

EXECUTIVE COMMITTEE

Tuesday, August 20, 2013

CSU 238

10 a.m.

APPROVED MINUTES

In attendance: Jim Grabowska, Mary Visser, Kellian Clink, Queen Booker, Jessica Schomberg, Donna Brauer, Bobby Bothmann, Emily Stark, Paul Hustoles, Andy Johnson, Craig Matarrese, Anne Dahlman, Gregg Marg, Brigitte Cooper, Barb Bergman, Ron Nickerson, Marie Pomije, Dick Liebendorfer, Barb Carson, Luis Posas, Jennifer Veltsos, Roger Severns, Teri Wallace, Miriam Porter, Jim Kroger, Don Ebel.

Meeting called to order at 10:09 AM

1. Unapproved Minutes –April 04, 2013

Hustoles/Nickerson: Motion to Approve. Passed.

2. Call for Additional Items/ Reordering of Agenda

Multiple versions of the Agenda meant a variety of items were added and shifted. See below.

3. IFO/MnSCU

a. IFO Standing and Continuing Committees

1. Academic Affairs (2 Year Term) – Jim Kroger - Bus, Patricia Hoffman – Educ - CETL Director – James (Jim) Wilde – SET

Dahlman/Veltsos for Hoffman: Motion to Appoint: Passed

2. Feminist Issues (2 Year Term) - Annelies Hagemeister – SBS, Leah White – A&H

Veltsos/Hustoles for White: Passed.

3. Government Relations (2 Year Term) Martin Mitchell - SBS
4. Academic Technology (2 Year Term) David Georgina - Educ
5. Contingent Faculty – (2 Year Term) Allen Hoffman, Educ(one more needed)
6. Action Committee (2 Year Term) – Queen Booker - Bus

Hustoles/Nickerson Motion to Approve appointments for 3,4,5,6. Passed

Interim discussion about bargaining units, teaching responsibilities, and eligibility to serve on FA committees. Grabowska will investigate and report back.

Another interim discussion to encourage those concerned about contingent faculty to volunteer.

4. FACULTY ASSOCIATION VACANCIES – REPRESENTATION STILL NEEDED

a. College of Business

1. General Education & Diversity (2 Year Term)
- b. FA General Education & Diversity Chairperson (Anne Dahlman and Dick Liebendorfer)
 - c. FA Graduate Chairperson - Barb Bergman and Jimmy Kroger
 - d. FA Research Chairperson – Teri Wallace

Nickerson/Hustoles motion to confirm the new chairs for the Submeets. Passed.

5. FACULTY ASSOCIATION APPOINTMENTS TO BE APPROVED BY FA EXECUTIVE

- a. Software Development Advisory Committee – (Select 1 Needed Begins Fall 2013) – A&H – Evan Bibbee; AH&N -Angela Monson; SET - Cyrus Azarbod, Gregg Marg, In-Jae Kim, Mahbubur R Syed

Hustoles/Dahlman for Marg. Passed.

- b. Learning Roundtable Replacement for SET – 1 Year - Brian Wasserman; Lyudmyla Stackpool; Guarionex Salivia

Veltsos/Stark for Salivia: Passed.

- c. General Education & Diversity SBS (1 Year Replacement) - Andi Lassiter - SBS
- d. Behavioral Consultation Team – Co-Chair – (1 Year Replacement) - Jeff Buchanan - SBS
- e. Behavioral Consultation Team Member – (2 Year Term) – Guynel Reid - Educ
- f. Employee Recognition Committee (2 Needed) Heidi Southworth (New this fall) Lib/Unaf,
- g. Professional Development Committee (2 Needed) Sungwon Kim -SET, Deepa Oommen - A&H
- h. Environmental Committee Campus-Wide (1 Needed – 2 Year Appointment) - Heather Hamilton, Leigh Pomeroy - A&H, Paul Prew – SBS, Youwen Xu – SET

Pomije/Johnson for Xu: Passed.

