

Meet and Confer

October 31, 2018

402

Present: Kari Wood, Sheila Paul, Derek Webb, Mike Murray, Michelle Frenzel, Karen Snorek, Dean Frost, Lainie Hiller, Liz Rave, Bill Joyce, Randy Westhoff, Megan Zothman, Faith Hensrud, Keith Marek, Tony Pepper, Lyn Johnson

DW- Is the administration contemplating retrenchment

FH- no

DW- are any faculty under investigation?

MZ- two, same as last time

DW- strategic plan anything to talk about there?

FH- Michelle and Bill Blackwell have just completed the plan for recruitment of American Indians.

MF- it's going to the indigenous advisory council will get a copy, and we will discuss internally. After that it will be Bill's project and please ask questions.

FH- a couple of other things- president leadership council topics, we had a good discussion a couple of weeks ago about retrenchment, and there was a survey that went out about that. Also, you'll be seeing a couple of other things- one is a survey, because we are interested in some topic ideas for pres. leadership council for second semester. We don't have topics yet for spring semester but Jackie will be sending out email asking for topics and would love some ideas. Also, we will be having some open forums throughout the year and will be on popular topic- budget.

TP- we met with student senate and about MAP, and the issue of course caps. Also couple of opportunities coming up with regards to Lib Ed, that Randy will be leading.

RW- the groups are set

DW- facilities-

KS- couple of things. Hagg Sauer- we have been meeting with various depts. that will be affected and going over the floor plans, and place for everyone in each dept. making sure they have their boxes, found a home for Prof Ed that are moving in December, moving three people from music in December, also working with people on that. November 28<sup>th</sup> will have sub-contractors in to look at the project, on Dec 20 we are hoping that bids come in under budget. We will start the project in January right away. Also you'll note that next Monday, the bookstore is getting a facelift, we aren't paying for that, just so you know. It will take about two weeks and they will remain open. The nice thing about it, we are creating a small conference room for students so that they can hang out in their gathering spot.

DW- enrolment update

MF- couple of things, more of a thank you. October was a really busy month, academic open house, lots of faculty, national college fair, career expo, more. Thank you for your participation, we couldn't do it without you and we need you at the table. We really like seeing you there and so do the

students. Registration is on the way for spring, but any time you have feedback, please reach out to us on the team.

DW- course request form

RW- it's the first attachment. Is combo of what you responded with and what we had originally without checkboxes.

DW- we received it. If you have anything further to add, otherwise we will get back to you in 10 days

DW- honors graduation policy. TP and MF will be meeting on Monday.

DW- new contract, there is money now for PIG grants for adjuncts (19A money). We got a little ahead of the game, the call went out at the beginning of the semester, and the form wasn't updated well, and Valerie Wallingford updated it, but it needs to come to M&C and that's where we are now.

RW- the only thing, it seems to me that your downstate suggestion to what it looks like had different caps than what it looks like here.

DW- yes, we don't know how to handle the caps yet, so we will review that as we go along, it's a wait and see.

MZ- where does an adjunct get this?

DW- there is a fall and spring call.

RW- Mary DuBois is the adjunct on the committee

DW- item 4. Profit sharing model. Attachment C.

TP- as you recall the new revenue sharing model was presented to union leadership and then enacted by the university a couple of months ago and this document is not intended to create any new policy or practise, it's simply a companion to explain or elaborate on the model and one of the challenges with 8020 as you know, was managing expectation, the process, so as best we can we want to try to avoid that miscommunication with the new model and is with this document it attempts to let people know what the expectations are, timelines etc. and it will become an accompanying document on the website where the revenue sharing model is already, and there will be a note so that everyone knows that they complement each other, the objective I clarify, or I would appreciate any feedback so that we can get the final document as close to perfect as reasonable

DF- I notice you use the phrase "reassigned time" as "award and "awarded" does that mean it doesn't count as the cost of the program and counts toward the net cost?

TP- is part of the development of the program

RW- first or second year, then three credit of salary base

DF- I would encourage you in the interests of transparency I think you should clarify that

TP- DF, if you have a thought about a better word about "award" please let me know

MM- paying out the adjunct rate as a custom in other parts of the contract would be more appropriate because you can hire an adjunct to cover reassigned time.

KS- But in FWM, if you're actually doing the work, I want you in that reassigned time because you would be removed from your discipline and you'd not be hurting, and it's the true cost of who is doing the work. We have to reflect the true cost of what's going on.

