

MSCF Delegate Assembly Highlights

April 15, 2011

Gregory Wright, MSCF Secretary

MSCF Core Values: A permanent, professional faculty; fair treatment for all faculty whether full or part time; faculty control and direction of an academically rigorous curriculum; faculty control and direction of professional development including sabbaticals; benefits and security for faculty and their families including domestic partners; true academic shared governance; access, rigor, and opportunity for students; true education, not fads or short-sighted political agendas. MSCF Board Action, September 18, 2009.

- Mulcahy compliments the incoming chancellor
- Mulcahy: the academic climate is paralyzed
- Mulcahy: we are going into this bargaining in good faith but will not bargain with blind faith
- Mulcahy reminds faculty to avoid agreements that force faculty to work for free, such as advising
- Mulcahy: members must keep an eye on their email and let legislators know we are watching and we vote
- Mulcahy: we must take back the definition of our work, why we do it and why it matters
- Lindstrom: we will provide training for AASC chairs
- Lindstrom: extended campus visits will continue
- Lindstrom: faculty must support counselors
- Lindstrom: Minnesota is outpacing the national average decline in funding education by twice
- Lindstrom: Faculty Rights will prepare proposals on dealing with failure in campus leadership
- Kapke: I am concerned about professional development
- Kapke: working for free is not a solution to a problem but a way to make more problems
- Kapke encourage faculty to use "Ask MSCF" on the MSCF website
- Kapke introduces the idea of an "MSCF Journal"
- Wright: even when it is difficult to talk to legislators, we must continue to tell them what we do and how well we do it
- Wright: Members with two-year degrees are now eligible to be hired as Education Minnesota field reps
- Juaire: MSCF will not raise dues
- D2L will stay through 2012
- Nelson: at least 50 bills have a negative effect or attack higher education and public employees
- Nelson: members need to be more engaged in the political process than ever before
- Nelson: write letters of support to Governor Dayton
- Nelson: gone are the days when we can turn a blind eye to the political process
- Nelson: government shutdown is a possible scenario
- TIAA-CREF changing funds
- Juaire resigns as treasurer; special election for Treasurer to be held June 8
- Insurance bargaining set to begin; improvement in dental insurance is on the agenda
- 35 layoffs
- Resolution: faculty asks for students to be dropped if they do not have prerequisites
- President of Education Minnesota addresses the Assembly

ANNUAL REPORTS

President's Reports – Greg Mulcahy

1. Mulcahy told the Assembly that Dr. Steven Rosenstone was hired as the new chancellor. He complimented the new chancellor on his views regarding internal management of MnSCU and his focus on education and students.

2. Mulcahy reported that MnSCU labor relations climate has improved somewhat; however, MSCF still has many outstanding grievances and continues to have difficulty scheduling arbitrations. There is still no movement from MnSCU to get them resolved.
3. The academic climate is basically paralyzed. The paralysis is illustrated by MnSCU's unwieldy committee structure and the four years it has taken to get MnSCU to move on restructuring and streamlining the committees. The bureaucracy of MnSCU has been too slow to respond to the urgent needs facing higher education.
4. Mulcahy informed the delegates that MSCF has agreed to enter into interest based bargaining. Either party can withdraw from this and return to adversarial bargaining. Mulcahy said that we are going into this bargaining in good faith but will not bargain with blind faith. Additionally, he reminded faculty to be very careful on the campuses to avoid any agreements that forces faculty to work for free such as advising students. He reminded delegates to be careful when administrators appeal to their good will; good will does not pay the bills. Mulcahy told the faculty to not give up anything and let the bargaining team do its work.
5. Mulcahy addressed the political situation by saying that there are bills in the legislature that are worse than Wisconsin's. The legislature is going after your pension, your insurance, your wage and your job. We are under attack and the most dangerous thing that you can hear is that everything will be fine. We do not know if this is going to turn around in the future. Members must keep an eye on their MSCF email and let their legislators know that they are watching them and that they vote. He also reminded the delegates to thank the legislators that are supporting us.
6. Mulcahy reported on the bargaining conference that he attended and the sense of exhaustion felt by conferees. The continual attacks on education contribute to the sense of exhaustion. The last issue of the Green Sheet was published to tell our story to the legislature. We will need more advocacy and more communication with our legislators. We must take back the definition of our work, why we do it and why it matters. This is more important than ever before.

Technical Vice President's Report – Kevin Lindstrom

A written report was submitted.

