

EXECUTIVE COMMITTEE
Thursday, October 16, 2014
CSU 245
3:00 p.m.

APPROVED MINUTES

In attendance: Mary Visser (FA President), Gregg Marg (FA Vice President), Daniel Swart, Bobby Bothmann, Paul Hustoles, Barbara Carson, Roger Severns, Kelly Krumwiede, Steven Gilbert, John Thoemke, Luis Posas, Jessica Schomberg, Roland Nord, Dawn Albertson, Scott Page, Rhonda Dass, Avra Johnson.

Meeting called to order 3:05 PM

1. Minutes of previous meeting (Unapproved Minutes – September 25, 2014)

Hustoles/Severns: Motion to Approve: Passed

2. Call for Additional Items/ Reordering of Agenda

Donna will speak in #3.

Remove 7. g. and 7. h.

Add 7. l: Tobacco

Add 7. m: Agile Grade

Add 7. n: FA Committee Members

3. IFO/MnSCU COMMITTEE OPENINGS

a. Negotiator

(Visser): I have a volunteer; I will be following up with them. (Blom): We can nominate, but the vote has to go through the full faculty. (Bothmann): Cvanacara and Cronn-Mills may be good choices as well.

(Blom): The back walls in the conference room are naked. I would like to put some things on the walls. I've called the Art dept. and various places in the city. I have printed out some things with prices and sizes, etc. I would like you to suggest some artwork. The most expensive is \$65. Maybe 300-400 dollars in total.

(Hustoles): It would be fantastic to use some art from students. (Blom): If you want to ask them as well, that would be great. (Hustoles): I volunteer to talk to them on our behalf. I could even pen a letter to the faculty in general to request pieces.

Severns/Bothmann: Motion that we spend up to \$500 if necessary for artwork for the conference room, with the stipulation that we utilize student works if at all possible: Passed

4. FA EXECUTIVE APPROVAL BY ELECTRONIC VOTING

a. ADA Advisory Committee (2 Needed) (1 for 1 year term and 1 for 2 year term) –

1 Year Term - Tamara Tucker Wilkins – SBS, Gina Wenger – A&H, Kimberly Sommers (New) –

Lib/Unaf), Carrie Giebel – Lib/Unaf – John Paul – A&H - ELECTRONIC VOTE 10.02.14 – Tamara

Wilkins

2 Year Term – Nancy Rolfsrud – LIB/Unaf, Gina Wenger – A&H, Carrie Giebel – Lib/Unaf, John Paul – A&H – ELECTRONIC SELECTED 10.02.14 - Gina Wenger

b. Dining Contract Steering Committee (1 Needed) – Casey Duevel – Lib/Unaf, Amy Roisum Foley – A&H, Eiji Kawabata – SBS - ELECTRONIC VOTE 10.02.14 – Casey Duevel

c. Focus Group About University Dining (5 Needed) – Bobby Bothmann – Lib/Unaf, Pat McKinzie - Educ, Cindy Miller - SBS, Jim Wilde – SET, Queen Booker – Bus, Nancy Rolfsrud – Lib/Unaf, Fred

Solcum – SBS – Carol Glasser – SBS - ELECTRONIC VOTE 10.02.14 – Bobby Bothmann, Cindy Miller,

5. FA APPOINTMENTS MADE BY FA EXECUTIVE AT EXECUTIVE MEETING

- a. Presidential Scholarship interview (Sent list to Executive 10.02.14)

Hustoles/Severns: Motion to Approve Appointments as Listed: Passed

- b. Academic Standing Committee (1 Needed) - Ken Zimny – SBS, Mezbahur Rahman – SET

Marg/Hustoles: Motion to Appoint Rahman: Passed

- c. Faculty Development Education (1 Year Term) (1 Needed) – Allen Hoffman, Guy Reid, Karin Lindstrom Bremer

Carson/Hustole: Motion to Appoint Bremer: Passed

- d. Nominations & Election Representative Education – Teri Wallace

Marg/Hustoles: Motion to Appoint Wallace: Passed

- e. President’s Commission on Diversity (Select 1 for 1 Year Replacement and 1 for 2 Year Term)
1 Year Replacement – Heather Hamilton – A&H, Shannon Miller – SBS

