

Faculty Association Meet and Confer
Thursday, April 5, 2018
3:00-5:00 p.m.
CSU 245
Administration Chair/Faculty Agenda
NOTES

Attendance:

FA: Mary Visser, James Dimock, Paul Hustoles, Jacqueline Lewis, Dan Cronn-Mills, Dawn Armfield, Jacqueline Lewis, Lisa Baures, Rachelle Fuller, Gloria Meng, Rama Mohapatra, Ellen Mrja, Alexandra Panahon, John Paul, Emily Stark, Mahbubur Syed, John Thoemke, Lynne Weber, Paul Wyss

Administration: Richard Davenport, convener, Marilyn Wells, Rick Straka, Mark Johnson, Robert Fleischman, Steve Barrett, Henry Morris, Brian Martensen, Dean representative, Bonnie Windschitl, recorder

Guests: Brian Breck, David Cowan, Steve Stoyhoff

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

1. Reports:

a. Reorder/Additions: None.

b. Review of Notes: No changes noted.

c. MSU Provost and Senior Vice President for Academic Affairs [Marilyn

Wells]: Since we last met, Dr Anne Dahlman was named Acting Dean of Global Education. She is off to a running start and moving us forward. Faculty CETL Scholars at Work Conference last week and the MSU Authors Event took place. The 7700 France Open House was well represented. Health/Bio-Medical Sciences Summit also took last week. The SBS Alumni Award Presentation was yesterday. There have been a number of faculty with serious medial and deaths in their family—we acknowledge that. April 30 is the FA/Administrative Co-Chairs Luncheon. The search for the new SBS Dean is underway and progressing nicely from what I am hearing—great candidates are coming to campus. Joan Roca is retiring late this summer—the call for an Interim Dean for Library will go out early next week with an August 1 start. A national search will begin in the next academic year.

d. MSU President's Report [Richard Davenport]: Monday and Tuesday attended Leadership Council—the agenda was light but we had excellent discussions. There was a spontaneous standing ovation for Chancellor Malhotra and a positive discussion about the future. *Charting the Future* provided the groundwork for the System focus on student success. Student success will help lead to financial sustainability. We recently received a gift of \$50,000 to address students who have emergency financial needs. The Leadership Council discussion included the interest of the Board of Trustees wanting to have a better understanding of student success. They are considering the creation of a blue ribbon panel—stay tuned. They were influenced by national speakers brought in—George Mahaffey, Teri McTaggart—they are getting educated on the problems we deal with every day. FA President: We heard the Board of Trustees were just this far away from choosing a candidate with no academic

background. President: Give credit to the bargaining groups; they provided very important feedback to the Board regarding the Chancellor's search. Presidents voted unanimously to support Dr. Devinder.

e. FA President's Report [Mary Visser]: Faculty are pleased contracts have been ratified by the legislative. There will be time for updating salaries and back pay. Very happy it was not left to last of the session. Delegate Assembly—33 faculty from MSU were there. Important issues – Gregg Marg received an Outstanding Award on Transfer Pathways—richly deserved. There will be a significant change in membership fees structure—1.3% of base salary, which means the more you make the more your membership fee will be. This is a way to bring more junior faculty in as members. More information coming out. Reminder of the statewide chair election, excellent choice please vote—it sends a signal to state of our engagement. Local election for Vice President, Interim President, Treasurer and Board members. Please vote. We have invited Exec Committee members to the FA/Administration Co-Chairs Luncheon since we are paying for it.

f. Facilities Update [Rick Straka]: Bids came back for adding steel supports to the necessary spots in Blakeslee Stadium and we will continue to look for funding. President: The stadium is in a bad state and we are working with the Mankato Amateur Sports Commission to submit a proposal to talk about maybe replacing football field to accommodate both men's and women's sports. Straka: This is not competing with our bonding project. We will be working with the Mankato Amateur Sports Commission, District 77 and the City of Mankato, and not look at the general fund or the bonding project. There is a meeting tomorrow. President: This would be similar to the hockey center. Straka: That was through special appropriation—did not go through MinnState process.

g. Human Resources Report [Steve Barrett]:

i. Update on Investigation Process: Handouts were reviewed and six months into this framework it is running fairly smoothly. A little beyond our goal in starting an investigation, but in every other state of the process we are ahead of the game. FA: I commend HR for this process and I am appreciative of the turn-around time. Can the number of investigations be added to the dashboard? Barrett: There are 16 or 17, and that information will be added.

