

BSUFA Meet and Confer Notes

6 May 2009

4:00 pm

Cutler Leif, McManu, Erwin, Brown, Q, Maki, Smith, Wolf, Peterson, Erickson, Ueland, Morgan

Opening queries

Are you considering retrenchment?

no

Are any faculty currently under investigation?

no

Updates

Enrollment update. Summer: 5% up in head and in credit hour over last year, leaning 65% to online. May term: 10 offerings are going to go. Fall, ahead on applications, confirms and enrolled. On track to stay level. Retention: too early to say.

Budget update. Q: Was downstate yesterday. Our tuition parameters were seen last year. Might not be a buydown at the system level. Lots up in the air. Proposals coming out of MnSCU in jeopardy. Still unsure about the \$\$ amount of stimulus coming but we expect to see it allocate according to funding formula. One time \$\$ and were advised to use it for system. Decisions we make now will stay in place for 4 years. Some discussion to the Board to set a 2 year tuition rate, which will help plan. Discussion going on where the tuition rate should be set. We're still hoping for 4%. Lot of frustration downstate. we'll talk about it next week.

Maki provided list of tuition rates for next year. Max \$ is +9.50 for next year, 10 per credit for 10 and 11. We're looking at the full dollar amount increase. Fee increases listed have come from students. 3.8% for students, other increases in res life and parking. Caps just came in on April 24, so we're working with new information.

Brown: Chancellor mentioned that campuses have 98% of the information available for budget decisions. BSU is the only one who doesn't have the info

Q: Board has yet to set tuition, haven't heard about state moneys

B: We are concerned that the announcement is held off for so long rather than coming on the last possible day. We can't talk to senate.

Q: Difficult to make decisions without information. We will have more info next week. On Friday, we got info on tuition. I'm comfortable announcing next week. We have celebrations we don't want to interrupt. We could have announced early as SW did then have to pull back. I had people communicating with me, emails, talking. The advised

that since you don't have all the information don't announce.

B and Q exchange: that no one has talked to Q about being concerned about late announcement.

Jeff: I'm concerned about lead time.

Q: You'll have three months

Smith: Time when no one's here?

Q: You'll have M&C. I'm comfortable with the decision.

Jeff: Four year budget. House and senate are pushing forward with one time money, but they are not applying the stimulus.

Q: We're projecting a 10% reduction over the next 4 years. The stimulus money is one time.

M: There will be \$\$ to fill the gap, but the year after that there will be a gap.

Jeff: Are budgets set covering that gap?

M: Yes.

Morgan: Q Clarified that there will be no action until we can respond.

Smith: I assume we'll have to meet again.

Q: You understand that after 10 days we can act.

B: There is some question about that

Q: We're in discussions too

?: If we close down, what happens to summer school? No one knew.

M: We have a shut down plan left over.

Facilities update

Moving into Sattgast this week. Couple of roofing projects over the summer.

Positions update

E: Waiting for a final sign off for BTC Dean - formal offer has been made; and HSHE: information is being gathered

E Distributed a list of current positions. The TT Economics position will be released. It's currently FT.

B: We understand there is some concern about convening search committee without paying faculty.

E: We haven't polled them

B: Are you suggesting that you setting up a hiring committee without pay?

B: Any other hires?

Erwin: Hired Res Hall Director

Legislative update

Q: Might be a 3 year health insurance retirement plan, but it's not ready yet.

B: That might be attractive.

Q: 60/120 is still out there, with different bills on it. Stay tuned. There will be

opportunities for exemptions but there can't be rafts of them

IRRR to Mankato to set up a program on mechanical engineering involving Masabi range, but there might be more than one campus.

B: Are they talking about programs that compete with our?

Q: We have submitted some programs. There's talk at UMD to offer some duplication of our technical programs.

Leif: Do you know of any market demand for people on the range/

Q: They have done studies that THEY believe that if they can bring in students they can maintain. We have to watch it.

Leif: Engineering is the weed out program?

Q: I asked how many students will last three semesters of calc. We're looking at other options, like tying nursing with Anoka-Ramsey. We're looking for new opportunities in other locations. We have to anticipate 3 - 5 years in advance.

Promotion/Tenure/ leaves/sabbaticals/director information

B: Are you ready to deliver info on these?

Q: We have until June to respond to tenure and leaves. We have two or three weeks to respond.

Budget: Is money being ringfenced for protected groups during the cut?

Q: Not aware of anything.

B: Any money being set aside for projects for HLC, Lib Ed, CPD? They're interested in how much.

Maki: We're not cutting 5% across the board.

B: So how much money is being held for those obligations?

Jeff: Are there other areas of non-contractual?

E: Those are going to come out.

B: We are asking for the amount of protected dollars in those areas.

Q: Ok. We'll get you that.

We are asking for consistency in policies and attendance at searches.

E: Linda went into the dean's searches with a guide.

B: Is there a handbook?

E: We think so.

Q: Dean search committees are so large that it's difficult to get them together so we have to do something about that.

Smith: There's a wide variance from one committee to another.

Jeff: How is the committee assembled?

Q: The admin makes a proposal. Maybe we shouldn't be looking at 14 members.

Smith: I would ask that you don't go smaller. We have people doing due diligence.

B: You handle it differently from committee to committee. It changes from time to time.

