

## MEET & CONFER

8/24/2011

Present: M. Ward, R. Hanson, B. Maki, J. Ueland, C. Greer, L. Gilsrud, B. Maki, B. Griggs, K. Marek, T. Gilbertson, D. Peterson, D. Narum, T. Fauchald.

*Are any faculty under investigation? - No*

*Is Retrenchment being considered? - No*

*Adjunct Hires?* GILBERTSON requested the adjunct hire list for fall.

*Criteria for undoing layoffs* - GILBERTSON any future planning for cuts in the future because of the state. HANSON yes and referred to a Work plan to be presented later. FAUCHALD would like to reiterate that there is a clear criteria for the future to undo layoffs.

*Faculty with no positions returning* - Troy Gilbertson asked how this issue is being handled – HANSON the fillback. UELAND anyone cut and on sabbatical will be returning to fill out their requirements. HANSON - yes they will be coming back to fulfill their contractual obligations as required. PETERSON contractually the people tenured last year should be applying for sabbatical and they are being advised to do so. HANSON agreed that this is the correct course to take.

*Reminder of contractual overload* - Troy raised the issue of limits on overload. Concerns that some faculty are teaching over that load and wanted to remind administration of the limit.

*Is Northwest Tech. becoming a community college?* HANSON We've initiated a preliminary conversation/task force to consider migrating NW to Comm. College. Enrollments are dipping and this may strengthen that. UELAND - How will it affect BSU Lib Ed? HANSON - doesn't know for sure but agrees that it could affect BSU. Depends on where the students come from - the robustness of the NW offerings. How do we react to that? Hoping to find advantages for our faculty.

*Million dollar extra cuts /recalibration* - MAKI - concerned about the characterization of an overcut. 1.1 million over - looking out to 2013 the surplus drops to \$300,000 if enrollment stays the same. Questionable future. UELAND - Will we be sitting tight? Asking if there are any opportunities that retrenched positions to be recalled. MAKI - Not necessarily sitting tight but careful future decisions, recalling is not planned. Recalibration – FAUCHALD - looking at the 1.1 million what will take us to 300,000? MAKI - Assumption on payroll increase of 2%. Career steps, contracts etc. There will be some increase in personnel costs. Also because recalibration does not take effect until 2012. HANSON - Financial problems for State of MN have been pushed down the road so caution. PETERSON - Rescinding any cuts? HANSON - No.

*Program roster & changes*-GILBERTSON inquired of any consideration for rerostering or changes to program organization? GRIGGS Visual Arts moving into Technological Studies- there is currently conversation in the department of Physical Education –Men’s and Women’s – changing that structure. GILBERTSON asked for clarification Visual Arts is not changing rosters but joining the T.S department? GRIGGS- not sure. No other conversations. MAKI reminded the group that the original discussion was about Visual Arts and Tech. Studies was early last spring semester (Feb.).

*Elimination on FYE*- GILBERTSON -Last spring BSUFA passed resolution-if FYE are not taught by faculty they should be cut from curriculum. Admissions office is reporting to callers that FYE is required. WARD-stated that was inaccurate but she will look into it. It is strongly recommended to incoming freshmen and discussed the positive aspects. It is valuable as a curricular course. She has made a recommendation that BSU return to using IFO faculty because it has been difficult for MSUAASF to prepare. Feels it will be a key to student success and doesn’t want to see it eliminated from curriculum. PETERSON-would it be possible to think jointly about it? Faculty want to teach the course but it is difficult since it is a one credit course. Would need to be done with overload dollars. Is there a possibility to turning it into a 3 credit course? WARD reported that Deb Golden did an analysis of a study of students who did and did not take FYE or FYRE. WARD said she will provide that analysis/report.. HANSON –doesn’t feel we have the horsepower to turn this into a more rigorous program. Would like to look at other solutions for this including overload money. MAREK asked for clarification of the classes in the analysis. WARD. FYE, FYRE or college orientation class. Persistence was big variable. GILBERTSON requested a copy.

