BSUFA Senate Minutes  
November 3, 4:00 pm, HS 107

Present: Brown, Pres; Matthew Bowen, Chris Brown, Cheryl Byers, Donald Cloutman, Sue Cutler, Phil Dahl, Brian Donovan, Marsha Driscoll, Tom Fauchald, Jeanine Gangeness, Colleen Greer, Janice Haworth, Mike Herbert, Craig Hougen, Ivy Knoshaug, Doug Leif, Co Livingston, Keith Marek, Brendan McManus, Louise Mengelkoch, Nancy Michael, Mike Morgan, Dianne Narum, Bud Nestel, Deb Peterson, Karl Salscheider, Mehdi Sheikholeslami, Kathryn Smith, John Truedson, Jeffrey Ueland, Pat Welle, Marty Wolf, Morgan, recorder.


Guests: V. Boudry, S Hauser, T. Murphy, A Haugen

Call to Order at 4:03

Approval of Oct 6 2008 Minutes  
Moved Wolf, seconded by Gangeness. Carried.

Student Senate Report  
The Student Senate co-presidents stressed getting out to vote. The Student Senate offered shuttles to the polls from 10 am - 7 pm.

The Student Senate had been presented with Athletic Restructuring Proposal and will be discussing it after their Nov 4 meeting.

President’s Report  
Brown announced that promotional and informational handouts can be distributed on the back table.

Brown has designated conveners to get the BSUFA Committees moving. He asked the committees to meet. to select a chair and set up meeting times.

New Summer Calendar. The summer calendar accommodated our requests. The calendar allows us to start early to teach a full 15 week session if we wish. Fauchald moved to accept the calendar. Gangeness seconded. Motion carried.

Officers’ Report  
Leif: Go Green. Leif received feedback from 22 constituents concerning the Go Green resolution. 100% were for the Go Green print promotions. It was also pointed out that the materials were already printed. One of the top reasons for not returning to BSU was faculty indifference; the promotional materials suggests faculty engagement.
In addition, the rank and file that responded to the Go Green resolution would like to see the BSUFA focus on the following matters:
- to make sure that the Administration abides by the contract
- to continue to enhance compensation
- to improve working conditions
- partner with the Administration when partnering is warranted; i.e. to increase enrollment and retain students.

Leif reiterated that the relationship between the BSUFA and the Administration will be adversarial by nature but that we should work with the Administration in situations that serve the interest of both.

**Treasurer's Report: Wolf**
Wolf reported that our local organization is in good financial shape. We have $3k that we would be best off spending before the end of the fiscal year. Wolf requested to bring forward ideas for projects we could be doing as an IFO. We can engage in external projects. Peterson pointed out that in the past we donated money to Winona during the flood. Wolf pointed out that we need to keep in mind how fair share dues are calculated when selecting a project: It should be an event that in which all faculty, including fair share can support and participate in.

**IFO Board Report: Peterson, Cutler**
Peterson presented research on other universities' relation with their Foundations. Metro and SW have non-voting faculty representation on Foundation. Metro: FA Rep ex officio. SW State: faculty association president and another executive committee member.

Re: the move towards 60/120 credits. MnSCU is chary about granting a waiver for only one program in the system. Accounting will fit in 120 credits at Morehead, so other universities are unlikely to get a waiver. Might want to look to the other campuses in designing programs.

Re: Evaluation of administrators. The IFO Board endorses campus evaluations of administrators and passed a motion to put an evaluation process on each campus. They want campus faculty involved in creating instruments, and remind us that we need to tie the evaluations to administrators' job descriptions. Action: We don't need to do anything right now but mull it over.

Cutler reminded us that BSU still does not have a negotiator. Meetings started at the end of October, and are moving on. We are trying to get some reassign time for the negotiator.

**Committee Reports**
McManus reported that Morgan, Young, and Rietmeyer have self nominated to open positions unopposed. The committee recommended appointing them. Motion carried.

Wolf has agreed to serve as faculty co-chair on HLC.

