

FACULTY ASSOCIATION MEET AND CONFER

Thursday, March 18, 2010

3:00-5:00 p.m.

CSU 204

(Faculty Chair/Administration Agenda)

NOTES

Attendance:

Faculty: Don Larsson, Jim Grabowska, Barbara Carson, Roger Severns, Chris Corley, Mary Bliesmer, Jeffrey Bumgarner, Andrew Johnson, Richard Liebendorfer, Ron Nickerson, Rebecca Schwartzkopf

Management: Richard Davenport, Scott Olson, Marilyn Delmont, Warren Sandmann, recorder, Becky Barkmeier, Rick Straka, Walt Wolff

Guest: Malcolm O'Sullivan

The meeting was called to order at 3:05 p.m.

1. Information Items—

a. **Reorder/Additions:** No changes.

b. FA President's Report (Don Larsson):

FA President Larsson: We are busy upon a lot of fronts. There are questions and issues about the budget cuts, potential retrenchments and other matters. People are asking for clarification of the process for actions on budget reductions, for updates on BESI round 2, and for some of the other usual issues that have been exacerbated by the budget discussions. Statewide, Bemidji has put out their BESI proposal - \$40,000 of taxable cash, so they expect few takers. St. Cloud announced yesterday that retrenchment is on the Meet and Confer agenda in response to their program cut discussions. Their first round cuts were small; second round are supposed to be more substantial and controversial. On the personal front, I have started my campaign swings for IFO President, and have heard that there may be a second candidate.

c. MSU President's Report (Richard Davenport):

Metro State is a bit concerned about MSU presence in the metro area, though we have been there for awhile. But the metro alliance exists and is aware of the need for our presence and what we do - we are just a bit more visible than some other campuses. Last week, I was in Washington DC visiting with MN legislators, Representative Walz, and Senators Klobuchar and Franken. Senator Franken will be coming to campus sometime this spring. I was also visiting to promote a series of earmarks - hope to get 2-3 projects funded. 1. IRETE project - public/private between MN and Sweden to develop renewable energy projects for MN consumers. This will lead to job creation and economic development. We are the lead institution. Senators Walz and Klobuchar feel we have a good shot. This is a \$3 million request. 2. Modeling and Simulation Center - This would be a statewide center. There are only a few across the country. Our focus would be on finding solutions to statewide issues - energy, transportation, jobs, education. We would use our faculty and others to develop this center. This is a \$2 million request. 3. Transportation Center - We already have this, but want to update it and make it complementary to the U of M center. These three have the best traction. Bonding: We will talk more about this later - Minnesota State Mankato did not get funded, but we will not give up. Maybe next year we will see a special bonding bill.

d. MSU Provost/VPAA Report (Scott Olson):

1. One bit of information to add on to for the Center for Modeling and

Simulation: At least three colleges have faculty already involved and they are always looking for more - contact Drs. Don Friend and Tony Filipovitch.

2. Status of Faculty positions/searches for AY 2010-11: We are proceeding with probationary searches, have completed some of them and some fixed-term as well. Some searches have been canceled in response to budget, as attrition needs to come before retrenchment. We are being strategic. I will get specific numbers for the next Meet and Confer. FA President Larsson: Please bring them to the next Meet and Confer. We are having candidates on campus already in English.

3. Status of Administrative Searches/Positions:

Three searches are closed or are soon to close: A&H Dean has been announced; Direct of Admissions will be announced soon; Registrar perhaps next week. The Assistant Vic President for Undergraduate Studies and International Education and the Assistant Vice President for Planning candidates are here this week and next. Dean of Diversity: We are just getting started on the committee for the search. College of Business Dean: We are reviewing finalists. Allied Health and Nursing and Dean of Students pools were not what we were hoping for, so these searches have the biggest question marks. FA President Larsson: Realizing the busyness of the searches and candidates, it is important to make sure that the key constituencies can meet with these candidates. Provost Olson: Agreed. By the way - the cheers you hear are from History Day next door. There are so many cool things going on here all the time - when you see school buses, go to the Ballroom and see what is going on. FA: These are grade 6-12 students and we need to give them a great experience of the campus. Provost Olson: The spring Department Chairs' Workshop was last week: We talked about the H2O project and the academic redesign fund. We are looking for any and all ideas. The basic question: What will help? H2O came directly from the last Meet and Confer to deal with survivor guilt and other issues. Academic Redesign: Let us know what will help to make it possible for you to meet the needs you have for redesign. FA President Larsson: On the other side of that Lee Skallred, Career Partners, outplacement group for retrenched faculty was at the workshop as well with some introductory information and information about programs for those being retrenched and possibly for others who are not being retrenched.