Hustoles/Swart: Motion to Appoint Hamilton: Passed

2 Year Terms - Eiji Kawabata – SBS, Ken Zimny – SBS, Deepa Oommen – A&H, Shannon Miller - SBS

Carson/Severns: Motion to Appoint Miller: Passed

- f. Assessment & Evaluation Business – (2 Year Term) Elizabeth Ahrens
g. Nominations & Election Chairperson – Paul Hustoles

Marg/Bothmann: Motion to Appoint Slate: Passed

6. FACULTY ASSOCIATION VACANCIES –

- a. Representation Still Needed For Fall 2014

1. College of Business

- a. Budget – BUS – (1 Year Replacement)
b. Faculty Development – BUS - (1 Year Replacement)
c. GCAP – BUS – (2 Year Term)

7. DISCUSSION ITEMS/ACTION ITEMS

- a. Mankato Safety Officer on Campus

(Visser): We had a robust conversation on this topic at our last meeting. Does anyone have anything else to add? We did request some more material from Miller in advance of our next M&C so we have something to respond to, but we haven’t received anything yet.

(Question): I would like to suggest that Visser, during an unofficial meeting with the Administration, state that if we don’t have this information we will put off the discussion until the next M&C. (Visser): I will do that.

(Question): Are we taking Jones up on the offer of another open forum? It might make more sense to wait until after the M&C. (Visser): We can, absolutely.

(Question): I thought the meeting was fascinating; hearing a diverse background of faculty speak on this subject. If there isn't compelling evidence provided to us, I think we need to not support this. Short of a miracle at the M&C, I think we vote against. When, in our universe, does a gun solve a problem?

(Question): It is hard to draw a distinction, because the police won't come on campus without guns, but I don't want guns on campus.

(Question): With what happened this weekend, a gun on campus wouldn't have helped at all. Is there any compelling evidence? (Visser): Not that we are aware of, but that is what we are asking for.

(Question): I had my life threatened by a student, and Administration and the police told me to carry a gun. Their advice did not make me safer or make me feel safer. Even as a formerly threatened employee, I think that this is just potentially escalating.

(Question): As an example, we had a forum on the Iraq War and the Union decided to have a uniformed police officer at the event. An international student was unsure that they wouldn't get arrested for saying something in the open forum, decided at last that it was best just to leave. In later talks with Campus security, they were receptive to changing their tactics.

(Question): We met with David Jones about this proposal, and we were taken aback by the fact that he never even took any notes on our views. We had to send him a list of talking points since he was unwilling to take his own notes. I don't know what impact a police officer will have on campus, but it will bring police and students closer together. International students having this close contact with police could be damaging. We are training our students to be professionals, if a police interaction takes place, it might adversely affect their chances in the job market, etc. We have attracted a diverse body of students and faculty, and we need to think of this proposal in this light.

b. Undeclared Student Issues with Federal Aid

(Visser): This was supposed to be stop-gap measure. We have asked the Administration to revisit the issue. It has caused some advising problems. We might be asking for faculty to serve on a group pertaining to this.

c. Charting the Future Committee Updates

(Marg): A few weeks ago the Charting the Future Executive Steering Committee met and the President of the Minnesota State University Student Association spoke about the students' perspective. President Potter from St. Cloud berated the student and the student left in tears. Grabowska has been meeting with heads of the other bargaining unit on Charting the Future and this issue was of grave concern to that group. The IFO Executive Committee asked for an official apology from President Potter.

(Visser): The Student Senate President from SWSU was pulled into Administration and told that they are too influenced by the other bargaining units, and needed to pull out. The Administration was trying to divide and conquer. We are drafting a letter to the Coalition that the IFO will be stepping out of the Charting the Future movement. This incident and the lack of transparency are major concerns.

(Question): Something to tell the other FA presidents is that the Central Office is not supposed to spend campus money, but support staff is being provided compensation but faculty aren't.

(Question): Are the community colleges in the coalition? (Visser): Yes, they are, and we are communicating with them. The other FA Presidents seem to be in favor of stepping out.

