

CLASSIFIED MEET & CONFER
MARCH 9, 2006, 10:00 AM, SU203

Attendees: Bob Arndt, Terri Evers, Tony Francour, Pat Pearce, Valerie Roberts, Rob McGinn, Tom Dougherty, Mitch Wallerstedt, Barry Wilkins, Toya Schmidtke, John Caven, President Davenport, Mark Johnson, Lori Lamb, Scott Olson, Pat Swatfager-Haney and H. Dean Trauger. Guests: Diane Berge and Kimberly Contag

A. Information Items

- 1. Reorder/Additions to Agenda** – VP Trauger suggested that Diane Berge and Kimberly Contag give their presentation as soon as possible after they arrive at today's meeting. This change was approved.
- 2. Approval of Minutes from Previous Meeting** – There were no changes to the minutes from the last meeting.
- 3. President's Report (Standing Item)** – The day we plant flowers at MSU is usually during the first week in May. A group is going to Naples, Florida for a major alumni event. The Capital Campaign is being kicked off at that time. Most of the people going are affluent Minnesota people and have previously given to MSU. The President will not be there because of three hearings he has to attend on behalf of the University. He heard yesterday that the bonding bill may be in trouble because some want to put all the money into HEAPR. We have included the new College of Business Building in our Capital Campaign. The new residential life housing plan is progressing. The Chancellor's Office/MnSCU System asked for \$110 million for HEAPR, and the Governor recommended \$20 million. We are \$90 million short. The \$110 million in requests funds only one-half of what we need on an annual basis. For every dollar we receive, we are \$1.00 behind. This is thought to be a political move on the part of the Governor, and it is very serious for our institution. The President feels the University is going along very well. MSU has received a lot of awards and recognitions. We are being seen as the institution on the move in the state. Sadly, we had a student death on campus. Drinking, which has not been determined to be related to the cause of this student's death, is a national issue—not just in colleges and universities. Twelve of the biggest problem areas on a list of 19 cities are in the Upper Midwest. It starts in grade school and gets worse in junior high school and again in high school. We have to address this issue since it has become part of our culture. The President is almost ready to take a call to action regarding alcohol to community leaders. One of the key leaders in the community has said there is nothing we can do, but he President feels it is the responsible thing to do because the problem is so bad. He asked for everyone's support. Pat Swatfager-Haney thanked everyone who helped in a number of ways after the death of our student. This included the cleaning and custodial staff. The response was remarkable over the weekend and during the next few days. She is very proud of what our staff has done. Counselors were also called in. The NCC athletic teams—basketball, track, wrestling and hockey—are doing well and hopefully some will be able to make the playoffs this weekend. We have a very good chance of getting the All-Around Cup and are currently leading.
- 4. Bargaining Unit Leaders' Reports (Standing Item)** – Pat Pearce, AFSCME, reported that AFSCME representatives attended the "Day on the Hill" last Wednesday and met with some legislators. They were very supportive of the issues AFSCME presented to them, possibly because it is an election year. This is the first time they saw the governor at this event. John Caven, MGEC, is working with the state union leaders (there is no organization at MSU) trying to get tuition waiver for its members who work on campus. They will work on this for the next round of negotiations. Very few members work on campuses, so this is difficult to

get done. It was mentioned that there are MinuteClinics in the Metro area. State employees can save money (\$10 per visit for a co-pay), and there is no charge if it is for preventative care. The MinuteClinics are for fast kinds of health issues—sore throats, coughs, possibly immunizations, etc. It is not a replacement for regular care. Barry Wilkins, MMA, stated that MMA wants to have Veterans' Day off in 2007. The MMA representative on the Calendar Committee needs to voice this. How we are proposing to deal with holidays is on today's agenda and will be discussed then. Toya Schmidtke, MNA had no report. The MAPE representative mentioned that MAPE's "Day at the Hill" will be April 19.

5. MnSCU/Legislative Relations (Standing Item) – Discussed above.

B. Discussion Items

1. Recurring Items (If Needed)

- a. Parking** – A public hearing on parking was held on March 2, 2006, and a report with recommendations was received by VP Trauger for review. Two individuals testified at the hearing, and six e-mail suggestions were received related to the hearing. No one at today's meeting had any issues or comments.
- b. Master Plan** – No discussion.
- c. Unclassified Searches (Lori Lamb)** – Lori distributed the Unclassified Administrative Position Openings as of March 7, 2006. Changes to the report should be sent to Lori. Mark Johnson, chair of the search committee for the Vice President for Finance & Administration position, distributed an update on the progress of the search.
- d. Campus Safety** – A survey regarding lighting issues was conducted on campus, and areas of concern were identified. R&R funds have been requested, and when they are received the concerns will be corrected. A proposal will be sent out by the Safety Committee about Segways on campus pertaining to operating the motorized vehicles inside campus buildings. Vehicles used for handicapped purposes will be authorized, but general transportation vehicles will not be. Health Services, Rob McGinn and Security will work on the bird flu epidemic plan. The first meeting will be held this Friday. Health Services is the leading source for this plan. They had a SARS program before and will incorporate it into this plan if possible. The Chancellor's Office wants the report by June 30, 2006. Rob McGinn, Suzie Dugan, Chris Connolly and the County have an emergency site identified and already have a lot of things in place. They are looking at "when" the bird flu will happen, not "if". Our dorms could be a quarantine area. There are still questions: how do we feed people, how do we provide service, etc. We have not had a major flu outbreak in 40+ years.

