Faculty Association Meet and Confer  
March 8, 2007  
3:00 p.m., CSU 204  
(Administration Chair)

NOTES

Attendance:  
Faculty: Stephen Bohnenblust, Paul Hustoles, recorder, Patricia Young, Don Descy, Glen Peterson, Theresa Salerno, Dan Cronn-Mills, Jean Haar, Linda Duckett  
Management: Richard Davenport, Scott Olson, Lori Lamb, Bryan Schneider, Rick Straka, Patricia Swartfager-Haney, John Winkworth  
Guests: Malcolm O’Sullivan, Brenda Flannery, Kevin Thompson

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

1. Information Items—  
   a. Reorder/Additions: None. A time certain was requested for the Security Training report. The original agenda’s 2a. and 2b. were eliminated as we discussed these last meeting.

   b. FA President’s Report: FA President Bohnenblust: We have appointed three faculty members to the Workplace Bullying group. We are hoping that we will be able to alleviate any problems if some come forth. The FA Executive Committee was not able to meet last Thursday due to the weather but we do want to keep the idea of supporting scholarly activities alive. We did have some conflict with the science areas regarding the duty day calendar. However, we do want to have classes on Veterans’ Day and we would be pleased to participate in any celebration on that day. We recognize that some support staff may not be in attendance on that day.

   c. MSU President’s Report: President Davenport: The Northern Sun meeting has been rescheduled on 14-15 March 2007. It is too early to know if we will be accepted or not. The presidents are the ones who vote. I am encouraged. We need 7 out of 10 votes. Yesterday we had a good day in St. Paul. We had a team present our bonding request to MnSCU. We requested $32 million to complete Trafton. That was received very well. We were able to slip in planning money for the CAHN building for $1.75 million. They seemed very positive. They do look to us for leadership for the system. I am hoping that all our good work will pay off. This would move the Nursing Building up two years. Otherwise, we would have to raise the planning money. We also heard yesterday that we have been given a $5.0 million WIRED grant on renewable energy to submit to DC. We have been doing a lot on “visioning” recently. I know some people get nervous with this, but we need to dream. There is no reason to be concerned or worried. We will not go forward with anything without the support of the faculty, staff and students. We will work together as we plan.

   d. Provost’s Report: Provost Olson: There are two Vice President searches going on. One is for the Vice President for Strategic Partnerships. You have three representatives and they will announce finalists within a few weeks. The Vice President for IT/CIO is the other. Vice President Swartfager-Haney: We are back on track. We have a meeting on 19 March 2007 with the committee and our consultants. It is a very aggressive timeline but we are hoping to finish this search by the middle of May. Provost
Olson: We appreciate the position the FA took on this. We will let former Vice President Johnson know that we encourage him to apply. The HLC will be here on 20 March 2007 to talk about the E.Ed. program. At the MSSA Meet and Confer, they passed a resolution supporting plus and minus grading. This will end up in UCAP. FA: Would the student survey reflect only undergraduate work? Vice President Swatfager-Haney: I believe it was only related to undergraduates.

