BSUFA Senate Agenda – September 10, 2018- Minutes

Attendance: David Frison, Halbana Tarmizi, Eric Campbell, Mary Fairbanks, Steve Carlson, Keith Marek, Miriam White, Joann Fredrickson, Debra Sea, Tim Brockman, Jan Heuer, Miriam White, Tammy Bobrowsky, Sarah Young, Heidi Hansen, Francois Neville, Janice Haworth, Samantha Jones, Holly LaFerriere, Gary Rees, Paul Kivi, Pat Donnay, Dennis Lunt, Kari Wood, Derek Webb, Mike Murray, Brian Donovan, Katie Peterson, Rucha Ambikar, Christel Kippenhan, Travis Ricks, Lainie Hiller

1. Call to order
   a. 4:02 pm

2. Approve minutes from
   a. May 7, 2018
      i. Keith Marek: Moved to approve
      ii. Jan Heuer Second
      iii. Passed unanimously

3. President’s Report
   a. Senate rules
      i. Follow Robert’s Rules
      ii. Quorum is 23
         1. (still correct and we are in excess of that today)
      iii. Must be a member of IFO to be a senator
         1. Even if you started today you are considered a senator
      iv. Guests sit in the back – need to be recognized to speak
   b. IFO Day – Wednesday, September 12 (link to the schedule)
      i. IFO staff is trying to get to every campus this year
      ii. Meeting opportunities…attend as many as you can
      iii. Social at the park house in the evening everyone
   c. Janus decision and Urandanik Lawsuit
      i. Fair share or agency fee is gone. Two classes: members and non-members
         1. Put us in a difficult budget position...220,000 deficit for 2018
         2. Getting sued as well...we have legal counsel and it may take a while to play out...the plaintiff has deep pockets and doesn’t like unions hoping to get to the supreme court.
      ii. Updated membership cards Easy to join/update www.ifo.org/join-ifo
1. You are still a member if you don’t sign this, but please do so. There are two signature spots based on the supreme court ruling...(one for IFO member and one for payment) you can do it online at the IFO website or there are paper forms in the IFO office.

iii. Union representation on our campus this week...to help organize and support other issues to strengthen our organization...hasn’t happened in the last couple years and is a positive act

iv. Meeting scheduled with:
   1. Kierstin Hoven, President, local Minnesota State University Association of Administrative and Service Faculty (MSUAASF)
   2. Maria Eastman, President, local American Federation of State, County and Municipal Employees (AFSCME), Council 5, Local 1949
   3. Brian Jambor, BSU representative, local Minnesota Association of Professional Employees (MAPE)
   4. Chris Haley, President, Middle Management Association (MMA)

d. Integrated Statewide Record System (ISRS) handout and NextGen initiative
   i. Replacing ISRS with NextGen over the next 5ish years
   ii. Costs 150 million dollars
   iii. Concerning because Minn State will be asking...if they don’t get it the chancellor will take it from campuses
   iv. Different vendors presented this past summer.

e. BSUFA committees, University committees (President’s page on website), caucuses, and councils. Article 6, Section B, Subd. 2: “By mutual agreement between the Association and the President, an agreed-upon number of additional faculty members may be appointed by the President to serve ex officio as resource persons based on professional expertise. Faculty members appointed to committees in an ex officio capacity will not serve as representatives of other faculty.”
   i. In the last 2 years the above has not be requested for discussion by administration
   ii. It has been a bit tough due to the restructuring of the colleges etc...
iii. The links above have some of the committees listed but it needs updating...Members and terms will also be updated with administration’s help...

iv. Don’t have to be a member of the committee to be on the University Committee...both categories are democratically filled with faculty calls and elections.

v. Caucuses will be held on campus...run differently than committees...there is not a membership list or publishing of who attends...much less public on purpose

