

Faculty Association Meet and Confer
March 19, 2009
3:00 p.m., CSU 238
(Faculty Chair)

NOTES

Attendance:

Faculty: Don Larsson, Jim Grabowska, Paul Hustoles (recorder), Mary Visser, Roger Severns, Anne O'Meara, Daniel Toma, Becky Schwartzkopf, Jessica Schomberg, John Seymour, Mary Bliesmer, Candace Black, Annelies Hagemeister, Steve Woehrl, Carol Werhan (for Debra Anderson)

Management: Richard Davenport, Scott Olson, Lori Lamb, Rick Straka, Walt Wolff, Avra Johnson, Michael Fagin, John Winkworth

Guests: Brenda Flannery, Gina Wenger, Claudia Tomany

FA President Larsson called the meeting to order at 3:09 p.m.

1. Information Items

a. Reorder/Additions—President Davenport: Congratulations to the MSU Women's Basketball Team. This is our first time in history to reach this level and we are very proud. We wish them the very best in San Antonio. There will be a webcast on NCAA.com. It will also be on the ESPN channel.

b. FA President's Report—FA President Larsson: Just today the IFO contract was approved by the MnSCU Board. We expect no problems with the legislature. This could be the very first time the contract is settled before the end of the academic year. The two-year faculty have also reached an agreement very similar to the IFO contract. This will bring more stability to the budget issues. I was happy to see there has been some easing up on the faculty safety items regarding vehicles. It should make things a bit saner. We have been having meetings with the Budget, Planning and Assessment faculty members of the Submeets. We are anticipating the Provost's report. The LTR faculty have also met on their own to put some more focus on faculty academic and learning needs. The FA is running its annual elections now.

c. MSU President's Report—President Davenport: The Governor announced a proposed supplemental budget cut to the system. You might have heard that he was going to restore some of the funds from his previous proposal, but the negative side is that the \$146 million will be cut, as well as an additional \$15.8 million. That fact seemed to be missed by the media. He does propose to give us \$130 million of federal stimulus money in 2010-2011. But there will be over \$160 million cut by 2011-2012. The Governor has also proposed a tuition cap. The MnSCU Board does not want us to spend down our reserves. We don't know in 2012-13 if the economy will recover, so the cuts are still uncertain for two years out. We really don't think the economic recovery will occur that quickly. The Chancellor has said that his staff budget will be cut as much, or more than cuts to campuses, once the size of the budget reduction is known. There was a 4% overall increase in enrollment from fall to spring for the System. So, we are doing more with less already. Under the current allocation formula, we have concerns. The institutions that have a tendency to grow the fastest are the two-year colleges. These enrollments get factored into the model and often detract from the university enrollment increase. For 2010, we will lose money under the allocation model. VP Straka: We did fare better than other four-years. President Davenport: This model seems to advantage the two-year colleges because of

the way they serve students. VP Straka: The allocation model values quantity more than quality. President Davenport: The Chancellor has announced that there will be no annual step or salary increases for two years for 570 administrators. This was also the recommendation from the Presidents. The Board of Trustees approved the Chancellor's recommendation. We so much applaud the work of the IFO for stepping up to the plate on this. We have another Town Hall meeting on March 27 from 10:00 a.m.-12:00 p.m. in CSU 284. We will have two topics: the budget and reorganization. As we downsize our administration, we have merged student affairs under academic affairs. We seek input and consultation on the model we will eventually adopt for our Dean of Students position. We will continue with this under our shared governance model. Next Monday, AVP Avra Johnson, VP Straka and I will be presenting the five-year master plan to the Office of the Chancellor. We will likely propose other administrative staff changes that will be rolled out over the next couple of weeks. We are looking for ways to downsize the administration and put more funding into instruction to preserve graduate assistants, adjuncts and student services. Student enrollment is our number one priority, both recruitment and retention. Everything we do on the budget planning is centered on enrollment management. We can't afford to lose students. We do need to serve our students well. There will definitely be layoffs by 2010-2011, unless the budget facet changes.

d. MSU Provost/VPAA's Report—Provost Olson: We were considering eliminating the AVP for Undergraduate Studies position. This idea was never very popular and even less so with the reorganization. In the past this has been a "developmental position." Someone would take it for three years and then they would go back to the faculty. What are your thoughts? FA President Larsson: We will bring that to Exec for a more formal discussion. FA VP Grabowska: There were some models that did not include this position. Provost Olson: Those are not models of the complete restructure. Don't read anything into whether this position is or is not on any of those charts. We only have one more Meet and Confer this year. Given some of the uncertainties, we might want to meet again in May.

e. Human Resources Topics—HR Director Lamb: The vacancy lists were emailed out. We want to talk about, in the spirit of saving paper, just submitting the seniority rosters electronically. They are on the website as well. FA President Larsson: We urge departments and individuals to look for errors. HR Director Lamb: This is a hand-generated process. Let us know if they are accurate.

