

BSUFA Meet and Confer
30 April 2003

Present: Randy Westhoff, Eric Forsyth, Rod Henry, Rod Witt, Jauneth Skinner, Rich Gendreau, Chris Brown, Gerry Amble, Jon Quistgaard, Jo Ann Fredrickson

Enrollment

Quistgaard gave an enrollment update. 725 projected for Freshman. Transfers: numbers aren't in yet. Summer school data is not available. SOAR may add additional sections in June... first two sessions are already full in June. A brief discussion followed.

Buildings/Facilities

Amble: Architects selected, for pre-design work for the Bridgman expansion. Upgrading needed for Peters Lab, Sattgast has problems with roof under the greenhouse, all the ventilation hoods etc. The science projects are looked at favorably by MnSCU. Bangsberg needs roof repair. The electric project will replace the torn up sidewalks and grounds. (It will not be done in time for graduation.)

New electrical loop is being hooked up May 20th. There will be a power outage that day -- may last as long as 8 hours.

American Indian Center is looking good. Completion date not formalized yet. A brief discussion followed.

Budget / Allocation

Amble: Distributed the FY 2004 - 2005 Budget Planning Report. 15% tuition increase plan with a 4% personnel increase proposal. Amble explained the hand out. Discussion followed. The reality is that we have to increase tuition.

A discussion followed.

\$586 a credit. How do we market this to the students? Let's focus on what the students are receiving for their tuition dollars.

BSUFA / MnSCU Art. 23

Brown asked if the administration was currently contemplating any retrenchment or cuts or adjustments in probationary positions?

Quistgaard: Not at this time.

Fredrickson: PE is continuing their conversations about changes in that program. CEES requested a one year leave for the director, to go through an election for an interim position.

Restructuring

Brown asked if the administration was currently contemplating any restructuring or cutting of programs or departments?

Quistgaard: Not at this time.

Consultant's Report

Alternative peer groups created to compare BSU to. Look at IPEDS data for our cost centers within in our peer groups. Best practices in each of these areas.

Brown requested a copy of this report.

Henry: We would like to remind the administration that we are the lowest paid faculty in the MnSCU system. This came up in the current salary equity study.

NWT Update: Chancellor's comments

Brown: What is happening with NWT that the chancellor believes there is some resistance between the two campuses?

Quistgaard: How this campus aligns with NWT is more complicated that they first thought. Our process is slower and we are not talking about merger at this point.

MOA proposed down state, and this needs to be looked into.

Discussion followed.

Legislative Update

Quistgaard: Early this morning Fuller brought proposal to add \$22 million to higher ed, supported by those present. The money would flow directly to the institutions, and not go through MnSCU. Will there be a pay freeze? I don't know. Will there be a special legislative session? Probably.

Brown: Please thank Carrie Ruud for voting to support higher ed.

Quistgaard: The latest legislative introduced, to develop policies regarding carrying weapons on campuses and this policy does not apply to parking lots, and might apply to paid employees on campus.

Education/teacher surveys

Brown: Is not defending our Teacher Ed programs. MnSCU is criticizing our teachers and the programs that train them. They want a faculty member who teaches a full day in the classroom, (free teachers for a school district) then teaches a full load as a professor at the university for pay. The legislators think this is great (free teachers) and it keeps them in touch with the classroom.

A lively discussion followed.

Searches/Positions

Report provided by Quistgaard. Copies will be distributed to the Executive Board.

Faculty Searches

Witt: Is it possible to start now for failed searches this year? Can we get approval this year so we can move sooner in the fall?

Fredrickson: Ask the dean to turn a failed search into a continuing search. Get the approval from the dean and ask them to talk to me about it.

Witt: We need to make these decisions swiftly so that we move in a timely manner.

Others

Brown: We need a copy of policy statement for process between PES and Athletic Director for conducting searches.

Fredrickson: Whenever they come forward with whatever we will bring that to you as a draft.

Faculty under investigation/disciplinary action

Brown: Charged by the IFO to look into this. Are there currently any faculty under investigation on this campus?