What do you want from us for these?

Q: We're looking for fit in leadership role with faculty. Do they have collective bargaining experience, for instance.

Smith: How do you want us to submit responses? There has been a lot of variance.

B: You want strengths, weaknesses, acceptable/not acceptable?

Q: Yes. It would be nice too speak with one voice, but if there's variation, we want to know. Don't speak attached to a name.

Marty: Can you let us know where you are with the permanent CAS dean and perm provost?

Q: We are preparing those.

We are getting reports about being overly prescriptive with progress reports and PDPs.

B: Recognizing that PDPs are based on potential things you might do, there are numerous ways of getting things done. What gets done depends on what was put in the PDP.

Q: We've made tremendous progress over the years. We're getting more consistent.

B: We just hope we can freshen things up. We would like CAT training next year, maybe at start up.

We would like to see the ITS Strategic Plan 2009 - 2013 from Davidson for faculty response before it is implemented.

Morgan: This was brought before ACC and declared as ready.

Q and E: We can see it at M&C this summer.

We will have some questions on the \$65 BSU policy language cap.

B: Senate wants to look at this. We'll have something next fall. Isn't this contractual stuff? Can't we just give it to negotiators?

How should we respond to HR concerning faculty response to the Engagement Survey?

B: HR simply gave us a package of 5 forms asking for suggestions. No letter. We'd like to know how you want us to respond to engagement?

Q: We're looking for big picture. How we can change things to develop mutual trust?

Constructive ideas. What kinds of steps can we take in the longer term?

Jeff: Response rate? I think is't an under represented group

Smith: One of the issues is - at all levels - did not respond because of the environment the survey was taken in. Some of the indicators suggest that there the environment is hostile.

Q: Let's start by getting a profile of faculty response.

Fleet Safety

M: What happens to faculty who are denied authority to use state vehicle? We're given the flexibility, but no options yet.

What will be the reimbursement rate for drivers turned down?

Higher rate.

Do faculty have to apply for a state vehicle and be denied before using their own vehicle?

Yes.

Clery Act

B: BSU supposedly has a PPT on this. We would like to see that

M: ok

B: We seem to be the only campus polled on this.

Smith: There are a couple of faculty concerned about signing forms and our concern is about a common detailed policy.

Jeff: Who has to sign the forms? Is it implied?

M: We had a training last fall but only 10 showed. If you have any ideas?

Marty: Have you identified faculty?

M: I sent it out.

Jeff: There is some back and forth.

M: Yes.

B: I got two calls.

IFO travel and professional expenditures being questioned and denied

B: Some discussions with E and Maki were getting more and more clear. If something of question arose, tie it to pro development.

Q: We've been consistent. We need explanation. Auditors don't care about cost.

Marty: We ought to be telling people to submit report and be denied for the IRS in order to use personal funds.

Q: We have to report even if we use our own money.

Smith: How much lead time do you need to be signed off?

Q: If you travel and submit later, you're in trouble

Smith: I'm concerned it would be denied if there's a time line.

Q: Have to think about it.

B: If it's being filtered before it gets to you. If it's filtered before it gets to the hill, is there policy?

Erwin: There might be no money involved, but we like a record.

Smith: The concern is what does a denial mean?

E: We've had to remind people to submit a form before they go.

Marty: Are you considering setting up an electronic system?

Q and Erwin: That would be good.

Other

B: Some concern in languages about what we pay for foreign visitors. We're just handing information over. There is some thought that a new agreement needs to be written.

B: We received calendar info yesterday: No time to respond

B: Deans: If deans are going to ask faculty to work on non-duty days, there should be no insistence from them of expecting faculty to work. Don't get guilt tripped. We're seeing a growth of requests. Don't request it unless you have the \$\$ to pay for it. Faculty already give out during non-duty days.

Smith: spoke of instance in pro ed when meeting with area principles was arranged with the expectation that faculty would attend without pay.

Nine month

Jeff: A memo of 2+ pages of reservations about 9 month language. We would like to see a hold until language is clarified.

B: MnSCU's idea. It was assured in negotiation that this is about allowing flexibility, not about saving money. The prevailing argument was to take the contract.

Q: There is no implementation team?

B: No. Other campuses might delay implementation

Jeff: There are going to be costs that are not budgeted for.

E: I'm not sure we can say we won't implement it, but the concerns are very real.

B: If there was an MOA, that could do it.

Jeff: Winona has one.

B covered history of 9 month negotiations.

E: Early Separation MOA will be going out tomorrow

E: Call for Dir Lib Ed has been sent to Chris. He has concern.

B: One concern that it's coming out of Lib Ed Committee. In the past you've asked us to solicit, and academics vets and forwards names.

Deb: That was the process that brought in me and Susan. I looked at the position description

B: Who initiated the call?

Deb: Don't know.

B: We need to know and let us know.

Marty: For HLC chairs it was sent out from BSUFA.

E: If including BSUFA is stopping it, well take that out

Overload exceeding 5 credits, Directors assignments, were passed to Chris.

Academic Integrity:

Erwin: I enjoyed working with Kyle

B: Academic Affairs committee will get back after first senate.

Marty: There was some concerns about accreditation from Nursing. They want to look into it

Erwin: Good.

Adjourn 5:47

Next M&C 2:30 Monday 11 May

