Faculty Association Meet and Confer
December 7, 2006
3:00 p.m., CSU 204
(Administration Chair)

NOTES

Attendance:
Faculty: Stephen Bohnenblust, Paul Hustoles, recorder, Mary Visser, Georgia Holmes, Patricia Young, Wayne Allen, Pat McKinzie, Anne O’Meara, Glen Peterson, Theresa Salerno, Daardi Sizemore, Dan Cronn-Mills, Jean Haar
Management: Richard Davenport, Scott Olson, Lori Lamb, Bryan Schneider, Rick Straka, Patricia Swartfager-Haney, John Winkworth
Guests: Avra Johnson, Torin Akey, Bill Watson, Cindy Janney

President Davenport called the meeting to order at 3:10 p.m.

1. Information Items—
   a. Reorder/Additions: None.
   b. FA President’s Report: FA President Bohnenblust: We are in the process of identifying people to be on the Affirmative Action Advisory Committee. The 2007 Summer Assignment Guidelines are fine with us. We will have a copy of the charge for the Safety Committee available at the January FA Executive Committee meeting. Everything we asked for was included in there. We are fine with the formal Policy on Rollerblades/Skateboards/Bicycles/Assistive Mobility Devices. We would like to add an IPSEL update. FA Cronn-Mills: We received 92 proposals from 112 faculty. (A list of grant winners was distributed.) We have also selected the staff positions. IPSEL will be able to hit the ground running in the spring. We are in good shape. FA President Bohnenblust: A special thanks to Cronn-Mills and the committee for their good work.
   c. MSU President’s Report: President Davenport: We had a Presidents’ meeting and we talked about the $177 million MnSCU budget request. There was not a person in the room that thought we would actually get this much. We had to go into a contingency plan discussion. What happens to IT if we don’t get this funding? The Presidents pushed back on this since they were limited on the amount of any tuition increase. The discussion ended with the fact that we may have to reshuffle our priorities. The first issue, $10 million for general management and an inflation increase, might take a different spot. There was a sense that the Board would not revisit the 4% cap on tuition unless there was an extreme reduction in what we asked for. We also talked about the Friends Action Network (FAN). This is a grass roots advocacy network. MnSCU would not solicit these people for funds. We’ve never had one of these but U of M has had one for 20 years and the private colleges have had them even longer and use them very effectively. It’s about time that we had one. We represent about 290,000 current students. This is non-partisan but we need to solicit support from both sides of the aisle. If this is something that you are interested in, fill out the form and send it in. You may very well be contacted via e-mail. In no way will you be solicited for financial support, nor will your political opinions be asked. Maybe you need to look at this as a bargaining
group. We met with the four colleges in the area regarding campus recreation. Gustavus
Adolphus is moving forward as well as Bethany Lutheran. South Central doesn’t have
anything. We don’t want to duplicate efforts. The City and District 77 were also at that
meeting. We haven’t gotten a lot of support. We do have a relationship with the District
but there is no money exchange. The City of Mankato would be more interested in
talking to us regarding tennis courts, volley ball courts, maybe another sheet of ice. We
do have a financial commitment with All Seasons Arena. There isn’t a lot of time for our
students to have recreational ice time. That might be the area where we would cooperate.
We have not talked to the students because of the high costs but we did say we would
explore other funding sources. I did ask the students earlier today that if they want to
spend $14 million, it would be $62 a semester.

d. VPAA’S Report: Vice President Olson: We will have on the agenda of
the Academic Affairs Council (AAC) the non, non-renewal issue. We are trying to find
out if it is redundant. We will get more impressions from the Deans about this. Doctoral
update: The original timeline from the Office of the Chancellor was late December; they
are now moving that to early January. After that, we would have to have an HLC visit,
perhaps on March 19 and 20. Major kudos to the FA for being willing to participate in
the consultant process for the Enrollment Management process. Almost all the
consultants told us about personalizing the student’s experience. (Unclassified
Administrative Position Openings list distributed.) President Davenport: We have a
national search for the IT Vice President. Vice President Swatfager-Haney will chair that
committee. We have sought out a search firm to help us, RPA. The other search is for a
new Vice President for Strategic Business, Educational & Regional Partnerships. I have
had funding for the last two years but we need to fill this. It is critical that we provide
internships, opportunities for applied research, opportunities to strengthen our ties to the
business community and increase regional partnerships. This is an area that not many
universities have tapped into. Every division will be working closely with this person.
We have partnerships all over the place but many have fallen flat on their face due to lack
of stewardship. I am going to forego the Special Assistant to the President for
Communication in lieu of this. We will be asking for FA members to serve on this search
committee and we will be asking for community members to serve as well. We are
looking for a CEO-type person with at least 10 years of experience. Something I forgot
to mention earlier: I was at the statewide IFO Meet and Confer. It was my turn to be
there. There were a lot of good issues raised. Your FA President is highly esteemed in
that group. He did a very good job presenting information regarding the doctoral
progress. Some good issues were raised.

