Meeting to order: 4:00pm

Approve minutes- if your name is missing from previous minutes, please email Lainie

Bill Joyce
Janet Heuer 2nd

Approved

President’s report

Anti-bullying

Jeff has asked for how the policy is to be implemented, and has not heard back yet. How are we going to take this training and move it forward? Will let you know, lot of folks there, it was great, thanks.

Delegate Assembly

Every two years, Delegate Assembly (DA) is held in St Paul. If you’re interested, please read the FAQ, even if not interested, should read anyway. Everything that passes in the contract, it goes through conference. Resolutions were previously done in the past differently, now will be done electronically, through the link on the senate attachment page. Don’t know if there’s a time limit, but usually they need to get wrapped up.

BSU is allowed 20 reps. Three are IFO board members, so 17 left. We don’t usually have a full contingent, so will send out an email to encourage folks to go. Mileage, per diem, meals, hotel covered. Strongly encourage folks to go. April 1st and 2nd. IFO will cover a shared room for two delegates per room, but BSUFA covers the other half, so delegates can have a room to themselves as a single- we need to take a motion to do this.

Do I have a motion to cover the difference per person for hotel room, about $1000 total?

Tom Fauchald: move the motion

Larry Swain 2nd,

John- should I just email Lainie if I want to go?

Jeff- we will be sending out a call.

Lainie- please wait until the email goes out, as I use the subject header to sort emails- I get so many that if you send an email that isn’t from the original call, it runs the risk of being lost between the cracks.
Motion passed.

BSUFA Exec elections

Jeff- Insert BSUFA elections information. Due to sabbatical, retirements, etc., only Mehdi will be on BSUFA Exec. There will be a lot of opportunities for people to be on exec. Is fun, hard work, rewarding, we are in shortage of people who are new to it, need more diversity. I really hope we can encourage you, or your colleagues who would be interested, to take it on.

As far as timing, we’ll do self-nominations, will do a BSUFA meeting, early March/late Feb, and an email call. I really want to get broad reach for this, to try to get as many people interested as possible. We will be having an election for IFO president, and we usually tag our president election on to their (IFO) electronic ballot. We have to be ready to go, to have a slate of candidates to plug into the electronic voting system- need to have it in March, which is a little earlier than usual. Any questions? Keep that in mind please.

Frederick vs California.

Services for non-members : can’t force fair share to pay. Is very important for Unions, and the practice of collective bargaining on campus. Rod has been doing a lot of research on it, if you have questions, please let us know.

December M&C.

International studies motion. They have that information, haven’t heard if they’re going to act on that.

Lib Ed committee change- People and the Environment, inclusion of ad hoc person, we delivered that straight from the senate minutes.

Name change for TAD- presented to the administration, the chair of that dept. has had discussions. Looking at that as a reorganisation, I don’t know why. Should know early March.

Summer duty days.

This is what they brought back from M&C and I said I would bring to senate

Mike Murray- this policy was from a resolution to a grievance that we had on a failure of the administrators to pay faculty compensation for duty days. I was involved in a search over summer, we worked six days, were paid for two, and happens across campus. The idea is, if faculty come in to work, should be compensated for that. Resolution that we wanted faculty members involved in a search to consult with their dean and come to an agreement on the number of duty days based on applicants, how complicated etc., if anything changes, should be able to renegotiate.

If you look at what came back, it’s different, and they flat out refused to take it off. The reason they have that on there, is they want to infer that faculty are going to be paid two duty days and the deans hands are tied in the whole matter. They intent seems to be a variance there.
Keith- I love how at the beginning of that sentence they recognise how much work is involved.

Mike- last senate meeting, we decided to convene a subcommittee to try to determine what would be the minimum number. I mentioned this in passing to Martin, and Randy said “you mean the faculty are going to dictate their compensation?” Personally, I would recommend that the senate does not accept this, as their intent is not what they articulated here. Two days seems to be 16 hours of work involved, vs coming in to campus five times, for example.