Quistgaard: No.

Henry: Any faculty member can look into their personnel file?

Quistgaard: Yes.

Class Minimums

Brown: There is a rumor of class minimum (enrollment). Is there a policy or policies in place?

Fredrickson: One college has been under a twelve rule (CAL). All three colleges have had conversations with chairs to move to larger class enrollments. There is not a policy. There is some past practice.

Henry: When some classes are cancelled and that faculty person is given release time, this leads to skewing of the release time data.

Discussion followed. Conclusion: this should be on a program by program basis.

Faculty Security

Brown: Library problem. Faculty member was verbally assaulted. Could they have a panic button at the desk? Could patrols be beefed up near closing time?

Witt: Campus Security is not actually security, they are not trained to deal with this -- especially in light of the problems experienced nationwide.

Quistgaard: We will look at this.

Staff/administrative merit pay

Brown: Can we investigate this. Who is getting this and how much? And why is this not published?

Amble: Confidential employees allow for merit pay adjustments.

Henry: We need the contractual language behind this and a list of who is getting this.

Amble: Merit is included in the total pay compensation. I'll get back to you on this.

Staff/administrative overtime

Brown: The Star Tribune article -- we are curious. We would like to see a listing of overtime and overload for our staff and administration. What about this ice groomer earning over \$40,000 in overtime?

Amble: The ice groomer gets paid overtime by the Bemidji City Schools, etc. -- for the special weekend stuff. Those hours are billed out. Most of the overtime is only earned through those contracts.

Brown: Some bargaining units are teaching and then they get paid overload and they are not IFO.

A discussion followed.

Coaching compensation information

Brown: We are requesting this specific information:

- Base salary at hire

- Percentage of assigned to coaching percentage pay assigned elsewhere, if applicable. (Part time in Business or Chemistry)

- Any extra duty days, agreed to at the time of hire.

- Overload or other forms of compensation, arranged at the time of hire.

- Any other forms of compensation arranged for these individuals at the time of hire.

Software Support

Brown: There must be some kind of accountability to the academic side of academic computing. Feasibility study of current staffing, restructuring for academic issues.

A lively discussion followed.

Reassigned time for chairs

Brown: Is there a shift in policy?

Fredrickson: We are working with the deans to bring all chairs into the contractual minimum for reassign time.

Brown: If we move to a contractual minimum, we need to be consistent and uniform.

A brief discussion followed.

Accountability Measures Report

Brown: Requested Accountability Measures Report dated 2/15/03 from MnSCU to Legislature.

Quistgaard: I'll look into this.

Surveying of faculty human subjects/institutional research

Brown: Besides coming through the Meet and Confer process, these surveys need to go through the human subjects/institutional committee. Discussion followed.

PSEO funding and budgeting on campus

Brown: How is it handled on campus?

Amble: Agreements with each school district independently. They pay us a fixed

fee that includes tuition and books. This is fixed by the state. We collect the tuition and we pay the bookstore for the books. It breaks about even. It shows up on regular year tuition. There is no special sorting.

Campus climate surveys/Noel-Levitz

Brown: The Executive Board would like copies of the Noel-Levitz Report.

Quistgaard: This is a lengthy report. Presented the patterns from 1997 to 2001, to look at them over time. Students tell us what is the most important thing to them. Student satisfaction is also important. Parking. Academic Advisement. We'll get you copies of it. It just came in last week. No analysis yet on student engagement. A discussion followed.

FYE

Gendreau: Budget, faculty overview, faculty participation. If asked can I say there is a budget sufficient to fund FYE?

Fredrickson: There may not be enough to fund the teaching load. There is a budget, but we need to work within it.

Gendreau: Can we apply for more money to fund initiatives to help increase enrollment?

Fredrickson: Faculty must be priority to teach this. The great majority must be IFO faculty. We need a faculty director/coordinator, but there is a problem with the funding. This is not doable until a year from now.

Brown: Will other faculty be willing to take on this responsibility?

