

MINUTES

MSCF Delegate Assembly
April 17, 2009
Doubletree Hotel, St. Louis Park

Delegates Present:

Alexandria (6)

Bob Defries (B)
Jason Childers
Christine Hollermann-Hanlon
Galen Jergenson
Maryln Lehmkuhl
Darrell Staley

Anoka TC (5)

Nancy Gale (B)
Jean Juelich
David Larson
Kevin Lindstrom
Tamara Thell

Anoka Ramsey, Cambridge (3)

Barb Prince (B)
Isabelle Schmidt
Mark Widdel

Anoka Ramsey, Coon Rapids (8)

Jim Biederman
Ken Grace
Robbie McDonald
Joan McKearnan
Melissa Mills
Jillayn Quaschnick
Tim Wrenn

Central Lakes (7)

Gary Carson
Bruce Eastman
Sandra Kaplan
Sandra Porter

Century (15)

Jane Young (B)
Jill Cadwell
Carolyn Cook
Thomas Costa
Kathy Gates
Cheryl Gfrerer
Joyce Gwizdala
Robert Hathaway
John Kothera
Janice Milner
Kurt Reedich
Judith Roy
Frank Schultz
Chuck Stuemke
Elliot Wilcox

Dakota County (6)

Mary Belanger (B)
Joe Campbell
Bill Eilers
Mark Grant
Charlotte Kodner
Tim McCluskey

Fond du Lac (3)

Don Jarvinen
Wilhem Kallis

Hennepin, Brooklyn Park (6)

Kathy Pederson (B)
Jay Carlson
Bridget Godfrey
Karen LaPlant
Erin MrKonich

Hennepin, Eden Prairie (5)

Rik Stirling (B)
Matthew Holmes
Sandra Kretsch
Jan Pyzik
Andrew Thul

Hibbing (5)

Dan Lidholm (B)
Victor Bagan
Gerry Wozniak

Inver Hills (9)

Sara Ford (B)
David Berger
Robert Bledsoe
Anthony Collins
Jeffrey Greenwood
Jim Leslie
Shannon Marting
Dave P. Page
Gerald Swarsensky

Itasca (4)

Gordy Savela (B)
Cheryl Bocnuk
Carol Church
Derek Fox

Lake Superior (9)

Damon Kapke (B)
Heidi Bagley
Betsy Ingram-Diver
Tina Johnson
Mike O'Mara
Jocelyn Pihlaja
Randy Yrjanson

Mesabi Range (5)

Kerry Duncan (B)
Tom Baldwin
Sue Devereux
Craig Giermann

Minneapolis (13)

Tom Eland (B)
Santanu Chatterjee
Andy Chrastek
Ginny Heinrich
Tina Langseth
Derrick Lindstrom
Nicole Merz
Jay Pivec
Deborah Ramerth
Michael Seward
Jennifer Sippel
Mary Thurow

MN State, Detroit Lakes (3)

Colleen Brady (B)
Marlene Craik
Pamela Cummings

MN State, Fergus Falls (4)

Kent Quamme (B)
Jay Johnson
Kirk Mann
Tracy Morstad

MN State, Moorhead (6)

Heidi Dyrstad (B)
Noureddine Benchama
Tom Dubbels

MN State, Wadena (3)

Bill Evans
Ross Weber

MN West, North (3)

Duane Krueger (B)
Charles Knollenberg
William Manor

MN West, South (5)

Dave Matthews (B)
Le Lucht
Dan Roos
Diane Vangsness

Normandale (13)

Scott Magnuson-Martinson (B)
Corrinne Bedecarre
Carina Belinco
Judith Benka
Kari Fisher
Brooks Herrboldt
Dave Lake
Erik Loge
Eric Mein
Doug Pearson
Rod Raasch
David Rayson
Margaret Rejto

North Hennepin (8)

Andra Crull (B)
Carlos Baez
Danny Grossnickle
Nicole Lang
Craid Larson
Karla Miller
Lorrie Oreck

Northland, E. Grand Forks (5)

Mary Amundson
Donald Fischer
Tony Sorum
Wanda Sorum

Northland, Thief River Falls (6)