(Question): The board of trustees is in a transitional phase right now. The longer a certain Governor stays at his post, the more the residue of the past Governor leaves. The challenge is that Rosenstone is moving further and further from his faculty roots. We have to speak with one voice, and we have to speak for our students.

(Question): Strategically and tactically, is it wise to step out? (Carson): There are 8 committees, and we have one vote out of 18 on each committee.

(Question): Is it better to have a low voice or no voice?

(Question): If we were in agreement with the other faculty union, we would have a stronger voice.

(Question): It is not surprising that they aren't listening to us. We need to support this student but also let them know that we are exceedingly unhappy with this process.

(Question): We need to know what options we are talking about at the IFO level, so we can weigh our options.

(Visser): I will try to bring some information back from our next meeting.

(Question): What is the timeline on this letter? If the gallery walk is happening soon, we need to get this information out soon, or decide to boycott. (Visser): I will try to get more information, and I think it is very important how we handle this.

(Question): These problems are coming from many directions, and the frustration and fear is really mounting. It doesn't surprise me that we are going to have to do something.

(Visser): At my meeting with Davenport, he indicated that he and other presidents are aware of the concerns of the faculty about Charting the Future, and that sometimes puts them in a difficult position with the direction MnSCU appears to be moving with the initiative.

(Marg): At the same time, the Chancellor or someone at that level thinks we need some outside advice. They want to bring in even more people, this time from outside the system, which will dilute our voice even further.

(Question): There is no chance that charting the future is going to go away, correct? (Visser): As long as Rosenstone is here, no.

d. Negotiator

See 3. a.

e. Committee Charges – GCAP (Update)

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

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

Removed

h. Writing Charge – Liaison to General Education

Removed

i. Consideration of inviting new V.P.'s to meet with Executive Committee (Carson)

(Carson): Of the vice presidents, only one has a Ph.D. Kent Clark and Mike Gustafson are relatively new and it might be a good idea to introduce them to us and help explain to them how the Sub-meets work. We can educate them from our perspective.

(Visser): I think this is a great idea, and a great teachable moment about joint governance.

(Hustoles): I might recommend that we think about what information we want to share. How can we help you do your job? Perhaps we could give them some things to think about on a one-on-one and then bring them to the exec?

j. Planning Committee Updated – Approved by Planning Committee 09.11.14

(Page): In the packet there is a charge that has been passed by the Planning Committee. We reviewed and updated the language of the charge and it now better explains what this committee does.

Thoemke/Hustoles: Motion to Approve the Charge: Passed.

k. IFO Standing Committee Representatives part of Executive & FAAD M&C with voting rights – IFO Operating Procedures

(Visser): Standing IFO committee members are also part of the Executive Committee, and I wanted to update you that more faces will be showing up to the meetings.

l. Tobacco

(Visser): When we spoke with the President yesterday, we asked if MnSCU could change the rules so that they could levy fines for things other than late library books, such as tobacco use on campus. Davenport brought this to the MnSCU General Council, and they thought it was strange that we are having a problem with this on our campus. I find it astounding that we are the only campus that "has this problem".

(Carson): This might be a really important thing to report to the IFO board. There may be other campuses that also have this problem, but don't know others are.

(Hustoles): They wanted to bring the tobacco policy back up for review, but the problem isn't the policy, it is the enforcement and procedure of implementation of the policy.

(Bothmann): Are there other policies that can be broken with impunity? (Hustoles): This is a social policy, and it is harder to mandate.

m. AgileGrad

(Visser): There were enough faculty comments that I thought I would invite discussion.

(Marg): I attended one of the meetings, and I liked what I saw, but the implementation is going to take some work.

(Visser): Part of AgileGrad is a survey on how the students feel, and if anything is deemed negative, it sends the advisor a message and the student can even schedule themselves a meeting on the advisor's schedule.

(Question): So students are agile, but they can't solve any of their own problems?

n. FA Committee Members

(Visser): Any member of a college level committee must be an IFO member. If this is in our operating procedures, it needs to be enforced. By the start of January, I would like the colleges to be in compliance. Most of the faculty are IFO members, it won't affect many, but it may affect some.

