

EXECUTIVE COMMITTEE
THURSDAY, DECEMBER 12, 2013
CSU 238
3:00 P.M.

APPROVED MINUTES

Added Information to #12 f & h (01.14.14)

Present: Present: Jim Grabowka, Mary Visser, Kellian Clink, Lynnette Engeswick, Barb Carson, Roger Severns, Bridgette Cooper, Craig Matarrese, Andy Johnson, Bobby Bothmann, Gregg Marg, Luis Posas, Jessica Schomberg, Marie Pomije, Jennifer Veltsos, Don Ebel, Emily Stark, Dick Liebendorfer, Anne Dahlman, Jackie Lewis, Miriam Porter, Teri Wallace, Ron Nickerson.

1. Minutes of previous meeting (Unapproved Minutes –November 14, 2013) Meeting called to order at 3:04. **Severns/Engeswick—motion to approve: Passed.**
2. Call for Additional Items/ Reordering of Agenda. Advance the Treasurer’s Report & President’s Report. 13 b and c will be 3 a & b.

3. OFFICER’S REPORT -

a. Treasurer’s Report: Engeswick

Balance is \$4773.37 cents. Reflects last transfer of income of \$1000. The Christmas Party cost \$250.

b. President’s Report. Grabowska.

We will have two larger issues that we’ll be dealing with-- retrenchment from other schools will impact our searches and the *Charting the Future* document. If our colleagues at other institutions meet the minimum requirements they can have the job. Campuses from the seven MnSCU institutions, but not two year faculty have this right. IFO to IFO. Institutions looking at retrenchment are Moorhead, Bemidji, St Cloud, & Winona. Carson: 41 faculty were impacted at Moorhead, 19 went to other departments, and 6 were laid off, some retired. Changed their rosters. Majors/Minors grad programs. If there’s a one person roster, easier to get rid of the program. We have cross rostering which helps us.

4. IFO/MnSCU COMMITTEE OPENINGS

5. FACULTY ASSOCIATION VACANCIES – REPRESENTATION STILL NEEDED

- a. Business UCAP Replacement for Spring 2014 (1)
- b. Business GCAP Replacement beginning Spring 2014 (1)
- c. SBS Extended Learning Replacement Spring 2014 (1) -

6. FA APPOINTMENTS BY FA EXECUTIVE

- a. Faculty Improvement & Sabbatical Chair for Spring 2014 – Marilyn Hart
- b. Graduate Curriculum & Academic Policy Committee Co-Chair – Jackie Lewis
- c. Business Budget Replacement (1) Spring Semester 2014 – Bud Roychoudhury
- d. Library/Unaffiliated Assessment & Evaluation Replacement (1) Spring Semester 2014 – Jenny Turner
- e. Library/Unaffiliated Research Replacement (1) Spring Semester 2014 – Heidi Southworth
- f. GCAP Representative to the CDS Work Group – Kimberly Contag
Marg/Bothmann—motion to move the slate: Passed

7. ELECTRONIC VOTING BY FA EXECUTIVE

- a.

8. DISCUSSION ITEMS/ACTION ITEMS

- a. Writing Intensive Oversight – Ron Nickerson, Dick Liebendorfer, Anne Dahlman
Because of workload issues, it was felt that oversight of WI will remain with Gen Ed/Div Cultures Group. Reevaluate when K. Cole has completed her tenure as writing intensive coordinator.
- b. Charting the Future –discussion.
- c. Committee Charges – Nickerson
Nickerson has edited again. Lewis: GCAP hasn't seen it. Wallace: Research Committee saw something there that wasn't there before. So we'll talk about it and change next semester. Move to accept this recommendation: **Severns/Porter move to accept: PASSED.**
- d. Academic Masterplan:
Provost has mentioned this a few times; what FA committee is involved with this? How are faculty going to be involved generally? (Bothmann)
Grabowska: Wells presented the draft to the Deans yesterday. Will get copies to Executive Committee. No action will be taken until we're consulted. The process for the plan will incorporate new group & existing structures. Porter: Chairs training sessions in January for academic mapping? Is mapping part of the master plan? Grabowska: Different but related scope and sequence. We will discuss at next meeting? Nickerson: Does the mapping or plan include pedagogical approach? Couple of way they've been using the phrase.
- e. Duty days and Time sheet hours.
Clarification on how time is recorded. Sick time is given in terms of 8 hours per duty day. Use of sick time and professional leave is recorded as 8 hours per duty day. Is there an understanding that the 8 hours is a record keeping device given that the duty day as defined in the IFO/MnSCU agreement has no concept of time or hours associated with it? Grabowska: Administration wants you on a search committee, it's a duty day. DUTY day is indivisible, sick time in 4 hour increments. Be mindful of this when we change over.
- f. State Negotiator – FA Constitution and Operating Procedures - Article VIII Section 3: The Association's representative on the IFO Negotiating Team shall be nominated by the Executive Committee and shall be approved by a majority of those Association members voting by mailed ballot. This voting takes place in even number years. Donna Brauer is approaching retirement in another year. We have the responsibility to find a new negotiator. The invitation is to find someone to give their time (Intensive both in time and energy). They don't refuse dates offered by the system. You have to have the liberty to go when needed. Generally Thursday nites through the weekends. Severns: most time consuming position. Difficult negotiation now. Could she mentor an upcoming person? Yes, talk to people and see who might be interested.