ii. FWM Update: Brian Breck indicated there have been no changes or enhancements in the last month. There are some things out on the plate we hope will be coming through related to FWM. We are working with the service center to process work accurately and in a timely manner. We are caught up for academic year, and will begin working on summer after FY19 roll at the end of April.

iii. HR-TSM Update: The Board of Trustees have authorized an audit of the service centers—draft report has not yet been released. They are finding some things that are going to need addressing but there is nothing to indicate the service centers should go away. We are engaged with the System Office to make the service centers better—letting institutions being more involved in the governance of the centers. More involved in planning so not just reacting— in the front end rather than cleaning up on the back end. President: The report needs to be shared with the Board first. What Steve said sounds accurate.

iv. Vacancies: The vacancies lists were sent out earlier. The handouts were discussed. The vacancy rate on average at any time is 3% of positions that should have a person in and are vacant – close to averages. We will monitor and see. If the vacancy rate grows, it will affect how our services are provided.

v. Employee Resource Fair: It will be on September 11 in the Ballroom (all in one room this year). The Committee is putting together a very good event this year. More information will be forthcoming.

vi. Anna Maravelas - Thursday, April 19: Some of you may know her—she is a national expert on workplace conduct. Her presentation will be on civility, respect, and inclusion. You can register through ELM to get an appropriate headcount. Expanded Cabinet will be there—we want all bargaining unit leaders to attend one of the sessions. It is good information and engaging on what things resonated with us, what are some things we can work on, and what are some things we can implement to make things more civil. Discussions will happen after the event. We are livestreaming the event and creating a podcast. We want as many people to attend as possible.

vii. FLSA Training (Chairs) – May 2: There are a number of ASF positions transitioning from salaried to hourly employee and we plan to meet with ASF employees and their supervisors. If this is going to have an effect on your department, the afternoon session would be a good opportunity to attend. FA: Will this be a podcast? Barrett: We will check into that. FA President: Anything for faculty to go to, it would be appreciated if it could be livestreamed for those faculty members not on campus.

viii. Target Date for Back Pay and New Pay Rate: We will be implementing the IFO agreement back pay and new salary with the pay period ending April 17—in the April 27 paycheck. If for any reason this would change, we will get the word out. There are many questions as to how many dollars that will be. We encourage people not to call because we do not know. It will not show in the system until April 16. It would be a guess and we are not prepared to do that. There will be communication to all faculty on the option to redirect back pay into an annuity; however, you cannot see what you are going to have until April 16 and it needs to be done by April 17 in which go and make those elections. FA: Clarification—are you sure these dates are correct? Barrett: It is what it is. President: Is there a way to come up with an estimate? Breck: We can look at 1.6% of an annual salary x 9 months. FA: There are faculty in the College of Business who do this kind of thing. Barrett: It is pretty clear there might be things to do. Could they designate dollar amount versus percent. FA: Nine-month vs. twelve-month. FA President: If there is any way we can help let us know.

h. IT Update [Mark Johnson]: D2L is moving to the Cloud on June 2. We will not see a lot of impact. Office 365 single tenant in December 2018—hearing very few problems. May need to make some changes for students this summer. Summer: goal Air Media or wireless—very popular. Take a full-court press now to place Via in place every room with a projector by fall. Rather than waiting let's take a bold step this summer and make it happen. Linda.com video—basis instructions purchased three-year contract. Clearly, it is being used. Has to be a class assignment. It looks like a good investment and we will continue to use it. Next Gen: A change and we will all be affected with the fundamental background of our systems. The impact is three-five years, but could go longer. It is a pretty substantial change and massive investment.

FA: Whatever you are choosing make sure it is as fast or faster than Air Media.
Johnson: I think it will meet your needs—working very well. A full study will be done. FA: NextGen is not designed by the System. Johnson: It is configure based—strategically it is the way to go. Much better approach. President: The Top Planning Committee, on which Mark serves—I am a lot more confident with Mark sitting next to Ramon to implement this. Doing double duty—he really needs to be recognized for that. Downtown Hubbard one out of five of 300 innovative projects in MN.

