

## EXECUTIVE COMMITTEE

Tuesday, August 19, 2014

CSU 204

Assembled 10:05

Approved Minutes

Present: Mary Visser, Gregg Marg, Kellian Clink, Paul Hustoles, Barb Carson, Roger Severns, Kelly Krumwiede, Craig Matarrese, Georgia Holmes, Deborah Jesseman, Steven Gilbert, John Thoenke, Luis Posas, Jessica Schomberg, Roland Nord, Judy Luebke, Dawn Albertson, Amy Hedman, Dick Liebendorfer, Queen Booker, Anne Dahlman, Jackie Lewis, Barb Bergman, Scott Page, Teri Wallace, Rhonda Dass, Donna Brauer.

1. Minutes of previous meeting (Unapproved Minutes –May 1, 2014) (Sent to Executive by email August 14, 2014.) **Hustoles/Carson moved & seconded. Approved**
2. Call for Additional Items/ Reordering of Agenda --Introductions
3. IFO/MnSCU COMMITTEE OPENINGS –Donna Blom will send another request out.
  - a. IFO GLBTA – 2 Year Term
  - b. IFO State Government Budget Oversight – 2 Year Term **Hustoles/Clink for Avra Johnson Approved.**
  - c. IFO Salary Equity – 3 Year Term –
4. FACULTY ASSOCIATION VACANCIES –
  - a. Representation Still Needed For Fall 2014
    1. College of Business
      - a. Assessment & Evaluation – BUS
      - b. Budget – BUS
      - c. GCAP – BUS
      - d. Research – BUS
5. FA Appointment made during Summer 2014
  - a. Search Committee for Athletic Academic Advisor – **Carson/Hustoles moved & seconded Pribyl. Approved.**
6. FA APPOINTMENTS MADE BY FA EXECUTIVE AT EXECUTIVE MEETING
  - a. FA Extended Learning Committee Chair for Academic Year 2014 – 15 **Hustoles/Carson for Luebke/Albertson Approved**
  - b. IFO GRC – **Fred Slocum** – 2 year term (Agreed to Serve another Term)
  - c. IFO Multicultural Issues Committee – **Javier-Jose Lopez-Jimenez** – 2 Year Term (Agreed to Serve another Term)  
**Marg/Hustoles to move the slate. Approved.**
7. ELECTRONIC VOTING BY FA EXECUTIVE – (a. & b. Confirmed May 14, 2014) (c. Confirmed May 19, 2014)
  - a. Assessment & Evaluation – SET – **In-Jae Kim** –is ON SABBATICAL so we need a one- year sabbatical replacement-Donna Blom will put out the call
  - b. Faculty Improvement & Sabbatical – SET (1 year replacement) – **Jim Rife**
  - c. Workgroup for Hiring & Retention of faculty/staff of Color (1 needed) – **Sherrise Truesdale**

## 8. DISCUSSION ITEMS/ACTION ITEMS

**a. Contract Settlement. Donna Brauer.** The topic will be at the meeting this afternoon. Do you have specific questions from what you were sent? Carson: Question about the process. Brauer: We were in mediation when it was settled. The negotiation team wanted to settle sooner rather than later. Management team agreed that we should begin with pared down wish list of the priorities. When we did the opener in July 2013, they were not ready, August, again they were not ready. We began with interspace bargaining, informal. We did talk about a few things. They finally came in October with THEIR opener and we went into traditional bargaining. We were told they didn't have enough money to meet our modest expectations. The Chief Negotiator said they wanted to delay because of the economics. We supported the legislature approving the \$17 million to settle the contract. Even when that was approved, they wanted to use it for something other than contract settlement. While they would like to settle, they weren't in any hurry. The political pressure built. Meeting in June, they were still not willing to settle at an appropriate level. At that point, the news broke about the Chancellor, the \$2 million consulting contract for the Charting the Future, the pressure became stronger. When we met in July, we made an offer that was a little less than we needed, when the mediator called us back, the pressure had built to the extent that they would have to settle.

