidate needed for two-year term
4. IFO STANDING COMMITTEE MEMBERS AND IFO CONTINUING COMMITTEE MEMBERS
  - a. Academic Affairs – Patricia Hoffman – (07.2018)
  - b. GRC – Marty Mitchell (07.2018)  
***Hustoles/ Severns moved to approve the slate. APPROVED.***
5. FA APPOINTMENTS MADE BY FA EXECUTIVE AT EXECUTIVE MEETING
  - a. University Technology Roundtable reappointments for 3 year terms – George Grubb – A&H , Colleen Royle – AH&N. Diane Coursol – Educ, Casey Duevel – Lib/Unaf Hustoles/Bothmann Moved to Approve. PASSED. .
  - b. Lib/Unaf Budget Representative – 1 Year replacement – Lisa Baures, Kellian Clink (Select 1)  
***Bothmann/Booker moved to approve Clink, Passed.***
  - c. FA Committee Chairpersons for 2015 – 2016
    - Assessment & Evaluation – Heather Von Bank (Fall 2015)
    - Assessment & Evaluation – Carrie Chapman (Spring 2016)
    - Faculty Development – Lynne Weber
    - Faculty Improvement & Sabbatical – Kari Much
    - General Education & Diversity – Dick Lieberndorfer/Anne Dahlman – Co-Chairs
    - UCAP – Marge Murray Davis & John Lindberg – Co-Chairs
    - Planning: Patricia Nelson.
    - GCAP: Tim Secott***Posas/Page Move to Approve: Passed.***

We'll have an electronic vote on the Chair for Research after within a few days.

- d. Behavioral Consultation Team – Fall 2015 Semester only (1) – Kellian Clink
- e. UCAP Representative on Honors for Fall 2015 – Jennifer Turner  
Hustoles/Thoemke Moved to Approve Clink and Turner. PASSED
- f. FA Representative to MSSA. Kellian Clink Hustoles/Bothmann moved to Approve: Passed

6. FA VOLUNTEERS NEEDED FOR FALL 2015

- a. Honors Council for Fall 2015 – 3 year terms for SET (1 needed)

7. FACULTY ASSOCIATION VACANCIES –

- a. Representation Still Needed For Fall 2015/Spring 2016

- 1. AH&N

- Graduate Curriculum & Academic Policy

- 2. A&H

- Graduate Curriculum & Academic Policy – (1 Year Replacement for John Lindberg)

- Faculty Development (1 Year Replacement for Gwen Westerman)

- 3. BUSINESS (Have contact those who were write-ins)

- Budget (2 Year Term) – Need a volunteer for a one year term being Fall 2015 -  
Have a one year volunteered for Spring 2016)

- Faculty Development (2 Year Term)

- Faculty Improvement & Sabbatical (2 Year Term)

- General Education & Diversity (2 Year Term)

- Planning (2 Year Term)

- UCAP (1 Year Replacement)

- 4. Education

- Graduate Curriculum & Academic Policy (2 Year Term)

- Planning (2 Year Term)

8. DISCUSSION ITEMS/ACTION ITEMS

**a. IFO updates (Visser)** Had an Executive Committee as well as a Meet & Confer. Dick Kaspari, coming in our equity attorney, has put forward a time table for an equity study. This is overdue, hope to get it done relatively quickly. Lunch with Provost and SubMeets: CTF initiative will come back in the fall, the work of them will come back to the SubMeets. Don't want to create new bodies. Lot of concerns about what's it is going to look like, what to do. We need to move forward, things will become clear over the summer. There will be three Exec meetings this summer. Some of this will be worked out, will be communicated out over the course of the summer. At the state level, our executive has grown, we voted at the last Exec to limit it to the 7 IFO Presidents and the treasurer, and others invited as needed. Better balance back to the body. Same thing with the board, paring it down. Dan can speak to this. MNSCU has been slow about the preferred. Dan and his wife have been real champions to move this forward. Break through this last week. MNSCU has agreed to use the preferred name rather than the name they are given. Dan gave them three steps... And they're doing it. Happy about this. Thanks for your work, Dan Cronn-Mills and his wife Kirstin Cronn-Mills pushed for this, showed the screenshot of ISRS. Kathryn Engdahl is working on it, Exciting. The next contract bargaining starts bargaining the 27<sup>th</sup> and 28<sup>th</sup> of May for the new contract. The old contract is moving through normal channels, expect it to be ratified.

