

BSUFA Meet and Confer
November 10, 2004

Called to order at 4:00 PM

Present: Joann Fredrickson, Bill Maki, Jon Quistgaard, Tom Fauchald, Rose Weaver, Rod Witt, Dave Larkin, Elizabeth Dunn, Carol Milowski, Sharon Gritzmacher

Budget update

Maki: We are holding a budget forum on December 9 at 7:30 AM in Bangsburg and at 3:00 PM in Ed Arts Auditorium. We will present budget scenarios for 06/07. Currently we have a \$212,000 deficit due to the enrollment decline. We will be looking at places where funds haven't been allocated including unfilled positions. We will have a balanced budget in the next week or so.

Fauchald: Is this a tuition shortfall or the appropriation?

Maki: This is just tuition. Enrollment is down 4% and 1% in the band. It's not as big a hit. We will evaluate the band to see if it's doing what it is meant to do, so that it doesn't provide a disincentive to part time students. We are looking at what other schools are doing.

Fauchald: Did MnSCU give us planning numbers for 06/07?

Maki: No, that will be when the governor does his budget. We will do an optimistic budget, a flat budget, and one where the revenue forecast is poor and we might need to look at cuts.

Fredrickson: Even though tuition went up 14%, because of the appropriation cut and because we didn't go up as much as planned in enrollment, we have had a big decrease in funds.

Milowski: Is this a true shortfall, or a less than projected short fall?

Quistgaard: It's a true shortfall. We crossed over from being state supported to state assisted. It's economy of scale.

Enrollment

Maki: Distributed MnSCU enrollment figures from 1995 projecting through 2008 and discussed economic challenges related to BSU enrollment decline.

Milowski: What accounts for the phenomenal growth at Southwest?

Quistgaard and Fredrickson: PSEO has been huge, 15%. There is also some scholarship help from local a corporation to attract Twin Cities students. There is also a big masters program that accounts for 10%. Their freshman class this year is over 600.

Fauchald: I'm worried about our feeder transfer schools. They are down so we are down.

Fredrickson: We are trying to get better data on retention and 6 year completion rate. We need to know that we are collecting appropriate data on those indicators. Our rate is low compared to others. But, we can't confirm the way that other schools are coding their information.

Dunn: Is there a comparison of the student body composition? Do we stand out in any way?

Quistgaard: The ACT composite doesn't suggest that we are out of alignment with the others. We need to look at sub scores.

Fauchald: What about the socioeconomic factors?

Quistgaard: We are lower, but a report card is being developed for each school and socioeconomic factors aren't considered.

Witt: This is consistent with our students taking fewer credits and working more hours. What is the average number of hours worked by students?

Quistgaard: The report card shows that.

Dunn: Should we be looking at a 7 or 8-year graduation rate?

Quistgaard: The guideline is 6 years. We have pre-professional students who transfer to professional programs at the end of their junior year. That affects our graduation rate. Perhaps we should be looking at what St. Johns does. If you are accepted to a professional school at the end of your junior year and successfully complete your first year at that school, you transfer your credits back to BSU and get your degree. We need to begin looking at some of these things. It won't compromise our integrity but could increase our graduation rate.

Witt: Those kinds of fixes aren't real fixes. We need to look at the underlying reasons. That is the real issue. We could have untenured faculty doing that research. It could be a PDP opportunity.

Fredrickson: Distributed a draft page on retention rates from the next data book. We don't have all the data from MnSCU. We would like to do a comparison with other schools. Our fall-to-fall freshman retention rate is 70%. The MnSCU average is 74%. This is another good research topic. We need to know the cause and we need numbers that we can trust. Then we need to look at the characteristics of students who don't stay and do intervention programming to keep them here.

Fauchald: The national average is between 72-73%.

Quistgaard: This is the first time that we have known what the other state universities are doing. The Chancellor says we are below average.

Fredrickson: Getting faculty members involved in the process will be good. This should be a campus initiative. We need to face this one together.

Milowski: We are a long way from everywhere. It's a long drive to get students to come here.

Fredrickson: We also want to know what impact programs like TRIO/SSS, FYE, and FYRE have on retention. TRIO/FYRE students have a higher retention rate. This last year the data suggests that FYE also had an impact this last year.

Witt: We need to build an evaluation component into anything else we do.

Larkin: All research says a meaningful relationship with their advisor is the key to retention.

IFO Positions on hold

Fauchald: If there are no IFO positions on hold at the presidential level, we would like to move this to the deans' level. The deans

Fredrickson: The one I have is the 2+2 used for salary savings.

Milowski: Are there positions anywhere?

Fredrickson: Only if you are talking about a position that might goes back to 95. The deans are supposed to look at positions across the college. For the deans to release a position, they have to come to me.

Quistgaard: Are you holding any positions that the deans have requested recently?

Fredrickson: Yes; I didn't let the dean advertise a position. It might get argued back to a probationary position at some time. It is in the pot for faculty salaries.

Position Requests

Fredrickson: There are two positions that have been requested. One in counseling as a replacement and one in Geography replacement for retiring faculty. There is also the Spanish position and the Special Ed position. Both were failed searches.