1. Lindstrom reminded delegates that the 32/30 credit issue was formed by history. Faculty who have questions about this should contact him.
2. Two important items came out of the Ruttger's meeting, the importance of providing training for AASC chairs and the need for developing our next leaders and creating a succession plan for each campus. Lindstrom said that MSCF will have training for AASC chairs and encouraged campuses to identify new leaders.
3. Lindstrom has used the Contract Connection to reinforce the importance of understanding the contract. In the future it will be published on an as needed basis.
4. Lindstrom said that the extended campus visits have been well received and MSCF will continue to use this model to communicate with faculty and deal with individual faculty questions.
5. Lindstrom reported on the conferences that he attended. At the NEA Higher Education Conference Kirsten Durkin, one of our members, received an award for an article she wrote. Lindstrom also attended a collective bargaining conference and learned strategies on examining and building college budgets. He told delegates to look at audited financial statements and, more specifically, for unrestricted fund balances and unrestricted net assets. This gives a much better indication of where the budget is.
6. Lindstrom addressed the counselor layoffs. He related that counselor layoffs have been cyclical; i.e., there have been a bunch of layoffs followed by a fairly quiet period. Unfortunately, the

cyclical nature of layoffs is back. He asked the delegates to talk to administration about the new classroom dynamics. Our students have greater needs and instructors need to have a place to send students. He asked that faculty locally recognize the value of counselors and support their presence on campus. He has heard rumors of administration wanting to train faculty to deal with students in need. He strongly cautioned faculty know the difference between being trained to recognize students in need as opposed to being trained to provide the role of a counselor.

7. Lindstrom reported that the General Fund dollars in Minnesota, which has been used to support higher education, has seen a steady and drastic downward pattern. Minnesota is outpacing the national average decline in funding higher education by double.
8. Lindstrom told the delegates that MSCF thought we had reached an agreement with MSCSA on the resolution of the 60/120 AAS degree issue. That agreement has fallen apart. The student organization has failed to deal with this issue but MSCF will continue in good faith to get a joint report in place. Failing that, MSCF will provide a report without the students.
9. Faculty Rights met at Ruttger's last fall and chose the sites for upcoming compliance visits. Campuses who would like a visit can let Lindstrom know. The Faculty Rights Committee also discussed failures of campus leadership and contract compliance issues. He told the delegates that Faculty Rights Committee would prepare proposals and provide guidance on dealing with these failures.

Liberal Arts Vice President's Report– Damon Kapke

A written report was submitted.

Reported on committee work.

1. Kapke reported to the Assembly that he is concerned about campus Professional Development after the ending of CTL and encouraged local discussion regarding what is best for professional development. He asked campuses to share their ideas on professional development with him. He also told the delegates that we have to rethink how some campuses deal with developmental education.
2. Kapke said that he is concerned that faculty and administration, under the guise of making faculty work more affordable, are devising ideas that will require faculty to work for free. Kapke said that working for "free" is not a solution to problems but a way to create more problems.
3. Kapke praised the Legislative team but reminded the delegates that we must all be involved; our leadership is working hard but cannot do it alone.
4. Kapke explained to the delegates the current discussion in the Credential Field committee and the disagreement over standards and flexibility. MSCF has always promoted standards but MnSCU is floating the idea of flexibility. MSCF sees flexibility (loose interpretation of standards) as unacceptable.
5. He reported that the Board of Trustees struggle over a clear vision and mission. MnSCU has not helped them to establish a workable mission and vision.
6. Kapke reported that when visiting campuses, faculty are hoping for simple answers but must recognize that they cannot be given a simple response to all issues. The complexity of issues requires information and members need to pay attention to the information in order to understand the issues.
7. Kapke reported that the "Ask MSCF" component of the MSCF website has only received two questions. He requested that the delegates consider using this function and inform other members about it. He also asked delegates to provide any suggestions they may have to improve the website.

8. Kapke introduced the concept of an “MSCF Journal”. This would provide a place for faculty to post best practices, opinions, scholarly works and other information. It would be a way to advocate for ourselves. When launched, Kapke will ask for suggestions on improving it.

Secretary’s Report – Gregory Wright

A written report was submitted.

1. Wright reported on meetings with legislators and reminded the delegates that even when it is difficult to talk to legislators that we must continue to tell them what we do and how well we do it.
2. Wright provided an update on the credentialing committee and told the delegates that MnSCU has not reached all campuses to explain the changes made to computer fields. Some faculty were told that if they did not meet the new credentialing requirements that they would lose their jobs. This is not the MSCF position, and any faculty who have been told this should contact MSCF immediately.
3. Wright reported that Education Minnesota’s hiring practices have been changed to allow people with two-year degrees to qualify for field representative positions. This will allow our members to qualify for field representatives. Wright also reported that he is working with the other higher education board representative to change some of the committee/sub-committee structures to allow greater assistance with higher education legislative issues and a policy subcommittee that will coordinate efforts with MSCF on higher education issues.

