BSUFA Senate Minutes – March 18, 2019

Present: Rucha Ambikar, Steve Carlson, Pat Donnay, Brian Donovan, Joann Fredrickson, Dean Frost, Mike Hamann, Jan Heuer, Christel Kippenhan, Paul Kivi, Dennis Lunt, Keith Marek, Mike Murray, Francois Neville, Sheila Paul, Katie Peterson, Elizabeth Rave, Gary Rees, Travis Ricks, Miriam Rivera-Hokanson, Debra Sea, Veronica Veaux, Derek Webb, Kari Wood, Sarah Young, William Graves, Holly LaFerriere, Baozhon Tian

1. Call meeting to order.
   a. Derek called to order at 4:02 pm.

2. Approve minutes from
   a. Jan moves to approve all three meeting minutes, Larry seconds, motion carries.
   b. Approve minutes from February 4, 2019
   c. Approve minutes from February 18, 2019
   d. Approve minutes from March 4, 2019

3. President’s Report
   i. Lainie is sending an email regarding these open board positions.
      1. Email states:

From: BSU-FA
Sent: Monday, March 18, 2019 10:32 PM
Subject: self-nominations for Exec Seats
Importance: High

Faculty-

Self-nominations are welcomed for the listed BSUFA Executive Committee positions as per below. The self-nomination period will remain open until the BSUFA meeting to be held at 3:45 pm on Monday, April 1 (right before the senate meeting), and will close at the end of said same meeting. Please respond to this email, indicating for which position you are self-nominating. Only members are eligible for committee membership- to review your membership, to become a member, please visit www.ifo.org/join-ifo

The open positions and terms are as follows:

IFO Board – term ends August 13, 2021
Grievance Board Chair – term ends August 13, 2021
Executive Committee Secretary – term ends August 13, 2021
Treasurer – term ends August 13, 2021
Secretary of Senate – term ends August 13, 2021.

For a description and list of duties for each position, please consult the BSUFA Constitution.

Thanks!
FACULTY-

THIS CALL HAS BEEN UPDATED TO OPEN SEATS BELOW:

IFO Board – term ends August 13, 2020
IFO Board – term ends August 13, 2021
Grievance Board Chair – term ends August 13, 2021
Executive Committee Secretary – term ends August 13, 2021
Treasurer – term ends August 13, 2021
Secretary of Senate – term ends August 13, 2021.

ii. Monday, April 1 at 3:45 pm in HS 107 you can self-nominate.

iii. Elizabeth can’t make it to down state on Thursday and Friday this week for the board meeting, so email Derek if you have interest.

b. Organizing update – training from 9-11 am in HS 245 on Tuesday, March 19
i. Dennis Lunt is giving the training, please show up if you have interest. We will make targeted efforts to recruit adjuncts.

c. Guard your intellectual property. If there is a sharing of intellectual property due to MinnState $ support, then create agreement ahead of time.
   i. Chris Dale: It is proportionally yours when you have financial backing from MinnState. Create a document so it defines what you own and what you do not own.

4. Officers’ Reports
   a. Treasurer’s report
      i. $4,645.94 does not include most recent payment $1,340 to state office in how they normally distribute the money. Currently, we are at First National Bank and we are switching to Affinity Plus.
   b. BSU-FA Negotiator’s report
      i. Mike: We have met 3 times and we’ve completed most of the opener. Now we are meeting with MinnState April 11th, 12th, and 13th to start interest-based
collective bargaining. Non-economic topics will be discussed, (language items) because MinnState can’t negotiate any money until the governor’s budget is signed (June 2019). We will probably negotiate in April through summer (their side will come back with dates). The negotiations start to really ramp up in Fall 2019 and into January. Getting started sooner rather than later is good. Any questions?

c. Grievance report

i. Dean: I met with VP of Academic and Student Affairs to discuss grievances of adjunct hires from 2014-2015 and to go over the hires in 2017, but the provost wasn’t interested in solutions until the enrollment policy is finalized.

ii. Derek: Part of this is an attachment later in the agenda and is a bit distressing.

5. Old Business

6. New Business

a. Proposed online class policy change- change to timeline to process online students

i. Derek: Response is due this Friday (3/22/19). Michelle F. communicated this to Tony and then to Derek this AM. There has been a delay in implementation to Spring 2020. Feedback will be reviewed and then policy implemented for Spring 2020. TBD: Originally, she wants feedback on 5-week lead time from senate. There has been a message currently posted on the registration site regarding a possibility of enrolling in online classes.

1. Jan: CJ (we) has full online and campus programs and we do allow the on-campus students to register after 4 weeks; it’s a first come first serve scenario. Every on-campus student can register but we have experienced some problems with some online students who do not register on the correct date. You can issue an override if you’re faculty. It works well for us but it may not work well for everyone. There can be a dark side of on campus students taking online classes. Since online students can take on campus classes, I’ve seen our on-campus students declare that they are an online learner to get priority registration. This way they can take online classes quickly and still enroll in on campus courses. This can create difficulties but it is another advising issue.

