BSUFA Senate Minutes
7, December 2015 - 4:00 pm Bridgeman 100

Attendance: Bill Joyce, Keith Gora, Carol Nielsen, Pat Conely, Joann Fredrickson, Brendan McManus, Jan Heuer, Pat Donnay, Paul Kivi, Mehdi Sheikholeslami, Keith Marek, Andrew Hafs, Tim Goodwin, Kris Nei, Donna Pawlowski, Brian Donovan, Mike Murray, Mike Hamann, Jan Haworth, Mark Lawrence, Heidi Hansen, Christel Kippenhan,

Larry Swain called the meeting to order at 4:00pm.

Attendance: Attendance sheets passed around for signatures.

Approval of minutes of Oct 24, 2015: Joyce moved to approve minutes; Marek seconded. Pawlowski clarified that the curriculum committee didn’t have an issue with the 10-day turn around with proposals; but that it was just information for others to know the deadlines and process that Curriculum Coordinator has to post report 10 days before Senate meetings. Minutes approved with friendly amendment.

President’s Report:

Holiday Party – reminder it is Wed, Dec 9th 4pm -5:30pm at Four Point restaurant. Spring Semester Senate meetings – meetings will go back to HS 107, beginning January 11th, 2016

Meet and Confer: (items also have attached documents on Senate page)
Gardner Institute Training – organization that specializes in retention – looking at contracting with us. Hansen asked how much. Marek indicated 15,000 total for working with Gardner, and that if there are more classes in the program, the cheaper the overall cost. Senate members were asked to take back to departments for their responses.

Duty Days for Summer regarding search advisory committees – Murray explained that we need to follow contract language. It should be a mutual agreement between faculty and supervisor (Dean) to determining necessary days for searches– right now it says two days paid by Academic Affairs. Discussion (via Marek, Murray, McManus) centered on whether it was a mutual decision, with concerns of being a non-position veto by administration. It comes down to exploiting time and faculty on the make up of committee. In looking at the 6 items listed for duties, there is no way these can be done in two days; even is ½ of a duty day, it would be more than 2 days to accomplish the appropriate steps for hiring. There seems to be a disagreement from Admin/MNESC in terms of what qualifies for a duty day. If done within the hiring year, no need for duty days.

Motion: Swain made a motion to form an Ad Hoc committee to determine guidelines for duty days and for examining summer checklist hiring guidelines. Marek seconded. Discussion included how many to be on the committee (Murray). Suggestion was for 3 (Swain). Sheikholeslami suggested to be one from each college. Amended motion from Marek to have one from each college on committee. Murray seconded. Motion passed. An email will be sent to faculty for populating the committee. Murray indicated that if Senate wanted, he will bring it up at meeting Friday with Tadlock, Senate agreed.
Checklist for Hiring: Issues/changes were discussed regarding the overall checklist of hiring. Items discussed (Marek) were the number of candidates and that there is now an “out” for skyping with only two candidates, the issue with off-list reference checks has been taken off; the majority of the list is a win and will create less issues. Heuer echoed that the issues of the off-list calling was problematic regarding who would be doing the calling. Marek indicate that it is left open to the committee what it thinks best during searches.

University Scholars: relates to document from Tadlock asking for departments to nominate a “university scholar,” with one per department. Discussion (via Marek, Murray, Sheikholeskami, Haworth, Kivi, McManus) included this as a bad practice as it will raise competition among faculty, questions regarding what the responsibilities of the faculty member would be who received the designation, issues with this being merit pay, that no more than 5% of faculty can be University Scholars, questions regarding whether admin will choose if departments do not, that everyone is doing their job appropriately so this will pit faculty against each other. Murray clarified in the contract (Art 11, section 9) that this is to be determined by the President – sole discretion. Some members did not like either structure of President or department determining who gets the money – both are negative. Suggestions were to perhaps have faculty rotate this among faculty, but that in the long run it may be deemed as meaningless, as some get the money and others do not. Murray suggested that it be left as is and keep as per contract. Motion (McManus) to urge President to use his authority with respect to numbers and faculty selected. Murray seconded. Discussion (Kivi) asking for clarification as it has a seed of discord. McManus indicated we already have a seniority system and that it not be arbitrarily assigned. Motion passed.

Hiring Calendar: attachment with hiring timelines. Only sabbatical and retirement replacements have been identified via administration; still unclear for any other hires. Heuer asked where this calendar idea came from. Murray clarified that we need a calendar to try to eliminate summer searches and that sometimes items sit in Dean’s office so a hiring calendar will help move items along. Regarding grievances, nothing has been set yet – but money is there – and admin needs to honor those hires as well with f-t faculty. Hansen indicated that some people teach both adjunct and sabbatical replacements and concern with cutting instructional lines overall; some people are going on sabbatical but those positions are not reflected in the timeline. Marek said chairs have talked to deans about this situation. Krippenhan mentioned that they has two on sabbatical and only hired one fixed term to cover the classes. No further discussion except hoping to get answers for other hires.

