

FACULTY ASSOCIATION MEET AND CONFER

Thursday, February 17, 2011

3:00-5:00 p.m.

CSU 204

(Administration Chair)

NOTES

Attendance:

Faculty: Mary Visser, Paul Hustoles, recorder, Barbara Carson, Richard Liebendorfer, Andrew Johnson, Gregg Marg, Jeffrey Bumgarner, Andi Lassiter, Ellen Mrja, Bill Wagner, Bobby Bothman, John Seymour, Ron Nickerson

Management: Richard Davenport, Mary Dowd, Mark Johnson, Henry Morris, Avra Johnson, Warren Sandmann, Becky Barkmeier, Rick Straka

Guest: Doug Mayo, Malcolm O'Sullivan, Laurie Woodward, Scott Hagebak

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

1. Information Items—

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

b. **FA President's Report:** FA Vice President Visser: FA President Severns is at a MnSCU meeting along with Vice President Blackhurst regarding Smart Transfer and other issues. Thanks for the Feb. 8 Joint Planning, Budget and Assessment Submeet and to all those involved in making this happen as quickly as it did. We understand there are even updates today and we encourage this process to move along as quickly and as transparently as possible. The FA received a request from Interim Dean Mary Dowd to meet with the Behavioral Consultation team and as a follow up to our concerns. The issues of violence and civility are highly regarded by the faculty and we want to keep these discussions going, along with that of campus bullying. We have had concerns raised in three colleges regarding overload versus adjunct, and scheduling of classes in the summer and we hope that the scheduling process be consistent across campus and in accordance with the contract. We have also talked about faculty burnout and fatigue and we have had conversations with the President. This is all complicated by politics, what is going on in Wisconsin right now and many other factors contributing to a negative feeling. We have concerns and no solutions to offer but we are hopeful that there will be ways that administration will help to support faculty and staff in these challenging times.

c. **MSU President's Report:** President Davenport: I had a good meeting with faculty leadership discussing the workplace environment and campus morale. The impact of the difficult budget cuts are just starting to appear in the workplace. There are a number of things we need to do, working together as a team, as we decide how to reinvest in the institution. We want to reinvest approximately \$3.5 million of one-time funding. Yesterday, Governor Dayton was in Mankato on a fly-around visit and I had a chance to speak with him, Commissioner Jim Schowalter from his budget staff, and Commissioner of Education, Brenda Cassellius. We talked about how Minnesota State did it right and had accomplished our budget cuts already. We were pleased with the Governor's budget plan; however, it is not likely to be supported by the GOP legislature. We also talked about our bonding project (the Clinical Science Building). Governor Dayton did not support our bonding project. Remember, this is not a bonding year. It is

too early to take anything to the bank. The Republicans, in their own fly-around the same day, pretty much disagreed with everything proposed by the Governor. Hopefully, there will not be a government shutdown. Last Friday, I met with both the leaders of the House and the Senate. We will get a bi-partisan bill in both the House and Senate with bi-partisan support of our Clinical Science Building. If it gets to the Governor's desk, will he veto it? We don't know. We did put out a communication from my office regarding sexual violence to bring awareness to some of the services we have available. I have gotten a good response to these communications from the President.

d. MSU VPASA Report: Associate Vice President Sandmann: We are very aware that we are all being asked to do more with less. We thank the faculty for what you have done so far and all the work that is being done on the budget issues and on the searches. We don't have a solution either but we are aware of this. In both SBS Dean and the AVP of Student Affairs and Enrollment Management searches, we hope to make verbal offers later this week or early next. In the College of Business Dean search, we hope to make an offer next week. We will be starting the Extended Learning Dean search next week. FA: The Safety Administrator position? Vice President Straka: Our current person took a position at Gustavus Adolphus. FA: Could the faculty be involved in this replacement? Vice President Straka: Yes. FA: And the listing for Biology is not in Biology, maybe Water Management? Vice President Straka: We will check this. Associate Vice President Sandmann: We also talked about summer hiring and we sent a memo to the Deans regarding the contract. We will send a copy of the memo to the FA. FA Vice President Visser: We will share this with everyone.

