

Faculty Association Meet and Confer
May 10, 2007
3:00 p.m., CSU Heritage Room
(Administration Chair)

NOTES

Attendance:

Faculty: Stephen Bohnenblust, Roger Severns, Paul Hustoles, recorder, Mary Visser, Patricia Young, Don Descy, Linda Duckett, Anne O'Meara, Glen Peterson, Theresa Salerno, Daardi Sizemore, Jean Haar, Scott Page, Gerald Schneck, Ron Nickerson

Management: Richard Davenport, Scott Olson, Lori Lamb, Bryan Schneider, Rick Straka, Patricia Swatfager-Haney, John Winkworth

Guests: Warren Sandmann, Don Larsson, Malcolm O'Sullivan, Avra Johnson, Michael Miller

President Davenport called the meeting to order at 3:16 p.m.

President Davenport: I want to take a minute to thank the FA leadership for their great work this past year.

1. Information Items—

a. Reorder/Additions: President Davenport: Let's reorder to allow the Planning group to go first.

b. FA President's Report: FA President Bohnenblust: I would like to thank all of the faculty and administration for all the hard work that has gone into making this university a better place. It is incredible the amount of work that has been done at all levels. Especially I would like to thank President Davenport for his vision of shared governance. We have been able to do a good job and we continue to improve. Especially I would like to thank Provost Olson and HR Director Lamb and Associate Vice President Winkworth for meeting with us every week. The desire to solve problems and to prevent problems from occurring was great. It has been an amazing four years. So much of what we have done has improved our culture. However, we are always going to be a work in progress. With a large organization, we all have a variety of jobs to do. I don't think we always check and see how what we are doing might affect other individuals. Sometimes I think we focus on our own little cell and ignore the affect that change might have on the larger university. We need to improve on this. Vice President Swatfager-Haney, Vice President Straka, thank you for the time and efforts you have put forth. Malcolm O'Sullivan too.

c. MSU President's Report: President Davenport: We have challenged the HR system office to seriously look at a LOU regarding promotions. The original language did not include faculty getting promotions this year. There is concern about disadvantaging that group this year. We did get Chris Dale to send out a letter to all university presidents to inquire about this. When we heard the report on faculty salaries, I was enlightened by learning some very interesting things. The message I shared with HR was that they might not realize how far our salaries have fallen behind. Four years ago full professors were ranked in the 60th percentile among similar institutions. Today we are at the 41st percentile. Associate professors went from 60th to 43rd. Assistant professors from 60th to 53rd. We have salary compression. We are falling behind. I

wanted to stress a collaborative approach. I know we bargain all of this stuff. But we have to be proactive. Our Chancellor does advocate for better salaries. I think we are getting some momentum going there. There are some things that shouldn't be bargaining issues. As you know the Governor vetoed the Omnibus Higher Ed bill. We were not surprised. We are optimistic that the bill is going to survive. We asked for \$177 million. The recommendation was \$150 million. This is groundbreaking. This will be shaved. The buy down failed. Some politicians will have some explaining to do at the next elections. We are going to be increasing tuition by 4%. We had warned the students that this would probably happen. Technology and money for recruitment and retention for minority students is in there. We are expecting about \$10 million in technology. Both Sen. Sheran and Rep. Brynaert spoke very strongly about this. They want us to use this on the campuses for instruction. There is \$12 million over two years for recruiting. You may have read the Governor's letter. Another reason he vetoed this was that his Achieve Program was not funded. There were also programs that were designated for specific campuses - earmark pork is all over the place. There was over \$9 million in special interest appropriations. I think the Governor is right about this part. He also didn't like adding new members to the Board of Trustees. He talked about parochial advocacy. There will be a 120- credit hour limit across the system. But we will have the opportunity for a waiver. This was very contentious. I wanted to share with you the impact that this bill will have on the University. FA President Bohnenblust: We have a Director of Government Relations at the state IFO. We have a slightly different perspective. Some of those special interest items were from the Iron Range. But if MnSCU is opposed to fenced money, be opposed to all fenced money. Are we going to have IPESL again? Take the fence off of that so there can be money for salary equity issues and things like that. We prefer to have as little fenced money as possible. We are trying to get as much money on the bargaining table as we can.

d. Provost/VPAA's Report: Provost Olson: There have been zero grievances at the Chancellor's office. That happens because week after week we work these things out. (A report was distributed regarding research and scholarship.)

e. Human Resources Topics: HR Director Lamb (distributed two lists): As of yesterday, we announced Robert Hoffman has been hired as the new Vice President for Business, Education and Strategic Partnerships. President Davenport: He is a past chairman of our Board of Trustees. If you see areas that you think you can use him, let him know. Provost Olson: As we look at declining numbers of students of traditional age in southern MN, we believe we need to look up north. HR Director Lamb: The faculty and staff breakfast is Monday from 8:00-10:00 a.m. in Carkoski Commons to celebrate the year. Hope to see you there.

