BSUFA Senate Meeting Minutes

1600-1730, 11-3-2014

Attendance: Donna Pawlowski, Mike Morgan, Paul Kivi, Heidi Hansen, Francois Neville, Janice Haworth, Keith Marek, Daniel Guentchev, Pat Donnay, John Truedson, Deb Peterson, Christel Kippenhan, Porter Coggins, Judy Olson, Keith Gora, Jan Heuer, Cheryl Byers, Bill Joyce, Carol Nielsen, Joann Fredrickson, Tim Brockman, Drew Graham, Debra Sea, Pat Conely, Sarah Young, Mary Fairbanks, Jen Atteberry, Jeff Ueland, Larry Swain, Sarah Tarutis, Tom Fauchald, Rod Henry, Troy Gilbertson, Carolyn Townsend, Sheila Paul

Apologies: Andrew Hafs

1. Call to Order
   a. Minutes 10-6-2014 Motion to approve by Deb Peterson/seconded by Keith Marek. Motion carried.
2. Treasurer’s report-Sheila Paul
3. Carolyn Townsend- 4 recent grievances, 2 resolved, one coming out of abeyance
4. President’s report
   a. IFO pulls out of charting the future
   b. Winona State, St. Cloud State, and Mankato voted no confidence in the Chancellor
   c. IFO Board Motions
      i. Support vote of no confidence
      ii. Ask campuses to vote-Tom F-Motion made for BSUFA Senate to take a vote for no confidence in the Chancellor/Rod Henry seconded. Cheryl Byers-SW department not opposed, but do not support no confidence at this time (not enough time to make an informed decision). Tom F provided rationale for his motion-Winona State is not radical, it is the crown jewel of the universities, the Chancellor’s attitude and behaviors are negative (i.e. mandatory transfers), important for us to support that voice (SW and Moorhead soon). Rod H-directly dealt with 3 Chancellors, could disagree but felt he had been heard/faculty had been heard, decision-making was done using consensus and everyone had a place at the table. Rosenstone goes after his critics. Look at activities against students and faculty-rather than visit, “it’s only 28 faculty members”. Rosenstone is one administrator-doesn’t speak for all. Mike Morgan supports no confidence, see SPAM message sent from Rosenstone over the weekend (private company)-could not respond to email. Alienated all of us, first proposal for centralization, tried to reshape it, trying to manufacture consensus, we are being used. Leaves out values that we are concerned about, right of student to choose where to go and get educated so they can get out of the state. No good Chancellor-we want better people, not better workers. Sociology faculty-Deb P-
in favor of vote. Want it to be taken seriously. Want reassurance, sense that MNSCU Board of Trustees support? Two meetings upcoming - Thursday IFO Board members at these meetings will listen. Without them it won't happen. MNSCU Board? Removal of Chancellor? Jean Pawlowski is expected to affect/curtail central office/audit. Don't go after someone unless you expect a result. Heidi H-Math department in favor of no confidence. Read the bill of particulars sent in June. Has done egregious things already. Crystal K-timing? How critical is it that we vote today? Or is it possible to wait? Jeff Ueland's message-Rosenstone scheduled to be here on Friday 11/7 for Gallery Walk and M&C upcoming. Don't want opportunity for this to be misconstrued. This is a real vote-determination-from our departments. There is some wiggle room. Could wait until next Monday at a special forum. Postpone and vote by email? Jan H-CJ in favor of a little time to discuss. Fact finding-what would our vote look like? Motion is to vote now. Larry S-could postpone to a specific time. Deb S-Mass Com-supports motion for no confidence vote. Deb P-possible to do readiness to vote votes? Straw votes? Carolyn T-one concern would a vote of no confidence impact 1. Contract 2. Building initiatives? Jeff U-with contract-legislative committee has approved-live and moving now-back pay scheduled for 12/14. Full body needs to approve. Can reset to old contract. Board of Trustees/Governor. Building future? Rod H-new legislation related to unfair labor process, look at patterns of harassment, what normally produces in elimination, may be retaliation. We are down in the food chain, smaller. Legal counsel and other unions would support. Accounting faculty-support motion for no confidence. Pat D-supports going ahead with vote. Don't work on Tuesday, and would need everyone on Monday-seems like writing is on the wall. Keith M-representing chemistry supports motion and vote today. Refer to bill of particulars, Item 8A, first thing Rosenstone did was propose initiative that faculty don't need professional development funds. Note another page added to this document-steering committee meeting, Kari Cooper, trying to give committee input, a way to increase student voice and content area experts are people from chancellor's office (not really experts). Brought to tears, Chancellor did not even say anything. Jeff U-with contract ready to go in January to avoid stall, Chancellor stalled until May. Judy Olson-education- in favor of voting today. Education supports the vote for no confidence. Joann F-poll her department faculty today, caution and ask to slow down a bit. Not sure how to cast a vote that is complex. Tom F-show what type of person, Chancellor blackmailed faculty, Gene Pawlowski, insisted that unless he got more money would not sign our contract. VOTE tomorrow in the general election! State GR committee losing house, toss up. People will feel bad in their pocketbooks. Arrogant. U of M has a million dollar cut off for decisions. Abuse of power. Deb P-calling the question. No opposition. Vote of no confidence for the Chancellor. Physical count of members with conclusion of 29 votes for the motion, 4
abstain, 0 against the motion. Jeff will formulate a press release-short and sweet, some context.