Gendreau: Will there be faculty overview? If not, then it will be dead in the water. If the Senate sees faculty overview, they will approve it. If it is not a done deal, then it will die. I have a strong argument to do this. Budget, faculty participation is a must. This will aid in retention and increase enrollment.

Policy for Use

Brown: Collective bargaining, monitoring of employees, academic freedom. There is the contract and The Law. It is a good idea to have a policy.

Henry: How do we handle emergency situations regarding phone calls?

Witt: What are management rights outside of contractual bargaining?

Brown: This is statewide Meet and Confer. Policies must go through the proper process.

Henry: They will be using their computers at home instead of the system computers. This is not consistent with the kind of work environment we want to maintain. This will become an Electronic Sweatshop.

Discussion followed.

CEL policy shift

Henry: New policies regarding new offerings? This did not come through the proper planning procedures. Some faculty got them and some did not. Is there a revision to evaluation of CEL courses? A discussion followed.

Summer Session agreements

Brown: We did not see any problem with any of this.

Handbook for Students with disabilities

Brown: The faculty did not come up with any significant problems, since this is conforming to new federal guidelines.

Academic Calendar Guidelines

Fredrickson: These are the guidelines.

Brown: This is being brought to us for our feedback.

Fredrickson: Can I get a response tonight?

Brown: We will get back to you within the expected time, (10 days).

Fredrickson: I need to set this calendar this spring before people leave campus.

Brown: This will go to Faculty Senate on Monday.

Fredrickson: This is supposed to go to university council too.

Brown: University council is supposed to give the other units time to make recommendations. We have not seen these particular proposals until just now. I was promised that it would be delivered to me for last week for the faculty for Monday and it was not there. So I was finally able to distribute it to the faculty just this afternoon. 50% of the faculty and Student Senate recommend that we start AFTER Labor Day. The Student Senate is the voice of the students. The Faculty Senate is the voice of the Faculty. Both proposals are starting BEFORE Labor Day, so someone is not listening to the faculty or the students.

Gendreau: The recruitment committee recommends that we start after Labor Day, this is a major recruitment advantage. There are about 8 different calendars floating around, and this is a big issue.

A lively discussion followed.

Rec. & Ret. proposed name change

Brown: Constitutional Committee. This requires change of faculty bylaws to deal with this. Discussion followed.

Study and Travel Programs

Fredrickson: Trying to improve consistency for our travel and study programs, health insurance information, sign offs for students. Faculty compensation for travel and study programs is not consistent. There is a grievance on the J-Term. We are trying to be consistent with the contract and have guidelines.

Henry: We will look at it and review it and get back to you.

Cross listing of courses

Brown: Academic Affairs looking into this. Brought into consideration in a particular instance in the last Faculty Senate.

Fredrickson: I need to accommodate cross listings, but the money has to stay with the credits and costs. We need to try to accommodate this, but MnSCU will not allow the costs to go somewhere else than with the credits.

Brown: We will get back to you and find someone to work with Fredrickson on this.

Library summer hours and summer school

Fredrickson: Cost saving idea presented to me, proposal from the library. You need less summer duty days to save money. They are tied to Summer School.

Library is here on a duty day basis. Can the Summer School help to fund this?

Witt: This is a staffing issue. Discussion followed.

Brown: We will get back to you on this.

Possible tuition differential for on-line learning

Fredrickson: Faculty Senate approved cost differential for on-line courses.

Henry: This comes out of a task course I was on this spring. Please define on-line learning. We do not know what is on-line learning and what is not.

Brown: We heard of a \$10 per credit fee that would go directly to MnSCU for these courses.

Fredrickson: We'll get back to you on this.

+ / - Grading

Brown: + / - Grading was defeated by Faculty Senate. The Student Senate spoke and we listened. We recommend no change.

Fredrickson: Discussion on campus on the student-on-student charges of harassment and discrimination. University meeting with the planning committee and an open meeting on campus. Discussion followed.

The next Meet and Confer will meet at 4 P.M. on Wednesday, May 7.

Meeting adjourned.

Respectfully submitted,
Jauneth Skinner, BSUFA Secretary