e. Human Resources Topics: HR Director Lamb: 1. Personnel Searches: We have also included a list of classified openings as well as the regular administrative list openings. 2. Sexual Harassment Prevention Training: We will be circulating some on-line training. There will be two different modules. One for faculty and staff, another for supervisors, such as department chairs. About four years ago we did a round of training in person. This is a much more effective program. This is being used by every state agency. This is good training and it will provide you a defense if you have taken the training. Next year we will be working on the bullying issue after the survey. This is related to the concepts of civility and respect. We need to create an institutional climate regarding this. We met this morning with the Diversity Commission and the Committee on the Status of Women. Training is central to dealing with these issues. 3. Committee Composition: You responded back to amend the proposal to make sure that everything is in accordance with the IFO bargaining agreement. We will move forward with that. We will talk further about when we constitute a committee and make sure there is a charge. We are not trying to create an additional level of bureaucracy, but we wanted to ensure the rights of shared governance. FA President Bohnenblust: In the long run, this should reduce the amount of bureaucracy. Sometimes we have unknown committees and parallel committees. This should help us function better. HR Director Lamb: I recommend that we put together a work group to help work on this from different units. Then it would go through the Meet and Confer process. President Davenport: Let’s talk about this. Earlier this year we got into some trouble when people didn’t understand the basic principles of shared governance. I really support this. HR Director Lamb: This will be a clarification document regarding these issues. President Davenport: I want this University to be the best work place it can be, the most desired University for people to work and for students to come. 4. Security Training: Kevin Thompson was introduced. We are going to embark on a system-wide training regarding our data. Thompson: “Public Jobs: Private Data.” MnSCU and U of M partnered to come up with this. After a couple of years they have come up with a computer-based training. It covers best practices. You can use this at home as well. It is a set of good information that everyone should know. HR Director Lamb: We will do some workshops too for people who would rather not do this on their computers. FA: So we will get an e-mail and then go into D2L? HR Director Lamb: Yes, you will just have to go in there and click the link. Thompson: These are very intuitive and do not require any knowledge of D2L. FA Vice President Severns: Will this be set up as a course in D2L? Thompson: Yes. HR Director Lamb: It is important to keep our private data private. This is also applicable to your home stuff. Vice President Schneider: You must also be aware that there is a lot of bad advice out there too. FA: Would this count as professional development? HR Director Lamb: We definitely want this to be included in your PDPs and PDRs. This is helping to develop all of us.
f. Enrollment Management Summit (23 March 2007, 8:00 a.m.-3:00 p.m.)—
Provost Olson: March 23 at the Civic Center we will have the Enrollment Management Summit. This time, we also invited the department chairs as well as the FA. The morning session will focus on vision. We will talk about what has happened in the last 20 years and what is coming. During lunch we will have a community member talk about Vision 2020. By the next census, Mankato will become a statistical metropolitan area like Rochester and Duluth. They are talking about a growth in population to 100,000. In the afternoon session, we will focus on work groups and work on specific aspects. This is a big crowd but it should be lively and a lot of fun. Vice President Swatfager-Haney: There will be nine students there as well and it will take all of us to make it happen. FA President Bohnenblust: FA members, please send Donna Blom an e-mail to make sure we know who is coming.

2. Action Items—
   c. Directors and Other Coordinating Positions:
   d. Personnel Calendars:
   e. Student Teaching Supervision: Associate Vice President Winkworth: We are formally presenting for review the documents as required by the Agreement. We have given PDF copies to the FA and it will be sent to you electronically if you wish. This will be on the agenda 19 April 2007 for any comments.

3. Discussion Items—
   a. MnSCU/Legislative Relations: FA President Bohnenblust: There is some legislation dealing with textbooks. We do have a local group. Probably the thing that would make faculty most nervous is the pilot textbook rental proposal. Vice President Schneider: Both bookstores now have the ISBN numbers listed on-line. FA President Bohnenblust: One of the complaints that students had was that it was difficult for them to shop around. With this number, they can. President Davenport: The forecast is that we will have something between $20 and $60 million less coming to MnSCU. We have asked for $177 million, the Governor suggested $123 million. We don’t know where this will end up with the Legislature. We’re spending a lot of time on state appropriations and other bills. Just the renewable energy bills list make up five pages. We are the frontrunner on some of these bills. We want to get research money. Yesterday, Senators. Sheran and Rosen presented a $15 million bill that we helped write. If approved, $5 million would come to MSU.
   b. Budget: Vice President Straka: We are a bit down on tuition revenue. We have International students now receiving in-state tuition. This investment will pay off. Our utility budget is ahead on savings. We should end up the year fairly close to where we had budgeted. It is still too early to talk about next year. The Department of Finance released their forecasts but they are similar to last November. There is a lot of positioning going on right now. Hopefully by the end of April we will start to see some of the dollar values and targets. The good news is that the Governor did recommend $123 million, which is still above where we have been. He generally sets the floor for Higher Education. Generally the Senate is the ceiling. Things are looking positive.
There are a number of bills out there that could affect the tuition. We have to keep an eye on this. President Davenport: It is very important to have the students' consultation. Vice President Straka met with the students last night. Vice President Straka: We could go up 5 or 6% on tuition depending on what the Legislature does. When will we know? Not until the May board meeting. They won't set rates until June. It's crazy that we do this so close to the new budget year. We should really be out a year ahead. President Davenport: We fully expect taxes to increase. That's good news for us. FA President Bohnenblust: From the StateIFO, so much of this money is fenced. When we look at this we see relatively little money for faculty salaries. With this particular budget, the idea of a strike is going to be much more predominant than in the recent past. We are concerned about where the money is going. If the raises are tied to "merit," that would be very problematic for us. This could be a very tough budget for us.