9. MEET & CONFER AGENDA ITEMS -

- a. FAAD Meet & Confer CHANGE from Thursday, January 16, 2014 @ 3:00 p.m. to THURSDAY, JANUARY 9, 2014 @ 3:00 P.M. Morris Hall 210.

10. INFORMATION ITEMS

- a. IFO Delegate Assembly (Governing Body of the IFO) – Friday, March 28 and Saturday, March 29, 2014 - Roseville Radisson Encourage you all to go. Carson: Very very interesting experience. Severns: TIAA CREF is sending two advisors to this meeting, so you can meet with them, if you're near retirement. Carson described the process, recommended going!
- b. Unions United Food Drive - November 18 – December 16 Thanks to all. Money's appreciated.

12. REPRESENTATIVES ON IFO STANDING COMMITTEES REPORTS

- a. IFO Academic Affairs -- Patricia Hoffman -

- b. IFO Negotiations – Donna Brauer –
- c. IFO Multi-Culture – Javier-Jose Lopez –
- d. IFO GRC - Martin Mitchell & Fred Slocum –
- e. IFO GLBTA –Bobby Bothmann– *the IFO GLBTA Issues Committee met Friday 15 November. The committee reviewed submissions for the GLBTA Conference scheduled for Friday 21 February 2014 at the MSU Mankato Edina location. Planning and preparations are underway for the event.*
 - a. *The Committee also quickly drafted a Preferred Name Policy proposal and rationale to submit to MnSCU. It reads as follows: "Many people use names other than their legal names to identify themselves. As long as the use of this different name is not for the purposes of misrepresentation, the IFO GLBTA Issues Committee asks that MnSCU ensure a "preferred" first name and pronoun will appear instead of the person's legal name in university related systems and documents except where the use of the legal name is required by university business or legal need. We support a policy that allows any faculty, staff, or student to choose to identify themselves within the university community with a preferred first and/or middle name that differs from their legal name."*
 - b. *The Committee is looking for nominations for the Chalgren award to be given at delegate assembly. The announcement and nomination form may be found on the Committee's Web site: <http://ifo.org/equity-salary/glbta/>*
- f. IFO Salary Equity –Ihsuan Li –*the November 21, 22 meeting was cancelled. Pat Arsenault will reschedule for January or February, 2014.*
- g. IFO Feminist Issues – Leah White –*The FIC Committee has not had another meeting since our last report, however some discussion has been occurring over e-mail. The Winona FIC committee asked the State FIC committee to endorse a letter in support of MCTC faculty Shannon Gibney who was recently reprimanded for the way she discussed structural racism in her classroom. The State committee responded favorably to this request and the letter will be sent to the Board for endorsement from the IFO.*
- h. Statewide Budget Review Committee - Ihsuan Li – *Statewide Budget Oversight Committee: the committee did not meet since October 30th, 2012.*
- i. IFO Action Chair – Queen Booker –*We still haven't official met; just communicated via email. One important note is that other unions are reporting similar raise recommendations as the IFO got. MSUAAF(?) was initially offered 1 and 1 which they rejected. They are still in negotiations but basically everyone is trying to get the best raise as soon as possible as the Chancellor's office has stated it only has 1.9 million for salaries in the budget.*

13. OFFICER'S REPORTS

- a. Vice President/Grievance Officer (Mary Visser) Provost has talked about sabbaticals and phased retirements. Not going to be automatic. Ground is shifting a little bit. Make sure the applications have meaningful projects in them. Severns: Sabbaticals more careful to share the reports when people have completed, what they completed. Shared more broadly. Faculty scholars. Not unreasonably. Very close eye on the contract language. Sabbaticals are important opportunities.