

FACULTY ASSOCIATION MEET AND CONFER
Thursday, April 5 , 2012, 3:00 - 5:00, CSU 284 AB
(FA Chair/AD Agenda)

NOTES

Attendance:

Faculty: Jim Grabowska, convener, Mary Visser, Dan Swart, Barbara Carson, Kelly Krumwiede, John Seymour, Becky Schwartzkopf, Gregg Marg, Kirsti Cole, Ellen Mrja, Danae Quirk Dorr, Emily Stark, Queen Booker, Nancy Fitzsimons, Miriam Porter, Ronald Nickerson

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

Guests: Lynn Akey, David Cowan

1. Information Items—

a. Reorder/Additions: Item 2F moved to top of agenda.

2f. Parking Advisory Committee Rate Change Recommendations (David Cowan) - time certain 4:00 p.m.: The Parking Advisory Committee had a tough year because we had to come up with some fee increases, as we see \$ 1.6 million in parking lot repairs in the next four years. We have not had fee increases in the last four years. Major repairs will be needed in the PAC lot and the lot behind Gage. (See handout for fee increases.) There is also a proposal from the students for a "green transportation fee" that would fund free busing for all MSU students and faculty. Busing helps out for less parking on campus. This fee would also free up more funds for parking lot repair.

b. FA President's Report (Jim Grabowska):

Thanks to the President for the letter to the editor in the *Star Tribune* that addresses some misstatements by the U of M President. We placed on the President's table a proposal for anti-racism training for all the campus. Unfortunately, Mankato is not immune to issues of racism. Met with the Council of Deans on the issue of advising, and how we could do some professional development early in the year to help faculty with advising issues and enhance the skill set of all of us who engage in advising. Third, there has been some ongoing concern with the erosion of support for the CDS system. FA: We have had some problems with support for the CDS system, realizing that IT has lost some staff and that many of these problems are at the MnSCU level. Will meet with IT and will be working on some reprogramming of the system to help ease the stress.

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

Let's talk athletics - we have a strong academic presence in athletics, and we also want to make sure we have a competitive athletic program. As we become more known for our outstanding academics, we also need to make sure we have an outstanding athletics program. This was a tough decision as Troy Jutting is a fantastic person, and he will continue to help us. However, we were starting to lose money in our hockey program, and when we lose money there, we have to make it up elsewhere. Vice President Straka: Season ticket and blue line club memberships are \$900, so as we gain or lose them, there is a significant financial impact. Troy was very loyal to the players and very focused on academics, but in the big picture we have to look at well on the bottom line. President Davenport: We are moving fast on this search. We will keep this search confidential and quick. There will be an intense screening process, but in the end we will just have one candidate on campus. Campus beautification day is set for May 2 starting at noon - Free hot dogs for helpers. Later this month there will be a new Flame of Knowledge on the Wigley building as we continue with branding our campus. On anti-racism training - we do need to focus on this, but the retreat may not be the best time. We will work on this topic and find a good time. Last item - Commencement is May 5.

d. Provost & VPAA Report (Scott Olson):

i. Academic Showcase: Thank you to the faculty for the overwhelming support for the Student Showcase. This will be a great morning, and then we have the tenure and promotion process in the afternoon. Please take part. On NSSE - just a tease on this issue now. The topic we want to focus on next year is student engagement in the classroom. We are already doing wonderful and amazing things - so we never shy away from asking how we can do better. We have seen some consistent low scores, not just blips, so we need to have some conversations on this issue. We do not have the answers, but we need to ask the questions. We are at the top on so many measures, so it is really strange that we are at the bottom consistently on some of these measures. This is a great institution that is not afraid of being greater still. President Davenport: This is a complicated issue, but we do need to look into it. Provost Olson: This is not a measure of learning, but it does raise some issues we want to talk about. We need to look at this as what we can do to get better. We will continue to reinvest in the faculty in new lines, so let's look at doing better all around. FA: As we reinvest, how will we reinvest? When we cut, we were told that we would have a similar process in reinvesting, but that does not seem to be the message. Provost Olson: The question posed had lots of conversation in the Planning Sub Meet, and was also discussed at other shared governance sessions. Where we landed was that for staffing requests that related to things we were still mostly already doing, the standard staffing process would be used. We did also develop a set of metrics that would be used for new programs that is still being fine-tuned, especially for brand new programs and ideas. Where we left it was where is the line between requesting regular positions to do what we already do, and where a new program starts? FA: Reinforce the idea that the number of changes in leadership has created a loss of institutional memory, and we are hearing very different answers from Dean to Dean. We need to continue to have more conversations about this. Provost Olson: This is the first I have heard of this issue. FA: Not saying this is all good or bad, since colleges need to be local decision making, but we do compare. Provost Olson: We hear you and we will work on professional development for Deans as well. FA President Grabowska: This will be on the next agenda.

e. Human Resources Topics (DeeAnn Snaza):

i. Update on Dean Searches:

Any questions on the vacant positions? Dean searches – Allied Health and Nursing is open, College of Education interviews completed. Provost Olson: We are requesting committee members for the Dean of Institutional Diversity and Dean of Graduate Studies. FA: Dean of Institutional Diversity - not an academic college, Dean seems not quite right. Provost Olson: That position has had lots of titles. President Davenport: It is how we bring people together. We want to have Student Affairs and Diversity with the Deans so we have better alignment.

