

**Faculty Association Meet and Confer**  
**Thursday, September 3, 2015**  
**3:00-5:00 p.m.**  
**CSU 245**  
**Administration Agenda/Faculty Chair**

**NOTES**

**Present for Faculty:** Mary Visser, convener, Gregg Marg, Daniel Swart, recorder, Bobby Bothmann, Carrie Chapman, Paul Hustoles, Roger Severns, Dan Cronn-Mills, Kelly Krumwiede, Patricia Hoffman, Steven Gilbert, John Thoemke, Luis Posas, Kari Much, Joseph Reising, Patricia Nelson, Richard Liebendorfer, Jacqueline Lewis, Kirsti Cole, Teri Wallace, Shannon Miller, Heather Von Bank, Avra Johnson, Javier Jose Lopez, Queen Booker

**Present for Administration:** Richard Davenport, Marilyn Wells, David Jones, Jude Hi, Bobby Fleischman, DeeAnn Snaza, Rick Straka, Kristine Retherford, Dean representative, Bonnie Windschitl, recorder

**Guests:** Lynn Akey, Ginger Zierdt

FA President Visser called the meeting to order at 3:05 p.m. Welcomed everyone back for another productive and proactive year of shared governance.

**1. Reports:**

a. **Reorder/Additions:** Information Item 3.g. - ISRS, will be added to the agenda.

b. **Review of Notes:** No changes.

c. **MSU Provost and Senior Vice President for Academic Affairs [Marilyn Wells]:** Welcome back everyone. A big shout out to Paul Hustoles and others who worked on Orientation. We have the third largest new student class ever, so thank you. Welcoming Mexican students – this is the largest number of international students ever. We go about our business each day and find out how well we are doing. For example, We are 125 out of 400 Midwest institutions rated “best bang for the buck”. Out of thirty-six MnSCU institutions, we ranked 12. We are the highest of MN institutions. Engineering signed together with The National Diversity Initiative. Mary Visser and the FA, our orientation for faculty and admin co-chairs of Sub-Meets continued this year. We are pleased about impending contract settlement. I know everyone looks forward to moving to implementation stage of Academic Master Plan, which is available at: <http://www.mnsu.edu/academicplan/overview.html> .

d. **MSU President’s Report [Richard Davenport]:** Welcome back. I am impressed at how beautiful the campus is - lots of good comments this year from the community. This is a great time to size up where we are going. Isn’t it fun to be a part of this University? We take pride in our faculty. My Retreat and Convocation promise to “stay the course” with no new initiatives is what we will do. We have a lot of work ahead of us without adding more. The *Free Press* editorial was disappointing. I heard everything said in the meeting with Chancellor Rosenstone and Joe Spear regarding the roles of the campuses. He had a script and followed it right on target. The House Capital Investment Committee visited campus. Kudos to Paul Hustoles for putting

together a great program. I heard that of all the bonding tours they've been involved with, they had never been entertained like that.

**e. FA President's Report [FA President Mary Visser]:** On the appearance of campus I agree with the President. If we can get the "No Smoking" issue sorted out that would really add to the environment on the campus. Welcome Dr. Fleischman. We publically invite you to attend an FA Exec Committee meeting. I am excited about the good vibes on campus concerning the contract. I was so angry when I read the *Free Press* editorial that I sat down and wrote a response. IFO leadership asked that I hold on it until they had an opportunity to respond. I am thinking of reaching out to Joe to have him get to know us on campus. Thanks to the President and Provost on no new initiatives this year. We are tired and want to get done what we are working on, and we will. Creating department by-laws is a document coming from Gregg Marg - thank you for your hard work on that. It is a very positive thing. We are anxious to hear about BESI's and retirements. There is a *Charting the Future* workshop next week - looking forward to hearing about that. One of the FA's goals is to provide anti-bullying training on campus.

**f. Human Resources Report [DeeAnn Snaza]:** Good to see purple and gold back on campus. There is a football game tonight.