2. Action Items—None.

3. Discussion Items—

a. “The Big Ideas” Campaign: Vice President Mayo: (with a Power Point presentation) We hope to make all of this work without being a burden to you. We are defining ourselves as: “Big Ideas. Real World Thinking.” We will tie this in with our Strategic Vision. We want to find ways we can be more interdisciplinary to advance our work. It's a solution orientation. We are committed to student success. A campaign for what? Scholarships. Faculty Support. A Global Solutions Center within a College of Business building. This would be over in Lot 6. We are talking about a comprehensive campaign, not just a capital campaign. There is room in here for individual faculty, departmental and college projects. Many of you are looking for experiential learning opportunities and that can be part of this too. Perhaps there will be international opportunities. We need to tell the donors what the impact will be. We want to establish a “Green Fund” to help with campus sustainability. We want to transform, not just produce more of the same. We are very dependent on the Governor and the Legislature. We want to create a platform that would make us less dependent on them. We are, at the core, a teaching institution, centered on the student experience. As of December 31, 2010, we have raised \$52.8 million. We have just received approval by the MnSCU Board for a \$75 million goal. We will go public in September 2011. Our closing date is June 30, 2013. Think about these things as they impact your daily life. It is tough when we are thinking about retrenchment. But what are the dreams that you want realized? And how

can we seek donors to make these dreams a reality? We couldn't be here without you. Those stories that we tell in our commercials are things that you impact every day. Help us make your dreams a reality. I thank you for your time and you have been very generous with your own money. Over 40 percent of you give towards the University and that is a significant number. FA: If we do have a project, how do we bring it forward? Vice President Mayo: You can go through your governance system but get them to us. Every single dollar we bring in will count towards this campaign.

b. Ballroom Remodel: Scott Hagebak: The Ballroom is circa 1967 and it is the last piece of the building that is still original. It is time to renovate it. We are saving the floor, everything else will be new. We are still going to be able to divide the rooms into thirds, and the North and South Ballrooms will be divisible by two. The partitions will be heavily soundproofed so we can have meetings side by side. We are also going to build a small room by the Wigley corridor that can be used for ticket sales, coat check, catering, etc. It will serve the events of the Ballroom very well. We are going to start on March 7. We hope to be back in full swing by the middle of the fall semester. There are financial penalties built in if the work is not complete. Director Woodward: This is about a \$4.5 million project. Half is from savings and the other half is a bond project. We get money for deferred maintenance. We can use this money to do this. We are not going to raise student fees. It is going to be a fun space. We decided to go high tech. We will be using projector scenes all the way around the room with seventeen projectors. The lobby will have Kasota Stone and we are going to have some display walls. FA: I get nervous when you say there will be banners with business logos. Director Woodward: Just an idea for the Career Fair. FA: Sound? Director Hagebak: We have had an acoustical engineer. President Davenport: We need a good sound system too, not just soundproofing. Director Hagebak: It will all be new. FA: Anything behind the Ballroom, the staging area for the food services? Director Woodward: We are doing something with that and with the duct work. We are also putting closets all around which will deaden the sound bleed in the space. FA: Will that affect 253-4-5? Director Hagebak: No, that's in a different segment of the building and it should be just fine.

c. Information Reports: Associate Vice President Sandmann: These were sent out this morning. Let me know if you have any questions.

d. Formal Review of University Policy Drafts: Malcolm O'Sullivan: We all received 18 new policy drafts, and one more today, now going into formal review. A number of these have an impact on you so get us your comments. Your representatives are Paul Hustoles and Chris Corley. One policy has been shifted from informal draft to elimination because it is really a re-statement of existing MnSCU policy. We made a change on the policy review web page; all changes being made have the editing marks indicated so you can see exactly what was changed. (List distributed.) FA: What happens after the formal review? Director O'Sullivan: It goes back to the drafter. The final draft goes to the custodian, usually a Vice President and they have final say as to what is forwarded to the President. Our deadline is May 6, 2011. Most of these will go into effect on July 1, 2011.

