



St. Cloud State University Faculty Association  
North Office Center – 2<sup>nd</sup> Floor  
720 Fourth Avenue South  
St. Cloud, Minnesota 56301-4498  
Office: (320) 308-3979  
Fax: (320) 308-3918  
Email: facassoc@stcloudstate.edu

## FACULTY SENATE MINUTES

March 23, 2004

Attendance: (Those present indicated by an underline)

**Officers:** Fisher, Larkin, Schoenberger, Williams, Buske

**IFO Board:** Kilborn, Johnson, Hill, **Negotiator:** Langen

**BUSINESS:** (Unit Representative) SubbaNarasimha, (ACCT) vacant, (BCIS) Herath, Song, (FIRE) Hudson, (MGMT) Roth, vacant, (MKGB) Gulati, Johnson

**EDUCATION:** (Unit Representative) Hornstein, (CFS) Hasslen, (LDR) Schulze, Kayona, (CEEP) Downing, Peterson, (HRESS) Zezoney, Martin, (HURL) Tripp, (SPED) Salk, vacant, (TDEV) Subrahmanyam, vacant,

**FINE ARTS & HUMANITIES:** (Unit Representative) Condon (ENGL), (ART) Weston, (CDSI) Whites, (ENGL) Dorn, Inkster, Robinson, Foster, (FORL), Langen, Cheeseman, (COMM) Rodriguez, vacant (MUSIC) Fuller, Springer, (PHIL) Zheng, (CMST) Wells, Wildeson, Ringer, (THFD) Hyde

**SCIENCE & ENGINEERING:** (Unit Representative) Akubue, (AVIA) Anderson, (BIOL) Julius, Gazal, Schoenfuss, (CHEM) Sadraj, Sreerama, (CSCI) Hu, (EAS) Hansen, (EE) Petzold, (ETS) vacant, (ME) Bekkala, (MATH) Branson, Theisen, Chen, (NURS) Herm, (PHYS) Nook, (STAT) Lawal, Gammell

**SOCIAL SCIENCES:** (Unit Representative) Ore, (CMTY) Karasik, (CJUS) Gilbertson, Andzenge, (ECON) Banaian, Kang, (ES) Lacourt (GEOG) Wong, (HIST) Glade, (POL) Bodelson, (PSYC) DeVoe, (SW) Chesborough, (SAN) Gold, Lavenda, (WS) Berila

**SPECIAL SERVICES:** (Unit Representative) C. Inkster, (COUN) Gasparino, (LR&TS) vacant, Motin, Hergert, (MEN'S ATHL) vacant, (WOMEN'S ATHL) Odette, (OAA) vacant

Call to order at 3:25 PM.

1. Minutes:

- a. Faculty Senate Minutes of 3/2 (attachment 2a) – *on table*

**Motion to approve Faculty Senate Minutes of 3/2 (Whites/Kilborn).**  
Passed

- b. Executive Committee Minutes of 3/9 (attachment 2b) – *on table*

**Motion to approve the actions taken in the Executive Committee Minutes of 3/9 (Kilborn/Hergert).** Passed

Revision should be made on Page 2, under University Council by inserting the word "rate" after "graduation" to read "Our four-year graduation *rate* is the lowest of any state university."

- c. UCC Minutes of 2/19 (attachment 2c)

**Motion to approve the actions taken in the UCC minutes of 2/19**  
(Karasik/Larkin). Passed

- d. TPR Committee Minutes of 2/18 (attachment 2d)

**Motion to approve the actions taken in the TPR Minutes of 2/18**  
(Subba/Dorn). Passed

Kang indicated a revision should be made under "Wireless Committee" for "from FA" to be deleted.

- e. GEC Minutes of 3/10 (attachment 2e)

**Motion to approve the actions taken in the GEC Minutes of 3/10**  
(Dorn/Karasik). Passed

- f. Research Grants Committee Minutes of 3/5 (attachment 2f)

**Motion to approve the actions taken in the Research Grants Committee minutes of 3/5** (Schoenfuss/Gasparino). Passed

The agenda was moved to 8.h.

8. h. AFSCME/IFO (M. Juetten, **Time Definite: 3:30pm**)

There has been discussion on PELRA, the faculty contract, and the subject of supervisory roles. Legally, faculty cannot hold the position of a supervisor; however, they may certainly give recommendations to supervisors based on the work they're overseeing and participate in performance evaluations. They may also sign time sheets. Faculty cross the line under the IFO contract when they discipline, reprimand, or threaten to do so. A question was asked concerning work with outside contracts. If you are overseeing someone's work through a grant, are you then that person's supervisor? The answer was: probably not – unless you've been reassigned as an administrator. Maintaining a good relationship is what we're trying to achieve. This information should be shared with departments.

3. Treasurer's Report

There was no report made; however, Treasurer Buske stated "money is good." A full report will be made in two weeks.

4. Consent Agenda

**Motion to approve the consent agenda** (Hasslen/Kilborn). Passed

- a. DGS Advisory Committee Minutes of 2/27 – to be filed (attachment 4a)
  - b. Strategic Planning Committee (SPC) Minutes of 1/23, 2/13, and 2/27 – to be filed (attachment 4b)
  - c. Approve a sanctioned meeting between Office of Sponsored Programs and Professional Development Committee regarding pending faculty application for short-term faculty improvement grants – round 2.
  - d. Meet and Confer notes of 2/5/04 – e-mailed to faculty and accepted in M&C
5. Call for additional agenda items
- 6.h. FA Grievance – Voting eligibility
  - 8.i. Class schedule (common open time)

6. Announcements

a. C.A.R.E. Initiative

The recommendation from the Committee on Diversity Education was the implementation of the C.A.R.E. Initiative. FA President Fisher attended a three-day training session last week. There were 30 people who attended the training including people from the community as well as the university. The first (SCSU) CARE meeting was held on Monday; therefore, this movement is going forward.

b. Mankato's John Roberts Arbitration

We lost the arbitration. The main reason for losing was because the arbitrator found that the administration directed the faculty member to stop a certain action, and he did not stop; so the arbitrator ruled the administration terminated the faculty member for just cause. The message is if you're told to stop doing something, you must stop. After that, you can file a grievance.

c. University Council – 3/8

FA President Fisher reported on this meeting in the Executive Committee minutes, under item 4.e. The Budget Committee is looking at the recommendations made from the internal audit and is working with the administration to incorporate these into the infrastructure.

d. Internal Audit (2002) and University Budget

(See above.)

