

BSUFA Meet and Confer
May 14, 2008

Present: Chris Brown, Bill Maki, Marty Wolf, Derek Webb, Joann Fredrickson, Susan Hauser, Kathy Meyer, Elizabeth Dunn, Jon Quistgaard, Lisa Erwin, Marsha Driscoll

1. Lisa Erwin presented the Student Development and Enrollment Master Plan now known as the J-Plan (Journey). There are seven strategies to achieve the mission. They will work on reorganization during summer 2008. They will also look at the 5 year review process to make sure they are achieving their goals.
2. The BSUFA Executive Committee prompted the administration to form a taskforce in the fall to begin the process of implementing the nine-month appointments, a new provision of the contract. The taskforce is also specified in the new contract. Recommended meeting with the new Executive Committee to look at the formation of the taskforce.
3. The Executive Committee is concerned about the new policy from MnSCU regarding driving and towing while on university business. Bill Maki said that this is part of the entire risk management policy from MnSCU and there is only little direction lately. The impacts include reimbursement, what is done with data, motor vehicle driving records. There are more questions than answers at this point. It will not be implemented by July 1, because there are a number of questions that need to be answered at the state level first. The faculty are concerned about how this may impact on our academic programs in terms of limiting use of faculty and student drivers, and there is also concern regarding the cost of special driver training. We are also concerned that faculty understand the implications of having their driving records investigated by the university.
4. Bill Maki presented the IRS Reg. 409A that was effective January 1, 2008. This is regarding pay options for either 9 or 12 month options. If faculty do not respond, they will be automatically put on the 9 month pay option. Once a person has chosen an option, they remain with that option unless they change it at the beginning of a new academic year. The form will be sent out to faculty in hard copy through the regular mail. All faculty must fill out the form regardless of how long they have been employed in the system.
5. Joann Fredrickson presented information on the new positions. Carol Nielsen has accepted reassignment to interim dean of "College Three." Patricia Rogers has accepted reassignment as interim dean of the College of Health Sciences and Human Ecology. Nancy Erickson will serve as the Dean of the College of Arts and Sciences.

Bob Griggs has been reassigned from Interim Vice President of Information Technology and Extended Learning to Associate Vice President for Academic Affairs and Center for Extended Learning. He has been assigned responsibility for the library in the reorganization. Before assignment to the Interim VP position, he was the full Dean for CEL. We are close to hiring a Chief Information Officer who will report to Academic

Affairs either through VP Griggs or the Provost (yet to be determined). Dr. Fredrickson will provide examples of how this type of reassignment has been handled in the past.

The Associate Dean position in the College of Arts and Sciences was discussed. The Executive Committee is concerned what role this person is proposed to play in personnel matters. The PDP process becomes more confused because the “immediate supervisor” should be the dean rather than someone who will be returning to a faculty position in 3-6 years. We recommend that this person be more responsible for such matters as grant applications, departmental assessment, etc. There is concern that this person will have regular access to personnel files. That is, however, part of all excluded administrative positions. But the Executive Committee finds this troubling, because it will create trust issues between faculty members. There is also a question about how widely the search will be advertised. Dr. Fredrickson said that the search would be conducted only internally, within the campus. Dr. Quistgaard said that the Equal Opportunity guidelines be followed.

The Provost proposed that the search committee consist of 5 faculty. The FA may decide on the qualifications of those members. The committee would then recommend to Dean Erickson. The Executive Committee will take the recommendation on the committee structure under review. For those who are not already on duty (i.e. chairs or teaching), there will be compensation in the form of duty days. The closing date for applications is June 15.

The executive committee seeks clarification of under what circumstances departments must pay to advertise their positions. Have deans always paid for the searches? The Provost reported that it is variable. CSNS departments have traditionally paid for advertising locally for adjuncts. The Math Department reports their dean is requiring that they pay for their national advertisements for all openings. The money has already come out of Math’s account. The executive committee asked Dr. Fredrickson to look into this, since there appears to be a miscommunication with the dean.

The general positions update included new IFO fixed term positions, one in Business Administration (Rod Henry’s replacement while President of the IFO) and one is a mathematics position (replacing a faculty member who recently took another position).

6. Bill Maki gave a general budget update reporting a few changes. All the bargaining units now have their contracts settled. The legislature has not yet reached agreement between the houses and with the governor. Otherwise, we are fairly well set for next year. The tuition and fees should be set by the BOT next week once MnSCU finishes its budget. In student applications for fall, we are currently running about 10% better than last year, and summer enrollment is up about 6% compared to this time last year. Residence Life applications are also up. PEL grants and unsubsidized loans amounts were increased by congress, so students can be more in debt. That may be helping our enrollments.

