

Meet and Confer March 28, 2018

Present- Sheila Paul, Steve Carlson, Derek Webb, Keith Marek, Marie Bock, Randy Westhoff, Tony Peffer, Deb Peterson, Michelle Frenzel, Andy Hafs, Lainie Hiller, Sarah Tarutis, Elizabeth Rave, Faith Hensrud, Karen Snorek

Meeting called to order 4:05

1. Retrenchment

DW- is the administration considering retrenchment at this time?

FH- no.

2. Are any faculty members currently under investigation? Nature of investigation (no name needed).

DP- no

3. Have any investigations been completed? Results?

DP- no

Office 365 Migration Update:

Marie Bock- Our biggest complaint we've received is finding stuff in the new address book- we will be sending instructions to everyone about how to set up the directory/address book to point to BSU. We are also going to be cleaning up /standardising the working titles of everyone to make it more clear as to the title of each person (in scups?).

DW- Thank to you, and thanks to IT for the really good transition, much better than other campuses.

MB- I am really proud of our staff, thanks to all of you as well, we are the most successful campus so far.

POSITIONS UPDATE

RW- Megan isn't here, but it's an attachment, and it looked correct to me.

TP- I noticed one small correction, page one that says positions on search committee, under administrator, head of individual community health search, that search is chaired by Barta, not Greer.

FH- that isn't who's chairing, is who is replacing.

TP- never mind.

ENROLMENT UPDATE

MF- I want to thank all of academic depts. who have reached out to Admissions, who have asked students to confirm their AAR reservations. We've heard from a lot of depts., including Dean Barta, asking how they can help. The offer is still open, and it's ok to start small, 5 or 10, whatever you feel like you have time for, is more help to encourage students to attend. We have two AAR sessions that

we have already been through, couple of changes, freshmen and transfer students, couple of hiccups we ironed out on the first day. If you have any feedback, please let myself, or Zach Johnson, or Paul Muller, know. We are spending some time this year getting data from the parents and wanting to know their expectations on the parent end of the program, to look at this through a couple of different lenses, one being “do faculty need to meet individually with parents/”, and we’re asking what they like about it, what’s different. From my perspective we want the parents to meet with the faculty, but maybe it doesn’t have to be one-on-one. We are exploring a lot of things and looking for feedback. Current student registration is underway. Lot of changes to the schedules, but know that when those changes happen, those students get an email, but unfortunately that email is very vague, so if you have any students bring that up, please have them check days and times. If there are conflicts we are asking them to follow up with their advisors/depts... There were a lot of changes the last couple of days and times

KM- what kind of feedback from parents have you been getting? Is it consistent, or all over the map?

MF- I haven’t seen the feedback yet, but what I’ve heard is that they are indifferent. There are apparently two sets of parents- ones that have already worked it out and know what to expect and the other kind who really don’t know what to ask/expect. Right now we are just gathering feedback.

SC- What I receive is the usual helicopter parent who needs to be reminded what FERPA is, etc.

AH- I like meeting with the parents one-on-one. I just had some parents bring up some sensitive stuff about their student’s back history, that they wouldn’t have been able to bring up at a group session.

MF- Maybe a hybrid session would work- start as a group and then meet one-on-one.

KM- I have the same feedback/experience with parents that give information re students.

AH- A lot of parents in Aquatic Biology have real questions re: what jobs are available to the students after graduation.

STRATEGIC UPDATES

FH- The process continues- the last two Executive Leadership Team (ELT) meetings we have reviewed all of the items for the last 18 months. I wasn’t there for the last two meetings, but I’m told they reviewed everything.

TP- It’s very fruitful discussion, the idea was to have a little more clarity about who was responsible for what and timetable, and we took two meetings and made it through all of them.

FH- The project charter is kind of the tool for the implantation piece of the key activities. One for each key activity.

EMERITI POLICY

FH- You submitted some feedback on that, and we haven’t had a chance to discuss that yet, so I don’t have a lot to say about it.

DW- There is some confusion amongst chairs because they’re getting some requests from deans that mirror the policy that isn’t adopted yet.

FH- Yes, Jackie sent out an email asking for names, and we are following the policy as if it has been adopted; we had to have something to follow.

ER- As a chair, you're wanting departmental input, a chair input? To be frank, I don't want to waste a lot of time writing letters, because lots of PDPs they've submitted over a 30-year career and there's not much more than I can write in a letter.

FH- You either recommend, or you don't recommend.

ER- I can just write one sentence?

FH- We are in a murky phase right now. I'll take whatever you send me.