2. Discussion Items—

a. MnSCU/Legislative Relations: FA President Bohnenblust: From the
state IFO, we are hopeful that with the elections as they were, our budget will be better
than in the past. Typically when MnSCU comes forth with the budget, we like to support
it. This time there are some things that are of concern to us. We are concerned about the
performance/merit pay issue. This is on the IFO.org website. A couple of goals: the
$140 million for inflation (we would support a tuition freeze if that is funded), $26
million for a competitive salary schedule, $15 million for salary equity adjustments, $94
million for IT. We are supporting a separate line item for the MnSCU central office, with not less than 90% of the total budget going to the campuses. We are supporting some kind of task force to look at a funding formula for higher education. We discussed FAN and we do have some reservations about that. On many of the individual campuses, we are not interested in supporting MnSCU per se or all of the Chancellor’s initiatives. We might not be able to be fully involved with this. FA: There was a proposal that the selection process for the Board would be similar to the U of M rather than being appointed by the Governor. FA President Bohnenblust: We are going to oppose the appointment of two trustees who did not go through the regular screening process. President Davenport: Regarding FAN, there are some good things to come from activities of FAN. If it was structured in such a way so it isn’t just a blanket support, would you think that you could support certain things and not others? FA President Bohnenblust: It might be too early in the process to tell, but we can’t give blanket support.

b. Budget: Vice President Straka: There is a proposal to pave the free parking lot. There have been ongoing discussions with the City and we did tell them that we would do this eventually. It is very difficult to plow. There is an environmental issue with the water runoff. The more controversial part would be to eliminate free parking. It would be a $40 tier. The express shuttle would become part of that fee. The cost would be about $1.25 a week, the cost of a bottle of pop. What would happen to the pay lot overflow? We will have to look at this. There will be more discussion on this in the spring. The $2.2 billion forecast is out there in the State. There are several issues about this. They took inflation out of the expenditures. Politically, that was so inflation would not be a given. So inflation would eat up half of that. There are some items that the State has to pay back, e.g., K-12 funding. They have to put back the rainy day fund. We will talk more about this. However, this is much better news than being in deficit.

c. House Calls—FA President Bohnenblust: This was introduced to the FA and we were asked to participate. The key question is that, if we are going to volunteer, is there any evidence that there will be some benefits. Lynn Akey: U of Tennessee and Eastern Michigan implemented this program (document distributed). We piloted this program for persons of color in 2004. This year we contacted 878 students. Twelve faculty volunteered to help. Our goals are about personal and academic success. This falls right into line with what the consultants have talked about with providing personal contact with students. This could be one of a family of things we could do. Eighty percent of the students in the residence halls are freshmen. This is a great opportunity to connect with students in that first six weeks. Many of our students are first generation in college. We usually spend about 5-10 minutes with each student so we have not assessed this a lot. Bill Watts: I just ran into one of our faculty volunteers who talked about how great the students thought this was. This comes back to basic student development theory on making connections with students. This isn’t one answer but one of many. Last year, 100% of our volunteers asked to come back to do it again. This year the numbers were down but some of them were GAs. We changed things up and had people knock on some more doors. Three floors are too many. We want to encourage more participation. President Davenport: Do you have staff accompany the faculty? For security reasons? Bill Watts: We try to send people out in pairs. The volunteers stay together on the same
floor. President Davenport: Have you found in your research taking students to lunch or dinner is an effective retention activity? It worked really well at another institution I worked at. The impact was incredible. Lynn Akey: At Tennessee and Eastern Michigan, the volunteers actually eat in the dining hall with the students before they knock on doors. We did send informational e-mails following this and only 3 out of 878 asked to be taken off the list. FA: Do you have any retention data on this? Bill Watts: This is only one piece; it would be hard to measure this. FA: How did you solicit faculty? Bill Watts: Through the Campus Newsletter. Vice President Olson: Consider this an early request for next year. FA: We were concerned how faculty would be perceived just knocking on doors. Bill Watts: We tried to address this in materials we send out and make sure that students realize that grown ups will be in their space. Vice President Swatfager-Haney: They inform the residence; they do a dinner with the people who volunteer. And there is a series of contact logs and a system of referrals so that if a student asks a question we don’t know, they will get an answer in two days. Lynn Akey: And if we have someone less comfortable with going into the dorms, we partner them with someone who is. FA President Bohnenblust: We will take this back and put it on our next agenda. One of the things on the back page is asking Deans to nominate volunteers. That might not make it a real “volunteer.” Bill Watts: Faculty have suggested this; this is not necessarily a recommendation. FA: It would really help us if there was some evidence for the success of this. It sounds like you think it works but there is no evidence to prove that it works. FA: I am hearing that this is a valuable strategy that is helpful to students. Even in five minutes, you should be able to collect data and validate the work. Lynn Akey: For us, there our literally hundreds of students who ask questions and we can provide answers. It can impact that overall satisfaction. We will continue to do this program. We do understand that you are asked to do many things but students are telling us that they appreciate this. Vice President Olson: I have a way of assessing this that would be pretty easy, that might satisfy the FA. We’ll talk.

