

## **BSUFA MEET AND CONFER AGENDA MARCH 29, 2017 – 4:00 P.M. - DEPUTY 301A**

ATTENDANCE: Derek Webb, Steve Carlson, Elizabeth Rave, Andrew Hafs, Mike Murray, Lainie Hiller, Karen Snorek, Michelle Frenzel, Mike Anderson, Faith Hensrud, Megan Zothman, Randy Westhoff, Deb Peterson.

4:07pm

### **OPENING QUERIES**

- 1. Retrenchment**
- 2. Are any faculty members currently under investigation? Nature of investigation (no name needed).**
- 3. Have any investigations been completed? Results?**

MM- Are there any faculty under investigation?

MZ- one, just in. 1b1 process.

MM- any completed?

MZ- don't know if we had any outstanding

MM- are you considering retrenchment?

FH- leaving all options open

MM- have you discussed with chancellor retrenchment

FH- no

MM- are you considering what previous pres. said was recalibration?

FH- we have not had those conversations

MM- any questions on that?

### **UPDATES**

- 1. Facilities update**
- 2. Positions update**
- 3. Budget update**
- 4. Enrollment update**

MM- facilities update

KS- nothing. We are doing some work on the baseball football softball fields, that will start next week, repairing the storm damage FRO MLAST SUMMER. Waiting for senate house gov to get back with the number. I therefore don't have much at all

RW- renovating Bensen 115? Tier classroom. Drop ceilings, new furniture and carpet.

KS- Will be a nice room and will get more use. Only used 3-4 hours per day as is.

MM- positions

MZ- in committee = the clinical experience position, psych, bus operations mgmt., bus marketing, nursing (2) sociology/anthro, half time English FT, PEDL position (clinical), two math fixed term (2) sociology, fixed term CJ,

RW- one of the maths is failed, one of the bus positions has been accepted

MZ- more are posted- psych fixed term, English (2) FT, asst coaches for volleyball, men's hockey and men's' basketball, women's basketball,

DW- the psych – is it paused or actively moving?

RW- found three, only one acceptable, had already accepted another job

MA- I told the dean they can go to pool and look

MM- chair of search emailed us and told us there are desirable candidates in the pool

MA- it's the dean's call right now

MM- you're ok with them going back to the pool?

MA- absolutely. I wouldn't have sent the email if I wasn't

MA- can we continue the thought? I think it's important that we review the search process, and it's selfish. My feedback is never part of the process, and it be so. I don't know why I interview the people the way it's done. I would like my feedback to go to the committee to add to the process. Is there anything in the process for that?

MM- I don't think there's anything wrong with that? I would think it's a beneficial thing to happen

MA- otherwise there's no reason for me to interview them otherwise. It should be a natural part of the process. Whoever interviews them should be able to contribute to the process.

DW- I'm open to a proposal to that.

ER- would have to bring to senate?

MA- say if anyone who interviews has a process for feedback.

MM- I concur

MM- I have a question on recalibration. Would any of these positions be stalled due to budget concerns, or not hired this AY because of budget concerns

FH- I think we have to look at that, but some of the positions went through this year did so because of enrolment, so will need to look at numbers carefully. Asking about any positions in particular?

MM- in general

MM- the previous administration has always put a freeze on hiring

FH- looking at non-salary savings first

MM- if I heard you correctly, would be safe to say, looking at everything, non-instructional cost savings, and

FH- non staff

MM- before you look at instructional cost.

MA – it's been reassigned time, duty days, coordination of programs etc. it's still an impact on people, we get that, but it's not salaries

MM- handout 1, 2, 3, 4?

At one time 150% was correct, but when you're making decisions on the margin.... If you fire one faculty, you're not savings 150%, you're only saving 100%. So it's not fair to cost programs 150%.

At 100% of cost, some programs are making \$, some are losing, at the end of the day, instruction is making 8.5million in profit, in tuition dollars alone. Doesn't even count the stats subsidy for instruction. We are arguing that there's not a lot of give in instruction. At the end of the day, you're making 8.5 mill in tuition revenue alone.

I have asked Mike if he'd like to provide some sort of summary here.....

MM- It was helpful for me to see where our costs are.

MM- this last one, since student services is the primary in growth rate. Per FYE across all other universities, we are an outlier. The difference between us and the median, it will close the budget loophole. Further, my guess is that athletics is the driver of that category in student services, and that's why those resolutions we voted on at BSUFA meeting, to look at the various scenarios to move from D1 to D3. That's why we asked for it- this is where costs are growing.

FH- I appreciate your work on this

KS- We disagreed on inflation rates

MM- I thought about that since you mentioned it, but a lot of your other costs go up with inflation.