Master Academic Plan (MAP)

TP- The MAP, we have had terrific work from about 20 people- a combination of faculty, administrators, and staff. Somehow we wound up with five priorities and I don't know where we got that idea, but that's how many we have. We broke into subgroups and they've developed a draft plan for their area and we are meeting Monday as a full group to look over the draft and consider some changes or revisions. Then we will have a Town Hall, open to anybody in the university community to attend, and Diane has not had it scheduled yet, but I suspect it will be the following week. Diane will work her magic and something will happen and the goal is to have a finished plan before commencement, before people start to go away- the target is April 15th, might be 18th or something.

DW- Besides the Town Hall, will there be any digital opportunity to provide feedback?

TP- Yes, I hadn't thought about that, thank you, we can do that.

CEESSE DEPT PROPOSAL

TP- I had read Jeff Ueland's email, and if I am interpreting it the same way, it seems that the dept. is moving away from a request to form a school designation; what Jeff sent was to change the name to the Center for Sustainability Studies, and if I interpret that correctly, the current name is Center, so they are actually suggesting changing the name from current to Center for Sustainability Studies, so the school issue is no longer before us, but I wanted to put on the agenda because it's a carry over, I know you talked about it some last time, I want to know your feelings about one group claiming sustainability and if that bothers you at all, and if you feel like that should more like an institutional word, I am not coming with any sort of suggestion, I just want your input and feedback as to whether you are comfortable with sustainability studies being in this dept's name.

DW- I can bring this to senate on Monday.

TP - Thank you, that would be helpful.

AH- At the last senate meeting there was some concern.

KM- Yes, there was.

AH- The current name they have is pretty painful.

KM- I don't think anyone at senate had a problem with the word "of".. I'll have to check on the "for"...

DW- I did inquire with the other six FA presidents about how to create the "School" and no-one knew.

FH- Neither did we; there really aren't any in Minnesota.

TP- Since the dept. is no longer asking for that, we will leave it.

FH- We don't have a "centre's policy" either, we can grandfather that in.

KM- Mike Murray said there's a word on the books, that if you use another word for "department" it suffices.

DW- The problem is that departments are discussed in the contract.

RW- I've always taken it that if you use program, or centre, or school it's interchangeable.

DP- (reads from contract about how to name a space).

RW- That's where I found the policy about how to name a space if you donate money.

DEAN SEARCH UPDATE

TP- Both searches are active, at the finalist level, they have both brought the first of three candidates. I know some of you were able to be at open forums and I don't remember the exact dates. The last candidates will be in I think 4th or 5th of April, very soon. Please do try to get to those if you can, and share whatever input you have.

80/20 PROGRAM UPDATE

TP- As you may or may not know, the 80/20 programs have an end date, they stay 80/20 programs for three years, most program have reached that point and are phasing out, there are a couple left, and I don't know if Randy...

RW- Marketing Communication has one more year, Biology we decided to leave as an 80/20 for one more year as they're still making progress.

TP- One of the things I've been working on is the general sense that 80/20 despite some really noble intentions, isn't sustainable in its current forms and so I'm working on a draft replacement, and when we are confident that it's at least worthy of sharing with you, will bring to M&C.

ER- So I guess from Biology, it has an 80/20, with Andy Arsham, at North Hennepin. AH and I, and others, have been talking about the fact that Andy Arsham has met with you and has a lot of good stats showing the growth of the program and one more year of fixed term; after that we hope to convert to tenure track, but this particular program and how it was presented to us in Biology, was that any profits from this program would get funnelled back into Biology, or would get funnelled back into whatever program the faculty was in. If that isn't gong happen, why would anyone want to start an 80/20 model?

TP- I wasn't here so I can't speak to that part, but as I read the current 80/20, I read it after three years the program converts to a program like any other, or if it's not viable it goes away, so at least in terms of the document itself we don't see anything contrary to it.

ER- You have 11 faculty members in Biology who will tell you it was presented to us differently.

AH- We were told that it would return the profits to us. We knew going in that it wasn't going to generate immediately, but once it would generate income for itself, a portion of the profit would come back to us, just switching it up for a program where all of the money goes back to BSU there's no point in a dept. to start up that program. The money is supposed to come back to us for as long as the program operates.

TP- I have the disadvantage of not having been there.

FH- If the first three years were in losses, should there be a recovery period?

AH- Sure, everything's negotiable, it's like a loan. This came up about a year ago when the past provost was here and we found documentation that it was the case.

TP- That would be great to find that again.

AH- That was not the policy as it was presented, and to take that away from us, we probably wouldn't have done it. Andy Arsham is a great person and I'd hate to do that to him.

