

Faculty Association Meet and Confer
Thursday, October 1, 2015
3:00 – 5:00 p.m.
CSU 245
Faculty Agenda/Administration Chair

NOTES

Present for Faculty: Mary Visser, Gregg Marg, Daniel Swart, recorder, Bobby Bothmann, Paul Hustoles, Roger Severns, Dan Cronn-Mills, Kelly Krumwiede, Patricia Hoffman, John Thoenke, Luis Posas, Kari Much, Roland Nord, Joseph Reising, Richard Liebendorfer, Jacqueline Lewis, Kirsti Cole, Teri Wallace, Gwen Westerman, Heather Von Bank, Avra Johnson

Present for Administration: Richard Davenport, convener, Marilyn Wells, David Jones, Bobby Fleischman, DeeAnn Snaza, Rick Straka, Stephen Stoyhoff, Dean representative, Bonnie Windschitl, recorder

Guests: Lynn Akey, Ginger Zierdt

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

1. Reports:

a. **Reorder/Additions:** No changes.

b. **Review of Notes:** No changes.

c. **MSU Provost and Senior Vice President for Academic Affairs [Marilyn Wells]:**
Great

month - faculty have been showcased all month. "Titanic" starts tonight. Colleges' scholarship and awards banquets are going on. Today - 200 high school girls attending Girls Explore STEM on campus. Academic maps and AgileGrad – we are in the final stages of having all of the maps put in AgileGrad. President's Commission on the Status of Women picnic is this week, diverse faculty and staff reception was held.

d. **MSU President's Report [Richard Davenport]:** Honors Programs selected as MnSCU Student Affairs Award in Excellence in Curriculum and Planning. Congratulations to Barry Ries. Outstanding Academic and Student Affairs Administrator Award went to David Jones. Rick Straka received the Outstanding Finance Award. Aviation Program received international accreditation through AABI – one of only 40 institutions in the country. *Charting the Future* Coordinating Committee has the following reps from Mankato: Jim Grabowska, Jerry Jeffries, Shirley Murray, Valerie Roberts. Had a second conversation with Chancellor Rosenstone regarding the allocation model. A meeting will be scheduled with Rick Straka and Laura King. Not going to be overly optimistic at this time but wanted to make our case as things are probably not going to get better. You will hear my report after the meeting.

e. **FA President's Report [FA President Mary Visser]:** The shooting at the Oregon community college campus has me thinking about the security on our campus and keeping us safe. *Charting the Future* was talked about at Exec Comm last week. We appreciate and support implementing it soon. We are looking forward to hearing about BESI and phased retirement. Diversity requirement - FA did vote to endorse and support it going forward this spring. Eight faculty members will be attending anti-bullying training in the Cities. Anti-racism training for Exec Comm is coming up. We made it through our first month of classes and hoping the nice weather stays.

f. **Human Resources Report [DeeAnn Snaza]:**

i. **Vacancies – Unclassified and Classified Searches:** Lists went out this time.

No questions.

ii. **Reminder:** Vaccination clinic will be held on October 12 for employees only.

(Bring insurance card with you.)

iii. **Open Enrollment:** Starting soon. SECIP has asked us not to have open forums as they are coming to campus for meetings. They want to make sure inaccurate information is not given out. Email communications will be via SECIP through HR.

2. Discussion Items:

a. **MnSCU/Legislative Relations [Richard Davenport] [Standing]:** Not a lot to say. \$6million bonding back fill for Clinical Science building for next fall. Really want that to go through. Want to go through Legislature - back of that project we have very significant building requests - possibly our largest request ever. We have been warned we may not get what we ask for, but we need to ask.

b. **Budget [Rick Straka] [Standing]:** Enrollment down a bit, but within what was projected last spring. Cash-wise general fund within \$100,000 of zero net cash flow within FY16. All MnSCU institutions are looking at a difficulty second year of the biennium. The financial recovery plan update was shared with the Board – not much different than what is being shared now. FA: Any information about allocation of summer monies? Straka: I don't know, but in the next week we should have more news. I believe we will be able to send the summer money out.

c. **Possible Changes in Spending Process for Foundation-Funded Spending [AD]:** Straka: Foundation-funded spending account changes are being proposed. The auditors propose that the Foundation hires more accountants so that there may be segregation of duties. There has been a suggestion that MSU staff be utilized for this segregation, and that the Foundation can reimburse the University for the work. The Foundation is also interested in limiting check writing; perhaps moving to mirrors charge accounts. FA: Does this mean we would be able to use our current credit cards and then request the funding be drawn from the Foundation just like we do with other accounts? Straka: Yes, we are looking into how to make that work. Foundation Board is looking at hiring a consultant to help with planning for the 150th anniversary. Front and center to the campaign are academic issues. This is really being driven by a very active Foundation Board.

