

BSU Faculty Association Meet and Confer Notes

Date: 11/28/07

Present: Elizabeth Dunn, Kathy Meyer, Debra Peterson, Derek Webb, Marty Wolf, John Quistgaard, Robert Griggs, Bill Maki, Chris Brown, Joann Fredrickson, Lisa Erwin, and Marsha Driscoll

1. New registration system discussed by Dr. Peterson. What can we do here at BSU to make sure that prerequisites must be filled before students are able to schedule? Also overlapping courses should be blocked. We want to change “shopping cart” to course cart or some such thing. All of the on-line courses now listed with on campus courses. It is confusing to have the entire system in one listing. Need to be obvious which classes are which. Dr. Fredrickson will take these requests and concerns to Dave Carlson.

2. Dr. Fredrickson responded to the request for information regarding the backfill for biology with Dr. Guilfoile’s move to the associate dean position in COPS. The money for Dr. Guilfoile’s previous position was retained in the college. The replacement was based on “what was needed” rather than a full-time fixed term. Biology has reported that the department was denied a request for a fixed term position for next year even though it is needed. Dr. Fredrickson restated that the money is in the college with the dean.

3. Dr. Fredrickson reviewed the positions update. No new dollars are involved in any listed positions although there have been some rearrangements.

4. Dr. Meyer asked for an update on BSU’s definition of a failed search. The current official definition is as follows: “A failed search is one that has been declared such through a process in which the search committee and respective dean forward their such recommendation to the Provost and Affirmative Action Offices. The Provost reviews, consults with the Affirmative Action Officer, and makes the decision.” No hard and fast rules or guidelines exist. Dr. Dunn made an official request that the faculty be involved in the definition of a failed search. She will send the request to the Academic Affairs Committee.

5. V.P. Maki gave a **general update on the budget**. Enrollment remains up about 1% from last fall. This is good. State appropriation is less than 3% for this (2.4%) and next year. This is not so good. The allocation formula is the problem. Some campuses did better than BSU in terms of their allocation because their rate of growth was higher. A tuition raise was planned at 4%, but the MnSCU Board capped tuition increases at 3%. They will give us permanent funding to make up for this, and it is permanently in our base. We budgeted expenditures at 4.5% increase. The negotiations with bargaining units seem to be at potentially a higher rate than that, so it is not yet clear what that will mean other than that it will require some budget adjustments. Undergraduate banded tuition will be capped at 18 credits. Differential tuition for Nursing Program will go primarily to nursing, and some to biology and chemistry. This money does not go toward any new faculty positions. Tuition waivers are not affected at this time. The economic

forecast coming out tomorrow is not expected to be positive. There is currently no new information about the controversy surrounding the high percentage of legislated dollars going to the MnSCU technology budget.

Regarding the **athletic alternative budgeting**, V.P. Maki met with a Title IX expert to discuss potential issues that may affect any reorganization of athletics. The budget arrangements continue to be dependent on men's hockey. Legal action may occur if we make mistakes with Title IX in programmatic changes, therefore the university will continue to consult with a Title IX expert. Decisions need to be made after the Division I hockey decision. Dr. Dunn introduced the NMCHM data showing how far out of line we are on student services spending compared to other similar institutions, particularly with regard to athletic programming.

Other budget issues include the current funding of the Generic Nursing program using soft money. The planning re. additional faculty lines and curriculum development has included a number of different people. The funding includes reallocation for one position, grants for equipment, and the Sattgast remodel helps with some room changes. The administration is still discussing nursing funding with the department and attempts to plan out to 2012. The current plans for nursing include expanding to 10-12 positions. The Executive Committee asked where the money will come from. According to V.P. Maki, one position is based on a reallocation of dollars and the other positions are going to be based on college decisions.

The Executive Committee questioned the use of IPEDs data versus MnSCU cost study data. Which is actually more important for us? Why is it that other institutions are able to maintain better instructional proportions of budget in both IPEDS and the cost study? IPEDs is a national data base and it reflects our reputation. V.P. Maki says we are not funded in any way by IPEDs data while the cost study makes us parallel with the other MnSCU schools and has an impact on our allocation from the system office. Previously we had reassigned time that was recorded as instructional. But we moved it out, so it is clearer what time is actually being used for instruction. This causes us to take a one-time hit to our IPEDs data, but from that point on, our numbers will look better and it improved our cost study data and brought us in line with practices at the other MnSCU universities. The shift was about 3.5% when the money was reported differently. No faculty salaries were cut, it is just a matter of moving the data. The question is more about what does this mean in terms of our reputation. V.P. Erwin said that parents and students don't look at IPEDs. They look at other things. Dr. Fredrickson reported that we will recapture our loss over the next few years. V.P. Maki suggested that starting as early as next year, the budget changes won't look so bad. By 2010, there will be 2.4% increase in instructional spending. Because of our size and our base, it is better to look at the Dennis Jones (NMCHMS) data, because it compares us with schools like us. Dr. Wolf asked if any of these data rolled into the "dashboards" of MnSCU? The answer is, no.

The Executive Committee asked about the financial impact of the proposed 120 credit mandate for MnSCU universities. V.P. Maki said it is not easy to determine. He is on a system committee trying to look at it. One of the problems is with the two-year schools because they have degrees well over than 60 credits (their new mandated limit). The system committee is looking at the allocation model. There is a new task force to look at the overall implications of new lowered credit model starting in January.

