

**EXECUTIVE COMMITTEE MEETING**  
**Thursday, December 2, 2010**  
**MH 210**  
**Approved Minutes**

In attendance: Mary Visser, Paul Hustoles (recorder), Lynnette Engeswick, Jim Grabowska, Barbara Carson, Kelly Krumwiede, Dick Liebendorfer, Georgia Holmes, Andy Johnson, Becky Schwartzkopf, Gregg Marg, Jeff Bumgarner, Ellen Mrja, Bill Wagner, Vicki Luoma, Steve Gilbert, Bobby Bothmann, John Seymour, Andi Lassiter, Ron Nickerson, Marshel Rossow

Vice President Visser (presiding) called the meeting to order at 3:03 p.m.

**1. Minutes of November 11, 2010—Grabowska/ Engeswick moved to approve. Motion passed.**

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

**3. Officer's Reports**

**a. Vice President/Grievance Officer—Visser:** Thanks to Donna Blom for all the work on the FA Christmas party. Thank you for your participation on the Legislative Day. We hope something positive happened. For people who submitted a Purple and Gold SBS proposal, we are still working on MOAs for this. VP Blackhurst has mentioned that all sabbaticals will get a positive recommendation. We filed two grievances in the last two days. We have meetings set for both of these next week.

**b. Treasurer—Engeswick:** We did have \$10,000 too much last time as I suspected. At this point we have \$3,497.12. We haven't received the Christmas party bill yet. And we do have a bill from our webmaster for \$29.00. I will be on sabbatical next semester. Visser: We will put this on our next agenda.

**4. 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 Hoc Taskforce – 2-Year Term (1 – All 7)

**5. FACULTY ASSOCIATION – STILL NEEDED – Spring 2010**

Strategic Priorities (FA Co-Chair Appointments Needed)

- a. Enrollment Management Work Group Needed – (1 per group)
  - 1. New Entering Freshmen (Brian Jones) -
  - 2. Marketing – (Jeff Iseminger) -
  - 3. Financial Aid/Scholarships (Brian Jones) –

**6. FACULTY ASSOCIATION APPOINTMENTS**

a. Search Committee for Associate Registrar (MSUAASF Position) (2 Needed)  
Cecelia Pick

b. Ad-Hoc Committee to help MSU create a "Comprehensive Assessment System for General Education" outcomes – (1 From Each Unit + 2 additional from Assessment & General Education - A&H – Dick Liebendorfer; AH&N— Ron Nickerson; Bus; Educ; Lib/Unaf; SBS; SET;) General Education Representative – Patricia Hoffman; Assessment & Evaluation Representative – Kellian Clink

c. Search Committee for the Vice President for Technology position (2 Needed) – Queen Booker (Business); Steven L. Robinson (Educ); Wayne Sharp (Lib/Unaf); Martin Mitchell (SBS); Scott Fee; Mahbubur R. Syde (SET) – Not included in the 2 needed by the FA – LTR Representative – Steve Vassar.

*Hustoles/Grabowska moved the slate for a & b above. Motion passed.*

*Marg/Hustoles moved to approve Fee. Motion passed.*

*Grabowska/Hustoles moved to approve Sharp. Motion passed.*

## **7. Discussion Items/Action Items**

**a. Iron Range course offerings**—Marg: In a previous higher ed bill, an Iron Range representative stuck in a provision to develop a 4-year engineering degree. MSU is being directed to develop such a program. We have discovered that we have been offering some classes already. These classes are not flowing through the college curriculum committee. Holmes: So who is setting this up? Marg: The Registrar's Office at the direction of VP Blackhurst. Nickerson: They are taking Topics courses. Visser: An email came today. There was an acknowledgment that there was some confusion and that the department is no longer in favor of this. Nickerson: There are some students already up there. The program is being driven by community college faculty. They are used to top down curriculum rather than our bottom up. There are issues regarding the qualification of the instructors. Visser: We are looking for some direction on this. There is some money involved. Administration wants to see this go forward. They are trying to find an on-campus champion for this program to serve as a bridge to the people up there. VP Blackhurst is looking for someone here to do this. What do you think about that? Wagner: They have to go to the department. They need to ask the department to help organize that. Outside of that, it doesn't make any sense. Marg: It is more than just that. What is being proposed is not an engineering curriculum. The people who go through this program might get a job on the Iron Range but nowhere else. The department doesn't want anything to do with it. Wagner: Can't they say, this is what is required to do this? Holmes: We have to support the department. Visser: I got a "context paper" that includes the rationale. It does have a chronology with some of the decisions made by individuals. Holmes: But individuals are not departments. There needs to be minutes. Nickerson: We have tried to let the college curriculum committee deal with this. They have done a good job but there are some real serious concerns about this. VP Blackhurst asked for a meeting of the principals but hopefully that will be after break. Carson: Can't they use their own campus curriculum? Marg: No one is qualified. Carson: Watch the precedent. Once the Legislature thinks they can do this kind of thing, they will continue to do it. Nickerson: The person listed on all of these courses is a fixed term employee, teaching the entire curriculum. Visser: We have considered filing a grievance on this. Administration really wants this thing to go forward so we are trying to put the breaks on this and do the right thing. Nickerson: This is not the first one of these. We recruited students last year for a program that hadn't yet been approved. Holmes: The contract gives us very strong rights over curriculum. Seymour: Not only are there external pushes to create customer driven programs, but even in the last minutes of the Extended Learning Committee, we are still dealing with issues that we haven't answered since 2007. We cannot let non-faculty dictate a curriculum. What is a "packaged course"? Nobody knows. This is a fundamental issue that has to be navigated very carefully. Faculty can't do "nothing" as a response, but I'm not willing to just be a manufacturer of courses. Carson: The mantra needs to be "faculty dictates curriculum." Nickerson: And if we support each other, I want to see the process work. Let CSET do what they have to do. When they are ready, then UCAP will take a look at it. That's the way it worked with Music Industry, we should be able to do the same thing with this. Seymour: That's exactly the structure, but I would say that those who have a more pro-active approach will have to model for some departments

