

EXECUTIVE COMMITTEE MEETING
Thursday, January 29, 2009
CSU 238
Approved Minutes

In attendance: Don Larsson, Paul Hustoles (recorder), Mary Visser, Abdalla Battah, Roger Severns, Anne O'Meara, Steve Woehrle, Deb Anderson, Becky Schwartzkopf, Dan Toma, Paul Mackie, Mary Bliesmer, Tim Secott, John Seymour, Jackie Lewis, Liz Miller, Jessica Schomberg

Guests: Kimm Julian, Steve Vassar

President Larsson called the meeting to order at 3:07 p.m.

1. **Minutes of January 8, 2009—*Secott/O'Meara moved to approve. Motion passed.***
2. **Call for Additional Items/ Reordering of Agenda—Larsson:** We will move up 7a and 3c.

3. **Officers' Reports**

a. President—Larsson: Grabowska and Brauer are in transit for meetings with the Negotiating Team. The Team is looking at all options in dealing with negotiations this time around. Most of my report will be covered in the material below. I did just send out a note to Department Chairs regarding the budget. I urged departments to become creative and participate in planning. The Deans will have to submit the final class schedule for fall by next Friday. It is time to preview those so that everyone can be clear about what their loads are going to be. As you put courses online, you have to thinking about staffing. Battah: We need to be clear that while we can be creative, we don't want to violate the contract.

b. Vice President/Grievance Officer—none

c. Treasurer—Visser: We have \$4,460.86 in the account. We are planning our Spring picnic. But our financial situation is changing. We might want to wait on this. We need to think about how we are spending our money.

4. **IFO/MnSCU INFORMATION**

a. State Budget Update

1. Governor's Proposal (see earlier forwarded email from Russ Stanton)

Larsson: You have probably seen some information on this. There was some incorrect information about the way the Governor's budget was forwarded and we have sent out those corrections. Earlier today, on the Midday Show on NPR, Chancellor McCormick and University of Minnesota President Brunicks were on talking about the budget crisis.

2. Local meeting with Sen. Sheran and Reps. Bryaert and Morrow 4:00 p.m., FA

Conference Room—Larsson: Sheran is now the CoChair of the Higher Education Committee in the Senate, Brynaert is on the House Higher Education Committee, and Morrow is now an Assistant Majority Leader in the House. (thanks to Clark Johnson for helping to arrange the meeting). How many can make it? (6 raised hands)

3. IFO Lobby Days, Wednesday, February 11 & Thursday, February 12, 2009—
Larsson: Please let Blom know if you are interested in coming to this.

4. Next IFO-MnSCU Meet & Confer—Friday, Feb. 13.—Larsson: This will be our first Meet and Confer of the semester.

5. Next official state budget forecast—March 2—Larsson: We have been talking \$4.8 billion deficit for the next two years. Now we have heard that it is likely to be higher. Mackie: There have been some questions. The Free Press made our local cut seem like a lower number than 10%. Did they miss the mark? Larsson: I think it is safe to say that it is going to be between 7 and 11%. The Governor's proposal wasn't as bad as we had feared. But there are a lot of unknowns out there. We are making plans for 10% cuts.

b. D2L Update—Larsson: MnSCU has standing contract with D2L, but by fall 2011 the contract will be up. It is something to be aware of. Some people on campus are experimenting with other IMS platforms. It also looks like the course purge will happen every two years. Faculty should store class data on MavDisk or elsewhere.

5. IFO/MnSCU APPOINTMENTS FROM MSU, MANKATO TO IFO BOARD

- a. MN Online Academic Services Committee** (1 to be forwarded to IFO for the final selection) Mary Hadley (SET); Deborah Jesseman (Educ – K- 12); Gretchen (Hass) Perbix (A&H).

Visser/Hagemeister moved to approve Hadley. Motion passed.