2. Kari: Business has a policy in place that requires an advisor to verify that an advisee should be changed to online student status. You may want to
contact records to have this policy put in place. I am very concerned with the combination of the enrollment policy and this open online registration policy. You will see a shift of demand, not new demand, of on campus students into online sections. Which will then allow the registrar’s office to increase the caps of online courses without faculty input. Our online caps will skyrocket without quality, equipment, or room size being a factor.

3. Nancy: The combination of enrollment policy and caps policy is concerning.

4. Dean: I’m a grievance committee member. It seems their justification for wanting this policy keeps referring to empty seats. It’s important to recognize this is the reason they are able to hire adjuncts is due to enrollment increases and I’m suggesting that we monitor this. By shifting on campus students into online courses it is easier for them to hire adjuncts and it is a great back door to increase adjunct hires and decrease probationary hires. This situation is potentially very impactful.

5. Jan: Course rotations and schedules could be impacted as well. For example, if Accounting 1 is offered every spring, and if students decide they want to take courses when they want instead of when they should, they could force a dept to have unnecessary multiple sections. Second, students will register for both online sections and on campus to hold options. They will wait it out until the last minute before choosing a section and that will show a false demand. When they bail out of sections at the last minute, we have more sections than needed.

6. Derek: We need to create something by Friday, and I need to email Tony something.

7. Christel: We do not have a full program online, but we have several classes offered every semester online and on campus. The on-campus sections are taught by faculty that are spendy because they are coaches while the online sections are offered by adjuncts. We need to make sure we fill the on-campus classes due to the expense, so we need the form to enforce that option. We want the coursework only form to continue for
those seniors. It goes along with the adjunct situation that Dean mentioned.

8. Mike: Do We have an online committee? It seems this is a separate issue.

9. Derek: This is a good agenda item for next year.

10. Mike: We need something a little more formalized?

11. Joann: Are we willing to guarantee that they will not be forced to take an online class? We have students who were in an on-campus course that administration cancelled (assuming that students would take the online sections) and the students said no. Now we are team teaching to offer on campus sections for those students.

12. Derek: This is important. Should it be in this response or a different one?

13. Joann: For those of us that have programs online it could affect them. I’d be happy to help with the response document. I think it was powerful to have a vote and a document.

14. Larry: Getting this by Friday and responding to it in 5 days is a bit tough. I move to create an ad hoc committee to formula a response by Friday.

15. Paul seconds.

16. Motion carries

17. Joann: Move the question (which is to approve the policy as presented by administration).
   a. Elizabeth Seconds.
   b. 3 Ayes and the rest Nays... the motion overwhelmingly fails.

18. Joann: I move that we create an adhoc committee to compile the comments from senate today and send it to Derek to edit to then forward to the Provost. (Travis, Joann, Jan, and Kari volunteer)

19. Second: Mike Murray

20. Motion carries

b. Development of Athletics Program strategic plan

   i. Derek: Tracy Dill and I chatted and I think it is positive. They are making an effort to get opinions through surveys. Listening sessions will be announced soon and calls are going out regarding subcommittees.

   ii. Jan: What’s the time commitment for the subcommittees?

   iii. Derek: 2 hours
iv. Jan: Put me down, I’ll email you.

c. Professional Improvement Grant application process
   i. Direct PIDC to conduct survey to assess faculty needs
   ii. Consider different categories or condensing categories
   iii. Consider offering more grants that are smaller (currently $1,200/$1,500)
      1. Derek: Last time was 2003 surveyed. It’s time to revisit this and see if it needs updates. I’ve been informed by the committee they are doing this in early Fall 2019 through another survey. Contact Val W. or Derek if you have feedback. I think this is good.

d. Teacher Education Committee – is there still a need for this committee?
   i. Derek: I think it needs to exist but people do not participate. We need to re-establish this committee. I don’t know what to do about it, but it was brought to my attention again.
   ii. Miriam: worried about saying it wrong and they aren’t here?
   iii. Derek: The charge of the committee to review courses that have been submitted to teacher education by programs and the university. For 10 years there have only been 2 people in addition to an Education person. This committee is important in a curriculum role for any courses that might affect other programs. There will be a call in the fall to populate all the committees.
   iv. Elizabeth: I was chair for 11 years it was mostly the Education department coming to me annually with questions. So, there is communication, but just not in that committee.
   v. Derek: It doesn’t seem like the senate is willing to take action today.
   vi. Miriam: How do we fill the seat? I would do it. I’ve learned that there are a lot of systems in place but I’m just not sure. We are keeping this going? I’ll email you Derek and tell him I’ll do it.

e. MinnState Online Strategy Implementation
   i. One of the two IFO reps on committee was Valica Boudry
   ii. Derek: Lots of details in this file. Check out the future ideas for online programs

f. Safe Links – Microsoft email security feature. Activated in December, 2018
   i. Derek: FYI: Spam and filtering software that is working on your email and it’s a MinnState thing (behind the scenes).

