

**Faculty Association Meet and Confer**  
**Thursday, April 16, 2015**  
**3:00-5:00 p.m.**  
**CSU 245**  
**Faculty Agenda/ Administration Chair**

**Notes**

**Attendance:**

**Faculty:** Mary Visser, Gregg Marg, Kellian Clink, recorder, Bobby Bothmann, Barbara Carson, Georgia Holmes, John Thoemke, Luis Posas, Jessica Schomberg, Roland Nord, Lynne Weber, Richard Liebendorfer, Avra Johnson, Jacqueline Lewis, Rhonda Dass, Javier Jose Lopez

**Administration:** Richard Davenport, convener, Marilyn Wells, David Jones, Ed Clark, Henry Morris, Kim Greer, DeeAnn Snaza, Rick Straka, Brian Martensen, Dean representative, Bonnie Windschitl, recorder

**Guests:** Lynn Akey, Ginger Zierdt

Meeting was called to order by President Davenport at 3:05 p.m.

**1. Reports:**

**a. Reorder/Additions:** DeeAnn Snaza will give the HR Update first and then Update on Civility Campaign; then we will go right back to the beginning.

**b. Human Resources Report [DeeAnn Snaza]: Vacancies:** There were no questions on the *Unclassified Position Openings* or *Classified Vacancies* handouts included with the agenda. Two additional handouts—*Vacant Position Overview as of April 16, 2015 for Academic Affairs/Other Divisions* and *Division of Academic Affairs Proposed College Priorities & Considerations for Review Searches in Process/Division of Academic Affairs – Review of Searches* were discussed. The first handout is an overview of positions not being filled or being put on hold at this time. Provost: PRFs submitted up to the review date of February 13 were approved on March 13. Not all of these positions are general fund. President: What does “on hold” mean? Provost: Some colleges chose to fail searches and decided to move forward with fixed-term. Hit the “pause” button and Deans worked with their departments. FA Member: What is the status of applicants who have applied? Snaza: HR has communicated with all applicants that that search is “on hold” due to budgetary constraints. FA member: What about new applications coming in for searches still advertised? Snaza: Perhaps the ads should be pulled down. FA member: Of those “on hold” when will they be looked at? Provost: We don’t have a schedule of re-review. In some of the departments, things happen daily. If someone was to retire, that could un-pause a search. What are we looking at NOW vs. next fiscal year? Academic Affairs is very dynamic. We receive PRF’s daily. The Deans and departments are using the same criteria. FA President: What about searches that might extend into summer? Provost: faculty will certainly be compensated. FA President: good information.

**c. Update on Civility Campaign [DeeAnn Snaza]:** With regard to the proposal David Jones brought to the March Meet and Confer, he is looking for feedback. Do you have any recommendations? We will follow up at our final Meet and Confer. FA President: The proposal will be discussed at the next Exec Committee in two weeks. Snaza: A Quarterly Supervisor Workshop was held with 20+ participants. Topics related to the University’s goals, workplace values – respect, civility, letting them know. How would you define it as a role model; how are you a role model; did some role playing and brainstorming on how to be leaders within their teams. President: We will make sure it is on May Meet and Confer agenda. There was positive feedback

and we will keep providing this workshop to supervisors for the next year. This is especially important going forward with HLC.

**d. Review of Notes:** No comments.

**e. MSU Provost and Senior Vice President for Academic Affairs [Marilyn Wells]:** This is the time of year we ask, "Where did the semester go?"; and yet feeling overwhelmed with what is left to do. Just this past weekend there was the Latino Festival, *Pirates of Penzance*, and Living Learning Communities Orientation; an SBS Frontier Forum lecture earlier today; Presidential Scholars luncheon this week as well. Looking back over the year, we introduced the Provost's Sip and Chats. There were five this year and over 125 participants - ,faculty, students, and staff. We plan to continue them in some fashion next year. I thank the FA for nominations of good representatives to serve on search committees. Thank you for leading to successful searches. I am serving as the MnSCU University Chief Academic Affairs Officer representative on the search committee for the Vice Chancellor for Academic and Student Affairs. The Department chair breakfasts have been quite engaging. Our orientation and conversations with Sub Meet co-chairs was successful. We are positioned well for next year to carry the work forward with new chairs. An update on Academic Planning, launching in fall 2015 – will be presented later.