e. Human Resources Topics (Becky Barkmeier):

1. Director Barkmeier: Lee Skallred was at the Chairs' Workshop to be introduced. We are at a critical time here on our campus so now we need to get the specifics on the services that are available and when they can be available. We are also hoping to have some good services out there through working with Linda Duckett. There are a number of resources out there, and we are looking for more of what all of us can bring to the table on this issue.

2. Seniority Rosters: Rosters were posted March 1. There are 20 calendar days to question these, so March 21 is the deadline for responses. FA President Larsson: We have had a few individual questions, complaints and oversights. Most of these have been resolved, but there are still some questions on double-rostering.

3. Holiday Schedule: The draft holiday schedule is out for 2010-2011. We are looking for feedback - not much change from last year.

2. Action Items—

a. Policy Review: Informal review of all policies has been completed. Formal review for all policies this year began on February 15, 2010 and will conclude on April 9, 2010. Policies may be accessed at <http://www.mnsu.edu/acadaf/policies/> within the "Policies under Review" section. Director O'Sullivan: Expedited review ends on March 19; the rest of them on the April 2 and 9. FA President Larsson: We have been soliciting some responses and will be presenting a report on these.

Some questions: University provided clothing - what impact does that have on lab materials for the sciences and engineering, lab coats for example? Firearms Policy - there is a provision that exempts people carrying firearms as part of their duty. Is there a possibility for a campus check-in? Storing firearms - doesn't ROTC already breach that?

b. 2010-2011 Calendars (Warren Sandmann - see

<http://www.mnsu.edu/acadaf/calendars/>): These were made available publicly at the February 25, 2010 meeting and now need to receive approval.

1. FIG
2. FRG
3. PDP – 1st Year Probationary
4. PDP – Continuing Probationary
5. PDP – Fixed-Term
6. PDP – Tenured-NTT-Asst/Assoc
7. PDP – Tenured-NTT-Full
8. Promotion
9. Tenure
10. Non-Renewal

FA President Larsson: One element – nine-month faculty - where does this go? All continuing faculty are nine-month - they started on August 17 last year; August 16 next year. Do we change duty days for them. Associate Vice President Sandmann: Response is needed by the April Meet and Confer.

3. Discussion Items—

a. MnSCU/Legislative Relations (Standing): President Davenport: MnSCU BOT passed a resolution on tobacco use to encourage campuses to work with all groups to discuss further restricting tobacco use. The issue remains one of enforcement. Lots of sparks flying up at the Legislature on a couple of bills being heard today, including some bills that focus on a number of changes stemming from the legislative audit report of MnSCU that would include plans to reorganize the OOC and reduce duplicate functions of the OOC and institutions; would require 30% of the budget cut come from the OOC, with the cut not being passed on to the campuses; and would institute a salary cap for the Chancellor and all other administrators at a level not to exceed the Governor's salary. That would mean a reduction in Chancellor and Presidents' salaries. The bill will probably not survive, but parts of it might. In terms of the budget cut - there seems to be a lot of support for making the OOC take a 30 percent portion of the cut. FA President Larsson: Senator Kathy Sheran mentioned that they are trying to rework language on a bill that has some trouble for us, specifically the common curricular elements across MnSCU. President Davenport: That would further restrict our transfer policies depending on one's perspective. Under this bill, there would be a statewide transfer requirement. We would have to provide course outlines for all courses that could be used to evaluate course transfers. We already review these thoroughly on our campus. This would force us to accept things we may not want to accept. FA President Larsson: We need to be aware of the unintended consequences. Equivalent names and numbers seem to mean to students that they are the same, but the learning outcomes are what matters. This may lead to curricular changes that may not be what the Legislature wants. FA: One of the other problems is the common course names and numbering. President Davenport: I totally agree. The State is asking us to cut budget, cut courses, cut everything - and then we turn around and need to hire new employees to implement the new legislation. FA President Larsson: There is a MnSCU issue related to this. An initiative from MnSCU to align all programs with CIP codes. We would be asked to do this on top of the 120 course conversion program. One other thing - student actions on Students

