NORTHLAND
COMMUNITY & TECHNICAL COLLEGE

MMC Advisory Council Meeting Minutes
Monday, November 15, 2010; 10 a.m.
TRF Room 662; EGF Room 301

M I N U T E S

Members Present: Charles Gray, Dustin Buse, Jennifer Killmer, Mark Johnson, Kristi Lane, Chad Sperling, Anne Temte, Becky Lindseth, Jason Pangiarella, Nic Thompson
Absent: Kent Hanson, Norma Smith, Nicole Hagen (on maternity leave)

Topic	Responsible Party	Discussion/Outcome
Call to order	Temte	President Temte stated that the topics and questions on the agenda were submitted by and addressed with the AFSCME Advisory Council. It was decided that it would be beneficial to the MMC Advisory Council to receive the same information and be given the opportunity to discuss these issues.
1. Feedback on Academic Restructuring Plans	Temte	President Temte explained the plans for restructuring certain occupational/trades areas. She stated that all the information will be presented to the general public in State of the College events on each campus on November 18th. The events will focus on the positives, in regard to new programs, grant sources, and potential growth in areas. The goal of the plan is to preserve all of the programs. She will also share through her Weekly Update the Letter to the Editor published this week in response to a Grand Forks Herald article regarding relocation of the EGF Automotive Service program to TRF. She addressed questions and comments from council members and explained the rationale for relocating programs and developing college centers of excellence on each campus. She addressed a couple of rumors voiced by council members.
2. BESI info/response to questions	Lindseth, Temte	President Temte and Becky Lindseth responded to the following questions that were discussed with the AFSMCE Advisory Council regarding BESIs: 1) *Will BESIs be offered in upcoming years?* With the necessary cuts needed to balance the FY12 and FY13 budget, it is unknown whether the college can afford to continue to offer BESIs in upcoming years, since BESIs will need to be funded through the general fund. In FY10 & FY11, BESIs have been funded through the stimulus fund budget. Those funds will go away after FY11.

		President Temte suspected the college will provide fewer BESIs in upcoming years, if any. 2) *What is the criteria for selecting certain groups?* There is no specific criterion for selecting the groups to be offered BESIs. The only requirement set by the Legislature is that individuals must be at least 55 years of age and have been employed by the college for a minimum of five years. The groups are identified by administration, in areas where administration believes a reduction in staff or a restructuring of a department would be beneficial to the efficiency of the department, and there are eligible employees within that department. The decision to offer a BESI to an eligible employee is, in some cases, weighed against the cost of an involuntary lay-off (including the full cost of unemployment to an employee) in a particular department. 3) *Will they be offered in the fall or go back to spring next year?* There is no set schedule for offering BESIs. The timing is based on how to best balance the budget. 4) *What is the ending date when they are no longer offered?* This legislation expires June 30, 2014. President Temte stated that this early retirement incentive program has been difficult to administer and has caused mixed emotions among employees. It is not designed to be age discriminatory, yet the age is defined in the legislation. She appreciated the questions and discussion held at this meeting and hoped that the discussion made the process more clear.
3. Budget Reductions-response to questions	Temte, Lindseth	President Temte responded to the following questions that were discussed at the AFSCME Advisory Council meeting regarding future budget reductions: 1) *Have all faculty cuts been made or are more planned for the future?* The contractual deadline to notify unlimited faculty of lay-off was November 1st. Two

		unlimited faculty have received lay-off notification: (1) Construction Electricity (full-time unlimited); (1) Farm Business Management (part-time unlimited); In addition, one probationary faculty member in Construction Electricity has received a termination notice, since he is less senior than the full-time faculty member being laid off in that dept. Other probationary faculty may not be renewed, but the deadline for non-renewal is later this spring. BESIs have been accepted by faculty in TRF Automotive Service, TRF Administrative Support, and EGF Library. 2) *Have all program cuts/changes been made?* No programs will be lost in the restructuring plan. However, the plan will reduce the duplication of programs on the campuses. The relocating and clustering of like programs will result in the sharing of resources, such as faculty, lab space, equipment and supplies, and will ultimately reduce the overall cost of the programs. Vacating spaces on the campuses will result in the ability to mothball areas, reducing facility costs, until such time that those areas are revamped for new or expansion of current programs, student life space, etc. 3) *Will staff cuts be considered next? Timeframe?* President Temte stated that BESIs have been accepted by two staff members who will retire the end of December and one offer is still pending. She stated it is administration's hope that additional staff cuts won't need to be made, but she could not guarantee that. There are so many unknowns in regard to the next biennium budget. The results of the November elections and a new Governor will have a significant impact on budget reductions within the state and the MnSCU system. The state forecast will be released in December, the legislative session will begin in January, and the state should have a more defined budget in February. Northland's funding for FY12 and FY13 may not be fully known until May or later. At this point in time, the best case scenario for Northland would result in a $3 million reduction over the biennium; the worst could be $5 million. With the best-case scenario, the college would have to reduce its expenditures by approximately $1.5 million each year, in addition to increasing tuition rates. One piece of good news is that insurance costs will increase by only .3%, versus the 11% that was previously projected by MnSCU. The college must continue to seek grant sources to help with the overhead of college operations. All bargaining unit contracts are being re-negotiated for the next biennium so the college must budget appropriately for those unknown settlements.

		President Temte stated that, as presidents in the MnSCU system retire or resign, she foresees that more system reorganization will occur among more of the colleges that are in close proximity. Jason Pangariella asked about the impact of the Dashboard information. President Temte stated that in FY13 the MnSCU system will implement a method of holding a percentage of the college's state allocation based on the institution's performance in all the dashboard areas. Mark Johnson suggested the college continue to pursue offerings in various entrepreneurial areas.
4. Next meeting		Monday, December 13, 2010; 2 p.m., TRF Room 662, EGF Room 301
5. Adjourned at 9:50 a.m.		