Mark Johnson (B)
Diane Drake
Norm Halsa
Tishara Melcher
Linda Samuelson

Northwest Bemidji (3)

Paul Nelson (B)
Lyle Meulebroeck
Gwen Oster

Pine (3)

Jeff Ruth (B)
Chris York

Rainy River (2)

Bob Jornlin (B)
Darryl Hall

Ridgewater (9)

Kevin Larison (B)
John Benson
Lisa Dusek
Mary Gruis
Duane Ryks
Val Swanson

Riverland (8)

Sheryl Barton (B)
Gary Peterson
Larry Peterson
Daniel Rayman
Debra Schnell
Stephanie Shea
Pamm Tranby
Tom Woodhouse

Rochester (11)

John Tacinelli (B)
Lynn Guenette
Jean Marconett
Jamie Parkin
Darlene Voeltz

SE Tech, Red Wing (3)

Marsha Edblom Zich (B)
Peter Beurskens
Lisbeth Nelson Butler

SE Tech, Winona (4)

No Delegates Attended

S. Central, Faribault (3)

Dave Edwards (B)
Jason De Mars

S. Central, N. Mankato (7)

Norma Malterer (B)
Linda Anderson
Gale Bigbee
Harold Chromy
Joan Klanderud
Charles Otto
Sue Steck
Doug Yentsch

St. Cloud (7)

Susan Schlicht (B)
Rich Antony
Lois Hendrickson
Dave Johnson
Chuck Rauschendorfer
Terry Wilson

St. Paul (8)

Dave Reasoner (B)
Aaron Bommarito
Janelle Juaira
Lisa Schmitz
Edward Schones
Warren Sheaffer
Tim Strand
Jolene Sundlie

Vermilion (3)

Dave O'Donnell (B)
Mark Carlson
Paul McDonald

Committee Chair

Rick Nelson, Century

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 10:04 a.m.

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

President Mulcahy appointed Ginny Altman as Parliamentarian.

Adoption of the Order of Business and Schedule with flexibility. Motion by Halsa. Carried

Approval of Minutes of the March 28, 2008 Delegate Assembly

Minutes of the March 28, 2008 Delegate Assembly were approved as printed.
Motion to approve by Malterer. Carried

Annual Reports**President's Reports – Greg Mulcahy**

1. Mulcahy explained the reason for the zero/zero contract; he said that he is convinced that there was no money for which to bargain. The state is essentially broken. MSCF did preserve jobs. In the future Mulcahy will make an effort to affect the reduction of administrative costs and he supported a study on administrative efficiency. Mulcahy suggested that a new funding formula and a process of distributing money to campuses is needed; the current process of taking money from "rich" colleges and giving it to "poor" colleges is not sustainable.
2. MnSCU is in disarray. It cannot speak clearly to one set of issues. He used the 60/120 issue to illustrate his point. Mulcahy predicted that MnSCU will contract; it is failing in place.
3. Campus climate is dependent on the college president. Part of the problem is that MnSCU has failed to get rid of bad presidents.
4. Mulcahy reminded the delegates that it is very important that we guard our language. Administrators will try to make side deals; it is important that faculty resist altering the contract locally because it will erode the language at the bargaining table.

5. MSCF will continue to fight the grading issues because it is important to faculty professionalism. Campuses are also seeing an increase in student discipline cases. In addition, MSCF is also seeing an increase of cases where administration is forcing retirements of faculty with longevity.
6. Mulcahy spoke to the delegates about educating our new members; he has proposed a task force to look at this issue. Other task forces will look at MSCF Policies, study compensation models, and deal with the AAS waiver process.

Technical Vice President's Report – Sue TenEyck-Stafki

A written report was submitted.

1. TenEyck-Stafki thanked the delegates for their time and working for the union.
2. TenEyck-Stafki asked the delegates for comments and feedback on the professional development courses.
3. This was TenEyck-Stafki's last meeting as Technical Vice President. She expressed her gratitude for the support our members have given her. President Mulcahy thanked her for her service and reminded her that he would be calling upon her for future service in a different capacity.

Liberal Arts Vice President's Report – Anne-Marie Ryan-Guest

A written report was submitted.

