

Meet and Confer Minutes
January 30, 2013

Present: Hanson, Tadlock, Ward, Griggs, Brown, Morgan, Marek, Lyren, Murray, Fauchald, and Frost.

Brown introduced Lyren as a new member of the BSU-FA Executive Committee.

Opening Inquiries

No retrenchment is planned.

Are you considering re-configuration?

Hanson: We received a request from a department which we will bring to the next M & C.

No faculty member is under investigation.

Reports

Enrollment report from Ward: It is unclear what the fall enrollment will be. BSU has 55, 556 total credits enrolled for Spring 2013. NTC has 11, 078 total credits for the current semester.

Fauchald: We will be at our enrollment target? Ward: Yes.

Facilities:

Hanson: There is re-design work being done for Memorial Hall. Ward: In 2010 the redesign was started for Memorial Hall and Decker Hall. Because of budget concerns, some reworking of that design has been done. The same three levels will be done however. Decker will be remodeled after Memorial is finished and then Student Development staff will move into that building. At that point Sanford will be torn down. Murray: The money has been approved? Hanson: The chance that the funds will be approved is very good. Bill Maki is optimistic that it will be done. The final budget will in the order of 30 million dollars. Brown: One question, the 2010 redesign included a 2100 sq. ft. suite for the dean's office? Tadlock: That is suite area for a number of programs not just the dean.

Positions:

Tadlock: I gave you the IFO list of open positions. The CIO finalists list will come from Bob Griggs. The AVPAA position is still open. Brown: Any comment on the applicants? Hanson: The candidates are good for the CIO and VP for Student Development look good.

Ward: As you know we will be searching for a director of and an assistant director of disability services, as well as an international recruiting position. Tadlock: The director of graduate studies will be a MUSAF position. Fauchald: Does the dean of graduate studies go away now?

Tadlock: That role will be rotated among the existing deans. They will report directly to the provost. Brown: Do we really want to have a MUSAF position in a role that deals with faculty?

Tadlock: They will report to the provost.

Budget:

Fauchald: The only question I had was whether Bill Maki had a budget number for a shortfall because of the lower enrollments. But since the number is so close on final enrollment maybe that won't be required. Hanson: Yes, we will hit that target. Regarding fund raising, we don't have gifts yet for specific programs in our fund raising campaign. It is likely that we will go public with that campaign at homecoming 2013. Then announcements, events, and videos will be released. We hope that the final goal will be surpassed in the next three years (i.e., the \$35 million target). I talked to one donor who has a planned gift of over seven figures, but we don't get that until after his death so he may live a long life. But this is not public information yet so that can't go out to the campus yet.

Athletics:

Fauchald: We had a meeting in which the budget committee members discussed whether Maki could provide three possible scenarios (low estimate, middle, and high estimates for 3-10 years, for example) as far as projection of costs. The other thing we would like to know is there an administration plan for cost control or revenue growth? Hanson: Feb. 12th I am bringing a group together to talk about revenue. This group includes community members and it will pretty much produce what you just asked for. There seems to be a linear drop in the tickets sales for hockey, for example. The first task for the new Athletic Director (AD) is fund raising and revenue. The point of unsustainability is about 2 ½ years out, and at that point they have to be self-supporting. We will not put in any more institutional support into athletics at that point. No new money. Beaver Pride is parochial in its view and it needs to have a broader perspective. Fauchald: Maki was honest that money supporting athletics came from other university budgetary needs. Hanson: That is true. Murray: Just to be clear there will be no new money devoted to athletics. Hanson: That's what I just said. I will know more after the 12th but we are going to have an AD that is savvy in promoting our athletic programs. Brown: From an operational standpoint, I would encourage you to have someone from the faculty be an internal director, a chair. Hanson: We need to figure out a leadership system for that unit. A lot depends on who we hire as the AD. I will think about that idea some more. Fauchald: Will this be public knowledge that this meeting is held? Hanson: It will be since Beaver Pride will need to know. There will be no secrets here.

Affirmative Action

Hanson: I have been thinking about this and I have created a five point agenda. The first is EEO law must be covered, the second is having a real affirmative action plan, the third is a compliant

processing role, fourth is a recruiting function, and finally the person must promote veterans' affairs. The person we would hire would be an assistant to the president and they would be assigned additional duties as needed. It's our commitment to affirmative action as a university. Brown: We see this as hiring another administrator. Hanson: That is true. Brown: We are behind affirmative action all the way and let us see what the faculty says about the proposal. Hanson: It will be useful to me to process this next month at the Meet & Confer. In some ways this repeats past university actions but on the other hand we don't have the resources for it to be handled in the same way anymore. One of the reasons I am worried about adding a position is the popular concern about expanding administrative staffing levels but in some ways this is a vital new function. Brown: I think you will get a strong approval for having a person devoted to affirmative action. We will take this under advisement. Hanson: We took the action we did on athletics because I did not want to take any more money from instruction but this is different. We do need this function. Murray: The affirmative action would no longer be a HR director duty? Ward: Correct. The HR Director search has been extended.

