

## FACULTY ASSOCIATION MEET AND CONFER

Thursday, April 14, 2011

CSU 204

(Administration Chair)

### NOTES

#### **Attendance:**

**Faculty:** Roger Severns, Mary Visser, Paul Hustoles, recorder, James Grabowska, Barbara Carson, Richard Liebendorfer, Becky Schwartzkopf, Gregg Marg, Jeffrey Bumgarner, Ellen Mrja, Bill Wagner, Bobby Bothman, Ron Nickerson

**Management:** Richard Davenport, convener, Anne Blackhurst, Mary Dowd, Mark Johnson, Henry Morris, Avra Johnson, Warren Sandmann, Becky Barkmeier, Rick Straka

**Guest:** Malcolm O'Sullivan

President Davenport called the meeting to order at 3:06 p.m.

#### **1. Information Items—**

**a. Reorder/Additions:** None.

**b. FA President's Report:** FA President Severns: We had a recent election. Jim Grabowska won the Presidency. I was ill the other day and missed a couple of meetings. I will meet with Vice President Blackhurst immediately following this meeting. We might have to reschedule the Extended Learning Finance Model meeting. Read the emails from Russ Stanton sending information from the Legislature. We have several Dean interviews happening right now. If you can make the meetings, please do so. We are talking about the possibility of Administration financing some trips, e.g., for an international conference regarding extended learning in Madison, WI. Announcements will be out soon about this. We applaud the Administration for this. From Caryn Lindsay, they are putting forth a request for several small groups to go overseas. We have been talking about TAs from a staffing standpoint. But we recently heard about an accident that caused the death of a student in class. We need to be aware of this.

**c. MSU President's Report:** President Davenport: Thanks to FA President Severns and his team for leading us in a very trying time and we really appreciate your efforts in dealing with some very difficult issues. Thank you for that. At this time of year, I like to step back and take a look at what we've done. I will be talking to folks about our strategic priorities and how we move forward from here. Don't expect major changes. The year is not over yet. Things look real good right now. We could be in much better shape than we ever dreamed possible two years ago. Thanks to everybody who has talked to legislators. We have a lot of reasons to be optimistic. Student numbers for the fall are up 6.3% for new entering freshman; total admits are up 5.2%. We have to figure out where to put the new students. I'm optimistic but holding back until we see what happens. We have a lot of changes happening. The Chancellor is trying to transition out by August 1. I am on the transition team to help the new chancellor transition in. I am confident that will happen smoothly. We have to take the new Chancellor's platform seriously – quality, innovation, access and excellence. He really wants to promote MnSCU and we need to take him at his word.

**d. MSU VPASA Report:** Vice President Blackhurst: The budget picture is looking somewhat positive. In consultation with Vice President Straka, we identified \$2.5 million in funding to open sections to meet enrollment demand. This money has already been allocated to the departments through the Deans. This should carry us through the summer orientation sessions. We have some money in reserve to open new sections during the summer if we need

them. It is positive that we can do this now and not later in the summer. We talked earlier about the Smart Transfer deadlines. The Office of the Chancellor has revamped its timeline. The expectation has been scaled way back. By June 30, we only need to post the Minnesota Transfer Curriculum, not all the rest. The Department Chairs will be able to use a pull-down menu to click off three or four boxes to indicate what competencies a course meets. We estimate that Chairs should be able to do this with an hour or two of work. By June 2012, we will need to do remaining lower division courses and by June 2013, all other courses. Those will be more complicated as we will have to add course outcomes for those levels. Another thing coming our way is "real time grading." As soon as you enter a grade, the student will have access to it.

**e. Human Resources Topics:** HR Director Barkmeier: The lists were emailed out. Any questions? (None.) April 21 is the retirement luncheon. It will be located at the AmericInn as the ballroom is not available. May 9 is the Employee Appreciation Breakfast. We will present some awards at that time that used to be presented at the Fall Convocation. FA President Severns: Where will this be held? HR Director Barkmeier: We are still trying to figure this out. President Davenport: We are going to have a full breakfast? (Yes.)

## 2. Action Items—

**a. Article 22 University Calendars:** Associate Vice President Sandmann: You received drafts and we have received no comments so these will move from draft to official. They can be changed if errors are identified. FA President Severns: One question, regarding Presidents' Day? HR Director Barkmeier: We are still working with all the collective bargaining units on this.