2. Discussion Items:

a. Minnesota State/Legislative Relations [Richard Davenport] [Standing]: Our bonding project has sponsors from both the House and Senate. It would be shocking if it is not supported. Governor Pawlenty is running for a third term. We have a local candidate who will be making a strong run, too.

b. Budget [Rick Straka] [Standing]: One-time \$10 million appropriation—our share would be \$900,000. Very supportive of that additional \$25,000 for NextGen over next four years to replace ISRS. Kick-off in Finance and HR going forward. It will be \$600,000-700,000 to cover—there is enough in our reserve to cover this. No major changes to the budget—some savings from cash flow. We are cash rich year this year and less next year. Implementing our inflation bill—contracts are settled. Next year about how structural balance 2020 and beyond—the Strategy Budget Planning process will give us that. President: The Armstrong Hall update as it affects faculty. Straka: The architectural firm is coming back to talk about what is the future for Armstrong Hall—a tough nut to crack—realistically 100,00 square feet budget allows. Space study—we are about the right size. The Chancellor and Board of Trustees may move to all 1/3 debt service requesting new capital projects. Take 1/6 off the top and drops to 1/3 for the University makes Armstrong Hall more financially viable. They are going through the process now. We could have Paul Corcoran come to the May meeting as he has more details. We are trying to have a very inclusive discussion—student learning area. We have 50% of pre-design by August to get in MMB cycle in July 2019 to be discussed in 2020 bonding cycle. 2022 we will be looking for new construction money. President: Faculty input is very critical right now. Not that we can meet everyone's expectations, but will take a look at suggestions and ideas. Straka: The Athletic Training and Health Services staff issue is looming. Certified athletic trainers will no longer be and will limit what can be offered. A health care provider how they might partner to new vision on how that might happen. Athletic Training academic department before you are aware of a concept. FA President: What is in for them? Straka: Clearly familiarity with an organization may lead to some decisions where we have our athletes can go. Marketing thing. Being really a part of a community collaboration. President: We are the outlier. Straka: This already exists in other institutions—not completely an unusual model. Not far enough down the road where we are going, but such a change to be considered. RFP—not sole-source. Issues in the next three-four years Masters athletic training go away. Inform this discussion. FA President: There are important differences between athletics and academic athletic training—implications for both sides.

c. Faculty Matters [Standing] [FA]: Survey for chairs' response to administrative response will be talked about at Exec Committee. Faculty are tired and specific things to ask for. Progress on online—what is going on? Just a heads up that FA

VP Marg and Emily Stark are working on faculty evaluations of administration will be coming out. We encourage all faculty to respond.

d. Undergraduate Integrated Advising Search Update [Admin]: This has been a standing item for the last few months. Last Wednesday's announcement of our new Director of Academic Advising. His experience and expertise will be joining us on May 1. Thank you to the members of FA who served on that search committee. It was a prolonged search process but it was successful. FA: Timeline for implementation is impacted. Will the candidate have a plan to weave this in? Provost: Ginger Zierdt has ideas for the Director. Reasonable action steps will be adjusted. FA: Will he be participating in Summer Orientation? Provost: Next summer. Those things will occur over time. FA President: Online last summer capable and most of us not working. We do not want to have decisions made while most of us are not here. Provost: Shared governance will not be circumvented. President: Can't stop out work for three months—could hire faculty to work during the summer to have faculty input as long as you are comfortable we really have to keep pushing. Make sure we have input from all involved parties. FA President: Not sure everyone understands. Appreciate the compensation offer. We will work to find volunteers. FA President: We have heard he is looking for a place to live—I was asked to pass that along. Provost: We look forward to working with everyone.

e. Graduate Education & Research Monthly Update [Admin]: Stoyntoff: Graduate coordinators' meetings were held to update graduate enrollment management and there was robust conversation. We would like to add six additional FA appointments. Underscore five Affinity groups, which are communities of scholars. Tremendous energy resources as mentors look at ways of supporting innovative research and scholarly work and looking forward to faculty moving forward and initiated external resources. If your colleagues are not along—never too late to join. Welcome. Three faculty members attended the Council of Graduate Schools Winter Meeting. Three more will be attending Council of Graduate Schools Summer Meeting. Promoting students and building institutional capacity and inform graduate enrollment management plan. A pilot program was started last month with 24 additional assistantships allocated to each of the academic college deans to distribute as they see fit. Partial .5 assistantships to recruit students for next fall. Leverage additional resources immediately confirmed helpful. Promote graduate education. Service to state and public school concurrent courses but lack HLC accreditation. Unmet needs and establish ourselves as the lead institution to meet this need. Psychology, History, Communication Studies, Spanish. Encourage areas of most needs – step up East Metro Service Consortium paying everyone \$300 every grad credit. We are doing everything we can to meet statewide needs. President: As Dean of International Affairs – 400 international just under 1,400 students. Is that what we can expect? Steve: No promises, but will not stop working to meet the needs of the state and the world.

