



Contract Note

The Governor has signed off on the 2007-2009 MSCF Contract, and the language changes are summarized in Kari Ann Cruz' article. This was, as you no doubt know, a prolonged and difficult round of bargaining marked by the adversarial posture MnSCU has chosen in bargaining and labor relations generally. Your Negotiating Team, Field Staff, and Leadership are prepared to deal with this posture, but individual members should pay careful attention to areas of the Contract that call for mutual agreement. Do not agree to any arrangement that does not serve your best interests and the best interests of your students and discipline or program. If anyone tries to pressure or intimidate you, contact your Chapter Grievance Representative or the MSCF State Office immediately. Also, remember to conduct Independent Study as Independent Study, not as a class, micro-class, or tutorial, even if more than 1 student takes the course as

Independent Study. And if you hear of any grand new initiatives that involve your workload, contact MSCF at once.

The Contract allows for some flexibility in specific, mutually-beneficial areas, and while MSCF did not and will not deviate from its core values and mission in bargaining or labor relations, we can and must expect some change over the course of our careers. However, that change must emerge from the needs of students, faculty, and institutions and be beneficial to all. MSCF has no interest in degrading academic standards and faculty terms and conditions of employment to convenience college

**“MSCF did not
and will not
deviate from its
core values . . .”**

**By
MSCF
President
Greg
Mulcahy**



administrators. Having said that, we do and will welcome a better conversation between the parties, and we invite it.

*Greg Mulcahy
MSCF President*

Summary Of Language Changes in the 2007-2009 Contract

**By: Kari Ann Cruz
Field Representative**

The faculty, the MnSCU Board of Trustees, and the Legislative Committee have all ratified the 2007-2009 Master Contract. As you know, this was a very difficult round of bargaining. Some of the language changes are going to require more responsibility on the part of the individual members, and a need for those who may feel pressured

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Changes in the 2007-2009 Contract

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to seek out support and help from both the local chapters, as well as support from the state office. Following is a summary of the language changes for the 2007-2009 contract.

ARTICLE 11, Work Assignments, Section 1, Subd. 1, Elapsed Time, language changed in the maximum to the average daily elapsed time where faculty may mutually agree to a ten (10) hour average max (change from 8).

Section 1, Subd. 5, Independent Study assignments that are agreed to by the faculty member will now require written notice to the local Grievance Rep when the number of students exceeds 4 (replaces 3) in the same course. Timelines for filing grievances start when either the Grievance Rep or the State MSCF receives written notice.

Section 1, Subd. 9, Combined Classes, new language added where faculty may mutually agree to create a small class waiver for reduced compensation of no less than 1/3 of the regular rate. Copies of these agreements will be given to the State MSCF, and the State MSCF can terminate any waiver at the end of the academic year.

Section 1, Subd. 10, Class Size language was clarified by adding under exceptional circumstances, as determined by the affected faculty member, an instructor may admit two additional students per section.

Section 1, Subd. 11, Advising language added describing advising for both faculty in technical programs and faculty in general education disciplines.

Section 2, Subd. 4 and Section 3, Subd. 4, Preparations for Gen Ed

faculty, a change to the language where preps for a class were counted as a separate prep each semester is replaced with preps to be counted by the academic year.

Section 3, Subd. 6, Office Hours, new language added for Tech faculty to post two office hours of student availability per week on campus outside the instructor's scheduled instructional time, and are to be done in at least 1/2 hour increments.

Section 7, Reasonable Credit Equivalence, a change in the language where copies of agreements are provided to the Grievance Rep rather than approval. A reasonable credit equivalence assignment is mutually agreed to by the faculty member. Members should consult with their local Grievance Rep prior to signing any agreement. Timelines for filing grievances start when either the Grievance Rep or the State MSCF receives the written notice.

ARTICLE 10, Work Year and Work Week, Section 4, Subd. 4, includes a change to the summer rotation to now include probationary faculty into the summer rotation order.

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A Reminder to Members

As a member of Education Minnesota, you and your family are eligible to participate in the *NEA A+ Auto and Home Insurance Program*.

