BSUFA Faculty Senate Minutes
24 Jan 2011
HS 107  4:00 pm

Senators Present:, Jennifer Atteberry, Jim Brouwer, Cheryl Byers, Mark Christensen, Phil Dahl, Laurie Desiderato, Tom Fauchald, Mark Fulton, Jeanine Gangeness, Troy Gilbertson, Colleen Greer, Heidi Hansen, Craig Hougen, Mike Herbert, Bonnie Higgins, Butch Holden, Ellen Jones, Christel Kippenhan, Mark Lawrence, Doug Leif, Co Livingston, Brian Ludlow, Keith Marek, Tom Murphy, Dianne Narum, Bud Nestel, Miriam Rivera-Hokanson, Karl Salscheider, Mehdi Sheikholeslami, Jennifer Swanson, John Truedson, Jeffrey Ueland, Derek Webb, Pat Welle, Jim White.

Senators Absent: Virgil Bakken, Dave Benson, Kathryn Smith, Rose Weaver

Guest: Don Larsson, IFO President

Call to order at 4:01 pm


Fauchald moved, and Christensen seconded to confirm Peterson as Grievance officer. Carried

Marek moved, Nestel seconded confirming Herbert and McCracken on search committee for Registrar.

The Exec is asking the Senate to direct them on our response to President Hanson's recalibration plans. Exec met twice last week following the notice to develop points, but are looking to the Senate for others. We identified

Disproportionality: 38% of our budget is instructional costs but 70% of the cuts, and 70% of the budget cut are faculty

Looking for written guidelines from the administration on curriculum reform they are seeking.

Athletics: There are disproportionalities there, too.

Personal days for those retrenched. We want to put a plan together so that those retrenched have time to attend interviews.

Webb: Moved that executive collect ideas from the Senate, take them under advisement, and combine them to create a coherent response.

Fauchald seconded.
Departments can submit concerns in writing to members of the exec. Under the contract, faculty response is due this coming Wednesday, 26 January. Administration is not making themselves available at the scheduled time for M&C, so we arranging an extension until Friday.

Jones: We could argue we have 10 days from today. The last department was notified today.
Gilbertson: Exec was in receipt of the plan last Tuesday. The 10-day count started then.
Motion carried

Don Larsson addressed the Senate, with two quick ideas.

What's driving this is state deficit. The Chancellor vowed that he would leave a clean house for his successor, coming soon. This means cuts and restructuring all around. The only two universities not on the line are Metro and Winona. Each situation is unique, and new situations are coming up that we haven't had to deal with. MnSCU with IFO endorsement is putting forward a budget that holds steady at the levels we were at 6 years ago. Other recommendations are out there to freeze pay, remove sabbaticals, freeze steps. There's also a proposal out there to make this a "Right to Work" state. It's gloomy.

Donovan: How would you estimate the jeopardy on things that have been in contract for decades: health insurance, sabbaticals, tenure? Are they in danger?
Larsson: I'm optimistic. I think the IFO will remain. We could be losing 10% full membership by next spring. But the current MnSCU administration realizes there are advantages in dealing with organized groups rather than dispersed individuals. Some basic things are not in jeopardy because it would rile people too much and they can be worked around. Tenure and sabbaticals are pretty secure. But we'll see some holding to letter. One key example is in counseling centers. They are secure for the time being, but they are being replaced by MAPE people as IFO faculty move out.

Linda Brown (guest): In the paper, there was a quote from the faculty at NTC that they would be happy to pick up courses we've been cut on. Is that the movement we're going to see?
Larsson: They can't move upper division courses to the 2-years but we're discussing this. The Chancellor has made a good point about mission creep in the 2 years.
Ueland: It's different here because mission creep is administrative creep,
Larsson: That's true.
Fauchald: If NTC offers courses we teach because we've been cut, that's grievable.
Larsson: There might be a legal point. If you are laying off faculty at BSU and giving courses to NTC intend, that would be a violation of contract.

Byers: Are other institutions seeing disproportionality?
Larsson: Faculty make up the vast majority of the budget. 80 - 85% -...
Fauchald: In IPEDs, ours is 38% of budget, not 80% Sports is $2.9M. In our situation, 70% of the dollar figure came out of faculty.
Larsson: It depends on which the spreadsheet you look at. Also depends on the time line. Our deadlines means IFO gets hit first, then other budgets, then sports, then admin. I don't know what sort of timeline your president has in mind. Ask him what's next.
Truedson: What are campuses doing to cut sports to save money? Track was cut without doing anything to the budget.
Larsson: Again: it depends on which spreadsheet you're looking at. The bottom line is asking what is the plan, what are the rationales for what's being cut? You do have other national duties to uphold. There might be people with deep pockets to keep programs going.