Financial Recovery Plan: attachments with budget and recovery plan document. We have a 2 million dollar shortfall – by Jan 4th administration needs to submit a plan of recovery. Heuer asked if we can expect any money to come from Higher Ed with overage of state budget. Swain indicated that we will not know anything until April with the new budget. Marek explained that if institution is under for 2 years, recovery plan is needed.

English Graduate Curriculum Discussion: Swain reported it is being stalled in Administration – will be a meeting on Friday with the department and hopefully some resolution.

Checklist of IFO requests: Murray indicated that Exec has asked for data from Admin regarding adjuncts hires, tenure requests, overloads/no loads etc. at the beginning of every semester. Fall
data have yet to be provided; should be getting something next week. They are asking for Spring 2016 data now also.

**Officer Reports:**
Grievance: Murray reported progress of any grievances.

**Committee Reports:**
Curriculum: Pawlowski (Curriculum Committee), Krippenhan (Graduate Committee), Hansen, (Teacher Education Committee), and Swain (Liberal Education Committee) all recommended approval for the proposals in the report. Swain moved to have recommendations approved. Senate approved.

Liberal Education: Swain shared committee discussion regarding People and Environment (P & E) courses. As of right now, there is no Director of Liberal education, thus making it difficult for folks to complete all the duties (i.e., recruiting for P & E classes). Swain made a motion to reinstate a coordinator of P & E to work with all things pertaining to Goal Area 10; and asked if they can appoint Erika Bailey-Johnson as this ex-officio member. Motion passed.

International Studies: Beech reported on the committee’s work. He first thanked the committee members for their work. Committee discussed whether there should be a chair for the committee and the make up of the committee. The committee proposed to keep the program and to have a Director, with a Council for International Studies. Beech reported that there were seven programs in the major right now. Lawrence clarified that the committee recommended to keep the Int’l Studies program in general and a Director and Council will help to strengthen the program. Motion to have a director and council passed. Further details of asking for membership will follow.

Graduate Committee Proposal: Senate attachment for documents. Krippenhan on behalf of Graduate Committee, provided information asking people to consider allowing BSU to allow accelerated MA programs on campus, much like a 4+1 program. We are asked to bring ideas back to departments for January Senate discussion. General proposal is:

- For BSU to allow accelerated graduate programs,
- that only 5000 level classes may be double counted for both undergrad and grad programs
- with no more than 12 credits dual counted

Discussion (via McManus, Kivi, Murray, Fredrickson, Marek, Donovan, Gora) centered on various questions. Can undergraduates now take 6000-level courses? Yes, but they cannot count for undergraduate degree right now. Can this be substituted? No, a MNSCU policy. How would be/is faculty load handled? Faculty get paid four credits for three-credit class with 6000 grad class – not paid extra for 5000-level course. Additional discussion of how faculty would be paid would need to be considered; if 3000-5000, should faculty be paid? Currently in contract, only 6000-level counts.

Other MNSCU schools have this accelerated format (St. Cloud being one of them) as comparison. Discussion continued with implication of entrance requirements and cost for students. Some have GRE requirements; other places are optional with GRE if students already

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in undergrad program; programs could decide – leave it up to departments, but hopefully make it as least restrictive for students as possible. Discussion also questioned whether administration will push for this direction; if programs will be compelled to go to this route. Some programs are already moving in this direction on their own accord; some proposals in process asking for 4+1.

Marek made motion to ask for this proposal to be brought back to ask departments for input, and to have proposal sent to Curriculum Committee for discussion. Kivi seconded. Motion passed.

Heuer moved to extend meeting for 15 minutes; Gora seconded. Motion passed.

Old Business:
Joyce asked if the 16-week semester suggestion could be brought off the table for discussion. Senate voted to not bring back the issue; no further discussion on semester issue.

New Business:
Allowing AAS (Associate of Applied Science) to BA degree: Marek asked for departments to consider allowing students to continue their education to BA degree; for 2-year students to move to BA and the feasibility of doing this for students. Donovan indicated this is a “bridge” program – a model that has worked in the past with Nursing. Wildlife Management and TAD have similar programs. Marek indicated this was more for General Studies. McManus said this discussed six years ago but not passed. Folks are to take back to departments for discussion.

General Questions from Senate members regarding student situations:
Hafs (?) asked about the 80/20 model and goal area 11 with transfer students – what happens if a student leaves here and accepting program won’t waive course.

McManus asked about a student who has completed all requirements elsewhere and just wants to finish thesis here - sought input from Senate regarding the situation.

Marek motion to adjourn; Gora seconded.

Meeting Adjourned at 5:27 pm.

Respectfully submitted by Donna Pawlowski, Speech Communication