Rules Committee: Report on status of secretary is now null.

Academic Affairs: The Committee has not met yet. They have been asked to report on Pick a Prof at Dec 1 Senate Meeting.

Curriculum Committee Report III: Salscheider pointed out that Biology, Business Administration, and Nursing made some small changes. Mass Comm introduced some new courses. The Committee recommended passing the changes. Nestel had some questions concerning the Mass Comm changes. Several course names were similar to those in IT.

Wolf moved to separate the Mass Comm proposals from Biology, Business Administration, and Nursing, second by Fauchald. Motion carried.

Biology, Business Administration, and Nursing curriculum proposals were accepted.

McManus moved to refer the Mass Comm proposal back to Committee to address the concerns. Wolf seconded. There was some discussion. Driscoll spoke against the motion, pointing out that IT has had 6 months to respond. Fauchald pointed out the IT department's recourse: If the Senate passed the recommendation of accept the Mass Comm changed, the IT department can appeal to the Interim Vice President.

Boudry (guest) pointed out the Mass Comm courses are not duplications of IT courses. They may have similar names and may use the same technology, the technology is used to different ends and so shapes the content. The technology might overlap, but not the content or use.

Motion to refer failed.

Recommendation to accept the full packet of courses, including Mass Comm, carried.

ACC Committee: Morgan reported. ACC had a meeting with CIO Mitch Davidson.
- IT is currently investigating green technology, flat panels and other product efficiencies.
- For spam, they are changing from the current software to Ironport.
- Lab Logins at all labs: to be implemented by spring semester. As part of this, they are moving from Novell to Active Directory.
- BSU IT is now overseeing NTC IT. We have updated high-speed connectivity between BSU & NTC to facilitate this.
- Davidson will be revising the Strategic Plan. He will seek ACC representation on group
Wolf had questions about Ironport. If it monitors ports other than mail, that may be a possible violation of academic freedom. ACC will ask Davidson.

Byers had a concern about switching systems such as spam control and login. We seem to do this each time another technical administrator comes on board. What's the cost of this change? ACC will ask Davidson to speak to the matter.

Budget Report: Fauchald: The Budget proposal is one of the best ever and will be voted in by IFO board. It includes a 4% tuition increase, 3% for inflation; $17.9 million for faculty salaries. MnSCU put the increase forward because the universities are ranked low in pay.

Thirtieth-day enrollments shows north-east schools including Rainy River down. A lot of schools were flat. Mankato has seen growth.

We have a new budget coming in December, and a new cost study in January. Instructional cuts came in the last round. Maki would be showing us some scenarios at the Budget Forum this week.

A heads up: On July 1 2009, Pawlenty might ask state agencies for a 5% cut over the biennium. This will impact 2010. BSU’s budget depends on 55% tuition. The more we rely on enrollment for budget, the more a drop in enrollment will create a problem.

Lib Ed Report: Donovan: Lib Ed is preparing procedures and materials for implementation including guidelines and principles for students, definitions of terms, and operational definitions of competencies. He pointed out that there is enough material already in circulation to start planning courses. Lib Ed will be ready and have the implementation materials to the Senate for consideration by 1 December.

**Unfinished Business**

Go Green Resolution: Driscoll: Withdrew the resolution.

Foundation Update: Foundation has a new president, and we have been assured they will meet with us.

**Internal Candidate Resolution**

History: The issue of hiring internal candidates came up in Exec and President Brown when it was noted that we need outside talent. With exception of Fredrickson, our last set of hires have been internal: 14 of the last 16 by one reckoning. The Exec is putting the resolution in front of the Senate to foster discussion.

