

EXECUTIVE COMMITTEE

Thursday, August 27, 2015

CSU 238

3:00 p.m.

APPROVED MINUTES

In attendance: Mary Visser (FA President), Gregg Marg (FA Vice President), Queen Booker, Bobby Bothmann, Carrie Chapman, Kirsti Cole, Dan Cronn-Mills, Steven Gilbert, Paul Hustoles, Avra Johnson, Kelly Krumwiede, Dick Liebendorfer, Javier-Jose Lopez Kari Much, Shannon Miller, Marty Mitchell, Patricia Nelson, Roland Nord, Luis Posas, Joseph Reising, Timothy Secott, Roger Severns, Daniel Swart, John Thoemke, Teri Wallace, Lynne Weber, Gwen Westerman.

Meeting called to order at 3:03 PM

1. Minutes of previous meeting (Unapproved Minutes –August 18, 2015)

Hustoles/Severn: Motion to Approve: Passed

2. Call for Additional Items/ Reordering of Agenda

3. HLC– Assessment Report – Andi Lassiter (Time Certain 3:15 p.m.)

A taskforce was created 4 years ago to respond to the last accreditation review concerning our assessment of student learning. We took part in a workshop on assessment given by the higher learning academy. Packet distributed. This poster of what we presented at Academy; we got very good feedback. There are 3 main components: 1. Review how general education courses are assessed. 2. Implement a writing assessment on campus. 3. Tie our Learning Outcomes with the assessment piece. Part of the goal of the Academy was for us to have a sustainability plan for when the Academy is over. Bulleted points of how this work could be continued. Now that our taskforce is disbanding, there is some opportunity to continue along this path.

4. FACULTY ASSOCIATION VACANCIES –

a. Representation Still Needed For Fall 2015/Spring 2016

1. BUSINESS

Faculty Improvement & Sabbatical (2 Year Term)

Planning (2 Year Term)

2. SBS

UCAP (1 Year Replacement for Abdalla Battah)

5. FA CONFIRMATION OF APPOINTMENTS AT EXECUTIVE MEETING

**a. A&H Faculty Improvement & Sabbatical (1 Year Replacement for Gwen Westerman) (Select 1)
Deepa Oommen, Melissa Rosenberger**

Hustoles/Westernman: Motion to Confirm Rosenberger: Passed

b. AH&N Faculty Improvement & Sabbatical (2 year term) - Theresa Mackey

c. Business Faculty Development (1 year appointment) – Paul Brennan

d. University Student Conduct Board 2015 – 2016 - (15 to 18 Needed) A&H – Julie Wulfemeyer, Matthew Sewell, Lindsay Mason, Melissa Purdue, Elizabeth Williamsen, AH&N – Mark Windschitl, Autumn Hamilton, Joseph Visker, Kristi Montandon, Educ - Penny Rosenthal, Amy Scheuermann, Lib/Unaf – Jenny Turner, SBS – Barbara Keating, Patricia Nelson, Colleen Clarke, Jeffery Dennis,

Christian Dobratz, SET – Mary Hadley

e. Global Education Advisory Council (GEAC) - (1 from each – 2 year terms) AH&N – Robyn Ceurvorst, BUS - Abo-el-yazeed Habib, EDUC – Steve Reuter (Needs to be by telepresence), SBS - Ishuan Li, Kristie Campana, Raymond Asomani-Boateng, Eiji Kawabata, Donald A. Friend, SET - Mahbub Syed, Hongxia (Laura) Yin

Johnson/Miller: Motion to Confirm Kawabata: passed

Marg/Hustoles: Motion to Confirm Yin: Passed

Hustoles/Cole: Motion to Confirm Slate of e: Passed

f. Behavioral Consultation Team (1 Needed 2 Year Term) – EDUC - Penny J. Rosenthal, SBS - Christian Dobratz, EDUC -Sean Wachsmuth

