

FACULTY ASSOCIATION MEET AND CONFER

Thursday, May 6, 2010

3:00-5:00 p.m.

CSU 204

(Faculty Chair/Administration Agenda)

NOTES

Attendance:

Faculty: Jim Grabowska, Barbara Carson, Mary Visser, Roger Severns, Mary Bliesmer, Jeffrey Bumgarner, Andrew Johnson, Jackie Lewis, Ron Nickerson, Lynette Engswick, Jerry Robicheau, Rebecca Schwartzkopf

Management: Richard Davenport, convener, Scott Olson, Marilyn Delmont, Henry Morris, Avra Johnson, Warren Sandmann, recorder, Becky Barkmeier, Rick Straka, Walt Wolff

Guest: Anne Blackhurst, Kevin Buisman, Paul Corcoran, Don Friend, Robert Hoffman, Deborah Jesseman, Wanda Viento

President Davenport called the meeting to order.

1. **Information Items—**

a. Reorder/Additions: None.

b. FA President's Report (Don Larsson/Jim Grabowska): FA Vice President Grabowska: First item: Please keep Donna Blom in your thoughts. Second, feedback on interim candidates for Deans. Lots of comments - almost all positive for Harry Krampf, Jean Haar and John Ferden. Third, on Extended Learning and online, some issues and concerns from Roland Nord and the Extended Learning Committee. 1) Proposed formula for distribution of online revenue may commit the University to develop programs through adjuncts, not full-time. IFO's main thrust is to look for probationary. We are also concerned with use of adjuncts in terms of course quality. FA: Student learning objectives draft submitted for review. (see handout 1). 2) Power outage in Morris and Highland. Just announced there will be a power outage next week. Technically between terms, but people will be in their office working on grades and planning summer classes that begin the following week. That will be difficult time. There was a short notice on this, and this will be down for quite a bit of time. FA: People were also being asked to move out of offices before the end of the term. Vice President Straka: Will follow up on these issues. This is the end of Trafton renovations, so it is disappointing that we are missing communication now. FA: This will affect a number of departments and faculty. There are some loaner laptops available, but few. Vice President Straka: Will communicate with Deans Fox and Herth, as well as Dean Alessio. FA Vice President Grabowska: Keeping the computer issue in mind, there may be some in CSET. Vice President Delmont: IT may have some laptops as well. Vice President Straka: There may be some places on campus where all could work while offices are shutdown. FA Vice President Grabowska: Finally, want to extend appreciation to all at the table for their hard work, collaboration and work with shared governance. The end result from this year is difficult, but the process worked well.

c. MSU President's Report (Richard Davenport): President Davenport: This has been a long and challenging year, but we are now getting to the end and ready to start fresh. This has been the most challenging year we have had, but we have been transparent in our processes, and that is known everywhere we go. Thank you for being a part of the process. This is Walt Wolff's last meeting as he retires. I am surprised and pleased that we got as much done on strategic priorities as we did, so now we can go into the August retreat with a good start in our planning. We have received eight IT awards

from MnSCU; during the last five years, we have also received the administrator of the year award four of the five years, and this year Dr. Kaye Herth received the award. Academic and Student affairs received three awards: The Administrator of the Year, an award for innovative programs for the Iron Range Engineering project, and a partnership award for the H1N1 Planning. Vice President Straka: We also received awards for excellence in finance and in facilities planning. President Davenport: These awards show that our administration steps up to the plate. We have a united team that believes and acts on the consultative process.

CAP: Dean Morris: There will be a summer program, with at least as many students as last year and maybe more. We are committed to breaking down walls that have been around the CAP students, and have already done so in developing curriculum for the students, and we want to keep working with the FA on this university program. We are moving forward. This is not in chaos. Vice President Grabowska: The newspaper article intimated that the departure of an individual was due to the reorganization. Dean Morris: That is not actually what the case is - this was planned by the person for awhile for family reasons. And most of the CAP staff has been very positive about the move. As far as the newspaper, the one area that really bothered me was the idea that only a few people cared about the CAP students, and that is not true. President Davenport: Our administration cannot speak freely on this issue since there is a lawsuit in progress. Our first concern is moving this program forward and under the leadership of Dean Morris, we have been moving forward.

d. MSU Provost/VPAA Report (Scott Olson): Provost Olson: Can I get the unapproved minutes from the EL? FA Vice President Grabowska: Yes. Provost Olson: Academic redesign fund proposals. First round has been funded (see handout #2). There will be a second round that I will be funding. BESI letters went out last week with information on the BESI proposals. Deadline is Friday for return of the letters. There were more BESIs than we thought.

