Senate meeting December 9 2019

**Attendees:** Holly LaFerriere, Mike Hamann, Prabin Lama, Larry Swain, Samantha Jones, Tammy Bobrowsky, Heidi Hansen, Francois Neville, Miriam Weber, Pat Donnay, Sarah Young, Thomas Dirth, Kathryn Klement, Baozhong Tian, Keith Marek, Steve Carlson, Derek Webb, Jan Heuer, Mike Murray, Dean Frost, Bill Joyce, Christel Kippenhan, Tricia Cowan, Travis Ricks, Valica Boudry, Doug Leif, Ryan Sayer, Bill Graves, Drew Graham, Paul Kivi, Dennis Lunt, David Frison, Peter Nelson, Rucha Ambikar, Rebecca Hoffman,

4:04pm Meeting commenced.

Larry Swain- Motion to approve minutes from November. No amendments.

Keith Marek 2nd

Approved

**President’s report**

BoT meetings. Update. Went very well, if you attended, it went well. The A IRC event was extremely well-received by the BoT and Chancellor, and overall our campus really shined. Feedback was received that we had “high energy and good engagement with BoT and right up there with Winona and Mankato”.

Jan Heuer- Motion to go into Executive Session.

Larry Swain - 2nd

Carried

JH- motion to come out of exec

2nd - Larry

Approved

DW- I am going to do my best to meet with every tenured faculty on campus to discuss next step. It’s important to note I said tenured. I’ve met with 16 or 17 already and will do my best this week to meet more. You can reach out to me if you want first. If you already know what the conversation is about, please talk to other tenured folks so that they know

KK- Why only tenured faculty?

DW- it’s important that I only talk at this point to tenured faculty.

JH- it’s important to note it’s not a secret, but it’s our responsibility and duty to tenure-track faculty to shield and protect them as much as possible with next actions. It’s possible that administration could find a way to retaliate against tenure-track faculty. Those of us with tenure, they can hurt us, but not like they can hurt tenure-track.

DW- it’s important to only involve tenured faculty- you can talk to tenure-track but the “ask” is only going to tenured faculty.

PD- this is 180 degrees from last meeting.
DW- it is, I didn’t want this body to get ahead of itself. Many things have changed this month in the fall semester there have been a number of things have changed.

MM motion to move to executive session

Larry 2nd

Jan H- Motion out of exec

Heidi H- 2nd

Motion approved

Debbie Guelda- there is a survey for faculty, it’s a little unusual, trying to get at two things, and in general when decisions are made by faculty, and the rooms aren’t laid out correctly so how has classroom design affected your teaching this semester? And the other part is about pedagogy and what teaching techniques you use, and what would you like support about etc., and this is about how can CPD help you, specifically in the teaching and classrooms we are trying to get info about decisions about Memorial, and if we are lucky about HS.

SJ- things like possibly another computer lab?

DG- sure, maybe. If we have 75% of faculty come back saying we need more computer labs, that would be powerful?

PD- so I teach in Bangsberg main lecture and it sucks, but I can see that it might not be possible to change that. I can see the desire for it to become a lecture hall, but it’s been invested heavily as an auditorium.

DG- our hope is that 100% faculty responding to this, instead of just the 30 or 40 percent.

DG- the information will be redacted so it’s anonymous.

Treasurer’s report

We have $6616.23 in our account

DW- putting together proposals for organising our caucuses. Exec put forward an organising proposal, but you can put your own forward.

Negotiator’s report

MM- I’m taking a holiday until next November. We have got our contract ratified by 92 or 93% which is excellent and now goes to MinnState to get ratified. Then it goes to legislature and they take a vote (sub-committee on Higher Ed). Sometime in late January or early Feb and new contract and then we get back pay. I would like to just say something quickly, few faculty could be in this situation, used to be that current language if you have a life event such as birth of a child or medical emergency or something, you can extend your probationary period by a year but you have to ask, but now is automatic. So that starts as of this AY.

DW- grievance report

Grievance met right after M&C last week to discuss course caps, so will discuss it then

Curriculum report

Motion to approve
Approved.

Required MinnState training.

DW this is not an opportunity to complain. It is mandatory. It may seem like having nothing to do with you. Bottom line- just do it.

Course caps. Proposed policy.

JH- last Wednesday met with M&C. they realised didn’t include in the fall and spring course ca agreement, it’s essentially the same as fall and spring with exception of the date. April 20 is the magic date where anything that occurs after that they consult with the dept. chair and the faulty to increase course caps..... Administration’s view is anything 7 weeks or less is condensed so course caps for summer would be 20% less than doable optimum. We did make it very clear that M&C we thought it was terrible idea. They made it very clear Peffer that this is the policy and they are going to move forward, we suggested to move on next year and he wasn’t having anything on it.

