

BSUFA Meet and Confer
 12/2/15 4:00 PM Deputy 301A

Members in attendance: Rod Henry, Jeff Ueland, Megan Zothman, Karen Snorek, Robert Griggs, Deb Peterson, Martin Tadlock, Michele Frenzel, Randy Westhoff, Sarah Tarutis, Larry Swain, Keith Marek, President Richard Hanson

OPENING QUERIES:

Are any members currently under investigation? MZ	One potential 1B1 investigation	
Have any investigations been completed? Results?	NA	

UPDATES:

Facilities-KS	Working in Decker-Dec 18 projected for construction to be finished. Move folks over break. Hope Memorial will be fully open over break (shooting for Dec 18). Hope for rails on steps for Sattgast next week. Goal of accomplishing a lot over break. Contractors a bit more cooperative. Air quality ok. H-S-12/21 Greer, Travis, Snorek schematic design to System's office, when approved then move to design development (next phase). Working with local architect-design for Mass Com in Deputy in spring 2016 (probably March). KM-tunnel between Sattgast and Memorial will be functional. Door in tunnel will NOT be done over break (by Joann F's office).	
Positions-MZ	See #10-hiring update Sept/Oct positions-all posted and SW released to committee, psych/TAD will be released to committee tomorrow, NOV/DEC will post 12/7, Business, Chem,	See hiring checklist for further details. Thank you for the hiring calendar-really working great. Please send JU a digital prior

	<p>waiting for Humanities and 2 Nursing (finalized in NeoGov). See Checklist. Humanities/Philosophy positions? Backfills in Business-RW-came from Strong, potential positions. Not a prior consideration (RH). Per MT-not eligible. MM 4.5 faculty positions- Sociology positions filled, will not be filled if positions are not fundable, MT. Per resolution of a grievance, MM. MT no money to fund positions. MT filling positions, replacements on calendar, adjunct grievance funding is not available yet, being discussed. Other positions will be damaged-being discussed. Budget situation is significantly different than it was when the adjunct grievance was settled. MT asking for time. JU asked for a "time" when this will be settled. RH financial recovery plan requires creation of a plan, addressing all resources, must be resolved by Jan 4, 2016. 2nd-situation has changed, example-Legislature decided 2-year schools will reduce tuition, we will pay, represents a big number for us. "Things change very quickly, made commitments, we are being pushed up against the wall". MZ update-faculty search-Skype may be omitted-see addition DB-prior consideration, JU-interpretation, must be incumbent, not an emergency</p>	<p>consideration document that was given in hard copy</p> <p>January 4, 2016 decisions will have to be made as part of the financial recovery plan</p>
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	<p>search, comfortable sticking with the Contract-MT-just define per Contract and hasn't been followed in the past.</p> <p>LS asked for some clarification about steps in hiring checklist-reviewed by MZ</p>	
Budget-KS	<p>More transparency-BO is getting caught up after recent audits. Will put together a file with cost centers on web and available with monthly updates. RH-questions performance measures for non-faculty, employees of the institution so comparison's can be done across the system.</p>	<p>Available on the web after break.</p> <p>Give separate request to KS/MT for our performance measures in our system.</p>
Campaign-RH	<p>Sealed last 7 figure gift. Over 35 and hope to be at 40 by June.</p>	
Enrollment-MF	<p>Spring 2016 on par with last year. Looking at students enrolled for fall. 900 undergrad students enrolled for spring. High school visits coming to an end-establish more enrollees and qualified students. Goal is to have a work plan for this/next year. RH-wait lists with lots of students. 16 with grad plans that don't have a class in spring 2016. Soph/Jr level on-line wait list-turned away and we don't have capacity to serve them. At least 30 students last fall. Econ AND Business in the same position. Business ok given to go to 6 credits of overload. Don't allow adjuncts to teach on-</p>	<p>Encourage students to get registered ASAP</p> <p>Faculty-look at advising list and encourage to register for spring 2016-JU announce at Senate</p> <p>MT asked for a proposal about solution from faculty.</p>

	<p>line classes. RH talked to retired faculty and past adjuncts-no interest. Want on-line to equal residential. Worried about quality of teaching on-line if adjuncts used. MM look at wait lists, if all students registered, would we have a problem with providing the class? MT reports that students have not registered due to lack of finances (#1 reasons). Iron Range-may be opportunity for coming back to school, multiple jobs lost. Demand for retraining. Check Hibbing for faculty?</p>	
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AGENDA ITEMS:

Adjunct/data requests-carry over from 11/4/15-RW	Request made to Doug Olney, hope to get this information at next M&C, reports only accurate after load sheets are done	Requested FT adjunct and overload lists and will need again in spring 2016
Interdisciplinary Studies/Lib Ed position-carry over from 11/4/15-RW	Status? Honor's director/Lib ed-on hiring calendar, tentative, ¼ time and housed in a department	
International Studies response-carry over from 11/4/15-JU	Ad hoc committee will report on 12/16 MT has talked to Tom Beech	
Prior consideration and searches-carry over from 11/4/15-MT	See above	
Response to budget request-carry over from 11/4/15-KS	Website TF asked about NCAA numbers-not available until spring 2016	
Gardner training-DP	BSU is part of open pathway model to HLC, get to work on major quality initiative, addressing enhancing student retention and completion, worked on assessment, helpful but costly, Gardner	Attachment 1 JU will distribute to Senators See organizational website for more information