Wallace/Hustoles: Motion to Confirm Wachsmuth: Passed

g. Undergraduate Admission Appeals Committee (30 – 35 Needed) – A&H – Dan Cronn-Mills, Chuck Lewis, Michael Thursby, Leah White, AH&N –Autumn Hamilton, Joseph Visker, Lori Meyer, Rachelle Hodges, Educ – Brian Kamnetz, Kim Johnson-Harris, Lib/Unaf – Miranda Hellenbrand, Nancy Rolfsrud, Kimberly Sommers, Nathaniel Gustafson-Sundell, Lisa Baures, Barb Bergman, Kari Much, George Corey, Bobby Bothmann, Carrie Giebel, SBS – Kristie Campana, Fred Slocum, Emily Stark, David Beimers, Emily Boyd, Dawn Albertson, Karla A. Lassonde, SET – Sarah Kruse, Mary Hadley, Lyudmyla Stackpool

h. Search Committee for Vice President of Technology & CIO - A&H - Dan Cronn-Mills, SBS – Donald Friend

Booker/Mitchell: Motion to Confirm Friend: Passed

i. ADA Advisory Committee (2 Needed) – Lib/Unaf - Carrie Giebel

j. President’s Commission on Status of Women – (2 Needed) – Educ - Penny J. Rosenthal, A&H - Melissa Purdue, Lindsay Mason, SBS - Ana Perez

Cole/Miller: Motion to Confirm Perez: Passed

Booker/Bothmann: Motion to Confirm Mason: Passed

k. AH&N Representative Replacement for Hans-Peter deRuiter for academic year 2015-2016- on Honors Council - Megan Mahowald

Hustoles/Marg: Motion to Confirm Slate of b, c, d, g, I, and k: Passed

6. DISCUSSION ITEMS/ACTION ITEMS

a. IFO Updates (Visser)

We will be having the first IFO Board meeting on the 10th. Jim will be away on the 10th, so we will be meeting in his absence to discuss Charting the Future (CTF). We hope to be bringing some important information back from this meeting. We want to try to keep the work of CTF on Campus inside the existing Sub-Meet structure. Our new Administrative Assistant and our Government Relations are going to be redesigning the IFO website. We've been thinking about redesigning our local site as well, but I suggest that we wait until after the IFO site is finished.

b. Diversity Event Requirements (Visser)

We may be putting out a call for a taskforce and nominations. This has a timetable moving fairly quickly. If you are interested, please let me know.

c. Preferred Name - "Kickstart" Group (Visser, Cronn-Mills)

The Chancellor signed off on this initiative, and we immediately started receiving request forms from students, faculty, and staff. I don't know if we have started to implement these requirements on the ITS side. Four student's requests have been implemented so far, but there are problems. We will be meeting on Monday to talk about these issues. The only thing that should take time is figuring out the appeal process and the standards. Everything else on the ITS should be able to be implemented quickly. This meeting is scheduled for next Monday 12-1 PM in CSU202.

(Visser): Now we need faculty to help push this through implementation. We can't just let this die.

d. IFO Antibullying Training – October 17 & 18 (Saturday & Sunday)(Visser)

What we are looking for is people willing to be trained as leaders on campus for anti-bullying. We are looking for interested faculty who want to participate. If you know of someone who would like to get involved, please let us know.

(Question): Can we have an on campus meeting afterward to disseminate this information? (Visser): Yes, I think that is the idea.

e. Budget updates (Nord)

The Budget committee will be meeting on Sept 15th. There hasn't been a final accounting of what happened last year. There was supposed to be a \$4 million deficit last year, and another \$4 million this year. There were 14 faculty positions searches placed on hold, and were targets of opportunity for easy savings. We need to be very concerned on how any future cuts are made. Enrollment results are another piece of information that is needed. Some data from early this week (8-23) indicate that FYE may be down for both undergraduate and graduate students.

(Question): Since the IFO contract is settled (almost), does that makes Straka's life easier. We don't have that unknown now. (Nord): Yes, it should.

(Question): The numbers most important now will be those calculated after this Friday.

(Visser): We are going to try to fast-track the vote on the contract through the IFO board.

