BSUFA Senate meeting Sept. 9 2019

Attending: Dean Frost, Tammy Bobrowsky, Jan Heuer, Miriam White, Rebecca Hoffman, Thomas Dirth, Season Ellison, Steve Carlson, Tricia Cowan, Francois Neville, Baozhong Tian, Dan Allosso, Sarah Young, Kathryn Klement, Mike Hamann, Egypt Grandison, Holly LaFerriere, Keith Marek, Paul Kivi, Pete Nelson, William Graves, Christel Kippenhan, David Frison, Ryan Sayer, Janice Haworth, Pat Donnay, Prabin Lama, Ashik Shafi, Rucha Ambikar, Heidi Hansen, Bill Joyce

Call to order 4:01 pm

DW- welcome back and welcome to everyone. Back two rows are for guests, also please use signup sheet. During meeting if you speak, please state your name.

Approve minutes from May.

Motion to approve Keith Marek

2nd Jan Heuer

Motion approved.

President’s report.

DW- Bargaining units update. Not much to update, that meeting will come within the next two weeks has been really helpful in the past to share concerns and keep abreast of issues.

Adjunct brochure is complete. Geared towards adjuncts. Need to get it to adjuncts. Chairs know the adjuncts the most.

Chair training. It’s been a few years, I feel there’s a need, downstate IFO feels there’s a need. What times work for you, hard to find a time that will work for everyone? Maybe 2 or 3 pm on a Tuesday or Wednesday. Not a Monday or Thursday or Friday.

Keith- suggest look at off-week for college chair meetings.

DW- good idea I’ll look into that.

JH- can it be videoed so that you can come to the BSUFA office and watch it?

Treasurer’s Report – Bill Joyce

$4174 ish

DW- this is pretty helpful. We can’t go over $5k as part of the rules. We are in good shape

Negotiator’s report- Mike Murray

We met with MnSCU last weekend and your IFO negotiating team worked form 5:00pm – midnight, 8:30am – 130 am and then 8:30am to 8pm....

A lot closer to a settlement than we were 4 days ago. We walked away last Saturday because it was just at 8pm progress wasn’t fast enough to justify staying there. They weren’t as serious as they could have been so we left. Next is Oct 3 but we are closer.

Executive session
JH motion to go into executive session
PK second
Amend motion to include motion with faculty guests
PK 2nd
Motion carried
JH out of executive session
KM 2nd
Motion carried out of exec
Grievance report- Jan Heuer
We have some grievances in progress. Not much to report, more next month when these have been settled. One thing to let you know, especially senior faculty, help our junior faculty this fall, there are some things going on with PDP and PDR this year that might change and they will need help and guidance.

Old business
There is none

New business
Two surveys that are going to be executed in the next few weeks. Debbie Guelda couldn’t make it, as she is unwell, but Dan is here.

Dan Allosso- 25 questions, survey about faculty knowledge about attitudes to open education resources (OER) to get a baseline to measure against as I advocate for OER this semester and going forward

KM- is that through Qualtrics?

Dan- yes

DW- employee wellness certificate. Came out about a year ago. You can self-report the activities you engaged in, and once you have enough activities and time you are awarded a certificate. Quite a few people have engaged and certificates awarded. Details on the document.

MAP update. If you were here on Thursday, it was the president’s breakfast two weeks ago and right after was the update by Tony Peffer and he gave about a 25-minute PowerPoint and this is the one page of his report.

BJ- might be interesting to know the number of tenure track faculty prior to recalibration compared to now

Season Ellison- curious about adjunct numbers too

DW- the adjunct numbers vary quite a bit from year to year. We do have that data but need to wade through it.

Promotion/tenure timelines. This came to M&C and the things in yellow/additions we received this info and we had no objections.
Kathryn Klement- I heard you can go for promotion before you go to tenure and this is the first I heard, and what is the procedure for that?