(Hustoles): We have been very rigorous for campus elected officials. At least once a year someone is nominated who isn't a member, and when this is brought to their attention, they join the FA. This is a great recruitment tool.

(Question): We have a tradition in Business of have new committees at the college level every year. You will want to get the College Representatives involved in checking because this is going to be a big job.

8. MEET & CONFER

- a. **FAAD Meet & Confer – Thursday, November 13, 2014 @ 3:00 p.m. in CSU 245 (FA Chair /AD Agenda)**

9. INFORMATION ITEMS

- a. **Next FA Executive Meeting – Thursday, October 30, 2014 @ 3:00 p.m. – CSU 238**
- b. **Mission Statement (Sent to Executive 10.14.14)**
- c. **FA Secretary for Spring 2015**
- d. **Invitation from Kent Clark – Next Saturday Night Hockey Game**

10. FACULTY ASSOCIATION COMMITTEE CHAIRS REPORTS

a. **Assessment & Evaluation (Jessica Schomberg) - Kirsti Cole visited to review the WAC Assessment Plan and Tools, including the timeline of direct and indirect measures. Lynn Akey reviewed the General Education Outcome Assessment process. The HLC reaffirmation of accreditation ad hoc sub-committee will report to A&E, a call for volunteers will come out shortly. In the process of talking with UCAP and GCAP about doing a joint sub-meet to talk about curricular assessment. The Assessment of Student Learning sub-group talked about the program review process and suggested improvement to documentation. The Institutional Effectiveness sub-group was joined by Jerry Oman, who talked about ideas for improving the Data Summary Reports and ways of measuring student retention and success. One discovery of note: the average MSU student changes majors twice while here. Future agenda items: program/major data and CIP codes.**

b. **Budget (Roland Nord) At September 16 Budget Sub Meet, VP Straka provided a budget update based upon contract settlements and available enrollment data. More details will be available for the October Sub Meet. He also suggested the possible impact of Affordable Care Act (on insurance premiums) and minimum wage increase on budgets.**

- c. **Extended Education (Judith Luebke/Dawn Albertson)**

d. **Faculty Development (Lynne Weber) - The Faculty Development Committee was convened by Chair Lynne Weber on Wednesday, September 24th, at 3:00 pm. In attendance were Susan Burum, Rennesa Jessup, Mezbah Rahman, Diane Witt.**

The group discussed the upcoming review of 2014-2015 Teaching Scholar Fellowship applications, in accordance with the Academic Affairs calendar. The applications should be distributed to the Committee on or before October 20, and Faculty Development ranking will be accomplished early in the November. There was discussion of the current coring rubric in use

At present there is no committee representation to the Faculty Development Committee from the Colleges of Education or Business. The College of Education has submitted a name to the IFO Executive Committee for approval at the October 16 Faculty Association Executive meeting.

e. Faculty Improvement & Sabbatical (Amy Hedman) - Committee members have received the FIG applications (10) and have begun to individually review/score them. The committee plans to meet the week of October 20 to discuss the applications and the committee's recommendations. The committee's recommendations are due to the Provost and senior VP of Academic Affairs by October 31.

f. General Education & Diversity (Dick Liebendorfer/Anne Dahlman) - The General Education and Diversity Committee has begun conversations with interested stakeholders on campus concerning writing intensive requirements and assessment of all of writing, diversity, and general education categories. (Submitted by Dick Liebendorfer)

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

h. Planning (Scott Page)

i. Research (Teri Wallace)

j. UCAP (Rhonda Dass)

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

11. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS

1. IFO Academic Affairs -- Patricia Hoffman - *The State IFO Academic Affairs Committee met at noon on Tuesday October 7, 2014.*

After introductions, we went over the committee charge.

The following documents were shared as background reading for our charge:

- MNSCU Board Policy-Chap 3-Educational Policies*
- The Proposed Amendment to Procedure 3.36.1 Academic Programs*
- Academic Affairs and Student Affairs Policy Review Cycle*
- Memorandum from John O'Brien to Universities to submit a Team for Pathways to Postsecondary 2.0 Summits and Adult Pathways to Postsecondary Forums*

Also, as a point of information, an update was given that all Charting the Future groups have met. There will be "Gallery Walks" on various campuses.