Time: Recess declared at 5:15
Continuation
10 Nov 4:00 pm

Attending
Dave Benson, Chris Brown, Cheryl Byers, Donald Cloutman, Sue Cutler, Brian Donovan, Marsha Driscoll, Tom Fauchald, Colleen Greer, Janice Haworth, Mike Herbert, Bonnie Higgins, Craig Hougen, Ivy Knoshaug, Co Livingston, Keith Marek, Brendan McManus, Louise Mengelkoch, Nancy Michael, Mike Morgan, Dianne Narum, Deb Peterson, Karl Salscheider, Mehdi Sheikholeslami, John Truedson, Jeffrey Ueland, Derek Webb, Pat Welle, Marty Wolf


Resumed at 4:03

Internal Candidate Resolution
McManus objected to the resolution. The criteria are legitimate to shape a search committee. But this is not of BSUFA business. We should be concerned about the BSUFA drawing a line that would keep our faculty from becoming a dean or VP. McManus also objected to statement of new blood, that we are somehow tainted by being here. McManus acknowledged we ought to have criteria. But not a line.

Fauchald pointed out one concern about internal candidates that does affect faculty: Replacement. We need to be concerned that the administration will not fill a position made vacant by an internal hire with a permanent fill. This has been grieved in the past and lost. Given the budget scenario, this becomes a concern for departments. It is also not fair to faculty hired to temporarily fill the position. One solution is tenure for administrators but the IFO board is not willing to give us that.

Knoshaug acknowledged that there are problems in internal hires, but this resolution doesn't address it. This proposal looks like a vote of no confidence. Everyone in our current administration came from inside, and so the proposal is appears decisive.

Donovan agreed that the resolution doesn't address Fauchald's concerns. He might support a motion that would address that issue, re: loss of faculty to administration.

Benson spoke in favor of the resolution. He noted that we've had a parade of interim deans over the past 15 years. We have a strong faculty because we come from diverse backgrounds.

Welle notes that his colleagues were in favor of the resolution. We should not see this as a
referendum on our talent. Internal hiring creates a destructive dynamic of being groomed. There is a difficulty, and this is a reason to bring in new people.

Byers spoke against the proposal as discriminatory. It puts the Senate in an unnecessarily adversarial role.

Knoshaug pointed out that these positions will be going through a national search, and there will be due diligence in the process. The BSUFA should be involved in that due diligence.

Ueland noted that his colleagues spoke against the resolution. He noted, however, that it seems like the rules are relaxed for interim hires.

Tom Murphy (guest) pointed out that there will be a national search. The current interim positions were advertised in the MnSCU system. The resolution doesn't take into account coming into the system with outside training.

McManus: Speaking against the motion. We don't give administrators tenure in the MnSCU system, and without that, we're not going to get good outside candidates. Without tenure, we are not going to get people who can act freely.

Brown pointed out that an internal hire gives tenure to the administrator.

Fauchald: Tenure for admins has been on the table with MnSCU. But the question is this: An internal hire will build seniority. So how do we handle it when a dean moves back into the department? That will eliminate a hire. And that will become a problem when the money gets lean. We've been burned before when it came to replacement. If deans with tenure is so important, presidents should go to MnSCU and get it.

Welle: There is merit in the resolution. External candidates will not apply for a position when they know internal candidates are being considered.

Michael spoke against the resolution. We should not precludes anyone's desire to apply for positions in hires. This is a matter of individual freedom. We should not pass a resolution that tilts things.

Donovan suggested that the resolution could likely be ignored. If we overreach and fall flat, we end up looking weak.

Benson: We need to look to the future. If we don't look at this resolution, we need to do something.

Driscoll: Speaking to neither support or endorse writes us out of the discussion.
Faucauld called the question. There was no objection.

Motion failed.

Faucauld moved an alternative resolution.

The BSUFA requests that permanent internal administrative hire will be replaced with a permanent faculty member.

Wolf requested to delay the motion until the next meeting to get the wording right.

Motion withdrawn.

Nine month language
MnSCU HR will be sending a statement regarding the language attached to advertised positions. Brown reported that the language had not arrived yet. We hoped to see it at the next M&C.

