

MINUTES

MSCF Delegate Assembly
March 28, 2008
Ramada Mall of America, Bloomington

Delegates Present:

Alexandria TC (6)

Bob Defries (B)
Christine Hollerman_Hanlon
Galen Jergenson
Maryln Lehmkuhl
Darrell Staley

Anoka TC (5)

Nancy Gale (B)
Jean Juelich
David Larson
Kevin Lindstrom
Les Peterson

Anoka Ramsey- Camb. (3)

Barb Prince (B)
Donna Falconer
Isabelle Schmidt

Anoka-Ramsey CR (8)

Bruce Homann (B)
Linda Janke
Robbie McDonald
Melissa Mills
Stephan Peter
Lori Wolf

Central Lakes (7)

Gary Carson
Bruce Eastman
Michael Hopps
Sandra Kaplan
Martha Kuehn

Century (16)

Lynda Goerisch (B)
Carolyn Cook
Roberta Cullen
Julie Daniels
Kathy Gates
Cheryl Gfrerer
Julie Gleason
Joyce Gwizdala
Robert Hathaway
Linda Jergenson
Frank Schultz
Mark Smeltzer
Chuck Stuemke
Jon Wendt
Elliot Wilcox

Dakota County TC (6)

Mary Belanger (B)
Bill Eilers
Mark Hickman
Charlotte Kodner
Tim McCluskey

Fond du Lac TCC (4)

Andy Wold (B)
Anna Fellegy
Anita Hanson
Don Jarvinen

Hennepin, Brooklyn Park (6)

Kathy Pederson (B)
Bridget Godfrey
Karen LaPlant
Jerry Mefford
Erin Mrkonich

Hennepin, Eden Prairie (5)

Rik Stirling (B)
Cynthia Gribas
Gretchen Long
Jeff Owens
Bob Yund

Hibbing CC (5)

Jan Carey
Dan Lidholm
Jerry Wozniak

Inver Hills CC (9)

Sara Ford (B)
Heidi Goar
Jim Leslie
Shannon Marting
Deb Olander
Dave P. Page
David Riggs
Connie Stack

Itasca CC (4)

Gordy Savela (B)

Lake Superior (9)

Damon Kapke (B)
Cindy Annable
Jim Drake
Cherie Hamilton
Betsy Ingram-Diver
Tina Johnson
Cliff Koski
Mike O'Mara
Randy Yrjanson

Mesabi Range CTC (5)

Kerry Duncan (B)
Tom Baldwin
Sue Devereux
Craig Giermann

Minneapolis CTC (12)

Shirley Flittie (B)
Hafed Bouassida
Andy Chrastek
Tom Eland
Ginny Heinrich
Jim Kilps
Tina Langseth
Lois Niemi
Jay Pivec
Joe Rine
Joy Wise
Darren Witwer

MN SCTC-Detroit Lakes (3)

Jared Zurn (B)
Teresa Beacom
Eric Wilkens

MN SCTC-Fergus Falls (5)

Kent Quamme (B)
Ron Godzinski
Jay Johnson
Kirk Mann
Anthony Thorstenson

MN SCTC-Moorhead (6)

Tom Dubbels (B)
Heidi Dyrstad
Carrie Ward
Sharon Wiidakas

MN SCTC-Wadena (4)

Steve Johnson (B)
Catherine Galascione
Jeanne Ronneberg
Rory Wgeishofski

MN West CTC North (3)

Duane Krueger (B)
Pam Jensen
Theresa Noyes

MN West CTC South (5)

David Matthews (B)
Nancy Jo Hambleton
Le Lucht
Dan Roos
Kayla Westra

Normandale CC (14)

Cheryl Coulter (B)
Judith Benka
David Berner
Sean Byrd
Bill Keniston
David Lake
Roosevelt Langley
Scott Magnuson-Martinson
Pat McGowan
Doug Pearson
Joanna Piotrowska
Mary Ellen Seth
Tom Sundquist

North Hennepin CC (9)

Andra Crull (B)
Deanna Forsman
Katie Gaitan
Danny Grossnickle
Paul Jentz
Lorrie Oreck
Linda Schiller-Michels
Tina Wade
Jane Wilson

Northland, E. Grand Frks (5)

David Christian (B)
Todd Anvinson
Al Shervold
Tony Sorum
Dennis Wierima

Northland-Thief Rver Flls (6)

Mark Johnson (B)
Mary Dyrud
Norm Halsal
Linda Samuelson

Northwest-Bemidji (3)

Paul Nelson (B)

Pine TC (3)

Jeff Ruth (B)
Chris York

Rainy River CC (3)

Derek Fox (B)
Bob Jornlin

Ridgewater (9)