Question CTF: Looking proactively, can we make a clear appeal to the President: NO NEW INITIATIVES next year? This will be enough! Visser/Marg will bring it up with him next week. Talked to him about the enormous amount of work we've done this year. Tell the Provost too. Comment: Also, prioritizing. What do

we need to do; what's the reason behind it. The roles of chairs going forward, job of chairs. The work expected of the chairs is getting to be entirely too much. We should watch that, we're chairs, not leaders, chairs meetings should be just that, in other combinations, their voices are diluted with all those directors, are they appointed by the rules of the contract? Answer: Not sure. Comment: Beware what you ask for. It's the Dean's official responsibility --the Chair has certain roles, the dean has others.

**b. Budget updates (Nord).** Talked to VP Straka today. Very concerned about the Senate and the House proposals. Would like it to raise to the Governor's level of funding. We're going to be pushed for time. There will be a Meet & Confer next week. Can subsequent necessary meetings happen after the semester, with a select group, because what's going to happen in the legislature will happen after the semesters over? Mary and Gregg have not heard from the Provost or the President about the need to meet after the semester. Are we the FA willing to be represented by a subgroup? Everyone should think about it individually. We'll see if we need to cross that bridge when we get there. Comment: Really important to tell the story of MSU students. Tell the Legislators. Pelowski did vote for the House bill so he has a seat to on the conference committee (you have to vote to be on the conference committee) Comment: Get to word to VP Straka. State of the Budget. Told us about options at the legislative level. How did the bridge strategies work? What about enrollment? VP Straka doesn't know yet if enrollment will be up or down. Comment: look for how many are returning as well as new enrollments. Comment: May 1 is the national day for commitment for financial aid. Mary will make sure the administration is prepared next week with data for us.

**c. Diversity recommendations (UCAP, GenEd & Diversity).** (Dass). The diversity requirement. Are people interested in moving forward with it? Dass: I don't know how to move this to the next step? Visser: I don't know if I'm ready to vote on this. Comment: What about online learners? Dass: the group would have a team to okay both on campus and off campus possible events. Holmes: It has to be considered curriculum because the registrar has to deal with it. Take it to Gen Ed and Diversity? Liebendorfer: needs to have an assessment from the beginning. Comment: We need a group of people how to tugboat it through. A couple of people to meet and figure out a path and bring it back to FA EXEC in the fall. Comment: we don't want to do it fast and have it fail. Are there some of us around this summer to investigate the path? Yes. Comment: How to tie the experiences together? Volunteers: Bothmann, Schomberg, Hustoles, Carson and Dass. Severns/Clink made a motion to take it up at the first meeting of the fall: Passed. Severns/Clink nominated Hustoles to be the convener. Passed.

**d. State of the University – (Carson).** Draft of the State of the University. Distributed the document crafted. Intent was benefit the FA and the Admin about what we think is going on here. It's the Admin's agenda next week, we'll give it to them this week. Comments: Should address the fact that we're not graduating enough students. Comment: Concerned that it's teaching faculty. Library and Counseling faculty need to be acknowledged as well. Comment: Research critical to teaching, should be in there as such. Comment: Technology doesn't come in here? We need technology but it's not doing what we need it to do. Add it to the problem categories.

**e. Corporate Advertising near Faculty Offices (Carson)** We now have a sign advertising Eide Bailly. It's advertising for a tax agency. We should inquire why it's there.

**f. Civility Campaign Update (Sent to Executive 04.29.15).** Feedback on the proposed Civility Campaign. For one thing, the admin had an open meeting in June when no one's around (June 2: Civility Campaign Listening Sessions). If they're serious about it, they won't have it in the summer when people are not around. The Reporter article, (CAMPUS NEWS, NEWS — June 4, 2014) had an article where Linda Hanson said "*the school unions can take a more active action*" and that "*The civility campaign should be effective and worth it to support the cultural change.*" Comment: For one thing, shouldn't be a culture but cultures. I am concerned about Hanson's idea of "*cultural change*" since what we need is to understand, tolerate, have empathy, and appreciate the diversity of our campus' cultures. Gave an example where his friends, Puerto Ricans like him, were told they weren't being civil by law enforcement who considered their animated demeanor, emotions, and voices uncivil, but in their culture their emotional and animated behavior was perfectly civil, perhaps more expressive than the cultures of the police that were on duty at the baseball field. When he saw the early posters, they seemed to be on how to be passive aggressive. Teaches cultural

