

BSUFA Meet and Confer

January 31, 2018

Sheila Paul, Sarah Tarutis, Elizabeth Rave, Derek Webb, Randy Westhoff, Megan Zothman, Jesse Grant, Tony Pepper, Faith Hensrud, Karen Snorek, Deb Peterson, Andrew Hafs, Lainie Hiller, Keith Marek, Mike Murray

Retrenchment

DW- any retrenchment contemplated?

FH – no

Any faculty under investigation?

DP – not at this time

DW- are there any investigations not completed?

DP – wouldn't be appropriate to reply

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Facilities

KS- Glas Fieldhouse. Rectangular, poor lighting, poor bleachers, donor has given \$100k, will give another \$100k, and more over next three years. Update lighting, removing bleachers, update paint, keep weight room at other end. Money is coming from the Foundation, from a donor. Other donors interested in updating weights in weight room, so will be looking at that too. When you see construction, that's where the cash is coming from, will be good for campus tours.

DW- bonding?

KS- As you know the session starts on the 20th we've already had the house, the senate came out two weeks ago, have had MMB through, and potential to have a commissioner through, maybe next week.

FH- 8th or 13th is what I've heard, but not confirmed.

KS- If we HAVE a bonding bill, it looks good for us, we are Number 1 on the MnSCU list. I'm hearing positive things, the government of course pushed all bonding list through, extra 30 million on the HEPA ?? Priorities. Will depend on what goes through.

DW- positions?

MZ- I sent the attachment through

ER- the college lab assistant, that's a MAPE position, not AFSME

Mz- I thought we changed that?

ER- nope

MZ- that's an NTC one

ER- sorry!

MZ- I don't know if Randy or Deb have updates if anything has closed?

RW- social work has offer out to two candidates, one has accepted. Lots of different faculty interviews coming through. It's going really well.

MZ- thank you to everyone.

DW- is there an update on the sociology search? I heard it was paused.

TP- yes. I'll be deciding today whether to let them go ahead. The issue is administrators returning, which we didn't anticipate, so budget is the hang-up. Based on what was approved, it's adding a sociology position, because of the administrator going back. Trying to figure out if the budget can handle it, or if other priorities take precedence. That's all I have to say at this point.

DW- included in that is there a discussion about Gene and women's studies going into sociology and the needs there, and the credits?

TP- yes, that's part of the consideration

DW- is it premature to give us a deans' search update?

TP- I'll give you all that I can. The committees are functioning and have met. The business, maths and science search has a really healthy pool. Individual and community health, less healthy and we are going to extend posting for a couple of weeks. What we've made a change that I think will make a difference that will indicate in the ad, the departments in the college. It occurred to me that with the current title, candidates might think it's a nursing position. The title doesn't reflect that other departments other than nursing are in that college.

KM- I heard through chem lab position, that rich ? is retiring. What are the plans for chemical waste after he leaves?

KS- Facilities will be taking on that after he leaves. Will be co-ordinated downstate, with permits etc.

BUDGET

KS- No more foreign purchases on your pcard allowed. Reason is tax changes. Has to be approved first. Third party vendors through amazon. Work with procurement if you need to buy something from a foreign vendor.

We've bene working with 4 different scenarios for FY19, this we started looking at what changed from FY18 to FY19. And first thing was appropriations. Much less this year. What else is new in 19? We haven't seen contracts resolved, but we are hoping we will have settlements, and we are hoping that the dollars will go back and we will see a fiscal increase. Scholarships- for the past several years we have

had 300k from a donor each year, and that's no longer in place. I have to plan for that 300k in scholarships now. Other thing is HRTSM- it is now the price they are going to be charging for FY19.

Email from interim chancellor, explanation on NextGen ?? They're asking for extra money in next session. If we get the 21 million, in funding from legislature, then we won't have to pay in FY19, however I'm being cautious and conservative and saying what if we have to pay it> if we do it's 240k from BSU.

New charge of 24k for office 360?

HLC INVESTMENT- in FY20, but the work needs to be done In FY19. This is for additional release time for faculty to be working on the criteria and their replacements.

1819 is when BSU started, so centenary celebration.

SEE HANDOUT

Saving with new college restructure, not replacing CIO in FY19, looking at academic reductions of 304k- adjunct, overload, course offerings, institutional research,

If you have ANY suggestions, little or big, that you might see in your department, or you question "where does this come from?", I'm open and transparent.

AH- the academic reduction- why did you come up with that number?