DP- to what extent, I notice that the smaller institution have ... economies of scale?

MM- it depends on how those student services are broken down. I'll be frank, we spend most on athletics, more than any other MnSCU university for our size.

MM- and we found out today, that UND is cutting women's hockey program.

MM- we heard that University Heights was a financial mess

FH/KS- not for us

MM- not what we heard

KS- what we collect, their rent is collected as if they were living in the dorms- goes on their student account.. When we receive the cash from their accounts, tuitions, fees then housing in that order. We pass the \$ on to the owner. We take out CA cost as we have someone living over there. We take out some other amounts too. We take the money at the beginning- if all of the beds aren't rented, it doesn't affect us, it affects the owner

AH- did we make money this year?

AH- was it a positive thing in terms of our budget to have that there

KS- We are never going to say it's positive or negative on our budget. It's a wash.

FH- we don't guarantee a dollar amount, we only pass-through the money

MM- this has been the most transparent administration that I've experienced in six years, and we appreciate that.. so in that spirit, we would like to get a copy of the lease for the Sanford center and University Heights

KS- yep sure

DW- are they planning on building more?

KS- The owners has aspirations. The unit they want to build has 100+ (current has 50ish).

MM- handout with all of the proposed reductions instructional cost. We don't know what costs you're assigning to these. We want to be able to go to senate and say, none of your jobs are on the line, and these on the list is why

RW- we are working on a list just like this

DW – budget cuts hurt everyone, and we understand they are necessary, but we need to show faculty what's going on.

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## BUDGET

KS- What you see in handout is the budget assumptions for FY2018.

The different amounts – what was asked for 143, what governor came back with 125, then senate gave 45 and then house gave 80. All are at enrolments are assumed at flat.

DW- are you still hearing from MnSCU that some of the isrs costs will be pushed back on campuses?

KS- The answer at this time is no.

MM- enrolment-

MF- we are in the midst of summer and fall enrolment. We are up at the moment. Some of the things you'll see- we moved an AAR? Program before spring break, so will see an imbalance at this time. Our campus programs have been very full, want to thank the faculty for their involvement in the registration process. We have had lots of good reports from families re the faculty/registration process.

AH- did we have enough faculty show up to AAR?

Mf- yes, we did, we really did. It really is going well.

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## AGENDA ITEMS

### 1. Strategic Planning

President Hensrud

Strategic planning

FH- thanks for your participation, and the faculty members on the committee. I wasn't able to be there, but very pleased at what I'm hearing. We are now planning for town hall meetings. Agenda will be about 90 minutes for each one, with idea that only a select number get the information on the strategic planning on the 22<sup>nd</sup>, and this is to explain to broader campus. Will be doing a welcome, intro of facilitator, intro of the committee, set the context for planning, talk about how the campus is going to be involved through the next several months, opportunity for table discussions, and specific questions that we will be asking during that dialogue and collecting and using for reporting back. Morning and afternoon will be exactly the same, so no need to go to both. Trying to get as many involved in the process by having two different sessions.

We've created a website, posting some of the resources we are using, no secrets there.

MM- any questions on strategic planning?

DW- we are going to talk about this on senate

FH- Jackie is posting the agenda on the website

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## **2. Grants Office**

**Michael**

MA- we are waiting for a new process. Shortens the wait.

MZ- we anticipate it will be a msaaf. There is a new system coming in, but not available until the end of April. Even so, it's faster to wait for the new system rather than the usual 3-month (or longer)

MA- we are ready to go as soon as the new system comes in hopefully by fall.

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## **3. Reassigned time report for 2016-2017**

**Attachment A Randy**

RW- if you have any questions, let me know. I sent the reassigned time, the overload report and I still owe you the adjunct report.

AH- off the top of your head do you know how much has changed from year before

RW- I don't

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## **4. Motions that passed at the BSUFA meeting on 13 February 2017**

**Derek**

FH- here's where we are at with this. Have asked Tracy and KS to gather data and research. We looked at it in the leadership team today and asked for more information. Not ready to bring it forward yet until

some questions are answered, probably at the next M&C. there's a lot to this. Good questions though, and prompted me to do some digging through files that Hanson had left for me.

KS- We are keeping are ours and ears open at UND.

(General discussion re title ix....)

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**5. Season Ellison is the Bemidji State University Disability Information Faculty-Person and Advocate for Faculty with a disability** **Derek**

DW- IFO putting some effort into creating a person on each campus for disabilities, if anyone wants to reach out to them. Season Ellison is ours.

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**6. Request a campus climate update from President Hensrud** **Derek**

DP- I am hoping to put into ands of IRB to conduct campus climate survey of our students this year and NTC students. That will happen this year, before graduation. Hoping for a speedy review from IRB will be online.