The Executive Committee asked if the administration has done a marginal cost analysis over the 3 yr. budget solution. Why not do one? For example what would it cost to add dollars back into faculty positions? The analysis the administration did looked at a qualitative understanding of what the budget changes would mean. They did not look at any kind of marginal changes, but instead engaged in a qualitative effort to make cuts in a “fair” way. Incremental analysis was done that showed that the cuts that were taken from “available” areas would be the limit. The colleges would have the ability to “massage” these. The administration used Peter Collins’ method of 3 criteria for analyzing all expenditures.

6. Dr. Webb asked about the Overload Pay Policy. He reported a serious need for education about how overload pay is paid. He wondered why the contract is interpreted the way it is. Can we receive our money the 1st paycheck spring semester? Dr. Fredrickson reported that the inconsistencies are sometimes due to where the overload pay is coming from. The reason overload pay is not given out during first semester is because the credits taught are considered flexible...ie. You can teach 14 & 10 or 10& 14, but neither is overload or underload. If you do 15 & 9, you get paid an extra credit of overload that isn’t taken back. The explanation for delay in pay after the start of second semester is that load reports come in through the Dean’s offices and eventually go to payroll, delaying the first check. The Executive Committee argued that the email could be coming from the department and the payout should occur more quickly. Somewhere around September, spring schedule is set, so why do we have to fill out the load report form again? Dr. Peterson suggested that it would be more efficient to just report exceptions. Dr. Wolf recommended that load reports should be done electronically rather than in the current paper method. Dr. Fredrickson asked for a small group to meet with Sandy and Marilyn to make the process easier. Dr. Dunn stated that the Executive Committee will take the overload and load report issues back and we will confer about which committee should review this.

7. Dr. Driscoll asked that student attitudes and behaviors regarding Division I Hockey be surveyed in our NSSE survey. Dr. Erwin stated that the NSSE will not be given again until next year. The request for collecting an appropriate, random sample of student data will be taken under advisement by the administration.

8. Prof. Brown responded to Dr. Fredrickson’s confusion about the resolutions sent to her from Senate. Dr. Fredrickson is now meeting with BSUFA committees. The BSUFA is going to wait until the committees report back before sending any additional response. Dr. Fredrickson is invited to Senate on Monday to work out the confusion there.

9. Dr. Webb returned to a previous discussion regarding sabbaticals after 7 years. Creativity and innovation are compromised when all sabbatical come after 10 years. Dr. Fredrickson said there has been some discussion at Dean’s Council about what would need to be discussed in terms of resources and backfill for some earlier sabbaticals. Cost is quite variable, but if she can identify \$50,000 it would allow one pre-10-year sabbatical with 100% backfill. This is necessary in order to allow small programs an equal chance. Part of the problem is not having the \$50,000; and may require some

creative looking at the money. Dr. Wolf said that for long-term planning, if departments have about 9 people, then they should plan on having one department member on sabbatical every year. Dr. Fredrickson said this is currently handled at the college level. Prof. Brown said that having a decision to grant or not grant sabbaticals smacks of incentive pay. Dr. Wolf stated that it seems that the contract asks for this type of evaluation anyway. There is language in the contract that allows administrative decision-making. Dr. Dunn suggested sending this issue to the Professional Improvement Committee for input. Dr. Fredrickson requested that the committee be sure to consider how to include smaller programs. This topic was postponed for a future meeting.

10. V.P. Griggs presented an update on the following issues:

Spam filtering continues to be a problem. He has a survey out asking whether faculty will participate or be exempt. Know there is not a “one size fits all.” Anderson received about 30 responses from people who would choose to be exempted. It seemed to come in a badly written email. We don’t want to do anything before finals and surprise people. Dr. Dunn said, to make any future survey short and quick.

Public Jobs, Private Data. V.P. Greggs sent out fac/staffs and we still have about 250 people who need to go through it. Individuals who have not completed it will receive emails telling them. Log-in and password are a problem. V.P. Griggs wondered if incentives would help.

Consolidation of passwords and more frequent changes. One password may be used for all BSU applications. Mac users haven’t needed Novell log-in in the past. But this will change and they will have to use them.

Smarthinking and on-line tutoring postponed until next meeting.

11. HLC site visit and accreditation: Dr. Fredrickson is asking for 2 BSUFA members for each of the committees. There are descriptions of each committee in the handbook of accreditation. That is the way to identify those people who know enough to help with the committees. There will be a faculty co-chair of the overall effort and faculty co-chairs of at least 3 of the committees. Dr. Fredrickson hopes to select her appointees after she knows who will be the faculty members in order to have the most effective mix of skills. The BSUFA will need until the January Meet and Confer to get the committees filled.

12. University assessment committees will be proposed in January. Their task will be to look at macro-level assessment. They will rewrite the university assessment plan with special attention to looking at ways to disseminate results of the assessments. These assessments will include assessment of student development and enrollment. The administration will provide the proposal at the next meeting.

13. The time frame for the curriculum deadlines for Theater, German, and Economics will be delayed until spring because the curriculum liaison was just appointed.

14. Academic Standing and Financial Aid Satisfactory Progress. If students fail anything, it must be recorded if they attended, and when. The exec recommended a look at how to expedite collecting this data. We recognize how important this is for the university and that there are serious consequences for the institution for non-compliance.

15. MnSCU wants one policy on credit for prior learning. This is currently on the downstate meet and confer agenda.

16. Draft Strategic Plan handed out. This will replace the 2005-07 Strategic Plan. The draft is ready to release to the Senate for response and will be on the Senate agenda in January 2008.

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