Athletic area restructuring was discussed. The Title IX committee met last week. The consultant gave a report. One of the conclusions was that we have a disproportionate number of males to female athletes, given the make-up of our student body. In addition, most of our programs are under-funded, compared to our peers. We simply have more programs than the size of our student body can support. The administration and athletics are currently working on the restructuring processes. The administration will be making the recommendations for restructuring, but there is no clear plan at this time. There will be a meeting on June 10, 2008. The faculty involved will be paid duty days for coming in to deal with this plan. The cuts need to improve Title IX compliance as well as reducing the number of programs. The goal is definitely still to meet the \$750,000 by 2009. The enforcement of Title IX compliance comes in the form of lawsuits, which we should avoid if at all possible.

The Center of Excellence was supposed to be self-sufficient by year 4. There is funding built in for 2009, and the MnSCU presidents are discussing funding for all the Centers of Excellence after this. There is no new information from the Office of the Chancellor. BSU did put forward a plan for working toward self-sustaining programs, but this has not happened. Fund raising has been slow. How expensive is ours compared to others? We are close to the other universities, with our personnel overhead being smaller than most of the others. We put a lot of our money into equipment. Perhaps we should have a Center of Excellence forum to inform faculty.

There are no resources budgeted for university scholars or endowed chairs. The executive committee supports this position.

The sabbatical language in the new contract is being worked with. By the administration's count, 25% of the faculty at BSU will be eligible for sabbaticals 2009-10. This is of course impossible. MnSCU has made no budget/allocation adjustments as yet to accommodate the new language. There will probably be a conversation in the fall to determine how these can be handled.

7. Reorganization issues included:

The Executive Committee made a request for a second faculty representative from the CAS on the Futures Council in order to fit with other committee alignments. Dr. Quistgaard agreed to the additional person.

Dr. Fredrickson reviewed the previous committee structure for permanent dean search committees needed for fall 08. These are large committees. She recommends that the chair be an academic administrator. The committees would reflect the new organization. The executive committee will take this under advisement and get back to her so that the search can begin early in the fall.

8. The Dean of CAS will be located in Sattgast. There will also be an academic dean in Hagg-Sauer and one in Decker. The exact location of these offices will be determined later. The associate dean will also have an office that will include an administrative

assistant. There may need to be some movement of other offices, and the administration needs to communicate with faculty as these changes are made. Dr. Fredrickson asked for feedback on the best method of communication. The executive committee will discuss the best way to communicate with faculty regarding these changes.

9. The proposed credit for prior learning policy and procedures is continuing to move along downstate. The requirement that universities accept portfolios has now been removed. Institutions may but are not required to accept portfolios. At this time, our policy allows departments to determine whether or not to accept credits. A concern remains, what will happen if one institution accepts credits for prior learning, then transfers those credits without our institution knowing what was accepted. We are concerned about quality.

10. The confidentiality forms for searches was addressed. Other campuses are not requiring these forms. The BSUFA is advising members not to sign these forms, especially without a printed disclaimer that these forms only indicate that the information has been received. There is still inconsistency in the use of these forms. The IFO believes that this is an overly broad interpretation of the Minnesota Data Practices Act. We are recommending that departments use a committee of the whole structure if they want the entire department to be able to review files.

11. Recent programming on KBSU television was discussed. The concern is that the program "Does God Exist?" has been shown many, many times, and it reflects on Bemidji State as a very anti-intellectual, anti-scientific institution. The program was shown 8 times in one week. The problem seems to be that there is no money for funding programming. There is also no longer a media board which looks at the programming. The newspaper has one, but not the television station. The station is run by students, and freedom of speech is an issue, but it does have a broad impact out in the community because it goes out on cable. There was general consensus that a board, a mission statement, and some assistance from the BSU Foundation might all be helpful. Especially since the impact is so broad.

12. There seems to be a 6 year, fixed-term person in Economics. This may not be in violation of the contract because the last three have been for a specific retirement. The administration will research this and give the results to us.

13. The calendar for next year's meet and confer will be set after the downstate meet and confer calendar is sent to the President's office. Dr. Quistgaard reminded the Executive Committee that sometimes he may sometimes be absent because of requirements to testify in St. Paul, and he doesn't have much warning.

Adjourned, 5:45 PM.

Submitted by,
Marsha Driscoll