FH- have we had any increase in incidences since the fall?

DP- the one group that feels perhaps, that has come to me with issues, that they feel issues have increases is the phoenix club. They would be the first to say that they experience issues on a regular basis, but they itemized for me several things that were not new, but the kinds of things they've had to experience. Walk-bys, drive-bys, comments made in their presence when other people know that they're GLBT. These things haven't gone away. It's prompted me to put together because we know it's inevitable we will have Trans system, but system office has yet to put together a policy. So working with Jesse and Rande Ludeman to make a policy.

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**7. What is the administrative response if U.S. Immigration & Customs Enforcement (ICE) shows up, in some way, on campus?** **Derek**

DW- from statewide M&C- what would be a response, what would faculty do, if something happened?

DP- handouts (7A and 7B). Where do we house this?

DW- we can put on our BSUFA site

MA- we talked about this in the cities last week. We wanted something simple to be able to say. What I heard from this, there are two things- faculty don't have to give up any information to an ICES officer. Just say welcome, refer them to security office and not be intimidated by the badge. "All information will go through the president's office".

DP- also, remember that we have FERPA. All sorts of things that protects record of students- they have to go through proper channels to get information.

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**8. Data requests – status update: Cash flow data for entire campus per data request in December and attrition data** **Derek**

MM- we got data from KS, and mz just sent me attrition data. We have 471,000 in salary savings from the past AY (faculty and deans)

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**9. List of all Directors for fall****Derek**

Request a list of all directors for all

DW- is this premature at this point

RW- decisions have been made, but not everyone informed yet. It'll come.

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**10. Build into M&C starting in fall 2017 strategic plan updates (supported by consultant)****Derek**

Should be on every meeting

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**11. Update on the 80/20 model****Derek**

MA- the 80/20 programs that haven't reached their third year/MOU, the documents were written clearly said how to begin one, but nothing on the end of the three years. 8020s that have reached their 3<sup>rd</sup> year, will just become a BSU program. The other side of the margin is not so good. In many, not all, the margin is negative.

MM- examples?

MA- the MBA program. The BUAD program- we made some changes and maybe this will help its goals. It's a hybrid program. Dean Frost will remain in place down there. I have also heard GREAT things about the biology person who is down in the cities.

MM- this is why I'm telling you how it matters how you cost these programs. If you cost it at %150, it's losing money. If you cost at 100%, it's making \$.

MM- has anyone asked the program if they want to subsidise the program?

KS- Has anyone asked the institution?

AH- the 8020 in Biology, one of the reasons is that we are very interested in research, and wanted to have control over the funds to use for things.

MA- not for the first three years.

AH- when we developed it, we were under the assumption that it was going on indefinitely

Ma- in the documents it doesn't give us any information

ER- I agree with Andy, that's how it was presented to us.

AH- I would have thought about this differently.

ER- to agree with Andy, it was presented to us very differently – not the way you are saying at all

MA- maybe we can negotiate something on this

MM- if you look at nursing, if costed at 150%, losing \$, but costs at 100%, you're making money.

KS- I think you have to look at more than just positive and negative. There are a whole lot of different things than just positive and negative. can't just look at a silo. Have to look at the whole university.

MM- these are fabulous questions, but they need to be asked before getting rid of 8020.

MA- let's look at your guy in cities. Hearing rave reviews about Andy Arsham. Wouldn't you want to put him in permanent?

AH- yes! That's the way we designed it. We want to look at it in a silo, the whole aim was for that program to fund itself. We want the money to stay with the department and not come back to the university.

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**12. Sabbatical denials for 2017-18 for budgetary reasons**

**Attachment B Derek**

DW- we got an email with that three days ago?

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**13. Dakota County Technical College – BAS Science degrees**

**Attachment C Derek**

FH- conference call with other presidents. Very interesting. You sent the email to me at same time as SW State was sending to all other presidents. We had been hearing about this program, and we were very concerned. First talked about with chancellor and he assured he wasn't endorsing, but also wasn't discouraging, and was opportunity to put a proposal together. We were assured we would be sent a proposal first so we could collaborate on it. That didn't happen and you saw it before we saw it. We agreed that we were shocked that he didn't come back to us with it. We're asking for it to go on the next agenda to discuss. We are very much opposed to it and have been since we heard about it in January. The opposition needs to come from all angles.

DW- we have our angle covered.

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**14. Other**

DP- a quick list of references for other concerns, that faculty/employees might have. Ask deb to send to me to put in the website.

FH- just received from student senate. Legislation re student grade policy.

DW- this will be on senate agenda on Monday.

5:45PM ADJOURN