

Faculty Association Meet and Confer
Thursday, November 13, 2014
3:00-5:00 p.m.
CSU 245
Administration Agenda/Faculty Chair

Notes

Present:

Faculty: Mary Visser, convener, Gregg Marg, Daniel Swart, recorder, Robert Bothmann, Barbara Carson, Paul Hustoles, Roger Severns, Kelly Krumwiede, Craig Matarrese, Georgia Holmes, Steven Gilbert, John Thoenke, Luis Posas, Jessica Schomberg, Richard Liebendorfer, Anne Dahlman, Jacqueline Lewis, Scott Page, Teri Wallace, Rhonda Dass, Queen Booker, Dalton Crayton, Jose Lopez

Guests:

Administration: Richard Davenport, David Jones, Ed Clark, Henry Morris, Kim Greer, DeeAnn Snaza, Rick Straka, Joan Roca, Dean representative, Bonnie Windschitl, recorder

Guests: Lynn Akey, Linda Hanson, Todd Miller, Amy Vokal

Meeting called to order: 3:04 p.m.

1. Reports:

- a. **Reorder/Additions:** Informational items – Anne Dahlman may not be available to speak.
- b. **Review of Notes:** No changes.

c. MSU Provost and Senior Vice President for Academic Affairs [Kim Greer on behalf of Marilyn Wells]: I would like to offer sincere appreciation for all that you do. Many of you had the opportunity to take part in the 44th Annual Diversity Dinner. The ballroom was packed. We were joined by six community college presidents, and the room was full of students. Each of the student speakers talked about the care they received at MSU. We were joined by 30 students from Mexico. In the next few years, 100,000 Mexican students will be coming to the U.S. and 50,000 US students will study in Mexico. They are here to take part in the Intensive English Language Institute.

As many of you know, we have had many conversations about AgileGrad. Hobson representatives visited again, and they did a series of demos of the program. Thank you for promoting these demos and attending. It was good to see how the academic maps will come to life in the AgileGrad system.

Ginger Zierdt reminded several of us that as we go through Wigley, we should look at the artwork provided by young students at the Children's House. These works were designed around what the children want to be when they grow up. They are great and help remind us about what we love and value about education.

d. MSU President's Report [Richard Davenport]: In addition to the Diversity Dinner, we had a successful Veterans' Day yesterday, and had a good turnout. I would like to express my condolences to Dr. Wayne Allen who lost his wife in a car accident a few days ago. All these years, we have M&C at the end of the day, but we have the student M&C at lunch so we've had a Thanksgiving dinner already. Now that the elections are over, we are trying to ascertain how these changes will impact Higher Education. The Chair of Higher Education Committee has not been selected yet. Once we know, we will be able to plan our legislative proposals.

e. FA President's Report [FA President Mary Visser]: As far as FA is concerned with "mediationgate", we held two open meetings about our position on *Charting the Future* and the possible mediation. The meetings went very well, and we had many good discussions. We continue to be open to hear people's concerns. Six of seven comprehensive universities and three student groups have voted "no confidence" in the Chancellor so far.

To those who weren't at the meetings, our goal as the IFO is to achieve better Trustee oversight of MnSCU and more transparent action with faculty and students. We also hope to see a restructuring of CtF.

Unions United food drive: the bargaining units and the students are working with the Echo Food Shelf. Davenport has graciously purchased a traveling trophy for the building that raises the most. Last year, we gathered a lot of food and about \$800. There is another drive with Campus Dining with a \$200 prize. We hope to work together with them next year.

We have had a flood of requests for votes for positions in the last few weeks. I and Greer will try to work together so that we can get those calls out sooner. I have been overwhelmed by the faculty response to serve, but I understand the fatigue of receiving these constant requests.

In discussions about AgileGrad, there were some important concerns brought up. I hope that these concerns remain in the conversation.

As we rush to the end of semester, please remember that we must submit grades on time. Getting grades submitted is hugely important to our students.

f. Human Resources Report [DeeAnn Snaza]: Any questions on vacancies? There will be another email coming out about Professional Development Day. We will be looking forward to proposals. Concerning winter break office hours, every year we send out a notice for shortened hours. If office managers want to take time off, they can request for shortened hours. We would have to make sure that there are supervisors in the building in case of emergencies. Next Tuesday/Wednesday, we will be working on the contract changes. Colleen Isaacs stayed past her retirement to help us out, but she will be retiring.

Visser: I want to remind the faculty how difficult these calculations are. Booker and Severns have developed spreadsheets to help faculty approximate their pay.

Snaza: There is a lot of manual work; we aim for zero errors, but if there are some, please let us know.