Kevin Larison (B)
John Benson
Lisa Dusek
Peggy Karsten
Shawn Mueske
Kathy Steffen
Val Swanson
Tom Wiborg
Brian Wilson

Riverland CC (7)

Sheryl Barton (B)
James Jones
Kristin Klamm-Doneen
Gary Peterson
Larry Peterson
Pamm Tranby
Tom Woodhouse

Rochester CTC (11)

Jim Kehoe (B)
Dave Atwood
John Buchl
Lynn Guenette
Lori Halverson-Wente
Jean Marconett
Jessie Martinez
Tom Meyer
John Tacinell
Darlene Voeltz

SE Tech-Red Wing (3)

Marsha Edblom Zich (B)

SE Tech-Winona (4)

Mike Wadewitz (B)

So Central-Faribault (3)

Dave Edwards (B)
Jason De Mars
Ala Garlinska

So Central-Mankato (6)

Norma Malterer (B)
Linda Anderson
Gale Bigbee
Harold Chromy
Joan Klanderud
Sue Steck

St. Cloud TC (7)

Dave Johnson (B)
Rich Antony
Jeff Hallerman
Jim Hixson
Sue Schlicht
Becky Shand
Jessica Town-Gunderson
Terry Wilson

St. Paul TC (8)

Dave Reasoner (B)
Aaron Bommarito
Francois Nguyen
Lisa Schmitz
Warren Sheaffer
Tim Strand
Jolene Sundlie

Vermilion CC (3)

Dave O'Donnell (B)
Shawn Bina
Will Helms

Committee Chairs

Sara Hoffman
Rick Nelson

Officers Present

Greg Mulcahy, President
Susan TenEyck-Stafki, Technical Vice President
Anne-Marie Ryan-Guest, Liberal Arts Vice President
Gregg Wright, Secretary
Joe Juaira, Treasurer

Call to Order

Called to order at 10:00AM

Secretary Gregory Wright called the roll, seated the delegates and declared a quorum has been established.

President Mulcahy appointed Ginny Altman as Parliamentarian.

Adoption of the Order of Business and Schedule with Flexibility: Motion Diver/Kapke. Carried

Approval of Minutes of the March 30, 2007 Delegate Assembly

Minutes Approved as printed. Mann/Oreck. Carried

Annual Reports

President's Reports - Greg Mulcahy

Mulcahy explained that all resolutions submitted as a resolution or new business will be treated the same and will be required to be submitted 30 days before the Delegate Assembly.

Mulcahy addressed the following items:

A. Negotiations

- Mulcahy introduced the bargaining team and the field staff and thanked them for their work on the contract. He announced that the contract was ratified by the members.
- The contract had some changes regarding individual faculty responsibility regarding mutual agreement clauses.
- The climate of negotiations was very difficult. The bargaining team fought repeatedly for multiple steps and an improvement of base salary at the top. It was clear that MnSCU does not value what we do and does not want to make a commitment to the future. This marks not an end to a difficult bargaining period, but the beginning of difficult future for MSCF bargaining.

B. MnSCU

- The 60/120 credit vote [Minnesota Legislature] is an attempt to make college cheaper for students; however, it did not come with a reasonable implementation policy. The AAS degree is in the process of establishing waivers or of being exempted from this.
- PSEO and Concurrent Enrollment: Mulcahy reminded the Assembly that the department affected will determine if a high school faculty is qualified to teach concurrent enrollment. It is inappropriate for an administrator to make that decision and faculty should take action if that occurs.
- Technology: MnSCU put a lot of money into technology and now is trying to account for where the money will be spent.
- Recession: MnSCU has not set a budget yet. They appear to be waiting for the governor's budget and possible un-allocation of funds. The budget may result in higher tuition.

- C. Labor Relations
 - The climate has changed dramatically. We have moved from a cooperative, problem solving environment to an adversarial one.
- D. Campuses
 - There are campus Presidents that are causing poor faculty relations. At this point we are not sure if MnSCU is going to take any action to deal with the presidents on those campuses.
- E. Mulcahy commended Norm Halsa for his service to MSCF and his work on contract bargaining. He thanked Norm for his exemplary work and service.

Technical Vice President's Report - Sue TenEyck-Stafki

A written report was submitted.

1. TenEyck-Stafki reported on the very slow process on the credentialing committee due to a number of cancelled meetings. She reminded the Assembly of the Credentialing review process and told the Assembly that faculty comments are important and do have influence when determining new and revised minimum qualifications.
2. Sue asked for feedback from faculty on the new professional development courses that are required for new faculty.

Liberal Arts Vice President's Report - Ann-Marie Ryan-Guest

A written report was submitted. Ryan-Guest covered all of her committee reports.