*Status of position searches* All probationary positions filled except 2-Tech Studies,1 Social Work and 1 Mass Comm.

V.P. of Academic Affairs- will be beginning interviews soon and will be seeking faculty participation.

V.P. for Student Development & Enrollment position will begin searching possibly in October.

Dean of College of Business, Communication & Technology – they are studying that position.

Chief Information Officer- position will be an Interim -working on getting that filled, they are close to announcing a hire.

SCHOOL OF NURSING-HANSON –There was a recent resignation at NW Tech. Now discussing creation of a School of Nursing-doesn’t want to add an administrator though. The person in charge will report to both schools. Pooling the position. The person will report to the provosts of both schools (dual report). Accreditation is a problem. NTC is in process of accreditation. FAUCHALD - Is this an expression of alignment? HANSON feels so. More

conversations to come. FAUCHALD-Cautioned about the clear delineation of faculty/chairs and administration.

*Summer Duty days*-GILBERTSON inquired about duty day pay for faculty serving on search committees during the summer. GRIGGS- His understanding that BSU has not previously provided compensation for that, but compensation will be forthcoming. Discussed the past grievance and President Hanson “sure we’re going to pay” he thought it was settled. GRIGGS- Would like to explore guidelines about future summer duty days for searches. Bob will bring some language to Exec for response. UELAND –clarification –1/2 duty days vs. full. GRIGGS- Being paid at what has been submitted whether ½ or full.

GILBERTSON - Tobacco policy implementation – Concerns about cigarette butts being littered and people sitting in lawns. HANSON-feels it will need to be addressed he may give this to the tobacco policy committee to address.

*Bemidji State Univ. Work Plan* HANSON HANDOUT-Proposed workplan. The box material is a call to action.

HANSON Would like to form study groups for each of the nine boxes.

HANSON-“key to retention/persistence is quality faculty advising”

“Not a strategic planning but a strategic doing process.”

Call for very good assessment protocols for Lib. Ed and Teacher Ed. Legacy programs. Teacher Ed is important.

Wants a study group on academic restructuring.

Comprehensive funding-raising campaign of 35million dollars – the quiet phase will start.

Up to 11 million could potentially be raised for the American Indian program separately.

TITLE 9 compliance- A university approach to TITLE 9 not just sports related

QUESTIONS. FAUCHALD- Asked Hanson to approach us for committees. Hanson asked for Exec. Consent and approval before continuing. Willing to use existing structures (current committees). Troy asked for a target date – HANSON- would like to have the groups populated in October.

Bob Griggs would like to meet with Exec Board to brainstorm for his “box”.

TROY requested an electronic copy of the Work Plan.

## ADMINISTRATIVE ITEMS

SUMMER GRADES – Up 11% past 2010. But-Issue of summer grades. Registrar stated that had about 20% of outstanding grades. Typically 2-4% outstanding, so 20% is high. Wants to put on people's radar the need to get grades on time. Financial aid implications with students losing financial aid for fall if these are outstanding. ? Educational initiative for next spring with faculty. Also proposes somehow educating the students of the implications. FAUCHALD-maybe the window needs to be widened, suggests 5 business days after the last day.

STUDENT EMAIL SYSTEM-Informational item. Conversion to Live.edu happened after spring term. Live.edu has more storage being a Microsoft product. There is a redirect in place.

LIBRARY CHANGE IN OPERATING HOURS- Operational FYI. GAs are being used to cover more hours so they need to hold to the hours limit. HANSON asked about any 24 hours facilities for student facilities. No. Mary Ward will look into that.

GILSRUD - Clerical utilization study Task Force – report is on the HR website. Recommendations based on the 25 items in the report. Moving away from silos to a team approach toward clerical work. Possible to use a ticket system. Documentation will be on the HR web site. Bob handed out the report and would like feedback at next M & C.

Adjourned 5:30.