

EXECUTIVE COMMITTEE MEETING
Thursday, August 26, 2010
CSU 238
Approved Minutes

In attendance: Roger Severns, Mary Visser, Paul Hustoles (recorder), Jim Grabowska, Kelly Krumwiede, Dick Liebendorfer, Andy Johnson, Becky Schwartzkopf, Gregg Marg, Jeff Bumgarner, Ellen Mrja, Bill Wagner, William Peterson, Bobby Bothmann, John Seymour, Andi Lassiter, Greg Taylor, Ron Nickerson

Guests: Donna Brauer, Wendy Schuh, Chris Connolly, Kelian Clink

President Severns called the meeting to order at 3:02 p.m.

Severns made special mention of a card of condolence just sent to Barry Ries on the passing of his son. Visitation is tonight. Also, Tony Filipovitch was in an accident but he appears to be fine.

1. Minutes of August 17, 2010—*Grabowska/Lassiter moved to approve. Motion passed.*

2. Call for Additional Items/ Reordering of Agenda—none

3. Tobacco Policy—Schuh: Thanks for your time. We need your feedback and suggestions. We would like to bring forward the tobacco policy (distributed). The last policy was done in 2005. In 2007 it went through the entire process again. That committee was co-chaired by Rick Straka and Pat Swartzfager-Haney. We aren't sure what happened. Hustoles: I know. It got all the way to the President's desk and it was not approved. It was considered to be politically radioactive. Schuh: I have passed out a copy of the current policy. We now have a consultant at our side with some funding possibility to pay for signage. It can also pay for some cessation opportunities. Hustoles: There was also a challenge because there was no method of enforcement. Connolly: A lot of policies have this challenge. We discovered that 90% of this will become self-regulatory. There are always violators but less and less over time. *Hustoles/Grabowska moved to bring this policy back up for review. Motion passed.* Severns: We worked on this policy for four years. I would like to see it done in a much shorter timeline. The IFO at the state level rents space from the American Lung Association. Connolly: We don't even want to start the process totally over but start where we finished. We will lose funding after this year. Hustoles: We can request to expedite this. Schwartzkopf: There may be some students who actually came here because they can smoke. Would this be in effect this year? Connolly: We want this to be less about the punitive measures and more about the possibility of cessation. Severns: Hustoles will contact O'Sullivan to request an expedited review.

4. Officer's Reports

a. President—Severns: Differential Tuition has languished for over a year. There are a lot of things to talk about here, both for off-campus or even for on-campus classes. I'll try to get this started again this year. Grabowska: I have heard that there will be a proposed differential for study abroad. This issue is not going to go away. Severns: Regarding the Proposed Redesign of Division of Academic & Student Affairs (attached), this is still a draft. It would elevate the Dean of Students to an Associate VP level. Schwartzkopf: If anyone in this room happens to be in a room when this is being discussed, we must remember our colleagues in the Counseling Center. Severns: Last year they were under Mike Miller. Schwartzkopf: They feel that it would be more effective to be supervised by a direct report. Severns: I asked VP Blackhurst about this and the intent was that the Dean of Education would continue to do this. Visser: And they have been notified about this. Severns: At other campuses, counselors are being switched to MAPE. Liebendorfer: Does this increase positions? Severns:

I think this is a wash as far as dollars. Clink: There is an assessment piece to this as well. Hustoles: Is Provost Olson part of this discussion? Severns: That would be my expectation but we can ask. Mrja: All of this is just to replace one person? Hustoles: We could see this coming since Walt Wolff and the big conflation occurred. Nickerson: And a lot of this is not a real change in what we have now. Severns: I have been interested in getting a search firm for Wolff's position. It is clear that they are not going to get this. We should be prepared for another interim in January. That concerns me a lot but I don't think we can stop it. Regarding the Proposal to Extend two Interim Dean Positions (Harry Krampf (AH&N); Jean Haar (Educ), the Administration has asked to shift these from a one-year to two-year time period. Brauer: As a member of a department in one college, I think that the college is falling apart. I think that to delay another year will have catastrophic results. Nickerson: I would rather see a new Dean of AH&N than to see a new Assoc. VP. I don't think the college is falling apart but it is an essential position. Wagner: But is this a good time to recruit a Dean? Even in another year, things will be more settled. Holding our own for a year might make it possible to find a better candidate. [Discussion followed.] **Johnson/Wagner moved to support Jean Haar for a second year. Motion was discussed. Motion passed.** Peterson: Should we go on the record with being uncomfortable about the number of positions that are "acting" or "interim"? I think this will make it very difficult to recruit the kind of candidates that would excite the faculty. Severns: I know that someone at St. Cloud is also going to bring this up. This might even be a point of negotiation. The campuses have always differed from MnSCU about this. Peterson: The continuing number of interims is getting depressing. Severns: Retrenchment & Reassignment (Article 23, Sections D & E)—the administration is in the process of announcing the reverse of one announced retrenchment. We hope there will be more. Tenured faculty who are retrenched have the right to list three academic areas within the system. Some faculty at St. Cloud will be retrenched soon. We need to make certain that faculty members are made aware of their rights. If you have one in your department, they need to know they have this right. They need to go to HR to declare this. Marg: Prior consideration applies to anyone who was employed. Severns: There is a difference between tenured and non-tenured but let everyone know. Grabowska: I am in contact with the CFO; remember that if the faculty member meets the guidelines for the BESI, Administration will still consider that. If you know of people up for tenure and promotions but are going to be retrenched, they should still go for promotion/tenure as they might get more rights. Severns: Our Administration has been much better than other campuses regarding BESIs. In terms of promotion and tenure, yes, it takes an awful lot of time and it may seem like a waste, on the other hand if you are not retrenched, you would not be in a very good spot, and that has happened. I urge people to start this process. Grabowska: There are multiple benefits.

b. Vice President/Grievance Officer—Visser: We have been very busy but we don't currently have any grievances. I want to extend my thanks to Grabowska for making this transition so easy. And thanks to Severns for taking on our presidency.

c. Treasurer—Severns: Engeswick couldn't make it to the meeting but we are all up to date, with about half the money we had since the last report.

5. IFO/MnSCU OPENING FOR STATE IFO CONSIDERATION

- a. MnSCU Center for Teaching & Learning (2 reps total from 4 of the universities needed)
- b. MnSCU Cross Functional Advisory Committee (1 rep total from 6 universities)
- c. IFO E-Voting Ad Hock Taskforce – 2 Year Term (1 – All 7)

6. STATE IFO REPRESENTATION FROM MSU, MANKATO

- a. IFO Government Relations Committee – 2 Year Term (1) – Abdalla Battah
- b. IFO Academic Affairs – (1 Year Term (Need 1) – Shannon Fisher
- c. IFO GLBTA Issues Committee – 2 Year Term (1) – Catarina (Ines) Fritz
- d. IFO Multicultural Issues Committee – 2 Year Term (1) Maurella L. Cunningham
- e. State Government Budget Oversight Committee One (1) representative is needed from each University for a two-year term - W. James Wilde, Ph.D., P.E.
- f. IFO Representative MSU, Mankato (1 Year Term) – NEED

- g. IFO Salary Equity Committee Replacement (1 Year Term) - NEED

Hustoles/Grabowska moved the slate. Motion passed.

Severns: I need to point out “f.” This is a critical position that we need to fill. I did ask someone but they have a class during our meeting times. Go out and beat the bushes. For g, we just got a volunteer.

Grabowska/Hustoles moved to approve Ved Sharma for g above. Motion passed.

7. FACULTY ASSOCIATION APPOINTMENTS

- a. Business Dean Search Committee – Marketing & International Business - Mark Hall

Bumgarner/Grabowska moved to approve Hall. Motion passed.

- b. SBS Dean Search Committee – (1 each department) – Anthropology – Rhonda Dass; Economics – Bob Simonson; Ethnic Studies - Kebba Darboe; Women’s Studies – Maria Bevacqua; Geography; Gerontology; History; Gretta Handke; NPL; Political Science & Law Enforcement – Abdalla Battah; Colleen Clarke; Tomas Inglot; Psychology; Social Work – Paul Mackie; Sociology & Corrections – Barbara Keating; Urban & Regional Studies – Tony Filipovitch; Miriam Porter

Hustoles/Lassiter moved to approve the slate except for Poly Sci and Urban Studies.