Endorsed by NEA, this benefit continues to offer our members excellent rates and convenient service.

Call today for a free, no obligation quote.

In the Seven County Metro Area, call toll-free at:
1-877-411-3419

In Greater Minnesota call toll-free at:
1-877-411-3425

Grading

By
MSCF President
Greg Mulcahy

Recently there have been problems at several campuses involving grades. While each case is unique, and we're involved in the grievance process on some of them, the pattern is generally like this: A student cheats on or fails an assignment, the instructor issues a failing grade, the student complains to an administrator, often threatening a discrimination charge, and the administrator changes the grade. The instructor then complains to the union, the union begins the grievance process, the grievance is not resolved, and the parties head to arbitration.

Right now, we're heading to arbitration. If we cannot come to resolution, an arbitrator will decide whose grade stands.

While it is disconcerting to arbitrate an issue like this, the implications of the issue are appalling. Why would an administrator unilaterally change a student's grade based on a complaint and the threat of further complaint? The answer is simple—out of fear and a desire for convenience. The fear, of course, is that if the student does not get what the student wants, the college will be involved in a protracted complaint that may damage its reputation and/or cost it money and/or involve it in litigation. It's simply more

convenient to give the student what the student wants and thereby protect the college from potential threats. And that's what's pernicious here: a case of valuing image over substance, institutional convenience over academic integrity.

In short, the college has chosen to yield to external pressures. These pressures have evolved from a peculiar alignment of at least 2 forces in American culture over the last 50 or 60 years, the legitimate quest for civil rights and redress of real social ills, and rampant consumerism. Obviously, if a student is discriminated against, the student deserves a legitimate remedy. But it is not appropriate to act simply on the threat of an uninvestigated, unsubstantiated complaint. And while we should and must recognize students' rights, a vehicle for the enforcement of those rights cannot be a license for academic dishonesty.

“ . . . cannot be a license for academic dishonesty.”

The consumer approach to higher education has given some students the idea they are paying customers, and as paying customers, they can demand what they want. The customer metaphor is not apt.

It ignores the fact that learning is a discipline, an experience, and an accomplishment and not an off-the-shelf product that can be exchanged for a better or more satisfactory one at the buyer's whim.

For the colleges to automatically give in to these complaints is a profound failure. It is the institutional failure to uphold academic rigor and academic standards—the failure, in effect, of the colleges to do what they exist to do. Ultimately, surrendering academic standards will lead the colleges to irrelevance. A system that does not or cannot enforce its values will, eventually, fail, even if that failure comes in the guise of fairness and student empowerment.

Every student who attends a MnSCU institution should have an expectation of rigor, college-level teaching, and fair treatment. Faculty have the responsibility to clearly communicate academic standards and expectations to students. Beyond that, success or failure remains a student's responsibility and assessment of student performance a faculty one. Our colleges need to clearly communicate to our students that while everyone should have a chance to succeed, that chance in itself is not a guarantee of success.

Legislative Steering Committee Working on PSEO and Concurrent Enrollment Concerns

By
MSCF Legislature Chair
Rick Nelson

Besides informing legislators of the bargaining process during the 2008 legislative session, we are working to make sure legislation does not affect academic freedom. Topics include common course numbering and copyright laws. We also want to make sure that there is no legislative language which will infringe upon your working conditions. We have addressed some issues regarding the 60/120 credit limitations. We are moving forward with the current proposal regarding program review and exemption waiver, which was put together by MnSCU, in cooperation with MSCF, IFO, MSCSA, MSUSA and the Office of the Chancellor.

Additionally, the committee has been working behind the scenes with key legislators expressing concern on the PSEO and concurrent enrollment. Many legislators need to hear from faculty more than just the anecdotal isolated situations about classroom attendance and the other issues and concerns that we have. While this might seem like a good program or idea, we need to make sure that academic accountability and rigor is in each of these courses. Our local legislators need to be aware of this concern.