2. Action Items

a. Policy Review—FA President Larsson: Our intention is to discuss these next week. If we have something formal to say, we will bring it up after that meeting.

3. Discussion Items

a. MnSCU/Legislative Relations—President Davenport: We have done well with Federal earmarks. We have one in health industry. We have one in bioscience with Sweden. There is both a state and federal aspect. This has a lot of support. We seem to be the likely institution to receive these funds. Congress would need to act on this. FA President Larsson: Russ Stanton is working at the legislature on several different levels. Several of these deal with the budget. There are five different proposals out there. There is some independent legislation that is related to higher education. Representative Kathy Brynaert was working on a bill that would allow for exceptions for the 120-credit cap for innovative programs. The annual Burton

Dinner is coming up. It is an opportunity to meet with our legislators, including all of our DFL local reps and the Speaker of the House. President Davenport: Senator Sheran supported a bill to offer a masters degree in Dental Hygiene between Normandale Community College and Metro State. We were concerned that Metro did not have any faculty in Dental Hygiene—and this is a graduate degree. Last week, we decided to support this because we might offer this sometime in the future.

b. Budget and Planning Process—VP Straka: We need to figure out where the federal stimulus money is going to be. The Board is really looking at federal funds as one-time dollars. They are trying to buy down the student tuition. In 2012, that could mean a huge hit in tuition. I have tried to come up with a “Conservative Worse Case” scenario (hand out). Even if we are freezing salaries, there will still be promotions that must be paid for. Classified employees get raises on their anniversary dates. Insurance costs will increase. The IFO Equity Study was also funded this year. Utilities have been incredibly volatile this past year. And there is debt service. That leaves us with an \$8.9 million deficit. We will know more in April. This is about 6 or 7% of our total budget. We need to bring some certainty to this (hand out). We are planning to reinvest \$1.5 million into classroom instruction. What are the details? We need to bring these discussions to this table and to the other Meet and Confers. We need to have transparency so that people can see the detail. At a 3% cut, it was mostly non-personnel. At 10%, people are now being affected. We hope to get all of this out there by next week. We spent a whole day in Cabinet discussing this. We took good advice from each other. Some of the original plans were revised. We believe the number one priority is to restore classroom instruction. We don’t yet have federal guidelines as to what the implementation of the funds will be. We have to wait for the Governor and his expectations, and then our Board. FA President Larsson: When you speak about the bargaining units, you are talking about units outside of Academic Affairs? VP Straka: Outside of IFO. FA President Larsson: Is retrenchment being considered? Provost Olson: No. VP Straka: There has been no discussion about this. FA VP Grabowska: There are Dean’s positions that have not been filled yet. Provost Olson: There have been some rumors about merging colleges and those are baseless. When Dean Johnson announced he was leaving, I did have a conversation with the Business Chairs about what they thought about having a one-year “loaner” dean and they didn’t like that. So that search is going ahead. With the A&H Dean’s search, there is no intention of having anything but a dean there. The search is still open. The Associate VP (Winkworth) position is also being searched. FA VP Grabowska: We are getting close to the end of the year. Provost Olson: We hope to have these resolved by the end of the second week in May. The College of Business will probably have an Interim Dean for a year but the goal for the other two is to be done this May. FA: Do you see anything going through the legislature that could affect this, like early retirement options? VP Straka: There is a bill out for MnSCU to give them some authority to determine some early retirement incentives. There is quite a bit of groundswell in a plan that would be a health-related incentive. That might be a way for the stimulus money to be used. That’s out there. There is a MOU at MSU Moorhead regarding this. Provost Olson: As I understand it, Moorhead extended the notification date. VP Straka: We will try to get details on this. We have been conservative. As soon as we feel that any of these variables will be favorable, we can make decisions about how we can reinvest. It would be awfully hard to add classes at the end of July. Provost Olson: The Deans had a conversation on Wednesday. It immediately gravitated towards TAs. That will leave some other money behind and we need to come up with a plan to maximize the effectiveness of these funds.

