Faculty Association Meet and Confer  
December 6, 2007  
CSU 203  
(Administration Chair)  

NOTES

Attendance:
Faculty: Don Larsson, Jim Grabowska, Paul Hustoles, recorder, Dick Swanson, Debra Anderson, Paul Mackie, Anne O’Meara, Glen Peterson, Theresa Salerno, Daardi Sizemore, Warren Sandmann, Mary Blieser (for Jean Harr)
Management: Richard Davenport, Scott Olson, Lori Lamb, Marilyn Delmont, Rick Straka, Patricia Swartfager-Haney, Avra Johnson, John Winkworth, Malcolm O’Sullivan
Guests: Linda Duckett, Betty Young

President Davenport called the meeting to order at 3:04 p.m.

1. Information Items—
   a. Reorder/Additions: None.
   b. FA President’s Report: FA President Larsson: We did have a state Meet and Confer last week. I sent out a memo to the faculty and I will pass that out to this group as well. There are problems with the communication structure at MnSCU. There are six committees with the name “technology” in them. We are working together to try to figure some of this out. We were happy to have President Davenport there. There weren’t many failed searches in the system, probably due to the way that the campuses report these. The Chancellor did address a couple of issues. We have heard about a “virtual campus.” The Chancellor did disavow this as a goal. He did say that the Board might have different ideas. The publication in several papers from the President of Anoka-Ramsey about becoming a four-year college surprised everyone, including the Chancellor. We appreciate the strong response that everyone has been giving to the recent issues of alcohol use and abuse. We appreciated President Davenport’s editorial and our administrators testifying before the City Council. There is going to be a campus leadership summit on our last duty day to talk about this issue. We are grateful for those strong initiatives. We get a lot of questions about the processes for tenure and promotion. Some departments have been very active in going through these procedures. It might be helpful to put together a list of best practices or FAQ for the departments. We keep getting some questions over and over again.
   FA: Do we have an archive of all workshops on this? Provost Olson: The University ones have been videotaped and are in the library. FA President Larsson: A lot of questions have been procedural.
   c. MSU President’s Report: President Davenport: Binge drinking is on the radar and we will be addressing that. We will have a University summit and then a community summit planned representing an inclusive Mankato constituent group in January. We want to lay a framework here on campus first. Today’s Wall Street Journal had an article about how universities are interpreting the data privacy act. Some bigger schools are testing the interpretation. After the first underage drinking incident, they are involving the family. Without having their family involved, it is difficult for us to do more than we are doing. We also need to work with the city and the law enforcement agencies. The biggest issue has been the HR and IT challenge. This has to do with the conversion of the HR system. The IT conversion is slated to be implemented and it is not going smoothly. The presidents have raised a concern about the
ability to accomplish this goal. We can’t put up a new system without testing it. This could impact commencement and other University functions. They are looking to move from the ISRS system to Oracle. Vice President Delmont: I just received an e-mail. They did convert on 26 November 2007. Today they had to bring all operations off-line. The conversion has taken a lot more time than anticipated. We have been trying to meet deadlines but they are not realistic. The HR piece is the smallest piece and it is very frustrating. We are still working through these issues. There needs to be some intervention at this point so that we, as a system, will not fail. We just found out today that anyone can edit payroll. Security is an issue. That’s why they shut it down. We have over 500 queries that we have to test. They want to complete this on December 31. We don’t have time to test this by that time.

d. Provost/VPAA’s Report: Provost Olson: We asked Maureen Prenn to serve as Acting Dean of the College of Education. We had an event at the airport this afternoon. The runway has been extended. Now you can land 737’s out there. Joe Restifo from Mesaba Airlines announced that they are going to offer our aviation graduates a guaranteed job interview. The industry has turned around.

e. Human Resource Topics: HR Director Lamb passed out the classified and unclassified lists. FA President Larsson: The FA will do its best to get our probationary searches out much earlier next year. HR Director Lamb: They are all coming in now. Lorraine Knutson is but one person. If people could be appreciative about that we would welcome that.

2. Action Items—

a. Policy Review: Malcolm O’Sullivan: What status are you in for comments on policies? FA President Larsson: We have received very few comments. The one on missed classes has evoked the most comment but we have not had time to take an official position. Some of the policies we have little or no concern about. I think we approved the shaded grading one. We were concerned about the word “shall” in some of the language. FA: UCAP does have some specific concerns. They also want to add into procedure #1 that the student is responsible for contacting the faculty member. [Warren Sandmann iterated some of the suggestions from UCAP.] We do recommend that there be a more coherent review process for appeals. O’Sullivan: About the expedited policy? FA President Larsson: We did approve this. We were also concerned about the policy regarding non-native speakers, as there is no indication about how one identifies these students. Another concern was the cut off scores for English or Math, there might have to be substantially more support for supplemental courses. We noted a pending change in MnSCU’s Travel Policy. This is largely in reaction to the accident in Michigan that took our own student’s life. We think that this might be an overreaction. The border campuses are very concerned about “out of state” travel. We will continue to monitor that.