that see the curriculum process as a set of breaks. Grabowska: I agree. We need to have them move forward. We can't be seen as impediments to the process. But we need to help and mentor and provide guidance, we can achieve this. Seymour: Faculty has got to get some new skill sets. We can't just step on the accelerator or the break because times are hard. Engeswick: What is the demand up there? Marg: I would be guessing. There might be a big bubble at the beginning and then maybe a few a year. Schwartzkopf: Do the students go through the regular admission process? Marg: Yes, they had a full course section in the fall. Holmes: Doesn't the admission to the major come through the department? Nickerson: It was supposed to be a joint degree between Electrical Engineering and Mechanical Engineering. Now we don't know where this is housed. Carson: If it goes through the faculty, it will be better for the students. Nickerson: It also has to do with accreditation issues.

**b. Possible Follow Up on Campus Violence Presentation from M&C on 11/18/10—**

Visser: Mary Dowd will be the Interim Dean of Students. She gave a sobering presentation last week. Is there any follow up? Grabowska: Right after the meeting I wrote to the President and asked that they pay attention to Security issues. Student security employees are not equipped to deal with suicides or drug challenges. I am afraid that Dowd's replacement might create a gap in what she has done for us. Seymour: There were three parts and we only got the first one. First, this is the problem. I didn't hear #2, What can we do about it? #3 is that this is a shared governance system and I didn't hear any opportunity to do this. We needed to hear about a solution and to hear our concerns. It is a process comment. Meet and Confer is not a one-way street. Bulldozing presentations is not Meet and Confer. I don't have a clue as to what they are going to do about this. Carson: Can we add this to the next Meet and Confer? Grabowska: It wasn't as an action item, it was informational. It would need to move to a discussion or action item. But if we want it as an action item, we need to be ready to say something. Wagner: We have to be careful. The presentation reflected the same kind of notion that is reflected in the media, about how dangerous it is and we're under threat. We need to help to build a more civil university. That is way more effective than a deterrence, which we know doesn't work. It has to be a complex conversation. Grabowska: I think this might be worth a one-day retreat regarding both community building and support for student conduct. We need to look at the whole playing field. This can't be taken care of in Meet and Confer. Carson: They don't have a plan, they are trying to get people to listen. Everyone seems to be in the state of shock about what is going on. They want to involve the MSSA and talk about issues of civility and bullying. They are now just promoting awareness and they are open to anything right now. Visser: Do we want to propose a one-day retreat? Carson: The Corrections Department produced a document that we could share. Nickerson: I agree that this isn't really a Meet and Confer issue. But we can ask about how we can get the conversation organized. We can talk about what's the next step. It is very complicated. Mrja: Isn't this a Student Affairs discussion as opposed to a faculty discussion? Wagner: I think it is a community discussion. We are all responsible for this. Bothmann: The Legislature has turned Republican. My state representative there wants to have guns in the classroom. It would make sense for the university as a whole to take a stance on this. Visser: So should we put this on Meet and Confer? Engeswick: Classroom management under normal situations is one thing. I'm not sure we are prepared to control this in a dark way. I don't have the skills about what to do. I need to know what the boundaries are. Bumgarner: Civility doesn't cope with many examples of behavior. The Security presence on campus is shockingly low. We would look ridiculous if a real disaster happened. Schwartzkopf: We are not the only institution struggling with this. We have to look at successes that others have had. Gilbert: There are several very different problems that are being blurred together here. 1. The situation that involved a mentally ill individual. 2. Generic classroom management. 3. The list of incidents that Dowd compiled, primarily among individuals and interpersonal violence. 4. Then the

issue of civility. People are picking different fruit from the bowl depending on what speaks to them. I would advocate for greater clarity and discrimination among these problems. Luoma: We are not ready to deal with a Virginia Tech-type situation. Nickerson: We need to know what responsibility we have as faculty. Gilbert: When we are scared, higher order thinking shuts down. We need some careful discrimination. Wagner: We need to continue the discussion but we need to have the Administration and the students talk about it too. Visser: Meet and Confer? Holmes: Start by raising this in your meetings with Administration to see what the next step is.