Gilbertson, to Beyers: Your answer is yes: They are disproportionate.

Larsson: Outside of the operational budget, everything comes from the general fund, except for the president. At St Cloud and Mankato, we have been hearing of admin positions being shared and shaved.

Lauren Cobb (guest): Does our contract allow furloughs?
Larsson No. Right now our contract stipulates 168 days duty days. They could reduce or eliminate reassign time.

Guests were speaking without being recognized by Senators so Fauchald moved and Fulton seconded open the meeting to let guests speak without being recognized.

Jones: I speak against the motion. We need to get our business done, so I would like to give our senators alone the right to speak.
Welle: We need compassion to let others ask questions and extend our time.
Jones: As one who was informed just this morning by the President that Theatre was being cut, I have compassion, but I do ask we move forward.
Motion carried.

Larsson: Retrenchments will not take place for a year yet; other things could happen. The positions are going, but other people in programs and departments might leave, which creates an opening. Those being retrenched are entitled to rights. Outplacement advising for instance.

Ludlow: What's going to prevent faculty being cut from programs only to have those programs taught by adjuncts?
Larsson: They cannot backfill with adjuncts if the program is retrenched. Trickier is the packaged courses, those paid as 65$ per student per credit. Those tend to be off the record, and they need to be looked at.

Marek: When is someone technically retrenched?
Larsson: When they have the letter in hand. That's when they receive retrenchment rights.
Ueland: We should advocate for letters being sent?
Larsson: Yes.

Larsson stands down.

Gilbertson requests motions from the floor directing the Executive Committee's response the the cuts.
Greer moves, and Welle seconds the following:

Resolution: To Request a Reconsideration of the Stated Recalibration Plan

Whereas recently announced recalibration cuts are disproportionately shouldered by faculty and academic programs;

Whereas recently announced recalibration cuts affect the very programs that would have the capacity to deliver in areas of STEM, ethics, environmental sustainability, and health research;

Whereas recently announced recalibration cuts require evidence of connection to the university's stated mission or signature themes, which form the basis of our Higher Learning Commission reaccreditation;

Whereas the President has not articulated a mission-driven recalibration, nor has sculpting occurred as was previously promised

Be it resolved that

1. the Bemidji State University Faculty Senate requests a reconsideration of the distribution of proposed cuts.
2. recalibration plans should include more extensive cuts to non-academic areas to evidence the centrality of the academic mission of the university.
3. the BSU administration solicit and explore alternative methods for reducing costs that do not include such extensive faculty reduction, including calendar changes, moving to Division III sports (note: except for hockey), asking for volunteers for line sharing, furloughs, etc.
4. the Bemidji State University Faculty Senate requests a written statement from President Hanson indicating how recalibration is consistent with our mission and signature themes, and if it is not we ask that the university community be engaged in a process that defines our mission and our signature themes.

Greer: In general, we are requesting a reconsideration of the stated recalibration plan to see it connected with the BSU mission. We heard early on that the President was going to assist us, but he did not, nor does his plan address the signature themes or the stated mission.

Fauchald: I like that is brings in proportionality and the BSU mission. I speak in favor.
Haugen: On the point of exception of hockey, one thing to think about are men's and women's hockey. Maybe going to Division III.
Livingston: What cuts affected health research?
Greer: Math
Livingston: Indian Studies should be added, as a friendly amendment. They reduced history.
Greer and Welle accepted the friendly amendment.
Livingston: What kind of dollars do the cuts come to?
Fauchald: $4 million and change.
Salscheider: I could not support moving to Div III. The people I represent I would not be in favor of that.
Brouwer: Div III: we just can't take that. I could not support that.
Gangeness: All the issues are in one resolution. Splitting this resolution up may make more sense to vote on.
Leif: I'm speaking against the motion with Div III in there. Scholarships. We're at the bottom end of it. We would have to shift financial aid. We wouldn't save much.
Jones: Since we are simply sending this to exec, they don't have to take it in total.
Greer: I'd like to see it shaped by this body and sent that way.
Truedson: I'm against the motion. I would like exec to look at other options to deal with Title IX without cutting options. I'd like to have this addressed.
Fauchald: I'm in favor. The elephant in the room is inter-collegiate athletics. We lost 33 instructional faculty but not one coach. Athletics is a good thing, but this is worth bringing up.
Welle: I'm in favor the motion. I move separation. Can we separate items one and two, then three, then four?
Greer, as proposer: Agreed.
Move to separate goes forward.
Separation carries.