e. Human Resources Topics (Becky Barkmeier): Director Barkmeier: There are additional position vacancies that have been posted. **Alternate Holiday for Classified Staff:** Director Barkmeier: Likely to be some changes particularly in regards to Presidents' Holiday. We will probably be moving to a system where either people observe that day or designate one other separate day for all. In the past we have allowed a floating holiday to take this, now this will not be available based on a change from Minnesota Management and Budget. Presidents' Day will be more like Veterans' Day - observe then or designate a day. **Voluntary Reduction in Hours for Salary Savings:** Director Barkmeier: Salary savings leave is a statutory authority that allows employers to provide unpaid leave of absence. Salary savings are specific for budget or layoff needs. This is a possible option, so I want to make people aware of this. This is only a short-term solution, not a long-term solution. Information is on the HR website.

f. Copyright Infringement (Marilyn Delmont): Vice President Delmont: (see handout #3) This is a new procedure required by July 1 for federal and MnSCU policy reasons. There are four elements. First, are technology-based deterrents. Second, is educating the campus community, there is more we could do here, though we have been notifying students. We will step this up to provide more information and knowledge of the penalties. Student Affairs and Human Resources will send out notices to students and staff about these changes. Third, we will do a periodic review of the policy. This new procedure falls under our current IP policy, and this will be up for review in September. Last, but not least, we need to provide legal alternatives. EDUCAUSE has a great website that has legal materials for download. This will be attached to all relevant policies and will be a link in the student handbook. No infringements by faculty and staff, a few by students, but not many. The areas violated the most are DVDs and video downloads. FA: One thing at state level we have been talking about at great length has been the revision of the IP policies by the Board. Right now there is a vast chasm of how the Board sees IP and how faculty see IP. President Davenport: The current definition is pretty broad. FA: The gentleman from the Board seems to take the position that anything created by the faculty belongs to MnSCU. President Davenport: I have heard the opposite as well, so it appears this will be decided in the future.

2. **Action Items**—None.

3. **Discussion Items**—

a. MnSCU/Legislative Relations (Standing): President Davenport: We were surprised the Governor vetoed the transfer bill. What about the unallotment and the Supreme Court decision? Not much will probably change in the next two weeks. But there may be political implications for some of the gubernatorial candidates. Vice President Straka: The story I read noted that the precedent included all the unallotment, but the decision only affects the specific element of the budget. There will be next to no impact on MnSCU. It will be interesting, since the legislature does not have the votes to override, so they may give Governor Pawlenty what he has asked for. FA: Governor Pawlenty has been consistent.

b. Budget and Planning Process (Rick Straka) (Standing): Vice President Straka: **Non-Academic Reductions:** (See handout #4) Vice President Straka: There is a target of a 7 percent reduction. By July 1, division plans are due; mid July there is an ASF Meet and Confer; August retreat discussion; September Meet and Confer discussion; September 30 final decision and October 1 notifications for contract requirements of ASF. We will need to document proportionality. We do not want across the board cuts, but a strategic decision. FA Vice President Grabowska: Where does the 1.5 pay for coaches play in this? Vice President Straka: There is still a discussion about when to make the change from the precedent of 1.5 to 1. And with the Human Performance connection, we will have to deal with the issues of Human Performance reductions.

c. Athletics (3:45 Time Certain) (Rick Straka/Kevin Buisman): President Davenport: Kevin Buisman is here to give you a heads-up on what we are doing in athletics with budget. Vice President Straka: Interesting in that athletics has a relationship with IFO with coaches, and with Human Performance as teachers. So athletics will be a bit out front as compared to other areas. Athletics did have 10 percent cut for FY10; last year the focus was on the student experience, keeping that as same as possible, with cuts focusing on administration. The cuts for FY12 may have to touch upon sport offerings as well, so there will be a metric to rank and prioritize sports. Title IX is our first