Jeff- when I work 15+ hours in a day, I don’t ask for the half a duty day on the other side of this

Mike- the contract says “between a faculty member and his or her supervisor”, so even if we pass this, it’s not in the contract. I think we should be able to go to M&C and say “the faculty aren’t buying what you’re selling”

Keith- I think we’ve asked them to change this a million times and they don’t. Even two M&Cs ago, Martin asked what problem we had with the language, and we pointed out and they didn’t even fix anything we said. So we should be shooting this down and sticking with the contract.

Keith- motion to shoot this down and stick with the contract

John- if we defeated this, what would the contract say?

Jeff- mutual agreement

John- questions re outside the contract period?

Jeff- anything that’s not a contractual duty day

Jan- it seems to me that faculty members to negotiate as individuals would create disparate treatment- tenured would feel more free to negotiate, vs untenured, or may not know the culture.

Jeff- absolutely

Mike- that was actually one of my arguing points when I went into this grievance, as the search committee I chaired, including myself there were no tenured members on the committee. I told them, untenured members don’t have the chutzpah to go to the dean and say “I want more money or we can forget about it”- they’re not in a position to do that, which is why they take the two days and “eat” the rest, that’s why I think this current policy is no good.

Heidi- when I think about this, all this could be solved if the searches would be carried out in a timely manner and not carried out in summer. Where are we with this? Where is the holdup?

Jeff- this year’s search, early on we said we need to schedule for early searches. Anything that is a retirement or a replacement is on that list. All of those come to fruition in February which should be enough time to hire. If someone leaves in the spring, you can’t know about that/ they’ve done what they can for positions they know are coming forward. They’ve already admitted it’s going to go into summer.

Tom- call the question, seems as if there’s a question.
Vote on calling the question. Go into the vote on the motion passed.

All in favour of voting this down?

Unanimously passed.

Jeff- we will pass that on to M&C

University scholars

Jeff- was supposed to go back to departments for discussion? It’s early in the semester, has anyone taken it back?

Rod- move to table to the next meeting, to allow time for feedback

2nd Tom

Passed

Financial recovery plan

Basically like being on the “naughty list”. This has started. Either strategically, or by chance, it was due over break. They have a draft, they will send it and we will get at the next M&C. They are supposed to address how they will get rid of the deficit. 1.3 million This year, will expand going forward. It’s out there if you start hearing about this,. Winona is the only state university not on the list.

BSUFA information requests-

1. Directors List

2. Carry forward Summary

3. Overload Summary

4. Adjunct Summary

5. Presidential Designees

Jeff has to ask for additional information re adjuncts

Curriculum

Donna pawlowski- recommend

Lib ed- none are lib Ed

Christel- no problems

Teacher Ed- no problems
Graduate committee- two motions

Christel- PowerPoint presented

The first motion, need to talk historically, there used to be a grad committee within academic affairs, there was always a representative on this committee. The committee was “defunked”, is now brought back, and based on our experience with this committee, both Martin and the grad committee think that it’s important that a BSU rep is on this committee, so that the faculty positon from BSU is on the committee.

Insert motion: BSU’s IFO representative for the MnSCU academic affairs council graduate education subcommittee should be chosen in the following order;

1. A member of the BSUFA graduate studies committee;

2. If no takers a full graduate faculty within a graduate program; or

3. If no takers, a full graduate faculty.

Jeff- does not need a second. Hearing no discussion.

Unanimously passes

Next one, is FYI

Master’s dual enrolment classes-

BSU 2015/2016 Catalog

- 5000 Level Courses: Graduate courses offered at the 5000 level are may be double numbered with courses at the 3000 or 4000 level. ... Courses at the 5000 level concurrently offered with undergraduate courses include additional graduate level assignments, ...
- BSU 2002/2004 Catalog o 5000 Level Courses: Graduate courses offered at the 5000 level may be double numbered with courses at the 3000 or 4000 level. ... Courses at the 5000 level concurrently offered with undergraduate courses include additional graduate level assignments, ... (p. 19)

Seems as if at some point around 2002, there was a transcription error in the catalogue, and we are looking to fix this. We couldn’t find the official record of it being changed, Michelle frenzel said it was most likely a transcription error and to just change it back, so no need to have a motion, is just an FYI.