d. Meet and confer items

i. Checklist for unclassified hires (previous M&C)-Jeff U-extensive process, how IFO faculty will be hired. Trying to split to Skype interviews and on campus. Want policy for 2 and ask for 3. Keith M-worry about interpretation of these policies. Typically you get 2 days for search committee in summer-no options after this becomes policy. Missed the deadline for getting back to Tadlock-we need to forward at next M&C-Tom F-motion to bring forward that we want “typically 3”, Keith M second. Cheryl B-got only 2, wanted 3, used equal employment violations and got 3. Jeff U-Deans may contact references that are not provided, seems odd. “Strike this piece-friendly amendment”. Joann F-calls needed to be approved. Faculty members want authority to contact other references. Deb P-policy brought forward and presented-opportunity to streamline process and now phone interview info is added. Checklist is lengthy. Tim B-automatically require more questions specific for Skype interview. Keith M-In favor of, has prior consideration written into the process (raises awareness), if someone retrenched would have prior consideration. Carolyn T-Dean may overturn committee’s decision. Tom F-President is final-may appeal and could be overturned. Tim B-video for one, video for all. Motion to request typically 3 on campus and remove line about informal references by Dean-Motion carried.

1. Attachment 1

ii. Centralized evaluations-Jeff U-violates the contract, reporting out directly to Dean/Provost. All evaluative material is up to faculty to determine findings. Talked about pilot projects-carefully evaluate processes. Mike Morgan-told at M&C. Deb P-discussed using the “Idea Center”, doesn’t agree with mandate. Rod H-system they have they will tell, but you don’t have to. Mike Morgan-looked at Idea Center-feedback system (nothing that will help you improve teaching). It is our PDP. Comes up often-Jeff U-assessment is to make classes better. Keith M-ok to use this instrument, admin wants this to be a reporting system. Needs to be faculty decision. Donna P-some benefits-% of completion less, evaluations go down per configuration.

1. Attachment 2

iii. Orientation Activities Shift in Responsibilities-Jeff U-taking some non-advising activities during AAR etc and remove-let them focus on advising piece and Hobson will manage event logistics

1. Attachment 3

iv. Strategic Enrollment Plan-Jeff U-have 3 IFO members, see draft. Tom F-encourage to look at this plan. Tom F is a committee member, brought up BSUFA plan-expansion of adjuncts, especially on-line. Tom F made motion from the Senate to give reps direction to vote against this practice, remove use of
adjuncts from this draft document. Seconded by Keith M. Motion carried. Vote on Nov 13, 2014 at 1pm. Please read this document and attend the forum. Sarah Y-committee has had a lot of discussion-looking for feedback. This is a big deal, will be driver of the university. Tom F. Cheryl B wants the reps to pay attention to amount of time faculty participate in all the recruitment-Parker’s push. Please advocate for understanding this.