- i. Search Committee for Assistant Vice President for Institutional Research, Planning and Assessment – (1 Needed) AH&N – Cherie Pettitt; Bus – Christine Brown Mahoney; Educ – Teri Wallace; Lib/Unaf - Jessica Schomberg; SBS – Kristie Campana, Moses Langley, Andi Lassiter, Jose Lopez, Paul Mackie; SET – In-Jae Kim, Lyudmyla Stackpool – July 23, 2013 – ***Paul Mackie selected. – CONFIRMED***
- j. Athletic Appeals Hearing/Committee – Mary Visser - AH&N – CONFIRMED
- e. LTR –
At Large (1) (3 Year Term) Lee Tesdell – A&H, David Georgina – Education, Evan Bibbee – A&H

Hustoles/Nickerson: Motion to Approve: Passed

6. FACULTY ASSOCIATION EXECUTIVE COMMITTEE ELECTRONIC VOTING

- a. FA Acting Secretary for Fall 2013 – Lib/Unaf - Kellian Clink; Bus – James Kroger – *Confirmed Kellian Clink 05.13.13*
- b. Assessment & Evaluation Committee Chairpersons – Jessica Schomberg (Fall), Kirsti Cole (Spring) - *Confirmed 05.13.13*
- c. Faculty Development Chairperson – Donald Ebel – *Confirmed 05.13.13*
- d. General Education & Diversity Chairperson – Maria Bevacqua – *Confirmed 05.13.13*
- e. COB LTR (2 Year Term) – Kay Wallerich – *Confirmed 05.13.13*
- f. President’s Commission on Status of Women (2 Needed) Marilyn Hart – SET; Jennifer Pepperell - Education – *Confirmed 05.20.13*
- g. Search Committee Human Resource Director (1 Needed) – Matthew Sewell – A&H; Mary Visser – AH&N; Moses Langley; Jose Lopez-imenez – Lisa Perez – SBS; In-Jae Kim; Youwen Xu; – SET – *Confirmed Mary Visser 05.28.13*
- h. Search Committee Executive Assistant to the President (1 Needed) – Queen Booker – Bus – *Confirmed 05.28.13*
- i. Search Committee Assistant Director of the Lesbian, Gary, Bisexual, Transgender Center (1 Needed) Nancy Sprengeler – Lib/Unaf – *Confirmed 05.30.13*

- j. Graduate Curriculum and Policy Committee for A&H (1 Needed) (1 Year Replacement) – Kimberly Contag – Confirmed 05.30.13

Interim affirmation from Grabowska to minimize the amount of electronic voting.

7. DISCUSSION ITEMS/ACTION ITEMS

a. **Budget Sub Meet & Confer New Mav Card Vendor Working Group**

Porter/Hustoles. Motion to nominate Schwartzkopf. Passed.

- b. **Conference Room Furniture** – Gregg Marg, Paul Hustoles, and Mary Visser worked on pricing out and choosing furnishings for the FA Office and Conference Room. Marg reported that furnishings were more expensive than initially they had thought. \$5000 was initially approved, but the furnishings for the office itself plus a new conference table with matching chairs would mean going over that amount by \$3100. Visser supported the idea of furnishing it well as it needs to look professional and welcoming. We have the funds. We haven't spent moneys on the office for a long time. It is a worthwhile investment! Hustoles/Nickerson motion to supports the extra expenditures. *Discussion.* Brauer does not support. She argues spending we're spending our colleagues money when things are tight in the state and in MNSCU. She feels that during difficult negotiations it's hard to justify the expenditures and that our colleagues will be surprised. Mary Visser argued that the decision is a mindful one that provides a professional look and an investment in the future. She feels we should spend the money and be parsimonious in other ways. Hustoles respectfully says it is modest amount and welcomes his dues going to something that will last for a generation. He would be only too happy to defend the expenditures to his colleagues. He reports that is a well-considered plan. Barb Carson asked about the treasurer's report. Gregg talked to the treasurer and this expenditure is within our means. Nickerson chairs two committees and reports high use of the conference room. He feels it is important for us to be comfortable and have chairs that fit with the table. It serves our members well. Support. Severns echoed the sentiment and reports that we use that room a lot, not just for our committees. Conference rooms are in short supply on campus. It is our presence on campus, the base of what we are and who we are, he argued, and that it behooves us to put forward a good face. This is not extravagant. Porter added that in addition to these considerations, we are also creating a work environment for Donna, and making good environments for her important work.

Hustoles/Marg: Motion to approve this additional expenditure. Passed.

