

Faculty Association Meet and Confer
Thursday, May 07, 2015
3:00-5:00 p.m.
CSU 245
Administration Agenda/Faculty Chair

Present for Faculty: Mary Visser, convener, Gregg Marg, Kellian Clink, recorder, Bobby Bothmann, Barbara Carson, Paul Hustoles, Roger Severns, Dan Cronn-Mills, Kelly Krumwiede, Georgia Holmes, Steven Gilbert, John Thoenke, Luis Posas, Jessica Schomberg, Roland Nord, Lynne Weber, Richard Liebendorfer, Avra Johnson, Jacqueline Lewis, Rhonda Dass, Javier Jose Lopez, Queen Booker

Present for Administration: Richard Davenport, Marilyn Wells, David Jones, Jude Higdon (for Ed Clark), Henry Morris, Kim Greer, DeeAnn Snaza, Rick Straka, Maria Bevacqua, Dean representative, Bonnie Windschitl, recorder

Guests: Lynn Akey, Kent Clark, Barry Ries, Shirley Piepho, Stephen Stoyhoff, Ginger Zierdt

Meeting convened at 3:04 p.m.

1. Reports:

a. Reorder/Additions: None

b. Review of Notes: None

c. MSU Provost and Senior Vice President for Academic Affairs [Marilyn

Wells]: Welcome everyone – this is a busy week at the end of a busy year. Graduation will be “jazzed up”; seeing some new elements at the commencement ceremony. The Provost will not be there as she will be at her son’s graduation; Barry Ries will be fulfilling her role this time. Ten MSSA leaders in support of \$142 million will be walking to the Capitol – starting on Sunday and arriving in St. Paul on Tuesday. We’ll share their itinerary. The final Department Chairs’ breakfast was held on Tuesday. We averaged over 80 people in attendance each month. We have had challenges, but Chairs shared things they were proud of, including Dr. John Lindberg’s “Mr. & Mrs. Potato Head” student music theory project. The third conversation lunch/exchange with chairs of sub-meets was also held this week; shared their work, their valuable contributions. The celebration for Michael Fagin’s over 45 years of service was another very nice event. I am happy to announce that Brian Martensen was named permanent Dean of the College of Science, Engineering and Technology. Each month we share about the academic planning and share this month’s update. I know everyone is looking forward to a wonderful summer. Thank you for working on the important things before us.

d. MSU President’s Report [Richard Davenport]: It has been a challenging year –*Charting the Future*, pending budget challenges, new initiatives. A lot of work. I want to thank people individually for a busy and challenging year. Hope you get some rest over the break - we have a lot of work ahead of us next year.

e. FA President’s Report [FA President Mary Visser]: We have had a busy year, accomplishments, mapping the curriculum, heavy load for the department chairs. I really appreciated that the IFO and the Exec were successful in negotiating the *Charting the Future* - very heavy lifting for the IFO Board & Exec and the President, Jim Grabowska. We have raised the profile of the important work of the Sub-Meets so that work doesn’t go unnoticed. Parental leaves will be in the soon to be implemented contract. Have revived some of the work on the smoking initiative. That will stay on the agenda. We have now on staff at IFO, someone who will dedicate time to creating a timeline for an equity study. This is an important step. I want to thank the outgoing Executive members: Barb Carson, Kellian Clink, Craig Matarrese, Georgia Holmes, Jessica Schomberg, Judy Luebke, Amy Hedman, Justine Martin, Scott Page, Rhonda Dass. Coming back are Dick Liebendorfer, and Teri Wallace. Have appreciated the assistance with the group starting to learn being the FA President. We have capable people coming in. I want to thank Interim Associate Provost and Associate Vice President for Academic Affairs, Kim

Greer. Kim, you never forgot what it is like to be a faculty member. Also, Maria Bevacqua will be back in the FA after her sabbatical next year.

f. Human Resources Report [DeeAnn Snaza]

Vacancies – Unclassified and Classified Searches: It was noted that faculty positions have been added to the unclassified list – positions approved, open, posted and filled since last month.

