

FACULTY ASSOCIATION MEET AND CONFER

Thursday, November 15, 2012

3:00 p.m.-5:00 p.m., CSU 238

(Administration Agenda /Faculty Chair)

NOTES

Attendance:

Faculty: Jim Grabowska, convener, Mary Visser, Daniel Swart, recorder, Lynnette Engeswick, Barbara Carson, Paul Hustoles, Roger Severns, Brigette Cooper, Richard Liebendorfer, Georgia Holmes, John Seymour, Robert Bothmann, Gregg Marg, Kevin Parsneau, Kirsti Cole, Ellen Mrja, Danae Quirk Dorr, Jennifer Veltsos, Emily Stark, Maria Bevacqua, Cindra Kamphoff, Claudia Pragman, Miriam Porter, Gina Wenger, Ronald Nickerson

Management: Richard Davenport, David Jones, Ed Clark, Henry Morris, Warren Sandmann, Becky Barkmeier, DeeAnn Snaza, Rick Straka, Claudia Tomany (for Linda Baer) VJ Agarwal

Guests: Lynn Akey, Becky Copper-Glenz

Meeting called to order at 3:06 p.m.

1. Information Items--

a. Reorder/Additions:

b. **FA President's Report (Jim Grabowska):** The IFO has been working to bring an organization to campus to discuss racism. On January 11, there will be an all-day workshop; attendance is limited to 50 people. Please pencil this in to your calendar.

c. **MSU President's Report (Richard Davenport):** Assistant Vice President Tomany is in attendance for Vice President Baer. Director Akey is also here. Our major focus is on retention, and we are trying to deal with the enrollment gap before the end of this year. Our retention level is not nearly as good as we thought it would be. Director Akey: We've had a decline in freshmen retention, but we've also had a policy shift in the Satisfactory Academic Policy. We brought this into alignment with the federal financial aid policy. Some students were affected due to the changes in the policy. Our retention rate is now at 70%, while the policy shift accounts for about 4%. President Davenport: Regarding the campaign, we'll probably hit the \$75 million campaign goal, but we may not have enough money to pay for the Global Solutions Building. We hope this won't be the case, but it is possible. We have talked about continuing the campaign after we have met the goal. Given that the Chancellor and Board have allocated internship dollars to be matched by the universities, we are going to focus on scholarships. These scholarships are critical to our students. We want to address the affordability issue via scholarships. VP Straka: One of the things we will be talking about is student debt levels. We aren't the highest in the nation, but we are pretty high. The Chancellor is stressing PSEO to offset the cost of education. We'll continue to look at this. The Chancellor also wants us to find savings administratively. President Davenport: The Student Senate took a vote on the Chick-Fil-A issue, and has voted to take no action. I asked some of our faculty to help clarify the First Amendment Rights as it relates to Chick-Fil-A (handout). I am proposing that we have a University-wide conversation on First Amendment issues that have come up in light of the Chick-Fil-A and the Marriage Amendment issues. Do we want to have these conversations? Do you support this concept? If you do, do you support having it this following semester, or having it at a later time? FA: I am all for freedom of expression, but it is a bit bogus to say that as long as a vendor sells to everyone, that's good enough for us. I don't think the Union would allow the Ku Klux Klan to sell items at the Union. It seems that a lot of LGBT students think that this University says one thing but, when it comes to money, it does another. Also, if we just have a conversation, the Chick-Fil-A contract might be renewed in the interim. President Davenport: We have allowed extreme groups in the past, and we are open to civil protests. I think that the larger issues are also important. FA: I think this is a more basic issue than First Amendment Rights. The idea of "equal protection under the law" is not mentioned in this handout. There is a difference between allowing free speech, and allowing a company to make money and then using that money to forward their discriminatory practices. It isn't free speech to scream *fire* in a theater; it isn't free speech to make money on our campus and then further discriminatory ideals. This is a very serious matter, and will come down to some decisions that will