It is now time for MSCF to start planning and preparing for the upcoming campaign and election season that is already upon us in the Presidential and U.S. Senate races. In Minnesota, all 134 House members are up for reelection this fall. It is important for MSCF to keep people in place who will represent our ideals and stand up for what we do as educators in the two-year public college system. Unless we stay engaged, speak up and be visible during the campaign season, we will not continue to have as strong a voice as we would like in St. Paul.

**Speak up and
be visible during
the campaign
season!**

With that thought in mind. The Steering Committee is recommending every faculty member contribute/donate two hours of his or her time, July through October, to a candidate in your district who needs your help and support to be elected or reelected to the House of Representatives in Minnesota. We would also like to remind our members of the Political Contribution Refund Program we have in Minnesota.

Besides the Political Contribution Refund Program . . . we truly encourage and invite each local chapter to host a lobby or “eggs and issues day” on your campus. If you host one of these events, please contact the MSCF office, as one of our Steering Committee members or even an Executive Committee member would like to attend, if possible.

Finally, we are encouraged and thankful for those who have participated during the legislative process of 2007 and again now in the 2008 legislative session. We also wish to go back to the election of 2006 and remind members that our voices were heard and we are making a difference today. At our two-year colleges, we need to remind MSCF members they need to continue to stand and speak up and have our voices heard for public higher education. Thanks you for your time, effort and energy! It is truly appreciated by all members of MSCF.

(Members of the MSCF Legislative Steering Committee are Chair Rick Nelson – Century, Mark Grant and Tim McClusky - Dakota County, Greg Wright – Rochester, Paul McDonald – Vermillion, and Paul Nelson – Northwest Technical, Bemidji.)

Becoming Involved

By
MSCF Legislative Steering
Committee Member
Mark Grant

Admittedly, there are a lot of members out there who are more qualified to speak to the issue of membership involvement than I am. Many of you have been active and engaged members on your campuses, in your communities and at the capitol long before I had the good fortune to land a full time gig in our two-year college system. Speaking as someone who has benefited from the working conditions that are a direct result of that activity and engagement, I feel both a sense of gratitude and obligation.

When I left the private sector to reenter the classroom in 2000, I cited a number of reasons for the change – chief among them was the feeling of autonomy teaching provided. I was tired of having every day be subject to the whim of client phone calls, meetings, deadlines and temper tantrums. When I was teaching, it was my syllabus, my schedule, and I would get their papers back to them when I was damn good and ready. I knew I had a boss, but my classroom was mine. That autonomy, that academic freedom continues to be one of the things I love most about my job and it is also a direct result of faculty activity and engagement.

As many of you know though, our field is an odd combination of independence

and interdependence. There are any number of people, many of them with positions of influence, who have very definite ideas about how, and under what conditions, we should do our jobs. As faculty, it is our responsibility to make sure that our ideas are continually part of the conversation. And that is all it really takes, a conversation. On your campuses, at a function, or even at the capitol, a conversation with one of those people of influence is how we make ourselves heard. The decision makers do want to hear from everyone but will gladly take silence as tacit approval. You don't need a Jack Abramoff fedora to effectively lobby on behalf of your profession. All you need is the knowledge and conviction that years in the classroom have brought. Whether it is academic freedom, funding, or the role that Higher Ed plays in the success and future of our state, no one can advocate for us better than us.

Recently, I was having a conversation with a faculty member when I casually mentioned 60/120. She said, "What are you talking about?" I said, "You know, the whole associates degrees being 60 credits and the bachelors degrees being 120 thing." Being intimately familiar with the facial expression conveying confusion, I could tell she had no idea what I was talking

about. I proceeded to explain to her the legislation and its possible affects on course offerings and about how the waiver clause is being worked on as we speak, and so on. She said, "Oh, I didn't know any of that, but I'm glad someone is working on it." Make no mistake about it, she is an excellent instructor and deeply dedicated to her students but her attitude is far too common among our ranks. If it does not happen directly in her office or in her classroom, it is off her radar. However, we need to broaden our radar a bit because the forces that will ultimately influence what happens in our offices and classrooms are numerous. As MSCF members, we have to start to see our classrooms as spanning all twenty-five campuses and the state capitol. It can feel like a daunting task, I know, but that is why it is important for everyone to get involved. With more voices contributing to the conversation, we become more effective. Only through this type of active engagement can we hold on to what we have gained and continually improve the working climate for all our members.