Administrator Evaluation

Brown: We thought it was a good idea. There were only concerns about reporting out any findings. Tadlock: My results will be posted but the deans' reports will not be posted publicly. The deans will be meeting with their faculty members and they share the results with them in private. Morgan: Is it that they don't value our comments? Tadlock: No, that's not it. It is a sense of privacy. I will model the process of making this more public and I will hope that they will follow my lead. Brown: Will there be some sort of format for the deans to share their info privately? Tadlock: No not as yet.

Academic Calendar

Brown: We don't see a problem outside of the common start dates. Hanson: We understand that concern. It has been brought up before and shot down. That element of the MnSCU system doesn't work well; they have scheduled system wide activities for presidents right during academic year startup before. The presidents complained then too. Morgan: Would a faculty vote on this hurt? Hanson: No, it couldn't hurt.

MAP

Brown: We are still collecting departmental responses so it will take longer. Tadlock: We have given you all the feedback the deans received. That was not our request that information was sent to them. Brown: When responses are going outside of the process we don't know if the response comes from our groups. Morgan: We will try to get that report to you on Tuesday, February 5th.

Joint Minutes

Brown: You are welcomed to take your own notes, but this is the way we have always done it at

BSU. If there is a problem that can be specified then we could consider that but there is significant history on it being done this way. Tadlock: There is no problem with what is happening now and I wanted to emphasize that it is a collaborative effort and have the BSUFA president and the BSU president sign the notes. Bob Griggs has volunteered to meet with the BSUFA secretary to make sure the minutes are accurate.

Brown: Quistgaard's note taker once quit. I don't want to ask the secretary to do anything more. Tadlock: I'm just putting this out there for consideration. I think the signing would communicate an important message about our collaboration.

THE D2L Shell Proposal

Tadlock: We had a situation in the past week wherein a professor could not be here. Lynn Johnson said that it would be no problem to create a D2L shell for each class that would communicate to the students whether a class was canceled at the last minute. Brown: We will take this one under advisement. Tadlock: The point is how do we communicate quickly with all your students that you will not be here. Murray: Is it one shell or every class has a shell? Tadlock: It is one for every section separately. Fauchald: It would be mandatory? Tadlock: Yes, it would be an automatic process. Brown: Could faculty opt out? Griggs: I would have to find out about that. Morgan: Were you anticipating that this would be a part of the faculty's reporting of absence of work? Tadlock: No, we just feel the students don't read email.

Curricular proposals not being acted on

Brown: Some programs have proposed changes and not heard a response. There seems to be a breakdown in communications regarding Geography's proposal. This was submitted to the administration in August of 2012. The chair was given an opportunity to meet with the dean last week but was given a response of okay with the dean but then told to approach the provost. Tadlock: He emailed me, we did not meet. The proposal is in our office. I have it on my desk. Brown: The proposal has to go through curriculum committees very soon. Tadlock: It will be acted on tomorrow. There were some disagreements about credits that affected other programs and that hung it up. We also had questions. The final conversations have been held and we will act on it tomorrow. We have to look at the costs inherent in the new proposal. Brown: But still we need to act on this soon in the Senate. Computational Physics is still waiting. Tadlock: That is on them, they are working on it. Morgan: The hire in English? Tadlock: It went back to the chair of that department and he is sending in a revised position description. Morgan: There seems like there is something hanging this up. Tadlock: I just haven't seen a final draft of the English proposal yet. It is still in negotiations. People are working as hard as they can to get these done. Brown: This is not the IFO members' fault. Tadlock: We aren't trying to slow things down either. There are just discussions about the actual teaching load for the position. There are separate positions, one for Speech and one for English. It is the latter that is still being considered for specific teaching duties now. Brown: This helps clarify what the concern is.

Tadlock: If people will contact me I can deal with it. Brown: Some are told not contact you directly by their dean. Tadlock: Just cc your dean when you send the message to me. Brown: Generally you are being well received on campus (to Tadlock).

Murray: How are the faculty supposed to discuss the MAP with the deans?

Tadlock: We told people that there are multiple ways to submit feedback on the MAP. They could choose how they provided that feedback. Brown: We would have preferred that it come through the BSU-FA. Tadlock: We have multiple stake holders involved. Murray: Our preferred system would have been for it come through us. Tadlock: At the same time if the person is not comfortable with that flow I want them to have another way to present their feedback. It will be presented as personal feedback from individuals if it does come in that way. It does not replace or change the program-level or departmental feedback. You can promote your path but I will not prevent people from submitting feedback in other ways. A young faculty member did specifically ask to provide feedback but that it be considered private and not shared with other faculty. Murray: But you could have told them to submit it to a faculty member who they considered friendly. Brown: Or it could be given to program secretary and then included anonymously. Tadlock: We are looking for themes across the programs and we are not looking to identify individuals or their perspectives. There is value in multiple opportunities for supplying feedback in a number of different ways.

Director Term Limits

Brown: How can this be codified? Tadlock: They are all under three year appointments. Fauchald: But there was one that was appointed by previous university president. Tadlock: Yes, that person was never appointed officially, it stayed in a file. Brown: Why don't you give us a schedule of appointments? Tadlock: Yes, I can provide that next Meet and Confer for the five director positions.

Meeting adjourned at 5:15 pm