e. Budget and Planning Process: Vice President Straka: The Governor's budget is out there. It is a better than our best-case scenario. I don't see Republicans sending in that kind of revenue bill. It is nice to see that he is really valuing higher

education. Our enrollment numbers look better for next fall than they were for this fall. The high school class was the lowest, but we got our second largest freshman class ever. We can roll \$2.5 million into our base budget for next year. The base assumptions are different than what we looked at last year. Our tuition at 5 percent is reasonable and I don't think it will go higher. The inflation we built in was up to 3 percent. We could not imagine frozen salaries for three years. That is bad in one way but good for the budget. The Minnesota Advantage Plan continues to cost less than we projected. I think we are going to be looking at less than the \$8 million that we projected for FY12 budget reductions. We are going to talk about this in March and how to set the 2012 budget. There was a very different dynamic last term with Democrats sending a budget to a Republican who had a line item veto. This time, the Governor will not have a line item "add" power. This is going to be a very interesting dynamic. We won't know until the Legislature sets out their budget where we are going. One of the things we are concerned about is to have a pool of money so we will know how to react. FA: Is there a cap on what enrollment will be? Vice President Straka: No. FA: But we can't hire people who have been retrenched. Vice President Straka: We could recall them. But our funding is a month out rather than a year out. President Davenport: We have more students than we expected and that's a good thing, but we wouldn't have this money if it weren't for the summer programs. We need to reinvest back into the institution to help us get over the hump. Vice President Straka: Hopefully we will get out a form tomorrow for one-time reinvestment. There are three kinds of guiding principles for this one-time reinvestment: 1) to give direct benefit to the students and faculty; 2) enrollment management, with a focus on recruiting and retention; and 3) looking at investments in our physical infrastructure, including facilities and IT. We want to look at the student satisfaction data. We need to look at student retention data. We also talked about projects that were over \$100,000. We want to look at "Big Ideas" projects. One suggested change was that some wanted the same group that ranked the strategic priority projects to rank these new initiatives. The Cabinet would like to rank these and bring a list back to the Meet and Confers. President Davenport: I really think when times have been so tough, that we need to have grass roots involvement. You all need to be asked what you value and what you think is important. I really want it to come up through those strands—not just through a planning committee that has a limited number of representatives. We don't want to miss any important ideas out there. Vice President Straka: You may have heard about projects out there but nothing has been pre-determined or approved. It is a fairly short turn around. We started with the Meet and Confers and worked our way back. And spring break is thrown right in there too. FA: The venue is that the Deans would bring it forth? Vice President Straka: Departments to Chairs, to Deans in your area, yes. FA: Where is the in-state tuition for out of state students idea? Vice President Straka: We did that at the graduate level. But it would be more expensive at the undergraduate level. FA: By this fall? Vice President Straka: That is the hope. President Davenport: Do we have this on the Board agenda? Vice President Straka: It will be in the May session. On March 3 we are having another Joint Budget, Planning and Assessment meeting to discuss FY12 ongoing budget reallocation principles, and I will try to come with my newer projections. What kind of a process will we use? I think there are some programs that are very strong and these need some investment. And there are some that maybe we should roll back. But

we need to look at this. Thanks to all who are participating in this. There has been some great discussion. We have a solid process and we are working together.

f. Miscellaneous: President Davenport: February 23 will be Mankato Day at the Capital and we are going to ask Greater Mankato Growth to come to the reception from 5:30-7:30 p.m. at the Hilton Garden Inn across from the Wells Fargo Place in St. Paul. This is the second year we have done this. It is an opportunity to see the area legislators and to lobby hard. We will want FA President Severns to join us at the Legislature for our testimony. FA: We just got an email from our Government Relations Coordinator that quoted a freshman legislator who said that most MnSCU faculty made \$125,000 a year. We had to tell him that was the U of M not us. President Davenport: I did meet with a number of freshman legislators; there is a lot of education to be done.

Next Meeting: Thursday, 14 April 2011; CSU 204; 3:00-5:00 p.m.

The meeting ended at 4:27 p.m.



Warren Sandmann
Reviewer for Management



Paul J. Hustoles
Reviewer for Faculty