First. The IFO has brought forth its concerns - now students are doing so as well. MSSA is urging the OOC to move ahead on Students First, but with some caveats.

b. Budget and Planning Process (Rick Straka) (Standing): Vice President Straka: Quick update - the current year looks fine; FY11 - we have already planned for any unallotment for FY11. We have been planning all along on the finance side for this unallotment based on the law of how much could be cut. So we planned on equal cuts between us and the U of M, but the Governor and Legislature have been saying that the U of M takes \$30 million, we get \$10 million. We like that better, but we could handle \$20 million. FY12: We are now moving into non-instructional reductions. We need to work back from September 2010 to come up with cuts we will need. We will set targets and then prioritize. Criteria such as costs and students served are difficult - quality and mission-centrality are probably the key indicators. Decisions made in one area will have ripple effects in other areas. For example, the relationship between HP and Athletics - we will need to look at all the impacts of any of the decisions. FA President Larsson: And academic cuts will affect other bargaining groups. President Davenport: The revenue funded positions (CSU, Res Life), they have no impact on the general fund - but cuts there do place more pressure on other general fund places. Vice President Straka: Revenue funds are still part of the bumping process. FA President Larsson: Lots of student services funded by student fees, so as student enrollment drops, funds available and need for services drops. Vice President Straka: As we move to another 300 beds in Crawford/McElroy, and close Gage, that will affect what we do as well. Residential Life is funded entirely from room rates - a separate pool of money. But if we make too many cuts in academics, there are fewer students, fewer credits, less student fees. We will have fewer beds once we close Gage and add 300 more to Crawford/McElroy, and that makes sense as we go into a lower enrollment cycle. We may look at a public/private partnership with some of the nearby complexes. That is why we going with 300 beds, not 600 beds. Rooms all cash-flow themselves; Commons do not always cash flow themselves. FA President Larsson: Student issue - students paying student fees for things they do not always use - that remains an issue. We did get a view of new EL proposal - very positive move to bring order to practices that may have varied in the past. President Davenport: Enrollment piece - we want to maintain this, and we have increased enrollment. Our March enrollment looks positive. We are still about 500 FTE behind SCSU - we need to maintain our numbers on and off campus because allocation models are based on increased enrollments, and we need to match these increases to maintain our allocation. Vice President Straka: Good news - housing numbers are ahead of last year, and that is a good indicator of real enrollment numbers. FA President Larsson: At Metro this morning, they show positive trends for the next few years. SCSU has the virtue of a central location; the smaller outlying campuses have more problems. FA: SCSU just announced some program cuts. President Davenport: That is not as transparent as it seems - a little bit of a misnomer and not really accurate. Provost Olson: Twenty-six programs - only 135 students in all of the programs - these are low-hanging fruit - not real cuts. There are only nine FTE positions of adjunct dollars. The SCSU plan is a \$15 million cut - we have already done most of our planning; SCSU has not really done anything for their real cuts. FA President Larsson: This was phase one; phase two is the big one for next year.

c. Coach Non-Renewal Calendars (Warren Sandmann): Associate Vice President Sandmann: This model is based on the Article 22 calendars approved this year. The idea is to tie the calendars to the contract and to make them annual, based on completion of athletic seasons. Looking for a review and response at the April Meet and Confer.