Sheikholeslami: What's the time line? when are these things going to happen? now? two years or five years?
Gilbertson: Some are ongoing. The immediate mission is to defend faculty positions.
Desiderato: I'm in favor of 1 and 2. Can the exec put in more specific wording?
Gangeness: We'll do that.
Items 1 and 2 carried.

Item 3
Brouwer: We can't go to Div III. We gotta stay with Div II. I'm against item 3.
Petersen: We've lost the ability for our students to perform in non-athletic areas. I value sports, but I also value music, theatre, and visual arts and they have all been cut.
Ueland: I'm for the motion. Sports is putting up the assumption that we need to be Div II. There's no evidence that Div II is cost effective. This needs to be on the table.
Leif: There's a misconception that dollars cut from athletics means it will move to another box.
Fauchald: I call the question
Carried.
Voice vote taken. Division called. 23 - 9. Motion on item 3 carries.

Item 4:
Fulton: We see general principles without connections to the details of the cuts.
Fauchald: We asked before how they connect the principles to the specifics, we need to ask again.
Brouwer: They say administration is running lean, but we want greater clarification.
Desiderato calls the question
Carries.
Motion carried.
Webb: Move the following resolution. Seconded by Desiderato

Any recalibration that does not evidence direct alignment of the budget (i.e., personnel lines, academic programs) with the stated mission, signature themes and HLC accreditation will result in faculty non-participation in assessment and planning processes as well as the HLC Academy and any HLC future focused visit.

Fauchald: This is basically a work stoppage. We stand losing our HLC accreditation. That's not a smart move.
Byers: I'm opposed. I couldn't vote on this without consulting faculty.
Desiderato calls the question.
Passed
Motion fails.

Jones moves, Desiderato seconds to extend by 5 minutes. Carries.
Webb moves, Ueland seconds a motion.

The BSU Faculty Senate stands opposed to recalibration that does not support the stated mission and signature themes of the university as approved by the Higher Learning Commission and the reaccreditation process.

Welle: I'm favor of this. This is a position we should have taken two years ago. It's high time we see resources allocated to the stated mission.
Greer: The mission was put to the HLC, and so if something is changing, it has to be seen and approved by HLC.
Larsson: Point of information: Your mission was reaffirmed by the Board of Trustees. That's important too.
Murphy: Do we need this? This is addressed in #4 of the resolution we passed.
Byers calls the question. Desiderato seconds.
Carried.
Motion fails.

Jones moves, Fauchald seconds to extend by 5 minutes.
Carries.

Jones moves that,

given the faculty cuts, Senate request the administration to agree that any faculty member cut receive permission to travel for employment interviews without the use of personal days.

Peterson seconded.
Fauchald: It's the right thing to do. It's not going to cost us.
Carried.
Desiderato moves that

Executive explore extending tuition waivers for those who are being retrenched until completion of the degree.

Welle seconded.
Carried.

Nestor moves

to extend emeritus status to faculty being cut even if they haven't earned the requisite number of years.

Desiderato seconds.
Kippenhan: I speak against the motion. We ran into problems with this last year, with faculty who waited 20 years who saw faculty with 15 years gain emeritus.
Motion fails.

Ueland moves that

the Executive convey to the President that non-contractual release time be cut and faculty lines restored.

Christensen seconds.
Livingston: I speak against this. The administration should be able to consider how it uses reassign time.
Division. Motion fails 19 - 17/

Welle moves that

if faculty are reduced, it would be appropriate to assign deans by functions rather than colleges. Proposed in this motion are a Dean of Faculty and Dean of Curriculum and Assessment, and to remove the Associate VP of Academic Affairs.

Haugen seconds.
Brouwer: I support this.
Ueland: The Associate is an interim position. It doesn't have to be filled once vacated.
Motion passed.

Final words from Don Larsson: Watch for Mar 1. That’s the time for re-rostering. If programs are being realigned, ask and demand details so you can respond ASAP.

Gilbertson thanks the Senators and the faculty they represent for the civility demonstrated in Senate and toward other faculty.
Adjourned at 5:29

Submitted
   M C Morgan