c. CSET Division of Computer Science Department: Provost Olson: The department voted to split into a CS and IS separation. That was endorsed by all but one of the faculty. This went to the Department Chairs in CSET who endorsed it 100%. We are intending to split them and this is for your information. FA Vice President Severns: I have seen the 1 March 2007 seniority roster. Are they going to have reassignment rights back into the old departments? Associate Vice President Winkworth: Yes. FA Vice President Severns: And future hires would be in the new department? Associate Vice President Winkworth: Future hires would be in the new departments.

d. University RFP and Contract Process: Provost Olson: We referred this to the Planning Sub Meet and that will happen tomorrow and we will bring the ideas to the Sub Meet. We talked about if a contract was exclusive, if it had broad inter-divisional impact, or a certain dollar value. The planning group will draft some guidelines for Meet and Confer.

e. House Calls: FA President Bohnenblust: If we are going to get involved, we need to have evidence of effectiveness. We did talk about future pans to evaluate this. Vice President Swatfager-Haney: I also spoke with Bill Watts and they would welcome faculty input on any assessment process. Perhaps some research could even lead to some kind of publication. They are very excited about this.

f. Wellness and the Failure of the Smoking Policy: FA: We are continuing to have a problem outside of C121. There are some faculty that are going out four times a day to ask people to stop smoking. I would say the students are getting more adamant and now moving from one non-smoking sign to the other. FA: The same problem is happening at Armstrong. Assistant Vice President Flannery: Do folks know that they can smoke inside, in a specific room in the CSU? FA: We have a policy but there is no enforcement. HR Director Lamb: There is nothing in the policy that speaks to enforcement. Vice President Straka: There is no bite to this. If you park incorrectly, you get a fine. It is not in the Student Code of Conduct. HR Director Lamb: The good faith approach is clearly not working. President Davenport: That policy is more strongly stated than that. It says that the President could make the campus non-smoking. I will say that this is what we might have to do. Enforcement is very hard to do. We were hoping that peer pressure would be a factor. Perhaps we send out a message that unless we see a change, we would consider banning smoking next year. Vice President
Swatfager-Haney: We have had some issues in the CSU smoking room including a small trash fire. President Davenport: We resonate with you on this issue.

g. **Informal Policy Review: Administrative Drop Policy:**

h. **Informal Policy Review: Access for Students with Disabilities:** Director O'Sullivan: Both of these are out for comments. The Administrative Drop policy is getting some good comments. We would like to put a revised draft out at the end of March for formal review. I also put together a chart comparing the old and new policies. FA: Can we implement this next fall? Director O’Sullivan: We want to give the students due notice. This will have to do with the Registrar’s Office. I will keep that on the front burner as the preference. President Davenport: Any comments on the second policy? Director O’Sullivan: We are getting very few comments. The policy is well written and includes a grievance procedure within it.

President Davenport: We only have two more meetings. We have accomplished a lot.

**The Next Meet and Confer is on Thursday, 19 April 2007, at 3:00 p.m. in CSU 256**

The meeting ended at 4:19 p.m.

[Signatures]

John M. Winkworth  
Reviewer for Management

Paul J. Hustoles  
Reviewer for Faculty