2. Discussion Items:

a. MnSCU/Legislative Relations [Richard Davenport] [Standing]: With the help of our bargaining groups and MnSCU administration we will hopefully get closer to the Governor's recommended appropriation to Higher Education. I had the opportunity to meet with GOP leadership - great friend in Representative Bob Gunther. Our bonding project is low on the list. Met with Committee of GOP leaders to showcase our University and talk about the need for the \$142 million. After that event, had the chance to talk to them individually, many had ties to MSU - alumna, children or grandchildren currently attending here.

b. Budget [Rick Straka] [Standing]: Talking to legislature. Still in planning for this year's deficit about \$5 million. Shared some information with the leadership - breakdown of colleges and target. Broken out by colleges and divisions (see attachment). This gives an idea. We're not far enough in the planning. As soon as we compile things, we'll consult. FA member: Are graduate assistants' salaries included in the College or in Academic Affairs? Greer: Graduate assistants have a line in the college. All of the money comes to Academic Affairs. It gets "loaded" in the college. The Graduate College has ga's in it too. This is from the general fund, not ga's funded from grants or other. Straka: Every division is going to be bringing back some savings.

c. State of the University [FA Member]: Where our membership feels the University is at right now - strengths, challenges, proposals for improving our University. What were the most frequently mentioned things. What the faculty is thinking. The Department Chairs thanked us for asking us what was on their mind. Hopefully in this list are things we can work on next year. You may notice contradictory items that are the message we were getting. FA President: We talked yesterday. The communication part is important. Sometimes communication is a little broken. We need to continue to work on how to better disseminate information that the administration is using to make decisions. FA member: We don't know and we need to know. I think we will be doing the same *State of the University* project next year. We all have the responsibility to better communicate with one another. Provost: We welcome opportunities for communication. How do we translate this into action steps? FA member: Maybe having some place where everyone can look at it. Provost: I really appreciate the conversation. FA member: The list of things that were going well is very long. President: Really enjoyed this. When he visits with people, he finds "Big Ideas"; both information and lack of information. These thoughts will help formulate communication; list of priorities. Good way of enhancing our communication. FA member: We went through pages and pages of comments. We have to have places where the voices can come through.

d. EMS University Calendar [Shirley Piepho – time certain 3:15 p.m.]. For questions or comments see: <http://mnsu.mastercalendar.mnscu.edu/MasterCalendarMNSU/MasterCalendar.aspx> University Scheduling will be launching a centralized campus event calendar by fall. Susith, the GA demonstrated what the calendar looks like right now. You can subscribe to the event. Quick links to Facebook, etc. (See attachment, study and send comments to Shirley Piepho). Students can select multiple calendars and will be able to go to one place for multiple events. There will be calendar managers in individual offices, such as Athletics, Theatre. FA member:

Spectacular! As one of the potential benefactors, happy to have been invited in early for conversations. Made it very simple; user friendly. Piepho: Part of the discussion is who can have their events? We purchase calendars. If we're going to have a calendar what all should it contain, general deadlines, department deadlines? Can do feeds back to your department. If someone makes a scheduled event in through Scheduling, it will be in the calendar. Question is departmental deadlines or just big University ones? Comprehensive deadlines would be overwhelming, but must have SOME deadlines. Still figuring that out? FA member: Normandale? Piepho. No, 7700 France is on right now. FA member: Plans to add? Piepho: Other things are possible - happy you're excited about other options. Higdon: The next level, the discussion - it's a data governance question, not a technology question. The tool will let us do that but it has to be decided what goes in here. Timeline of phases? FA member: Can it feed into Outlook? Will it throw into your Outlook calendar? FA member: ADA friendly? Screen readers? Piepho: Try to do a soft launch by fall. FA member: It's on the MnSCU server? Need a target group? FA will get some members to participate in some conversations this summer.

e. Civility Campaign Feedback [FA Member]: We spent a long time on the Civility Campaign. What's the impact? What kind of data do you have? How has it been measured? The "culture" singular is very alienating to others. We don't have just one culture here. Morphed into conversation about civility. Term seems simplistic. Civility is susceptible to a lot of different issues. Jose Lopez shared information on a workshop he attended on empathy - looking for how the other person is feeling. Jose talked about what other schools are doing, and he wanted to thank Henry Morris for funding his attendance at two workshops on empathy. A great deal of the information was presented to the Cabinet already, but he would be happy to share his presentations. Lopez: This concept has been used at U of Michigan, U of Northern Colorado, Stanford. Health care and behavioral science have embraced this - more productive when you have empathy and compassion and they did not have cultures of empathy. What I have noticed in the civility posters - it is like there's one culture. We should honor cultures. Some cultures express themselves differently. Something I found bothersome. People in charge of this campaign had a meeting in June, when it should take place during the semester when folks are around. Not that many people came. Clink shared some research. FA member: What measures were used to look at the effectiveness of the current Civility Campaign? Jones: Very difficult to measure. FA member: Did our complaints of bullying decrease? Provost: If you have an awareness campaign, sometimes you have more activity and reporting, so the numbers may not be accurate. Have to be careful about interpreting the numbers. Communication can solve a lot of problems - good faith.