Treasurers’ Report – Joe Juairé

A written report was submitted.

1. Juairé informed the delegates the membership database has been upgraded by using new data base software and we now are as close to 100% accuracy on dues collection as is humanly possible.
2. MSCF will not plan on a dues increase and Ed MN will also not increase their dues. AFT and NEA may raise their share of the dues, which is beyond the control of MSCF or Ed MN.

Minnesota Transfer – Sheryl Barton

A written report was submitted

Barton asked the delegates to read her report.

Education Minnesota Governing Board – Gregory Wright

Included in the Secretary’s report.

Joint Committee on Credential Fields – Gregory Wright

Included in the Secretary’s report.

Technology/e-learning Ed Task Force – Carrie Ward

Mulcahy delivered Ward’s report in her absence and told delegates to look for a technology needs survey coming from the committee.

Instructional Management System/Technology Committee – Karen LaPlant

1. With the urging of MSCF the revised committee structure of Academic and Student Affairs will be implemented next fall
2. The advisory council is looking at RFPs for Media Streaming; there are two finalists. Implementation will begin in phases starting Fall 2011.

3. Delegates were informed that the \$4.50 fee for services is not a fee, and that it is “an assessment to campuses, not to students.” This will be important to remember as budget discussions occur.
4. LaPlant reported that the new license key for Respondus Quiz Generator will be distributed around mid-July and D2L version 9.2 is expected to be installed early in June.
5. The current D2L contract runs through August 2012 and may possibly get a one year extension. The committee is currently considering an RFP for other platforms and vendors are being reviewed.

Legislative Report – Rick Nelson

A written report was included in the DA packet

1. Nelson thanked the faculty and field staff who have been working on Legislative issues and then reviewed the actions of the committee. He reminded delegates that Legislative updates are sent out regularly and told them that these should be distributed to all faculty. Delegates were also reminded of the updates and improvements on the MSCF website.
2. Nelson gave an overview of the legislative process. He told the delegates that there are at least 50 bills that have a negative effect or an attack on higher education and public employees. He is closely watching several bills: HF-1101 Omnibus Higher Education Finance Bill, HF-924 Omnibus Senate Higher Education Bill, SF-1047 Omnibus State Department’s Bill, HF-65 Proposed Constitutional Amendment.
3. Nelson explained why members need to be more engaged in the political process than ever before. He told the delegates that the task at hand is about you. We need to continue to write legislators about the bad bills and write letters of support to legislators who are our friends. He asked the delegates to also write Governor Dayton and thank him for his steadfast support.
4. Nelson said that some information about legislation, because it is partisan, must go on MSCF’s secure site. Members need to be informed by delegates to look for the information.
5. He reminded the delegates that gone are the days when we can turn a blind eye to politics. Your future and the future of this organization depends on every faculty becoming involved by writing letters, attending town hall meetings, and telling legislators what we do. He said, “If we must share the pain, why are the wealthy not paying their fair share?”
6. He reported that Dayton will insist taxing the top tier wage earners to fund health care, education and other programs. He needs to know that we are with him and support him. He outlined several scenarios that could happen at the end of the session including compromise or ending the session without an agreement and an ensuing special session. This may also include a government shutdown.
7. Sara Ford demonstrated the Education Minnesota website to show the delegates how easy it is to use the Write to Legislators. She reminded the delegates that we must not only write our legislators but also engage in as many activities as possible to change the current political climate. She illustrated this with an example of some campuses considering boycotting paper products of corporation that are working against us.
8. In response to a question, Nelson said that there is a list of products produced by Koch brothers posted on the MSCF website. Delegates were also informed that they can Google “Wisconsin Protest” and find the products.
9. In an addendum to the legislative report, Mark Grant added that it is not necessary to understand the legal wording of pending bills. It is important to read the MSCF updates to understand which bills are bad and to talk to legislators to tell them what you do.

Elections Committee – Kerry Duncan

A written report was submitted

1. The Elections Committee is preparing for a special election for Treasurer. If the Board of Directors approves, nominations would be open from April 18 to May 16, 2011, and the election would take place June 8, 2011.
2. Dave Matthews asked for Personal Privilege to thank Juairé for his service to MSCF. Juairé received an ovation from the Assembly.

Meet and Confer Committee – Kerry Duncan

A written report was submitted.

1. Duncan asked delegates to read her written report.
2. MnSCU will stay with D2L for another 2-3 years but will continue to look at other online platform options.