Grabowska: Note that there are name changes: Poly Sci went to Government; Women’s Studies is now Gender and Women’s Studies.

Bumgarner/Hustoles moved to approve Clarke. Motion passed.

Hustoles/Wagner moved to approve Filipovitch. Motion passed.

- c. Dean of Students Search Committee – Replacing Nancy Rolfsrud – Kari Much

Bumgarner /Krumwiede moved to approve Much. Motion passed.

- d. University Judicial Board 2010-2011 (Need 15 – 18) – A&H – Dan Cronn-Mills; James Dimock; Jim Grabowska; AH&N – Lynnette Engeswick; Joye Bond; Autumn Hamilton; Bus – Paul Brennan; Dan Levin; Educ – Carol Werhan; Ginger Zierdt; Lib/Unaf; SBS – Dawn Albertson; Barbara Keating; Karla Lassonde; Kimberly Zammitt; SET –

Hustoles/Schwartzkopf moved to approve the slate. Motion passed

- e. College Access Program Faculty Advisory Group (Need 1 Rep from each Unit) – A&H- Amy Mattson Lauters; Jacqueline Arnold; AH&N –; Bus — Queen Booker; Educ – Anne Dahlman; Lib/Unaf – George Corey; SBS – Javier-Jose Lopez-Jimenez; Sherrise Truesdale-Moore; Hanh Huy Phan; SET – Ned Williams;

Mrja/Lassiter moved to approve Lauters. Motion passed.

Grabowska/Lassiter moved to approve Truesdale-Moore. Motion passed.

Hustoles/Grabowska moved to approve the slate. Motion passed.

Severns: Thanks to all of the volunteers for CAP.

- f. Advising Task Force Reupping: Reappoint; Angie Bomier; Kellian Clink; Jane McConnell
g. UCAP for A&H for Donna Casella Fall Only – Anne O’Meara
h. UCAP SET Replacement (1 Year Term) – Rajiv Kapadia.

Hustoles/Grabowska moved the slate for f, g and h above. Motion passed.

- i. IPAC - (1 per each college listed) A&H - John Lindberg; Nancy Drescher; Brandon Cooke; Evan Bibbee; Educ - Anne Dahlman; Carol Werhan; Deborah J. Jesseman; Marti Sievek; SBS – Joe Kunkel; Michelle Alvarez; Tami Tucker Wilkins; Marilyn Frank; Robin Wingo; SET – Cyrus Azarbod; Qun (Vincent) Zhang

Grabowska/Hustoles moved to approve Bibbee. Motion passed.

Liebendorfer/Nickerson move to request Brandon Cooke serve as a representative from the College of A&H as well. Motion passed.

Grabowska/Lassiter moved to approve Sievek. Motion passed.

Wagner/Mrja moved to approve Kunkel. Motion passed.

Marg/Wagner moved to approve Zhang. Motion passed.

- j. Enrollment Management Sub-Teams – Graduate Studies – Miranda Hellenbrand

Hustoles/Wagner moved to approve Hellenbrand. Motion passed.

7.1 REPRESENTATION NEEDED

- a. Faculty Development Chairperson
- b. LTR – College of Business (3 Year Term)
- c. Transfer Enrollment Management Sub-Team –

8. FACULTY ASSOCIATION/IFO APPOINTMENTS – STILL NEEDED – Spring 2010

- a. Strategic Priorities (FA Co-Chair Appointments Needed)
 - 1. Campus of the Future (Straka)
- b. Enrollment Management Work Group Needed – (1 per group)
 - 1. New Entering Freshmen (Brian Jones) -
 - 2. Marketing – (Jeff Iseminger) -
 - 3. Financial Aid/Scholarships (Brian Jones) –