d. **Models for Extended Duty Days and Chair's Pay [Wells/Snaza]:** Handout was discussed. Provost: Trying to put structure in place to avoid confusion and lack of clarity. Snaza: Audit at Metro State raised discussion regarding the mechanisms of faculty pay and that the days are to be paid at the time they are assigned. But if spread out, we need to change and work within these days. FY17 is when the change will be in place. Seek feedback from FA. FA: To place specific options chairs are allowed to choose is wrong. This should have been in the contract negotiations if the administration wanted this language. This won't happen for free. Also note that changes in contract language will give duty days to all departments. FA President: This is the first time we've seen this, but will be talked about in Exec Comm. Provost: Intent is not to lock in. (FA): Nine-month vs. 12-month option based on base salary. Snaza: Extra duty days are paid on top of biweekly base salary. Provost: Variety of practices in place. Model for feedback to be sought.

e. **Climate Action Plan [FA L. Schwartzkopf] FA Response:** FA President: FA voted to support the plan. This is important for our future.

f. **BESI's [DeeAnn Snaza/Rick Straka] Update:** Received feedback. We are now looking at 2/3 of base salary if replacement is not hired. If replacement is hired, 100% differential is being considered. An MOA is being worked on to extend the date for submitting BESIs and to set up timeframe for: submission; determination of eligibility; Provost's work with Dean or supervisor; decision-making and communication with regard to the decision (e.g. letter sent to individual, Dean and Chair); and the 21-day deadline to appeal.

g. **Phased Retirement/AEP Programs [Marilyn Wells] Update:** Also received feedback. Questions regarding the process can be found in the contract(s). The MOA would also extend the deadline for phased retirements as well. Submitting a request does not lock someone in.

h. Charting the Future – Campus Coordination [Marilyn Wells]: We are really moving forward on this. Campus regional endeavor. Work was valued and respected and work plan was developed. Planning Sub Meet has expressed an interest in coordinating the work group. Lynn Akey and Pat Nelson faculty co-chair. Paul Hustoles, Gregg Marg, Shirley Murray and Brenda Flannery. FA: If some recommendation is made that an entity do something, how will the entity be brought into the discussion? People affected would have some kind of voice. Provost: Looking forward to the recommendation and bring back to make decisions. For FA, it is important to have a voice. FA President: Good point –can't shove the work off without the individual having a voice.

3. Information Items:

a. 1B1.2 – Preferred Name Policy [DeeAnn Snaza/Ginger Zierdt]:--HR has been entering some requests and IT is working very hard on glitches. Things are moving forward. Jones: IT Team is working on an audit on processing behind the 120 reports that manually need to be change. Continuing audit process and figuring out. FA: Still in Beta stage? Snaza: It is open and running. HR is reviewing potential fraudulent or offensive requests, the appeal would then would go through to President. FA President: Some things to be questioned but not what names they want? IT: Why not? Thought it was going to be a group. Zierdt: The policy follows system policy—approve generously, disapprove less. Remind students where the name will show up. Be very generous. FA: Be careful about what is offensive, as it could be someone's legal name. Snaza: Whatever appears on your driver's license—should be. President: Should seek legal counsel so we don't get into trouble.

b. Academic Master Plan [Marilyn Wells/Lynn Akey]: Implementation on campus is catching on very organically. It is being implemented: ideas, areas of instruction, Planning Sub Meet. Quite a few copies have been disseminated—if you want a copy it is available online. Planning Sub Meet is clarifying what majors and programs we do or do not have and defining them. Lot of conversations with Deans and departments. Need to follow process. Because of the majors we provide, we are asking to be classified as a non-Land Grand College of Agriculture. This would open up federal grants that we couldn't apply for before.

c. VP Technology and CIO Search [Marilyn Wells] Update: The first committee meeting is next week and the rest of the meetings are set. Don Friend is the faculty rep. Current timeline is to bring finalists to campus in late January, early February. We are moving along quite well. President: How is the Interim CIO doing? We don't want to burn out the Interim.

Anything else for the good of the cause? Paul Hustoles: Titanic starts tonight. There is a *Free Press* article coming out. I gave out two tickets at a Rotary meeting. They happened to go to the wife of a great-grandchild of a surviving third class passenger on the Titanic.

Meeting adjourned at 4:15 p.m.

FAAD Meet and Confer Dates

Thursday, November 5, 2015, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)

Dean representative: Joan Roca

Thursday, December 3, 2015, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)

Dean representative: Kim Greer

Thursday, January 14, 2016, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)

Dean representative: Brian Martensen

Thursday, February 4, 2016, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)

Dean representative: Jean Haar

Thursday, March 3, 2016, 3:00-5:00 p.m. – CSU 245 (FA Chair/AD Agenda)
Dean representative: Kimberly Contag
Thursday, April 14, 2016, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)
Dean representative: Brenda Flannery
Thursday, May 5, 2016, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)
Dean representative: Barry Ries

Reviewer for FA: Daniel Swart
Reviewer for Administration: Bobby Fleischman