

Meet and Confer  
Minutes 6 March 2002

Present: Gerry Amble, Carl Baer, Rich Gendreau, Rod Henry, Dave Larkin, Rod Witt, Jo Jordan, Chris Brown, Jon Quistgaard, Jauneth Skinner

Enrollment Update: we are down 5.8% from applications from the previous year at the same point in time... but up 17 1/2% compared to two years ago.

Transfer student numbers are just beginning. Appear to be predominantly freshmen, and new students.

International student enrollment has been dropping slowly since 1997.

Native American enrollment has also dropped. The Interim Director of Indian Studies has been having meetings with Kevin Drexel, discussing recruitment and Native American student issues.

Baer: Co Location. Bids are going out to contractors by the end of March.  
\$2,250,000 is dedicated to this project.

Indian Studies Center: There are concerns that an archeological survey needs to be done. Even if it is late summer by the time we start, we should still stay on schedule with the building.

Amble: Budget Allocation Update  
Form was distributed. A lively discussion followed.

Gendreau: What is the reserve required by MnSCU for next year?

Amble: We have \$300,000 dedicated to that for BSU.

More discussion followed.

Brown: We want to thank-you for the report, for getting back to us with this information.

Brown: We still want to know who are these 218's? We want to see the entire list of these people. Who are they? Where are they teaching? What are they teaching?

There is also another request from the Budget Committee... they want to see all cost centers.

Who are the consultants? We want a listing, with their contracts, their compensation, and the nature of their assignments. Are they teaching? How are they being compensated?

Jordan: I heard the Delight program is going to borrow \$100,000 from MnSCU to start a program. Any comments?

Larkin: There is a loan offered to Bob Griggs in CEL. It is an interest free loan that MnSCU expects us to pay back. It is just a proposal. It is not here yet.

Henry: How is faculty-teaching load figured? What about excess work loads? Does the administration have any plans beyond the contract stipulations about work loads for faculty?

Larkin: Occasionally I have requests from faculty to exceed the 5 credit contract over load limit.

Baer: Legislative Update: planning and bonding -- we are talking about the arena issue. This has been pushed hard on the house side... by Fuller. The news from the governor is that he has dropped the bonding... the bonding bill in both the Senate and House sets up a scenario where the governor may veto the bonding bill. If they merge the list between MnSCU and the U of M we'll probably get a little bigger share of the pie. The other news is that MnSCU is gaining credibility... there is adherence to the list; with projects being considered in the order they occur on the list.

Brown: The other news is legislation that may take legislator's noses out of the contract. They see the state employee bargaining units as being in no position to go out. But the economy seems to be turning around, according to government accounting numbers... and all of a sudden the federal government's budget is balanced.

Quistgaard: We are trying to get money to acquire property for BSU... but do not assume it is the old high school property.

Brown: Do you in any way contemplate retrenchment? Do you anticipate any cuts in faculty or positions?

Quistgaard: No, not at this time.

Brown: Rep. Fuller... upon talking to Rep. Fuller... what is this about changing the name to University of Minnesota, Bemidji? What prompted this?

Larkin: More candidates applied for the VP for Academic Affairs position. The search looks very healthy.

We have filled the following positions this year:

Derek Webb -- Math

Joel Pugh -- Music

Donna Palvec -- switched from a coaching position to Physical Education

Judy Gueldea -- Biology

Lenny Ross has resigned his position as Director of Indian Studies. We will need to form an ARC search committee to find a new director.

Henry: Are all faculty positions moving forward with their searches?

Larkin: Yes.

Baer: Women's basketball & volleyball has openings -- Title 9 requires progress -- this means equality in numbers and money. We have not made much progress in either so we are continuing to move -- anticipating making the soccer position full time. It will give us more credibility in women's sports.

Brown: How are we covering the endowed chair's position in Wetlands Biology? How is that money gap being covered?

Larkin: Money is coming in faster than anticipated... but it is not all there yet.

Witt: Do we make enough by losing two coaches to make up for another full time position? Where do we see increased costs...? This appears to be on going, every year. Senior people go up faster in salary and three increased staffing from 2/3 position to full time for soccer coach. How do we pay for this? We have a lot of concern given the situation we now find ourselves in... with this budget crisis. That is a NON-instructional area. Where does the money come from?

Brown: This concern is being raised in state wide Meet & Confers... our noninstructional costs are too high. We have to show a substantial change in this, we are the state university in the MnSCU system with highest noninstructional costs.

Witt: Where is the money going between instructional and noninstructional...? What concerns me is that those decisions do not seem to consider all the options. If we increase a coaching position, do we lose a faculty position?

Baer: We need to attract athletes to BSU...

Witt: I am not disagreeing with that. But how do we balance the implications between the two?

Quistgaard: The retiree list you requested is in one of these letters.

Brown: We have a question about retirements. Are the faculty made aware of the distinction between contractual retirement and statutory phased retirement? Contractual means the faculty member retains all rights of a full time faculty. Statutory faculty (on phased retirement) do not have the right to vote or be chair or to serve on committees.

Larkin: We became aware of a problem with this yesterday... we will deal with it.

Larkin: Here is list of employee rosters.

Hiring Freeze?