**i. Vacancies – Unclassified and Classified Searches:** Hard copies were distributed later in the meeting. Electronic copies were sent on Friday, with apologies.

## 2. Discussion Items:

**a. MnSCU/Legislative Relations [Richard Davenport] [Standing]:** Our two new projects are the Clinical Sciences Building and the new dining facility. Phase 2 of the bonding project is to renovate and make space more useable - #11 on bonding list. We need to push over the next two years to get renovations done to Armstrong, Morris, and Wiecking buildings.

**b. Budget [Rick Straka] [Standing]:** Rick's handout was reviewed. There will be \$6.4million in new revenue this year. Salaries across the board are 4.1% with increases. Some \$4,000 in utility savings. We generated \$500,000 in savings due to the equipment freeze and a few capital project stoppages. Having one of the largest incoming freshmen classes was very helpful. If we have a good retention, that will help as well. Statewide revenue forecast still shows us ahead. President: We could put a big dent in the debt by increasing retention by 10% - we can reduce our deficit tremendously! We did get the authority to ask for a tuition hike this year; tuition is frozen for next year. The bottom line cash flow is \$2.7million better in FY16. This allows us to look at BESI's. We are all pretty good managers of budget - thank you. Tuition matched at a reasonable level. Budget planning will include open forums. President: It would not hurt to have a push from the IFO on the changing the allocation model discussion.

**c. Climate Action Plan [FA L. Schwartzkopf, Emeriti] Time Certain 4:00-4:05 p.m.** As Environmental Co-Chair Dr. Schwartzkopf gave us a brief overview of the report. The committee is asking for comments on the plan; with an October deadline. The writing team went to all responsible parties to get their buy in – they are ready to go. Not asking for money – just the go ahead.

**d. BESIs [DeeAnn Snaza/Rick Straka]:** Federal dollars are not available this time. The handout of criteria – lists the goal of the cost of BESIs will be recouped within one year, and have a proven long-term salary savings beyond that first year. Being mindful of the October 15 FA retirement deadline we are looking for feedback on this criteria to give individuals about four weeks to make their decisions. Straka: The legislation is for finding cost saving. I don't say often that something is a good policy on which to spend reserve, but this is. Between one-time money and reserve, it may be prudent to support the BESIs program. FA President: A lot of people are interested in this document. It is possible that some might not come forward to their department. Provost: Cash portion is taxable. FA: We need to have Russ Stanton come back on campus to talk with interested faculty. Snaza: HR will offer one-on-one meetings as well.

**e. Phased Retirement/AEP Programs [Marilyn Wells]:** We ask for feedback on the draft handout by September 11 in order to give faculty about four weeks to make their decisions. Process and criteria, as well as guidelines were reviewed. Focus on learning and student success and effect on the department. It should be noted that a faculty member may simultaneously apply for multiple retirement options provided they meet specified deadlines.

**f. Learning Beyond the Classroom: Diversity Event Requirement [Marilyn Wells/Rhonda Dass]:** The Provost reviewed the handout on Rhonda Dass' behalf. She has been in close contact with Rhonda on what this project implementation will look like. The focus is on learning; sets the stage for other co-curricular ideas. Look for something coming forward in October. FA President: We are fully supportive of the Provost's initiative and want to thank Bobby Bothmann and Barbara Carson for their help on this committee.

### 3. Information Items:

**a. 1B1.2 – Preferred Name Policy [DeeAnn Snaza/Ginger Zierdt] Time Certain 4:30 p.m.:** While this is a new process it has been in the works for 10+ years. The handout was discussed. We are consulting the Policy and Approval Committee and the Provost for the pathway to move through. Appeals process also needs to be established. IT is working on the bugs and we hope to launch at the end of fall semester. Snaza: Requests are starting to come in. We are asking to hold those in abeyance until everything is figured out. FA: This is fairly frustrating to the state committee working on this for the past two and a half years. This is not that complicated of a procedure. It is a procedure and does not even need to come to the Policy and Approval Committee. Zierdt: Help convince students to stay - retention. Full vetting process; there is an absolute sense of urgency. Getting through the entire phases will take a little more time—recommended pathway has never overridden a MnSCU policy it is an IT challenge. Snaza: Registrar's Office and HR will be the approvers. FA: Who is next in line to approve? Who would "hear" the appeal? Snaza: Most are not going to be denied unless something is fraudulent or offensive. Cronn-Mills: We could use the Attorney General policy—same as same legal name.