4. Officers’ Reports
   a. Treasurer’s report
      i. Bill Joyce not able to be here today so this will be updated next meeting.
   b. BSU-FA Negotiator’s report
      i. Mike Murray
         1. Each campus has a rep so we have 7 reps and a couple new people
            a. Chief negotiator is a Matthew Hyle - IFO member and non-voting chair of the negotiating team
               i. 30 years’ experience (negotiated our first IFO contract)
         2. How they work:
            a. Delegate assembly once every 2 years
            b. List of wants that are voted on
            c. Decide on contract goals that need to be turned into contract language
            d. Start Meeting in November...new contract was ratified in April or May but expires in June of this year
            e. Monetize all the “asks” on our end
            f. After a few months, then Minn State takes our asks and costs it on their end and we then try to agree between sides
            g. This round was very important...some wins are not known and include: Minn state (central office not local admin) asked to have 1%/1% raise except adjuncts...that was voted down...unlimited use of adjuncts faculty, they wanted us to take sick
leave before paid leave for new parents, duty day elimination, terminate coaches with 2 weeks notice...etc...NONE of this happened due to our bargaining team.

h. Be sure to chat with fixed term and adjuncts in your departments and spread the IFO knowledge...they can request meetings with Derek or Mike.

i. Won’t be meeting until March for the Next round of Negotiations

j. Question: Has Admin Indicated that Janus decision will cause issues for the next round of negotiations:

i. The chancellor stated it didn’t matter what Janus says...he still recognizes the importance of our IFO and will still act accordingly for negotiations

1. He (the chancellor) cold called every president in our union and stated nothing will change and indications are good.

ii. Chris Dale writes the opener for Minn State himself and then hands it to their team where we craft it as a team from the beginning

iii. Important Meeting Wednesday 9-12 at 3 pm: Adjunct membership rate is around 20% and so we are looking to contact them and increase this amount.

c. Grievance report

i. None at this time

5. Old Business

   a. None

6. New Business

   a. Master Academic Plan timeline (Excel spreadsheet)

      i. Master Academic Plan Timeline Details (more useful then the spreadsheet)

         1. Please review and look specifically at the Liberal Education program suggestions.

         a. Create a new Lib Ed program (most important part of the document that will affect faculty and students)
b. Derek met with Tony but Tony is open to our thoughts...his expectation is whatever our expectation is...he just provided a timeline with benchmarks.

b. Campus Climate results
   i. Lengthy document, Wednesday on 1:30-3 pm there is a working group that is open to all faculty and staff that President Hensrud is running to drill down into the details of this document.

c. Fiscal year 20 (fall 2019) laptop refresh will occur
   i. Acting CIO Karen Snorek is planning new plan for laptop refresh Fall 2019, many institutions are on a 4-5 year rotation

d. New Program Profit Sharing Model (attachment)
   i. The old 80/20 model is going away and this is the replacement option
   ii. Incentivized from Admin’s perspective is it from faculty’s perspective?
   iii. Please review and provide feedback...
       1. Question: Is this the way it is or can it be changed?
       2. Derek: it is as is unless there’s faculty pushback
       3. Elizabeth: My issue is that there is no department incentive...all of it goes to the college or Admin.
       4. Derek: I agree...deans have the control of the profits, Tony said that you (the department with the new program) could negotiate with the dean.
       5. We have until Wednesday to meet the 10 day limit...it is unlikely that we will have a response by then but we can over the next few months.
       6. Elizabeth (biology): The current administration is not honoring the past 80/20 so why would they honor a new option.
       7. Derek: MOA’s might be an option and have the most strength.