- c. **Faculty Working Conditions.** Andy Johnson. Johnson talked about defending our union. Our unit rep meeting started the conversation about articulating more forcefully the importance of the union to our daily work. The Unit Representatives were looking at possibly having workshops, guidelines for charges, what unit reps should be doing to help the faculty understand the role of the FA. Carson talked about possible opportunities such as college meetings, chair meetings, to make sure information is being shared. When it's time for PDRs, promotions, etc., department chairs don't necessarily understand how things are supposed to work. Workshops for department chairs about PDP, PDR would be helpful, Carson thinks. Brauer remarked that 1/ it is important to distinguish between IFO state office and local FA. The responsibilities are related but different. The FA should, she recommends hold General Meetings every other month.... Other campuses do not have the participation problems we have. 2/It would behoove the Exec to arrange a contract orientation meeting for all representatives, college representatives, representatives to all the committees and submeets. Most people don't understand the contract as they should, she said. When she gets into negotiations, she must wrestle with common practice on campus. Because locals don't know the contract they put forth violations of the contract in the Delegate Assembly. Will be a joint task force to have a training workshop for Deans and VPs what the contract says,

particularly about Article 22. Grabowska hopes to the chairs breakfast become more robust with information presented. Chairs workshops can be improved to accomplish more serious work. Chairs may or may not share the information and need to get information out to the constituents. What is taking place on campus, how it's relevant, how it impacts them, and then build on that.

- d. **Charting the Future (CTF)**—Grabowska invites us to look at the document online <http://www.mnscu.edu/strategicworkgroups/>. Those who attended the president's retreat know there wasn't a great deal of discussion there, but the Convocation remarks included it. It will go before the Board in October. The FA needs to respond. Grabowska urged us all to spend some time with the document. Next meeting will have a deeper conversation. Co-location is a hot topic and is already taking place, how do we want to address. Grabowska emphasized that this document is not going away; we need to mindfully respond to it. Some of the issues to ponder:

- Sharing faculty across the system.
- Master Classes

Grabowska discussed the Chancellor's control of the message being promulgated. As individuals respond, they should be mindful that their comments might be used to represent union perspective. So while individuals can comment (in brief, as Ingot noted, small boxes to comment in) the FA needs to respond with one voice, so Grabowska asked the Exec to visit with the members they represent and Exec will spend the next meeting working on making recommendations. Brauer reported that the forthcoming Update Newsletter (<http://ifo.org/ifo-update-newsletters/>) will have several columns about the CTF. Severns talked about master's classes, where a MSU faculty would develop the curriculum and have a bunch of community college faculty teach, using that curriculum. They're trying to institutionalize that. The idea of master class, Brauer says, already exists and concurrent enrollment basically does that. Mentors get 1.5 duty days. 1 or 2 not 1.5. Pomije talked about conversation she had with Straka, who thought we are very liberal in terms of accepted credits for Gen Ed and he feels we should accept as liberally in the major. We need to understand the implications of this more than we do. Is there a strategic reason to have both the union and individual responses? Grabowska said that while individuals can certainly respond on their own, they should be aware that the Chancellor and other may interpret or pronounce that as membership opinion. We will have a union perspective and will be gathered through its membership, so it will be a FA response; Carson notes that it came it in summer. Brauer talked about a situation such convergence of Bemidji State University and a community colleges/ university for a unified system. The push to save money on facilities management and the like can slide into a less-than thoughtful merging of academic programming as well. There was no discussion on how to reconcile before it happened.... They started merging the facilities and now they're both gen ed both from community college and university and no discussion on how that's going to be working Brauer says Bemidji has one leader for two institutions, Northwest Technical and BSU. The BSU faculty who TEACH at the community college and at Bemidji State Yet to be resolved...President Hanson. Jim says do some reading of the CTF, and we'll get to this next meeting.

- e. **Grievance Training**. October 18, starts at 2:30 in the afternoon until evening, Saturday from 8:30 until noon. Presenters will include Cindy Phillips now retired, was FA pres in Moorhead for a number of years, lawyer. If you're interested contact Donna Blom... They will feed you and put you up in the hotel. Looking for SIX volunteers.
- f. **Chick fil-A** —Grabowska doesn't know anything new. We have a constitutional expert looking at it. We have a commitment from President Davenport. Grabowska reported that in terms of removing this restaurant, it will not happen. How can we create a welcoming

environment? Carson had heard that we were studying other options. The President didn't act? Grabowska will investigate. Planning and Budget didn't drop the ball. Director of the Student Union were ready to try something. Encourage the President to expand the food options. Liebendorfer noted that still there, it is an opportunity to foment discussion. Groups on campus could table, petitions could happen... Their presence could be an opportunity. There are detailed minutes from the Student Senate. The First Amendment Speaker had some words of wisdom regarding this.