New Business
Student advisory committees: Discussion on the issues
Brown: Faculty are reporting that deans are asking departments to select students to meet with them regularly. This becomes problematic with Article 22: Evaluation. If a student makes even an offhand comment in such a forum, that comment can influence or distort formal evaluation. Students at a MnSCU university simply mentioned that a faculty member had been late; once that was mentioned in the meeting with the dean, it colored the formal evaluation procedure as designated by the contract. There is a formal channel for student concerns: faculty to chair to dean. The Student Senate exists as a representative body if deans want to talk to students.

This is open for Senate discussion. It is a contractual issue.

Byers noted that her department is strongly in support of forming this group. The department faculty get to choose which students to put forward. We are not threatened or worried about what students might say. It's a good way to get informal feedback. Byers pointed out that that deans can meet with students with or without our consideration.

Welle responded that it is not adversarial or paranoid to discuss assessment procedures. He suggested that we should recommend that the decision go through Student Senate rather than faculty or chairs. Michael agreed: we should let the Student Senate choose the students. This should be between the administration and the Student Senate. Greer suggested the Student Senate could be encouraging more exchange. Byers rejected the logic of going through Student Senate.

Tom Murphy (guest) recommended we pick our best students. Cloutman reported that the forum was discussed in biology. They picked their best students.
Driscoll noted that the psychology department is in support of the idea. Marek pointed out that this kind of evaluation could be an issue in hiring. Benson argued that we should support the advisory committee.

Greer noted that the concern is what would come out of the meetings and what would go on in them. Herbert noted that these are legitimate concerns if the meetings are used as an assessment tool. We are not sure if the forum is advisory. Sheikholeslami noted that if the idea is to foster learning, then faculty should be present at the meetings.

Wolf proposed moving the agenda along. No objections.

Surveys of Faculty
Brown: What kind of say do we want on survey requests? This can be a slippery slope. One survey requested all faculty and staff names and email addresses. Brown reminded the Senate that individual faculty can ignore surveys if they want.

Peterson pointed out that Human Subjects says BSUFA is to be made aware of any surveys coming. We are not being asked to ok or review the surveys.

Brown clarified: IFO downstate is asking the local associations to give access to the names on the list serve: this is why we are talking about it. Peterson pointed out that if a list is publicly available, we don't need to provide it.

It was agreed that the Senate doesn't need to discuss the issue further. Discussion moved on without objection.

Herbert: Announced a faculty survey coming from CJ students.

Administration Evaluation: Hires Holdup. This has been taken care of.

Electronic Voting: Brown gave some background. Greer pronounced this a non-issue. Discussion moved on without objection.

Conflict of Interests with CPD
Background by Brown: On this campus, CPD was created out of a grant. Folks in CPD were selected from within unlike other committees. The grant is now gone. We put the Professional Improvement Grant in with the CPD. The current convener for PIG is also the director in absentia for the CPD. This means that the group doing oversight for the CPD is also the director of the CPD. Is this a conflict of interest?

Rose Weaver (guest) pointed out that she is the interim director of CPD. As well, the CPD has had an oversight committee that has been filing a yearly report for 20 years. There is no conflict.
Donovan agreed: with Weaver as interim, there is no conflict of interest.

Discussion was moved on without objection.

**Response to Athletic Restructuring Proposal**

Haugen spoke against the Proposal. The proposal wasn't a restructuring but a severing. If track is cut, what is going to be next? Men's track is the least funded and in the past years has been one of the most successful programs. How the cut impacts the students isn't balanced against the external and enrollment impact. He pointed out the impact on students: 49 men, 20 women; $6k in scholarships. These are small numbers compared to other programs and so questioned the savings. Other coaches are concerned about where students can go with track as an activity. There is little budgetary gain. They gain a few small dollars. The 12$k bus still has to go for the women, so we don't save the dollars.

Haugen requested the Senate's assistance for a response.

Driscoll: Moved to survey students on their take on sports, Title IX, the budgetary concerns. Byers seconded. Motion carried.

Fauchald: Moved for a 120 day moratorium on a response to perform a survey and look at the financial information. Driscoll seconded. Question called. No objections. Motion carried.

Adjourned 5:18 until December 1, 2008

M C Morgan, recorder.