1. Attachment 4 – Draft Plan

v. HLC Quality Initiative Project Proposal-doing assessment, Jeff U-there is a (per Pat). We need to do a project for HLC-needs to focus on one thing-draft, Dean’s council have suggested (see list). Going to pick one. Request suggestions from faculty. Do we support any of these listed? Committee? Agenda next month? Deb P-ask at department level. Tom F-made motion for senators to go to their departments for discussion and get on Dec agenda, i.e. what do you think, overall ideas. Seconded by Rod H. Motion carried.

1. Attachment 5 – Draft Plan

vi. Expenditure Requests-million shortfall, giving carry forwards, faculty interested in these areas for proper accounting of how these were financed-Jeff U

1. Football Field-? All donor monies? “No”. 620K, school district 400K,360K general fund. Fronted entire school district (pay back yearly). Shortfall is one time issue and is affected by this? Yes, is a contributing factor. Look at dollars, enrollment down 1%, tuition revenue down 4+%, ?tuition discounting? Discussed with Maki today. Gave 600$K last year (scholarships given last year). from 600k to 900k-competitors (St. Cloud, UMD, Moorhead, looking to get worse). Increase in athletic scholarships remain stable. 80/20 programs-almost all distance, tuition walled off and can’t be used for residential expenditures.

2. Scholarships (above)


4. GA requests-call to all chairs-new (Jeff)-if you want new Grad assistants let them know. Colleen G thought this was a new practice. If you do have GAs, it isn’t reallocation, if new then opportunity to be involved. Looking at grad programs and how funding is allocated. Please use this new process for new GAs. Heidi H on grad committee-number of dept lost GAs. How do we get them back? Need to request getting them back. Crystal K-Now grad committee is involved-keep Senate up-to-date. Deb P-some GAs in non-teaching positions-Jeff U asked, not sure. Crystal K-if in non-teaching position as long as related to field of study. Motion to extend-Tom/Rod. Mike M-revenue generators. Heidi H-
looked at roles GAs were playing-one questioned. Looked at fit. Give feedback as appropriate.

e. HLC Change of Leadership Draft Plan-Math department-Jeff U-draft-exec committee met in the summer. M&C. “Developmental education” handled at NTC and all lib ed here. No final information-is a “process”....we are awaiting the plan. Heidi H-passed in August, no one has approached math, tuition handling? Who will teach? Sarah Y-if students have been involved at all? Transportation? Tuition banding? Who else knows about this? Push to get change of leadership in, details later. Waiting to see HLC visit. Joann F-is there concern about offering developmental here? Mike Morgan-ask if NTC are qualified to teach these courses? M&C next week-bring us up to speed, want details.
   i. Developmental Education:
      1. Link: http://www.ntcmn.edu/HLC%20%20Change%20of%20Control%20Application%20DRAFT.pdf

5. Committee Reports
   a. Curriculum
      i. Attachment 6 – Curriculum Report II-Donna P-recommend approval for 3 proposals, one math comp science, space studies, and social science-recommend approval for all 3. Crystal-doesn’t think we should vote for proposal in space studies. Recommend approval for math and social science proposals, not space studies. Deb P-lib ed signed off on space studies proposal-approve-Motion carried to approve all three proposals.
      ii. Attachment 7 – Math/CS Proposal
      iii. Attachment 8 – SOWK Proposal
      iv. Academic Affairs-tasked with responding to multi-term registration request-did not find support-scheduling in a limited sense recommended-put together 4-year plan-implemented by program/dept-benefits assures students that degree can be completed in 4 years, planning time, articulate back fill needs, credit generation, intent to take 3000-4000 classes 2 semesters out. Deb P-motion – see form. Rod H-use for feedback for grad-planning. Mike Morgan-asking students to request intent 2 semesters out, grad plans tells us (not necessary). Try to do this this year. Can we review as old business in Dec? Bring back-Tom/Rod. Input at next meeting. Carried.
      v. Rules-Larry S-acceptance of roster posted-self nominations-carried-specific colleges to include nursing and athletics
      vi. Tom/ motion for extra time-not carried
      vii. Next Monday meeting
      viii. Budget update-

6. New Business

7. Adjourn at 1730

Respectfully submitted,
Sarah Tarutis