FA: Is it possible for HR to send out to individual faculty what was included in the calculation? This might limit the number of questions.

Snaza: There isn't something that automatically does this, but I'll ask MnSCU if there is something I don't know about.

2. Discussion Items:

a. MnSCU/Legislative Relations [Richard Davenport] [Standing]: \$142 million in requests, but not much news yet. Most of our legislators support higher education.

b. Budget [Rick Straka] [Standing]: In the upcoming year, we'll hear whether there will be a tuition freeze or not. The Board wanted to send a message to the Congress that they set the budget, not the Legislature.

Visser: We had one question about Summer Funds. Straka: With the new contract, we have two years of summer back pay to deal with, but our proposal is that we could allocate 70% quickly, and the rest after the pay is calculated.

c. Mankato City Request to Assign Community Police Officer to Campus [David Jones and Guest Todd Miller and Amy Vokal] – Time Certain: 3:30:

Jones: As you know, we've had elements of the conversations about having a community officer on campus.

Miller: I am really happy to be here today to get a chance to talk to you. I came to Mankato in 2010. Mankato Public Safety has the jurisdiction over campus. We have been the police service for campus. Community policing is the new philosophy in our department. We offered three [3]-day training for everyone in the City, including community members. Crime is not a police problem, it is a community problem. This has been forgotten somewhere along the way. We implemented this philosophy, and broke the City down into neighborhoods and assigned officers to each neighborhood. MSU has a commander as a district. They have worked on a number of things like the security program. We've always had someone here. To provide the best service, we try to look at the potentials for problems. The downtown is our #1 crime load. Most of this is attributed to the entertainment district. The Mall is an issue. The schools are an issue. We have a school research officer working with ISD 77 school

district – now 1.5 officers. When the new middle school is built, the school will provide another officer. We know that MSU is another area of concern for us. In our planning, we saw a need for staffing. The City decided to pay for three new staff (51 sworn officers). Two of these officers are going to be assigned to the downtown business corridor. The third will be assigned to the MSU campus. We approached MSU – we are not here to replace campus security. We work with them very well right now, and we have different jobs to do. We don't want to take their place. We have a safe campus, but we have too many problems. We have looked at what crimes we have and the job of this new officer will be to develop partnerships and trust and to work on prevention and to get to know the concerns of the various groups on campus. There will still be a commander for the district. The US average is close to three officers per 1000 in population. For 15,000 students, we have no one dedicated to this campus. The U of M is allowed to have a police department, you are not. I can tell you that we need to focus on the issues of how many officers and what they should be doing. We think that there is risk here. We think we can do a better job if we focus on education and prevention. U of M, Duluth has ten full time officers, U of M, Morris has three. St. Cloud State funds three officers as well as support staff. All of these are focused on violent crime. It has been a great success so far. We are proposing that we put an officer up here, and we are going to put an officer up here. I'll talk a little bit about how we will choose this officer.

Vokal: I've only ever been an officer here in Mankato. Mankato has become my community. I tell every new officer to treat everyone as if they were their mother. A great share of us live in this community. We have diverse officers; we were fortunate to hire our first Somali officer. He came in from the Twin Cities. He heard how great we were with our diversity, and wanted to take part. We don't set the priorities, the communities do. We ask "what do you need" so that we can help. We are reflective of the community by working on outreach. We have over 50% of our officer applicants from MSU. Many of our current officers are as well. We strive to be very representative of our community. We have an interesting dynamic now (Ethiopian and UAE officers) with full power. We are reaching out in all aspects – not just ethnicity.

Miller: The US Department of State has marked Mankato as a place they send folks – Brazilian, Pakistani, etc. The State Department sends them to Mankato to learn about community policing.

Davenport: I want to clarify a few remarks. When we met three weeks ago with the Mayor, we talked about this as a proposal. It disturbs me that you've used term "proposal" and the language that you are "putting it in place" at the same time. Could you explain?

Miller: We are moving in this direction; we have authority to hire. We need to meet with the administration of the college. We had officers talking three weeks ago with the students. Nothing is final, but the City has allocated budget, but it won't be finalized until December. But I still need to police the campus. We are headed that direction. Once it is fully approved, this will become an assignment. It will not be filled by a new officer. We have asked for experienced officers to volunteer. We will interview along with the administration because we want them to be involved. We are looking for the feedback.

Davenport: Being an academic institution, proposal to us means something completely different. I feel a bit misinformed. One of your responses dealt with jurisdiction. While MnSCU General Council does agree that the Mankato Police Department has jurisdiction, I want you to understand the sensitivity of this issue here on campus.

