Senate meeting February 2, 2016

Attending: Mike Hamann, Jessica Durgan (proxy for Donna Pawlowski), Gary Rees, Vivian Delgado, Paul Kivi, Heidi Hansen, Francois Neville, Janice Haworth, Brendan McManus, Mary Fairbanks, Pat Donnay, Carla Norris-Raynbird, Christel Kippenhan, Tim Goodwin, Kris Nei, Judy Olson, Keith Gora, Jan Heuer, Sue Rickers, Bill Joyce, Tim Brockman, Lyle Meulebroeck, Debra Sea, Pat Conely, Sarah Young, Jeff Ueland, Larry Swain, Mehdi Sheikholeslami, Tom Fauchald, Rod Henry, Sarah Tarutis, Keith Marek, Mike Murray

Call to order 4pm

Motion to approve minutes from Jaunary 2016: Larry Swain

2nd Tom FAuchald

Approved.

President’s report

Jeff Ueland: Two guests before I start, Jim Grabowksa (IFO President) and John Bohn (Government Relations) they’re on the agenda, but I have a few announcements before I let them have the floor.

Basic follow up to try to close the sloop on some of things we’re doing in senate. Salary equity- try to expedite this process- asking for one piece of information from depts.- who in your dept. has had terminal degree in the last 6 years, after hire, even ABD. This piece of information is holding up the entire process.

Last senate meeting, motion passed to MnSCU academic affairs committee- turns out we are eligible for that. Trading emails with rick Koch to find out who that should be.

Elections- March is the time we have to get things rolling- two Exec seats, president, negotiator, etc. open. Next meeting before it starts we will have BSUFA meeting, calls from the floor to self-nominate. Then after that we will follow up with email call, so everyone gets chance to self-nom. To include with the IFO slate, we need to have this identified by March 14th to get on.

John Truedson- leap year this year. Changes dates.

Jeff- please consider Exec.

Talked also about grievance re adjuncts that we resolved on campus. Deans have tried to use this to say we can’t use adjuncts any more. Not true. We had heard indications that administration wasn’t going to honour agreement, but this is not the case. They are going to honour the agreement. They should be appearing some time in February, so won’t have to deal with fallout of not honouring that agreement.

Rod- electronic device policy. Basically, there is a policy if implemented, as I read it, if you do any MnSCU work on a home computer, or electronic device, MnSCU will have the right to wipe it, take it, prowl through it for unspecified time, as a result of any investigation of any kind. Is currently open for 
comment online. There is an issue, if you have student issues on a machine, it should be on a password-protected machine etc., these parts make sense, but the rest of it is total overreach.

Keith- the IFO is sending an official response to this, with regards to wiping the phone etc. IFO is asking to wipe out about 90% of the policy.

Rod- there’s a lot in there not to like, and we need to let our feelings known.

Jeff- we will email to everyone

DA

Good response, still a couple more spots (four?) for people to go. Resolutions are now online. There are also continuing resolutions- anytime that anything is passed at DA, it has a shelf life of ten years. I will send that list out so that you know what has been passed previously.

Survey from Dan from Mankato state, to understand the services that the IFO offers. Please inform your peers about this survey, and that it’s important to complete, only takes about 10 minutes, not saved on MnSCU servers, and is housed outside any university.

Two guests.

Jim Grabowska

Reiterate a couple of things.

Re survey- the union can only be as effective as the input that we get, knowing what’s working and what’s not, and what needs improvement it’s not because we need data for data’s sake, it will be used in our strategic process. To look out beyond my tenure of president, and to determine the direction of the union and depends on the rank and file as to where we go. Following up on that, you’re going to have an enormous brain drain next year. Bemidji has been instrumental; the people have had important roles- tom, rod, Keith, Jeff- in provoking and maintaining the state IFO. Very valuable people to me, and I need you to think very seriously in your interest and commitment in helping the IFO move forward. This is my invitation/plea, to give serious thought to whether or not you would be interested in serving at the state level. It does require some travel, and spending some nights there in the cities. But the service that you offer to the rank and file is extremely important. I don’t like the term “downstate”; I want it to be “statewide”.