be made very soon. FA: I think it is important that a public institution support students of any color, creed, or etc. Conversation is great, but I don't want us to limit ourselves to just conversation. We can deal with the broader conversation after the Chick-Fil-A contract is dealt with. FA President Grabowska: Is there a timeline for this contract? VP Straka: There is no specific timeline for a specific vendor, but there is for Sodexho. The relationship between Sodexho and Chick-Fil-A is not time defined. Our particular dining agreement doesn't deal with who the vendors are. FA: If we negotiated with Sodexho and said that we would like them to get rid of Chick-Fil-A in their new contract, I don't think this would cause any problems. Unfortunately, there is the appearance of hypocrisy. If the contract is coming up, why not make Chick-Fil-A go away with the new three-year contract. I really don't think this is a First Amendment issue. President Davenport: It sounds like there is support for a conversation. I wish it were just as simple as controlling the contract. If Sodexho removes Chick-Fil-A, Chick-Fil-A could sue Sodexho. We could also get sued. We are one of the strongest LGBT-supporting universities in the country, but we also don't want to put ourselves in a position of denying someone their First Amendment rights. I think having a discussion is important. If you are saying we need to hold this discussion next semester, I support that plan. FA: I still don't believe the First Amendment covers making money on our campus to further discriminatory goals. This can't be dressed up in any other way. This document (handout) does not speak for this faculty member. FA: General agreement. FA: When you say that "at MSU we believe such and such, but", when you hit the word "but" it erases everything and gives emphasis to what follows. President Davenport: No it doesn't, just replace "but" with "and". I've read extensively on this subject, and the more I do, the more complex this issue is. This discussion would be a way to frame the question and have a team of experts discuss the issue, have inquiry and discovery. Why would we not do this? Faculty should be leading the way. FA: I don't believe there is any incompatibility between not continuing the contract and having this conversation. One doesn't have to mitigate the other. If a campus faculty were to be saying what Chick-Fil-A says, then that person would be protected by free speech. They aren't selling something, but they are making a salary. I hesitate saying this, but there are some genuine issues with freedom of speech. FA: I am concerned that we employ a company which doesn't align with our beliefs, but there is some legal force that we believe limits our actions. I don't see this as a free speech issue. I'm troubled that we haven't sought a legal basis for advancing what we believe. President Davenport: The one thing that organizations have done is boycott. If we tell Sodexho not to renew the contract, we could be sued. If we follow a normal procedure and ask "how you select your vendors?" there might not be a problem. There is a process for selecting vendors, and if we don't deviate from that process, we are safer from potential lawsuits. FA: But it does come back to the point that we only have a legal brief supporting one side. We need to get both legal responses and then make a decision. I believe there is plenty of evidence in Chick-Fil-A's political stance. You don't need to have a secondary source; the President of Chick-Fil-A is on YouTube talking about discriminating against people. I want the Administration to get an equally strong legal brief supporting the other view. So far, only one side has been privileged in getting a legal brief. We have to do more than we are doing. President Davenport: There are a lot of other professionals that don't agree with you, but we can get another brief. I support that. Let's make sure we put all of the questions (clearly defined) on the table so that we can talk about them. FA: But in the meantime, Chick-Fil-A still makes money using tax dollars. We are trying to avoid the major issue by just "talking" about it. FA President Grabowska: I encouraged the President to develop this kind of forum. I have talked with MSSA leadership three times about the importance of the student voice. Because Chick-Fil-A is in the Student Union, I was told by the leadership that they were afraid of action because it would be perceived that they were receiving a push from us. One of our members presented at their Senate meeting, and they voted to not pursue the elimination of Chick-Fil-A. This informs my recommendation that we have this forum. The students are as invested in this process as we are. I often have to represent people who I don't support. I'm not given that option. I don't support hate speech or actions in any way, but I find it very difficult to not allow another voice to be heard. The only way I can see this happening is by some community interaction. We cannot act unilaterally. FA: I don't think we should underestimate the impact that this conversation might have on the community. FA: I agree that we should move forward with a conversation, but I think we should also move forward with some of

these legal issues. FA: We can boycott? President Davenport: Yes. FA: I wonder that if Sodexo lost income due to a boycott, they might self-select a new vendor. I recommend that we have this discussion as quickly as possible. FA President Grabowska : I will move forward on this.

d. **VPAA Report (Linda Baer):** No report.

e. **Human Resources Topics (Becky Barkmeier):** I want to give a few reminders: The Quarter Century Club is meeting on Monday, November 19; Professional Development Day is coming on January 9.