**b. Decisions on University Policy Drafts:** Director O'Sullivan: This week marks the end of our policy draft review period. We have received a fare amount of comments. Next week the comments will go to the drafters and then they go to the policy custodians. We hope to have these in place and signed by the middle of May. They would go into effect by July 1, 2011. FA: Who gets the smoking policy? Director O'Sullivan: Vice President Straka. Vice President Straka: Just today, Bemidji has announced a smoke-free campus and they have joined several others, including South Central.

## 3. Discussion Items—

**a. MnSCU/Legislative Relations:** President Davenport: Everything is tied up in the budget. There could be a very large bonding bill of \$1 billion or so. We have three major areas: there is the Viking Stadium. I have a feeling that this will go through. There are three-four City projects in Duluth, St. Cloud, Rochester and Mankato, including the Verizon Center, the renovation of All Seasons Arena and a Performing Arts Center addition to the Civic Center. They want to make that into an all-purpose building, not just a theatre space. If Rochester gets its project, then we will probably get ours. Are the MSU projects in competition with the City projects? Yes and no. They will be considered separately. The Governor did not select our Clinical Science Building, but we do have bipartisan bills to get our projects into place. We normally get 9.4% of the HPER money. Some of the big issues involve the Board of Trustees. The Legislature has a bill to hold back 1% of base allocation. They want to increase graduation rates and increase access to under-represented populations. Board of Trustees' initiative Resources for Results parallels this closely. The Chancellor is proposing to take 1% of our base until we accomplish three out of five goals. There is going to be quite a discussion about this next week. FA: Does MnSCU ever look at the impact of the Health Care bill coming through in light of hiring future faculty? We have to compete at a national level. President Davenport: I have not heard a lot of momentum on that bill. FA: Does MnSCU even look at this? President Davenport: Yes, absolutely. I will bring that up.

**b. Budget and Planning Process:** Vice President Straka: We've really tried to get Extended Learning to use more of an entrepreneurial model. If you can make money, go do it. This would be similar to summer session. So how can we change the model? We want to make sure we have the right incentives. The discussion we would like to have is what is the best way to do this that makes the most sense? Can we reward the departments and not penalize them? Also, how do we account for this? They are under different accounts and we have to make a lot of assumptions. We want to move from where this is funded from, to who is the target market, and that market is a non-traditional market. All the costs and the revenues should be in Extended Learning. If a department decided to do something off campus for a non-traditional audience, they could get replacement funding for that person. We want to have this discussion about how to move forward. We want to create a surplus, just like in the summer. We want to have a deeper discussion next year. Should a student clearly understand if they are extended learning or on-campus student? There are a whole lot of things there. It is a mess now. We want this to supplement the main campus. FA President Severns: We need to figure out that 80% of those online students are actually on campus. Vice President Straka: We need to separate the idea that online is extended learning. Again, who is the market? Extended Learning should be those non-traditional students either off-campus or online. It is muddled because some courses are a little bit of both. FA: There is another reason for online - we also don't have enough classrooms. FA: There is a curriculum component with all of this. Some of these courses don't fit anywhere. All courses are being viewed as regular curriculum and we have to talk about this. Vice President Straka: That's why we need to talk about this during all of next year for a full vetting. FA: We have to be careful in what we consider a new audience to be. FA: When you talk about resources coming back to a department, I hope we are not thinking about using adjuncts to supplement a full-time person. I hope we are thinking about adding lines. Vice President Straka: We are not going to solve this today. FA: Take a look at what is happening with the summer. Online seems more popular during the summer. President Davenport: We don't have trend data at this point. This is a great topic for a retreat in the fall. There are institutions that have been doing this for decades and we can learn from them. Vice President Straka: With the current bills, we are in pretty good shape. I'm looking at a change to the FY 12 base. President Davenport: But health premiums could go up 16%. Vice President Straka: And I just heard that Blue Cross/Blue Shield is giving back millions. We are down to about \$3.5 million reduction in instructional areas and \$2 million in non-instruction, and this could go as low as a total reduction of \$600,000 to 2.5 million. Important to note that our state allocation will still be cut as much as we had discussed last year, but with unforeseen increases in enrollment and continued lower levels of compensation, we have less severe of a real reduction. We are going to have some discussions about long-term budget areas in addition to the \$2.5 million we have already put back in. Vice President Blackhurst: And that is being allocated in ways that it will not have an impact on our base budget. We are not prepared to have that discussion yet. In the fall, the budget picture will be much clearer.