MM- sure, do it because the criteria for promotion is higher than the criteria for tenure so if you get promoted it will be hard for them to deny you tenure the next year. It's a higher bar in theory to qualify for promotion, you should go to tenure at the same time. If you are an associate professor, new in last contract associate professors will do a PDP in the first year, and then the end of that first year oral report with dean and then a written PDR next year. Only after the 2nd year does it count as an evaluation, and you need two evaluations to be eligible for promotion to full. However, it’s at the faculty member’s purview to say they don’t want an oral report and want to do an evaluation, but you need to tell your dean you want to do a full-blown PDR and be evaluated. It’s new to everyone, new contract language. Need to make that decision soon.

DW- this is important it- will cut your time in half. If you don’t do this, they can say you don’t have enough evaluations.

KM- what’s the point of having the line for applying for both (at the top) of the form?

DW- I don’t know, they just want to be sure

MM- it’s important you can apply when it’s tenure time, you have to apply for tenure, but don’t have to apply for promotion.

Executive committee membership

DW- Executive committee is populated by people who hold seats (list members- pres., VP, treasurer etc.). I proposed we remove the secretary and rotate secretary role and that frees up a seat and would allow the caucus members to choose a rep for the executive team.

TR- could you explain the caucuses?

DW- Historically we had some particular committees equity, disability, etc. now we have caucuses. They are self-governing and they would work out how to supply that member.

KP- committees are different to caucus. Committees are voted/self-nomination, and the caucus membership it’s whomever turns up, no minutes.

DW- members of the caucus don’t have to be an IFO member, but the person on the exec must be an IFO member. Also, caucus can supply their own senate member.

DW- next step is to draft language by Rules Committee

KP- should we move something to do that?

DW- don’t have to, it would be a sign of endorsement but I can ask the rules committee to do that

Summer calendars

DW- KM has spent many hours over many years, and so if you have any questions you can ask him. These summer calendars are very similar

HH- we generally have three week classes that can’t start in May because the timing was bad for teachers and they aren’t on here- can we request those? We could start when one of the 4-week classes start and just end early?
KM- I’m trying to think if that was brought up last time we spoke about it. It’s possible or you could do a 4-week class that gets done early.

HH- the 1st through 8th would work for that.

DW- last year we reviewed calendars for 4 years out. We didn’t get to the summer ones. We are doing that now instead of last year.

KM- the big thing was this: it’s just become more and more administratively complicated to have blocks scattered through summer with start and end dates. Financial aid obligations kick in at certain times and they have to make a calendar for each one of the courses and so they want to list the number of end times and start times. I will bring that up to the committee about the class issue for Heidi.

Special Ed- our students need to do our courses when placements are still available and last year they wouldn’t let us. Is there anything we can do?

KM- I think last year they gave the option.

Special Ed- last year they wouldn’t let us.

KM- the rationale is the registrar needs time to process the grades so they don’t want a class to start on the 11th and find out on the 13th that they’re not eligible.

Others

Rucha- I had my PDP meeting with the dean and was told no one would be able to exceed expectation in Category One this year. We can only meet them. Is this a common experience and should we be concerned?

DW- we are aware and will be discussing in exec.

JH- exec is on it.

MM- I met with pres. about a different issue but I let her know that this was coming down the pike. And told her that our performance evaluations aren’t a game because they want to have wiggle room when you go for tenure and have ability to arbitrarily deny tenure.

JH- what was her response?

FH: she is nice. She said I understand that this is people’s lives and it’s not a game.

KM- will he accept that as evidence of our teaching on the decline and course caps?

JH- it’s important to let junior faculty know we have their back.

MM- I want every faculty member who is worried about this- Please email me; bombard me. I want as much evidence as I possibly can. It will be anonymous, no names. I want to say it’s not isolated issues.

DW- it’s a game. The more vacuous they are on their feedback, the more wiggle room they have on their decision.

Special Ed- I had our dean tell me that if we do more than we wrote on our PDP, to not put it on. Because I can’t remember if it was because it’s more stuff to go through or what. Don’t put extra stuff on your PDR.
MM- please email me with that.
JH- can we talk about the stretch goal?
KM- they’re asking you to put in there a “pie in the sky” thing that you have no chance of achieving
MM- do not put anything in your PDP that’s a stretch goal, especially Dean Yoder’s college because when you go up for tenure they can use that to deny you.

Motion to adjourn
Francois Neville
2nd Keith Marek
Adjourn 5pm.