Miller: We have identified 17 different tasks. Once we hold all these meetings, then we will sit down with the administration. Will we be seeing officers in the classroom? You do already now. We come in to talk to different classes when invited. That would continue.

FA: The term "proposal" suggests that this is something different, but what you've said is that you are just continuing to doing the same thing, but now talking to us on how to spend the money. Miller: It is an expansion from what we have been doing, but with an increase to 40 hours a week. Less than 50% of crimes in the US are reported--this is due to lack of trust. We want to build the trust.

FA: I agree with about 95% of your information. My issue is with the use of "proposal" versus your plan. I have never worked in law enforcement, but I teach crime mapping. There are lots of crimes against property around campus, but my question is do you see that pattern too? Miller: Yes, hotspot mapping shows MSU as property crime area. Having police walking instead of driving helps to humanize both sides. FA: I think you should provide more information about what is happening around this area.

Miller: There are two types of crimes. Minor theft, minor assault, etc. they all occur. You can't build relationships unless the officers are outside of the cruiser.

FA: Make a list of incidence that justify having a campus officer.

FA: I have two points. 1. You said when you hire an SRO, you have the principal in on the interview. Does that suggest that President Davenport will be in on these interviews? Miller: Yes. 2. I would like more information of how having an armed officer on campus alleviates minor property crime. Miller: That isn't the only crime on campus. All of our officers are armed; we train them the best we can. A firearm is part of our equipment. We can provide data that shows that having an armed officer on campus will lower crime.

FA: We are all elected to be here. When this was brought to us weeks ago, there is a lot of concern from faculty and students. We have a community of color. While crime happens, "Ferguson" happens to. There are a lot of concerns of the financial aspect of having a campus officer. A lot of people are asking what happened to cause this change. Why now? What changed? If you are focused on collaboration, you need to know that there is a lot of opposition to this "proposal". There are a lot of people that think this will escalate. We have international students who are terrified of police. This changes the feeling of the campus. Miller: Nothing has changed. I have to police this campus. My goal is not to only have officers up here enforcing. Arrest is only one of the tools we have. If we focus on prevention and education we can limit arrests. How agencies police around the world are different. How do you police a community? By building trust.

FA: Three Questions. 1. Are you also having these programs at Bethany and Rasmussen? 2. We are in part a business. If your policing lowers our enrollment, it will cost us. 3. When we saw your "proposal", you said officer patrol would take place between 6:00 p.m.-2:00 a.m. Now you are saying that you are going to be here full time. I'm worried that your attitude and lack of transparency is another thing that will cost us admissions. Miller: We are patrolling at Bethany. We meet with the student associations.

FA: Could you operationalize more what the officer does to make these relationships? I live in west Mankato and I don't know who my community police officer is. I haven't experienced community policing in my own neighborhood. Vokal: Working the events are great ways to start these relationships. The officer will be doing whatever the campus needs. They walk around introducing themselves and handing out cards, talking to the various groups.

FA: Whatever approach that was used up at St. Cloud lowered crime but also lowered enrollment.

Miller: I don't think the U of M has seen a lowering of enrollment. Neither has U of M Duluth. They tell students that they are safer than St. Cloud or Mankato because they have campus policing.

FA: Two questions: 1. I think whatever happens, training is important. When an officer has to make a decision that is when problems arise. People of color are treated differently. 2. There are many parts of the rainbow that make up diversity, not just people from Somalia but people from Chicago and other locations.

Visser: I would like to express my concerns. My mouth fell open when he said that this was a done deal. I feel that we've been misled. I am extremely disappointed. I thought this was going to be a discussion, not a resume. What is going on? Honestly?

FA: As badly as this came off, this is just a mention of how they are changing how they do business. Overall, I think it has just been handled differently. They are just going to be getting out of the car more.

Davenport: I too was totally shocked. We have been working under the assumption that this was a proposal and not a done deal. I am very disappointed. Regardless, it was presented in really a negative light, and all the positive that might have been there has been overshadowed. I will be having conversations with the city government.

FA: I think his intentions are good, but he speaks poorly.

Jones: We felt that it was important that we took part in this talk. Three times today he used proposal, but now he says it is a done deal.

Greer: Miller talked a lot about relationships. The administration respects the relationship that we have built with the FA. I want to make sure that you know that we respectfully kept this item on the agenda because we felt it was very important that you shared your concerns and had an opportunity to pose questions to Director Miller. Apologies for the surprise, but thank you for your comments.

d. Ford Hall Update [Rick Straka]: Update meeting tomorrow. Hopefully we will get that information out quickly. There was no smoking gun, but also no data that there isn't a problem. I'll leave it to the engineers and chemists to evaluate. We are committed to fixing the problem. Short term is we will probably change the other three wheels.