KS- Looking at programs we have fixed faculty in. academics is looking at where that might be, courses that aren't full, offer once a year, rather than twice.

AH- might want to shift the money in other areas of academics

DW- last year, you spoke about "savings account"

KS- That's the 500k will cover

DW- hrtsm- are we going to be spending more money on this?

KS- Yes.

DW- the IT administration of 55k, what does that represent because it doesn't seem large enough for a CIO salary?

KS- Our current CIO is on unpaid leave; that was the dollar amount

KM – it seems stranger to me, htsrm- aren't they supposed to be money saving things, but it seems like MnSCU is passing off these costs to the campuses?

MZ- the idea seems to be a mixed message from the start. The reality is of all of the other things, that hopefully, and we aren't quite where we want to be, the things that we should be doing, we weren't doing any of that. It's a point of contention now, on campuses, it was presented as a cost-saving and it isn't.

KS- I've not heard that next gen as a cost saving tool. It's going to be a new way to do things. It's going to be a very stressful six years for the transition for those departments that have to implement it. It will end up affecting a lot of areas of campus.

ENROLMENT

TP- (email from Michelle)

Fall to spring persistence rate is at 88.9%, but below our goal in the HLC quality initiative which was 92%. We are short 24 students from the fall 2017 freshmen class.

STRATEGIC PLAN

FS- in process of implementing the SP, and we are engaged in the all of individuals who were assigned as responsible individual for the first year of the plan, are in the process of putting document together called ??? those are due on 15th Feb. The leadership team will be focused on managing those.

We opened the center for diversity, equity and conclusion, got a lot of good press, chancellor mentioned at the BoT meetings last week. Give Jesse the credit for pulling that together.

MAP

TP- we are moving forward. Thank Derek and faculty colleagues for volunteering to represent on committee. Also ask for each of the other units to appoint a rep and have heard from MUSAF and AFSME so far. All of the committee will then be set, and Diane will be setting up meetings.

DW- March 15 for a draft is still your intention?

TP- yes, a goal for the draft

Grad, honours and eligibility

RW- Michelle is going to take this to the academic affirm committee at the end of Feb

EMERITI POLICY

FH- we noted that we have a policy in the board policy, but didn't have a campus policy. Tony was asked for put together a report- other campuses, common standard. This new policy is going through the approval process goes to meet and confers first, then moves forward.

RW- for a new policy, I'd have to check on the policy for new policies.

DW- so there is a feedback window for the campus community?

Tobacco free policy

FH- allows Native Americans to use tobacco on campus. Current policy would prohibit NA students to carry or use tobacco on campus it allows us to not prohibit that type of use. A group would have to ask for permission to have, and use, tobacco for ceremonial use.

JG- students had to ask for sage/smudging etc. so this will allow for that, it won't allow for vapes etc. We will also receive funding to reflect more accurately change our signage

FH- I believe it will say something like 'commercial tobacco-free". Leech lake has same sort of policy and signage. More welcoming environment.

DW- brings us to enforcement. I can walk out now and show you where people smoke

FH- I enforce it. If I see someone smoking I ask them to put it out.

CONTRACT EXTENSIONS

FH- two contracts- on interim basis. Deb Peterson has been serving in interim role, she's in a unique role. We've shifted some of the diversity programming for students into the position that Jesse holds, that has shifted away from deb, but still holds the chief diversity and Title IX hats, and I've asked her to retain the NTC accreditation piece, but to give up the BSU accreditation piece. We don't have the capacity over there for anyone to do the HLC piece. Deb has agreed to stay for a total of 3 years, in an interim role, wearing those three hats. At some point we will have to work out what that role looks like for a search.

Randy is in interim role and he's agreed to stay on for a total of 2 years- ending in spring of 2019. Tony will have the opportunity to look at what that position looks like moving forward and a search.

DW- the center for diversity has a director now too, so how do those job responsibilities merge with what Jesse is doing

JG- the programmatic role. And reports to Jesse

DP- and a quarter of that position is at NTC

MM – is there a plan to over the sociology and maths positions due to RW and DP roles?

TP- we can discuss later you and I mike

ARAMARK

Our union has experienced great frustration with Aramark over the last few years.

AH- substantial increase in prices.

DW- what are our options really? If our dept. has a meeting and someone brings donuts, is that against the contract?

KS- As long as you are not turning in a receipt to the state for reimbursement, you are ok.

FH- they are getting a lot better

ER- do we have options if they don't improve?