**c. Change Meet and Confer Next Week?**—Visser: Should we just cancel? (Consensus.)

**d. Heads up about Defined Contributions (TRA)**—Visser: We will talk about this in January. MnSCU is proposing some changes.

**e. Tuition Bubble**—Seymour: We got confirmation that his money would be from \$4-6 million and has to be spent by June 30. Much of it is already being allocated in various ways. We spent 18 months in a shared process about how to cut back and we have this one-time opportunity to do repair work. Are we going to use the same process to spend the money? VP Straka does such a good job, we might be the only MnSCU institution to argue over any money at all. The Administration approach, that was clarified in the Meet and Confer, is that we need to “support investments that have lasting value.” That was entirely defined by physical infrastructure. What about human infrastructure? Gilbert: There was some discussion about that in Student Affairs this morning, and they talked about the need for one-time expense. A new faculty member needs ongoing funding. Schwartzkopf: We have much less time than that. We have to be making decisions before then. Wagner: It just needs to be allocated by then. Holmes: I disagree when you say “one time money.” Its source is tuition and tuition is instructional. It is obscene to take money generated by instruction and to use it for non-instruction. Mrja: When I first talked to VP Straka at the beginning of the year, it was going to be spent for physical things but he has changed. He has also made it clear that it has to be a one-time investment. We could hire faculty to come in to teach us. He will not support, however, faculty improvement grants because that is only for one person. He will spend money on equipment. Seymour: He is very willing to take our suggestions. But they are really stuck on equipment rather than people. Mrja: We need to put together a process and a procedure. Seymour: AVP Kinney let us know in Planning today about a financial planning policy—that is on the website. Schwartzkopf: Can we talk about this in January? Visser: Yes. Hustoles: Lots of departments are working on this already. That would be better than talking to individual faculty. Talk to your chairs and get them working on this. Visser: This has been a good discussion.

**f. Dean of Extended Learning Draft Position (Attached)**—Wagner: VP Hoffman just gave us a draft of a Dean of Extended Learning (enclosed) vacancy. I was concerned about the education requirement. It seems we want to have a terminal degree. Nickerson: Isn't this a position we eliminated? Seymour: It is not on the current organizational chart. To me this is about five steps ahead and it is unconscionable to have a dean without a doctorate or academic experience. Nickerson: And we have two Deans on hold. And this comes up? Seymour: We had the conversation about the reasoning behind why we would stagger the search for the deans and that went to Meet and Confer. We have the chart and, once again, it is one particular administrator jumping steps ahead of the process. Carson: This should be discussed with the President. Wagner: We are going to meet with VP Hoffman next week. Visser: And I will talk to the President about this.

**g. University Policies (December 10, 2010 deadline for comment)**—Visser: Get your comments to Malcolm O'Sullivan. Hustoles: Remember that it is very easy to influence these policies in this informal review time period. It won't take long to read and comment upon them. Next up will be the formal review. It is very tiresome to have people respond only after these policies are set. Read them now.

## **8. Faculty Association Committee Chair & IFO Standing Committee Reports**

**a. Budget**—Mrja: The new state budget is bad, but a little better than they thought. Marg: But it doesn't count inflation. Nickerson: We will get a new one in February.

**b. Faculty Improvement & Sabbatical**—Luoma: Sabbaticals were all approved. If anyone has any ideas about how to distribute money when you have more grant applications than money, let us know. Every way we've tried has not made people happy.

**c. General Education & Diversity**—Steven Gilbert: We have 25 new proposals on the CDS. It is highly probable that we will not clear the deck by the end of the term

**d. UCAP**—Nickerson: We have over 250 proposals so we will not be done. This year is the last of the 120 credit hour conversions. We have a good package for Aviation. We are just moving along, please be patient with us. We will make the deadlines.

**e. Misc**—Holmes: Our domain name expires in March.

## **9. Informational Items**

a. FA Executive Retreat Meeting, Thursday, January 06, 2011 @ 8:30 a.m. until Noon, CSU 238.

b. FA General Meeting, Thursday, January 06, 2011 @ 3:00 p.m., CSU 284 abc.

The meeting adjourned at 4:38 p.m.

Paul J. Hustoles  
Recording Secretary