JLM – Insurance – Rick Nelson and Sara Ford

A written report was submitted

1. The Employee Assistance Program can be reached at 800.657.3719 of www.neas.com. EAP services include: telephone and in-person counseling, financial consultation, legal counseling, child and elder care resources, and tobacco cessation.
2. The Joint Coalition of State Unions has agreed on improving dental coverage as a goal in the next round of bargaining.
3. The insurance bargaining will be driven by what happens at the legislature.

Academic Affairs and Standards Committee – O'Donnell

A written report was submitted.

1. O'Donnell asked the delegates to read his report.

Faculty Rights Report – Kevin Lindstrom

Included in the Technical Vice President's report.

Defined Contributions – Barb Prince

A written report was provided.

1. TIAA-CREF is the record keeper and has a dedicated number for MnSCU employees to receive help with their investment accounts: 800.682.8969.
2. TIAA-CREF will have available, after July 1, a brokerage window account for faculty who do not want to use the recommended funds. Members will have to pay the costs of a brokerage account.
3. Prince informed the delegates that investors have been pulling out of International Funds because of uncertainty in foreign markets. A Watch List of funds includes: The Dodge and Cox Balanced Fund, Legg Mason Value Fund, Vanguard Strategic Equity Fund, and CREF Growth Account Fund.
4. A list of higher performing funds has been recommended to the DCR committee. The new funds will be available on July 1, and you will have until August 1 to transfer your funds. TIAA-CREF will be sending out information on fund changes and how faculty can change to recommended funds. After August 1, members who have not made the transfer will be automatically transferred to similar higher performance funds on the new list.

Field Representative Report – Sara Ford and Kari Cruz

A written report was submitted.

1. Cruz reported that the calculation of workloads, especially in the tech areas, are not consistent. Members should contact MSCF and field reps to help them calculate workloads.
2. The system is out of compliance on Hiring Practices and MSCF will file another class action grievance to resolve the compliance.
3. There have been 35 layoffs, less than last year. However, this year there have been fewer rescissions compared to last year. The field staff has been providing members with information on their layoff benefits.
4. Ford reported that some chapters are getting more involved in grievances and she complimented them. She also asked delegates to thank their grievance officers for their good work.

NEW BUSINESS

Resolutions

The following resolutions come as motions and seconds.

1. Be it resolved that all overload must be offered first to the most senior unlimited instructor from the designated program area during the contract year.

Mulcahy ruled this out of order because it directs the bargaining team. He added that he will make the team aware of the issue.

2. Be it resolved that the Minnesota State College Faculty, MSCF, urges, most strongly, that the MnSCU chancellor make it a top priority to program ISRS to automatically drop students who did not earn a high enough grade in the prerequisite course for an upcoming course they have registered for within three business days of grades being posted, and be it further resolved that the MSCF President will forward a copy of this motion to the MnSCU Chancellor.

Without objection, this resolution was amended to strike out the words, “forward a copy of this motion” and insert the words, “communicate the terms of this resolution” so that it reads, “ ...and be it further resolved that the MSCF President will communicate the terms of this resolution to the MnSCU Chancellor.”

The resolution passed as amended.

Homework

Mulcahy told the delegates that they must tell faculty the reality of the political situation we face and encourage their involvement.

Other Business

1. Mulcahy thanked Michele VanGemert, who is retiring, for her service to MSCF.
2. As a courtesy, President Mulcahy recognized Tom Dooher, President of Education Minnesota. President Dooher said he understands how devastating the cuts to higher ed are and the difficult circumstances higher ed is in. Two-year colleges are the heart and soul of a community. It is wrong, morally wrong to make the cuts being proposed. We want to get to affordable higher education in Minnesota. He thanked MSCF and higher ed faculty for their great work and

urged them to tell our story and what is happening on campuses. He told the delegates that he is proud to work with them and for them.

3. As a courtesy, Bill Newton was recognized. Newton announced that he and Josh Decker from financial services will provide two retirement sessions on May 24 and 25 at the Education Minnesota building designed to answer questions of people who are planning to retire soon. He asked the delegates to tell their campus presidents to announce this and email questions ahead of time.

Delegate Assembly Highlights by Gregory Wright are created to inform MSCF members of the content of MSCF Delegate Assembly discussions. Delegate Assembly Highlights are not the official MSCF Delegate Assembly minutes. Each Board member and/or Delegate has all of the written reports that are referred to in the Delegate Assembly Highlights. If you have questions, please contact the Board member/Delegate on your campus. You may also contact me at wrightgreg@aol.com; in the subject line, please use "Delegate Assembly Highlights." Or, you can call me at 507.951.8005. Please also see the MSCF website at www.minnesotastatecollegefaculty.org for other information.

Gregory Wright, MSCF Secretary