Minutes
College of Design Faculty Assembly
Friday, February 13, 2009

Present:

**St. Paul:** Bill Angell, James Boyd Brent, Marilyn Bruin, Missy Bye, Jeff Crump, Marilyn DeLong, Lucy Dunne, Sherri Gahring, Denise Guerin, Tasoulla Hadjiyanni, Pat Hemmis, Brad Hokanson, Daniel Jasper, Kim Johnson, Hye-Young Kim, Caren Martin, Barbara Martinson, Steven McCarthy, Kate Solomonson, Carol Waldron, Juanjuan Wu, Becky Yust, Ann Ziebarth, Stephanie Zollinger

**Minneapolis:** Dean Abbott, Lee Anderson, Ritu Bhatt, Blaine Brownell, Arthur Chen, John Comazzi, Bill Conway, Gunter Dittmar, Jim Dozier, Tom Fisher, Rachel Iannacone, Benjamin Ibarra-Sevilla, Kristine Miller, Nancy Miller, Andrzej Piotrowski, Julia Robinson, Sharon Roe, Ozayr Saloojee, Ignacio San Martin, Marc Swackhamer, Bob Sykes, Leslie Van Duzer, Steven Weeks

I. Call to Order: Meeting was called to order at 10:05 by Julia Robinson, Chair

II. Minute Approval: Motion by Van Duzer, second by McCarthy to approve meeting minutes from October 31, 2008 and December 11, 2008. Motion passed, 37 yes, 3 abstentions.

III. Report from Senators: Lee Anderson and Ann Ziebarth reported that President Bruininks presented budget related information at a recent meeting.

IV. Committee Reports:

- Promotion & Tenure. Leslie Van Duzer reported that the P&T committee is examining process for dossiers because candidates for promotion need to understand requirements. The committee is also evaluating the use of committee members outside the college.

- Curriculum. Bob Sykes reintroduced a proposal that had been tabled at the December 11 meeting, allowing the curriculum committee certain authority to deal with minutia – items that would not warrant faculty assembly attention. Motion by Bob Sykes, second by Kristine Miller. Motion passed, 36 yes, 3 abstain.

- Faculty Leave. Kim Johnson reported that the committee hasn’t met yet; materials have been distributed to committee members

- Centers Policy & Advisory. Bill Conway reported that the committee has met once, and will meet again to get acquainted with policies

- Faculty Consultative. Denise Guerin reported that the committee met once with no quorum. They meet again in February. All faculty are asked to forward issues and concerns to committee members.

- Adjunct faculty. Julia Robinson read a written report submitted by Joe Favour: *We met last week Thursday, February 5, 2009. During this meeting we met with Jan Batt and discussed adjunct classifications, titles and basis of pay. Many of*
the committee members are interesting in consistency in adjunct faculty compensations, performance reviews and job titles/ descriptions and a large part of this meeting was taken up by this discussion. We all enjoy teaching in the College of Design and discussed ways in which we could continue to contribute to teaching, research or outreach. As a result of this discussion it was suggested that the Adjunct Faculty Committee and its members could act as conduit of information to the larger College community, reporting on adjunct faculty teaching, practice, and research accomplishments. Similarly, it was thought that we could be a resource for the adjunct faculty at large to answer questions about teaching resources, administrative procedures, new adjunct orientation, etc. We ended our meeting with a report from our representatives to the Curriculum and Consultative Committees.

V. College Workload Policy: Topic was introduced. Faculty Consultative Committee will lead this effort. Rationale for this is the economic climate and increased accountability. Comments & Issues:
- FCC should find ways to better count research productivity, outreach productivity, administrative load and contributions to the college.
- Importance of understanding requirements of different units and/or developing a college-wide strategy.
- Senate Consultative Committee is looking at metrics – tied to strategic positioning committee.
- Most data is only teaching.
- Funders (legislature) pay attention. Need to look at ways to collect quality and significance of work on society.
- Pay attention to culture of workload – extension, service. CHE policy was revised in an effort to get people on the same page and see common values.
- Need to value all work.

VI. Compact & Budget: Tom Fisher briefly discussed and referenced the Breeze presentation distributed on February 11. Call for ideas for new revenue generated ideas and discussion:
- Non-T/TT faculty applying for research
- Building/scheduling classes at times to allow non-traditional students
- Certificate programs
- Run University 12 mos per year
- Increase large lecture classes – space is an issue
- Summer teaching of new students
- Design our way out of the problem – use iterative design process, prototype ideas
- Online courses could be sold anywhere
- Funded research for state projects need ICR higher than 10%
- Diversify offerings
- May be opportunity to access new sales tax revenue (Arts) at the State
- Ideas need to be specific, pointed, well defined, short term, and contribute to the mission.
We need to be a giant among giants – strategically invest in areas.

Pay attention to marketing

Look at summer exploratory programs – eg., outreach to K-12 teachers

Look at ways to increase capacity. If the University only admits 5,000 out of a 35,000 pool, there is a customer pool waiting

Don’t cut back on administrative summer appointments. Need capacity to respond quickly to emerging issues

There are ways to cut short term – the fear is that these will be the long term norm

We need to be transparent about what we do and don’t do

Look outside boundaries – Target example of offering pro bono work

Look at alternative models for fabrication labs as a revenue source

Market MS courses to practitioners; push courses to evening for accessibility

Expand existing certificate programs

There are overlapping issues of budget and compact. All faculty are asked to forward ideas. The following volunteered to serve on a task force charged with investigating revenue sources for the college: Leslie Van Duzer, Brad Hokanson, Steven McCarthy, Bob Sykes, Sharon Roe, Kathy Witherow (ex officio), Tom Fisher (ex officio).

VII. Pulse Survey: The Pulse Survey is administered every other year by Central HR. The 2008 results are posted on the CDes website. The survey is meant to generate internal discussion. Tom Fisher highlighted areas on the survey where CDes faculty were at or near the bottom of the survey. After discussion, it was agreed that Julia Robinson and Steven McCarthy (chair and vice chair) would work with the deans to develop a process to address issues. Comments:

- Can’t ignore that we are still a new college
- How can we improve perceptions?
- Misconduct slide is disturbing.
- There are different kinds of misconduct, both legal and respect issues.
- We need a collegial means to address issues
- Focus on 2-3 issues that are out of the norm

VIII. Amendments to Constitution and Bylaws: A proposal from Landscape Architecture with a number of amendments to the constitution and bylaws is tabled until a future meeting.

IX. New Business: The recent announcement of the Graduate School closure generated discussion. Comments/Issues:

- There is concern about the way it was done. There is accumulated knowledge, wisdom from the graduate school that will be lost (54 people with expertise).
- Need representation on the transition team
- We need to design a process within the college to handle the administrative functions that are required
- Concern about how fast this is moving and how this was done. This is adding another level of stress into the college in a tough climate
• Many unanswered questions as to how this will impact faculty governance. There are only vague references
• This is an attempt to take away our voice in graduate education governance
• Will we get the money we pay in support of the graduate school via the cost pool?
• How will block grants be handled?
• Programs receiving $10K or less will likely not see block funds in the future.
• Professional programs will likely not see block funds in the future.
• There is general support across the institution for the decision, but not the process
• This could be a great opportunity for the college if the funding stays within the college.
• Colleges will get control, but we will also need to pay the costs of additional administration
• We need to pay attention to graduate requirement processes
• Internal action is needed – processes are needed. We need to start with the DGSs and former DGSs.
• Senators will take these issues to the next meeting

X. Adjournment. Meeting adjourned at 12:00 noon.