**f. MSU President's Report [Richard Davenport]:** It has been a tough year, but productive year, with our faculty, chairs, working on the mapping project. *Charting the Future* is looking good, glad it's resting at the regional level. Weathered the storm. Will continue to rise to the top as a flagship university.

**g. FA President's Report [FA President Mary Visser]:** Busy time of year. The financial crisis is in the news. Have been asked several times today what's going on. We need to continue to get the information out there to the membership. The FA wants to be planning with you. We are doing 97 percent of what we were doing. We would really appreciate it if we can be kept informed. I am paid to work in June, so available for consultation. Another part is the legislative appropriation. Faculty will be making their voices heard. We will be disseminating information about how to communicate with our representatives. Jim Grabowska will be at the Spring meeting of the FA General Membership. Important time to make the faculty voices heard. Our contract seems to be moving toward resolution. We are concerned about the *Charting the Future*, making it more local and regional. Now we have to work, so there will be some work going forward with that. We need to start to talk about it now. We did not have adequate representation at the previous iteration. We need to be involved in the *Charting the Future* recommendations that we think would appropriate for our campus so we're ready to go to work in the fall. Donna Blom will be returning on Monday with a limited schedule. Our temp, Lisa Tyson, has helped us out a lot; we've been grateful to have her.

## **2. Discussion Items:**

**a. MnSCU/Legislative Relations [Richard Davenport] [Standing]:** Not a lot to report. This year is primarily about appropriations but there still is the bonding legislation coming forward. South Central College has a very important bonding project. We want them to get that project – it will help their college and student transferability. We also want our bonding project approved the following year; follow up remodeling to Nelson Hall. The other thing is Higher Education Asset Preservation and Replacement (*HEAPR*) Fund is important to MSU to assist in keeping our buildings intact. If we get a *HEAPR* bump, that would be good. We're rooting for the Governor's proposal, and believe our local legislators are on board. The bigger \$4.0 million budget challenge accrued because we froze our tuition, and now it impact has really caught up. The real budget planning action will happen in the next two weeks.

**b. Budget [Rick Straka] [Standing]:** Concentrating on the House. There are no general operating increases proposed for either MnSCU or the U of M. The Senate Higher Education bill includes funding for student tuition relief for both systems, while the House bill provides such funding only for MnSCU. The bill would allow the institutions to raise tuition. During

the first year universities would be allowed to increase tuition 3% for one year, and then freeze the second. Community colleges need 4.3 million to buy down their tuition by one percent. Minnesota two-year tuition is the second highest in the country. Our MnSCU charges are about average. Part of that is tuition and appropriation; community colleges are elsewhere funded by property taxes. President: How can the IFO help? This is the second best proposal. Support Governor, then this. FA President: Jon Bohn does have a plan; we're concerned about unfunded mandates. We don't want to be committed to get rid of this x, y, or z—the Senate's plan is more constrained. The House had a few things, if they make us give toward certain programs. Not all schools need the same things – that is a concern. FA President: Will send out a detailed analysis of the dollars and what they want us to do. Straka: The House doesn't have restrictive language; the Senate more so. FA member: At the IFO state level, most of the campuses are doing okay, but had to make cuts in the last couple of years. We've been doing a good job. We talked about the allocation formula is hurting us all. There are some ideas that came out of that.

**c. Tobacco Free Policy Enforcement Update [Rick Straka]:** I don't believe we're at a place of consensus from all the bargaining units. We have agreed on some signage in high smoking areas; looking at landscaping. Could we have hedges, wrought iron, something, that doesn't allow smokers that alcove? We could try to do those things. Most of the people who violate know about the policy. We looked at fines, we need statutory permission. The Leadership Council declined wanting to move forward to statutory permission. The only alternative is to treat with progressive discipline. Like any policy. Students can go through student conduct code. Employees can go through progressive discipline. There is concern about clogging up the student system. Doing something similar to alcohol. Employee system has to be absolutely equal and fair, all supervisors would have to equally sanction their employee smokers. As part of your security rounds. Concerns from the bargaining units about the cost of that. Theatre and Athletics have worked into their announcements at the outset that we are smoke free; accepted a half time GA from the American Lung Association, and she's looking at best practices. The real issue is what the consequence is going to be. How can we work together so that we can come to some level of consensus? CFO's got some information; Moorhead is having trouble. They have neighborhood issues. They were wondering what we're doing. St. Cloud says they are similar. They have public safety, so does Southwest, no one said there's no smoking. Winona said there were problems. FA member: We can't have kids confronting kids. President: What are enforcement steps? FA President: We're concerned about this. We have a continued commitment. Straka: get it away from our buildings (intake vents).