I also want to talk about some of the work that we’re doing. Salary equity. Jeff has been instrumental in getting to salary equity. It was on my to do list when I was elected to do salary equity. Jeff made an excellent presentation to the board that moved them to authorize the position and we have made an appointment. Across the system, already 40 people are going to be receiving salary increases as a direct result. This continues, it is now monthly meetings with a large committee. It’s incredibly important work that’s moving forward. Within a year we should all be caught up.
I wanted to tell you a bit about last year, all of the campuses put themselves way out there with the vote of no confidence with the chancellor, it had some direct and powerful consequents. Fast turnaround to the contract- faster than any time previously in history. Unfortunately the chancellor has been running into issues with the technical and community colleges faculty- their union has taken two votes of no confidence in two presidents, not the chancellor. Last Wednesday the chancellor came out and denounced the faculty as an isolated and whiny group. These are issues that are still laying out there, were not involved in them, but if it continues, it might be that the IFO reminds people that we took that action, and that we haven’t rescinded that opinion.

Mark Wallert- the chancellor- the board is happy with him, he got a raise?

Jim- let’s look at that. It was a $2700 raise, which isn’t an overwhelming statement of affirmation in the work that he’s doing. The act is, there’s a lot of division of opinion and a lot of concern.

Mark- that was my sense- it’s a thorn type issue, rather than something that needs major medical attention.

Jim- yes. I don’t put it out there because you may see or read things that might be out of context, so I thought I’d offer some clarification.

John Bohn

Handouts. Grab one.

As you look at the handouts, feel free to raise hands.

There are a couple of big things the legislature couldn’t accomplish last year, which will take precedence this year- tax bill. There will be an enormous tax bill. There is about 1.2 billion in rainy day money, but about 800-900 million is already spoken for in tax. The model that is being floated right now is something that will mimic what the feds do. T’s quite possible, and probable, that both house will pass something that’s similar. It’s something you’ll see coming out. I would prefer to see some of that money spent on the front end, to keep tuition down. Quick note on that, if you follow our Facebook and twitter, I posted an article from Twin Cities Business Magazine. Higher Ed was included in some way, which is nice to be included in that conversation (get link).

The next thing, we will be fighting for an additional supplemental appropriation for MnSCU. 21 million dollars. This closes the difference from what we got last year, to what we need this year. Even if we get 21 million, there is still going to be a lot of pain on a lot of our campuses. It’s going to be a big ask.

The big issue besides the budget stuff is going to be the bonding. BSU has a project which is #6 on MnSCU list. On the table is going to be about a billion dollars this year we are hopeful higher Ed will be a priority this year 254 million = MnSCU's total request. Governor has released his recommendations is 254 million. 80 million dollars of that is HEPA, which is significant, as HEPA is not sexy. There’s no ribbon cutting for new roofs and maintenance. Governor has received a lot of praise for this.

Higher learning commission decided to enforce rules of concurrent enrolment. HLC was called in to senate and committees, told that it was stupid and it would hurt our state, HLC said we don’t care.
MnSCU is bending over backwards to make sure that teachers get it. I’m concerned that the money for this comes out of higher education budget rather than k12 budget.

Couple of labour issues- how many are on TRA? TRA is having some funding issues, their board has approved a sustainability package, and I believe it calls for an increase in the employer contribution, and reduces ?? by half?? Get language from Tom.

I haven’t heard feedback on the 1% increase from employer contribution, but I assume it’s going forward.

Last thing is PERB- public relations employment board. Created in 2014, led by Russ Stanton it’s a board that hears and rules on unfair labour practices. Received seed money, but n money for actual running the office etc. Also, any meetings have to be done in public, which is not how any other board operates.

Can sign up online for the newsletter and other updates. Personal email is important to use. Also, mentioned before, Facebook and Twitter, which we are trying to use more of. Consistent updates on there when in session. Encourage you to share, retweet etc. to get the word out there

Jeff M&C informational out there on the BSUFA page.

Transfer credits- we have freshmen coming in who aren’t true freshmen- where are they getting transferred in to? The numbers have stayed almost static every year. Departments can use this as they wish, or just for discussion. On average, almost 20 credits they’re bringing in,

Carryforward accounts

You’ll notice that they swept all of the carryforward accounts, to the tune of almost one million dollars. Please look at that and if you have any questions to let us know.

Garner institute

Heard about this at startup. If faculty want to revamp their course, it’s voluntary. If it’s something you’re interested in, talk to Randy AVP, or deb Peterson.