3. Information Items:

a. CTF Implementation Team Experience – Anne Dahlman [10 minutes]:

Dahlman: I was eager to work on the student success implementation team. While I understood the undercurrents, I was still committed to tackle the charge of our team. As the work went on we met monthly and had homework. As the months went on, I had continuing concerns, but I didn't quit. I was in the minority in thinking we should stay at the table when this was discussed with the IFO. Soon after, however, it became clear that the cost of staying was far higher than leaving. I fully support our withdrawal. Of 18 team members, 13 were from MnSCU administration, 1 student, 1 teaching faculty, and 1 counselor. We addressed the question of membership. The frustrating part was not that response was not positive, but that it was never forthcoming. I had requested that we receive reassign time and increased diversity but MnSCU never responded.

The timing of recommendations was too quick. The suggestions from my team were not carefully researched. I had the feeling that this group was not expert at all. A four-year university was not adequately represented and that there was only one faculty member in the group. Any suggestions to include supporting teaching faculty fell on deaf ears. I felt marginalized and I formally requested that my dissenting view show in the minutes. I continue to be committed to student success and I know that my colleagues know that this work is not done.

b. SaVE Act Update [Linda Hanson]: Time Certain: 4:30

Hanson: Posters displayed. We are circulating information on an app called "Circle of Six". Users can get help from these trusted friends. "Come and get me", etc. It is a free app. The other posters are part of our "We Want You Safe" campaign. Consent is an area which is misperceived by many. We've added dating relationship violence and stalking information on the posters. Sexual assault policy is described since it is different from other campuses. We are going to make sure that we are in total compliance with the law before we start printing.

FA: iPhone or Android or both? Hanson: Both.

c. Policy Review [Lynn Akey]:

Akey: We have entered into informal review of policies now. We ask for your feedback on these 18 policies. 15 are existing and 3 are new. I encourage you to take a look and provide feedback. The policy process is very important to us. We don't have a committee to make policy, the entire community does. Participation is key.

The University's policy consultation and approval process includes two review periods during which members of the University community have the opportunity to read policy drafts and suggest

modifications. The first period, entitled “informal review,” results in revisions of the initial drafts based on the comments received.

In accordance with the review process, the following policy drafts are presented for informal review which will run from November 7, 2014 to December 11, 2014.

A. Revised Policies

Academic Re-Evaluation
Continuing and Professional Education
Illumination Standards
Lock, Key and Electronic Access Control
Minors on Campus
Pets on Campus
Post-Secondary Enrollment Option
Protection of Human Subjects in Research
Responding to Issues of Research Misconduct
Recognized Student Organizations, Privileges, and Responsibilities
Satisfactory Academic Progress for Undergraduate Students
Student Education Records
Student Financial Aid Eligibility: SAPS
Undergraduate Admissions
Undergraduate Requirements for Degree/Award

B. New Policies

1. Lactation Spaces and Gender-Neutral Restrooms in New Construction/Renovations
2. Recording of Classroom Lectures and Materials
3. Zero Credit Hour Courses

Copies of all policies under review may be accessed at <http://www.mnsu.edu/policies/whatis/review/>, within the “Policies Under Review” section.

Comments may be provided electronically (lynn.akey@mnsu.edu) or in writing (Lynn Akey, Office of Institutional Research, Planning, and Assessment, 315 Wigley Administration Center). Please submit comments no later than December 11, 2014.

FAAD Meet and Confer Dates

Thursday, December 11, 2014, 3:00-5:00 p.m., CSU 245 (FA agenda/AD chair)
Dean representative: Stephen Stoyhoff
Thursday, January 15, 2015, 3:00-5:00 p.m., CSU 245 (FA chair/AD agenda)
Dean representative: Brenda Flannery
Thursday, February 19, 2015, 3:00-5:00 p.m., CSU 245 (FA agenda/AD chair)
Dean representative: Jean Haar
Thursday, March 19, 2015, 3:00-5:00 p.m. – CSU 245 (FA chair/AD agenda)
Dean representative: Kimberly Contag
Thursday, April 16, 2015, 3:00-5:00 p.m., CSU 245 (FA agenda/AD chair)
Dean representative: Brian Martensen
Thursday, May 7, 2015, 3:00-5:00 p.m., CSU 245 (FA chair/AD agenda)

Dean representative: Maria Bevacqua

Meeting adjourned at 4:56 p.m.

Reviewed by:
Daniel Swart (Faculty Association)
Kimberly Greer (Administration)