d. Campus Dining: FA President Bohnenblust: There seems to be confusion about exactly what various faculty groups can and cannot do. We were going to order subs for a department meeting and someone told us we could not do that. Are there restrictions in the contract from bringing in food from the outside other than the student union? Janney: The contract does give the caterer the right of first refusal. So we picked the figure of $50 or less, you can go ahead. Above that, you can just send Bill Harvey an e-mail and ask him to meet or beat a price that you have. FA President Bohnenblust: Why in the world are we running into a situation where University contracts are signed that impact faculty and we have no consultation? We hear about this kind of thing and now we know that a group that brings in $50+ is in violation of a contract? Cindy Janney: This is not very different from the last contract. Regarding consultation, there was a timeline listed. There were surveys. In April 2006 there was an announcement of the vendor. President Davenport: When we do these outside contracts we usually do not bring these to the attention to the faculty. FA President Bohnenblust: We had a great article in The Free Press and Assistant Vice President Kinne was in Stewart Ross’ office checking the water bottles. Vice President Straka: The vendor was in town and they wanted to know why the water was not through the Pepsi vendor. Vice President Olson: My recollection was that there was no secret that there was a contract
out there. We had the conversation about when a contact would come to the attention of this group. The list had 366 contracts. At the Planning Sub Meet, there was a long conversation about which contracts should come to collective bargaining and which ones shouldn’t. We need to know what the trigger is. Is it a dollar amount, exclusivity, what? We would value your opinion on the kinds of triggers that would warrant that kind of review. FA President Bohnenblust: You are putting us in a virtually impossible situation. We would have to look at every contract to see if we wanted to look at it. Vice President Olson: What I am asking for is your best thinking on the kinds of triggers. We absolutely want you to have representation if you want to have it. Give us some insight into this. FA: I deal with a lot of diverse groups on campus and food is a fundamental part. When Billy Mills was here, they had to go through the food provider. The fried bread was a joke and offended the participants. You can’t have a vendor provide some food. They have asked me to raise this issue. This can limit the practice of culture. Vice President Straka: When we did the RFP, we made it clear that diversity is very important. We have run into issues that have dealt with food safety. We have also incorporated a training program where they get to work with the vendor. We addressed this when we brought the contracts out to people. FA: Perhaps the interpretation of this contract is much broader than the last one. President Davenport: I had a conversation with Henry Morris who handled this before about this very point. He said we went through this same thing with Chartwells. It took us a couple of years. A couple of weeks ago we had the regional manager from Sodexho here and we talked about how we need more latitude. I told her that this contract cannot hurt our retention of diverse students. She told us that they will make this work. Cindy Janney: A lot of this has already been addressed. We met with personnel from Campus Dining Services and Dean Fagin regarding how to create the event with food safety. It takes some time, like three weeks. They can get training through the health department or through our dining service. We are able to work through the contract to provide service. I apologize about the fried bread but there was a lot of planning that went into that event. President Davenport: Would the local managers be aligned with regional management? Cindy Janney: Yes. Sixty percent of the food services come through the dining halls. We do a satisfaction survey and we have done better this year than ever before. Our dining contract is not turning people away. We have been able to achieve higher quality and value. FA: We had an event and I was able to make a deal with food services and cut the price in half. Cindy Janney: Finally I was asked if we could be sued. The Board is sued but we pay for the representation. Vice President Straka: We are at the beginning of a relationship. We need to give our vendor a chance. Cindy Janney: Sodexho is rated extremely high in diversity. And they have offered to share their institutional resources regarding this. We are trying to make our food services different than in the past. Our goal is how do we provide the best experience for our students and staff and let us know if you are not getting that. I ask for your help in that. President Davenport: Based on my conversation with Henry Morris, he was very positive about this new vendor. Sodexho has been very accommodating.