(Question): Concurrent enrollment still isn't included in these numbers; they are always late.

f. Grievance Committee (Marg)

The Constitution defines a Grievance Committee to advise the Grievance Officer. They are mostly advisory, but in my absence they might take my place. (3) IFO Representatives , President, and Vice President are members.

g. Civility Campaign Update (Visser - Lopez)

We had a long discussion last spring about the idea that empathy instead of civility might be the correct path forward. David Jones said that the Civility Campaign posters are going to be replaced with general University belief statements. Jones has said that what Lopez said at the Meet & Confer were very moving and have helped them change the course of the campaign.

h. Academic Master Plan (Cronn-Mills)

I took a look at the Academic Master Plan, and I must say I was disappointed. I don't see a Master Plan, I see a set of wish lists. I have no idea how the Provost will move forward. It is a group of plans, but no master. I expected that it would say where focuses would be and where new money would be spent. I don't know if we have a chance to push her for more information on what the Master Plan will actually look like when it is actually a Master Plan.

(Question): As a part of a shared governance, where is the actions for the master plan housed? Is it going to the Planning Sub-Meet? (Cronn-Mills): No one knows.

(Visser): I know that a Dean was upset because the whole thing was edited by an external editor, and content was removed. I think there are a number of concerns to bring forward.

(Question): If the editor doesn't know what they are editing, they can make mistakes removing what is actually very important. We also don't know if this trumps CTF or vice versa.

(Question): Instead of a conflict, perhaps this Master Plan could be a way to build into the CTF. It very well could be a bottom-up activity, but at this point I don't know. (Severns): Some of the things we did last year for the Plan dovetail into CTF, but a lot of what is in the Master Plan doesn't match CTF at all. I am concerned that there is just enough difference between the two that they contradict each other. Mass confusion might reign at the end of the day.

(Question): This could all get placed before the Planning Sub-Meet, or it could be taken away from us. We just don't know.

(Questions): I think one of base problems is that all department said they were planning on growing. If every department grew, we'd be at 60,000 students. Perhaps this is more an aspiration statement. These hard decisions are going to be made regardless, but perhaps we can use this as a guide so we don't come up with crazy ideas. The fact that there isn't a Plan yet might work out to our advantage as faculty.

(Question): What was the motivation or the master plan? I heard that it was associated with HLC. (Visser): It could have been, I also heard it could have been resume building for Administration, or it could have come down from the Chancellor's office.

(Question): Where can we express our concern limiting our Administrative budget? (Visser): They would claim that they are cutting too.

(Question): We need to pay attention to procedure as we move forward.

7. MEET & CONFER

- a. **FAAD Meet & Confer – Thursday, September 03, 2015 @ 3:00 p.m. in CSU 245 (FA Chair/AD Agenda)**

8. INFORMATION ITEMS

- a. **Faculty Nearing Retirement Workshops presented by Russ Stanton**
 - 8:00 to 9:00 a.m. – Monday, August 31, 2015 – CSU 204**
 - 1:00 to 2:00 p.m. – Monday, August 31, 2015 – CSU 204**
 - 8:00 to 9:00 a.m. – Tuesday, September 1, 2105 – CSU 204**
- b. **New Tenured Workshop presented by Russ Stanton**
 - 1:00 to 2:00 p.m. – Tuesday, September 1 – CSU 204**
- c. **Individual ½ hour retirement appointments with Russ – MH 240B/C Faculty Association Conference Room – Call Donna 2479 to scheduled – M-F 8:00 to 1:30.**

9. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

a. Proposed “New” Committee Report Format (Visser)

Handout. We want to make sure that the Committee work is disseminated and recognized. We have gotten out of the habit of doing regular committee reports. I propose that we go on a rotation of every other meeting, with committees giving an oral and written report. I image 3-5 minute oral reports and longer written reports. We all need to know what/how the Committees are doing.

I am also considering following the format of a Consent agenda – put everything that needs to be voted on in one section. This would give us more time, but it requires that we read the agenda in advance. I am going to try to do this with agendas in future.

(Question): I wonder if it makes sense to put Assessment, Planning and Budget on the same days? (Visser): I can make those adjustments.