2. Action Items—

a. Article 20, Section I: Directors and Other Coordinating Assignments:

b. Personnel Calendars (Article 22, Section D., Subd. 2.):

c. Student Teacher Supervision (Article 10, Section B., Subd. 3.):

FA President Bohnenblust: The only comment was that on b, classes would be held on Veterans Day but we know that support services might not be there. HR Director Lamb: There will be staff available that day next year. It is the year after that remains an issue.

3. Policies—

a. Updates:

1. **Undergraduate Admissions:** Director O'Sullivan: This is in Vice President Swatfager-Haney's office, we are expecting that to be signed yet this month.

2. **Repeating of Undergraduate Courses:** Director O'Sullivan: This will go to the President yet this month.

3. **Rollerblades/Skateboards/Bicycles/Personal Assistive Mobility**

Devices:

Director O'Sullivan: This policy has been signed. Vice President Straka: We just made a few grammatical changes. We struck the line about whether a bicycle should be on the street or the pavement. Director O'Sullivan: Thanks to Warren Sandmann for your work on these policies.

b. **Formal Review:**

1. **Administrative Drop Policy:** FA President Bohnenblust: Do we have any movement on this yet? Vice President Swatfager-Haney: We did get some recommendations about how others have done this. Director O'Sullivan: This will end up allowing for greater access to faculty who want to have this for their course. We may end up differently on the process, but the policy will let faculty determine this. We put a portion of the content of this policy in the procedure section to facilitate changes. We did follow up with Winona. But their process results in about only six faculty taking advantage of it. We want more faculty to participate in this. We want to do this in a way that also equitably treats students. FA Vice President Severns: Are we still looking at January of next year? Director O'Sullivan: Yes. We hope to sign this in early fall and have this ready to go in January. The Registrar's Office would be involved in marketing this to students.

2. **Access for Students with Disabilities:** FA: We are going to be requesting more manuals to help us react to this.

4. Discussion Items—

a. **Tuition Waiver for Doctoral Courses:** FA President Bohnenblust: This has quickly become a real sore point. We understand that MnSCU is denying tuition waivers for doctoral programs because it is not in our contract. We have expressed concern since November. There is nothing in the contract dealing with doctoral programs. It would open up a whole variety of issues that we thought we already solved, like faculty graduate status. We had our last State Meet and Confer on 26 April 2007 then got a letter on the 27th telling us that we would not have tuition waivers. The timing seemed particularly malicious. The Chancellor should reasonably expect that the IFO would be upset enough that we would look at a whole set of ways to fight back. It would not surprise me if a vote of "no confidence" would be put on the table. We have two programs almost ready to go, CSP and Nursing. What does this mean regarding these programs? We certainly want to be able to protect these programs. We don't know where this is going to go. We are going to file a grievance. FA Vice President Severns: We are at step three right now. FA President Bohnenblust: That would be a request for the Chancellor to reverse this decision. It is very disappointing. We felt the contract deals with graduate education. President Davenport: We are aware of this and we have had many discussions trying to find a way to deal with this. We suggested a number of options. We knew this would be

something that would have to be bargained or addressed. Likewise, I made it clear to Vice Chancellor Linda Baer how complex this issue is. I will meet with her personally early next week to have further discussions to see if there are any options. Not all the universities are on board with this because only three are directly involved and a fourth is only tangentially involved. And three don't have any programs. Provost Olson: This is like a Greek tragedy. We knew this was going to be a challenge. And the prediction came true. Now we are scrambling. It is discouraging to all of us. President Davenport: I understand that it rests at the foot of the Chancellor, but I can tell you that he had no idea that the letter came out. He is focused on the Legislature. He was quite surprised by the letter. Now we have to figure out what comes next. FA: CSP admitted their first candidate this week. President Davenport: It is not a funding issue so much. We could fund it. It is an issue about policy. We have to try to come up with a way to address this issue while the bigger policy issue is bargained out. We have to have some consultation. Please give me your ideas before I meet with the Vice Chancellor next week. We want the same thing. FA: The trust that was in the Grad Counsel is no longer there. When MnSCU wants to work with us, the trust is simply gone.

b. MnSCU/Legislative Relations: President Davenport: We have covered this.

c. Budget: Vice President Straka: We have projected more than a 5% reserve level. We will fall short on the tuition budget. Overall we are going to be in good shape. We are looking at the 4% tuition increase and are working on the FY08 budget right now. A lot of money in the future is fenced but we are dealing with that. If we can reclaim the enrollment loss and get back up to 13,375 we should have a fairly balanced budget. Our retention from fall to spring was excellent. We are about 270 enrollments up from last year. And we are up 270 for the fall as well. Housing and orientation numbers are trending up. We still have \$500,000 that we need to add from compensated absences for the fall. We should be in pretty good shape when we get together in the fall. President Davenport: This reinforces the work of our Enrollment Management Summit.

