

**FACULTY ASSOCIATION MEET AND CONFER**  
**Thursday, February 11, 2010**  
**3:00-4:00 p.m.**  
**CSU 238**  
**(Administration Chair)**

**NOTES**

**Attendance:**

**Faculty:** Don Larsson, Jim Grabowska, Barbara Carson, Mary Visser, Chris Corley, Roger Severns, Candace Black, Mary Bliesmer, Jeffrey Bumgarner, Steven Gilbert, Andrew Johnson, Jackie Lewis, Richard Liebendorfer, Mark McCullough, Ron Nickerson, Roland Nord, Lynette Engeswick

**Management:** Scott Olson, chair, Becky Barkmeier, Rosemary Kinne (for Rick Straka), Warren Sandmann, recorder

Guests: Gregg Marg, Kevin Parsneau, Steve Woehrl

The meeting was called to order at 3:03 p.m. by FA President, Don Larsson.

Provost Olson: President Davenport is unable to join us today because he is representing the University at Mankato Day at the Capitol.

**1. Rosters—**

Provost Olson: We are here today to give 10-day's notice about these rosters before the next Meet and Confer. There is one more Meet and Confer before March 1 - so this is your chance to look at these rosters and give more comments. The rosters went out at 1:30 p.m. to all staff - so please check your e-mail. With these rosters, every attempt was made to look at all changes and listen to them and make the changes - if they made logical and contractual sense. There are still some roster changes that we may disagree about and may continue to disagree about.

FA President Larsson: What the contract says: *Article 20, section A, subdivision 1: Redefinition of departments or programs may occur no more than once a year, and shall be announced by and effective with the posting of seniority rosters on March 1. Such actions shall not be subject to the provisions of the grievance procedure. Article 6, section B, subdivision 1 provides the right for the 10-day timeline.*

Provost Olson: There has been lots of feedback about the process.

FA: It seems like graduate programs disappeared in the new draft. Was the decision made to collapse them into the larger department?

Associate Vice President Sandmann: Most departments made arguments that faculty cross taught in both graduate and undergraduate programs, so separate rosters didn't make sense.

FA: What does that mean if a graduate program was a 2c and the rest were 2a? What does this do in regards to the cuts?

Associate Vice President Sandmann: If there are to be cuts, they will be from the department roster.

FA President Larsson: This is what we want to hear back from departments. Some asked for rosters to be regrouped and for some it was not in their best interest.

FA: I just got this, is it by CIP code or department's major/minor?

Associate Vice President Sandmann: Both. It is trying to follow guidelines for where people actually teach that lead to degrees.

FA: Are people listed in more than one area if they teach in more than one area?

Associate Vice President Sandmann: There are primary roster homes and secondary homes.

FA President Larsson: Everyone needs to look at the primary and secondary designation very carefully. In my own department, under the contract two or three people in the writing program should be cross listed in the other department where they originally taught. This will have no impact on Creative Writing, but for the record. We are trying to create a pattern for the rosters that will keep going. Obviously, there will be changes year to year but they were in such a mess. We don't want to have to invite something the next time around. There are two ways cross rostering can occur. 1. Faculty previously taught in a program for three or more consecutive years and should then have claiming rights. Clear examples are Physics and Astronomy have claiming rights in Math. The other is from the bottom up and where people have current teaching assignments that cross over rosters. Some of the programs in the revised rosters include this. We need to make sure that everyone who is possible is listed in both.

Provost Olson: There is a third possibility. Why are some rosters not here - for example, the College of Business rosters? Well, some exist for litigated or mediated reasons - so they may not fit the definition. They are there because of mediation or litigation - for example Business Administration.

FA President Larsson: Faculty need to pay attention in the next 10 days, especially concerning the question of majors and minors and CIP codes and the question of what exactly is a program? *Article 5 of the contract states that Program shall mean units in which a major and/or minor area of curricular study is normally available.* This is where the FA and the administration may differ. The State IFO has indicated a willingness for MOAs for some variations if this meets the approval of the departments affected.

FA: Why is there a roster for general education in Music?

Provost Olson: This may be one of these areas where administration and FA disagree - the Music general education program is a specialty area that requires special skills - so administration takes the position that this is a unique program based on how it was hired for, who teaches it and the transferability of the skills.

FA President Larsson: We do not want to get hung up on technicality, but may need to in some of these areas. We need to look at this and this may be an area where we may want a MOA. Of course, MnSCU may disagree on MOA, and that is where things will bog down. Similar intent in Art - each area is subdivided. Art is in favor, but state IFO may not be.

FA President Larsson: We may all believe this is good faith, but who is to say that in 10 years this sense will be lost - and people are pulled out and single rostered without good faith?

FA President Larsson: Remember that the rosters can be looked at every year - but due diligence is required.

Provost Olson: The rosters being proposed here today are being proposed this way because we believe there is an internal logic. Good faith and a positive outcome may be a side effect, but internal logic and the contract is really the key.

FA President Larsson: Remember as well that cross rostering is a form of protection for people who are or may be isolated.

Provost Olson: Music general education, for example, is different than many of the other fields - to teach in lecture is very different than the way the rest of the discipline is taught. But this is

debatable. The rosters are being developed based not on ill will or good will - but an internal logic.

FA: How many people are single rostered?

Associate Vice President Sandmann: Art, Music Industry, Alcohol and Drug Studies, Human Performance Sports Psychology. That's all I can think of.

Provost Olson: Look to see what happens when the cuts come out, and then see if it was internal logic or ill will. We will try to get the proposed reductions announced by the middle of next week. We have two more Deans to meet with and then the Deans will have a look at the entire list. By Wednesday we hope to get it to everyone.