I expect the next contract will be as difficult, if not more, to negotiate. Some of the items on their wish list are not doable, such as Chairs as something like Deans with administrative duties. I think there will be an attempt to modify sabbaticals. Health care benefits—they probably want us to contribute more. I believe that they will try to increase the number of contingent faculty—to use more fixed terms and adjuncts. They call it management flexibility. The way that enrollments are going, currently, to date, all the community colleges are down in double digits. They have money problems there, and MnSCU is more concerned about the community colleges overall. Because of the decline --this demographic shift, the legislature is disturbed by the non-transparency of MnSCU. That's going to be interesting in terms of the money. I don't think it's going to be easy for a while. MARG: What's the biggest thing you think we gave up? BRAUER: from my perspective, because the campuses are different, there are the negotiations with MNSCU, equally time consuming and tense, can be the negotiations between the negotiators. Because of the variety of institutions, there's a balancing act that needs to occur. With MSU being the largest, what's good for us may not be good for Bemidji and Moorhead, etc. Because Metro has so many contingent faculty, there are special sections in the contract *just* for Metro. That can always be a little tricky. The other campuses are not very interested in graduate level education issues. When you look at minimum step at rank, they're not interested in that. Most of them are not trying to recruit and hire at the graduate level. Salary compression is more severe at some campuses than other. Places like Southwest and Bemidji, because of the community standards, salaries are different. That plays into the whole minimum placements. Sometimes there can be disputes. For some campuses, the fact that we allow management to guarantee a probationary position to an administrator, is important. What they were saying at the table was that they can't hire decent Deans because they can't offer tenure. They want to offer TENURE to recruit the Dean, just in case they're unsuccessful in that role. We said you don't have enough money to buy that. We can say that if it doesn't work out, we can give you a probationary position in the department. In addition to saying you can give them a probationary position, but no faculty member can be displaced. The ex-administrator cannot go up for tenure early. If the administrator stays and goes up for tenure, the department will have veto power over the tenure decision. We said we would not settle without that. CARSON: Feels really good about that. Ingenious! Gives them what they want but we keep veto power. Serves the full 5 years before they go up for tenure. Gave that language, for paid parental leave. Negotiate ONLY for money OR if there were going to be language changes, there needed to be even. We wanted the paid parental leave for a number of reasons. Management could get the same thing. The administrators get what we get and they wanted and we got

the paid parental leaves. MnSCU can be one of the first in the state to have paid parental leave. We wanted it to be anytime during the year, they wanted it by semester.

b. 365 Conversion— MARG **Everyone** has survived. No complaints. Apple users had some difficulties. BRAUER: The IFO academic technology committee has grave concerns about 365, there are security issues. SCHOMBERG: Be careful about what you send, some emails appear to be being forwarded to the wrong folk.

c. Undeclared Student Issues with Federal Aid. VISSER: Extremely robust conversation happened this summer because of a change in fed financial aid guidelines. All students (pre-program as well as premajor) were moved to be labeled interdisciplinary, whether or not they rely on financial aid. When the student was moved, their DARS reads interdisciplinary studies, but the advisor remains the same as before. Anyone who was enrolled since 2007. The campus was only informed in the summer but it has to happen by September 1. You can still get stats by the pre- code (pre-SBS, pre-Nursing, etc.). CARSON: CIP codes do not match our academic disciplines. Be wary! VISSER: Wanted everyone to know the FA was involved. College SRCs had a lot to do with this, actually did this themselves. Registrar's office did it for College SRCs that weren't able to. WALLACE: Concern about coding because the performance indicators are using the coding for determining our "effectiveness." We need to put some major energy towards how things are counted. The Provost refers to data that maybe doesn't correspond to realities in the departments. CARSON: There needs to be discussion about the data that informs the decision making around programs. Meet & Confer topic. SBS retreat had a long discussion. BRAUER: I am concerned about the Provost's tone. Culture is getting worse, not better.

d. Charting the Future Committee Updates. Some of the committees have done a lot of work, some of the committees not so much. Dahlman's group on student success has met 4 times. Some campuses have teams to deal with CTF. CTF team would have to be appointed by the FA. At the state level, trying to a better job of communicating state issues to the local level. Visser thought that people were not at all aware. The State Exec talked about this. The Bill of Particulars is not going away. BRAUER: state level to campus level communication—one of the concerns—having reports from various people. We have a campus rep on the academic affairs and academic technology and that information should be coming back for DISCUSSION... What are the issues on your campus in these areas? Our campus people need to know what the concerns are. CARSON: In that spirit, do we know about the governor appointing new MNCSU board members? At the local level, we need to have a more engaged board members people who are more knowledgeable, I don't know where that process is? BRAUER: the process is done. The Governor doesn't have an advisory board anymore. There was a call to be on Board of Trustees. The deadline was in June. The last time, the Advisory Board recommended 6, the Governor only selected 2. The legislators need to be aware of our concerns. Booker: CTF—residency group working on something? Rumor has it. A western cities campus? (Meet and Confer topic?) Booker: Task Force on opportunity gap? Rumor? We're not at the table? BOOKER: Chancellor is using MSUAASF not teaching faculty.

e. Bill of Particulars Update

f. Academic Planning and Mapping Deadlines

g. Smoking (Clink). Been some progress this summer, meeting and webinar. If a college in the middle of tobacco country can do it, so can we. We're looking for some serious forward motion & action this year. LEWIS: Bosses should tell their employees to abide by the process, maybe international students could be targeted as well.

h. Negotiator –Brauer is retiring, so we need to think about someone to becoming a negotiator, get them on early. Looking for someone who is interested. Severns and Holmes have both been negotiators, talk to them. Thanks again expressed to Donna Brauer for negotiating a new contract.