d. University RFP and Contract Process: Provost Olson: Here is a document (distributed) regarding which RFPs and Contracts should come forward. This is for your comment. We would love to hear from you early in the fall and we will take it back to Planning. FA: Each college has a rep if you want to talk about this. FA: Who makes the determination about what has institutional impact? Provost Olson: A good question. We could flesh this out.

e. Assessment Models: Assistant Vice President Johnson talked about the four models that were proposed to the Planning Sub Meet. Assistant Vice President Johnson: We will bring this back in the fall. This might require a FA Constitutional change to allow other bargaining units on the Assessment Sub Meet. President Davenport: This is not only what we should be doing but it hasn't been that long since HLC came here. If we can move forward with this, it will meet with some of the objections that HLC had with our current procedures.

f. Enrollment Management Update: Provost Olson: There were several subgroups that presented their work. It all adds up to more than we can afford. The co-chairs will get together and we are going to synthesize this all down. We will have a Cabinet discussion and we will have a big picture in the fall. Our enrollment figures are down. After the budget is balanced, the question becomes, What kinds of investments need to come up front? Other things scale: the need for new class sections depends on

the number of students that arrive. There will be a lot of work done on this during the summer. Vice President Swatfager-Haney: We have been following up on some of the consultant suggestions. Our numbers look good. Overall admits are up 11.8% above where we were last year. We are doing well in all areas. We are looking at a target of 2,400. We have started a calling project. We contacted about 1,100 students. Winona's applications are up and they have cut off admissions at this point. We meet with Academic Affairs Council and we are forwarding something to each of the departments so we can coordinate some efforts to increase our show rate. Residential life numbers are up 9%. We start first orientations in June.

g. General Education and Diversity Sub-Meet and Confer Proposal: Ron Nickerson (Chair of the Gen Ed Sub Meet): This year we reviewed Category 1 of the Gen Ed. This is our second time to do this. Faculty made some changes after the first time we evaluated this. We discovered some of challenges we noted last time still persist. Students are not performing as well as we would like them to. The GECCIGs recommend several things that we will be looking at. Some of these things need resources that go beyond the preview of the Sub Meet. We need to find some resources to take care of these issues. These address some of the fundamental skills that students need to have (handout).

h. Recommendations of the Workgroup on Web, Electronic Document, Research & Instructional Materials Accessibility: Gerald Schneck: Extended Learning Sub Meet formed several work groups to deal with accessibility. There are laws out there that we need to comply with. The technology is advancing. We are looking at a much bigger world than campus or even the state of Minnesota. We came up with a recommendation to take to the LTR. This was supported and it went to the FA Exec. We are recommending an institutional-wide work group. We are all involved with electronic media. This group needed to look at the policies and practices that we use. President Davenport: This is excellent. It shows us looking toward the future.

i. Fire Alarms Announcement Notification to Teaching Faculty: FA President Bohnenblust: We recognize the need to do these things. But the timing recently was not good. A fire alarm can actually take away your class. This represents an instructional problem. Even though this is mundane, we would ask that we please try to look at what the implications are on faculty, staff and students.

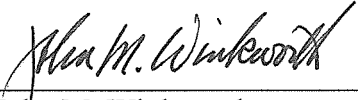
j. Web Cams: Vice President Schneider: We pulled back access to the public web cams while we discussed these issues. My understanding was that LTR wanted to turn them back on. There was a great deal of desire to turn them back on but the concerns were not being addressed. I pulled the proposal back because it is very clear that IT cannot see some of these issues. This is not an IT issue, it is a policy issue. This should go through the policy process. President Davenport: I am glad you did that. The reasons for those web cams were primarily for security and safety. After what happened at Virginia Tech, we need to increase our security. We have to find the balance. FA President Bohnenblust: Thanks to Vice President Schneider for taking the time to learn about these issues and being sensitive to our concerns.

k. Breach of Security Procedures: Vice President Schneider: We have been working with MnSCU in coming up with some standards and guidelines about IT guidelines (document distributed).

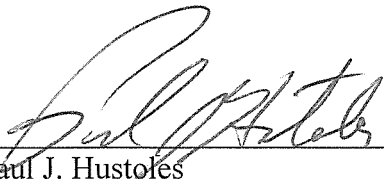
l. Metropolitan State's Center of Excellence Pilot: Vice President Schneider: Metro State would like to come to MSU to do a pilot for an audit (document distributed). This won't affect faculty that much, mostly departments. FA: Any reason they selected MSU? Vice President Schneider: We have been working with several of their committees. FA: There are implications for faculty here. For example, use of social security numbers rather than tech IDs.

m. Smoking Policy: President Davenport: Today MSU Moorhead announced that it now has a smoking ban on campus. The MnSCU Board might have a policy in the next few months. Last year I announced that we would have designated areas and I can tell you that it has not been effective. I will do one last quick survey in the fall and then I will make a decision if we will have a smoking ban on this campus. It might be moot by then.

The meeting ended at 4:54 p.m.



John M. Winkworth
Reviewer for Management



Paul J. Hustoles
Reviewer for Faculty