~~e. Update from Meet & Confer~~

f. Strategic Planning Forums – KPI's (Kilborn)

There will be a series of four forums. Key Performance Indicators (KPI's) are the measurements to see how well we're doing, and these will be presented in the forums in order to get feedback from the campus community. These forums are open to everyone including students. On the Strategic Planning website are comment forms, and they will be followed up with a survey. It is important we understand and support the KPI's. The revised KPI's will be brought back to Senate to act on. Please ask your department to begin looking at the KPI's -- you may download them on [www.stcloudstate.edu/strategicplanning](http://www.stcloudstate.edu/strategicplanning). KPI's were mentioned in the internal audit from 2001. This is an important step, and departments should be at the forums, or at least a representative from each department, because all departments will be impacted.

Senate thanked the Strategic Planning Committee for their work.

g. DA Resolution – Elimination of IFO Lobbyist

**Motion that the SCSU Faculty Association Senate instruct our Delegate Assembly members to oppose the motion of the elimination of an IFO lobbyist -- to vote against it on the floor (Johnson/Hornstein). Passed**

h. FA Grievance – Voting eligibility

There is a question about whether faculty on leave have voting rights in a department. We have received two interpretations, both based on the contract, but in conflict.

**Motion to file an FA grievance on this topic (Bodelson/Roth). Passed**

7. Unfinished Business

a. Admissions and Retention Committee Minutes of 12/10 and 12/19 (minutes attached from Faculty Senate on 2/3/03)

This committee gave us a set of recommendations in response to the letter from the student government president regarding issues on advising. There is a motion from Senate to bring this topic back to the departments and discuss the recommendations in Senate.

**Motion to invite Dr. Saffari to Senate in order for us to discuss these recommendations (Sadrai/Bodelson). Motion failed.**

**Motion to invite Steve Klepetar and the members of the committee to Senate (Larkin/Glade). Passed**

b. Overload Guidelines – Admin (attachment 8h from Senate on 11/4/03)

**Motion to take this to the IFO; and if it's a violation of the contract, then we need to make a grievance (Foster/Tripp). Passed**

- c. Proposed Policy for On-Line Courses (from Meet & Confer, attachment 8o from Senate on 1/20/04)

This issue is with the UCC, and we will give them a little more time to work on it.

- d. Student Credit Hour Generation Report (from Meet & Confer, attachment 8q from Senate on 1/20/04)

**Motion that the faculty Meet and Confer team bring forth the issues that have come about regarding this report to Meet and Confer (Whites/Tripp). Passed**

Motion to move the agenda to 8.g. (Motin/Nook). Passed

8. g. Peer Review Committee Elections

Election results were as follows:

***Peer Review Committee:***

COB: Roger Lewis

COFA&H: Frankie Condon

Special Services: Susan Motin

COSS: Linda Havir

***GE Assessment Director Search Committee:***

COSS: Joseph Melcher, Psychology

***Dean of Undergrad Studies Search Committee:***

COSS: Betsy Glade, History

Motion to move the agenda to 8.d. (Hornstein/Motin). Passed

- d. Summer Contracts (from EC 2/24/04)

**Motion that we take this issue of summer contracts to Meet and Confer for clarification on policy (Hornstein/Foster). Passed**

Motion to move the agenda to 8.b. (Hergert/Inkster). Passed.

- b. Faculty Center for Teaching Excellence

Motion that Faculty Senate recommends that the Provost open the search for the next director of the Faculty Center for Teaching Excellence for at least a one-year term for the following reasons:

The Faculty Center was created from a faculty initiative to address faculty needs and concerns.

The proposed Center for Excellence in Teaching that was mentioned in the restructuring recommendations was not intended as a replacement for the FCTE, rather as a collaborative complementary entity.

The Faculty Senate's endorsement of the restructuring recommendations did not include support for eliminating the Faculty Center for Teaching Excellence, nor did the suggestion that the administration consider the proposed Center for Excellence in Teaching and Learning constitute unconditional support for its unilateral creation by the administration.

The Provost's decision to replace the FCTE with a new center is counter to the history and goals of the FCTE and the spirit of the Senate's restructuring recommendations.

Any implementation of a Center for Excellence in Teaching and Learning should be after considerable planning and after securing collaborative agreements from all affected groups.

The proposed Dean of Undergraduate Studies would be the supervisor of a director of the new Center for Excellence in Teaching and Learning. In fairness to prospective directors and to dean candidates, the planning, design, and establishment of the dean's position and scope of work should precede any hiring of a director for the new Center.

Until the Office of the Dean of Undergraduate Studies is in operation and while a Center for Excellence in Teaching and Learning is being designed and planned, the existing Faculty Center for Teaching Excellence can begin an evolutionary process to address stated goals of the proposed Center.

In the absence of both centers, the faculty will be denied access to valuable resources and opportunities.

**Motion to postpone definitely until next Senate meeting (Foster/Ore).**  
Passed

9. Adjournment at 5:20 PM.