

Chair's Council – Special Meeting
10 November 2008
10am – 12pm - Mecosta Room

Agenda

Discussion with Dale Feinauer – consultant, facilitator and faculty member of the University of Wisconsin Oshkosh

I. Open Discussion on Making the “Guidelines for an Improved Faculty-Administration Relationship” Work

As a group how do we make this real – how do we make it work

Book, “Choosing Civility” presented to Prof. Feinauer

Q & A: Regarding Process

Q: Were all college meetings similar – one sided?

A: All were slightly different with main point stress that this is a 2 way street process.

Guidelines sent to all faculty were for ALL

Q: Institutional cultural development – each college has a diverse culture

A: Pres. responds – we must work collaboratively. Burcham feels sincerity to make the process work is there.

Q: Why were no FFA union reps present at today's meeting

A: By design they were not invited but can be to future meetings

Q: Dale asked what sort of reaction “buzz” went around after initial college meetings

A: Karen S. Seemed quiet actually

No sense of collegiality

Respect chain of command – follow through

Q: D. Cox – when legal issues come up sometimes the first we hear about it is contact by the legal office. Is there a process to know what is up before it reaches that point

A: Miles Postema was not asked to attend to speak to legal issues but he can be invited to future meeting. He could best address this.

Delegation – push the questions down to the correct level and do not let the “Chain of Command” be circumvented.

How do we address false facts, inaccurate aspersions?
It seems issues go up but decisions made do not make their way down.

Dale – Next Step – where do we go from here. A summation of all previous college meetings will be forthcoming. Email will be sent to all faculty and academic administration members with attachment of findings.

Each college will approach differently
Dec. 3 – 4 will be next meetings – university wide townhalls
Start on contract phase
Dept. Heads – prof development opportunities
Use C.C. to discuss issues more effectively

Faculty are circumventing chain of command
Example by COB: decision to post faculty CVs

Learn to diffuse
Example: Mike Cooper – COB – will act as informal mediator and take time to step back from each decision making process and reassess each situation as to impact

Dale – Would it be helpful to discuss things that do work? Yes – head nods

FFA agrees to “praise publicly – criticize quietly”
FFA newsletter is sometimes openly critical – how does this fit with guidelines all signed. FFA newsletters are available on FFA website

When issues are taking to the top can anything be publicized to share outcomes (Issue, Facts, Answers). There may be too many legal issues regarding the answer phase but issues, facts and the knowledge it has been resolved perhaps can be shared.

Contract maintenance issues – publicize
Dec. 3-4 open meeting – recap – new thoughts?

Suggest 50 min meetings on MWF or 75 min meetings on TR in effort to get more faculty participation

Invite FFA to future C.C. meetings? Ask for ?? in advance

Next Steps – department meetings with agenda
FFA seems to have no next steps – document ? none on file

Pres. commented that FCTL used to offer a dept head series of seminars – can do so again – mediation guide?

Contract – FFA union riles up members in preparation for contract negotiations – creates angst

Admin hires negotiator but ultimately contract settled pretty much according to pre-negotiation thoughts.

Dale – try something different – both sides set guns aside and work together on contract early in process and possibly decide on agreement months before contract expires. BOT committed to settle by spring. Optometry suggested joint questionnaire to faculty on which issues are most important. Decertification can happen but is an ugly process, leaves scars.

Dale – Q: How do we communicate the good things?

A: Suggestions:

Common gathering place – as RAN is remodeled consider space for FFA / admin
SRC – entitlement

Get the good news out – share ??

Use C.C.

FYI – good things (wish it were still in paper format)

Contract issues – comments made that administrators at table have no decision making power
BOT – statement – goal is to make it work

II. Items from the Floor/Announcements

- Reinhold mentioned the federal law requirement to provide ISBNs to students will become effective in 2010
- Next Meeting - Tuesday, November 4, 2008 in Mecosta Room
- E-mail suggested discussions/topics to Reinhold prior to meeting.