Present- Keith Marek, Steve Carlson, Derek Webb, Mike Murray, Megan Zothman, Faith Hensrud, Deb Peterson, Allen Bedford, Jan Heuer, Dean Frost, Lainie Hiller (notes).

4:02pm

DW- Is the Administration considering faculty retrenchment?

FH- No.

DW- Are any faculty currently under investigation?

MZ- Two, yes.

DW- Have any investigations concluded?

MZ- No.

MM- What is the nature of that investigation?

MZ- I have no information.

MM- Does the faculty member know that they can get union representation in these meetings?

DP/MZ- They always do know.

Fh- update. Couple of things to be aware of- events. Nov 25 we having campus forum presenting on diversity strategic plan and athletic strategic plan. 3pm Satgast 308.

Also had Lieutenant Governor on campus, gave 3 day notice and asked for students to be involved. Held at AIRC and then went to NTC, it was a great opportunity to connect with her and she seemed really pleased to be here. Really down to earth person.

Strategic plan update, we have got to get back to giving regular updates on that, but we don’t have anything on that. We will get that definitely for next time.

AB- I have a Tony item- he’s currently in Malaysia. Master Academic Plan (MAP) update. Is exactly as it was when TP presented a couple of weeks back. Is on the website, and no changes since he presented.

FH- Karen Snorek update. KS not here today. First item, facility update. From this perspective, finishing up on some projects, over at NTC finishing student success centre, and converted library student success area into a much more accessible space, ribbon cutting on the 13th, which is the annual (first ever) Day Of Giving with a goal of 50k. Raphael’s tomorrow, portion of lunch will go to Foundation. Today portion of donuts went to NTC etc. they’re doing a nice job over there. Improvement.

Concrete is being put down as we speak, hopefully finished by end of next week, and next week start on masonry. Bookshelves are going in now, if not enough we will order more. We ordered extra for offices they weren’t able to get in. Please put post it notes where the shelves should go (dept. chairs being asked to relay this).

Budget update- Had to submit revised update because our enrolment had to be revised because of enrolment. We were down 100 FYEs and this meant we needed to adjust budget by 800k, and we found that money by not having to make cuts, so we reduced the amount we were giving to
scholarships (300K general fund scholarships reduced) and we have another 200k increased revenue, was due partially from rebates from Ottertail on energy projects and 320k based on positions we budgeted but not yet filled this year, contract settlements for compensation were favourable, or I should say, they allowed to stay within budget.

MM- It should be noted that shelving, it might be difficult to install bookshelves, because we have so much stuff in our offices, that we have no other place to put the things for the bookshelves and stuff is stacked up pretty high. KS should be made aware.

DW- Positions update?

MZ- I think you have everything as far as faculty positions. I don’t know if anything posted this Monday- do you have any questions? I think it’s all in the works, we are working with the deans closely, and I think it feels that everything is moving smoothly at this point.

MM- Our dean told us that Tim Kroeger line (FT geology) that Tony forgot to advocate for that position at a crucial time. We asked for probationary geology. Tony forgot about it, he didn’t say no, he just forgot about it. Also, we have the prior consideration grievance that is at Step 4 and it’s in the arbitration queue. We’ve been asked what the university is going to do with regards to prior consideration. We would ask that until this arbitration is settled, please don’t ignore the contract

MZ- The plan would be to follow what we did last year correct me if I’m wrong. We had a first grievance that went away last year, we will continue with that method this year.

MM- That method is that “do prior consideration but search committees will look at prior considerations first, and then open the pool to everyone else”.

MZ- I would have to read in detail, but yes.

MM- That’s the message?

MZ- Same process, I will work with Teresa and Ashleigh a little bit because she did it last year. There are typically a lot of questions from the FT member.

MM- I’m not agreeing. We will tell what the process is going to be. We are not in agreement with you.

DW- We are telling people there is an active grievance.

DW- This grievance did recently move to Step 4, which is the arbitration step.

MZ- I can’t recall my last update.

MM- it’s at Step 4.