9. Discussion Items/Action Items

a. Evaluating & Improving Student Writing Task Force—Nickerson: This is a follow up on the action of last fall. We decided to create a task force. We never did that. Earlier this week, Clink and Severns and I sat down to write a charge for such a task force. Clink: We need to figure out if we are graduating real writers. We need to make our students better writers. Severns: There are a lot of different aspects to this. I don't think we have a list of all the things we are doing on campus. I have never seen a document about exactly what requirements are required to meet accreditation. There is a lot we don't know. I have expressed concern about the number of writing intensive sections that have decreased this year. Wagner: And what do we do with writing online? Clink: That would be a good thing to add to this. We did talk about trying to "identify" what it is that we are doing now. Nickerson: I have a concern as we look at our future demographic. We are going to have a larger number of students who have marginal writing skills. If we bring them here, we have to help them make it. We can't be dishonest with them. We don't provide much support to graduate students either. We also don't do well with transfer students. When students leave here, one of the best things we can do is to help them improve their reading, writing and critical thinking skills. Severns: Structurally, would it be better to have five at-large reps or one from each college? Nickerson: We need people who are passionate. Clink: But we need science represented. Johnson: I think there should be ten. Liebendorfer: Large committees can get unwieldy. Wagner: We should talk to Bill Dyer, who teaches professors about how to write. Liebendorfer: Or someone from Valley Writing. Nickerson: We picked five out of the sky but, really, the more the merrier. **Johnson/Nickerson moved to change the number of faculty reps to "up to ten." Mrja/Hustoles moved to amend this with "including one from each college." Amendment passed; original motion passed. Hustoles/Grabowska moved to accept and support the entire concept. Motion passed.** Severns: I will put a call out for volunteers before our next Exec Meeting.

b. Review of Governing Documents of MSU, Mankato FA—Hustoles: No action yet.

10. Meet & Confer Agenda Items—Severns: Anything to add?

a. IT Support—Marg: Our newly renovated space is wonderful but IT will not support VCRs. You have to bring your own machines. Grabowska: We are also heavily invested in this. Even DVDs are disappearing. Maybe we can move to a streaming process. It might be interesting to invite Barb Bergman to talk about copywrite issues. Severns: If they could legally stream it, then we wouldn't have to support VCRs. We will bring this up. Severns: Schwartzkopf ask Bergman to give me a call.

b. Mandatory Memos—Marg: We are still getting those mandatory supervisor memos. Severns: I sent out an email that politely declined this. Marg: If we don't go, do we develop a liability? Severns: I have talked to our attorney and I don't think so.

c. Submeet Schedules—Seymour: We need to tie up the process of our three submeets about who are our co-chairs and when we will meet. There is no process yet. Usually we would have a year's worth of meetings mapped out at this point. Severns: I will ask for this. Lassiter: Lynne Akey was not invited to be on the committee. Is there a way we can get her on the committee? Nickerson: Yes you can. They can be invited to sit ex-officio. Severns: Just contact the Administration co-chair and ask to do this.

d. Phased Retirement: Mrja: Does anyone know what the current feeling is on faculty phased retirements? Severns: I haven't heard anything against it. Marg: I don't think the policy has changed.

11. Other FA/IFO Committee Rep. Updates

- a. IFO Academic Affairs – Shannon Fisher (Need Confirmation)
- b. IFO Negotiations – Donna Brauer
- c. IFO Multi-Culture – Maurella Cunningham (Need Confirmation)
- d. IFO GRC –Stephen Woehrle; Abdalla Battah (Need Confirmation for Battah)
- e. IFO GLBTA – Catarina (Ines) Fritz (Need Confirmation)
- f. IFO Salary Equity –Need
- g. IFO Feminist Issues – Amy Wagener

Hustoles/Grabowska moved to approve all who need confirmation. Motion passed.

12. Informational Items

- a. Next FA Executive Meeting, Thursday, September 30, 2010 @ 3:00 p.m. – CSU 204
- b. Russ Stanton Retirement Workshops & ½ hour Individual Appointment
Workshop - Wednesday, September 1 - 8:00 – 9:00 - CSU 204 & 1:00 – 2:00 -CSU 204
Individual Appointment – FA Conference Room – MH 240C
Workshop - Thursday, September 2 – 8:00 – 9:00 – CSU 204 & 1:00 – 2:00 - CSU 203
Individual Appointment – FA Conference Room – MH 240C- Thursday, September 30.

The meeting adjourned at 4:47 p.m.

Paul J. Hustoles
Recording Secretary