Library Search Committee/Committee Members for CIO Position

Fredrickson: Do you have the names of the committee members? Do you have names?

Larkin: No, but there are only 3 people for 2 positions. The BSUFA constitution says that to serve on a committee, faculty may not be fair share. We will get these to you ASAP.

Fredrickson: We also need to know who will serve on the CIO search committee

Larkin: I will get those names to you.

Genesis of engagement

Milowski: We've had two conversations about engagement. My question is where did this issue come from? It hasn't been through the BSUFA Academic Affairs committee or the Academic Affairs Planning Committee. Some people say that it is an NCA issue, but I helped write that document and it wasn't an issue then. The second concern is why has this not gone through the planning process. We are engaged in planning because of NCA. This should be a planning issue.

Fredrickson: It goes back to dimensions of student learning. But there is more than that; this is a part of the national conversation. We seem to be late in getting administration on board. We have the Minnesota Campus Compact. We have the Student Affairs transcript. Robert Bellah's presentation was a call to civic engagement. We want to be inclusive and chronicle what everyone is doing.

Milowski: It hasn't been inside the formal planning structure. If we are going to move forward, it needs to be inside the planning structure. There are differences between civic engagement and service learning.

Quistgaard: I've challenged that campus to look at this. It could be an area of distinction at BSU.

Milowski: But, if we are going to have a sustained look at this, we need to put it into planning.

Quistgaard: NCA starts expecting this in January of 05. You are right; it needs to go through the right process.

Fredrickson: I appreciate these comments. The planning process doesn't create. But do we move an initiative through academic or student affairs? Many people are already doing this.

Weaver: We are addressing this in my humanities class.

Liberal Education Task Force

Dunn: Distributed a handout detailing the structure. We have been looking at liberal education with faculty and students. Several people went to a conference in Rhode Island and returned with many ideas. The task force is large, but we need buy in at the bottom level. All relevant constituencies are represented. There is a mechanism for reporting progress every two months. Colleen Greer will be the initial convener and a chair will be elected subsequently. We would like the provost or a designee involved as the administrative representative. The taskforce will need to be a budget for copying and relevant materials and books. Task force is large but necessary. This will be the most important thing that we do in the next couple of years. The chair will need reassigned time. There is a time line, and we are a little ahead of schedule now. We want to be underway by second semester. We don't have a preconceived idea about the look, but will plan for assessment at the same time. We will have an assessment of the current liberal ed by the end of next semester.

Quistgaard: Will there be quorum concerns? This is a large group.

Dunn: The task force will meet Mondays when senate doesn't meet. We are asking that members be able to make a commitment to that time. There will also be work groups.

Quistgaard: We support this concept. We are long overdue looking at this. We are also pleased that there will be a strong assessment component into this. There will be places that ask us about our learning outcomes.

Fredrickson: This is exciting and is coming from the faculty.

Tuesday/Thursday Block Scheduling

Milowski: We have established block scheduling. The people in science were given an exception for their labs. My issue is discipline. My concern isn't with them, but with those who are scheduling classes during the blocks. This puts students in the middle. They enroll for overlapping classes and then ask to be let out of one 15 minutes early. Last year BSUFA met

with Dave Carlson and took it forward to Academic Affairs Planning Committee for discussion. We don't know where it went from there. The larger problem is that is used to be that students could not schedule classes with a time conflict. The new computer system gives them a warning but allows them to do it. There is also another consideration. If we scheduled classes on the ½ hour, we could fit in another full class during a time of day when rooms otherwise sit empty.

Larkin: Many people are enforcing this block schedule. We want consistent scheduling, but we also need to send a message to ISRS in St. Paul. Many people are enforcing this schedule.

Replacement of suspended faculty members

Weaver: What is the clear outline of the replacement process?

Fredrickson: We did everything we could to find a replacement and offered overload to departmental members. We only had to drop one class. The intent is to not disrupt the educational environment. The situation was handled mostly with overload.

Milowski: So, we are doing the same thing we would do in the event of long-term illness or death of a faculty member.

Social Behavior and Sexual Responsibility

Weaver: This would this be a good time to review the university's position on student behavior. RMRW is old. Do we need to look at what is out there and make some changes?

Fredrickson: It has been happening in discussions. We are looking at whether RMRW is the right model. These discussions are happening across campus. We are looking at whether it occurs on an annual basis. Jay Passa is doing lots of programming on social and sexual responsibility. Casey McCarthy has also done personal security talks.

Quistgaard: We are in the process of looking at all programming and communication in this area. We have some people coming in from the outside. We are doing more than what most institutions are doing, but that isn't enough. We are taking a hard look.

Fauchald: Maybe we should also look at student-staff-faculty relationships.

Quistgaard: It is part of the faculty handbook and orientation. We are exploring the implications. We can't state categorically that a faculty member can't date a student. We also need to ask athletic department to develop a handbook for student behavior. This is pertinent for study abroad, and any other areas. The athletic director has met with every team about the situation.

Fredrickson: Is there away to better communicate with the university community?