2. Discussion Items--

a. **MnSCU/Legislative Relations (Standing):** Stay tuned. We have two bonding issues that look more promising now that the elections are over. If we can be shovel-ready for the Clinical Sciences Building, it may move forward. Another bonding project of interest is Mankato's building project. We feel that the likelihood is pretty high of receiving bonding.

b. **Budget (Rick Straka) (Standing):** If you want to look at the biennial budget request for MnSCU, it is available on line. It is a three-legged approach: Appropriations, modest tuition increases, and efficiencies found in administration. I am hopeful that we will have more information on the budget in the near future. I am hoping for at least a *status quo* budget for next year. If the national fiscal cliff occurs, we do not know how this will impact our budget.

c. **Metro Financial Model (Guest: Becky Copper-Glenz and Rick Straka 3:30-3:45 p.m.) – (Copper-Glenz):** This is a continuation of our discussion from last year. Growth in the metro has been a priority both for us and for the Chancellor. One of the challenges is defining a financial structure. We looked at applying the summer model. All proceeds would go into a central fund, some would be used for operation, and some would come back to the colleges involved. This would help support faculty, equipment, and class development. One obstacle is banded tuition. After a lot of discussion, we are suggesting that we un-band the tuition for the Metro. VP Straka: We believe we found a way to account the Metro system with the Extended Learning model (handout). How are we going to have a sustainable funding model? We need to balance the portfolio. If costs are low, we are going to be in the green grid. If we have high instructional costs but low facility costs (or vice versa), we could about break even. If both costs are high, then the Metro is going to be difficult to fund. We need to ask what we want out of Extended Education. Do we just want to break even? Do we want to flow cash back to the campus? We have to have this very basic discussion of our role in the Metro. How are we going to balance a high cost with a low cost? The Chancellor wants us involved in six primary educational areas. We need to have a balanced approach so that we meet our ultimate goal. President Davenport: The Chancellor really does understand that he doesn't want to cannibalize the institutions. If you happen to be in a yellow zone, what is the incentive to take part in this program? Maybe we need to launch a pilot program for five-six years so that the yellow category courses get more incentives than they normally would. Otherwise I don't think I see this working. VP Straka: We need the FA to tell us what is going to incent you to be excited about this? FA: Coming from a department that uses 7700 France, we hit a lot of barriers using this facility. We need to talk about what actually facilitates the use of the areas. The offices aren't functional. They are too small and can't hold equipment we need. In view of the amount of time I have spent trying to get this program running in Edina, I believe that this move has been a mistake. Something is going to have to change before faculty will be interested in going there. VP Straka: We'll have to plan before we build. FA: We are going to be looking at TelePresence; this may be an important piece of technology as we move along. What we are really worried about is having the capabilities at the right times. FA: If you were to give us an assessment right now, what quadrant do you think we are in now? What do you mean by degree completion? If we don't know where we want to go yet, does it make sense to change the tuition model yet? VP Straka: We have a mix of courses. We are probably more in the border of the green and yellow, but getting into the red. I don't know if we have much in the lower left green quadrant right now. For degree completion, we have focused on the incumbent workforce who is available in the evenings. We aren't really serving those who are looking to be full-time, upper division courses enrollees. President Davenport: There is a model that the Chancellor is looking at called the

Chicago Land Alliance. It is based on dual enrollment. It is for students who are place-bound, but want to complete a degree. It has been a pretty successful program. We'll be looking at a lot of new technology. I wish we had subsidy from MnSCU for this. FA President Grabowska: We need to not automatically return to adjunct faculty to keep us in the green quadrant. FA: How does on-line degree factor into all of this? Some of us offer degrees on line. FA: The population that the Chancellor is talking about isn't very tech savvy. They are probably not going to be interested in an on-line degree. FA: We also need to be focused on some remedial education to get students ready for these courses. Dean Copper-Glenz: I think there is some potential with graduate education, but you're correct.