Hoverboard policy

This has moved faster than any other policy in MnSCU, they’re very concerned about hoverboard. We are supposed to also be informers. They’re banned on campus. I’m not going to police for hoverbaords, but if you have any questions or concerns on these to let me know.

IRB changes

Mike Hamann- I’m on the IACUC, we’re working together to try to make some of the online forms for students better. For a while there it looked like the IACUC committee was going to be swallowed up by IRB, but it looks like we got that straightened out.

Title IX report.

It’s essentially an auditing of the athletics financial. This is the complete report and is very detailed document and provides lots of information.

Financial recovery
Tom will talk about this.

Updated hiring schedule

So far the administration has been pretty good at hitting the marks. Nothing is perfect, but it’s been a pretty good tool.

Proposal re $65/credit

I’m not sure of the motivation for this; I can’t read the tea leaves on this.

Mike Murray- the problem is in the third paragraph, 6th line down. “normally use of ....” At M&C they specifically said that this is what they added. The problem with this is the contract stipulates 2.25/credit x their base. So they’re trying to pay us less, and it’s simply not contractual. Is very clear. We told them this, but I don’t think they said anything. Does anyone have any thoughts on it?

Rod- the only appropriate use of this, if it is a self-sustaining workshop, they can do a pro-rate deal, but they want to do a pro-rate deal for everything. It opens up the door for abuse.

Tom- It’s clearly against the contract. Vulnerable faculty- new, untenured etc., fall to the pressure. It’s not consistent across the board, as some are paid correctly.

John- isn’t this what happens during the year anyway?

Jeff- it’s a policy that’s not consistent with the contract

Jeff- I’m out of order here, but the administration continually misinterprets the contract same for university scholars. However we decide is fine, but please take this into consideration moving forward.

John- I don’t see any difference to what we currently have

Mike- they said at M&C confer they added a summer piece.

John- this needs to be discussed b/n M&C and exec

Bill Joyce- at what point is it low enrollment versus a need for a new section?

Tom- I move, that the senate go on record that we oppose the portion of this document for summer sessions.

2nd – Rod Henry

Rod- this should rate red flags for everyone is the use of the word “normal”. If this doesn’t change from current practice, why would they bring it to M&C? This “normally” bit, is going to be used to justify paying someone less at this rate than the regular summer rate.

John- so we are just going to be opposed to the sentence about the summer?

Tom- what you’re setting up is a big potful of people with 10 students in a class getting a $1000. Our contract was designed specifically to counter this.

Mike- propose we amend the motion and kill it altogether. Get wording from mike here. Could potentially make less than our base if we teach online...
Larry- I move that we need to extend discussion for 15 more minutes

Rod- 2nd

Tom- there’s’ limitations within the contract, if you’re not teaching overloads, you probably have a good point, but some of these it’s good to have these limits. We’ve had people teaching in the summer with more than 150 people in the class making tonnes of money, it was just bad. The issue really is the summer school. They could enforce the rest of those themselves. I just think it’s important that we just go ahead and get the contract part vs

Keith- we are opposing the use of the $65 in the summer

Passed.

Mike- can I make motion that we get rid of the whole thing?

Jeff- no, no time.

Motion- course scheduling guidelines back departments for to review.

Tom motion

Keith 2nd

Passed

Budget- Tom- will do next time

Curriculum

Larry- approved

Graduate- Christel approval

Lib Ed.

Heidi- Teacher Ed has not completed discussion of g. 21 ED. Motion to approve slate removal of this 2nd tom.

Passed.

Steve Berard

Diversity committee met for first time in December. Survey coming out. Also, wanting to get more anecdotal evidence

Jan Heuer

Anti-bullying training

The training was phenomenal will be doing something campus-wide in spring, will be supported by CPD.
Ph.D. from Cappela University who wants to survey the university. I don’t know what to do with it. As per usual, if we don’t want to do it, I’ll report back to M&C, or can push back to departments for review.

Tom- I move that we send it back to departments and then review at next senate meeting

Keith 2nd

Heidi- this seems to be directed at social sciences, should we all look at it?

Jeff- all departments, any time we have anything like this, it’s important all look at it.

Passed.

Course scheduling guidelines

I appreciate this proposal, not the content per se, but the intent.

Adjourn 5.25pm