- g. **Negotiations.** Brauer. MnSCU didn't have their opener ready. Arbitrations are keeping them busy. We will not be exchanging openers until September. We did a circumscribed bargaining session and got a few tentative agreements. One of the things is a rewording, reformatting for article 19, sabbatical ranking a lot of campuses have been confused about the rankings for taking sabbaticals. There are conversations about assignments. There are feelings that we would like to get the negotiations done. Central office is limited for dollars. Enrollment is not good, Brauer says, down about 9 or 10 percent. St Cloud was worse. Tuition is the biggest part of our budget. We may be the largest, pretty soon. Community college enrollments are worse. Down by 15-25 percent range. Bad news because they transfer. Good news in that now that the economy's better, students will go to a university. Brauer, hopes optimistically have new contract settled by February, doesn't think it will go that fast. Donna is thinking about retiring within a few years, so if you're thinking about becoming a negotiator, talk to her about the benefits and disadvantages. It is all out of hide, no release time. The Chancellor is a driver and will probably, in her opinion, have the master course idea in the opener. There will be something about this to allow/facilitate some sort of working together arrangement between Minnesota State College Faculty and IFO, she thinks. Veltsos talked about transition planning as Brauer thinks about retiring.... We need to have someone who can be trained, Donna says you need training on the contract....that's the first thing. The next thing is some kind of experience negotiating. Not necessarily contract, people who have worked on grievances, people have had to settle intrafaculty conflict. Good experience to have experience here or other systems so you understand what's probable. Grabowska says while there's a steep learning curve, a number of negotiators have been there for a long time. Tolerance levels to allow you to learn are high. Culture of this group is a little "salty dog" and a little rough and tumble. Not when they meet with the opposing team. There is a lot of support for newcomers. Ideal isn't doable. Can't represent MSU at the table. Nickerson noted that offering some kind of training about the contract to us is really important (local FA). Good step towards replacing Brauer but also helping us function better. Booker asked whether this is a fully voluntary responsibility, which it is. Team meets before negotiations, Fri & Saturday, well after midnight before you finish. Rewarding experience. Booker thought the opportunity to improve working conditions was a great opportunity to serve. Severns says there is a LOT of work, knowing the contract is basic, but only the beginning. What's said in the groups is really different. Who speaks to what point is critical. Learning the strategies, Roger says, is an art and there are old hands who can teach. Need to have a level head to approach. Donna says not representing you, your department, your program, not representing MSU. A lot of the conversations involves consensus that is good for the WHOLE faculty, might not be in the interests of the one campus, but in the interests of the BIG picture. Blom said that the name is brought forth, is through Executive. We control that.... Find people who can do that. This committee has control over the negotiator appointment.

8. MEET & CONFER AGENDA ITEMS -

- a. FA/AD Meet & Confer, Thursday, September 5, 3:00 – 5:00 p.m. CSU 253 (FA Chair/AD Agenda)

Grabowska says if you have items, send them. He has had several opportunities to meet new administrators and Wells sent her comments to Grabowska in advance. There was a situation where the Admin wasn't going to honor existing salary agreements for emeriti adjuncts but when they understood that while they could do that, it wouldn't be looked on favorably, they honored the existing letters. They were responsive. Brauer brought up an issue. Faculty must be offered overload for a class that needs teaching before an adjunct can be hired. It's a grievable issue.

9. INFORMATION ITEMS

- a. FA General Meeting –Tuesday, August 20 – 3:00 – 5:00 p.m. – Ostrander
- b. New Faculty Meeting – Wednesday, August 21 – 8:30 a.m. – 10:00 a.m. – Heritage Room
- c. Retirement Workshops Russ Stanton – Tuesday, September 3rd from 8:00 to 9:00 and 1:00 to 2:00 p.m. in CSU 203
- d. Newly Tenured Faculty Workshop – Tuesday, September 3 from 9:00 to 10:00 a.m. in CSU 203
- e. Retirement Workshops, Russ Stanton, Wednesday, September 4th from 1:00 to 2:00 p.m. in CSU 203
- f. Individual 1/2 Hour Retirement Appointments with Russ Stanton, Tuesday, September 3rd, Wednesday, September 4th, Thursday, October 3rd (All ½ hour appointments will take place in the FACR – MH 240C). contact Donna Blom

10. REPRESENTATIVES ON IFO STANDING COMMITTEE REPORTS

1. IFO GLBTA –Bobby Bothmann–Announcement for the Chalgren award, who has helped improve the condition of GLTBA students, will be forthcoming. In addition, a first ever conference will take place on the Edina Campus on February 21, Friday, opportunity to share classroom experiences, research.