

## FACULTY ASSOCIATION MEET AND CONFER

Thursday, January 26, 2012

9:00-11:00 a.m., CSU 204

(Faculty Chair /Administration Agenda)

### Notes

#### **Attendance:**

**Faculty:** Jim Grabowska, convener, Mary Visser, Lynnette Engeswick, Barbara Carson, Paul Hustoles, Richard Liebendorfer, Becky Schwartzkopf, Gregg Marg, Ellen Mrja, Danae Quirk Dorr, Emily Stark, Queen Booker, Nancy Fitzsimons, Miriam Porter, Ronald Nickerson

**Management:** Richard Davenport, Scott Olson, David Jones, Ed Clark, Henry Morris, Warren Sandmann, recorder, Dee Ann Snaza (for Becky Barkmeier), Rick Straka, Joan Roca

**Guests:** Heather Camp, Kristie Campana, Jeff Iseminger, Claudia Tomany, Lynn Akey, Sheri Sargent

#### **1. Information Items--**

##### **a. Reorder/Additions: None**

**b. Report (Jim FA President's Grabowska):** We are working on coaches' contract timelines, as we have moved them from the academic side to athletic side. We are working on a model calendar that would be statewide and help make them more a part of the bargaining group. Thanks to Kevin Buisman on the work on this. State Meet and Confer is on Friday, with discussion on the Chancellor's strategic framework, including the initiative on campus conversations on educational excellence. Looking to a productive meeting on how the IFO can work with the Chancellor on moving forward with the excellence agenda. This is also a delegate assembly year and election year for statewide IFO offices. IFO will move to electronic voting, and local FA will move to this in the future. Thanks to President Davenport for the tickets to the hockey game - FA presence leads to winning games.

**c. MSU President's Report (Richard Davenport):** Congratulations to Theatre for their continuing success at Kennedy Center/American Theatre Festival. Congratulations as well to Athletics and the academic success of our student-athletes - congratulations to the coaches on this. We have a major fundraising event at the Guthrie coming up. This is the Twin Cities kickoff for our campaign. Hope this leads to movement on our campaign goals. If the Governor is available, he will be at this event along with the Chancellor. There are some controversial issues on the agenda at the System Office, including a proposal to reduce already agreed-to tuition increases by about half a percent. Presidents are not necessarily completely in favor of this, but there is external pressure on the Chancellor. We will do what we need to do as partners in the System. Other challenges: student enrollment looking very strong, but maybe so strong that we may lack room for students in the residence halls and the classrooms. We are looking into alternatives we could do in these situations. Associate Vice President David Jones: Momentum is good, interest is strong, and with the free admission week, we were the top choice that week. FA: Remember that not just space, but faculty as well, is a concern. President Davenport: We will be decommissioning Gage. Vice President Rick Straka: We do have a lease with University Heights to manage that space for student housing. President Davenport: We will stay on top of this and keep you all informed. If absolutely needed, we may keep one tower of Gage open for a year. We are developing a partnership with Cisco and will be sending a team to San Jose to work with that company. This may play a big role in the development of the College of Business building. FA: What is the University of Minnesota doing with tuition next year? President Davenport: I do not think they are dropping; there may be an increase between 7-8 percent. Other issues: Provost Olson is

heading up CAO's of four-year schools on memo to the Chancellor to make sure the universities are not left out of the discussion when it comes to work force development.

**d. Provost & VPAA Report (Scott Olson):** We want to make sure that it is known that we already offer an extraordinary education, as evidenced by all we have discussed here. The Chancellor already brags about what we do in Mankato. So: in this light what can we do new and different to continue to provide an extraordinary education? That is how we will take part in this strategic framework. Let us know what we have learned from academic redesign and what resources might be needed as we go forward. President Davenport: We do get lots of praise from the Chancellor on this. Provost Olson: We will be moving staffing decisions to spring to allow the searches to move forward at an earlier date. We will not be moving PDP to spring. We are planning to set aside some internal funds for additional professional development funds for chairs to advance in their roles as chairs. At FA request, we will have a Dean at each Meet and Confer. One-time funding update: We heard a lot of great ideas, and the problem is we have too many good ideas. Planning and Budget meet this week to review and make recommendations to the Cabinet for the President to make decisions on these proposals - please remember - these are recommendations and the Cabinet and then the President can and most likely will make some changes. The process for this discussion has been excellent. FA: Second what the Provost said. So busy but so interesting and energizing. FA: This year it was a wonderful partnership among faculty and administration. President Davenport: I look forward to reading all the proposals and seeing if there are other ways we can fund some more of these Big Ideas.