There as a committee of faculty that got together to make proposals and admin made it very clear and I believe then , that this committee was not the architect of this policy so don’t shoot our colleagues they didn’t propose this. In response, we saw this coming, and we set up a meeting for the grievance committee to meet, and we did on Friday and in the interim we all looked at the contract and policy and there isn’t a grievance, this isn’t grievable for couple of reasons.

If not noted in our contract for course caps, if the contract is silent administration has the right to do what they want and they are taking advantage of this. What is interesting is under HLC financial indicators they also have non-financial indicators and course caps of 35 or greater is a non-financial indicator that an institute could be in trouble. That’s bringing it right up to that line. As a grievance committee we recognise there isn’t a grievance. That’s the bad news. The good news is we do have a say here. We do have power. But only as Derek said if stand united and show solidarity. We are not obligated to teach in the summer. We do because it helps the students, helps the depts. With the bottlenecks, and that’s awesome and we should be proud of ourselves for doing that for our students and our depts. And college and university that’s very commendable. For all of the reasons we have talked about before, when the fall spring policy was put together, not going to rehash, plus additional reasons, condensed summer schedule, it was brought up at mc that faculty don’t have to teach in the summer, in fact some faculty have decided to cancel their courses. We aren’t suggested that you cancel your summer courses, that’s not the official recommendation from the BSUFA but I’s something for you to consider if you go down that path, I’m going a little bit rogue and I’m going to throw this out there, if we have just spot faculty dotted all over cancelling classes it’s not so effective. It matters to our students and it’ll be noticed but my recommendation is that we should stand in solidarity in summer whatever that looks like. I don’t know what it looks like, I’m not proposing anything, but I’m just saying that we need to be tougher. If we aren’t together we are apart. Also something else across the university there have been faculty of their own volition have increased course capacity and there are a multitude of reasons, we do it to help student and that’s awesome. But the bigger picture if might not be helping us on the whole when that is happening. So come on in and talk to Derek, talk to mike, to me, anyone on the grievance. If you’re thinking of raising the course caps, please talk to us.

Mim ? I struggle with at this point it’s already past practise

JH- DW said at M&C that this is not an incentive for faculty to not cancel our classes.

JH- The grievance committee recommendation.
1. We go back to administration and say we don’t like it, and we would like it for you to please leave it how it’s always been for summer. Take some time and we will look at summer 2021.

2. Tell administration that it’s not acceptable to faculty and that faculty and depts. Will make their own decisions to teach during summer or not.

Valica – these committees have been done very quickly and moved forward without full dept. feedback and this has been problematic for all of us on the committee, we can say that the proposal they initially brought to that committee was a 20% reduction to classes under 10 weeks and the 30_ day rule starts from day 1. That’s what it was and at the time when we talked about it, it felt reasonable but there was always a contingent that what works for our dept. might not work for all depts... This came the wed before thanksgiving and we had to have feedback by the next Tuesday. This has happened twice before that it’s been unnecessarily quickly. It concerns me a little sometimes and I feel it happens with TP, he gets just enough buy-in to get you to do just what he wants you to do, but not enough feedback. I feel like he’s using the committee. He’s making us complicit. TP says “well it went to a joint committee” but the process hasn’t happened. We had feedback to give to you

DW- tony made a point to say he’d read none of it. If you want to draft a letter to disband let me know

VB- I feel like it would be good if we had input, we just aren’t getting input

HH- was TP saying this is a done- deal

DW- we have 10 days to respond

Mm- they said they are giving it to us now so they can implement on the 18th

DL- I sit on the committee and I share Valica’s conflict. On the one hand we have been able to stop wore ideas than this, but on the other hand we are being made complicit. There’s a line that says the committee should be able to mutual and collaborative process. Is that grievable

Mm yes

DL- denying information, and denying time to make decision

JH- do you think that’s a sentiment among the majority of the committee

DL- we’ve offered to play ball, and we understand the position that AB has been put in, but we are trying to make ourselves heard by someone not in the room

DF-3rd paragraph, 2nd and 3rd sentence, had never been done I summer before and he said he was just extending the regular year to summer. I told him he was bullying us, and his initial response was I don’t understand what you’re saying and then he said it’s not true and then he said it’s just a conversation. I’m pointing this out to you because it’s not true. This in an unlimited loophole in my opinion, which means in the summer many months before you say you’re willing to teach 25 students, and you may end up teaching many more for no more pay. In the past an extra section would be opened up. They are effectively conceding this.