RW- that's not how system is set up, so we would have to do something special to make something different happen

KS- It would also penalise your cost study. It would have a high paying cost study individual in the discipline that's not teaching.

MM- I get that

DW- we will follow up with some clarity on wording

KS- Also we ran into some problems with students getting refunds, had 27 start stop dates last year and it becomes unmanageable for student records folks. So it gives a lot of choices, but not 27. We anticipate the deans will be enforcing these strictly this summer.

DW- this will go to faculty senate on Monday, and Keith should be able to field any questions.

RW- just a note, there wasn't a single may term class that was face to face, and that wasn't our original intent, it was supposed to be for those students who were still paying rent, but it's just online classes now.

DF- by way of feedback, if you've taught a May term face to face, don't go back to that. It's problematic.

DW- office hours

Fh- there have been open office hours emails, for administration, and you're probably wondering why. One of the items of feedback for campus climate, that others beside the president should be having open office hours, we discussed at presidents council, decided to do them and have had great results. We will let you know when they're coming out in advance so that you can choose who you might want to come and see.

DW- commencement speakers

Fh- we asked, what are we doing to solicit ideas from campus ideas re commencement speakers. Turns out it was nothing and we think we should have people with connections to campus. We also name them as a distinguished Minnesotan, so there are some criterion that go along with that, and we will be providing you with a survey, and also letting you know we are looking for ideas and thoughts as to whom might be selected as distinguished Minnesotan and commencement speaker so that we can use that list for years to come. Please think about who might be a good speaker in the future, two criteria, that they fit for Minnesota distinguished, and that they will be able to deliver a good commencement speech.

Fh- mission/vision statement, previously shared with you as something that it wasn't correct. We found we weren't consistent on web pages and documents. Originally it was supposed to be "people" but somehow morphed into "student". We are going about making the corrections.

Fh- last item re student health and safety. Student death, visiting a friend on campus, tragically alcohol-related and fell to his death, I was extremely impressed with all levels of our campus. We still have student who are affected and traumatised by this, and we appreciate your flexibility hen dealing with these students. Our residence life staff includes staff and students, and they were

exceptional. It really emphasizes to me the importance of maintaining those relationships.. Our leadership team was also extremely quick in response. The incident happened at 12:30am and every one of us had received contact within 20 minutes of that we appreciate your diligence in watching out for the health and safety of our students.

DW- prior consideration

MZ- I have heard from faculty and deans who have reached out to clarify, Ashleigh is running all of our search processes, IFO included in that. She is communicating the contract language expectations. Incumbent will be released first, and then if rest of pool required, then they can do that, if they don't want to they can go all the way through with that one candidate. If the committee says they've worked through the process and want to proceed with that candidate, they take it to the hiring authority and go from there. If you hear of anything that seems odd, please ask the question or send on to Ashleigh. We are monitoring and she will make sure we are following normal process

DW- sexual harassment training

MZ- there is a state mandate to do sexual harassment training. Deb and I have been provided with training, and so we will now provide that to the group who is needing to have that training. There is a required group. We have our list put together and we will send emails by the end of the week. If you get an email it really is meant to you. If you think there's been a mistake and that you shouldn't have received the email, please reach out to Deb or me.

DP- I think in the past I've provided during start-ups opportunities for advisors to come and get trained and people have seen that as something that they can elect to do, but they haven't internalised as something they need to do. Its federal law that you are a very specifically defined individuals, you have to do this. To reiterate, we will be reaching out to people and if you receive a message, you need to come, unless you're no longer the advisor to that student organisation, in which case please tell us who is.

Km- is the training any good in your opinion?

DP-it's very specific and it helps you to identify harassment when you see it.

DW- this is all pitched to us as harassment of students, so if someone comes to us about harassment between staff/employees, do you want those people to turn up for this training?

DP – we are trying to hit all of the people who absolutely have to receive training.

Fh- can you clarify, dean?

DW- is there a separate training for staff/employees harassment

DP- title IX covers all sexual harassment

Fh- sexual harassment is sexual harassment

TP- I understood the import of your question is who should come to the training

DW- this sounds like it's mandatory

DP- yes

DW- I can tell them the email is coming and explain what mandatory means

MZ- we're working with MSUAASF right now, with BOT award, I'm curious as to what ... the nomination is usually in November.

DW- there was one last year?

MZ- St Cloud only

DW- any this year?

MZ- I haven't asked and only focusing on BSU

ASK DEREK FOR VERBIAGE OF WHAT IS GOING ON WITH IFO ON THIS. INSERT HERE

502