1. Ryan-Guest requested the delegates to keep her informed regarding on-line issues.
2. Work on negotiating the next contract has already begun and Ryan-Guest will continue to work on preparing for the next round.
3. Ryan-Guest also informed the delegates that work is being done on clarifying the selling of textbooks. She also informed the delegates on her activities which include transfer oversight, conducting workshops at Rutgers, Legislative hearings, campus visits, and Board of Trustees' meetings.
4. The local chapter funds that were appropriated were to be used for chapter unity. She reminded the delegates that bringing faculty and families together is an important process with which we should be involved. Unity will help us from being divided by the administration. The funds are still available for this year.
5. A question from the delegates asked about the Code of Conduct. Mulcahy told the delegates that MSCF is still in discussion with MnSCU about the Code and its implementation.

Secretary's Report – Gregory Wright

A written report was submitted.

1. Wright informed the delegates of some of the duties of the Secretary and listed some of the tasks that he will be working on which include: legislative and credentialing committees, task forces, legislative activities and archiving MSCF documents.

Treasurers' Report – Joe Juairé

A written report was submitted.

1. Juairé informed the delegates that MSCF has taken prudent measures to protect our assets.
2. He informed the delegates that the 2008-2009 budget came in \$70,000 to \$90,000 under projections and answered all questions from delegates about the proposed 2009-10 budget.

Technology/e-learning Education Task Force – Karen LaPlant

1. A survey (on-line) will query all faculty of what they need in the classroom.
2. The committee is also hoping to pilot open source software such as Moodle.

3. On May 29th D2L will be down for upgrades. The new version will allow faculty to import documents from other sources.
4. She informed the delegates of lawsuits between Blackboard and D2L. An injunction allowed MnSCU to continue with D2L.

Legislative Report – Rick Nelson

A written report was included in the DA packet

1. Nelson informed the delegates of the activities of the legislative committee and reminded the delegates of how important it is to keep legislators educated on higher ed issues.
2. Nelson met many times with student leadership on the 60/120 issues. From the students he heard the common theme that they wanted transparency and value added information on AAS degrees. From these discussions, compromise language was developed. Nelson wants this process to be completed rapidly so that the waiver can continue.
3. Nelson also informed the delegates of other proposed legislation which includes the Legislature appointing the Board of Trustees (not the Governor) and selling only American made clothing in bookstores.
4. Pension issues were also explained to the delegates. This includes a change in declaring TRA/IRAP to one year from the time UFT status is established. Faculty should also look for a survey on IRAP/TRA.
5. Information will be coming about retirement incentive bills that are working their way through the legislative process.
6. Nelson reminded delegates of the importance of inviting legislators to their campuses to let them know what we do. He also thanked our members, Representatives Jean Poppe and Roger Rhinehart, who have carried our legislation and supported our positions. He asked our members to help them with their campaigns.
7. A question from the delegates asked about MnSCU's budget line item for IFO. Mulcahy responded that he objected to the line item because it ignored MSCF. It was eventually dropped. He also informed the delegation that Representative Rukavina, the House Higher Ed Committee chair, said that it was never in the MnSCU budget.

Elections Committee – Damon Kapke

A written report was included in the packet.

1. Kapke announced the unofficial result of the officer elections: Technical Vice President, Kevin Lindstrom; Liberal Arts Vice President, Anne-Marie Ryan-Guest; Secretary, Gregory Wright.
2. Kapke also announced that the faculty voted to approve the tentative contract.

Meet and Confer Committee – Kerry Duncan

A written report was submitted.

1. Duncan informed the delegates on issues regarding Code of Conduct. MSCF asked MnSCU for a definition of "conflict of interest."
2. Regarding credentialing, Duncan told MnSCU that technical instructors, including those that are teaching tech prep, need to have appropriate credentials.