g. New position updates
i. Derek: You’ll log into the site with your StarID credentials and HR now has some
information to see the public information regarding searches, where they are in
the process, etc.

h. HR Responsibilities

i. Derek: It’s a summary of who does what and may be more useful for chairs, but it
is available online as well.

i. Respectful Workplace taskforce members

i. Derek: This taskforce met the Friday prior to spring break (3-15-19). We have
good faculty representation. I do not know what the end result of this task force
will be, but it will gather ideas to help navigate faculty to faculty issues.

j. Program Strengths and Staffing (File)

i. Derek: I pulled out the two columns of staffing and strength and sorted based on
strength. Liberal Education is thrown under the bus. For example, Geology has 12
credits dedicated to a position and if you go down their staffing score is 83, which
is less than 100 so it is “overstaffed”. It is in an excel spreadsheet but it was
originally in a pdf so I asked for the spreadsheet. I will have Lainie post the file.
What are you going to do with a program that has a half of a position that is
considered (according to administration) overstaffed, what will you do? In the Fall
when you give all the evidence to justify why you need another position, it won’t
matter. The decision is made clearly at the bottom.

ii. Mike: So, he’s telling you that the lowest (programs on the top of the list) will
never get another faculty line?

iii. Paul: So, no program is understaffed?

iv. Mike: They discount our enrollments then they over count
programs/majors/minors. This whole thing is arbitrary? They have said that they
are making decisions on majors and minors and now we know. What are the
ratios? What can we do?

v. Dennis: Philosophy has 1.5 faculty. We just started the major a few months ago.
It’s worth asking why this was hidden when this was worth talking about during
the course caps policy discussion? What is the strategy and intent?

vi. Derek: I don’t think he had any intent on sharing this with us.

vii. Mike: We are giving all this evidence to support we need more faculty when they
clearly have already decided based on this spreadsheet.
viii. Jan: English is understaffed but healthy? Does this parallel to the Doable – Optimum thing? It smells like that; is that correct?

ix. Rucha: Service courses are overwhelmingly diverse as well. My department took a quick look at this and it is counter to everything the strategic plan stands for. Communications Studies has shifted to our department too.

x. Travis: I see an absence of liberal education. We are not valuing exposing students to other fields (CJ and PSYCH) are stronger due to the applied majors. It discounts that we encourage our students to take philosophy courses, etc. Those are weak compared to their numbers. If you take any more from these departments, they will not exist, and I will not be able to prepare students for a possible PhD.

xi. Derek: Next Meet & Confer a week from this Wednesday (3-27-19) which will be dominated by enrollment caps and online enrollment policy discussions. This Topic will be on late April’s Meet & Confer agenda.

xii. Mike: The strength and staffing (Column H, # majors X faculty X 4.5) are a combination?

xiii. Mike: My motion is to ask the Provost to give us a written response on what the rationale that this spreadsheet created—Retracted the motion after Jan seconds.


xv. Travis: Modeling weights are picked depending on what you want the model to look like, he will have to subjectively choose them if there are no targets. I do not see any targets.

xvi. Mike: He can have some rational but I want to know what that is.

xvii. Derek: We can discuss this in April at Meet & Confer. We do not know where the weights came from and majors and minors are the only inputs (and that is not why lib eds are created).

xviii. Dean: They took away our right to classroom choice, enrollment limits, to plan course rotation, now we can’t decide who goes into online vs on campus courses. We will soon have no input into curriculum design and advising. We are operating under no clear direction and without feedback from them.

xix. Steve: These numbers are rubbish and the raw data from my department is even wrong. There’s no one-on-one instructors included. We are the lowest in the system for Faculty %.

xx. Derek: This sculpts the university and where’s our say?
xxi. Joann: What is the content again around this spreadsheet?

xxii. Derek: He’s been using this spreadsheet for 2 years for hiring decisions and we’ve never seen this before.

xxiii. Travis: This is a one-sided view of butts-in-seats. The question is what else is being used? Is there anything else that justifies hiring? It is not liberal education and forget the ultimate purpose of creating well rounded citizens. This is only looking at enrollment. He wants majors vs minors, he wants graduates, but that’s all it works for.

xxiv. Derek: Do you want this on the agenda on April 1?

xxv. Many responses: Yes.

xxvi. Paul: Moved to adjourn.

xxvii. Travis: Seconds.

xxviii. Motion carries. Meeting adjourned at 5:15 pm

7. Other

Based on a survey of faculty conducted by the committee, the following areas have been identified as of primary importance. They are listed in priority order:

1. Travel for confirmed presentations, performances, and exhibits
2. Research travel
3. Research supplies
4. Continuing education
5. Collaborative research/projects with students
6. Interdisciplinary research/projects
7. Curriculum development
8. Degree completion