2. Discussion Items—

a. MnSCU/Legislative Relations (Standing): President Davenport: Not much to report - politics is very complicated this year. We have pulled out all stops in getting our Clinical Sciences Building bonding request in the bonding proposal. I have used all steps to get support. On the City bonding, Vice President Straka is the point person. Vice President Straka: We need to be at the Conference Committee for bonding, and that is where we will be. We are at the table. That project seems to be a bargaining chip for back room politics. This is still an important project for us. President Davenport: Mankato is seen as a democratic stronghold, and this is a time where being right down the middle of the political aisle may have been a great advantage at this time.

b. Budget (Rick Straka) (Standing):

i. Budget Forum: Not a lot to update here. The non-instructional budget giveback is in process. We received \$2.7million in requests for \$1m in funds. Hope to report back to last April Meet and Confers. We do have a Budget Forum scheduled to provide a public update on where we are going,

that we have a stable next few years. FA: Institutional equipment update? Associate Provost Sandmann: Maybe next week?

c. Chair's Signature on Sabbatical Leave Request (FA): FA: When Chairs write a recommendation on sabbaticals, part of the proposal is about how will the department cover that sabbatical? We want to support sabbaticals, but we do not know if we can really fund these sabbaticals. Provost Olson: In the past, most sabbaticals are college-funded, not just department-funded - costs are shared. We sometimes try to make sure that departments do have the ability to cover these, so we will have conversations. Do want to reiterate that this University has been the most generous in supporting sabbaticals. FA President Grabowska: We want to keep that, but we also want to keep the ability to be creative in funding. FA: Phased retirement is kind of the same dilemma. FA: Problem is compounded when there is phased and sabbatical - and reassignment as well. Provost Olson: What I want to be careful of is a set amount of money for sabbaticals - think carefully about this model because it may lead to fewer sabbaticals and would be covered by funds that would not be given out for positions. FA: Make sure that these are seen as not discrete, because they all blend together. Provost Olson: This speaks to a holistic approach as we work to deal with these issues. FA: Phased retirement is going to be a big issue going forward. Provost Olson: Again, there is no one answer because these are all unique depending on the needs of the Department and College. FA President Grabowska: This may be a time to start planning for and discussing these issues. With so many new Deans, this will become even more important. FA: I think there is something else that impacts this that we are missing - what does the signature of the Chair mean? We are still in the midst of a complex situation. Provost Olson: This is similar to the question we had on one-time funding. FA: The form says that the Chair approves and has a plan. Provost Olson: We can make clear that what the Chair's signature means is they are aware of this. FA President Grabowska: It is obvious that we need to have more discussion on this issue. Provost Olson: We do have a new group of Deans, and we need to have that discussion as well. FA: Why not just eliminate the Chair's signature. FA: This does allow for a discussion with the Chair and the Dean. FA: The Chair signature does not mean that the Chair has to find the money. FA: Do not forget we need to be able to handle all the other responsibilities.


d. Electronic Submission of Leaves and Retirement (Sandmann): We are trying out a process for gathering the information needed for people to submit leave and retirement requests. The contract says what information is needed and that the President makes final decision - but pretty much everything else is not laid out clearly. This would not change any of the contractual elements, but would just be a way to better manage the process. We will send to the FA Exec a couple of links to a draft online form we are trying out.

e. HLC Debrief (Kristie Cole, Lynn Akey, Rhonda Dass, Daria Paul-Dona —time certain 3:45-4:00p.m.): Group comments: This was a real learning experience. Learned a lot about how other institutions go about their accreditation and assessment issues. Quite educational and a little overwhelming at times. Attended a session on digital learners and how different our students are these days. The sessions on how other institutions approach accreditation were all interesting. Big focus on faculty engagement to make sure we do what we need to do for accreditation. Resource allocation really does show whether universities value assessment and accreditation. Shared ownership of agendas between faculty and administration were the key. We need to think about how we assess our Gen Eds and how we assess exiting students as well. Assessment Sub Meet will be very interested in how we could do Gen Ed assessment and then focus on all students. Our University's student learning outcomes are going to become even more important, making sure we crosswalk all learning assessment. Assessment is not an option, but how we do it is entirely up to us as an institution. The focus on student learning outcome is consistent. We just have to have evidence to show what we do. No right way or


wrong way - but it has to be our way, that it works for us, and that we end up with meaningful information that we use on our campus. The institutions that rally their faculty around a specific focus seem to do best - a university focus, not just departmental. FA President Grabowska: The other issue is that this is ongoing - no longer a ten-year cycle.

Meeting adjourned at 5:00 p.m.

FA/AD Meet & Confer Scheduled Meeting 2012
Thursday, April 26, 2012, 1:00-3:00 p.m., CSU 238
(FA Agenda/AD Chair)



Warren Sandmann
Reviewer for Management



Daniel Swart
Reviewer for Faculty