

**FACULTY ASSOCIATION
FALL GENERAL MEETING**

**Tuesday, August 19, 2008
Ostrander Auditorium**

APPROVED NOTES

Attendance fluctuated throughout the meeting, hitting a peak of 83.

FA President Don Larsson called the meeting to order at 3:04 p.m.

1. Minutes of the General Meeting of January 17, 2008—*Jim Grabowska/Dan Cronn-Mills moved to approve. Passed.*

2. Treasurer's Report (attached)—Larsson: We haven't had to pay a lot of attention to our local budget in the past. However, the IFO is facing some issues with budgeting. IFO dues are going up. We are taking some measures to be more accountable at both the state and local levels. We will be getting a little bit less of an allocation on the local level than we have in the past. The figures presented do not reflect our first quarterly allocation.

3. Introduction of the FA Executive Committee—Larsson introduced the members of the FA leadership. Larsson: We will be putting out a call for an additional IFO Rep to the State Board. FA Political Liaison Clark Johnson: This is an election year. The Legislature and the Governor are very important to us. The House of Representatives is up for election this year. I encourage you to participate in the campaigns. (Local candidates were mentioned.) The IFO does not endorse candidates but we do provide funding. We recommend that you volunteer for the campaigns and that you donate money—and mention that you are a member of IFO. Larsson: A special note of appreciation to Clark Johnson. We are a small union but the Legislature pays attention to us.

4. Faculty Association President's Report—Larsson: An IFO update was sent out to you. We will have a local update coming out soon. Obviously the Minnesota state budget is going to be of concern. We had a very good settlement in our salary this last contract round, but we will need to keep that from slipping.

a. Adjunct Information—You have seen some information about this. One of the few formal grievances that were filed last year had to do with a tuition waiver for adjunct faculty. Adjunct faculty are entitled to rights under the contract if they are above 3 credits or 2 courses. Please watch for further information on this. Both the IFO and our own Human Resources office are preparing information documents for adjuncts. Barbara Keating: If an adjunct is scheduled in the spring but only teaching one course in the fall, are they covered? Larsson: That would be my take on it. Annelies Hagemester: If it is a grad level course for 3 credits, it counts as 4. Don Friend: And 2 grad credits are worth 3.

b. Salary Equity—Larsson—There are two different types of attempts to rectify salary compression. One form of review comes when you get promoted. This is automatic. Another form is a periodic review every five years. A major study based on the 2006 salaries has been concluded. Letters will go out soon to about 100 here at MSU. This can involve one to five steps in addition to the other steps. Mike Wells: Do you know what the salary timeline is for those who have been promoted? Larsson: I don't know.

c. Shading Grading—This means you can use pluses and minuses now.

d. State/MnSCU Vehicle Use Guidelines—There are new vehicle use guidelines this year. We have been examining this at State Meet and Confer. Much of this is being dictated by the state. Background checks will be done on anyone using a vehicle for state or private vehicles: immediately for students; staff in January; faculty by next summer. There will be additional training for larger vehicles. The most problematic restriction is on any student under 21 driving outside for the state. This is mostly a liability issue. Minnesota does cap liability but other states do not. We need to make people aware of the implications of these policies. Hagemeister: Does this include driving for required practicum? Larsson: As far as we can tell, yes. Friend: In Geography, we take trips across the US, this makes it less safe. With fewer drivers eligible, those who can drive, have to drive more. Michael Wells: MSU students who drive their own vehicle for us, that counts? Larsson: Yes. Wells: Where do we go for the training? Larsson: Just go to the Vehicles Reservation link. Stewart Ross: I took the training in May—it was a 30 minute video. Is it going to get better? Larsson: We hope. Keating: The timeline for faculty background checks? Larsson: This summer. Karl Heise: After next summer, any faculty member who drives to the airport in his or her own car has to get a background check? That is pretty draconian. Daardi Sizemore: It's not a background check; it is a driving record check. Larsson: The claim is that this will not be invasive. Pat Sexton: What happens if you don't pass the background check? You can't drive your own car? Larsson: You can drive your car, you just can't claim reimbursement. Diane Coursol: Regarding practicum, is this thing only in effect for those making requests for reimbursement? Larsson: The current policy is anyone driving on state business. Coursol: So the student would need to do this right away? Friend: So this translates that your driving record can impinge upon your education? Larsson: And for your employment, which is what we object to. Sherisse Trusdale: The huge problem is that we don't have transportation here in Mankato. We don't have a train. The hardship is that those people who don't have cars will be impacted in a huge way. Paul Wyss: Don't they know we already have a system in place? Friend: Also, if we use the current rules, we have to prove that we are insurable. Larsson: It needs revision. MnSCU has argued for some academic exceptions. We will keep pushing on this one.

e. Code of Conduct—Another guideline to note has to do with the State Employee Code of Conduct. There are some things that they are going to be looking at very hard. For example, a state cell phone should never be used for personal use. We cannot use email for overtly political purposes. There are a number of gray areas that need to be addressed. If you have any questions about use of state issued devices, err on the side of caution.

f. Local Committee Structure—I have asked the Exec Committee to look at how our committees are structured. We have two basic types of committees. The Standing Committees, which are permanent, and the Ad Hoc Committees, which are supposed to be renewed every year. We are looking at ways we can restructure these. I want to thank all of you who have served on all the committees on which you serve.

g. Article 22—Its implementation is not consistent throughout the university. When this works, it really works well. However, some judgments are sometimes brought to bear that are not appropriate and those are areas we are going to look at. One issue that was clarified in our last contract has to do with whom coaches report to and to faculty members with split appointments.

h. Enrollment Management—We have to grow enrollment just to keep our share of the MnSCU allocation pie. Some of you have served on the Enrollment Task Forces, which are wide ranging. We know we need to have the facilities and other resources to support this.

i. Grievances—FA VP Grabowska works very hard to settle any dispute before it reaches a formal grievance and we expect that trend to continue. We had only one outstanding grievance at the state level last year, and that is almost completely resolved now.

