

FACULTY ASSOCIATION MEET AND CONFER

Thursday, October 7, 2010

3:00-5:00 p.m.

CSU 253-4

(Faculty Chair)

NOTES

Attendance:

Faculty: Roger Severns, Paul Hustoles, recorder, Lynette Engeswick, Jeffrey Bumgarner, Bobby Bothman, Barbara Carson, John Seymour, Andy Johnson, Jim Grabowska, Gregg Marg, Andi Lassiter, Kelly Krumwiede, Richard Liebendorfer, Ellen Mrja, Ron Nickerson

Management: Richard Davenport, Anne Blackhurst, Mark Johnson, Avra Johnson, Warren Sandmann, DeeAnn Snaza (for Becky Barkmeier), Rick Straka, Walt Wolff

Guest: Linda Hansen

FA President Severns called the meeting to order at 3:04 p.m.

1. Information Items--

a. Reorder/Additions--FA President Severns: Add 3f. Campus Security issues.

b. FA President's Report—FA President Severns: We had the Chairs' Breakfast this morning. We talked about Homecoming. Vice President Blackhurst talked about some important events coming up on campus. We have a Campus Climate survey coming in November. We have some extensive meetings in October over MEA. We have had some bumps along the road that we have been working on with the administration. Associate Vice President Sandmann, Vice President Straka, Athletics Director Kevin Buisman and others spent some time talking about the interaction between Athletics and Academic Affairs and budget cuts. These are all interrelated. Vice President Straka: A number of our athletic coaches teach in Human Performance. If HP has to make cuts, then this could also affect sports administration. We are trying to figure out a way to minimize the overall impact on the University. There is some really intriguing discussion coming up there. We have a follow-up meeting. This is going to be the second shoe to drop at St. Cloud State. Paul Hustoles is also aware of how this balance works between University funding and multiple income programs. We are all on the same page in trying to find solutions. FA President Severns: We talked about the RISE program, in which SET could bring retired scientists on campus, with possible interaction with students. Maybe next Tuesday we will be able to put together some proposals. We are enthused about this possibility. We have a new Differential Tuition Committee. The call for volunteers has gone out. We have already had several people contact us. We will be conducting an electronic vote later this week so that this committee can get together soon. Vice President Blackhurst: We will have a representative on this committee but we haven't made a final decision. We will get together and decide this. FA President Severns: I have asked Ron Nickerson and Kellian Clink to convene the Writing Task Force Committee. Ron Nickerson: This is something that we started a couple of years ago. We want to look at how we teach writing and how to better serve students. This is much like how we looked at the Cultural Diversity requirement. This will be both at the graduate and undergraduate levels. We will look at the curriculum as it relates to writing in general. FA President Severns: One concern

was with the number of writing sections that we might be able to offer. Ron Nickerson: Many of us would like to see writing intensives at the upper division level.

c. MSU President's Report—President Davenport: There was a proposed student strike today. Everything's gone smoothly. Homecoming is here. We are very concerned about this weekend. We have a perfect storm brewing: lots of activities, nice weather, our football rival, St. Cloud State. I just met with Mankato Public Safety to see how we can work together to monitor activity this weekend. In the last few years we have been able to prepare for weekends like this. Our arrest record is way up. I invite you to the President's Pancake Feed. Bring your family and friends. The Leadership Council Meeting of Presidents was held earlier this week. The focus was on budget planning and different financial scenarios. No conclusions were reached. Regarding the impact on the gubernatorial race, we need to sit tight and let the elections take place and see what will occur. Minnesota State Mankato is looked to as the leader in how to make these reductions. A number of institutions are really in the throes of the havoc of budget reductions. Several of the two-year colleges are not going through the same thing we are going through and that's largely because of how they are funded and the fact that most of faculty hires are adjunct and fixed-term. A two-year college colleague told me their budget cuts may come as late as 2014-2015. We are still continuing our discussions with the Chinese companies regarding a possible aviation partnership. Representatives from China are on campus this week, talking about the contract conditions that we would entertain regarding this partnership. The paper reports that St. Cloud State is probably going to cut their aviation program. That would make us the only aviation program in the state. There was a letter sent to all the students in preparing for this Homecoming weekend. There is also a letter from the student government. We want to make sure the students control themselves and their friends and the reputation of the University.

d. MSU VPASA's Report—Vice President Blackhurst: I will personally be serving pancakes on Saturday morning starting at 9:00 a.m. We hope to see you there. We have extended some Interim Dean positions after considering the feedback from all bargaining units. The Deans of Education, Institutional Diversity and Allied Health and Nursing contracts will be extended through June 30, 2012. We are now searching for the Deans for Social and Behavioral Sciences, and Business, and the Associate Vice President for Student Affairs and Enrollment Management.