e. Athletic Conference Affiliation: FA President Bohnenblust: We are looking at this differently than simply conference affiliation. We are aware of the dissolution of our conference and the relatively short timeline that exits. Our concerns
are that whatever that future might be, we will have to look at this carefully. We identified some areas that we are concerned about: budgetary implications; athletic recreation facilities; the Department of Human Performance and classrooms; if there are any curricular academic concerns; support services. We would want hard data about enrollment implications and gender equity, and the impact on various programs out of Student Affairs. So we would be most concerned that there be thoughtful and thorough planning about what those issues might be. Human Performance would undoubtedly be concerned about the level of competition for the facilities. FA: And the athletic training program. Any conference changes would directly impact the rotation of student trainers. There are concerns about the students’ time. President Davenport: In the spirit of consultation, we are going to have an open meeting on Wednesday, 13 December 2007, at 2:00 p.m. in Ostrander and give a presentation. Athletic Director Buisman, Vice President Straka and Dean Trauger will be fielding questions. We will provide an update on what options we have, what concerns, and we will share data on what we are thinking. We are in a very time compacted situation. When Augustana told us that they were changing conferences, that blew everything apart. My first goal was to keep NCC alive but that is no longer the case. We are the only ones who have not applied to Northern Sun. I want to have meetings with the coaches and community members. Let me say that the various options are as follows. Join Northern Sun. They may or may not accept us. If we join, we will save money. We would drop 30 scholarships. There would be a reduction in the overall budget. This would be a bus league situation. Another option would be Great Lakes but that would be expensive because of the travel. If we joined MIAA, that would also be expensive. But with both of those, we have no inter-school rivalry. Attendance would decline. We could be independent. That would be even more expensive. That might include flying. To the coaches that would be the least attractive. The fifth option would be to go Division I. We do have cost figures on that. Vice President Straka: We have been reviewing a number of public documents. There is an empirical study from June 2005 talking about schools that moved from Division II to Division I. North Dakota also did a task force study. We have to be very careful about contacting Athletic Departments. This is a difficult process. We are working with some of our peers now that they have gone Division I. NDSU has given us their information. We have asked others. Northern Iowa’s should be here tomorrow. SDSU’s by tomorrow maybe. You still have to know what your conference is going to be. We hope to have comparisons put together soon. We are going to focus on the revenue side. President Davenport: The Commissioner of Northern Sun told us that we had to make a decision by 1 January 2007 if we want to apply. The institutions that have recently announced Division I do not have a financial plan.

f. Faculty Duty Day Calendar: Associate Vice President Winkworth distributed a document for consideration. The report contained a recommendation from the ad hoc Calendar Committee to hold classes on Veterans Day in 2008-09 and in subsequent years. This action would correct a problem in the scheduling of class labs.

g. University Summit: President Davenport: Heads up - I want to visit with bargaining heads about a time for a University Summit regarding enrollment management. It is a real opportunity for us to set the direction for the University. That will involve the calendar and we will try to find a time to sponsor a program.
3. **Action Items**—
   a. Undergraduate Admissions  
      [http://www.mnsu.edu/acadaf/pdfs/AdmissionsPolicyDraft.pdf](http://www.mnsu.edu/acadaf/pdfs/AdmissionsPolicyDraft.pdf)
   b. Repeating of Undergraduate Courses  

Vice President Olson: These policies are now in formal review. You have 45 duty days to respond.

**The Next Meet and Confer is on Thursday, 1 February 2007, at 3:00 p.m. in CSU 204.**

The meeting ended at 4:57 p.m.

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John M. Winkworth                         Paul J. Hustoles
Reviewer for Management                    Reviewer for Faculty