i. Athletics Appointments Pool of Volunteers (Visser). Search committees are problematic. Group of people who might be interested in working on athletic search committees is needed. A call will go out.

j. Safety Information into Syllabi (Visser) I was approached by campus security this summer. Campus security would like syllabus to include something about personal safety. HUSTOLES: will

consider adding security statement to the syllabus, Visser could send out an email. CARSON: As a person who studies violence, I would not add to my syllabus. BRAUER: This would provide a good opportunity to educate the faculty about MnSCU policy that changed 4 years ago. There is a difference between a course outline and a syllabus, the latter is your intellectual property. The course outline is MNSCU's, the syllabus is yours. You can have two separate documents. There's nothing worse than negotiating only to have the faculty violate the contract. Something needs to be done about educating the faculty about the contract. The IFO Counsel told Exec could share their syllabus with a proviso saying that it was going to be used for a specific and limited purpose. POSAS: Solutions may lay in different places. This statement sounds like a liability statement. As an organization, we should speak about the structural policy, not pass that buck onto the student. The statement doesn't go far enough. LEWIS: If they're serious, they need to do a reassessment of the buildings, etc. More discussion with security. HUSTOLES: As the building security person, hate the resistance when he tries to clear the buildings when there's -a need. Take some personal responsibility, students! SEVERNS: I would like security to come talk to us. I think there are safety issues in different situations.

k. Committee Charges – GCAP (Update) Ron will be contacted for the most recent document.

l. Curriculum Report – Gen Ed to Act on in the Fall.

m. Zero Credit Courses Policy Proposal (Update for Fall 2014).

n. Writing Charge – Liaison to General Education. There will be communication between WAC director and Gen Ed.

o. Connecting the FA to faculty outside of Mankato (Veltsos) i.e.: Twin Cities and Northern MN. One of the priorities this year.

p. Faculty Association Spring Election Process (Visser) We will be having an election this spring.

q. Notes from Meet and Confer (Visser) from 03.20.14 & 05.01.14 FA. The issue has been the hurry up and wait issue. While the President reviews there's a time lag and then there's pressure to review the notes in a hurry before the next Meet & Confer. Clink suggested proposing no review, Greer for their side, Clink for the FA, confer, put them out. Visser will check.

r. Assessment Survey of Administrators (Process???)

## 9. MEET & CONFER AGENDA ITEMS -

a. FAAD Meet & Confer – Thursday, September 4, 2014 @ 3:00 p.m. in CSU 245 (AD Agenda/FA Chair)

## 10. INFORMATION ITEMS

a. MSU GLBTA Employee Group – Wednesday, September 10<sup>th</sup> – Pub 500 4:30 – 6:00 p.m. (All MNSU LGBT and ally staff and faculty are welcome!)(Visser Announce)

## 11. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

a. Assessment & Evaluation (Jessica Schomberg)

b. Budget (Roland Nord)

c. Extended Education ()

d. Faculty Development (David Georgina)

e. Faculty Improvement & Sabbatical (Amy Hedman)

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

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

h. Planning (Scott Page)

i. Research (Teri Wallace) Will the Campus Wide Task Forces be interacting with FA Committees? BRAUER: This situation is uncomfortably like the CTF situation. The reason for the Bill of Particulars. It is pervasive and a cultural, administrative behavior.

CARSON: Have other people been having problems with hiring? We are losing people because of HR delays. Perhaps a small group could get together to talk about hiring issues? Also, overwhelmed with Chair responsibilities. BRAUER: There should have a contract awareness item on every agenda. Need to read the appendix –typical things a Chair MIGHT do. The faculty need to decide what the Chair must do. You need to speak up for the Chair. It needs to be in writing. The Chair’s description is not dictated by Admin. SEVERNS: HR is slowing things down, worrying about hires. Some of it’s about steps involved with hiring retrenched colleagues at other institutions.

- j. UCAP (Rhonda Dass)
- k. Unit Representatives – AH&N –Kelly Krumwiede; A&H – Craig Matarrese; Bus – Georgia Ho Holmes; Educ –Deborah Jesseman; Lib/Unaf – Steven Gilbert; SET – John Thoenke; SBS – Luis Posas

## 12. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS

- 1. IFO Academic Affairs -- Patricia Hoffman
- 2. IFO Negotiations – Donna Brauer
- 3. IFO Multi-Culture – Javier-Jose Lopez
- 4. IFO GRC - Martin Mitchell & Fred Slocum
- 5. IFO GLBTA –
- 6. IFO Salary Equity –
- 7. IFO Feminist Issues – Leah White
- 8. Statewide Budget Review Committee –
- 9. IFO Action Committee – Queen Booker

## 13. OFFICER’S REPORTS

- a. Vice President/Grievance Officer (Gregg Marg)
- b. Treasurers Report (Bobby Bothmann)
- c. President’s Report (Mary Visser)