e. Human Resources Topics—Assistant Director Snaza: The vacancy lists were sent by e-mail. January 5, 2011 is the Professional Development Day. The deadline for proposals is passed but we are looking to offer 40 sessions. So please get them in by the October 15. We will not be sending out the brochure this year; everything will be sent through e-mail and on the Internet. We look forward to another successful event. Director Linda Hanson: The offices of Human Resources and Affirmative Action, as part of Great Place to Work initiative, are providing a Work Environment Educational Program for Administrators/Supervisors. We are looking for input on: Diversity, Code of Conduct, Speed of Trust, Respect in the Workplace, Performance Management, Workplace Conflict Resolution and Effective Communication/Coaching/Feedback. There will also be discussion about the issues of bullying. We already presented this to Expanded Cabinet. FA President Severns: Will department chairs be involved? Director Hanson: They are not considered supervisors of faculty members. They are considered

supervisors of their office staff. FA President Severns: It might be appropriate to make this available to department chairs. Director Hanson: We would encourage chairs to participate because some of the concerns we hear are from college staff. President Davenport: If the department chair is not the supervisor, who is? Assistant Director Snaza: The department chairs are the supervisors of the office assistants. The assistants that report to the Deans are only the ones who are supervised directly by the Dean. President Davenport: We need to make sure that our language is clear that chairs are not supervisors of faculty. Director Hanson: The offices of Human Resources and Affirmative Action are also most willing to work with any departments or divisions working with specific issues in creating workshops that address their specific concerns. For example, if they are concerned about communication, we could address that specific issue. FA: Are there any checks and balances about bullying? I have witnessed where this can be misused. Assistant Director Snaza: There is always a process for individuals who can bring their own concerns forward. FA: The feeling is that this has sometimes been used as a threat to silence faculty. Director Hanson: We would welcome any comments about how we could improve this. This policy will be up for review this year. President Davenport: I think the question is right on target. We can use the policy correctly but it can also be misused. Retaliation complaints could get out of hand. When we see a pattern from a given person, that's when we need to step in and search the validity of the complaint. Other institutions have this same problem. We want to protect individuals against bullying but be fair. Assistant Director Snaza: With the training, we are hoping that all conversations and communication be respectful. We have done this with supervisors already and then we need to open it up to all employees. FA: Maybe something to help supervisors learn about victims? Victims may present themselves in an odd way unless you are trained to look for it. Director Hanson: Good point. We would also like to explore more alternative dispute resolution to deal with some of this, short of an investigation. That can be very intrusive. Faculty President Severns: In areas where there have been disagreements that have festered over the years, alternative resolution may not be successful.

2. Action Items—None.

3. Discussion Items--

a. MnSCU/Legislative Relations—President Davenport: I have already talked about budget today. We do know that the first reading of the Revenue Fund bonding projects will be before the Board in November. The final action will be in January. The system is asking for a \$100 million approval. This is limited to student-oriented projects. This is 2-1/2 times higher than in the past, due to a number of changes in procedures. They have opened the door for two-year colleges to apply for the Student Revenue Fund. We have two University projects. One is a new residence hall to be opened by 2012. The CSU Ballroom is the second renovation project. We have already been given tentative approval. A third phase is Carkowski Commons at \$50 million. A fourth project is another new residence hall. Possibly before they are completed, we would demolish Gage Towers. Our enrollment was so strong this year that we either need a new plan, or we have to delay the demolition. Laura King is going to request demolition

money even though we haven't been successful in securing these funds in the past. It is cheaper for the state to demolish some buildings than try to sustain them. It will take \$6-1/2 million to demolish Gage. FA President Severns: Is the remodel of the lower level of Gage still on the table? Vice President Straka: It would be pretty difficult to do that. The way that Gage is built, there is no easy way to do this. So the plan would be to eliminate everything on that site.

