

Meet and Confer Minutes  
(Revised)  
April 3, 2013

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

BSU/NTC Reorganization was the only agenda item

Hanson: This handout [[SEE ATTACHMENT 1](#)] details our assumptions and facts surrounding the BSU and NTC alignment. There is a four point proposed action plan. (He goes over the handout point-by-point). Questions?

Murray: If NTC becomes a fourth college, would there still be a need for two academic affairs offices? Hanson: That is a question for the study group to answer. I would like them to consider these types of matters. Brown: From our perspective, we don't believe that BSU should be diminished by NTC. Hanson: BSU has not been. Because of the financial needs of NTC the financial reserves have been affected but not the current budgets. Brown: We don't want to see BSU harmed by this proposal. Obviously we need to take your proposal back to our constituency and see what they say but what if the decision is to disengage from NTC?

Brown: What are the implications beyond Bemidji, for example St. Cloud State and St. Cloud Tech.? Fauchald: I have been working here for 31 years and I have thought about this and done some research (hands out a 9 page handout). Hanson: Tom, I want the study group to go into the details and I don't want this group today to go into the details. Fauchald: If there is not a consensus in the study group can there be a minority report? There is a difference between the trade courses and business and lib. ed. courses offered by NTC. Hanson: Their instructors are not going to become IFO members. The IFO doesn't have classes the university has classes. I see this as an opportunity to create something new. A new approach is needed. I really want to see some creative recommendations, the way we look at degrees for example. Fauchald: In the accounting program at NTC, for example, their instructors don't have terminal degrees. While there may be similar courses at NTC and BSU I don't think they are the same courses. I was looking at the costs involved too. Hanson: Those are all excellent questions. I don't have answers for them today. Brown: Questions for the faculty should be given to the Executive Committee, not to open forums. Seeking input outside of channels diminishes our solidarity. The Executive Committee is the proper medium for opinion exchanges. Study groups and open forums have another function. Hanson: If you think the BSUFA speaks for the faculty you are wrong. Brown: According to PELRA the union does speak for its members. The representative body for the faculty is the BSUFA senate. Hanson: And that is what we are doing by asking them for a response, but we are also going to seek other means or other perspectives. An individual faculty member can speak for themselves, and that is all the open forums seek. Brown: There are some faculty members who are fair share members but everyone else is a

BSUFA member. Hanson: The study group should listen to everyone. Brown: ...going through the BSUFA gives you a single message. Hanson: Yes, but it is only one among potentially many. Brown: If we have to meet in the summer there must be extra duty days provided. Hanson: I don't know if we will need to meet in the summer.

Morgan: The BSUFA is the best perspective available to you, not just one of them. How will members be selected for this study group? Hanson: I don't know, that is something we can talk about here. Marek: What do we know for sure right now? Hanson: What we need to get from the faculty is an assent to a process right now. The answers must come out of a group that is not yet formed. Is the faculty interested in being part of the process and how do we pick them? Fauchald: I don't think we can assure assent to the conclusions to what the study group produces. One thing I would ask is that it be process that is transparent and not backroom-like. I think there needs to be a faculty role in this, there is curriculum involvement here, and because of the curricular ramifications this is a big deal. There is a real concern about general education being taught by NTC staff and an overall concern about instructional costs (the two year colleges have much higher costs) and that we might have to carry NTC. The whole bargaining issue of which union bargains for what is involved in this proposal. Morgan: If the study group is set up, would we then set aside MAP and UPC plans until this groups' report? Hanson: I can't imagine abandoning the Strategic plan or the Master Academic Plan, there is good stuff in there. I don't want the fourth college to prevent that being implemented. Murray: What other options beyond making NTC the fourth college were considered and what cost savings are incurred as a result of that decision? Hanson: I don't know the answer to the costs question. I don't want to change what I have proposed in the handout, about the study group. I want to see what this group produces. Brown: I don't see people willingly sacrificing themselves for this proposal. They won't self-sacrifice themselves for a merger. This will open up some old wounds from the recalibration. There has been some talk of right-sizing their faculty. What are the criteria for selecting instructors? Some might not have more than a master's degree. Hanson: How this is presented is going to make a difference. If it is derided in public it won't work. Brown: I understand that but we will present this as your proposal without bias. We had an understanding that NTC would not be teaching liberal education courses and we will continue to assume that is true. Hanson: I don't know about that understanding or where that is documented. Li: When we present making NTC the fourth college a lot of faculty will be asking what the rationale for the proposal. Hanson: We have to do something, we cannot do nothing. I want to present a number of options if it gets to be programmatic in consideration. Brown: They are going to be interested self-preservation. Fauchald: They are very worried (NTC) and they know they have lost credit hours. Brown: They need to go through their own recalibration. Marek: What are the rules followed by the study group that cannot be broken? Hanson: I have thought a lot about that. I don't have any yet. Murray: What is the anticipated size of the study group and when will start meeting? Hanson: I would like for them to meet first in April 2013 and it might be a membership of four faculty, two students, and two administrators from each institution (This is only a proposal I don't want to be held to those numbers). Enlightened decisions don't

necessarily come from representation. If there equal numbers from each school it might be best. Fauchald: I know that BSU has long time faculty and NTC has long time staff too, so I wanted make sure that they are represented.

Brown: Is it fair that there be equal representation? We are over three times the size of NWT.

Tadlock: There have been examples of beneficial merging of institutions, where this is happening and it is working. There may be best practices to draw from. Hanson: I have not had

a chance to talk to the Chancellor about this yet. Brown: Isn't time for MNSCU to be heard

from? When they joined NTC and BSU together, what did they expect to happen? Fauchald: I

think we need to be careful about involving MNSCU in this consideration, I am not sure they

care one way or another. Frost: What is the plan for releasing these minutes and the information in your handout? (to Hanson) Brown: Send them to me and I will release them. We will

consider this proposal in the senate meeting on Monday. Fauchald: Will we have a meet &

Confer on next Wednesday? Hanson: Yes. Brown: I think we ought to involve Chris Dale on

this. Hanson: Let me talk to Rosenstone too. Fauchald: Our people are going to want our

downstate staff to have input. Brown: We will see you next Wednesday.

Meeting adjourned at 4:00 pm