

## Meet and Confer

**Date:** October 10, 2007

**Present:** Elizabeth Dunn, Marty Wolf, Deb Peterson, Kathy Meyer, Louise Mengelkoch, Chris Brown, Derek Webb, Jon Quistgaard, Carol Neilson, Rose Jones (part of the meeting), and Marsha Driscoll

1. Website transition update—Rose Jones presenting.
  - a. Hopefully the new home page and website will be up and running by November. Departments and individuals will be able to change their own content fairly easily. University Calendar updating will come from Dr. Jones's office, but each department will be able to update their own calendars. Dr. Jones will be able to pull information up front from departmental calendars, and departments will be able to pull information from other calendars. The CMS is Savey. It is supposed to be ADA compliant.
  - b. Dr. Quistgaard reported that at a recent national college fair, he compared our new site to others and judged that we will be as good as any available.
2. Associate Dean hire—Carol Nielsen answering questions.
  - a. She brought the policy under which the two-year associate dean hire was conducted. This was done under the Public Employment Labor Relations (PELRA) Minnesota Statute 179A.07. As a public institution, this is an overriding article with which we comply and gives management the right to select management personnel. The statute specifically states, "A public employer is not required to meet and negotiate on matters of inherent managerial policy." This includes selection of personnel.
  - b. Decisions regarding backfill for biology were still not clear. Dr. Fredrickson will answer this question at the next Meet and Confer.
  - c. Funding for the associate position consists of a combination of the two positions previously held by Jack Judkins and Jack Reynolds. Jack Judkins' line was a MSUAFF line, and partly funded from a source outside BSU. The Department of Professional Education voted to recommend that line for a permanent position almost as a secretarial job. That recommendation was rejected by the administration. Jack Reynolds' line was a very well funded line because of his seniority. The funding for the Associate Dean primarily came out of Jack Reynolds' line. The Executive Committee continues to question, how much IFO money went to the new administrative position.
3. Budget and Enrollment updates —
  - a. To date, the three-year planning assumptions from last year's budget solution are holding. Nov. 1<sup>st</sup> routine budget forum to be held. 2<sup>nd</sup> forum will be held in the spring.

- b. Enrollment update— enrollment figures are holding steady for this semester.
- 4. Positions update—
  - a. IFO--accounting positions: 1 fixed term and 2 probationary positions coming up.
  - b. Non IFO: advising success center director, security and safety campus security center (national search)
  - c. The CIO position (chief Information officer) currently at MnSCU and will soon be under way.
- 5. Failed searches and deeper search data—
  - a. Dr. Quistgaard reported that there exists no clear definition of a failed search. There are reasons listed for the failure of a given search when it occurs. The chair of each search committee tells the dean if a search fails. The dean then tells the Provost. The Executive Committee encouraged that every time we have a failed search we need to count it. Prof. Mengelkoch reported that Lorena Cook asserts that filling a position with a fixed term rather than a probationary track applicant is not a failed search. The Executive Committee's position is that such an outcome ought to be considered a failed search. Dr. Quistgaard offered to get our campus's definition of a failed search clear and stated that we need to tighten up the communication. Search committee chairs need specific instructions on reporting when their search has failed. Dr. Dunn offered to check for state wide definitions of failed searches. Also, the number of completed applications is very low for faculty searches, and we need more data on the reasons for this.
- 6. Out-sourcing of teaching—
  - a. Metro State University has a 10 year contract to outsource the teaching of part of their nursing curriculum. There is some precedent with Mankato and flight training which was followed by a grievance. The Executive Committee asked if BSU is doing any outsourcing and voiced considerable concern if this is the case. Dr. Quistgaard was not aware of any and he will check with Dr. Fredrickson.
- 7. Smarthinking on-line tutoring—
  - a. This is available for BSU students. Derek Webb asked if it is being used. Is it being assessed? He expressed the Executive Committee's concern that online tutoring may not be in the best interest of the students because it doesn't allow our students to be paid for tutoring and having the experience of tutoring. Dr. Quistgaard will check with Bob Griggs.
- 8. HLC proposal for committees—
  - a. Deb Peterson explained that the Executive Committee looked at the proposal and said we will follow normal procedures and have self

nominations for the committees. Dr. Fredrickson can encourage specific people to self-nominate if she feels there are especially well-qualified faculty. There is a need for reassigned time because the heavy obligation for the committee work is too difficult to accomplish without some break from full teaching load. Faculty are asking for assistance with this process because they want to do it well.

9. Transfer D policy—
  - a. Dean Nielsen delivered a hand out with proposed language to add to the “D transfer policy” presented 9/26/07. “Transfer courses with “D” grades are not accepted as fulfilling requirements in those majors that specifically state that “D” grades are not accepted as satisfying major requirements.” This answers the concern expressed by the faculty.
10. BOT Teaching Awards—
  - a. Dr. Webb reported that the faculty Senate took the position that BSU faculty will not participate in the award process and that body also directed that the BSUFA President not participate on any committee that might make such an award.
11. Data book workgroup—
  - a. Dean Nielsen reported that academic chairs requested the collection of additional data that would be helpful in planning. The Executive Committee will take under advisement how such a workgroup might be formed.
12. Meeting with state legislators—
  - a. Dr. Dunn reported that MSUMankato had a faculty round table with State Representative Tom Rukavina. The Executive Committee would like to have our Government Relations committee cooperate with the administration to set up a visit to BSU. Dr. Quistgaard will check to see if we can get on the docket before the legislative session starts.
13. Early Division I hockey decision—
  - a. A discussion followed, reiterating all previously stated positions regarding the budget requirements, and deadlines.
14. New University Plan Strategic plan—
  - a. Dr. Quistgaard reported that he has held several conversations regarding vision statement. Shaping potential seems to be ok. Some consideration of changing to “Shaping potential, shaping the world” has been underway. The President has received some positive reaction to the mission statement. Dr. Quistgaard reported that he will have available a website with responses. He hopes it builds on where we are now and offered the opinion that discussions on college reorganization are a good thing.

15. Planning committee structure—

- a. Dr. Quistgaard outlined his plan for a university level planning committee structure. We have history of little success with university-wide planning. Our consultant, Dan Rice recommended that we keep it simple. Dr. Quistgaard is considering a “Futures Council” to be convened by the president, chaired by the president, with deans and bargaining units represented. He wants to stagger terms to keep experience while providing for fresh insight. And he plans to ask this group to do advising on external changes occurring. They will be responsible for looking at data and studies. They will meet 4 times/year and advise the president on how well we are doing on our strategic plan. They will look at assessment of progress on strategic plan and may participate in campus-wide meetings. This Council may use task forces that the president would ask to look at specific issues that perhaps influence progress on the strategic plan. President Quistgaard will present this idea in writing to the Executive Committee and BSUFA to discuss. Once there is campus-wide agreement on the idea, then he will work out the composition.

16. Other—

- a. President Quistgaard reported that as part of MnSCU requirements BSU was audited by national auditors and we had NO PROBLEMS!
- b. Chris Brown, on behalf of the BSUFA, extended condolences to Dean Pat Rogers whose mother died this week.

17. Deferred Agenda Items—

- a. Teachers Center at Metro
- b. Center of Excellence update
- c. Technology fees
- d. Policies that protect security of faculty
- e. Athletic reorganization
- f. Textbook legislation
- g. Sabbaticals before 10 years
- h. Shopping Cart Registration—Dave Carlson