

**FACULTY ASSOCIATION  
FALL GENERAL MEETING  
Tuesday, February 10, 2009  
Ostrander Auditorium**

**UNAPPROVED NOTES**

Attendance fluctuated throughout the meeting, hitting a peak of 64.

FA President Don Larsson called the meeting to order at 3:05 p.m.

**1. Minutes of the General Meeting of August 19, 2008—*Gregg Marg/Dan Cronn-Mills moved to approve. Passed.***

**2. Faculty Association Vice-President’s Report—Grabowska:** We have been successful in our grievances. We had one out of Engineering and out of SET, they have been resolved (or withdrawn). Allied Health and coaching tuition benefits has been resolved—a paragraph will go out from the Deans to the adjunct faculty in the future. We had another one out of Allied Health regarding career steps. There was a clause that was written to help NTTs but presented a challenge. This is now at step 4. We have one from the College of Ed at a step two but this will be handled at the system level.

**3. Faculty Association Treasurer’s Report—Visser:** We have just over \$4,000 in the checking account. The allocation model might be changing. We have spent a significant amount on food in the past. We are not going to do as much of this. All significant expenditures (anything over \$50) will be discussed at Exec. We will do a better job in spending on things that we actually need. Larsson: There were some changes on how the IFO allocates money to the campuses. There is a committee. We will keep you informed.

**4. Faculty Association President’s Report—Larsson:** I want to thank Clark Johnson and Steve Woehrle in setting up a forum with several of our local legislators and their opponents in the fall, and we met with the current DFL reps two weeks ago. We will meet in St. Paul with the current reps next week during IFO Lobby Days. Our own Kathy Sheran is the co-chair of the Senate Higher Education Committee. She, along with Reps. Kathy Bryneart and Terry Morrow, offer very strong voices in our support. They all told us to talk about the impact of the budget cuts in a public way—and translate this for the general public. They want to hear about lost sections, the time it takes to graduate, and things like that. We have sponsored an annual picnic on the Mall. We can’t afford that this year. We will have, instead, an ice cream social open to all faculty, staff and administration. The current contract designates new hires as “9-month” faculty. All newly hired faculty this summer will fall into this category. The contract calls for campus task forces to identify issues. We all work 186 duty days. But with this adjustment, these days could start on a different schedule than Fall/Spring semesters. The contract describes many things in terms of the academic year that make it difficult to assign anyone outside of Fall and Spring. The campus Task Force is trying to isolate any problematic issues. We have gone through Article 22 in detail. I don’t expect anything significant to happen until there are some real changes in the contract language. We have insisted that the notice of vacancy for new faculty does mention this. We want to make sure that incoming faculty know about this. The contract called for a statewide task force on honoraria and stipends. Mankato has given these out for years (e.g., Valley writing; new faculty orientation). Our campus has been doing these things well. We have utilized MOAs to make these legitimate. Most campuses have not. There is a disconnect between what MnSCU

administration perceives and what we do. It is essential that our concept of "duty day" does not become eroded. At the first meeting we got some definitional language agreed to. Our second meeting talked about the idea of stipend money. Our team found "honoraria" more problematic. There is a lot more to bring up but we want to get to some major items. Any questions? Tom Inglot: What is the issue with honoraria? Larsson: It is not covered in the contract at all. There is some discussion about extra duty days. Things like the Distinguished Faculty Awards have been worked through MOAs.

**5. Negotiations Report**—Donna Brauer: The Negotiation Team has been meeting. We have had no direct contact with the Chancellor's Office yet. We are identifying problematic areas. We have been pulling together a draft of our opening proposal. We will likely not meet before April. We have been getting a lot of information from our sources at the Capitol. We will be meeting next Thursday and Friday. As soon as there is something more to report to you, I will. Larsson: I can say that the team is exploring all options.

**6. Action Report**—Kimm Julian: I did send out an email asking for any issues that you might want to discuss. I would like to challenge us as an organization to come up with a statement regarding our upcoming negotiations. I am seeing an influx of private students coming to us because they can't afford private school anymore. How do we become creative thinkers and planners? There are a number of people on this campus who are not full members of this organization. Hopefully we can make a more united stand. We need to write to our legislators. Make sure you know your facts. We gave you a website. Let's do something that makes people listen to us. Larsson: Tomorrow several of us will be going up for Lobby Days. I continue to be impressed with the good work that Russ Stanton has done for our organization. We will follow that up with the State Exec Meeting and our first State Meet and Confer with the Chancellor.