6. IFO/MnSCU APPOINTMENTS NEW and STILL NEEDED

- a. MnSCU Broad Field AS in Health Sciences Work Group** - (1 Needed AH&N)—
Larsson: The routing on this has been somewhat questionable. Make sure that if someone want's to get a faculty member, it must go through Blom.
- b. MnSCU Academic & Student Affairs Policy Council—**Soliciting 6 for a total of 1 to serve a 2 year term

7. FACULTY ASSOCIATION/IFO NEW APPOINTMENTS—Spring 2009

- a. Unit Representative for COB – Steve Woehrle**

Severns/Hustoles moved to approve Woehrle. Motion passed.

- b. MSSA Leadership Scholarship Committee – Leah White (A&H)**

Hustoles/multiple seconds moved to approve White. Motion passed.

8. APPOINTMENTS STILL NEEDED FOR FACULTY ASSOCIATION

- a. Professional Development Task Force (1 More Needed)
- b. Enrollment Management Group (Still Need International; Marketing; & Financial Aid/School)
- c. Nine-Month Appointment Task Force (2 More Needed)
- d. Standards & Procedures for Endowed Chairs Task Force (Total of 4 Needed – 1 from Nursing –Completed – (1) A&H- from other disciplines)(Still need 2)
- e. Bookstore Advisory Committee – (Still Need 2)

9. Policies up for Review www.mnsu.edu/acadaf/policies

- a. Alcohol & Other Drugs (Informal Review Draft)
- b. Lock, Key & Electronic Access Control (Informal Review Draft)
- c. Data Privacy (formerly Student Records) (Informal Review Draft)

10. Discussion Items/Action Items

a. Ad Hoc committee to develop an appropriate on-line course assessment form (3 needed if approved) – New Item (Scott Granberg Rademacker) – Volunteers Terry Flaherty – Warren Sandmann – Gretchen (Haas) Perbix – Steven Robinson Larsson
This came out of Extended Learning. Hustoles: Is this really necessary? Can't this just be handled by the committee? O'Meara: And couldn't the committee just ask these people to help develop this? Larsson: Yes. We will send it back to them. O'Meara: And we can send along the names of those that have volunteered.

b. Spring Picnic, Fall New Faculty Reception—Larsson: We are not terribly flush with funds. The Spring Picnic is a nice event but we don't have money at this time. Severns: Before we just cancel it, I'd like to know what we could do in lieu of this. Larsson: We could ask Blom to look into other alternatives. Visser: Does some of that come from the amount of members we have? Larsson: yes. Hustoles: The ice cream social spread was very nice this fall and this would be a lot cheaper than lunch, especially if it was held in the Heritage Room rather than the Mall to a more limited group. **Hustoles/Severns moved to replace the Spring Picnic with an Ice Cream Social**, after we explore potential costs, limited to faculty, staff and administration. **Motion passed.**
Larsson: We were at the Country Buffet several years ago for the Fall reception for new faculty. Then we were at Applewood. We saw a decline during orientation week. Then we delayed it last year. It got worse and worse. Toma: That orientation week schedule is so full, there is not enough time to fit something else in. Larsson: Many of our members live in the Twin Cities. We also need to get new faculty attendance up for our more formal meetings. There is important information that they need to know. Visser: Do you have a list of the new faculty who begin in August? We could ask the ones that just began what they would have liked. Hagemeister: Could we add a social component to the General Meeting? Severns: Or maybe serve pizza at the Stanton sessions? Larsson: That's another good idea. Mackie: What's the end game? What are we trying to accomplish? Is it purely social? Are we losing some membership? Julian: I didn't feel welcomed when I started. I was given a lot of information. Nobody ever came to me. Is that part of the equation? Larsson: There are two parts. We do want new faculty to be aware of rights, responsibilities, perks and everything else. At the same time we would like to have them become members as well. I think those who have come to the dinners have felt welcome. But there hasn't been a lot of follow up. Perhaps we can make our formal presentation a bit more informal, with some socialization. And then we need to do more follow-up work. We can bring this back for further discussion.