geography for nurses, had the opportunity to do some work on empathy. When he went to talk to the cabinet about the relative success of empathy campaigns in other colleges across the country, most were texting, so didn't feel they were either comfortable with him or the message of empathy. Made him feel quite uncomfortable, a lot of micro aggressions. They didn't know how to listen to this. Comment: people need to hear it several times: Comment: People have to be held accountable. You'll hold brown people accountable but not white folk. If the Admin cared about multicultural concerns you wouldn't have a 100% white cabinet. Comment: We all need to learn, get better, the FA can do ONE thing, and we support promoting empathy. Comment: Boeing had problems at some of their production facilities, thought it was technical, but the problem was a lack of team work among the employees. They had a hostile work environment. With the help of Empathy focused therapy, the project was able to fly. In Ontario, another example, trying to solve school bullying issues, the school system organized - workshops - with problematic students, mothers and their children ages 18 months to 3 years to talk about the value of human life while they shared with the aggressive school children emotions on how much they loved their babies. This empathy-focused classroom-based program has shown significant effect in reducing levels of aggression among school children. Comment: The civility campaign's not aimed at helping, really aimed at CYA so we don't get sued. The campaign is aimed at protecting the institution. There are things that can be DONE. Comment: We need to find a way to deal with multicultural issues on this campus. The students we are graduating are not multiculturally competent. We as faculty do have a responsibility. We need as a faculty learn to be better. There are two positive, antibullying, empathy, civility.... Within our different cultures, there is still rudeness and that needs addressed as well. Comment: The "anti" word--whenever you have anti, people are in denial. If you invite people to have positive attributes, they don't have to deny something, they just move in a positive direction. Visser: What do we do? Comment: Scrap what we have, revisit, revision. We have seen no assessment, want to see evaluation. Move to cultureS of empathy... Comment: In a time of budgetary constraints, wondering how this will be. Comment: I think a few years ago when it started, we went away from bullying to civility. Accountability, when the boss says it will happen, it does. Comment: empathy is related to student retention, too, so very important.

**g. Curriculum Process (Marg).** Brought to our attention that the Q & A process to CDS to a minor. Nothing against the change. Worried about the process. The provost instructed people in her office to make the change through the Q & A process. Has to go back through the college, committee, cds process. We have to make sure that the process and that it is the faculty making the decision. Comment: Has to come through the departments. It's been a continuous issue with CDS. The Q & A was added to ask questions but not to make change. Question: For the specific instance, what should be done? Comment: Bring it up at Meet and Confer

**h. (Marg). Informational:** Our traditional practice for summer courses has been that once a course is listed on the web with an instructor's name, the course could not be cancelled without the consent of the instructor. Some of our Deans have begun to ignore that practice. I am looking for history or documentation of the practice to use in future discussions with the Provost.

## 9. MEET & CONFER

- a. FAAD Meet & Confer – Thursday, May 07, 2015 @ 3:00 p.m. in CSU 245 (FA Chair/AD Agenda)

## 10. INFORMATION ITEMS

- a. Tentative FA Retreat – Tuesday, August 18
  - 9:00 – 10:00 – FA Committee Meetings
  - 10:00 – Noon – FA Executive
  - Noon – 1:00 – Luncheon
  - 3:00 – 5:00 – FA General Meeting
- b. Tentative – New Faculty Meeting – August 19
- c. Tentative FA Executive – Thursday, August 27

## 11. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

a. **Assessment & Evaluation (Jessica Schomberg)** *Heather Von Bank was elected the faculty co-chair for AY16, with Carrie Chapman replacing her in the spring. The draft HLC reaffirmation of accreditation assurance argument will be shared with the campus in October. The final recommendations developed through the Integrated Academic Planning process will be sent to relevant deans/VPs and existing shared governance committees this summer/next fall. Plans for next year: review the General Education Outcome Assessment report for goal area 1, continue discussing possibilities surrounding long-term program prioritization.*

b. **Budget (Roland Nord)** *Budget Sub Meet & Confer met April 21. CFO announced that in March the other bargaining units were notified of possible layoffs. No update on savings through bridge strategies or through unfilled positions: 20 positions (14 IFO and 6 ASF) in Academic Affairs not filled or on hold, and 8 positions from other divisions not filled or on hold. Brief discussion of house and senate budget proposals. Reviewed policy on indirects and requested additional info about a proposed RASP position to be funded through changes in the distribution plan.*