Academic Affairs – Anne-Marie Ryan-Guest

1. Included in the Liberal Arts Vice President's Report

Credentialing – Susan TenEyck-Stafki

1. Informed the committee that it is very important for faculty to review all proposed credentialing documents that are sent to the campuses and to comment on them.
2. She also expressed her dismay with MnSCU regarding the slow pace of reviewing and establishing credentials. The faculty on the committee has pressed MnSCU to schedule more meetings so that we can speed up our work.
3. She invited faculty to contact her if they have questions about credentialing.
4. A question from the delegates asked about the area of “special expertise.” TenEyck-Stafki told the delegates that MSCF has asked for an audit but have been unsuccessful at establishing an audit. Mulcahy suggested that a grievance will bring light to the issue and create a point of needed discussion. Another question asked about the qualifications of high school teachers teaching college courses; Mulcahy responded that administration has the right to assign, but faculty need to continue to note problems that are associated with administrative decisions.

Faculty Rights Report – Kevin Lindstrom reported for Will Helms

A written report was submitted.

1. Lindstrom informed the delegates that results from contract compliance visits have uncovered many contract violations including unpaid overload and member rights sign offs. He asked the delegates to contact Will Helms if they would like to request a compliance visit to their campus.

Field Representative Reports – Bill Haring and Kari Cruz

A written report was submitted.

1. Cruz told the delegates that the grievance report has been improved and includes more information. She also included in her report the Hiring Practice spreadsheet. Two colleges are out of compliance with the Hiring Practice at this time.
2. She also informed the faculty of completed and scheduled arbitrations.
3. Haring asked that the grievance reps rise and be recognized. They received applause from the delegates. He reminded that delegates that we will prevail if all members stand together.
4. A question from the delegation asked about the grade change grievance at Fergus Falls. The settlement was that the issue should be resolved in Shared Governance by developing a policy.

Motion to Recess

Motion to recess for lunch. Quamme. Carried

President Mulcahy called the meeting to order following the recess at 1:20 PM

New Business

Constitution and Bylaws Proposed Amendments

1. Be it resolved that the MSCF Constitution and Bylaws, Article 1, Section 1 – Membership, be changed to reflect the negotiated contract language change that removes financial aid director as a credential field. Motion and second from the Executive Committee. Carried

The new language reads:

Membership shall be available to those employees of Minnesota State Colleges normally designated as faculty, including: instructors, counselors, librarians, and professional audiovisual staff who are paid on the faculty salary schedule. This membership availability is subject to bargaining unit description.

Resolutions

The following resolutions come as motions and seconds.

1. Be it resolved that MSCF members support the notion of salary equity. Failed.
Motion to call the question. Eastman. Carried.
Mulcahy ordered a rising counted vote following a doubt of the voice vote. He asked that the affirmative votes stay standing and count the seated delegates as “no” votes. A point of order was made; the point was that a count of no votes while members are seated does not allow for abstentions. The point of order was taken and those voting “no” were asked to rise to be counted.
2. Be it resolved that MSCF members believe each local should elect one member as an alternate to affiliate union conventions and assemblies. The resolution was ruled out of order. Mulcahy urged campuses to continue to select alternates.

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

The following resolutions were submitted after the deadline and therefore take a two-thirds majority vote to be heard.

1. Be it resolved that the MSCF merchandise be union and American made. Carried.
The resolution received a two-thirds vote to be heard.
2. Be it resolved that MSCF supports a 10 graduate semester credit in field minimum for high school teachers. Carried as amended.
The resolution received a two-thirds vote to be heard.
Motion to amend: Be it resolved that MSCF supports 16 graduate semester credits in field minimum for high school teachers. Rammerth. Carried.
Motion to amend the amendment: Be it resolved that all high school teachers providing instruction for concurrent enrollment must meet the minimum qualification of the MSCF contract in all credential field areas. Eland. Carried.
3. Be it resolved that MSCF oppose concurrent enrollment.
The resolution failed to receive a two-thirds vote to be heard.
4. Be it resolved that MSCF reduces copying costs and saves trees by providing the schedule, agenda, minutes from previous year, standing resolutions, constitution and by-laws electronically. Ruled out of order.

Other Business and Additions to the Agenda

1. Jay Pivec received a standing ovation for receiving the National Junior College Coach of the Year award.
2. Dave Johnson thanked Sue TenEyck-Stafki for her six years of service as Technical Vice President and asked that the Assembly join him in thanking her. Sue received a standing ovation from the assembly

Adjourn

Motion to adjourn. Matthews. Carried.

Adjourned at 2:13PM

Respectfully Submitted,
Gregory Wright