commitment in this review. Timing - should we announce before students leave? There were pros and cons. Con is the impact of telling people they may face cuts at the end of the semester when they need to study. There will be additional administrative cuts as well. Director Buisman: I want to convey targets, timeline and process. Target is 5-7 percent, \$2-250,000. There will be some administration cuts, but this time we will have to touch sport participation. In this scope, \$150,000-200,000 in sports reduction. The metrics are still in draft stage and then Cabinet will review the metrics. Clearly, the overarching principle is gender equity and proportionality. There are 12 women's and 11 men's sports. Other criteria are in draft stage: revenue generation, attendance level, level of economic impact and fan generation - this will need to be considered since the economic impact helps to support other sports and plays a role in the decision. Second, is commitment to conference participation, to offer sports that are offered within the NSIC. Third, criterion is quality and availability of practice and game facilities. There has been a complaint about women's sports not having the same quality as men's. Specific to MSU were hockey and golf. MSU response was satisfactory, but Office of Civil Rights is looking carefully at this issue. Fourth, is competitive history, but that will be difficult as most of our sports have done well, but we will look at this as part of our decision to use resources. We will also look at travel as part of this criterion. How far do we have to travel to compete? As these become public, many will parse the criteria to see if they fit as safe or not safe, and this may affect our recruitment of athletes as competitors will use the data. Timeline: hope to get the information out by the start of the next school year. President Davenport: This will affect recruitment and will receive a lot of public attention. FA: We do not have any Meet and Confers over the summer, so what is the timeline? Director Buisman: We are looking for feedback from Cabinet for metrics and then make sure this can go through the Meet and Confer process. Vice President Straka: Fall of FY11 decisions for FY12, and we will adhere to the contract. The other issue that is unique is that athletics is multiple-funded by many sources, student fees, general funds, revenue and support. FA: If you were to cut a sport like football and go D1 in others, wouldn't that solve gender equity and funding? Director Buisman: Well, many people look at football as the real problem with gender equity, but we have done this well. As for D1, even with dropping football we could not fund a move to D1. D1 is really trying to shut the door on moves to D1. If you are D1, there is money from basketball fund, but you have to cover this until you get approved. Vice President Straka: And there is still a conference issue. FA: This fits with the idea of maybe being R1 and doctoral.

d. Retrenchment and Layoff Notices (Scott Olson): Provost Olson: There is a little good news, but a lot of horrible news. The good news, through creativity by faculty and Deans, as well as BESIs, the number of programs facing retrenchment has decreased. The 20 has become 9. Horrible for the nine, but better for others. The number of people getting layoff notices has also declined to 13-15 people. Why the range? Still some BESI issues to settle. Last, FA asked that layoff notices go out earlier than the contractual deadline. That will mean that 13 people will get letters saying they no longer have a position at MSU. We waited as long as we can on BESI to help them. To the extent there is any good news, the numbers are down. FA: When will letters go out? WS: Hope for Wednesday, May 12. FA Vice President Grabowska: Will there be plans for Lee Skallred to meet with faculty as soon as the announcements go out? Director Barkmeier: There will be a session May 10, and there will be the availability of one on one after the letters go out.

e. Strategic Task Force Reports:

(see all reports at <http://www.mnsu.edu/planning/priorities/taskforce/>)

i. Feedback on Prior Report: Global Solutions (FA/D. Friend/S. Olson): Don Friend: Sorry I could not be a part of the initial presentation, but have been happy to serve, and this process has been transparent and collaborative. We do think this will be transformative. We are looking for feedback. Have lots of great feedback already, but want even more.

ii. New Reports (4:15 Time Certain):

Becoming a Doctoral Institution (A. Blackhurst/J. Robicheau): Dean Blackhurst: Looking for feedback now and this fall as well. President Davenport: Only two universities in MnSCU are emerging as doctoral, MSU and SCSU, and SCSU seems to be pulling back at this time. There has been discussion of more sharing of doctoral programs, rather than competing programs.

Campus of the Future (R. Straka/P. Corcoran): Vice President Straka: Goal for summer is to put dates on this. FA: What about an idea of moving everything out of Wigley that is not student services? The idea really is how to put all student services in one core area. Vice President Straka: A student service core has been discussed and should be brought up with the next master plan. President Davenport: We should integrate the master plan more into this strategic plan. Vice President Straka: Our focus was not a 20-year mission, but a 5-year doable plan. FA: It has always been difficult for people from the City to use our facilities, should the campus of the future be more welcoming to the people of Mankato? Vice President Straka: This is part of the plan. FA: Is this a living document? Vice President Straka: Yes. President Davenport: We will spend more time on these issues. FA: Will the new Dean of Students take part? President Davenport: Yes. We need to take time to really look at these issues. This is just an early draft of really transformative plans. FA: Student rep involved? Vice President Straka: Yes. FA: There is a whole field of study on campus friendliness.