d. Great Place to Work – Campus Climate Survey (Craig Tallmage)—3:30 p.m. time certain: Presentation from Craig Tallmage, second year Ind/Org Psych graduate student, presenting a

project from OERG, the on campus consulting group. The report is available for all and this presentation is catered to the IFO bargaining unit. The report is available at www.mnsu.edu/gptw. FA President Larsson: Does the report break this down more finely by colleges and other groups? Craig Tallmage: Yes, this is in the full report. Provost Olson: There were 359 members of IFO that responded, that was half of all responses. FA: How do you define client relationship? Craig Tallmage: Three questions focused on this. Provost Olson: Look at that question - my work has a positive effect on other people's lives - that is so high and it means we really do a lot for people. What are some red areas? Craig Tallmage: Overload; yellow in innovation; trust area had lot of red and yellow. This has improved but still room to grow. Feedback and recognition was also low - especially annual performance evaluation. Provost Olson: We may need to sort out IFO, and by years of tenure. FA: These are required but may not always happen. Craig Tallmage: Focus on work climate outcomes: "Recommend MSU" and "Thought about Quitting" are yellow, but had been in the red. The report addendum is up now; full report up soon. FA President Larsson: Thanks for clarity and detail. FA: We are in the middle of strategic planning and goal-setting - what role does this data play? FA President Larsson: Same question - Where do we go from here? The same as with the campus bullying survey - what do we do with the data? FA will be conducting surveys on issues of racism on campus - how do we bring this all together? Craig Tallmage: Last thing to say - take some time, do some programming and then wait a few years to do the survey again. Provost Olson: This is supposed to be a diagnostic on the GPTW taskforce - and they are doing things, so this checks to see if what is happening with GPTW is making a difference. There is follow up under the auspices of the GPTW taskforce. President Davenport: Relevant question - if we do this next year, we may find changes given all the budget cuts - but we may also find other data that is separate from these budget issues. We need to check every year or other year look at all the projects we do and see if they work or we should be doing something else. FA President Larsson: How do we work to reduce the sensation of overload?

e. **Layoff Notification (FA):** FA President Larsson: The issue here is how to proceed for those positions marked for retrenchment? The FA position: 1) Waiting to see the results of the current BESI rounds on April 16; 2) Official calendar deadline for layoff notices; 3) But in-between, for fairness sakes, as soon after April 16 as possible, give notice - not official notice - but likely notice - a heads-up - one more step that these things are moving forward. FA Vice President Grabowska: The problem: Some departments are still thinking that we will be all saved - we need to stop the roller-coaster. Faculty need notification sooner, not just on the calendar. We need to be as honest as we can - keep people from buying into rumors and acknowledging that there are similar problems at almost all other institutions. People will not just jump into another teaching position. DL: This came up at the Chairs' Workshop as well. There also needs to be lead time for faculty and non-faculty positions. Provost Olson: We are hearing what you are saying - but we need to look at the legalities, practicalities, and even advisabilities of this. We hear this but we are having discussions about all these other aspects. FA Vice President Grabowska: Even noting that there is no change in FTE reduction would be helpful. FA: Would certainly seem to be legal and appropriate to send letters to the departments that you are "at risk" of losing positions. Provost Olson: Looking at departments, maybe. We are hearing this. President Davenport: We do not want to give false hope - so maybe we need to stop saying that things may get better. We need to deal with the reality. FA President Larsson: On the positive side, getting the resources and workshops out there for people is a needed first step. FA: A related piece is the issue of program closures. If we are closing programs, we need to get information out and into the bulletin. FA President Larsson: At least one program feels they are still not getting clear information. Provost Olson: Let us know which ones need information. FA: We need this direction from administration; this is not UCAP's responsibility. FA: The Curriculum Committee may need extra duty days to review all these curricular changes since there may need to be quick curricular changes. Provost Olson: Does it

make sense to put all the closures together, or just those that have immediate impact? Deans will begin this process. FA: We will work with this. It seems to make sense to start with those that have the most immediate impact. The 2b programs, though, are the real questions. The specific question is to know what programs are going to be closed. FA: Just came from a meeting where a chair said these cuts are not going to happen. We need to get this information out to departments. President Davenport: I am getting this information from my daughter at UN-Reno. All students got a letter from the President at UN-Reno and the faculty about budget and program cuts. Provost Olson: I have asked Jeff Iseminger about how to communicate with students the best way about phasing out programs, reducing programs. FA: May need to communicate this to faculty as well - students are asking the faculty about this. We need to get the same message. FA President Larsson: One question - what would be an appropriate point of referral? Dean? Academic Affairs? Who should be asked?