**e. Human Resources Topics (DeeAnn Snaza):** College of Education Dean Search: The plan is to have candidates here by mid-March; College of Allied Health and Nursing Dean Search: Within a week candidates will be starting on campus interviews. Graduate Studies and Research: Still thinking about what we want to do with this position--perhaps it may be better as, for example, an Assistant Vice President for Research and Graduate Studies? FA President Grabowska: So this will be a two-year interim? Provost Olson: Perhaps, but no decision has been made yet. FA President Grabowska: New title for Warren Sandmann? Does that mean that he acts in absence of the Provost? Provost Olson: Yes.

**f. Recent Policy and Procedure Changes (Claudia Tomany):** An email was sent earlier this term, and this handout presented here, summarizes changes to some policies and procedures involving Student Academic Progress Standards, Academic Probation and Suspension, Last Date of Attendance, and Study Abroad. Policy and procedure details are at <http://www.mnsu.edu/policies/>; information on study abroad is at <http://www.mnsu.edu/kearneyic/>.

**2. Action Items—None.**

**3. Discussion Items--**

**a. MnSCU/Legislative Relations (Standing):** President Davenport: Not too much to report. This is a bonding year. Senate Capital Investment Committee was on campus last week. There are two big Mankato proposals - Clinical Sciences Building and Civic Center expansion. Vice President Straka: Civic center includes a flexible performing space in addition to moving hockey to the Civic Center for games and practices, men and women. Provost Olson: The City had an interest in some theater space, but this is not a theater. Music Department may use this space at times. President Davenport: The City will also try to create some educational space. I support this project with reservations. The Clinical Sciences Building is number one, and Civic Center is number two. But the problem - we have a competitive disadvantage with hockey practicing at All Seasons Arena (ASA) and what we pay for ASA and the Civic Center combined. The proposal will rebrand the building in our colors and allow practice times down there. FA: Will women play there? President Davenport: Yes - we may not get the large

crowds for these events, but we will have that space. WCHA hockey and all college hockey is in flux. As previously stated, the Clinical Sciences bonding bill was not included in the Governor's Bill; Senate leaders say we will be in, but we will need to work hard on this proposal.

**b. Budget (Rick Straka):** We are in good shape this year; enrollment is down a bit this spring as compared to last year. We are right on track with tuition budget. We are trying to project out for next three years. We have no real ideas yet on our true operating costs as bargaining contracts are nowhere near settlement. We do not plan to come back for more cuts, and we hope to be able to release more funds. Summer work study: We have the same amount of work study dollars that we have always had - we just use them more quickly. There will be no summer work study. Institutional Equipment requests are due by February 10. Frontline Conference: All are invited, classified staff especially encouraged to attend and departments and programs are asked to help fund if you can find the funds. FA President Grabowska: Institutional Equipment - is there a timeline for replacement for desks and tables in the classrooms? Vice President Straka: Historically we have gone through Institutional Equipment for this - we are open to a discussion on this process. FA President Grabowska: It seems like this is a competition between essential equipment and room to grow. Vice President Straka: We can look at this as moving to a new process - maybe moving classroom furniture to Repair and Betterment as opposed to Institutional Equipment. FA President Grabowska: Bring this to budget Sub Meet and Confer? Vice President Straka: Sure.

**c. Packaged Courses (Warren Sandmann):** After about three to four years of discussions with various groups and Sub Meets, what is presented here is, we hope, the final proposal for moving packaged courses from Extended Learning to the departments and colleges. There is no change in the contractual language about how packaged courses work - the change is in where the oversight comes from. FA: Can we still offer these courses? FA President Grabowska: Yes - we just want to keep this under the control of the departments and colleges so they are aware of what we are doing.