d. IT Prioritization Committee (FA): Dr. Marg: The FA developed a plan structure for a prioritization committee, and we asked the administration for comments and suggestions. VP Clark: I came to the FA Executive to develop this prioritization committee. I've always been in support of concept. FA President Grabowska: We will set up a meeting to work on the nuts and bolts. FA: To what extent does IT prioritization at the central office affect you? VP Clark: When MnSCU doesn't follow through on their developments, it falls on the campuses to develop them themselves.

e. Statement of Support for Advising FA: FA President Grabowska: The faculty consider student advising key, and we know that the colleges are reconsidering their core values and mission statements. The FA supports the inclusion of student advising in the core, mission, and other statements of the colleges. We feel this is exceptionally important.

f. Costs Associated with Use of Large Vans (FA): Dr. Marg: We found out in fall that there is only one twelve-passenger van left. A typical class requires two of them, or at least three mini vans. One of the suggestions was use Enterprise, but that brings up the issue of who can drive. Drivers need to be 21 and University employees. The issue with the vans being removed was due to their not being utilized, but the reason we weren't using them was because they were too expensive. That explains why the utilization dropped. At least in CSET, if we could afford it, we would have at least 75 ½ day trips utilizing the large vans. But we can't afford it at this expense. VP Straka: We need to discuss this further. I'm not opposed to looking at how this might be funded.

g. Policies for Informal and Expedited Review (Lynn Akey – time certain 3:20-3:30): Assistant Vice President Tomany: Many of the policies on the list up for review haven't had substantive changes. In the Course Repeat Policy, we have added "W" to account for students attempting and withdrawing. I am very much advocating for this change. Otherwise, students will not be making satisfactory progress toward completion. Another issue was courses that are intended to go beyond the grade due date. We could give a grade of PE (Pass Extraordinary). You can't graduate with a PE, and it would eventually turn into an "F" if it isn't completed, but it would count for a pass for financial aid. FA: This is what we tried to do with "IP" last year, but would require that all of MnSCU use it the same as us. In accordance with the University review process, the following policy drafts are presented for review which will run from November 5, 2012-December 5, 2012.

A. Revised Policies:

1. Academic Honesty
2. Access for Students with Disabilities
3. Administrative Drop
4. Awarding of Credit for Advanced Placement (AP)
5. Awarding of Credit for International Baccalaureate (IB)
6. Awarding of Credit for CLEP
7. Awarding of Credit for Military Service Experience
8. Campus Demonstrations
9. Continuance and Completion in a Major
10. Undergraduate Course Repeat
11. University-Provided Clothing

B. New Policies:

1. Awarding of Credit for Project Lead the Way (PLTW)

C Expedited Review Policies (Single Review Period of 30 Days, November 5, 2012-December 5, 2012):

1. Grading

Expedited Review Note: Existing policies may undergo limited changes to ensure compliance with MnSCU policy, adherence to state and federal law, or to revise language due to current practice. Such changes occur through a more limited process than the standard review required under the Policy Consultation and Approval Process. The "expedited review" process provides a shorter period of time during which responses are received and reviewed. The updated policies are then forwarded to the President for approval.

Copies of all policies may be accessed at <http://www.mnsu.edu/policies/whatis/review/>, 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 5, 2012.

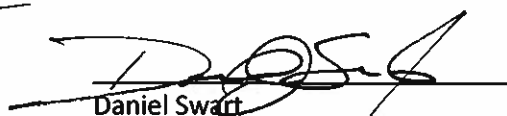
Meeting adjourned at 4:51 p.m.

FA/AD Meet & Confer Scheduled Meeting for 2012-2013

January 10, 2013, 3:00-5:00 p.m., CSU 238 (FA Agenda/Admin Chair)
February 21, 2013, 3:00-5:00 p.m., CSU 284ABC (FA Chair/Admin Agenda)
March 21, 2013, 9:00-11:00 a.m., CSU 238 (FA Agenda/Admin Chair)
April 18, 2013, 3:00-5:00 p.m., CSU 284ABC (FA Chair/Admin Agenda)
May 9, 2013, 3:00-5:00 p.m., CSU 284ABC (FA Agenda/Admin Chair)



Warren Sandmann
Reviewer for Management



Daniel Swart
Reviewer for Faculty