**7. New Business**—Larsson: As we all know, things have changed abruptly since we last met. We have seen this escalating financial worldwide crisis. For Minnesota, we have a deficit, which we cannot have according to our state constitution. The Governor proclaimed an unallotment for this fiscal year that cut \$1.5 million for MSU. That it is not having a direct effect at this moment on our jobs as teachers or on the classroom. The big problem is still facing us. We face a \$4.8 billion deficit for the next two years. The next forecast is in February, to be released March 2. Everything I have heard is that the deficit could go up to as much as \$6 to 8 billion. Stanton says that you could take away every state function and we would still be in debt. We have a Governor who is firmly opposed to raising taxes. Our local Administration has done as much planning as they can. The legislature is waiting for that March forecast. We have a class schedule going into the Registrar right now. Who will be there to teach these classes? We won't know firmly until May. Already, the Administration was planning for a 3% cut. By the end of Dec, the departments and divisions were told to look at 6%. Now we are planning for 10%. Student Affairs is planning for 15%. They are looking for whatever moneys are lying around. Some of you might have been at the Town Hall Forums. There will be 3 or 4 more. The next one is next Wednesday. These are for students and staff too. Come prepared with your questions. If you happen to have the time, earlier that morning President Davenport will be on KMSU. You could call in. I want to acknowledge the role of three key committees: Budget, Planning, and Assessment and Evaluation. All have been very engaged in trying to find out what they can and to make their voices heard. Where is the money coming from (for the cuts)? Reassigned time. Some of this is contractual. A lot of other time is not contractual. Sometimes time is brought out by grants, or for research or for duties like graduate coordinator. All of that is being looked at. One of our FA priorities is to preserve faculty positions. Even though the reassigned time is valuable to the department, we have to look at the trade off. There are other kinds of expenses.

On a link I sent out recently, there is a chart about the growth of staffing positions over the last 8 years. Ours grew by 120 FTE positions, about 20%. Excluded Administration grew by only 5 positions and 3 will disappear by next fall. The strongest area of growth was in MSUAASF. And when we talk about what's generating income, we need to look at this. We don't know how these plans are going to be played out over the next few weeks. There is a commitment from the Administration to be transparent and we will hold them to it. Now we start cutting into teaching assignments. One target is Graduate Assistants. This also affects enrollment management. If we don't grow as an institution while others are growing, our slice of the MnSCU pie will decrease. This is the peak year for high school enrollment. We need to look elsewhere to grow enrollment. We need to target upper level and graduate students for growth. When we lose TAs, then faculty teach lower level courses and the house of cards begins to tumble. I asked Chairs to be cautious about what you do to cut costs. Departments should take a look at this but don't undermine faculty positions. That's the Administration's job. We should not put ourselves into those kinds of positions. We want to preserve as many adjunct and fixed term staff as we can, but we must preserve our IFO faculty. Program suspension and closure: this could be because of budgetary reasons. But the faculty would have reassignment opportunities within the university or MNSCU. Retrenchment is actually lay offs of probationary and tenured faculty. I would like to hear what the colleges are doing. Anyone from Allied Health? Visser: We had the discussion about reassigned time. We will lose this. Cronn-Mills (Arts and Humanities): We will lose all fixed term, all adjunct and all TAs. Larsson: We have heard that the Administration is going to be looking more selectively than just across the board. Inglot: A general point: When it comes to specific programs, we have to defend them. But FA must have some specific things to defend. What about the very existence of MnSCU? It is time to put this on the table. When it comes to reassigned time, we fought so hard for it. If we cut it off completely we will never get it back. How do we get back things we cut? Larsson: MnSCU has always been a political football. The very size of the central office makes it something like the third largest campus. Maria Bevacqua (SBS): Our Dean has not distinguished between program suspension and retrenchment. It sounds like a departure from the contract language. Our Dean has also asked us to look at all the departments and suggest what should be cut. Keating: I am not feeling comfortable in doing this kind of ranking. We are being required to each do a two-page narrative promoting our own department. The Chairs are supposed to send a ranking back. I would appreciate a directive from my FA that we can respectfully decline. Larsson: I will send another memo. By all means, make your best cases, but don't talk about other departments. Just don't do it. Steve Kipp (CSET): The kind of talk I am hearing makes it sound that if programs are cut from a department, then the faculty will be cut. Larsson: A program suspension is one thing. Retrenchment is another. We close lots of programs with no loss of faculty. With retrenchment, there are certain rights that the contract dictates. Deans must look at these carefully. If they eliminate a program, they might have to put that faculty somewhere else. Even with program suspension, these things take time. That could not happen until the end of next year. There are deadlines that must be met, long past for this year. Grabowska: there is an erroneous idea about "last hired, first fired." Retrenchment can be very specific. The fact that you have tenure would not protect you from being laid off. Larsson: Appendix B in the contract lists the Academic Areas. We have asked to see if this list is up to date. [See [www.ifo.org](http://www.ifo.org)] When it comes to rosters, it is a more complicated question. The seniority only applies to tenured professors. All probationary faculty have the same status. Some rosters are very complicated. Who gets to decide which roster gets cut? Administration. There will be some interesting discussion when we get to that point. Keating: Can the Dean choose between any probationary faculty? Larsson: The overriding stipulation is "programmatic need." Chris Corley: Can that happen with people who have tenure? Larsson: Yes. Corley: Our Administration has strategic priorities. What is the relationship between these and programmatic need? Larsson: An important question. That is a discussion that has to appear on a case-by-case