3. Discussion Items—

a. MnSCU/Legislative Relations: President Davenport: We still have the Trafton bonding project before the Legislature this year to fund the renovation phase of the project. There is a lot of competition for those projects lower on the list. FA President Larsson: Many of you participated in the Senate Appropriation Committee visit and it was nice to be able to go to the reception held by Senator Sheran. Regarding contract negotiations with MnSCU, there were discussions but we have now requested mediation. There is some hope that we can get this moving before the Legislature talks about shortfalls.
b. **Budget**: Vice President Straka: The Legislature is looking at a $373 million deficit in the current biennium. That won’t be too bad for this fiscal year. Where this gets to be a bigger issue is that much of this is backloaded and related to the 2010-11 biennium. But inflation is not figured in this. That will be a “close the gap” year rather than “how do we spend the surplus.” We were about 2% below the system average based on enrollment last year. We got a 2.6% increase for next year, lower than several others. This year, we are slightly ahead of the growth of the system as a whole. We now have to wait until we know what our costs really are this year. We do have a reserve right now. We have some things built into the budget. We have $500,000 to increase the restricted reserve for compensate absences. We have some flexibility there. We have to be careful. When we had our audit exit interview, we were told that we still have to increase our unrestricted reserves. We are in a strong position. If the bargaining comes in much higher than we expect, there must be a system-wide response. When we are looking at enrollment management, if we just sit still and the rest of the system grows, we will see a reallocation. We know that we have to invest in growth. FA: How much do we project the cost of our policies or programs? The Business School accreditation will cost a million bucks. We are now bringing in people at the top of the range and we are still under paying them. Do you think about that? Do you look at those numbers? Vice President Straka: We don’t set our own appropriation. And if the Board of Trustees sets our revenue as well, our revenue stream will be totally determined off campus. They will have to understand these issues. We are going to have to find a way to gain some efficiencies. That discussion is starting at the Planning and Budget and Assessment Sub Meets. FA President Larsson: This is one of the reasons you hear the IFO harp so much about that $62 million in technology. We are concerned about what our priorities are.

c. **Enrollment Management**: Provost Olson: Vice President Swatfager-Haney and I have been asked to head this up. Things are rolling now. This year’s budget would have been a disaster without our increased enrollment. (A list of Enrollment Goals was distributed.) These are pretty similar to the goals for this year. This will be done in a reasoned and measurable way. (The goals were discussed.) President Davenport: Remember we will have 608 new beds to fill next year. FA President Larsson: The state IFO has been asking MnSCU for data regarding online learning. What I have seen has been very positive. Our course completion rate is far above some others. Provost Olson: One thing that could harm the NEF goals is the next agenda item.

d. **Alcohol Summit**: Vice President Swatfager-Haney: We have a summit planned on December 17 from 8:00-11:30 a.m. We all know that this is a serious problem. At what age do we have to start intervention? When they come to us, they already have some serious problems. FA: Will we be tapping into some of our local experts? President Davenport: That is an excellent idea. Sometimes we think we’re doing the best job possible and then we find that someone else is doing something wonderful. Vice President Swatfager-Haney: I will be going to the Chancellor’s office to seek approval for some of our policies. We have to get the okay to move on some of these. There will be a half-hour program on TV tonight about binge drinking.

e. **Diversity Plan**: Linda Duckett and Betty Young, co-chairs of the Diversity Commission, presented the Diversity Plan from the President’s Commission on diversity. [http://www.mnsu.edu/diversity/commission/documents/reports.html](http://www.mnsu.edu/diversity/commission/documents/reports.html) The plan was discussed. FA: How can you give some faculty more money than others contractually? Duckett: The model we looked at comes from a public institution. One way is to give a department extra funds when it hires under-represented groups. Another way is to give a department that hires an under-
represented group an extra position. FA: You talked about military. There is a college credit process already for the military. President Davenport: The Office of the Chancellor is preparing some policies on this. FA: Is the on-line application done? Duckett: For strategic task force funding. FA: I want to endorse the pre-doctoral fellowship program. President Davenport: Our Diversity Commission is doing outstanding work. Good luck and let’s move this forward.

President Davenport: I hope you all have a very happy and relaxing holiday and come back all refreshed. FA President Larsson: I second that on behalf of the FA. We appreciate everyone’s efforts.

The meeting ended at 4:36 p.m.

John M. Winkworth
Reviewer for Management

Paul J. Hustoles
Reviewer for Faculty