KS- it's a 5-year contract. All 6 universities did RFPs at the same, all campuses chose their own vendor. We have been working with that consultant and system office on concerns,

NEW TRAVEL REQUEST FORM

RW- service hub taking those assignments, and the whole process and to make that work efficiently, we feel like we have to have the whole year schedule into faculty workload management, by July. I don't think that changes much, but the idea is that we would have the entire schedule for the year entered into the system. It would allow the hub an opportunity to process those assignments so that everybody's payroll records are accurate before they even start in the fall.

MZ- from the service center standpoint, as much as we can control that 77k not to increase, we are looking at the work they're going to be doing and what would make that more efficient and that's one of the pieces we've received from other campuses. I just don't know if that's feasible or not, but from an efficiency standpoint, that would be very helpful.

DW- when you say schedule- do you mean the load, or do you mean the room and time also?

RW- both

DW – would it be possible to have this done before the last duty day of spring, before summer?

MZ would be great.

RW- it wouldn't be necessary for all things to be in the schedule, like private music lessons for example, that's arranged course but everything else can probably go in there. Also possibility if we know full year load for faculty, we can pay overload in a more efficient and rapid way.

MM- can chairs themselves put in?

RW/MZ- it goes through course scheduling

MM- oh like Michelle Ladig

RW- I don't know if that's reasonable for that person

MM- yes because in Sattgast that person is 9-month

RW-the business office made this change, I didn't see it until it started showing up in my office.

DW- what you have is the new one.

KM- I noticed there was another form that changed- use of IFO money. Used to be if you were using the form, had the pcard had to get the provost's signature, and now it's for every IFO money and we didn't see that come through M&C before it was changed and now it's just out there.

DP- they don't want you to use pcard for membership

KM that's fine, but now there is a new form.

RW- one of the things I add was who needs to get the form back. I added a line for that. And also marketplace requires more documentation, and it's one of the pieces that's expected to upload with any purchase order so that's why the expansion.

KM- my concern wasn't that, it was new forms constitute a change in procedure, and should come through M&C before they go live.

RW- I didn't think to do that this time because it's not a change in policy, just a change in form.

KM- it did seem like before this, and I'm not 100% familiar with the form, I remember using the form when used a pcard, but not for IFO and now I do.

RW- correct, the new system requires you upload the form to the system. It was happening in the background and you didn't see it.

KM- sure, but please run it through M&C before it goes live

STUDENT CLIMATE SURVEY

DP- I sent out copies of the campus climate report, but it was complete up to a point, and we were holding off on the recommendations because we wanted people to offer review and out of the review, offer recommendations. I heard back from people, departments, including student senate, and out of that, on the last couple of pages of the reports, I crafted three overarching goals, and within those, some specific goals towards the accomplishment towards those goals. We've already begun that, hiring diversity coordinator, and students do now have a physical space to gather. We are mindful on the needs to keep tabs on the campus climate. If you have any questions on that particular item?

SHORT SURVEY TO ASSESS INTEREST IN EMPLOYEE RESOURCE GROUPS

We are asking all employees, including faculty, to fill out.

DW- is there some confidentiality around that?

DP- you mean if they want to join a group?

DW- the groups are faculty and staff of colour, allies, LGBT, etc.

Mm- we have a senate meeting on Monday, and I think it would be better if BSUFA could look at the survey first. Can you please wait on that until we

DIVERSITY CERTIFICATE

This was presented earlier this academic year, we would like to move forward to offer this. As long as there is reflection involved, and it's meaningful and not just attending an event participants will be responsible for keeping track of their hours/participation.

DW- the version we have now is the final version?

DP- yes

OTHER BUSINESS

MZ- one of the conversations that KS pointed out in the budget the retirement option. Other campuses had entered into MOA

Mm- early separation?

MZ- Oct 15 deadline. Our draft doesn't have secondary piece, BESSIE. Not targeted, not looking at any departments, just saying that if there's anyone out there and their situation has changed and they missed the deadline, but knowing that the intent is that we would staff that differently for FY19. we don't expect that there would be a lot of faculty taking this option, but that we won't do a search for FY19.

MM- do you articulate the replacements on there?

MZ- we say it's budget-based. The savings would come from how we would fill those positions back

MM- it's not contractual to hire adjuncts back for that purpose

CENTENNIAL

FH- we are celebrating a centennial celebration, April 12th of this year. Groundbreaking was April 4th of 1918, it would culminate with homecoming and honors gala, in October of 2019. Activities tied to centennial throughout the year. It's moving on the planning phase.