2. International Task Force Report (Diane Berge and Kimberly Contag 10:15) – International Task Force representatives are going to all groups to talk about the latest task force report. There were representatives from all bargaining units and students on this task force. Many things were learned about international students regarding their impact on campus and their personal concerns. The report should be on the Web site soon. The International Task Force was divided into three different groups. One looked at study abroad, one looked at international programs and one looked at how MSU does international programming with partnerships in the local and regional area. They learned what worked and what didn't work for international students on campus. Data were collected through open forums and the Zoomerang Survey. A list of budget

recommendations and a list of action items that the task force set forth were distributed at this meeting.

The task force action items are: The college deans will be asked to construct a five-year plan for their college addressing the strategic goal for improving international opportunities. The International Programs Office/Center for Excellence in Teaching Learning/International Student Office and other departments or colleges will be asked to develop an integrated orientation and advising program to prepare students and faculty for study, research or work in specific overseas environment. Increased funding would be needed. To improve recruitment and retention of international students in the next five years, the International Student Office will be asked to implement a student satisfaction survey to identify barriers to recruitment and retention. Additional funding may be needed to complete this survey. Increased recruitment funding, if needed, should be coordinated by Admissions and academic offices and departments. To improve connections to community international endeavors, MSU should improve its presence in regional and state business groups and on the governor's business team. Credit allocation/funding issues associated with international programs abroad should be reviewed so international programming can be enhanced without being a threat to academic departments. The Vice President for Development should be asked to include a scholarship target for the capital campaign to promote scholarships for international opportunities. Greater diversity in foreign language and global study options should be supported. Ways to include MSU's international strategies and success in the campus' marketing initiatives should be explored. The recommendation of the 2004 International Task Force regarding the need of an executive director should be reviewed. A student fee of \$1.00 per credit hour to enhance international opportunities for students was proposed

The four budget recommendations of the task force were: (1) full funding of the Immigration and Program Coordinator; (2) release time of 3-4 credits per faculty representative for each college with funding up to \$16,000 per college per year until the development needs of the colleges are met beginning fall 2006—up to \$112,000 per year for the mini-grants was recommended to increase international opportunities; (3) overseas program assessment grants up to \$1,000 per individual department and up to four grants per year per college beginning fall 2006—the request was for up to \$28,000 per year that could include current assessment mini-grants available to departments for ongoing assessment of on-campus programs; and (4) additional staffing will be needed in the International Programs Office as well as in the event programming area if programs are increased and more students and faculty are served—the International Student Office and the International Programs Office have submitted budget requests.

- 3. Holiday Scheduling (Lori Lamb)** – AFSCME had asked to meet with Lori Lamb about this issue. Lori is not trying to avoid a conversation, but she is working on a resolution to this quagmire when we are open on days that are designated as holidays. Taking a different day for a holiday does not work because there is no consistency in how we deal with this among the bargaining units. Lori distributed an "Alternate Holiday Provisions and Suggestions for Resolution" draft that showed each bargaining unit's holiday provision and a suggestion for resolution of the holiday issue. The Calendar Committee will decide what days we are open and having classes and what days we are not. Lori will still meet with AFSCME if they want to

meet. She needs feedback as soon as possible on this proposal so a plan can be implemented. The names of all of the members of the Calendar Committee were not known. Lori will send a list of the membership to those who want one.

4. **Status of Searches for Student Union Director and Evening Coordinator (AFSCME)** – Employees had expressed a concern regarding the status of these two searches. Their understanding was that they had been stalled. The searches were placed on temporary hold, but it is hoped the issues will be resolved in the near future and the searches resumed. The reasons for the holds on the searches cannot be disclosed. The decision to temporarily halt the searches was made by the President with the parties involved.

5. **Front-Line Conference in St. Cloud May 17-18 (AFSCME)**

- **Who May Attend**
- **Cost**
- **Transportation**
- **Other**

Pat Pearce mentioned that Karen Foreman knows the particulars about this conference. Since Karen was not at today's meeting, AFSCME was asked to submit a proposal giving the number of people who would attend the conference and the cost. We would like to have as many people as possible go, but we have to consider other issues: departments have to pay the cost of the people going and departments have to be adequately covered. The Chancellor's office is looking at upping its contribution to this conference. No information on the Front-Line Conference has been by anyone else. When more specifics are known, Lori Lamb and VP Trauger will discuss this with AFSCME.

- C. **Action Items**

1. **Formal Review of Recognized Student Organizations Policy**

<http://www.mnsu.edu/acadaf/pdfs/RSOrevised2006.pdf> - Comments on this policy should be sent to Warren Sandman.

- D. **Other Items**

1. **Smoking Policy** – Rob McGinn, Chair of the Smoking Policy Committee, asked about the status of this policy. The policy has been discussed at Cabinet, and a revised policy will be presented at the next Classified Meet & Confer on April 27. The President mentioned that this is a very serious health issue. They are going to come forward with a policy that some people will not like. The University of Minnesota is offering a quit smoking program for AFSCME employees. President Davenport asked for a copy of the ad. Student Health Services has a smoking cessation program for students and could possibly expand it for employees. Health care costs have increased significantly in the past few years. A growing number of employers are now requiring employees who use tobacco products to pay higher premiums hoping it will motivate them to quit smoking and lower health care costs for the companies and their workers. This could happen to state employees in Minnesota in the future, so it might be advisable to enroll in a smoking cessation program now.