Brown: MnSCU is trying to spin this thing as an emergency... this is the actual statute... and does not include MnSCU colleges and universities. MnSCU lobbyists dropped the ball. Line 33 states the employer does not include MNSCU colleges and universities. It only puts a freeze on hiring consultants. It does not freeze hiring faculty positions.

Amble: There is a professional technical contract moratorium -- we cannot do some of this work without consultants.

Witt: Does this freeze MnSCU's consultants now?

Quistgaard: Yes... (appreciative laughter) This will save a lot of money!

Brown: SOAR Compensation: We are not hourly employees. Faculty should be compensated appropriately... for a full day's work. If you have to come in for a even a part of a day, you should get paid for a day.

Larkin: Usually SOAR Compensation pays for half days...

Henry: If Winona State can do it -- pay their faculty for coming in beyond their duty days, and pay them for a full duty day, then we should be able to do it.

Henry: J TERM: What is this new J Term? There is no contractual language covering this. What are the plans to compensate faculty for teaching these? How does this work when it is not in the current contract?

Larkin: I'll have to get back to you on this.

Brown: Common Time Scheduled for Committee Meetings: The Faculty Senate will bring a response back to see if there should be a common time scheduled for committee meetings during the week. There is a plan to do a BSU faculty survey... to gather the faculty recommendations.

A Lively discussion followed.

Larkin: I put together a very succinct chart for class schedules... which would allow for a common meeting time for committees to schedule meetings with fewer conflicts. Carlson put a lot of work into this. It is a big problem, and I hear a lot of complaints about it, but it went nowhere with the faculty.

Brown: The Faculty Senate tried to figure it out, and then they decided to let the survey maker do it. Of course it has to go before the human subjects committee before they send out the survey.

Jordan: There is a problem with science lab programs, and no one was willing to compromise or take time from our students. Many faculty said, "don't take time away from ME."

Henry: Implementation could happen in the fall. I have to speak strongly for it though I understand faculty concerns -- it is a major change in scheduling.

Brown: We all appreciate the hard work that the subcommittee put into coming up with some recommendations.

Larkin: Well, I tried -- and I got a lot of static about it. I think it is not going to work.

Amble: Tunnels and Ventilation: Bridgman Hall uses the tunnels as their main means of clearing the the air. This is a huge problem.

Skinner: The ventilation is inadequate in Education Arts too. There are big problems with that.

Jordan: I agree. My office is so cold I can hardly work in there.

Skinner: I've seen your wool afghan that you wear when you are working! We have a huge problem with our building, and no one seems to listen to us.

A heated discussion followed.

Brown: Let's get back on track, folks. Thanks for the report on sabbaticals. We will report from senate with term lengths on the bookstore advisory committee.

Amble: Payroll Advice: MnSCU will eliminate the payroll stub as we know it... they want you to access your info on the internet. You will have to go find it yourself. Payroll info will work with a personal ID.

Skinner: But I keep all my payroll stubs for the IRS! You mean I won't get one any more?

Baer: We will just refer the IRS to the MnSCU web site if there are any questions!

Skinner: That makes me nervous!

Brown: BSU will have to provide faculty with a way to access these and print them. Will the university provide access for faculty to do this from home?

Skinner: I guess we will be saving a few trees...

Quistgaard: I'd like to talk about presidential priorities... I am often asked to communicate my priorities for the institution.

I'd like to propose a one item special Meet & Confer to discuss what the priorities are for the institution... to begin a dialogue for BSU. We need to know the direction... where we are going and what are we doing... I think we need to engage in a dialogue on this.

A lively discussion followed.

Brown: Is this something planning committees should be planning and initiating...?

Henry: CAUCUS CAUCUS CAUCUS...!

A brief recess was taken while the BSUFA Executive Committee discussed this issue.

Afterward:

Brown: Thanks for the recommendation. We need time to discuss this as a committee -- we thank you for the suggestion... we will respond.

The other administrators left. Larkin stayed .

Brown: We need to resolve a grievance issue that has taken place.

Henry: There is an issue concerning the Meet & Confer process... was your e-mail aimed at BSUFA Executive Committee or the Faculty Senate? How does it fit in with the Meet & Confer process?

Larkin: I was trying to send a message to the Faculty Senate... I was trying to say no retrenchment is being considered at this time.

Henry: We feel that faculty are the core of BSU... do you think that the faculty of BSU are the core of BSU?

Larkin: I am not sure what you mean, Rod.

Henry: IFO members have gone down continually in the last ten years...

Larkin: I found out that we have lost about 30 faculty in 10 years. I do not know about the other bargaining units.

Henry: The senate feels that we have given up more than any other units on campus... and we want that imbalance addressed. It was very disappointing not to get an answer to this problem.

We need to attract students... we need to find sections for new students to take. We cannot maintain much less grow the way we are going now. Teaching is who we are and that is what we do... we are supposed to be a college.

Larkin: I have no problem with that... What I have problem with is saying there will be no retrenchment -- that is pinning me to the wall -- and possibly turning me into to a liar. I do not know what the future brings.

Witt: Cuts are a different thing: we want no retrenchment of faculty positions and we want to fill all existing vacancies. Faculty Senate and the Executive Committee feel that cuts shall not be made evenly across the board...

A lively and heated discussion continued, afterwards the meeting was adjourned.

Respectfully submitted,  
Jauneth Skinner, Secretary