**d. Civility Campaign (Scott Olson):** As part of the convocation address, President Davenport issued 12 challenges. One was to address the issue of bullying. We have done some past work on this and the President challenged me, Human Resources Director Barkmeier and Affirmative Action Officer Hanson to spearhead this. We saw a need to make the focus on civility, as civility is a responsibility for all of us. So we met with Jeff Iseminger to see about developing a plan for this campaign. This is not to preclude difficult and controversial discussions. Meet and Confer is a model of this. Jeff Iseminger: Rather than just jumping right into a campaign, we thought it would be better to ask - what do you all think civility should be? We start with listening, then to a campaign. Provost Olson: This is similar to the process of how we developed our Values Statement for the University. We want really robust discussions about what we want to see for civility. FA: This is good, and we need to focus not just on words, but behaviors - modeling what we want to see. FA: Last year the behavioral consultation team approached Corrections about the rise in violence on campus - we proposed a campaign on civility as well. This is not just about bullying and civility, but also addressing violence. We also need to discuss civility in the classroom. Last thing we talked about is the need for multicultural definitions of civility - not everyone agrees on what civil behavior is. The need is really for dialog on this issue. FA President Grabowska: Another related piece = talk to Daria Paul Dona about dealing with intercultural issues on this topic. FA: Really like the frame on this issue as civility - but we need to acknowledge that conflict is a good thing - reasonable people can differ. Dean Morris: It is important in this campaign that we do not lose the understanding that we are a diverse campus with diverse meanings of civility. President Davenport: I do not want to get too far away from bullying - this does take place. We need to address the issue of a bullying cycle. FA: After a complaint and investigation and finding sometimes there is still bullying and retaliation. There is also a need for keeping the

perspective of women on this issue. FA: When the campaign kicks off, make sure it is a campus campaign - not just a focus on students.

**e. ITS Organizational Structure (Ed Clark):** Three levels--consultation, translation and infrastructure, and what I found was that we had the bottom two done well, but we were not doing the consultation layer well. If we do not do layer one well, we make departments do all the work. We need to work more closely with the departments. We also need to really work on project management and application development. We also need to upgrade our Help Desk support. We need to work together with the colleges on this, including the need to cost charge this model. We are piloting this in the College of Business, and by piloting I mean I am giving some of my best staff to the college, to see what innovations we can get. We are helping College of Allied Health and Nursing because they need the help immediately. We are trying with the College of Education to model this as well. FA: How do you measure success? Vice President Clark: I measure success by what the customers tell me - did this work? FA: Are you preparing people to help do the top layer of translation? Vice President Clark: Yes, we are taking a look at what we have and what we could do. This will have to evolve over time. This is also new to MnSCU - not just technology but for positions. FA: We need to remember that there are other technology functions that are incredibly important - ISRS, DARS for example. Vice President Clark: These enterprise systems need to be connected better to us. FA President Grabowska: Cost sharing - this will be an interesting topic for the faculty, because the money has to come from somewhere, and departments may see this as someone may get more or less from these positions. This will need to have a good discussion - if this is seen as an absolute need, we need to think about how we would budget for this. President Davenport: This is a pilot, so we need to look at this in terms of how it can serve faculty and students. Vice President Clark: This is a pressure on IT as we simply just repurposed some staff. President Davenport: Vice President Clark is trying to take care of a gap in our IT, and we will find a way to pay for this. Vice President Clark: This is at the request of faculty who are asking for this nonstop. FA President Grabowska: This will go to help the students as well.

**f. ITS Planning and Assessment (Ed Clark):** We plan to do some customer surveys, and we also plan to do some forums to get feedback from students on what technology they are bringing in and what support they need.

**g. Writing Task Force Report (Heather Camp and Kristie Campana):** Our Committee's work was to examine all the policies and practices in teaching of writing. Three areas: faculty support, student support, and classroom support. Recommendations: Strengthen Writing Intensive program, and strengthen support for writing. FA President Grabowska: We asked that these be on the agenda since spring staffing is coming up. FA: We have already started this process by separating Writing Intensive from General Education and moving this into the regular curriculum. We think the Writing Center Director is very important. FA: Staffing we are recommending is for faculty support. Dean Morris: What is the relationship between this and developmental writing? Heather Camp: No direct plans to redo developmental, but there would be conversations.

- h. DRAFT 2012-13 Calendars (Warren Sandmann):**
- i. Faculty with Continuing Probationary Appointments
  - ii. Faculty with First-Year Probationary Appointments
  - iii. Fixed Term
  - iv. Tenured\_NTT\_Asst\_Assoc
  - v. Tenured\_NTT\_Full
  - vi. Promotion
  - vii. Tenure

- viii. Teaching Scholar
- ix. Sabbatical
- x. Non-Renewal

All drafts online for review at <http://www.mnsu.edu/acadaf/calendars/>

Meeting adjourned at 5:00 p.m.

**Next meeting:** Thursday, February 16, 2012, 3:00-5:00 p.m., CSU 204 (Faculty Agenda /Administration Chair)



Warren Sandmann  
Reviewer for Management



Daniel Swart  
Reviewer for Faculty