**d. Branding MnSCU [Mary Visser]:** At the State IFO meeting we discussed the \$300k marketing campaign started in conjunction with Padilla - they surveyed stakeholders, students, faculty, staff, alum. The MnSCU branding. Their twitter handle is Minnesota State. Wanted to speak to that. They sent the survey out three times because they messed them up. Detracts from the brand we've built for ourselves here in Mankato. President: Asked them about the tweet. Jones: It's been out there for several years. The branding committee did the research. President: Padilla/CRT has a lot of experience. They segmented different populations. They included high school students. They decided to weight underrepresented students. The number of faculty and more informed individual respondents were weighted less than we thought were important. We raised questions about the methodology, they decided to go ahead and present findings to the Board of Trustees. They are looking to design a solid visual identity. Taglines, images, etc., similar to U Wisconsin system. Propose a brand campaign with cost projections. What Mary Visser has was on the Board agenda. The Board of Trustees knows some of the Presidents were unhappy with the work and were a little embarrassed with the quality of the work. Kim Olson did note that Presidents had mixed concerns about it. There's no evidence that supports the need for a group identity. We spent a LOT of money on this. The Board has taken no action at this time. The committee has not been reconvened to consider next steps. Kent Clark also was taken aback by it. It will be the Board of Trustees who makes the final decision. FA

President: We have objected and at the state Meet & Confer, we are just not comfortable with this, particularly in this financial situation of our universities.

**3. Information Items:**

**a. Update on Academic Planning – 2<sup>nd</sup> Cycle of Campus Review [Marilyn Wells]:**  
Provost Wells referred to the handout and noted there has not been significant student input, so we ask you to encourage your students to take a look and provide feedback.

**b. Update on HLC 2015 Conference and Reaffirmation of Accreditation Visit [Lynn Akey]:** Lynn Akey spoke to the attached timeline. Three different sub groups' work will be brought together and will be shared in the fall.

**c. Academic Mapping – Update on Progress/Next Steps [Ginger Zierdt]:**  
The handout was discussed. This will help students, families, prospective students understand how they can graduate efficiently. AgileGrad progress report - working with 24 of our maps. It is a very complicated process. AgileGrad will make it very usable for our students, advisors. Our early adopters will be able to study the results.

**d. NSLDS regulation – Update on “undecided” and pre-majors [Ginger Zierdt]:** The handout was discussed. In July, we received a mandate from the U.S. Department of Education the decision that each student must be enrolled in a program to receive financial aid. Being undecided was unacceptable. High loan defaults are related to a clear pathway to their degree. We moved everyone to Interdisciplinary Studies. It is still our best option. We have a number of advising Pre-Med, Pre-College of Business, etc. They are advising pathways. This resulted in a lot of great conversations about end- dating a major, some students records have as many as six-ten majors sometimes, making it hard to accurately count majors. Looking for ways that data has fidelity. Registrar's Office, advisors, Financial Aid have been in conversation. There are still some problems vexing us. Mindful individuals are thinking about this. A number of faculty have brought forth ideas. MSSA is concerned about the spirit and the letter of this law. This is bringing up other conversations.

**e. Cultural Contribution Scholarship [David Jones]:** Cabinet formally moving ahead in January 2016, equal to the highest MnSCU institution, \$340 dollar difference per students, gathered solely to support the International Office.

**f. Commencement Committee Update [Kim Greer]:** This committee is working on ways to make the experience more meaningful for students and their families. We have met three times this semester. You will see small changes at the Spring Commencement ceremonies, with long-range plans still in the works.

**g. Other:** David Jones reported that there has been a delay, and it will be late June/early July before Stephanie Wilcox begins her police officer position on campus.

Meeting adjourned at 4:40 p.m.

**FAAD Meet and Confer Dates**

*Thursday, May 7, 2015, 3:00-5:00 p.m., CSU 245 (FA chair/AD agenda)  
Dean representative: Maria Bevacqua*

Reviewed by:  
Kellian Clink and Paul Hustoles, FA members  
Kim Greer, Administration