c. Faculty Development replacement needed for Annelies Hagemeister for Fall 2009 (on sabbatical)—Larsson: Will you be gone all year? Hagemeister: Yes.
Hustoles: I would recommend that you resign effective in May. That way we could add your position to the current ballot before tomorrow's deadline.

d. FA Committee Structures—LTR—Larsson: I held a meeting with the faculty on the LTR. We talked about the possibility of having the faculty members meet separately at times. Vasser: The focus of LTR has moved from Faculty Development to being more informational. It doesn't seem to be an effective forum for faculty to give feedback on various policy issues. We thought that maybe we need some other body to do this. Perhaps we could take the 10 faculty on the group to look at faculty concerns. That might be the most reasonable kind of arrangement. Or we could decide to have another

submeet group. Larsson: We could just deal with this as an ad hoc committee. One benefit to the submeet is that there would be a formalization of the process with a faculty co-chair. We don't have to make an immediate decision on this yet. For the time being we will ask the Faculty to meet as a sub caucus to discuss issues pertinent to us. Severns: How many other colleges have a committee like the COB tech committee? Vasser: We have one in SBS. Severns: Some sort of communication between these would make sense. Larsson: We wanted to update you on this. By next fall we can decide if we want to formalize this. A new submeet would require a constitutional amendment.

e. FA Website Review Update—Hustoles: We have a meeting scheduled for tomorrow and we will report at the next meeting.

f. Campus Budget Cuts—FY 09 and FY 2010-2011

1. Town Hall Forums and information update—Larsson: There were some faculty members who walked out saying they didn't know it was going to be this bad. There will be more of these; the next is in February. I think it is very important that we have strong faculty turnout at these. I would urge anyone who can, to get to these and to participate.

2. IFO/FA priorities—Larsson: We began talking about this in earnest at the last state Board meeting. The first priority is to preserve faculty positions. But we want to open this discussion. Battah: MSU Moorhead is undergoing retrenchment. It could be that could be our case. I was impressed by the kinds of things they were putting into motion. We must communicate as much as possible across departments so that we are not undercutting each other. We want to be mindful of the contract. Severns: It was clear that some of the campuses are in a lot tougher shape than others. O'Meara: Is it because they have no reserves? Severns: That and student numbers are down. The Legislature is going to make substantial changes in what the Governor has proposed. MnSCU could cut everybody equally or they could close a campus. It is difficult to plan ahead. How much do we want to give up before we know what is going to happen? It will be very difficult to give anything back. Some people are thinking about replacing permanent faculty with adjuncts. How much do we want to fight that? There is a great deal of uncertainty. Larsson: This is a mixed message. Cutting adjuncts and teaching assistants will have an immediate effect on the number of courses and even the loss of our graduate programs. We have raised this priority repeatedly with local administration and there are no easy answers. Hustoles: The Art and Humanities Chairs are contemplating the elimination of 100s of sections that would normally be taught by GAs. How can we offer these if we don't know whether or not we can staff them? And how can we recruit new GAs if we know that there won't be anything to pay them with? It will decimate our grad programs. Larsson: And this ties into Enrollment Management. Freshmen enrollment will decline over the next decade. If we are to grow, we have to look in other areas, like graduate programs. Julian: We (Music) have to have an expert in every area. We are getting into an issue of accreditation. Students are transferring from private schools and we have more majors now than ever. Visser: Did you get any response from VP Straka about any of these plans? Larsson: I assume that these have been held at the Cabinet level. Seymour: We have to change the direction of the entire discussion. I have been told that 55% of our revenue has come from tuition. The Provost upped that today to 60% in a public statement. It is time that we work with MnSCU to help figure this out. The only people at this institution that raise money are faculty. Everyone else is an