Mim- they did this to me last year, and we had 36 online, and summer course with teachers don’t know SPED in the first place.

Christel- where do the numbers come from and what is the rationale before 8 weeks considered. From our point of view it’s to exclude our courses as they’re 9 weeks long
mm- I move that the faculty senate reject this summer course cap policy and that academic affairs spend the time to fully digest the feedback that was given that has not yet been read and that for summer 2020 that the faculty determine the caps in their courses as has always been done in the past and if that cap needs to be raised then there is a conversation between the supervisor and the dean and the increase in the course caps and the increase in the course caps in the summer is mutually agreed on as had been past practise in the university.

JH- second

Ls- Little nervous about individual faculty

Ls friendly amendment sub dept. for faculty

Mm-

I move that the faculty senate reject this summer course cap policy and that academic affairs spend the time to fully digest the feedback that was given that has not yet been read and that for summer 2020 that the faculty determine the caps in their courses as has always been done in the past and if that cap needs to be raised then there is a conversation between the dep and the dean and the increase in the course caps and the increase in the course caps in the summer is mutually agreed on as had been past practise in the university.

DW- if we vote on this and approve this will be the response to administration

Km- the committee has done a pretty good job and it was very obvious that Allen had read it, and very obvious that TP had not read it he admitted he hadn’t read it

Km- friendly amendment

I move that the faculty senate reject this summer course cap policy and that academic affairs spend the time to fully digest the feedback that was given that has not yet been read by TP and that for summer 2020 that the faculty determine the caps in their courses as has always been done in the past and if that cap needs to be raised then there is a conversation between the dep and the dean and the increase in the course caps and the increase in the course caps in the summer is mutually agreed on as had been past practise in the university.

Motion approved unanimously.

JH-Motion to extend 15 minutes

Francois second

Rebecca Hoffman- any course 8 weeks or longer, will it have the same caps as during the AY

DW- yes.

Rh- do we have any way to set dates on our course so we have 7 weeks and 6 day long classes? As a non-tenure going up, I feel really vulnerable cancelling summer classes. It will have a major impact

DW- yes, change your schedule if you think it’s appropriate and have the dept. vote to cancel your classes

Mim- last year we weren’t able to change the dates, and it had to be what robin had set up and they wouldn’t let us change the dates.

DW- there is a schedule within which they want you to work but there are exceptions made
DW- operating procedures- it has very few suggested changes. We discussed adding disabled caucus. Caucuses please send me feedback

RH- propose you use “faculty with disabilities” so that the person comes first.

JH- do we use the word “disabled”

? “Disabled people” or “people with disabilities” either is fine (I’ll speak for Thomas)

DW- rules committee. There is one change to the composition of rules which we thought was appropriate, I think it was Keith’s idea, we wanted to add IFO constitutional committee review member. Every 2 years the IFO has a constitutional review committee and we thought it would be good to have this person on our rules committee because if they change their language we have to change ours.

Christel- theoretically it could be that one of the previous member is also this

DW- yes it could

Km- so we need a second reading and then we vote on it.

DW- coming back for January

DW- the constitution. This has a couple of suggested changes. At the last meeting of senate you asked for homework to be one on term limits and then give you some options. Remember in our constitution what’s struck out, no person shall serve more than 2-yr. consecutive terms. I think it means we have 6 people who can’t run in their seats. I reached out to other FA.

Winona no term limits

Moorhead no term limits

South west o terms limits

We are second smallest campus.

St Cloud. Terms on president

We are terms limits on pres. and VP. They have a future pres. and a past president. Mankato has term limits on everything like us. Mankato is considerably bigger. Mankato doesn’t enforce their very well either.

Rules discussed changing, or adding a phrase to be 3 two-year terms, so keeping term limits but making it three, they were split and which one they supported. If you’re looking to rules committee, they’re split.

DW- here is my thought. It was suggested to me by a non-senator. In order to change the constitution, you have to vote by 2/3, then need a meeting where changes are explained then need a BSUFA meeting and 2/3... anyway, it was suggested that the senate do nothing on this, but we schedule this on first duty day, and then first duty Monday in Jan

Ls-how about we implement contract language- three terms in three years.

Ra- I would like to make a motion to vote on DW’s motion for spring meeting

JH- second
Motion carried

DW- one other major change to this. Discussion two senates ago, creating a seat on exec for seat on caucuses. Background- this brings into alignment with what happens with the IFO- they now have multiple seats for the caucus. We wanted to bring BSUFA exec into alignment with IFO board.

Larry swain

Move to adjourn

Pk 2nd

Meeting adjourn 530