FH- Enrolment update. Free education month in October. Last year we were down 600 and were hoping this was a blip, and we have learnt this isn’t a blip. We are down about the same number this year. We are really close to last year, but not making up for what we didn’t see last year, unfortunately. The 100 FYE down carried over into the spring semester, which is why we had to do the budget adjustment. We have strategies to make this up, and remain optimistic but are sceptical as to if it will reverse.

JH- Do we have any idea what’s driving that?
Speculation that the death on campus last year, or a computer glitch, or ... we just don’t know. We were down the most, around 17%.

Any other question on enrolment? <Silence>

Campus Diversity Officer

Deb, and MZ and I are working on revisions to the positions description, and highly optimistic it will be sent out on Friday to all bargaining units for input. DP and I spoke about the need for a curriculum development aspect, and so have found a way to incorporate that into the position without rewriting the PD.

Is this curriculum component common across the nation or are we ahead of the curve?

There’s no one way to design the diversity officer, and so I thought this would be helpful.

HLC visit.

We STILL don’t have a response from HLC, and it’s been three weeks. They indicated we would have a draft report in two weeks, and it’s now three. They called last week and had a conversation with AB and Tony.

They emailed and asked for the graduate program org chart.

Board Of Trustees (BoT) meeting?

Yes, wonderful opportunity. Way it’s shaping up right now, we have a couple of opportunities to showcase the institution. A call went out for faculty and students to come and have almost like a poster session. 17 different areas. 2 outdoors with biology lab and Tiny House. I’ll do a welcome and then the BoT will hear what they’re going to see. Then they go to committee meetings, I believe it’s on the website where that will be (agenda). First one is outreach and engagement committee, and the 4 MN tribal committee presidents will be at that meeting- this will be in the Crying Wolf Room. We prefer people to go around and come in from the lake side due to seating arrangements. All meetings will be open, except if it’s a closed meeting and then it won’t be ;).

This would be something that’s really interesting to be involved in. we will be sending bargaining unit presidents invites to attend the two lunches. Students will also be invited. There will be a video presentation of the native nursing. Misty Wilkie will be in FL at the time, and she has been asked to send the video presentation. Then there will be an event at the watermark (dinner). Then the next day at NTC, and brief presentation and then tours and interactions with students, and then noon lunch will be for business and community partners, and legislators have been invited and focus on economic development of BJI region, and also brief presentation on Sanford. No time for a tour of Sanford, but we were asked to give a presentation.

The full board meeting begins some time in the afternoon on Wednesday and they intend to wrap up around 4 pm. The bargaining unit presidents will be invited to the two lunches in the beaux Arts ballroom, but welcome to attend any of the other meetings.

Equity By Design. We have on our campus, we have been participating in Equity By Design and along the way we have lost a couple of departments and I know maths is still participating and they are waiting for me to find a speaker to help them address how to teach in a more culturally responsible way to NA students. Also psych is participating. They have Brown Bag lunches and a goal for their dept. to be more visible. Their faculty participate quite heavily in diversity-related events.
But also in addition to what’s happening at the dept. level, Becky Omdahl has reached out to try to get meeting on this but schedules haven’t gelled. I’m looking forward to having a conversation with her on that to see where the IFO and we can do some good work together, in addition to that there are so many things happening. And Equity By Design is one way we are trying to be more intentional in how we are doing education.

One of the other things that BSU is taking part in is a policy review. If you think about the tobacco policy we have, its one way we can think about how our policies can have a negative impact on our minoritised groups. Then, also, the system office, a meeting where John Gallagher was presenting, and they are putting into place something that as faculty develop new academic programs, there will be some equity concerns they’ll need to address as part of that review process. Also, faculty participate on the diversity and inclusion committee, and we will be presenting the diversity strategic plan and one of the strategic priorities is supporting the presence of (see handout from Deb).

Developing a resource phase for topics, develop sharing resource base for curriculum that adhere to diverse principals, developing speakers’ bureau for diversity and equity topics. They complement what is present in the BSU strategic plan. I look forward to putting this plan into place.