FA VP Grabowska: The implication is that I can tender offers to my TAs now, yes? Provost Olson: We heard that April 1 was a very important goal date. FA VP Grabowska: The money with regard to TAs is really in two different pots: one is the salary; the other is the tuition waiver. Provost Olson: If it was cut on the way down, you add it on the way back up. FA: We were discussing the whole idea of differential undergraduate tuition. Provost Olson: One program was working on this, but they decided not to. We have also been talking about a differential for online programs. That is preapproved by the Board. We can do that locally. We are thinking about charging \$30 per credit and that would be channeled back to the faculty to work on more online courses. VP Straka: That was the same thing for Extended Learning too. We are open to this and the MSSA is also open to that discussion. If one or two institutions come forward they will look at it individually, if more than that, there will be a central policy. FA President Larsson: As we are looking at potential savings, we have been scrutinizing reassigned time. Is there a way that this process will be made public so there is transparency between all departments and colleges? Provost Olson: Yes. At the college level, programs are voluntarily giving a lot of this up. That might not be universal. AVP Winkworth: We have heard from only one college on this and they did a fine job.

c. Honors Program—Gina Wenger: The Honors Program has been around since 1970 and the redesign has been going on for the last two years. We want to use this program to recruit top students (handouts). The goal is to serve as a model to create new leaders. The three main goals are Leadership, Research and Global Competencies. We are hoping that a third of the student population will be international students. Claudia Tomany talked on behalf of the Honors Learning Community faculty and described the curriculum for the first core group. AVP Flannery discussed the Timeline document and the history of the development of the program. There are many things that will still happen but this is ready to launch this fall. FA: Eventually is this going to go beyond six courses? Wenger: Definitely. We need to do a tremendous amount of work before May. We are trying to stay a year ahead. If we can bring in 25 new students a year, the system will be built over four years. President Davenport: I felt that our Honors Program was in tremendous need of revitalization. Students want to go to a university where they will be stimulated. I appreciate the support of the faculty that is consistent with the future of the world. We have to think about the product, the graduate. Provost Olson: Kudos to all who are serving on the steering group. FA President Larsson: This has been the most thoughtful and strategic approach to the Honors Program during my years here.

d. Article 20, Section I: Directors and Other Coordinating Assignments Agreement Language

e. Student Teaching Supervision (Article 20, Section B, Subd. 2)

f. 2009-10 Personnel Calendars

Provost Olson: All these are required by the contract. FA President Larsson: It might be nice to find ways to make the personal calendars more efficient.

g. Purchasing Card—VP Straka: We want to move away from FPOs to Purchasing Cards and to extend this into travel and even meals. Sometimes we touch transactions five or six times or we have to set up vendor numbers. In the long run, we could save a full position by these efficiencies. We will have a back-up system if someone doesn't take a credit card. It does require more sign-offs. FA: In our department we have a credit card, but it is in the secretary's name and it is easier to just use a PO. VP Straka: It is easiest to have each person have a card.

FA: We seem to have just added a layer of paperwork to the cards we currently have. VP Straka: This was required by our auditor but we hope to put this entire process online.

h. Core Values Update—Provost Olson: The survey went out a couple of months ago. We had 1,100 responses. It generated a lot of words. We have held a few open forums to talk about this. We are offering to go through the Core Values exercise to groups. It takes about 60 minutes. We just did this with the Planning Submeet. Out of these forums, we are trying to get our words to a more manageable list. FA President Larsson: There are different ways these are expressed: a word, a sentence, a paragraph.

i. MavCard Announcement—VP Straka: Wells Fargo will be our new MavCard partner. We may have to re-card during this process. This has nothing to do with the relationship we have had with TCF. They have been great over the past four years. However, Wells Fargo put together a tremendous package. We have weekly transition meetings with them to help make this work.

j. Reorganization of Student Affairs—President Davenport: This was intended to save money as well as bring student and academic affairs closer together. We are looking at knowledge building and preparing students not only for a career, but also for life. My decision was to put Student Affairs under the leadership of the Provost. This will save us two to three positions, but it is important to come up with a model and, in the spirit of shared governance, I have put forth several models. And we just picked up two more after meeting with MSSA. We are not taking away student services. But this will be an ongoing process. We thank Walt Wolff for providing leadership until we have a new Dean in place. Provost Olson: We want to settle on a model before the end of the year. FA President Larsson: We have put the models out to get some reactions. Provost Olson: The purpose is not so much to choose the one you like the best, but to provoke discussion. Feel free to suggest anything you want. FA VP Grabowska: The models involve other divisions. Not everyone is as familiar with all of those things and that could implicate other divisions. We need to have a broader discussion as well. Provost Olson: It will be discussed at the next Open Forum. We did look at some other universities. FA President Larsson: If we are all going to do more with less, we need to make sure some people are not overwhelmed with work. We will bring this to Exec. President Davenport: And I want to prepare you for other reorganizations that will roll out.

The meeting ended at 4:43 p.m.

John M. Winkworth
Reviewer for Management

Paul J. Hustoles
Reviewer for Faculty