b. Budget and Planning Process—Vice President Straka: Based on enrollment for the fall, we are up 135 FYE. The impact is that we have money. We were conservative last year. This was the first year of the high school decline and yet we had our second best NEF class ever. We will be able to add \$1.5-2 million to our revenue forecast. We now have a \$4-8 million target to reduce. But we have already identified \$8 million in possible cuts for our worse case scenario. The new Governor will put out a new budget in January; the state forecast in February will set the checkbook. Targets will come out in late March and we will have a really good idea of where we are going to be. I am comfortable that the money we identified will cover the worse case scenario. FA: Are other schools seeing this increase? Vice President Straka: The two-year colleges are doing well. St. Cloud is not as high. Southwest is level. Winona State is not where they were hoping to be. Private colleges have also struggled a little bit. There are good things to be said about our redesigned website, and repositioning ourselves in targeted markets. I wouldn't underestimate the impact of our commercials. This is positive news for us and we will be able to annualize some of this budget increase. I don't think we will be looking at an \$8 million reduction. We might be able to think about reinvestment. There is some positive news on the horizon. It is still horrible news in general but it is a lot better news than just four-six months ago. Is there another round of cuts coming? No, not another round of cuts. FA: You are saying that in 2012 we do not have to worry about new cuts? Vice President Straka: We have already identified those cuts for 2012. We should not have to go beyond that. We were one and a half years ahead of the cuts. FA: I'm not sure that faculty understand that. FA President Severns: System wide, this is not true. That might cause some nervousness on our campus. Vice President Straka: Most of our peers are just starting that process now. We've already done all of this. I am comfortable that, pending any totally unexpected events, we have identified more than enough to make our budget. We are very competitive. FA President Severns: I shared a report with Vice President Blackhurst and Vice President Straka regarding the 2% tail. No one really knows how the tuition will be affected. Vice President Straka: But tuition is basically not the driver on what makes a student decide to come to an institution. We are the low cost option in Minnesota. Our two-years are much more expensive relative to the national norm. President Davenport: We predicated our budget on a 5% tuition increase. It appears that the students are pulling back from that. If they only want zero to a 2% increase, it would cause havoc if our budget parameters were changed at this late date. I don't think this point is clear with student government. They are not hearing the same thing as we hear in the statewide meeting of student government with the Chancellor. The OOC is planning an additional \$49.7 million for funding, more than we expected, and more than is likely to be approved. The Board of Trustees has to decide if they are going to make a case for this increase. What would be the drivers for the rationale on keeping this figure? What the students would like to do is buy down the

tuition with that money. Vice President Straka: Do you increase \$50 million and then cut \$150 million? Or do you just cut \$100 million? You still end up at the same place. If we cut tuition to 3%, we would lose \$1.4 million next year. President Davenport: There are different stories for different campuses. Our two-year college counterparts don't all have the same budget problems. Some are not concerned at all and some have severe problems. FA: Are the increases related to the unemployment rate? We are concerned that enrollment will drop when they get jobs. Vice President Straka: The two-years are much more impacted by the economy than we are. Vice President Blackhurst: Our graduate enrollment was growing before the downturn. We are fortunate to be in one of the states where higher education is essential. So it is on the increase and will remain so. FA President Severns: I am concerned about how we fund GAs. Vice President Blackhurst: In Academic Affairs, we were able to increase the funds for the UGAs—the GA positions that are funded by the Graduate College. They will now receive \$10,000 stipends rather than the \$9,000 this year. This could make these formula GA positions more sought after. It also opens the door for us to have different kinds of stipends for different practices. Maybe they are more market driven or at what the department can afford. In order to be competitive in the sciences, maybe you can offer more. This is a small step in becoming less homogenous. We also specifically funded six doctoral assistantships so that it will not take funds from our Masters programs and we did this through a reallocation of existing dollars.

c. Academic and Student Affairs Reorganization—Vice President Blackhurst: One last opportunity to comment on the plan. We want to move ahead as soon as possible on the new Associate Vice President position. FA President Severns: It is fair to say that we think it is a fine idea. Some of us are concerned about the Dean position moving to the Associate Vice President position. Vice President Blackhurst: It is just a change to give an administrative corollary position to Associate Vice President Sandmann's position. It is not adding administrative salary dollars or positions; it will actually result in a reduction of administrative positions and administrative dollars.

d. Academic Redesign Round III—FA President Severns: I got a request for the latest electronic version of what we looked at, at the state level. The MOAs are being discussed. I have heard that they think they are close. Vice President Blackhurst: I distributed a draft for this. That was the topic of the Chairs' Workshop. There is \$100,000 to fund these projects. The goal is to be as innovative as possible. We need to attract new audiences and serve them in new ways. Productivity does not mean packing more students in classrooms. It is making things better and making better things. We want to improve the quality of student learning. It's not that we think all faculty aren't already creative and devoted, but the students are changing and we need to stay abreast of these changes in order to survive. A call for proposals went out and we are seeking suggestions for people or resources you would like to bring to campus to assist with that process. If you have feedback now or in the future, we personally welcome it. FA President Severns: I want to commend the administration for working on this and being very collegial about this situation. To actually pay people for things like this, we have to arrive at an MOA. But we will get this done. Don't let that stop you from participating in this.