(Question): Do you also want to add Unit Representatives? If the unit reps are meeting together, an occasional report might be useful. (Visser): We can add them as we meet. I also think the IFO Committees need to have a chance to speak as well.

(Question): When we are going through the voting, it would be good to lump the “slates” together into one lump.

(Visser): I will come back with another iteration of this schedule.

b. Assessment & Evaluation (Heather Von Bank -2015 & Carrie Chapman - 2016)

c. Budget (Roland Nord)

d. Extended Education (Paul Wyss)

e. Faculty Development (Lynne Weber)

f. Faculty Improvement & Sabbatical (Kari Much)

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

h. Graduate Curriculum & Academic Policy (GCAP) (Barb Bergman/Timothy (Tim) Secott)

i. Planning (Patricia (Pat) Nelson)

j. Research (Teri Wallace)

k. UCAP (John Lindberg)

l. Unit Representatives – AH&N – Kelly Krumwiede; A&H – Gwen Westerman Wasicuna, Bus – Joseph (Joe) Reising, Educ – Jackie Lewis, Lib/Unaf – Steven Gilbert, SET – John Thoemke, SBS – Luis Posas

(Visser): The athletic coaches don’t teach anymore in the College of Allied Health. They don’t do any teaching; they do Administrative Activities. I just learned about the coaches today. I also heard that the football Graduate Assistants are now all adjunct faculty. I don’t know if the GAs are going to be in our bargaining unit or if they are going to have health care. I don’t know enough about what is going on. We may consider taking the coaches out of our Allied Health and placing them into Library/Unaffiliated. We don’t have any oversight on them if they aren’t teaching. I just want to make sure that they are in the best area to serve them.

(Question): Why are they faculty, and what do they do if they don’t teach? (Visser): They had always been in the IFO because they always taught. They don’t anymore. We don’t know how the 5 criteria are being handled or who is watching over it.

10. 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

(Mitchell): We are really pleased with Johnathan. With Russ leaving, we were concerned. We meet on Oct 15th. Things went really well last time.

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

11. OFFICER'S REPORTS

a. Vice President/Grievance Officer (Gregg Marg)

There was a Nonrenewal grievance last spring. Looking at our timetable, as it is written, if a dept. makes a vote of nonrenewal it doesn't have to share it with the individual. The same with the Dean and Provost. Not until it gets to the President does the individual know anything. I am going to be bringing our concerns to the President and request that this be more like the tenure timetable.

(Visser): If the dept. chooses to follow these rules, nonrenewal goes very fast. I strongly support this change. The faculty member needs to be able to speak before it gets to the President.

b. Treasurers Report (Bobby Bothmann)

We have \$131.54 in our budget right now. This is after paying for last week's activities. We don't get our first disbursement until mid-Sept. \$2500. That's how much we will have until March when the 4th quarter disbursement is given. Mankato and St. Cloud are the only 2 FA that have staff, so our allocation pays for Donna's Salary. We go negative and that is why we don't get the second reimbursement. Looking at last year's spending, we should be ok as long as we are frugal. At the end of June we should have ~\$2000. This would be without food and other expenses. We are not in dire straits, but we shouldn't be spending freely.

(Visser): We spend ~\$400 every year on our holiday gathering. We thought about doing it as a potluck. We don't have to make a decision now.

Hustoles/Severns: Motion that Bothman form a Holiday committee: passed.

c. President's Report (Mary Visser)

We are going to be needing to hire someone. I propose we set up a committee for this in the near future. We need to figure how to schedule, plan, etc. I'll come back to you with some proposals, etc. I want to make this as easy as possible for all of us.

(Question): Has there been any discussion at State IFO about the structure of secretarial service? (Visser): We haven't talked about it at Executive Committee.

(Question): Does compensation for replacement hinge on the fair share suit? (Visser): Not right now. It shouldn't affect the compensation of the replacement, but the option to have a replacement may be effected by budget if fair share goes away.

Meeting Adjourned at 4:34 PM

Respectfully submitted,

Daniel J. Swart
FA Secretary