f. CAP Model (President Davenport): President Davenport: This is an announcement about the CAP program changes. First, thanks for all the ideas and comments. We have gotten lots of comments, almost all positive about how we should move the program forward. The key is how to make this program be the most effective. Funds are already there, coming from the Access Program. We will be making a formal announcement soon about the new direction of the program. The majority of responses I received support the proposal - local NAACP, BOT, legislators, City officials - we will be going forward with this new proposal.

g. Re-Establishing the Americans with Disabilities Act (ADA)/504 Committee (Julie Snow – 4:15 p.m. time certain): Director Snow: Here to share a proposal that we reestablish the ADA/504 Committee. We need to get feedback from all groups. Can be now or later with feedback. FA President Larsson: Why do we need to do this now? Director Snow: Numbers are growing, and we need to make sure that the entire campus is accessible and we have not had an advisory group for some time. We need to get feedback from all about all aspects of campus for accessibility. FA President Larsson: We will bring this forward - if you want to issue a call for volunteers, we will get this dealt with at the next Executive Committee meeting. What exactly are you looking for? Director Snow: One representative from IFO as from other bargaining groups, and maybe some people with expertise. FA President Larsson: There can be people with expertise, and others - how many? Director Snow: Three would be about right. FA: In the membership, where are the students represented? Director Snow: Students with disabilities, perhaps. FA: Need to be sure to get students. Are you also thinking about dividing up DSO responsibilities? Director Snow: Not really, just to get more ideas and voices to the table. The whole campus needs to be responsible. FA: It is nice to have one central place to make sure that all that is supposed to be done is done. Director Snow: We are not looking to change that. President Davenport: One of the rationales in reestablishing the committee is the increase in numbers of disabled students. We seem to be the reputation of being a campus that is friendly to disability groups. FA President Larsson: We are also looking at this in terms of veterans - they have needs as veterans, but may also have needs as disabled students. FA: Are you contacting Extended Learning? Director Snow: That is a huge area and we will have representatives. FA President Larsson: 7700 France is covered? Director Snow: Mostly by phone, but we are looking at other ways we can serve these students.

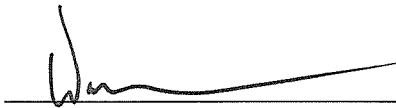
h. Honors Organizational Plan/Honors Council (Chris Corley): Director Corley: Memo about Honors - we need to establish a University-wide committee to oversee the program FA Exec approved this, so now we are asking for FA Meet and Confer to approve. This would be a sub meet-style (not sub meet) group to get together and advise the Honors Program. FA President Larsson: Maybe an LTR style - advisory, just below the sub meet level. Director Corley: Yes - we would work through UCAP for policy issues. FA: At Executive, we discussed that Gen. Ed. used to be a subset of UCAP, so this may be a model. FA: Having members on both UCAP and Honors advisory would be important. Director Corley: What is the proper protocol? Do we need to wait for a response from administration at next FA Meet and Confer? President Davenport: I will discuss this with Provost Olson and get back to you. FA President Larsson: We will get going on member requests. Director Corley: Curriculum is through UCAP and awaiting vice president approval. Students: Thirty-eight acceptances from 108 applications - just got another Presidential Scholar. FA President Larsson: Quick question - summer teaching research money not available? Provost Olson: Have not heard that one. FA President Larsson: Summer work-study? Vice President Straka: That may be another issue - work-study money is being used up this year at a greater rate than last year, so we are looking for finding some student work money. FA Vice President Grabowska: Does this extend beyond summer? Vice President Straka: Not yet, but there are problems with the state grant program, so there will be changes. There is less money, and the State is looking into this issue. Federal work-study will be similar, but there may be fewer students that are eligible. There will not be work-study available for the summer. Provost Olson: There is a difference between work study and student workers.

The meeting adjourned at 5:04 p.m.

Spring Semester Meetings:

April 15, CSU 204, 3:00-5:00 p.m.

May 6, CSU 204, 3:00-5:00 p.m.



Warren Sandmann
Reviewer for Management



Barbara Carson
Reviewer for Faculty