e. CAP Reorganization—FA President Severns: Where are we with this? Vice President Blackhurst: Which one are you talking about? The one from last year or the most recent transition? You know that toward the end of last year there was a general reorganization of Institutional Diversity. We are all now responsible for it rather than just in one division. The CAP program is a small segment of this. The College Access Program is for a small number of diverse students and they undergo a bridge program during the summer. This summer we had 55 students and most of them are currently enrolled. We had our MSU Foundation Board Meeting recently and some students presented at that and would have made you proud. We talked about putting full time advisors in the college, one for every two colleges. We are working to align resources with where the students are. Most of them are freshman now and most haven't declared a major yet. We are in the process of transition to when we will have full time advisors. We will now have a GA in each college who will help the SRCs. Some of these students are close to being academically at risk. FA: But will that be another layer that will stand in the way of the major? Wasn't the whole concept to mainstream the students as soon as possible? Vice President Blackhurst: We are trying to make this work with the model within the different colleges. But for the student who isn't yet decided on a major, we will have advisors who will understand the requirements of the college. FA President Severns: So things are not carved in stone yet? Vice President Blackhurst: What is set is the President's vision. We want to connect the students as quickly as possible to an academic department. We need to align resources with that goal. President Davenport: We are in a transitional period. We might have to try a couple of different things before this is fully developed. This is our most promising class we have had so far. . These students we brought from the bottom up. Next year we may require a student to select a major in their freshman year so they can begin exploring. So many don't know what they want to do. The sooner they make a decision, the more likely they are to get on track. The goal hasn't changed. We want them in the colleges and we want them to be successful. FA: I wonder how the SRCs reacted to this GA idea? Has some consideration been given to the Task Force on Student Advising? If we have a task force looking at advising on the larger scale, shouldn't they discuss the CAP situation as well? Vice President Blackhurst: Interim Dean Morris did meet with the SRCs last week. Overall it was well received. There is a group of administrators working on advising as well. We want to look at advising from every direction. FA: Maybe the solution could be different in Arts and Humanities than in Allied Health and Nursing. I agree that we want the students in the colleges. FA: This program has ended up being a feather in our cap. Someone in the Twin Cities remarked about how caring we were for this work. Vice President Straka: The advisors are doing a great job in having the students be a part of the administrative processes too. We are a team. We are all trying to help the students succeed.

f. Campus Security Issues—FA President Severns: You are all aware of the incident yesterday. It is part of a larger problem. FA: I was around when the situation took place. I was concerned about the response time. The individual was extraordinarily agitated. Bill Wagner dealt with the issue in an amazing way. The students scattered. Some were afraid to come out because of the volatility of the situation. Hopefully there will be an opportunity for the students to talk to someone about what happened to them.

Dean Wolff: I haven't seen the final report yet. Dr. Wagner did call 911. Unfortunately Campus Security was also dealing with another issue. FA: This becomes an issue for students, faculty, even for the safety of our security personnel. Do we have a plan for this? FA: There is a video on D2L that talks about this. Nobody else in the building was notified. We have that security system in our classrooms. FA: It is a particular contrast when the backpack in the CSU triggers the Star System alert. But the clear and present danger of this event was not addressed. I heard it first from KEYC TV. That's a problem. President Davenport: We need to program the phones with our Security number. We all will probably need training. We have the technology. We may have just missed a serious incident with the recent student threat to a professor and class. Vice President Straka: We have a product that can make these things workable. FA: As a licensed peace officer, has MnSCU or Minnesota State Mankato ever sought to have regular police assigned to the campus? FA: We have a pretty good relationship with local police. (FA: Dr. Wagner was grateful that Human Resources contacted him to offer assistance.) Vice President Straka: My first year here we talked about this. The FA position was against it at that time. FA: I was in class when the toolbox was found, but I had no idea what I was supposed to do. We need to have something that lets faculty know what to do. President Davenport: I did meet with Commander DuRose before coming here today. I get arrest reports all the time. They have increased dramatically. The Commander says the violence is more than we have had in the past. Normally, I will read about an assault once a month. There is a lot of fighting, threats and physical violence compared to the past. Earlier this week I received a five-page list compared to the one that we would see in the past. We talked about this at the President's Leadership Council earlier this week. Commander DuRose said that these problems are linked to alcohol. I think it's more than that. I think there may be other reasons, such as the economic downturn and other factors. South Central College experienced the same thing with the same student a year ago. This seems to be a case that is indicative of a trend. I think we need to step up our efforts to try to reduce the drinking. But I'm worried about how we alert faculty, what kind of training we need to have. We have done the NIMS training but we haven't had very much specific training for our faculty and staff in this area. I don't want to cause alarm, but I'm concerned about it. This will be a major topic at our Cabinet meeting next week. FA President Severns: A lot of us have concerns with this.

Next Meeting: Thursday, 18 November 2010; CSU 204; 3:00-5:00 p.m.

The meeting ended at 4:48 p.m.



Warren Sandmann
Reviewer for Management



Paul J. Hustoles
Reviewer for Faculty