f. Proposed Strategic Enrollment Management Plan Update [David Jones]: Thank you for the feedback—very, very helpful. Need to prolong the planning period to produce this document. Additional help during the summer to appropriately be able to do this. Coordinating with the Provost. President: Enrollment management in the whole realm clearly we really need to work on this and work on dynamics so again reach out for faculty involvement. FA: The last Exec meeting is in two weeks. Hopeful the call can go out early next week.

g. Parking and Transportation (David Cowan) time certain: 4:30 p.m.:

Thank you to the FA and administration for allowing me to pitch our latest parking and Transportation Advisory Committee for 2019. The public hearing has been held. We had recommendations. A 3% increase in permits is proposed. A total of \$360,000 is needed to repair crumbling parking lots. The reserve is not there—another big bill for Lot 1b if that lot is not repurposed. We are trying to build a reserve to do that. The Student Senate made it very clear we could not leave the public hearing unless we went along with the free lot remaining free—it will remain free.

h. HLC Continuous Improvement [Admin]:

i. Credit Hour Allocation: Handouts were reviewed. A lot of faculty participated in putting a report together and we did receive full accreditation. Open Pathway over the next 10 years. Center around criterion. Quality of teaching and learning articulated. Campus-wide not addressed evidence processed, guidelines related to graduate, and undergraduate study learning articulate between 400- and 500-level. Federal Compliance—syllabi. University policy. Learning is much more than time in the seat. Learning outcome, assessment. How do we stop to reconsider? Student learning—smaller groups to do preparatory work. Five duty days anticipated. FA: Do we know how many 400- 500-level courses there are. Provost: There are a lot on the books but how many are there really? FA: Representative of 48 courses. Provost: Specifically identified. Graduate learning different from undergraduate learning. We do not have evidence that we have made progress. FA: Very significant differences in English syllabi. Provost: Within their prerogative. Where are we doing this superbly? Identified as a weakness. FA: I can think of examples in Arts & Humanities where we can say incompliance and seeing significant improvements. President: I think we are. It is a sampling and if they find something, it is a problem. I think we fix this and it is worth looking at for other programs as well. FA: I teach courses and the syllabi are different between 400- and 500-level. Is the question is if there is a significantly high enough difference between graduate or undergraduate. Is that feedback and redo. Some scopes access. Provost: Not about what we did wrong—this is an area we can improve as a campus. There are faculty members engaged and looking forward to small groups to delve into these. Begin the work this summer.

ii. Syllabi – 4/500: This was addressed in 2.h.i.

i. Sesquicentennial Update [Admin & FA]: FA President: Paul needed to leave early so I will relay what I know. President: There are 200-300 members participating on various committees and deadlines are falling into place—coming along quite well. FA: Colleges were awarded small amounts of money, but we have not received invoices to pay out. Provost: I will share this with the Deans as well.

3. Information Items: Commencement—we encourage as many faculty to volunteer to attend commencement. Plan to attend the 150 celebration Commencement—truly spectacular. President: Working on some things to make it exciting. How do we get more students to get to sign up to participate in Commencement? Three Commencement ceremonies could end up being five or six. We want students to have positive experience.

Meeting adjourned at 4:55 p.m.

2017—2018 FAAD Meet and Confer Dates

(all meeting dates are on Thursdays)

September 7, 2017, 3:00—5:00 p.m., CSU 245 (AD Agenda, FA Chair), Maria Bevacqua, Dean
October 5, 2017, 3:00—5:00 p.m., CSU 245 (FA Agenda, AD Chair), Barry Ries, Dean
November 2, 2017, 3:00—5:00 p.m., CSU 245 (AD Agenda, FA Chair), Tom Norman, Dean
December 7, 2017, 3:00—5:00 p.m., CSU 245 (FA Agenda, AD Chair), Kris Retherford, Dean
January 4, 2018, 3:00—5:00 p.m., CSU 245 (AD Agenda, FA Chair), Steve Stoyhoff, Dean
February 1, 2018, 3:00—5:00 p.m., CSU 245 (FA Agenda/AD Chair), Jean Haar, Dean
March 1, 2018, 3:00—5:00 p.m., CSU 245 (AD Agenda, FA Chair), Brenda Flannery, Dean
April 5, 2018, 3:00—4:00 p.m., CSU 245 (FA Agenda, AD Chair), Brian Martensen, Dean
May 3, 2018, 3:00—5:00 p.m., CSU 245 (AD Agenda, FA Chair), Joan Roca, Dean

Reviewers:

James Dimock and Paul Hustoles, Faculty
Robert Fleischman, Administration