f. New Student and Family Orientation Changes [FA Member]: Faculty have participated in Orientation for 24 years. Notice said that our participation was going to be cut by 66 percent. With some phone and personal communications, participation was restored to full amount. We thank the administration for the opportunity to participate. We want to have the best experiences for our families. There were complaints of mixed messages, but we always say we're offering five opinions if we have five members talking to the students and parents. There is a vitality to be found in differing opinions.

g. President's Commission on Diversity Proposal Feedback [FA member]: President: One of the challenges is the implementation at Exec, talking about how we get to the next step. We want to help facilitate, what we do next. Paul Hustoles will convene a group that will figure out how to proceed. President encourages invitations to other groups would like to participate we will forge ahead. The Meet and Confers had comments. Group should be representative of all of the bargaining units.

g. Diversity: President: I asked to address the College Access

Program. Morris: CAP will be blending its services more with the contract services to ensure support for students, both CAP students and those in the contract program. We have been working on blending them together. Talking to faculty, staff - that's going well. We have been inviting a lot students. Want to ensure better use of staff to provide maximum support. Make sure the students' experiences are positive.

3. Information Items:

a. Update on Bridging Strategies Outcome for FY15: How much of the \$4 million deficit will we be able to recover in FY15? [Rick Straka]: Savings from FY15 are not in the FY16 budget. We separated out what do we do to get to June 30. FA member: Are economies made this year going to be recognized in next year's budgetary savings? Does the college get credit for things they give up now for next year? FA member: The percentage of the base each unit costs? That will determine how much a unit costs proportionally? Why aren't you looking at what revenue they bring in? Not attending to that? Straka: Hoping the college attends to that? We don't know if we'll enact across the board cuts or not? FA member: Could another column be added that says how much tuition revenue each college brings in? Which units cost a lot but which ones bring in the money too. Straka: This document is a starting point. Some universities do resource-based budgeting, creating a profit/loss statement for each department. We are not doing that presently. We tend to look at everything we offer. The drawback is that you can spend a lot of time figuring out specifics of cost/revenue. We kind of get that in the Academic Data book; or just in the total credits produced. I hope we are looking at that. FA member: When we made cutbacks a few years, we did it based on retirements, but we also have to look at who gets hit really hard when that's the case. There were some issues with the metrics, but it did try to bring in enrollment trends. Straka: Open to having discussions. How do we decide where we're going to cut? Not just by attrition. Balance is tough - more than just a spreadsheet. President: Another part of the discussion is talking about how to replace the temporary cuts, priorities for them. We know it's a temporary cut. As we come back, identify those things we will want to bring back. Would recommend factoring that in. That's what budget and assessment will be talking about next year. Investment purposes vs. cutting purposes. Opportunity for us. A lot of great work that was in the academic planning. Be open and transparent in the allocation process. FA member: Reminding us that the different units add a layer of complexity. If one department generates less revenue but provides supporting courses or services. Provost: The Deans are very aware of this. FA member: We need to recognize that some are signature programs, we value some things. We need to have a process. We would like to be excellent in lots of areas but we can't afford to excel at everything. FA member: Gen Eds come into the programs. FA member: Some people don't make it into a program but still stay here and get another degree. FA member: When we have programs on hold, when might we know about positions or replacements? What is the timeline? Provost: Talk to your Deans. There are ongoing conversations. FA member: I trust that everything will be expedited as much as possible.

b. Longitudinal Enrollment Data – Estimates of Enrollment for Fall 2015 [David Jones]: (See attachment) Each table was reviewed. Jones: We need to be smart planners and talk about how much information to put in to the tables. Clearly there are financial implications. As of May 6 we are down 405 registered students. We have had an admissions phone bank, robo calls letting the students know it is time to register. FA member: Some students cannot register due to financial issues. Jones: Contact me or Lynn Akey with questions or comments.

c. Acknowledgements [FA President Mary Visser]: The Preferred Name Policy is in place, thanks a great deal to Dan Cronn-Mills. My thanks to Gregg Marg for his work and assistance during the past year.

Meeting adjourned at 5:03 p.m.

2015-2016 FAAD Meet and Confer Dates

Thursday, September 3, 2015, 3:00-5:00 p.m., CSU 245
Thursday, October 1, 2015, 3:00-5:00 p.m., CSU 245
Thursday, November 5, 2015, 3:00-5:00 p.m., CSU 245
Thursday, December 3, 2015, 3:00-5:00 p.m., CSU 245
Thursday, January 14, 2016, 3:00-5:00 p.m., CSU 245
Thursday, February 4, 2016, 3:00-5:00 p.m., CSU 245
Thursday, March 3, 2016, 3:00-5:00 p.m., CSU 245
Thursday, April 14, 2016, 3:00-5:00 p.m., CSU 245
Thursday, May 5, 2016, 3:00-5:00 p.m., CSU 245

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