expense. To remove faculty to balance the budget is an easy fix that will kill us. We have got to have a different conversation. We are the only source of revenue. Fifteen thousand dollars worth of graduate assistants bringing in \$100,000 of tuition is a good deal. It is time to turn the tables. Schwartzkopf: We are creating an environment where students can't graduate in four years. O'Meara: Who decided that we were cutting equally in all the colleges? If instruction is the core, why do we say faculty positions rather than instruction? Mackie: It is hard for many departments to reach the 10%. Secott: It makes no sense to cut the revenue. We, as an institution, are reacting to a situation rather than looking at the situation and planning thoughtfully. If we put away the knives and spread sheets, we have never tapped into that resource of students who can't afford to go to more expensive schools. We are the value in education in Minnesota, if not the upper Midwest. We need to consider cutting non-revenue generating sources. Mackie: There is a long term and short term problem and they are at odds. Larsson: Informally we have been having meetings with the President and the Provost. Administration seems committed to preserving instruction. Up to now, the planning at the 3% and 5% could still be applied across the board. Now there is a recognition that 10% cannot simply be across the board. There have to be priorities between divisions and between colleges. Faculty has grown about 20% in the past 10 years. Administration has only grown by 5% and they are losing some by next year. MSUAASF is one area that has grown about 30%. I have been urging Administration to look at this. Their work brings value to the university, but they are not bringing in revenue. 7700 France has raised a lot of eyebrows but the President sees this as a way for growth. Administration is thinking about all these issues. The Cabinet will be having a meeting tomorrow. And we will start hearing about this. Seymour: There was an active collaborative submeet where everyone said the one thing we cannot do is cut across the board. We talked about this before this was a crises. Put the other numbers there: we save this but we lose this. Collect the data and let the data speak for us. Hagemeister: We have talked about combining sections. That doesn't technically reduce seats, but it does increase the workload without increasing the payload. But then there is a real space issue. Larsson: One Dean talked about being online so that you are not confined by a room. Battah: It would be self defeating for us to attempt to defend everything. It is obvious that we are in an economic crises nation wide. We have to be aware of the public. We could lose the PR aspects with the legislature. Larsson: Another reason I put that memo out to the chairs to ask what they are willing to do to meet these challenges. Woehrle: The rulers (MnSCU, Administration) never suffer as much as the peasants (us). What happens in history? The peasants revolt. MnSCU has just spent \$50 million on central IT positions. We need to turn this around. Severns: In the Stanton memo today there is a webpage where the Legislators are requesting comments. I sent a note asking that MnSCU central office get a separate budget than the campuses. Will the local campus doing anything about early retirement incentives? I have not heard anything from our Administration about this. That could have an effect. Larsson: Stanton also sent a memo where he suggested exploring the idea of suspending the rule about having persons needing to return the year after their sabbatical. Visser: MnSCU reps were on the TV this morning testifying before the legislature. There are many things they have to do that we don't really know about. Larsson: The Board has yet to act on the 120 credit rule. The Board is entirely appointed by the Governor but the Legislature is now Democratic. Think about the

specific way we want to present these issues at Meet and Confer. Let me take what I am hearing and put it in a list of talking points. Hustoles: We can't just keep hearing that we are in pretty good shape. We need to know now what to plan for in the fall. Visser: What about our reserve, what does that really mean? Are we going to use it or not. Larsson: Meet and Confer will also discuss some more information regarding our online status. I think our figures are pretty good. I will put out some talking points by tomorrow.

11. Informational Items

- a. Spring General Meeting – Tuesday, February 10, 2009 @ 3:00 p.m., Ostrander
- b. IFO Lobby Days, Wednesday, February 11 & Thursday, February 12, 2009 (Cities)
- c. Next FA Executive Meeting – Thursday, February 19, 2009 @ 3:00 p.m., CSU 238
- d. Next FA/AD Meet & Confer – Thursday March 19, 2009 @ 3:00 p.m., CSU 204 (FA Chair/AD Agenda)

The meeting adjourned at 4:50 p.m.

Paul J. Hustoles
Recording Secretary