**b. Academic Master Plan [Marilyn Wells/Lynn Akey]:** The second printing will be coming out next week. Values were developed over a decade ago in Academic Affairs, but what are the principles? Departments need clarity on how

to be sure that people follow through on the initiatives. Retention – deeper conversations within departments are needed. Three, five, 15 years to develop, but what do we need to start doing in year one? How can colleges have more meaningful conversations with development directors to be specific about projects with donors? Recognize and celebrate reaching a goal. It is an ambitious academic plan while going through budget constrictions. The planning process is the most important. Akey: We need to utilize the structure already in place to move the Plan forward. FA: There is a lack of correlation with *Charting the Future* and the Academic Master Plan. Are they two separate things or how can they integrate? *Charting the Future* talked about creating an academic master plan. That has been very intentional. Provost: We are ahead in *Charting the Future*.

**c. VP Technology and CIO Search [Marilyn Wells]:** The President has asked me to chair this search. We are currently populating the search committee; we want to move forward with initial meetings as quickly as possible to have adequate time for an adequate pool. President: This position is important to campus and to the System Office. That speaks well for our record. Provost: I also want to thank Queen Booker and Jose Lopez for their participation on the Equal Opportunity and Title IX Director Search Committee this spring and summer.

**d. Tobacco-Free Campus Update [Rick Straka]:** It is time for the implementation of enforcement. Bargaining units may need to get together to commit to supporting conduct and discipline. FA: What about the legal authority to fine - re-opened with Committee – same as library fine? We would need Stat. 5.11 to re-review. Straka: Would the FA want to work at the state level on this? Would like to get closure. Signage has been updated; landscaping has been updated in 8-10 hotspots for smokers. More signage is also possible. FA President: The IFO would be happy to help. I have an IFO Board meeting the following week, and will bring it forward. We appreciate the efforts to bring closure to this topic.

**e. Update on Police Officer [David Jones]:** Stephanie Wilkins began mid-July She has a routine schedule with flexing. (For example, she will be at the football game tonight.) Suzie Dugan is taking around to meet with groups. If you would like her to come to your class, that can be arranged with Suzie. Campus Security Officers can contact her. FA President: I met her, and she is very personable.

**f. Guaranteed Energy Savings Program Update [Rick Straka]:** Good news - we are working with a third party to look at where we can get realize energy savings. \$10million over 20 years is an engineering analysis - 20% reduction in energy conservative goals. Managing chilling systems. Cash flow of \$9million without taxing the operating budget.

**g. ISRS [David Jones]:** MnSCU will be replacing ISRS – to building ISRS-next generation.

Meeting adjourned at 5:00 p.m.

#### FAAD Meet and Confer Dates

Thursday, October 1, 2015, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)  
Dean representative: Steve Stoyhoff  
Thursday, November 5, 2015, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)

Dean representative: Joan Roca  
Thursday, December 3, 2015, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)  
Dean representative: Kim Greer  
Thursday, January 14, 2016, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)  
Dean representative: Brian Martensen  
Thursday, February 4, 2016, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)  
Dean representative: Jean Haar  
Thursday, March 3, 2016, 3:00-5:00 p.m. – CSU 245 (FA Chair/AD Agenda)  
Dean representative: Kimberly Contag  
Thursday, April 14, 2016, 3:00-5:00 p.m., CSU 245 (FA Agenda/AD Chair)  
Dean representative: Brenda Flannery  
Thursday, May 5, 2016, 3:00-5:00 p.m., CSU 245 (FA Chair/AD Agenda)  
Dean representative: Barry Ries

Reviewer for FA: Daniel Swart  
Reviewer for Administration: Bobby Fleischman