Fauchald: Start up workshops.

Pedestrian safety

Dunn: Have we done anything about AIRC Hagg Sauer situation? There is no walkway that leads from AIRC to Hagg Sauer. Cars and students just pour out. It is a safety issue. I would suggest speed bumps and better signage.

Maki: I failed to report back. We are putting a speed bump in next summer. It sounds like we need to do something sooner.

Quistgaard: We might put in a blinking light.

Roster of proposed new hires in administration

Maki: Distributed a handout of the CEL/CIO proposed position.

Witt: Might there be amendments to this model?

Maki: This is our proposal.

Larkin: There are rumors that we are looking for an assistant dean.

Fredrickson: This is ongoing in COPS/graduate studies. As they created the description, it is more of an assistant to the dean. It is support for graduate studies.

Larkin: It is a position that is being developed. What is the status for someone who is going to help you?

Fredrickson: I don't want to pull someone in if it won't be an on-going position. I'm looking at some creative ways to deal with projects.

Title IX Ex Officio member

Quistgaard: I would like the person in charge of athletic fundraising to attend these meetings. Not as a voting member, but to listen to make sure they have the necessary information.

Virus Protection Concerns

Witt: A concern was raised in senate about attachments being stripped out of emails. There is a new virus protection program that may not have been fine-tuned. There are two issues. 1. Fine tuning. 2. Putting something in place that takes something out of our emails and not notifying us. Student computer projects are being sent and not arriving. Please take this to computer services and get back to us.

Maki: We need better communication and we need to come up with a solution.

Semester break

Milowski: As we look at preliminary new calendar development in BSUFA academic affairs, we are talking about parameters. There are currently 7 j-term announcements. We need to ask ourselves if we should build this option into the calendar. Our break isn't long enough to accommodate them and participants are returning to campus a week into spring semester. This is becoming part of our culture.

Fredrickson: Do you have a sense on how that would be viewed?

Milowski: I don't know.

Dunn: The break between semesters is the shortest in any place I've ever been.

Witt: There are compensation issues.

Fredrickson: There is a policy that has been formally applied over the last 2 years coming out of the IPC.

Quistgaard: I have another issue regarding the calendar. We probably have 3 or 4 groups for calendar development. Could we look at this as a single group? That would be more practical. I would propose that we get a group together. Administration ultimately approves the calendar.

Milowski: Calendar development involves many groups and is very complicated.

Fredrickson: We need to consider the number of days as well as other things including athletics, and admissions.

Quistgaard: There used to be small calendar committee.

Fauchald: We need a policy on class days. Other schools include finals week as a part of class days.

Master Academic Plan

Dunn: Senate came up with a resolution about this. There are concerns that there are too many big things occurring at the same time. Faculty only have so much time and energy to devote to these big initiatives. We believe that liberal education reform should be complete before we

Fredrickson: The Master Academic Plan should have been completed two years ago.

Dunn: It would be helpful to see this plan in writing.

Quistgaard: We can all map our way through this thing.

Agreement all around.

Campus security and safety

Maki: With the recent rash of theft of computers and equipment, we will propose some ways to enhance security. We will be looking at uniforms and badges for evening maintenance people

We will also have cameras in high equipment areas. We are also looking at ways of securing equipment better, perhaps using electronic locks.

Witt: Can I send you an email with some suggestions?

Maki: Yes.

Quistgaard: This will take us time and we will try to make it as user friendly as possible.

Student Affairs review

Fredrickson: There will be a 5-year review for all student services areas. We will review names to look for a consultant. Programming information will be compared to national and organizational structures vis-à-vis student affairs.

Response to change in faculty/staff compensation

Maki: There was an error in previous data that we reported. Faculty was not reduced 22%.

Campus Conversation

Quistgaard: On November 16 at 3:00 PM, I'll share information gathered over the past 18 months about the way that BSU is perceived and where we want to go. We have had focus groups and dialogs and from those three signature themes have emerged. 1. We are committed to environmental stewardship. 2. We build character through a commitment to life-long civic engagement within our communities. 3. We prepare our students for global/multicultural citizenship. We are global citizens concerned with issues of racism, the economy, literacy, etc. We will create a different type of student than other schools. This institution's true passion is to our students.

Milowski: My thinking is related to genesis of engagement. At the conclusion of the conversations, then where does this go? Is your expectation that these themes will be our themes?

Quistgaard: We need to put this into a formal process to be adopted by the campus. I was asked to provide some clarity and direction when I took office.

Dunn: Two things spring to mind. We are operating in an anti-intellectual environment. When are we going to begin to defend campus based learning? What are we good at? We are good at campus-based learning.

Quistgaard: These themes and phrases are designed to overcome anti-intellectualism. Our bigger challenge is to achieve this with our distance education students too.

Fauchald: Are we looking at an advertising campaign?

Quistgaard: We will market when we are confident that we are ready.

Fredrickson: These themes come from who we already are. You made this a very inclusive process.

Dunn: Faculty appreciated being included in the conversation at the early stages.

Adjourned: 6:25 PM

Respectfully submitted,
Sharon Gritzmacher