Additionally, certificate awarded to students from K-12 who have completed a world language competency, must have this recognized by their university. This most often applies to students who are English language learners and who have demonstrated fluency in their first language. There have been no concerns raised yet from World Language Departments.

A Board of Teaching rule requiring 12 consecutive weeks of student teaching will affect education students in some MNSCU institutions, particularly Bemidji.

Items for discussion included:

The need to raise the profile of advising, particularly for transfer students. Transferology was referred to as a good tool for making course equivalencies more transparent.

The meeting adjourned at 1:00.

2. IFO Negotiations –

3. IFO Multi-Culture – Javier-Jose Lopez

4. IFO GRC - Martin Mitchell & Fred Slocum - *No report from Government Relations at this point. We have not met this year, but probably will meet around late Nov. or early Dec. after the election. (Submitted by Fred Slocum)*

5. IFO GLBTA – Shannon J. Miller - *1. Shannon Miller, Assistant Professor of Gender and Women's Studies was named 2014-2016 representative for the IFO GLBTA Issues Committee. Unfortunately, she cannot attend*

this meeting, because she teaches 2-4:45pm. Shannon invites you all to contact her with any issues or concerns that you wish to share with the GLBTA Issues Committee.

2. Shannon would love to increase MSU attendance at the first IFO LGBTIQQA conference!

Friday October 24th, 2014, from 12:45 to 6:15 pm with reception to follow at the MSU Mankato extension campus, 7700 France Avenue, Edina, MN.

REGISTRATION IS FREE! Visit the website <http://ifoglbta.weebly.com>

DEADLINE FOR REGISTRATION IS FRIDAY OCTOBER 17, 2014.

3. The IFO GLBTA Issues Committee has created a Yahoo! group for LGBTIQQA IFO faculty in MnSCU to network and discuss LGBTIQQA issues in teaching, learning, research, and employment in higher education. Please feel free to email ifoglbta-subscribe@yahoo.com to subscribe.

If possible, please provide a few handouts of the enclosed detailed conference agenda.

6. IFO Salary Equity – Dan Cronn-Mills

7. IFO Feminist Issues – Leah White - The FIC will not meet until late November so I will not have a formal report for either October meeting. However, in lieu of a report please include the following reminder:

Applications for the Equity Issues \$6,000 Grant that the Feminist Issues, the Multicultural Issues and the GLBTA Issues Committees agreed to co-sponsor and jointly fund will be due on December 31, 2014. Grant proposals should seek to implement recommendations from the joint equity committees' Campus Climate Study or the Feminist Issues Grant recipient's Woman Friendly Workplace Study.

8. IFO State Government Budget Oversight Committee – Avra Johnson – No Report

9. IFO Action Committee – Queen Booker - This is just a gentle reminder that this is an election year. It is important that you show support to the candidate of your choice by voting (first and foremost) but also by actively engaging in political campaigns either through donations or physical activities such as door knocking and phone calling. Remember, you can receive up to \$50 back from the state for donations given to candidates on the ballot! The link for political contribution refunds is http://www.revenue.state.mn.us/individuals/individ_income/Pages/Refund_for_Political_Contribution.aspx.

12. OFFICER'S REPORTS

a. Vice President/Grievance Officer (Gregg Marg)

(Marg): No official grievances so far.

b. Treasurers Report (Bobby Bothmann) *The starting balance for the first quarter of the fiscal year 2015 was \$5778.90. Total income for the quarter was \$3521.00 from the allocation from the IFO office. Expenses for the quarter amounted to \$1,970.78 leaving the balance at \$7329.12. The first quarterly report will be filed with the IFO office in the next few weeks.*

c. President's Report (Mary Visser)

(Visser): We are looking to hire another legal aid person at the IFO. We gave some cash back to Russ Stanton to provide to candidates in tight races.

Meeting Adjourned at 4:47 PM

Respectfully submitted,

Daniel J. Swart
FA Secretary