c. **Extended Education (Judith Luebke/Paul Wyss)**

d. **Faculty Development (Lynne Weber)** *Faculty Development met April 23 and reviewed the Tenure and Promotion Workshop. Gratitude was expressed for the participation of Provost Wells, Faculty Assn Vice President Marg, the three faculty panelists, Directors of CETL and CESR, the Deans and the Faculty Development Committee members. Discussion centered around the possibility of changing the calendar for the annual Workshop and adding an informal question / answer session at another time of year. There was consideration of creating and placing “informercials” on the web with other useful tenure and promotion information. The Teaching Scholar Fellowship Program was reviewed briefly, with emphasis on increasing faculty awareness and involvement in the important and prestigious awards. Co-Chairs Flannery and Weber hope to discuss these ideas more fully with the Provost.*

e. **Faculty Improvement & Sabbatical (Amy Hedman)** *Faculty members of the FIG & Sabbatical Committee met on April 7, 2015 to review spring FIG applications. FIG applications were reviewed and discussed. For Spring 2015, \$23,821.00 is available. The committee recommended funding for two applications from the College of Allied Health; five from Arts and Humanities, one from Education, one from Library, and four from Social and Behavioral Sciences; totaling 13 applications and \$21,356.93. Five applications were not recommended for funding. Reasons for this include: lack documentation; activity outside of allowed timeframe; or activity not in line with FIG criteria. Hedman met with co-chair Marilyn Hart on April 13 to share faculty’s recommendations; the recommendations were shared with Dr. Kim Greer.*

f. **General Education & Diversity (Dick Liebendorfer/Justine Martin)**

g. **Graduate Curriculum & Academic Policy (GCAP) (Barb Bergman/ Jackie Lewis)**

h. **Planning (Scott Page)**

i. **Research (Teri Wallace)** *This semester the research committee reviewed and recommended Distinguished Faculty Scholars and eighteen Faculty Research Grant proposals were submitted and reviewed. Ten projects were recommended for funding based on the available resources. The total spring semester funding was \$46,481.35. In addition, the committee reviewed the recommendations of the Research, Scholarly and Creative Activity Task Force and provided feedback.*

j. **UCAP (Rhonda Dass)** *Thank you for the opportunity to have UCAP weigh in on the discussion of the WAC placement on campus. After an intense discussion, UCAP members decided that they felt the WAC sub-committee as well as the review of Writing Intensive courses is best served within the scope of General Education. This is due to two important issues: first, the work load of UCAP prohibits the extension of the mission of the committee to cover further responsibilities, and second, the committee feels that the two graduation requirements should remain together wherever they are located as both are graduation requirements. The writing intensive and diversity requirements both extend beyond the scope of general education as they represent courses at the upper division levels but are closely associated with general*

*education via the overlapping of goal areas 1, 7 and 8.*

*The returning members have chosen to have co-chairs for the 2015-16 curriculum cycle. They are Marge Murray Davis and John Lindberg. Jennifer Turner will be the UCAP representative on the Honors council. I have been informed by Kevin Elliott that he will not be returning to UCAP next year as a representative for the College of Business. We will need to find a replacement for him. He stepped up this year as a volunteer.*

**k. Unit Representatives – AH&N – Kelly Krumwiede; A&H – Craig Matarrese; Bus – Georgia Holmes; Educ – ; Lib/Unaf – Steven Gilbert; SET – John Thoemke; SBS – Luis Posas**

## **12. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS**

- 1. IFO Academic Affairs – Patricia Hoffman**
- 2. IFO Negotiations – Dan Cronn-Mills -**
- 3. IFO Multi-Culture – Javier-Jose Lopez**
- 4. IFO GRC - Martin Mitchell & Fred Slocum –**
- 5. IFO GLBTA – Shannon J. Miller -**
- 6. IFO Salary Equity – Dan Cronn-Mills -**
- 7. IFO Feminist Issues – Leah White -**
- 8. IFO State Government Budget Oversight Committee – Avra Johnson**
- 9. IFO Action Committee – Queen Booker -**

## **13. OFFICER'S REPORTS**

**a. Vice President/Grievance Officer (Gregg Marg)**

**b. Treasurers Report (Bobby Bothmann)** *The third quarter opened with a balance of \$6607.71 . There were \$4250.77 in expenses. The fourth quarter distribution of funds from the IFO office came in the amount of \$3199.00, which includes an additional \$1500 from the IFO Executive board to cover the temporary staffing costs. The closing balance at the end of the third quarter was \$6705.80. The amount of funds available as of Tuesday 28 April is \$4358.55 and the amount of outstanding checks is \$2220.00, for an effective balance of \$2158.55. This is more than sufficient to cover costs over the summer months.*

**c. President's Report (Mary Visser)**