5. Review of 2007-2009 Contract Issues—Donna Brauer, FA Negotiator

a. Contract Distribution—Hopefully you will be seeing copies in a few days; adjunct faculty will get it on a CD. You can also get this on the IFO website.

b. Salary and Benefit Changes—For everyone who was here last year, you should receive, on your first paycheck, an increase of two steps and an increase of 2% in those steps. In January there will be another 2% raise in the steps.

c. Article 22 Reporting for Split Appointments—This year, if you have a split appointment, you have to go through the process from both departments. Keating: What is the timeline for getting our appointment letters? Larsson: I will inquire about that. I do know that as of Friday, Lori Lamb herself was entering faculty information into the database, which was running very slowly.

d. Summer Term Redefined—Brauer: Under the new contract, it begins the day after spring term ends and ends the day before the fall term begins. It can be at any time therein. Heise: So for a summer appointment, is the salary spread out over the whole summer? Brauer: No. Some institutions were having little terms throughout. They would claim that the contract didn't apply. Larsson: It is likely to pose some challenges but we assume most will want to retain the status quo. The limit on the number of credits you can teach remains the same.

e. Nine-month Faculty Appointments—Brauer: The contract now provides that any faculty who are hired after July 1st, could be hired for any contiguous nine months. There were a lot of questions raised about the impact of this. There will be a taskforce of Administration and Faculty members to study this as to how it might play out here. There did not seem to be much enthusiasm on this campus for this option. Larsson: There will be a call for volunteers for this task force.

f. Stipends and Honoraria—Brauer: According to the previous contract, there were no provisions for any kind of payment like this. However, these kinds of payments were being made and there were some abuses. At the state level, the IFO and MnSCU will convene a task force. Larsson: We have a new general counsel at the state office, Connie Howard, who is looking at these issues.

g. Intellectual Property—Brauer: This is going to be an issue that will be discussed in the next negotiation cycle. Because there is not going to be a lot of money in the state budget, we are going to work on language issues. Larsson: There are two sides to this issue. One is fair use, copyright, what you can and cannot use. The other side is our own intellectual property. If you are asked to sign a form that gives away your rights, read it very carefully.

h. Any questions? There was some discussion regarding the nine month contract option. Sherry Folsom: What is the purpose for this option? Brauer: This language was pushed by Moorhead. They have some programs that they have to offer in the summer. So some of their faculty would work in the summer and fall, and not in the spring. Lee Tesdell: Thank you [to Donna Brauer] for all your hard work on this. [Much applause.]

6. Negotiation Issues for the 2009-2011 Contract—Brauer: I am anticipating that IFO will begin in September. We will have our issues ready by March or April. But the Chancellor probably won't meet until July after the state budget is set.

7. Local Issues for 2008-2009

a. State and Campus Budget Concerns—Larsson: We have to keep on top of the state budget. Keep aware of what comes from the state IFO office. Please respond to Russ Stanton's request for information or thank yous to legislators. We do have a very open budget process on this campus. We are trying to make it transparent. The Budget and Planning Committees are meeting together. And they will be joined by Assessment.

b. Planning Initiatives—You have been hearing about the campus master plan. It all comes down to money. We have more people thinking in a more concentrated way about the future.

c. Assessment and Evaluation—Last year we went without an Assessment Director. If our students really are learning what we claim they are learning we can claim that as a plus. The Assessment Committee is looking at implementing the Voluntary System of Accountability. The current MnSCU system does not include anything about student learning. We need to find another tool such as VSA.

d. Extended Learning: 7700 France Avenue—You have heard our Administration talk about this. It is very well situated and hopefully it will be useful. We continue to insist that the programs come from the faculty. It is up to us to keep the responsibility and oversight on these.

e. Bullying Survey—We do want to return to the bullying survey and talk about how we work together as colleagues.

f. Policies—We got a lot through and we'll have more.

8. Discussion/Questions?

a. Extended Learning—Teddell: (referring back to 7d above) Have we made the point that we are being stretched both online and with this new campus? Larsson: Yes, we have talked about keeping up with this.

b. More Research Time—Dick Liebendorfer: There are some efforts from some faculty in some colleges to free up faculty time for research. Is the FA discussing this? Larsson: It has come to our attention. There is not much we can do in terms of the contract other than to say that the contract does talk about research. That is part of a long-term cultural shift at the university. A lot of this has to do with how colleges allocate certain funds. Liebendorfer: Perhaps some of this would not require additional resources at all. Larsson: Last year we talked about additional compensation for doctoral or master theses. While we can't give additional funds, there are other ways to make compensation. Liebendorfer: It is not clear to me what the contract issues are. What is the FA doing about this? Larsson: We do have resources through the Research Committee, through CESR. Maybe we could enhance that conversation.

Thank you for coming.

Meeting adjourned at 4:24 p.m.

Paul J. Hustoles
FA Recording Secretary