MM- This is a great goal, but 15 minutes ago we just “double downed” on prior consideration and the fact that BSU isn’t going to do prior consideration. But we need to remember that most fixed term are faculty in a marginalised groups. And this university has chosen not to follow the contract. It’s a paradox.

MZ- Do you know if last year how many from the FT were from a marginalised group were hired in to a position?

AB- I could maybe argue the opposite, and that maybe searches need to be open to allow for diversification. We may be in an exceptional situation that we have a diverse pool right now, but who knows in the future.

DW- The contract actually allows for opening the pool for diversity reasons.

MZ- Which is why we do it.

DW- You mentioned maths and psych, are there any other departments?

DP- I presented to business last year, but I don’t know where they are with that at this point. Honestly it’s probably on me to get in touch with the chair, and then biology it was difficult for me and them to meet. Nursing dropped out when Lesley Darmofal left, and if we had another faculty willing to take it up...

DW- Since this was a pilot process, is there a phase 2 or anything?

DP- I think as we look at the MAP, then you can read into that the notion of Equity By Design, and I can see this easily moving to another phase. It needs to. From my own personal perspective, it needs to and if you have thoughts, I’d welcome that.

DW- Bias Advisory Team

DP- BSU and NTC both have these teams where we hear of bias related incidents. e.g., swastikas in the hallways, etc., there are certainly things that we need to address, but how we address them, benefits from having more eyes and ears on this campus. We have two faculty form BSU- John Gonzalez and Thomas Dirth, we need periodically to meet, and we need to develop a set of
protocols surrounding how we hear of incidents and how we process them. For instance, Randy Ludemann on committee, and last year we had an incident in Tamarack, and we decided what was necessary was just conversations with students in Tamarack. This year there’s another residence hall that’s dealing with homophobia, and we are figuring out how to deal with that. We want to know how to react with these situations, and be ready to engage with our students and with our other employees when they happen, in an informed way, is a good thing.

**DW- Item 8 NextGen.**

FH- How many of you have seen the video?

KM- I have. I was more confused after than I was before.

FH- Let me help with that. The chancellor put together a video designed to build awareness about the NextGen process, and at some point there’ll be a replacement to ISRS. He wanted to expound on what it would mean to have this modern process. The facstaff went out with the link, it’s still there. Also, on Oct 15th four vendors were invited to continue in the process. There is a system RFP team that will be getting demonstrations from those vendors and it’s limited to the RFP team. They will be evaluated on their ability to deliver a system that’s intuitive and easy to use. You can go to the NextGen site and subscribe to be a “friend of NextGen”.

**DW- Was there any discussion on budget?**

FH- I haven’t heard of anything recently. I wasn’t at the last board meeting. I have not heard that it has changed.

**DW- Board of Trustees award?**

MZ- We are excited that BSUFA is participating, and that others are too. We have the IFO members as the review committee and implemented in other groups as well. We will do some reminders and then get with the small group committees. It’s a much better process. I think the board really listened to the feedback, because it was like having a second job if you were nominated, and a punishment. Much better. We are excited.

KM- I know the IFO sent a bunch of recommendations and they followed almost all of them.

MZ- Thank you for the background on that.

MZ- Also I don’t know if you’ve been hearing. A new law went into effect, the wage theft law.

DW- This was at state-wide – and we were laughing at the acronym- “WTF” for the form

MZ- We aren’t in compliance with the law right now, but it’s well known and accepted. But when everyone gets a wage change they’ll get a notification. And I think they’ve found a way to get an automated way to notify. If there’s ever an error in the notice, and you sign it, it’s just notification that you’ve received it, not that you’re bound to the error.

MZ- You’ll receive a WTF notice from Carol. Just for the first one.

KM- What happens if the WTF is not returned?

MZ- We will find you. We hope that people will simply participate.

DF- Perhaps if you gave a little heads up, we could let people know it’s coming, through senate.

MZ- Love it.
It sounds like the process is being streamlined.

So everyone’s steps will change by 8 next year, so if they see still... maybe we should send out an email.

