BSUFA general meeting
403 called to order
Derek Webb
Welcome back faculty and new faculty.
Introduced the executive team
New faculty meeting at 9:00am tomorrow morning
Fall Call. Went out. Please consider joining

DW- slide in the start-up breakfast I important to note, 5A ratio to budget allocated to student services vs instruction in comparison to system peers. I believe we are going to be putting this on the first M&C agenda and ask them what’s up and what are you doing about it

Also- Faculty FTE growth. Faculty bounced back since calibration, but the number of faculty has increased, which is good but is also a bit worrisome because of enrolment. We are going to have a rough year ahead of us.

I wanted to put these numbers in front of you because the enrolment dropped and that put us in a bad way and that will happen for a number of years and NTC is also feeling a significant drop. There are ramifications here. If you want this data please email me. There will be updates as we go into semester. We have held our own for the last couple of years abut this year is a significant year.

DW- now I want to transition into a caucus structure, we went into a caucus model for equity groups to increase faculty participation with this model. There’s no public roster, meetings are held in a different way IFO membership is not required to participate in this committee. Definition of caucus is any group that agrees to vote together.

Shannon Norman- I want to acknowledge that we send faclstaff notices, we try to hold at least one on and off campus. If at all possible, please try to attend if you identify in any of these group... we need your voice and last year we had from 2 – 7 people turn up. Please be involved.

DW- it is also possible to form a new caucus if interested

MM- contract negotiations.

This is a contract negotiation year. It expired end of 2019 FY. We are currently under negotiations the current contract language still stands until we come up with a settlement with MnSCU. We are looking at this AY for a good estimate for how long it will take. We need to finish negotiating with MnSCU and that could take several months, 6 months, and then once done, say December, then the campuses need to discuss and vote, and then it’s next beginning of year, so if we settle with MnSCU around December, campuses in Jan- Feb, then goes to legislature and that happens in march or April, and that’s if we get done in December. The new language would be implemented in late spring semester. I terms of any economic benefits, which always happens at the very end (salary increases) what happens is we would get back pay for 0219 and then we would get whatever bump we end up negotiating. We have been working on negotiations since last November we started internally and we started meeting with MN State around March and worked all summer, once a month for four days all summer. Want to give larger more detailed update at senate meeting, agreements already made. I just wanted to introduce myself to you and let you know how the process works. .for contract negotiations, I am your rep and we have a set of guidelines/proposals from DA. 2020 is a
delegate assembly year, if you want to see something changed in our contract, it needs to come to DA. The value of the union is significant. The most important work the negotiating team does, is what you don’t see. It’s what we stop them doing that you don’t see.

DW- also check FWM to check your salary is correct. If you don’t know what it is, please email me. Last spring some faculty was overpaid, and they had to negotiate with HR to pay that back. Some were significant.

DW- we have guests from downstate. Brent Jeffers, Becky O, Jon and Allana

BJ- brief update with IFO. Surprises me how often I have to remind people about the teaching aspect. We play a tremendous role in advocacy we advocate for the students. We advocate frequently for the students, and health of our institutions.

Negotiating the contract is one thing, the hard part is enforcing it. Half of what is in that contract I really like, the other half I don’t for everything we get in a contract, they get something. That’s the way collective bargaining goes. We’ve had to give things away in the collective bargaining process but in the end we have an agreement and they are the rules we play by. We don’t get to choose which parts we get to enforce or not. It’s a legal document and we have to enforce our contract. The important stuff is what we keep out of our negotiations. We don’t tell that story enough. When the settlement comes around, we talk about all these things we get, but not about what isn’t there. These things have been in every contract negotiations, you just don’t hear about it. Next week you’re going to hear about retrenchment at St Cloud. Four of them are librarians. We are seeing an assault on librarians. The president of St Cloud held up his cell phone and said “this is a library. This is all we need”

Enrolment is an issue. I’ve been encouraging faculty to get involved in enrolments. We have to be involved. Flat is the new up. All MN institutions are down in the achievement gap. Some of the worse statistics in the country and part of our answer in the MN state system is responding to the change of demographics.

Alanna- new organiser the power to negotiate the contract comes from our numbers, having the strength of each of you behind our negotiating team. I really want to be a resource so that I can help and support you and we can maximise our efforts. As we transition to a more organising culture at the IFO it’s really important we get every single voice to get really voice to dictate at the state office so that we are working on or behalf individually and not an abstract Bemidji campus.

JB- thanks for new faculty for being here t BSU and the meeting. Legislative recap, senate included a 60m deduction. If that had gone through it would be retrenchments.

Becky O- to give an overview about Reimaging. Last year, they held forums to talk about the future of higher education in Minnesota. Your contributions, and others from around the state, enabled us to write a report, and we had an incredible list- all kinds of claims to fame for different unis and faulty throughout the system. We also talked about a big chunk of the issues we needed to work on and it was bog on closing the equity gap. The third part was where we won’t go- we are strongly in opposition to the attitude that HE is a private good, that it’s about job training to benefit business, and that we should see it as a continued public good and that it’s a pathway to transformative education. We presented the report to the BoT, and in person also. They deliberated and offered feedback and chancellor talked about where he was and e said he wanted to focus on single goal and the single goal was to close the equity gap, so we feel we had a big role in getting there.
Overall we are feeling really great with how we are feeling about Reimagining. We have a new term we had suggested to the chancellor to use instead of Remaining, and it’s Equity 2030, so if you hear that term, it actually came from IFO.

DW- encourage you to read reimagining

DW- we have a very difficult year ahead of us. I want shared governance to be a theme this year, we have major work to do on Lib Ed”

adjourn 455