Accelerated Graduate programs

Motion by the graduate committee

“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”
Rod- our dept. wants this
Donna pawlowski- our dept. wants it
Mike Murray- we want it
Heidi- two responses, who were not in favour
Christel- ours was in favour
Jan heuer- split
Tim- in favour
Indigenous studies- in favour
Jeff- all in favour?
Passed.

Budget
Tom.

Bunch of things on the web. Today we met with Karen Snorek. we didn’t really get much, we will be going to be getting copies on the 20th of the plan of the receivership, and another thing that we will put on the web, will be the NCAA/Title IX Report.

I put up the majors/minors report, it’s there if you want to see. Some of the deans are talking to dept. about the numbers of majors they do, or don’t have.

Major M&C issue is the 38% instruction information. For us, this is really critical, especially long term that we go ahead and stress this, you can see where we sit with other campuses and BSU along with metro state are two of the lowest instructional costs in the system. We need to keep hammering the administration that look, you’re not spending much money on us, that’s something we have been very successful in pushing the admin to fill retirement vacancies using this, it’s important in the future with the new FY coming, I would look at that and I think we’re going to be slightly lower. I could be wrong. You need to keep pushing on that.

The other thing, we talked about shortfall, interesting conversation. I believe the number was 1.3, 1.2… we are looking into 2017, enrolments are looking ok, but it’s still really early for that.

Heidi- on our website it says that our enrolment is up- is that true?

Tom- about 3/10th of one percent.

Rod- to add, some schools don’t have online programs today, but I’ve received emails that they’ll be looking at a turnkey program. It’s a 1.1 billion dollar industry.

Tom- we are getting a lot of students coming in who are not really freshmen, and we ask where the credits are coming in? Where are those credits coming in from?
Lib Ed – none

AAS- BAS

Jeff- will try to get more information going forward

New business

Rod- MnSCU has a cell phone/iPad policy. Keep your eyes open for this, if you do any MnSCU business or remote mobile computing device, they would have the right to seize it, or wipe it. They would be able to just do it- the president of the US needs to get a warrant to do this, but their policy gives them the right to just do it. It’s really a disaster as it’s written. The language is amazingly broad.

Tom- they legally can’t make you participate, but they can fire you

Jeff- Sandra was there, we had an equity committee meeting downstate.

Sandra- handout given out, very brief feedback. We are meeting again next Friday week, if you have any comments you want me to carry, let me know.

Equity committee has been dormant for years, understaffed, need data from the seven universities. The big thing is, part of the salary review committee, charged with review every 5 years, but we didn’t have the person-power in IFO or the data from MNSCU to do that. We are proposing to combine the two (2005, 2011). Then we catch up with data and review all data, and then do a 2016 study. My opinion, this is a good thing is that it will speed up your raise process, but if you have another idea…?

Carol Nielsen- moves that we approve the combined two studies

2nd- Paul Kivi

Keith- I’m a little confused. What do you lose by doing combined study?

Sandra- in the combined, they will be looking at all universities within system.

Joann- have they set a budget for how much to allocate?

Sandra- that would be negotiated

Tom- will be a two year wait anyway

Tom- personally, it is very aggravating. Have been talking about it for so long, we should have forced the issue, but we didn’t. The other thing is you do a combined, the 2011 data????

Sandra- we don’t do retroactive pay on a study, we do retroactive pay on terminal degree

Rod- the more variance that’s introduced over the years, the weird outliers .... Lowball /bad decisions throw off whole dataset.
Heidi- wondering if it matters if we do the 2011 study, one would assume the salaries would go up, and then when you go to the next one, would that matter?

Rod- that’s the reason we have career steps to avoid that kind of thing

Sandra- as you do yearly reviews, the idea is people are raised up, so that when we do a study there won’t be that much variability

Pat Donnay- I like the idea of combining, but not provided we don’t get more data than 2011. Sounds like you’re struggling to get data from 2010/2011...

Sandra- don’t think we can combine it if we don’t have the 2012-2015 data

Jeff- motion to support the combined study

Passes unanimously

Adjourn 5:13pm