We can work on that together.

AB roster of changes?

I have plenty of copies here. ATTACHMENT A.

Would Donna and John be double rostered?

There’s a percentage requirement that needs to be looked at for teaching.

Thank you I’ll look into that.

Item 12.

I don’t think there’s time or interest to go through the whole thing, but the criteria arrived at in joint committee, and I am grateful for the faculty members who served on this committee (unusually writing and/or speaking) we have implemented for the spring, and a very tight turnaround for the spring and I’m sorry for that. There are a total of 14 sections that were given the UWSIC cap. We went in waves to assign. These are all implemented in records right now, if faculty have questions, what the cap says in records should be correct. We haven’t scheduled a next meeting yet, but we will because there is more to talk about in this process. We need to get started again in 2020. Valica did a great job.

So part of the work is ...

The question that remains is do we have the right umbrella policy? Does that really get at it? Feedback intensive etc., and we need to talk that through and the next deadline is in February and we have a little bit of time to work that through. TP wants to be clear that it’s “unusually”, and we don’t have a number of what that means yet, but it’s a small number. The conversation will next go to have we adequately gone where we need to support the pedagogy at BSU.

On a somewhat related note, the policy has been applied to summer classes and I don’t think the faculty was going to be applied to that, because it’s a different beast and we aren’t required to teach the courses in summer and the question is when can we drop the courses? If it goes over their intended cap, faculty don’t want to teach the course because it’s too big. When can they drop?

I’m new in the cycle so not sure of the timing, and I hope that we have time.

I had four classes that were raised to 35 seats so I cancelled them, and so did other colleagues. That’s a couple of hundred students and enrolment you are losing over the summer. There’s no way I could have done the classes at the raised cap, and then if they were increased to the “doable”. That’s gone from 100 students to zero.

The desire was to apply the protocols across the board

We never discussed summer at this table. Summer work is completely different.

It’s unfortunate it was applied without having the discussion first, because we could have prevented some of these things. I know of a whole dept. wants to cancel their classes.
AB- Rather than cancel, can we get a communication to get a sense of what’s at risk, where we stand? So we can have the discussion at the dean’s level.

MM- We can mention this at senate. The deans should already know.

AB- I’d like to look at the university level. I’d like to get a read on that before it happens. I’m just trying to clarify what’s at risk.

MM- We can have that dialogue at senate, but I bet you it’s a big number.

JH- I would agree, there’s a class within my area of expertise that I would never teach in the summer. It’s intense at 15 weeks. And to increase that number in a shorter time span with 35 it’s insane at a 10-week pace. They’re normally capped at 15.

DW- I have it for senate on Tuesday.

**Other Business.**

DW- Faculty getting emails re training they have to do.

MZ- It is real, unless …everyone has two in there. Unless there’s a specific reason for other training. Some of the training is set up, in order to get certain stuff out because some employees need training for OSHA. We will be having a session for “how this came to be and this is what you should be seeing”, so you can know if it’s not something you have to do. Most of the training is geared towards non-faculty in the system. We used to have Rich personally work with people and we don’t have that now and we have ELS system now. It’s simply protecting our employees at work.

AB- We want to pilot an expanding the staff advising model, but we aren’t sure how to frame it. We have contractual parameters to work with, but it’s a strategic priority in the enrolment program. We want to invite a couple of departments to see how we can strengthen support for students. To find what strengths faculty and other advisors bring to the role. We haven’t crafted the communication yet, but would be to all departments, easier to work with whole departments than individual faculty. Two-year, funded project. We would add to professional student advising positions (non-faculty) and hopefully it would take advising load off faculty.

MM- The contract says faculty advise students. Period.

FH- From a career perspective, that’s what faculty should be doing, not telling them how to physically log on and register. And faculty shouldn’t have to be spending that time with them on that nuts and bolts, you should be advising on career stuff.

DW- Suggest you go through deans and chairs meetings, not all faculty email.

AB- Also looking to find two people to co-lead the student achievement conference. I have some names, and hope that they have applied.

Adjourn 520pm