basis. Nancy Fitzsimons: What about sabbaticals? Can those that have been approved be taken away? Larsson: As long as the contract is in force, there are certain guarantees. The Provost has said that they intend to honor the contract. All sabbaticals are safe for next year. Clark Johnson: We can impact the political process. They haven't yet decided how much money is going to higher education. Write your legislators. If you know one who is not from Mankato, be sure to write them. Our local legislators will support us but write them too. We could write letters to the papers. We need to seek revenue increases. This Faculty Association supports increased taxes. It is not a sin. Just because the Governor doesn't want it, doesn't mean that the legislators can't ask for this. This Thursday at 3:00 p.m. the students are holding a rally in the CSU. They are our wonderful allies in St. Paul. Try to attend. Next Thursday the 19<sup>th</sup>, there is a meeting at the Inter Governmental Center. Some legislators are coming on the road. We need to speak at that meeting. We don't have to be shy about that. Be active. We have an important role to play. Now is the time to ask. Steven Gilbert: Is it ethical to email from campus? Clark: Yes you can. You cannot solicit funding for candidates, but you can write about the value of education. You can't do partisan political activity. Gilbert: Has there been an economic impact study on the local area if we had retrenchment? Larsson: There have been studies. We are building Minnesota's labor force. That is a key component about how we are perceived. We also don't want to ignore the research and partnership components. Those are all areas that need to be emphasized. What other forms of income can we access? The state allotment is funded through taxes. The rest is from the students. As you know, when we get cut, the students' tuition gets raised—sometimes by a lot. Administration would ideally like to see a 6-7% increase. The Governor would like to see 0%. The state student association has even said 2-3%. We applaud them for being willing to do this. Shirley Folsom-Meek: I have heard that private schools get state money. Johnson: It goes to the financial aid. We support a cap on this. The Governor has not suggested a change in this. Larsson: One proposal that keeps floating around is to give the students more aid and the public institutions less money.

## **8. Old Business.**

**a. Assessment & Evaluation**—Larsson: Nothing is going to happen with the Assessment Director positions soon. We do have the VSA up, as opposed to the MnSCU Dashboard system.

**b. Extended Learning**—Larsson: The Governor has asked for us to get 25% online but no one knows where this figure is coming from. We do know that 7700 France is losing money this year, but we hope that this will pay off in the future. Other outreach efforts have worked elsewhere.

**c. Bullying Survey**—Larsson: We keep being told that there will be a follow up on the Bullying Survey. No information yet on this.

**d. Policies, Procedures and Processes**—Larsson: I always encourage you to look at the Policies and Procedures webpage. Let us know if you have any suggestions.

Meeting adjourned at 4:28 p.m.

Paul J. Hustoles  
FA Recording Secretary