Extended Learning (R. Hoffman/D. Jesseman): Deborah Jesseman: We also welcome feedback. FA: I need to see an objective that there will be a plan to develop a base of tenured faculty for online program integrity and faculty consistency. Deborah Jesseman: As we develop this draft, we need more feedback of this type and how people feel strongly about this. FA: Another perspective - UCAP looked at a proposal that had a question of this type, and UCAP made sure that the proposal included a way to make sure that faculty are MSU faculty. Deborah Jesseman: There needs to be some way to assure quality. Vice President Hoffman: We try to address this issue. FA Vice President Grabowska: Resource needs notes that hiring adjuncts is part of the development process, and maybe use that language as a limit rather than a vehicle to expand. President Davenport: I think there is a need for more discussion. At Central Michigan, we wrestled with this issue for a long time. In the contract, faculty had right of first refusal for online, with two tests - excellence in the classroom and excellence in scholarship and research. Then faculty could teach online, and many did so for financial gains and still high quality, with adjunct as second line. Provost Olson: I do not think I am disagreeing with the FA position here, but there are areas where we need adjuncts. We need to be available to be innovative and flexible. We do not want a rule that says no adjuncts. FA Vice President Grabowska: You cite the contract, but that language has been exploited. We have had fixed-term beyond five years. The key is to keep the process transparent, not to use the language of the contract to do something behind our back. Provost Olson: We need to keep it transparent, follow the language, keep the focus on tenured and probationary faculty, but do not lose flexibility. FA: We will need to look very carefully at certain areas, for example, where a faculty member was retrenched but adjuncts were hired to teach online. FA: We need to keep a focus on quality, on the integrity of the curriculum. President Davenport: Keep in mind the whole concept of tenure and how institutions prosper with tenure. But there needs to be a balance between tenured and untenured faculty so that the University has a chance to grow and develop. Right now the adjunct question is a terrible question at

this time. There will be no significant changes at this time. And if the budget is not as bad as it appears, we will have the right and ability to bring people back. FA: But there is an issue of trust. For example, the issue of online fee distribution. We were told 50-50 for one year, and then two later we were told two years. Vice President Straka: Why Two years? Because the first year is already pretty much done, we need to figure out these two years, this one and next one. Vice President Hoffman: Sub Meet was told as quickly as possible. FA: The timing of the announcement makes this look like shenanigans. Vice President Hoffman: There were no shenanigans. Deborah Jesseman: As far as the faculty, the one area we all agree on is the issue of quality - that is the key issue. FA: Dilemma is not just the adjunct, it is that Extended Learning cannot hire faculty, and we lose good faculty. We need to look at this issue because we have no solution for this. President Davenport: This is the kind of issue that the Deans and the colleges need to address upfront with fixed-term and adjunct faculty. Extended Learning delivery is a complete business, we are behind and we have catching up to do.

Quality and Excellence (A. Johnson/W. Viento): FA Vice President Grabowska: Goal 3 - Is there a typo? President Davenport: Yes, there seems to be one. We do have to measure and look at data - we cannot just say we are good, we have to measure and prove it. For example, the NSSE data shows that we have some problems.

f. Vehicle Rates (Rick Straka): Vice President Straka: (submitted handout) Basically a year ago we looked at changing the process of charging for and maintaining the vehicle fleets, to be self-supporting. The new proposal is cheaper than driving yourself, but it is a significant increase in fees late in the year, so we are looking for feedback and looking for ways to transition into this with some form of budget adjustment. FA: What about a massive shift from owning vehicles to leasing vehicles? Vice President Straka: The State of Minnesota is doing owning rather than leasing, but we can take a look at this. FA: Are you looking to implement this right away in the fall? Vice President Straka: We realize this is late, so we will need to look at some sort of budget adjustment. President Davenport: We need more information on outsourcing. Vice President Straka: We can put this off for a year and plan for a later implementation of a plan. We can look for a short-term solution. FA Vice President Grabowska: How soon could we get this information out? Vice President Straka: We would need to supplement the budgets. FA: Suggest this is put off for a semester, and then send it out to departments yet this semester. Vice President Straka: We can send that information out right now with the cost changes by cost center. FA Vice President Grabowska: Send out the information now, discuss fall semester, look for action in January.

Meeting adjourned at 5:13 p.m.

2010-2011 Meetings

Schedule to be determined

Warren Sandmann
Reviewer for Management

Barbara Carson
Reviewer for Faculty