1. Ryan-Guest asked veteran faculty to help probationary faculty so that they are not intimidated accepting negative arrangements through the mutual agreement processes allowed in the contract.
2. The social events have been delayed because of the drawn out contract negotiations. They will be scheduled in the Fall.
3. The Policy Council has also been delayed because of the contract negotiations but have now scheduled meetings.
4. Transfer. Health/Physical Education has now been proposed for inclusion in the MNTC. It is now out for comment. Our legislative committee will be watching a legislative proposal for common course numbering. This is not supported by MSCF.
5. Ryan-Guest recognized Gordy Savela for being nominated by EM for the NEA Award for Teaching Excellence. Savela will be vying for national recognition.

Secretary's Report - Gregory Wright

A written report was submitted.

1. Wright highlighted the positive culture change at Education Minnesota due to the leadership of Tom Doohar. MSCF and higher education has been included more than ever in EM processes. He mentioned that this is reflected in the EM's Statement of Principles. Wright also told the Delegates that the crisis loan of \$90,000 passed without objection. In addition, Gordy Savela, a chemistry instructor at Itasca, was honored; this is the first time a higher ed faculty has received EM's recognition.
2. Wright reported that the credential committee will pursue an inquiry into the number of "special expertise" designations being used by campuses.
3. Wright told the Assembly that he was pleased to visit state legislators regarding MSCF issues and especially to inform them on our opposition to any cuts in the MnSCU budget.
4. Campuses that were visited during the contract information process were thanked for their hospitality.
5. Board Highlights will continue to be published. Board Members who receive them were thanked for passing them on so that MSCF members can be well informed.

Treasurers' Report - Joe Juairé

1. Juairé detailed the written report.
2. Juairé informed the Assembly on the progress of the website development.

Technology/e-Learning - Sara Hoffman

1. The focus of MnOnline this year was to increase communication. An innovations newsletter has been developed and is distributed on line. In addition, the structure of MnOnline was altered to make it more responsive to faculty.
2. The MnOnline Council is also revisiting the mission of MnOnline to insure that current needs are being addressed.
3. The council is also stressing that any changes to D2L must be announced well in advance so the faculty and students are prepared for the changes.
4. All minutes of MnOnline are published.
5. Charges for accessing MnOnline are being discussed by the council.
6. Class sizes have also been discussed. Sara reported that online classes take more preparation and more time to deliver.

Legislative Report - Rick Nelson

A written report was included in the DA packet. Also included was the MSCF (Higher Education) Legislative Goals, Communicating with your Legislator, Sources of Legislative Information include:

www.house.leg.state.mn.us ,

www.senate.leg.state.mn.us ,

www.state.mn.us ,

<http://mscf.educationminnesota.org> ,

Senate higher Education Budget and Policy committee at

http://www.senate.leg.state.mn.us/committees/committee_bio.php?comte_id=1027&ls=85#members

House Higher Education and Workforce Development Policy and finance Division at

<http://www.house.leg.state.mn.us/comm/committeemembers.asp?comm=4503>

Campus Area Legislators <http://www.ifo.org/Legislature/cal07/htm> .

1. Nelson reminded the faculty of the importance of inviting local legislators to their campus and the benefits that this has when MSCF lobbies at the Capitol.
2. Nelson listed the bills that have been introduced that MSCF does not support; which include Common Course Numbering and the Students Bill of Rights (which reduces academic freedom).
3. \$24 million cuts to MnSCU have been proposed by Pawlenty. In addition, the Pawlenty budget does not allow for any way to raise revenue to cover the cuts.
4. The chair of the House Education Committee (Rukavina) introduced a bill to add to the MnSCU Board of Trustees representatives from each of the MnSCU unions and to not allow the Governor to appoint trustees this biennium.
5. Nelson also informed the Assembly of the process of legislative approval of the contract.
6. Warren Schaeffer was thanked for organizing a fund raiser for Rep. Rukavina.
7. Nelson clarified that the 60 credit limit is not a done deal for AAS. They are to be "working toward" it. Campuses should not be imposing 60 credit caps at this time.
8. Faculty are urged to write a quick note to their campus area legislators and to members of the Higher Education Committees -- the chairs in particular -- Rukavina (House) and Pappas (Senate).

Elections Committee - Damon Kapke

Kapke reported that the committee will meet to do a secondary count of the ratification vote and to discuss future elections.

Meet and Confer Committee - Kerry Duncan

A written report was submitted.

1. Duncan highlighted her report by mentioning that Meet and Confer has been meeting and discussing degree credit caps, academic and student affairs work plans and upgrades on D2L.

Faculty Rights Report - Helms

A written report was submitted.