e. Tenure and Promotion Guidelines (attachment)
   i. Chairs have not received this yet...but it should be available at the next meeting
   ii. From a contractual perspective there aren’t concerns...basically this is saying don’t submit an excessive amount of documents, do not use plastic covers, nothing to do with content (they cannot be prescriptive on content due to contract), you can submit all on paper if you choose...but e-submission was requested.
   iii. Steve: Have the lawyers reviewed this down state?
iv. Derek: we don’t think it’s an issue
v. Jan Heuer (Criminal Justice): I do have some concerns...
vi. Katie Peterson: should do something...the wording is concerning
vii. Derek: Don’t do it if it feels concerning, these are suggestions not contract requirements...if they push back then I will.
f. Invite Provost Peffer to October Senate meeting to discuss class caps?
   i. Caps were increased after the schedule was posted and that was very concerning and upsetting to the faculty.
   ii. Peffer wants to know if we’d like to discuss with him a process for raising caps
      1. I Don’t like the change caps after courses are posted because if you keep the same quality you will now have to work harder
      2. What is their (administration) motivation for raising course caps?
         a. Profit
      3. Do the things we say actually influence their decision...?
         a. Yes...it will help to change the language...but administration has the power to change course caps
      4. Katie: Will he (Provost) Limit the discussion to these caps
         a. Not sure?
   5. At what point is it negative to increase caps?
   6. Joann F: Could they bring something in writing to meet and confer and then we could discuss this idea without administration present first
   7. Derek: Does the quality remain the same if you update 40 to 80...probably not...you’ll adjust the requirements and assignments to make your life easier
   8. Dennis Lunt: Take him up on the offer to have a discussion
   9. Derek: We could ask them to bring back specific information for another meeting as well
   10. Are these online or on campus courses caps? HLC ties their hands to 25-30 for online...this increase does not lend to our student friendly and student centered campus.
   11. I don’t see what he’s getting out of this meeting...is he just going to listen to us and then do what he wants to anyway...
12. A meeting is useful but is there a better way to prepare ourselves for the meeting
13. Patrick Donnay:
14. Derek: how about I ask Tony to have something in writing to senate not meet and confer so we do not have to worry about the meet and confer timelines?
15. Halbana Tarmizi: Could we collect data from students using surveys?
16. Derek: What direction do you as an organization want to take?
17. Travis: Can we collect qualitative data of students experience with large classes’ vs smaller classes and present it?
18. Derek: I like the idea, but we need someone to take ownership
19. Student senate involvement would be good.
20. Two summary documents online that are not very specific...but they are there and illustrate administrations caps on courses.
21. Joann: our response could keep the decision-making at the department level not just choosing a handful of classes...also request evidence on why those courses were chosen...
22. Derek: Departmental discussion is important. What bothered me is when departments created the schedule and it goes back and forth between admin that illustrates discussion between us and administration...once it is posted online...and they change it after it's published then we no longer have any discussion or input.
23. Sarah: Interesting to talk to student senate and increase transparency (have student senate here at our meeting)
24. Derek: I could meet with Tony and Student Senate to get their feedback.
25. How do the students know that class was offered at a lower cap?
26. I like bringing it to senate due to those of us having experience of large classes to smaller classes and quality
27. Paul Kivi: Motion: I move VP Peffer Meet with the student Senate and Derek Webb regarding cap sizes before he meets with the faculty senate.
28. Brian Donavan seconds
   a. Motion carries
b. One Ney

g. Season Ellison is the BSUFA Disability Advocate: Season.ellison@bemidjistate.edu office 218-755-3355
   i. Confidential discussions with her are available.

h. Michael Murray – new contract update

7. Other
   i. Brian Donovan: Motion to seek extra duty days or extension on when grades due or both due to extra work required at the busiest time of the semester (Fall 18 and Spring 19) for affected temporary or permanently relocating faculty.
   ii. Keith Marek Seconds
   iii. Discussion: Bring this to meet and confer in two weeks...Yes
   iv. Motion passes unanimously

b. HLC does not allow Correspondence course but you can allow online courses
   i. There is a document coming regarding this (online course request form) has this been discussed in the chairs meeting?
   ii. Hoping to see the new form at meet and confer...it is coming...

8. Paul Kivi Moves to adjourn
   a. Kari W seconds
   b. Motion passes
   c. Meeting adjourned at 5:15 pm