**c. One-Time Funding Update:** (document distributed) Vice President Straka: We have ten projects from Academic Affairs. There are several from other areas including IT classrooms of the future funding, Taylor Center sound system, and 7700 France Build out. The total comes to about \$4.2 million. That is more than we had been talking about. The Cabinet added proposal #29 (CORE project) to meet a cash-match requirement to a donor. We are going to spend some of our surplus early. We also note that the Taylor Center renovation figure is low. But maybe we can use bonding money for this cost. President Davenport: We have heard that no bonding projects will be funded unless they are shovel ready. So we might have to get it off the ground on our own. We are looking forward to your feedback. This is a proposal. FA: What does the 25% refer to under "Classroom of the Future"? Vice President Straka: That is just my leftover note

when we were doing calculations. You can disregard that. FA: And #3 (Institutional Planning request for new course evaluation system)? Vice President Blackhurst: We will fund that out of this year's budgets. President Davenport: We want your feedback on this. FA President Severns: Regarding the renovation of Taylor Center - a lot of people are talking about this. Is this just carved out for SBS? Is this the same as the proposal from Athletics for Taylor Center? Vice President Straka: No, it does not assume any department will have this. FA: If the funding comes from bonding, does that delay the construction? Vice President Straka: We have to think strongly about this. We might be able to do this during the academic year. FA: People who are teaching at the movie theatre would like to move back to campus. President Davenport: I am very anxious to get the Clinical Sciences building off the ground so we can build another classroom building. I was just over at Gustavus Adolphus, they are building an 80,000 square foot classroom building for only \$30 million.

**d. Reinvestment:** Vice President Straka: We are already thinking about the FY14 capital budget projects. We will need to talk about it this next year so we can do the pre-design process. We have to decide this soon. President Davenport: The big question with Armstrong Hall is do we renovate it or demolish it? How expensive would this be? It doesn't fit in with our Campus Master Plan. FA President Severns: Need to think about Armstrong Hall from a risk management perspective - what would happen to us if we could not teach in there? A large proportion of classes are taught in that building.

**e. Center for Faculty Development Proposal:** (document distributed) Associate Vice President Sandmann: There has been quite a discussion on how to better serve the needs of the faculty. We have several excellent centers and services. But sometimes the faculty don't even know where they are located. The idea is to try to create a place where physically and virtually there is a one-stop-shop for people looking for faculty development issues. This would be the place to begin with all kinds of questions. The new center can provide services directly or refer you to the right place. We are looking at this right now because we know faculty are being asked to do more and more. In both CESR and CETL we have long-time directors who are moving on. So the time is right to look at these options. This draft has already changed several times. We want to get moving on this. One of the recommendations is to remodel existing space so there will also be a new location. President Davenport: We have had pieces of this but it has never been cohesive. I complement you and others in putting this together in a meaningful way. We look forward to input on this. Vice President Blackhurst: We really do welcome feedback. It had gotten to this point in that it is cross-divisional. We don't often do this kind of thing. We really want this to be a seamless process for the faculty. This is a genuine effort to be helpful. We all care about the work you do and we want to make it easier for you to do it. FA: It disturbs me a little bit that I don't see in here the functions that CETL does now. It would be easy for some things to get lost in this. I also have a question regarding about where budgets are housed and about reportability. We hope that it isn't the chair model where you have a whole lot of responsibility but no authority. Associate Vice President Sandmann: The CETL functions are all in there. And instead of one person, there will be five or six. The idea is that there would be a director. But we don't have money to hire brand new staff. They would be funded by their own sources now. This may not work. This is a draft. FA: This is still developing. It is moving from one situation to a better situation. This gives us a lot of potential and possibilities. FA: I assume the FA Exec Committee will talk about this. Has this gone through the Deans? FA: Extended Learning will discuss this at Sub Meet. Associate Vice President Sandmann: The Deans have looked at this as well. President Davenport: It is a great start and it is evolving. I support this but it needs input. Tell us your best ideas. Dean Morris: In terms of diversity, sometimes faculty have a concern if they have a large minority population and workshops could be developed to help deal with this issue. FA: When would this become effective? Associate

Vice President Sandmann: Our CETL director will be here full-time in the fall, but only half time in the spring.

President Davenport asked Paul Hustoles to comment on *The Odyssey*, which will be performing this Monday before its performance at the Kennedy Center in Washington DC a week from today as one of the final four productions selected for the Kennedy Center American College Theater Festival. President Davenport will host a reception prior to the performance for Washington area MSU alumni.

**Last Meeting: Thursday, May 5, 2011; CSU 285; 3:00-5:00 p.m.**

The meeting ended at 4:26 p.m.



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Warren Sandmann  
Reviewer for Management



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Paul J. Hustoles  
Reviewer for Faculty