1. Helms expressed a concern about implementing the credentialing rule as it relates to the emergency hiring process. He reminded faculty that this can only occur after two failed searches.
2. Course offerings are also being discussed in regards to determining if administrators can decide if a course, especially in the summer, will be offered (online or face to face) and how this may affect claiming.
3. Helms also reminded veteran teachers of the tremendous turnover that is taking place in faculty ranks and the number of new hires who know nothing of our contract. We need to make an effort to inform the new faculty of the contract history and their responsibility to uphold the values of the contract. Helms reminded the Assembly that our contract is one of the best in the nation and it is incumbent on us to pass this legacy on. The committee is developing a plan to encourage this process.

Field Representative (Grievance) Report and membership update - Bill Haring

A written report was submitted.

1. Haring thanked the grievance reps for their work in defending the contract.
2. There are 43 active cases and the Field Staff continues to work to narrow this number. The field staff is prioritizing arbitrations and is hopeful that success will bring MnSCU to the table to speed up the resolution of the remaining cases.

Motion to Recess

Motion to recess for lunch: Malterer/everybody. Carried. Recessed at 12:00 noon.

Reconvened at 1:00 PM

New Business

1. The Block Vote Task Force proposed the following MSCF Weighted Board Voting Procedure:
Each member of the Board of directors elected from a chapter would cast a block vote equal to the number of delegates of the chapter they represent, as determined and specified in the MSCF Constitution and Bylaws, Article V. Section 1. The Executive Officers, the President, Vice President-Liberal Arts, Vice President-Technical, Treasurer, and Secretary shall each have a vote equal to 1/39 of the total number of block votes of the their members of the MSCF Board of Directors who represent the chapters. Motion and second from the committee. Carried

The following resolutions come as motions and seconds.

2. Be it resolved that MSCF recommends faculty hired before July 1, 2002 may make a one-time appeal to recalculate their placement on the salary schedule to reflect their actual years of experience and education.

After considerable discussion the question was called: Quamme. Passed.

The resolution Failed.

3. Be it resolved that MSCF recommends that the Legislative Steering Committee make educating legislators about the salary inequity a top priority during the 2008 legislative session.

After considerable debate the question was called: Quame. Passed

The resolution Failed.

4. Be it resolved that MSCF opposes using any part of money intended to attract and retain quality faculty to fund Awards for Excellence. Failed.

5. Be it resolved that MSCF recommends resisting any degree cap policies that are not driven and controlled by MSCF faculty through their AASCs and union.

Motion to amend: Be it resolved that MSCF recommends a flexible waiver process for all awards and programs. Gferer/Bouassida. Failed.

Vote on original resolution Carried.

6. Be it resolved that the MSCF recommends faculty hired before July 1, 2002 may request one time to have their placement on the salary schedule re-calculated and newly placed based on the following criteria. A faculty member's present step placement will increase by half the number of years of teaching experience in the MnSCU system (rounded up if not a whole number) in this next contract.

After much discussion the question was called: Yund/Long: Carried

The resolution Failed.

Resolutions

Mulcahy reminded the Delegate of the rules that resolutions submitted 30 days before the DA will be debated. Resolutions submitted after that time must receive a 2/3 majority.

1. Be it resolved that MSCF respects the age old (12 year) tradition of talking like a pirate and encourages the general members to make an attempt to talk like a pirate at some time during the holiday. Mulcahy ruled the resolution out of order.
2. Be it resolved that MSCF support legislation that exempt the AAS Degree from the 60 credit Maximum. The resolution Carried.

3. Be it resolved that MSCF publicly endorses same-sex domestic partner benefits for all MSCF employees desiring them and makes the attainment of such benefits a priority and publicly takes a stand that states that any actions taken by any party to prevent the implementation of such benefits is discriminatory and inequitable.

Mulcahy clarified that the first half of the resolution already exists in the MSCF Standing Resolutions but the second half is new.

The resolution Carried.

The following resolutions were submitted after the deadline and therefore takes a 2/3 majority vote to be heard.

1. Be it resolved that MSCF believes language should be added to the next contract that prescribes a regular salary review process, a salary review process that includes input from and oversight by an external consulting firm that specializes in salary disparity research. The resolution failed to receive a 2/3 vote to be heard.

2. Be resolved that MSCF believes an internal salary review should be conducted that will examine the salary data and recommend fair and reasonable solutions, with input from and oversight by an external consulting firm that specializes in salary disparity research.
The resolution failed to receive a 2/3 vote to be heard.
4. Be it resolved that MSCF consider policy that assures our members are fully represented at all state assemblies and conventions consistent with Article 6, Section 1 of the bylaws.
The resolution failed to receive a 2/3 vote to be heard.

Adjourn

Motion to adjourn Malterer/Anthony. Carried

Adjourned at 3:11PM

Respectfully Submitted
Gregory Wright

Approved