FA: So, you argue skill sets in one field as opposed to other skill sets - for example, Theater with skills required for set design and others for acting. How was it decided when one area was separated and another wasn't?

Provost Olson: The decision was made partly in conversation with departments and in looking at what they actually teach and how much they teach in other areas.

FA President Larsson: I think we are mixing two different questions - what people are hired to do and what people really do. This may change over time - we have all been hired to teach one thing and then find ourselves teaching others. If you teach in another area for three years, then you can cross over. Music general education could be seen as a program or could not be seen as a program. This is an argument that needs to be made. There is no one right or wrong answer across the board. Faculty need to look and make an argument and FA will look as well and forward these arguments along.

Provost Olson: Let's stipulate that this draft roster is an imperfect thing, but what preceded it was no better. The idea is to make this better reflect what people teach and how the roster really works. The stakes are higher now because there are negative implications. It is an evolutionary thing. Next year this time we may look at it again and we may need to add or subtract. It is good to have these conversations every year.

FA: I know Computer Science had some questions about cross rostering.

Associate Vice President Sandmann: As of now, they are not on a double roster. There was a group that argued for double rosters and some argued against it. Now it is not a double roster. There is not a secondary roster for Computer Information Science because the program doesn't exist any more.

FA: I'll have to think about this.

Provost Olson: We are not sure that the argument that the new ISYS&T and CS rosters are really the same thing as the old CIS roster.

FA: Clarification: If departments that were proposed as different on the first draft are not on the second draft, does that mean they have no changes?

Associate Vice President Sandmann: I am not aware of any first draft rosters that do not appear in some form on the second draft. If there are ones missing, then that is my error.

FA: When faculty see 1 and 2, does that mean first and second rosters?

Associate Vice President Sandmann: A "1" means that is a primary home - where a faculty member primarily teaches. A "2" means a second roster that a faculty member has taught in for at least three years and has seniority rights in.

FA: In the first iteration there were illogical placements that got cleaned up but now there are new illogical placements. If we still think these arrangements are illogical, what then?

Provost Olson: You should contact Academic Affairs and copy the FA. First, look at the roster names of programs/departments and see if they make sense; then look at the individual names on the rosters.

FA President Larsson: We agree. Look at the rosters in terms of programs and majors and minors, then names.

Provost Olson: If you see errors, we would like to fix this before March 1. If you think there are other problems, we would still like to hear about these before March 1.

FA: A mechanical issue - we have 10 working days to file a grievance, but a lot of this may be cleaning up and some may be "agree to disagree" and lead to a grievance.

FA President Larsson: One response—if something does result in a question of grievance, normally re-rostering is not grievable, but if this is done in an arbitrary and capricious manner, then it can be brought forward. And yes, grievances may drag on forever - end of the year or even into next year.

Provost Olson: Remember: The actual structure of the rosters is not grievable; it is the effect of the rosters on seniority that may be grievable. You are seeing these rosters as a result of our belief in shared governance. Suggest changes, but rostering is an administration right.

FA President Larsson: We agree with the manner in which this may be grievable. Even when we may not like this process and what it means, and may disagree and argue about it, we do appreciate the work that was done.

## **2. BESI—**

Provost Olson: As we go through the program elimination process, we are discovering that there may be other programs that may now benefit from BESI A. Forgive the alphabet soup mess here, but: Remember we have 2a, 2b and 2c programs. 2a and 2b programs can face position reductions. We also have BESI A - which means a position is reduced and the person in the position gets a full salary benefit. We have BESI B, where the person gets the difference between their salary and a replacement salary. And we have BESI C, which usually meant a year later retirement date. Once position reductions are announced, programs that may not have been eligible for a BESI A may now find that they are. The advantage? Remember, no one has to retire; it is always their choice. But when folks retire at \$114,000 and we hire at \$65,000, the number of lines is half. In the first round we ended up with 22 faculty and about \$2 million. Yes, this is all painful, but it would be even more painful if this was twice as many assistant professors. So, the question - is it a good idea to have BESI round 2?

FA President Larsson: Remember with the first round of BESI, other incentives were available. If people want to retire in 2011, we will probably need to look at an MOA; if 2010, may not need an MOA.

Provost Olson: Additionally, there are people who were BESI B's and may now find that due to projected position reductions, they are now BESI A's. We could have said, tough, you were a B so you stay a B, but we will be converting them to BESI A's.

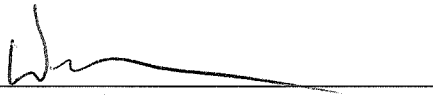
FA: Will there be a third round of seniority rosters?

Provost Olson: No third round, but final rosters will be out by March 1. We will try to get them out sooner, but we will meet the contractual timeline of March 1.

Provost Olson: One more comment. I want to say thank you to all of you here, and through you, to all faculty for the civility in which you have engaged in this impossible conversation. This could have turned ugly, but it has been largely civil, and we hope this can continue. We are realistic that this will get tougher as the information about the projected reductions comes out.

And secondly, prepare yourself: The level of magnitude we are talking about is immense - up to 60 faculty positions. That is the size of this. Do the math: If this were just to go across the University (and it will not be across the board, it will be strategic with the strategy of minimizing the harm to the students and the University- there will be harm; no way can there not be harm, there will be places that take big hits) just think about what it would be if it really was 10 lines per college or one line per department. By next Wednesday, you may see one of the saddest things you will ever see: Up to 60 of your colleagues may find out they will no longer be working here. And for giving this news, I am very, very sorry.

The meeting ended at 3:51 p.m.



Warren Sandmann  
Reviewer for Management



Barbara Carson  
Reviewer for Faculty