	<p>Institute-partners with institutions working on improvement on student learning. DP, MT, Gardner-working together-preliminary stages. Would like faculty to know more, Bridgeman 301, web-ex planned 1/6/15. DP will send invite to attend. 3 year commitment. No forced participation. Help faculty to understand courses high rate courses. Will want faculty to self-select to work on course redesign, will require effort. Will need support. Develop learning community with faculty. Sliding scale (15\$k for one course). Hope 3 faculty volunteer/courses. Will welcome CPD participation.</p>	
<p>Duty days for summer searches-MT</p>	<p>MM grievance resolution a month ago-RH articulated in 1st meeting-moving forward contract will be followed by mutual agreement. Reviewed copies of grievance resolution. Compensation beyond 2 duty days-not a change and doesn't align with grievance resolution. If admin wants to provide guidance to Deans that would be fine. Every search, regardless of size, there should be a conversation. MT had attempted to determine minimum number of days needed. KM doesn't think 2 days is doable. RH wants a maximum of four days when possible.</p>	<p>Attachment 2 Comments back to M&C 12/16/15 See wording on grievance resolution-amend the attachment to reduce ambiguity MT/RW will amend to drop 2 days language-needs to reflect "mutual agreement" MM/RW to work on wording</p>
<p>Guidelines for University Scholars-MT</p>	<p>Draft process-faculty requested contract evoked and identify process for</p>	<p>Attachment 3-Draft Take to Senate for discussion</p>

	university scholars designation	
Hiring Checklist-MT/RW/MZ	See above	Attachment 4
Hiring calendar plan for 2015-16-update-MT/RW/MZ	See above	Attachment 5
Financial Recover Plan-KS	<p>RH-MNSCU has policy approach to system. Financial stability-if meets criteria-financial recovery, cash balances, etc. BSU now in recovery. Sky is not falling, we will not fail to meet payroll. Does mean we are beginning to feel the effects of system change and enrollment and retention issues.</p> <p>KS-system low enrollment, lower state appropriations, etc.</p> <p>Plan for 2016, 2017 and projections for 2018</p> <p>Most institutions in this plan are on year 3 and 4</p> <p>Covers all funds, not just operational, revenue fund (dorms, food service, Hobson). Goal to fill dorms. Tuition frozen, enrollments down.</p> <p>MM Did BSU make loan to NTC? KS "No". RH "No".</p> <p>Some expenditures from BSU gets charged over to NTC at the end of the year (shared positions). MM-NTC used to be put in institutional obligations. Some things are on budget. I.e. travel under "other" expenses</p> <p>JU-questions about CFI-per KS ok, capital appropriations (dollars for Memorial-bond money).</p> <p>RH-What did we do to get in</p>	<p>See Attachments-</p> <ol style="list-style-type: none"> 1. Board Policy 7.3 Financial Health Indicators, page 3 subpart B, #5 (negative accrual basis net operating revenue for two consecutive years-BSU and NTC-triggered, net operating 2. Statement of Revenues and expense-loss before other revenues/gains/losses-both BSU and NTC separate and combined-negative 3. Document that defines what is the financial recovery plan? Due on January 4, 2016 and then update in May 2016 and again in September 2016 <p>Will keep on agenda to keep up with process/status RH will share progress on plan during the break</p>

	<p>this position? A lot of outside influences, few of our policy decisions, i.e. average class size. Positive student outcomes are important. Amount subsidized from university is an issue. NTC issue. Succession is an issue. Revenue fund hurts, enrollment down hurts.</p>	
<p>Information request: JU</p>	<ol style="list-style-type: none"> 1. Enrollment report with incoming student data broken down by credits transferred into each MTC Goal area 2. Specifics on amount of carry-forwards withheld by department/unit 	
<p>What is the status of community's contribution to Athletics? JU</p>	<p>630\$K was generated by community for athletics-RH JU-on-going? RH-suite rentals with annual cost and ongoing with Beaver Pride, major source of money 6 figures from alumni-reflected in Title 9 report. JU ticket sales, gate, not sustainable and affects ability to fill needed positions. Instructional side of athletics only cost 22%, reconcile not filling academic positions. RH need to think about structural changes, designed for 5000 students and we are at 4300-4400. Enrollment trend gradually down and no longer fits. System taxes us for other things. Legislature doles money differently and big negative impact on 2017. KM-how close are you to getting done with recovery plan? PH will use all time he has. 2016 bad, 2017 really</p>	

	bad.	
Update on President's survey, results? JU	249 surveys-forthcoming	RH will share when the data are available
English Graduate Curriculum discussion JU		Next agenda
Checklist of IFO information requests JU	Method for repository of information that would be available for fac/admin. Please consider. I.e. Search committees, need accurate lists, want to keep track of activity. Links-workspace to share documents-ease of documentation.	Faculty and Admin consider.
MMB/BSU respectful workplace proposals JU	MMB respectful workplace policy was used-mistake was made-faculty should be followed up-MT acknowledges Looking at edits to policy (i.e. academic freedom). Hope for a helpful tool	MMB policy covers all bargaining groups-MNSCU gathering input JU to talk to MUSAF about our perspective Timeline-mid-Dec to present something
Action items		
Data requests:	<ol style="list-style-type: none"> 1. PSEO-data for departments-where are these credits going? Need this level of detail. Planning. 2. Carry-forwards-where were the holds-being direct with faculty, in all academic areas 	Put on next agenda.
MT-reorganizational ideas from faculty		Response-survey-resend? Request suggestions to bring to MT.

BSUFA SCHEDULED MEETINGS FOR 2015-2016
4PM-DEPUTY 301A

- 12/16/15 (1/6/16 ALTERNATE)
- 1/20/16 (2/3/16 ALTERNATE)
- 2/24/16 (3/2/16 ALTERNATE)
- 3/30/16 (4/6/16 ALTERNATE)
- 4/27/16 (5/4/16 ALTERNATE)