ER- He has been fabulous down there, and we want him to stay and we don't want to put him in that position. Why would we have done that if we weren't going to receive any profits from the program?

RW- You might gain a faculty member this way.

ER- We wouldn't have needed one.

TP- I understand your perspective but I don't know if I agree that there's no benefit to the department, if things keep tracking the way they are, I would expect there to be a conversion of this position to probationary, and there's enrolment, and I guess potential for other avenues for other revenue.

ER- We will try to find the original document that talks about the profits coming back to the program.

AH- This was a huge carrot for us to set this up, and if we had known that this decision is going on, that discussion would have been much longer in our dept. and ...

TP- Thus far, the program hasn't made any money, and so at this moment it's at least in the short term a moot point as no money has been made, but we could eliminate the program, but I hate to do that because it's going well, or at least it seems to be moving towards being profitable.

DW- Is there at least in the short term, a meeting between the administration and the dept. - there is documentation in the master academic plan.

TP- I will read closely the old plan and see if I can get a better handle on it

DW- Anything else about 80/20?

TP- I don't think so, unless there are more questions and comments.

AH- Please set up some meetings with us in Biology so we can discuss this some more.

CAMPUS CLIMATE SURVEY

DP Two documents- One document provides history of what's been done previously, what Megan is proposing comes out of the diversity etc. that we routinely collect from students and employees on an every other year basis, and this is the year we collect and she wanted you to know that we still intend to do this, and faculty have specifically have asked to be notified when information will be collected from them. And she wanted you to know the timeline it will be collected- In March it's presented in M&C, and in April will go out in Qualtrics. She also knows that folks are concerned about anonymity, and you can turn that off in Qualtrics. We are asking people to answer demographic questions, and people should pay attention to their own levels of comfort in answering

this, and we will only be reporting on an aggregate basis, and we would never identify people in this. The other document contains the kinds of questions, or actually are the questions themselves, that will be asked and some are carry overs from the previous survey so that we can track from the previous survey and there are some additional questions, I think for instance there are some different demographics questions than asked in the past, they were very limited. Certainly Megan is open to feedback, and this is presented today in hopes for you to share with senators and get back to us as soon as possible.

LH-Can you please email me the soft copies so that I can attach to agenda items?

DP - Yes, I can do that.

IFO MOA UPDATE

DW- Can anyone speak to that as Megan isn't here; the date has passed?

FH- This is for the retirements? I think we received one.

DW- Was the dept. notified? Once the date has passed, it's not private and so the dept. can be notified and plan.

FH- I know I haven't responded yet, I just received it on Monday.

HOLIDAY CALENDAR

Dw- We don't know what that is

RW- It's an attachment. IFO holidays are in the contract.

DW- Is it just informational?

MF- Some other units have to decide when they're going to take holidays, or they can trade, around Christmas or President's Day.

RW- The IFO doesn't have that option.

DW- We support holidays.

FH- We will continue to have holidays then.

OTHER

FH- Did I talk to this group about the 365 survey? We have 30 respondents. Derek is the representative for the IFO, if you have feedback for that let him know. That should be happening next week and I look forward to the feedback so I can continue to improve.

TP- I was supposed to share this for the Dean's Update and I didn't. I forgot I have an update on the restructuring of the colleges, the three deans and their administrative associates will be located in the third floor of Sattgast in the suite where Vivian Delgado's office currently is, and that suite will take over the conference room at the end of the suite that will no longer be a conference room. My goal, if you remember from the restructuring, one of the goals is to increase collaborations between the colleges, and them being in a suite should facilitate that collaboration, so if one person in a college needs help they can just go down the hall. Colleen Greer's current office will become a conference room on the second floor, the lounge that is next door to that will stay put and we don't know what exactly what is going to happen with that suite, except Michelle and Bev won't move until the renovation of that space starts, which if all goes well with the Hagg Sauer project would be

late fall, so Travis said they would move then; there are a couple of ideas. If Vivian Delgado will be moving next week because we are going to start the renovation of that space very soon and it's not a safe place with dust or noise or whatever. She's going to move where student services used to be - you can actually get there from Dean Greer's suite, and she'll stay there until the faculty member occupying her office moves and then she will move back. The plan is to try to as close as possible - Travis hopes to finish the renovation of the Deans' suite by July 1st so the new deans can simply move into their space vs a temp space and then move again.

ER- When you said it's not clear where Michelle and Bev will move, will it be in Sattgast?

TP- They will stay in Sattgast, we just don't know where. We just aren't there yet. The administrators' associates and Dean Barta have been part of the move to that suite. Yes, they will stay in Sattgast.

KM- Any reason why Sattgast was chosen? Over the years that building has given up a lot of space to accommodate deans who want to have a view of the lake. For example where Dean Barta's office is now, used to be a classroom. When the HS project goes through it might not be a bad idea to have the extra classrooms.

TP- I appreciate that history, I didn't know that, two of the three deans are in Sattgast now, and they're not moving into classroom space.

KM- It's former lab space. Where the conference room used to be now was a physics lab.

TP- I guess the answer is no, I hadn't really thought about that, I hear you about the classroom space. It's really a matter of...

KM- It's been a concern of some of the faculty having to walk across campus to teach.

TP- We are working off the HS project blueprints and where we could, we create a deans' suite and the plan was to have the .. The HS plans have one dean there, so what we did was think about putting them in one spot.

KM- Any ideas about what's going to happen to Jim's current office?

TP- It would be a classroom space according to that plan.

RW- There is a map lab for geography.

TP- Is that not a classroom? A cartography lab? Geography has been working to go downstairs. There is some recognition they might want that downstairs too, I didn't know exactly. My understanding that Karen can answer this better than I, with bonding we can make some changes, but we can't ignore what we submitted, so for the most part it has to be what we told the legislature what we are doing, but we can make some changes.

FACILITIES

KS- The other day we had Bemidji Day at the capitol and the feeling at the capitol is that there's going to be a bonding bill- they're very optimistic and we are Number 1 on the Minnesota ask, and through the sessions there are always questions, from senators or a representative, but they can ask the system office for "what ifs?", and yesterday we received a "what if?" on the Hagg Sauer and it was "how much would it cost if we did all the remodeling and did the demo and waited to do the new building and so split it half and half?", and because they asked we must provide, and so we did and I restated to the system office that is not the way we would ask for it, and we want it all in one

and that we are “shovel ready”, and some final updates, but we are ready to go and we are waiting for those dollars and ready to go, so that we are hoping that if something happened in May we would be ready to go in December. So we are just going to have to wait and see, but that was a request that came in.

FH- I was down there March 6th for the System’s presentation to the house and senate education committees when they were presenting the proposal that the system has, and we were recognised in both of those meetings at top of the list. Rep. Bliss put together a bill for the HS bill and I was asked to testify at the house committee the following day, but it certainly seemed very positive with any interactions I had there. I have had some community members come to me and say they would help get this funded, I wasn’t happy to hear that they wanted to split in part.

KM- the two part is really concerning, that’s how this whole thing started, they wanted to do the demolition and nothing else.

KS- Just the pre-construction is 15 million and we still need architect piece, commissioning, owner’s rep, so to rebuild is not much honestly, it’s only about 3.5 or 3.8 million, so if they’re going to do in two phases, they should just throw the other 4 million, vs waiting another two years and we’d be asking for 6.

DW- Thinking about the disruption with the classrooms...

FH- Oh yes, it would be nuts.

KS- It’s not the way we want to do it.

BUDGET

KS- As you know we have the 10 million ask, and the 21 million in, and the governor put a different number in. The good news is undergrad tuition is frozen for FY2019, athletic fee etc. is frozen, student activity will go up 2%, student union will- cost of the rooms and board will go up 3%, except Linden will go up by 2.5%. That’s about what we know right now, I’m hoping to have more information to you some time next week, or maybe in between, we are expected to turn in our budget reports by April 18th. I sent in a new request for tuition differential for chemistry but that is down there and don’t know if it will be approved.

DW- Open forums- are you anticipating enough knowledge in that to present?

KS- I was hoping to just bring it to M&C.

DW- Do you anticipate a tax from the system office for the Office 365 now that we have gone forward?

KS- We will always be assessed a fee for system 365 that for FY19 we know it’s going to be 24k based on 750K of expenditures that they’re saying they tried to boost up to 800k ish, and campus pushed back so they stuck with the 750k.

DW- The IFO is on the same page as our campus, that we are trying to push back on these fees that seem to keep growing.

KS- I feel the same way.

KM- Are state legislators aware this is going on?

DW- They are when Steve and I meet with them

KS- I think it's always put to them as this is what we are asking for and this is what you're contributing, but I don't know if they make that correlation.

FH- I don't think they do.

KM- They shrunk that system office and now they're trying to get that money with these fees.

KS- The legislators aren't fans of the new system office. Who can take 300 staff on their campus?

RW- Probably St. Cloud could take them.

KS- But it's not next to the capitol and they need to be next to the capitol.

Adjourn 5:10pm