If you would like further information please contact Rick Nelson at rick.nelson@educationminnesota.org.

MSCF Holds Delegate Assembly



Damon Kapke (Lake Superior) informs delegates that his Elections committee will do a secondary count for the contract ratification vote.



Delegates listen to presentations from MSCF officers and State Committee chairs.



Over 225 delegates attended the MSCF Delegate Assembly on March 28, 2008.

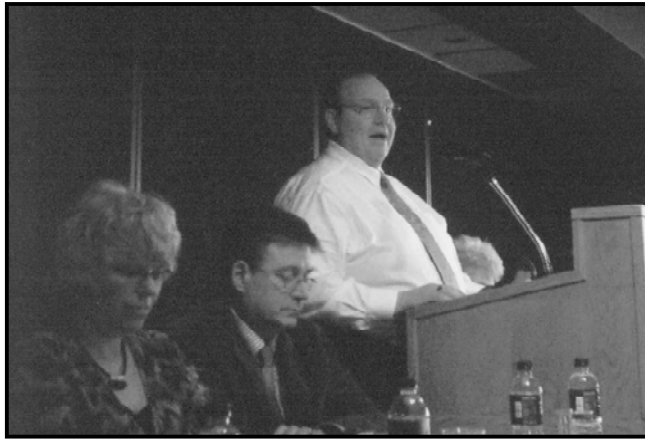


Sue TenEyck-Stafki, Technical Vice President, reports on the status of Credential Fields.

Action Items from the Delegate Assembly and submitted to the Board of Directors for approval on March 28, 2008

1. Be it resolved that MSCF support legislation that exempt the AAS Degree from the 60 credit maximum. Resolution carried.
2. 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. Resolution carried.
3. 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. Resolution carried.

Delegate Assembly . . .



Bill Haring, MSCF Field Staff, informs delegates about the status of grievance issues.



MSCF Vice President, Anne-Marie Ryan-Guest, discusses the recent Negotiations, Transfer Oversight and Policy Council.



MSCF Legislative Chair, Rick Nelson, updates the delegates on the 2008 Legislative Session



Gregg Wright, MSCF Secretary, records minutes for the delegate assembly.



Delegates take notes and listen to speakers as issues are discussed during the Delegate Assembly.

Your Contract, Your Union and You



Article co-authored by
Bill Haring
&
Kari Ann Cruz
MSCF
Field Representatives



When you have a question about your contractual rights it is imperative that you act immediately to get the answer. Your Union stands ready to assist you in protecting and defending your rights under the MSCF contract. Members are best served by taking the time to read the contract. This is the best first step to protect the rights that the Union has fought so hard to maintain on behalf of all members. Failing to act in a timely fashion often leads to less than satisfactory resolutions to contract violations. Remember, there is a 25 working day timeline after a violation of the contract occurs, or should reasonably have known that a possible violation occurred to begin the grievance process (See ARTICLE 27, pp. 120-123). Contact your chapter grievance rep anytime you suspect a violation of the contract.

Other Hot Topics During Spring Semester:

- Summer rotation should have been completed by now. See ARTICLE 10, Section 4, pp. 16-18 in your contract to

ensure your rights in the process.

- Your Union recently prevailed in an arbitration against MnSCU in upholding the contractual rights for faculty to utilize the Tuition Waiver (ARTICLE 24, Section 3, pp. 115-117) to apply toward the pursuit of applied doctorates at MnSCU institutions.

- If you are retiring or separating from MnSCU, make sure to read the provisions of ARTICLE 16, pp. 54-61. Never hesitate to contact your chapter grievance rep or the MSCF field staff to confirm your retirement options. We have had some instances of potential retirees receiving some inadequate information from college HR's. Double checking with your MSCF field rep will ensure that all of your contractual rights are sustained.

- One further point about retirement: Make sure that if you contact TRA regarding your retirement options to identify yourself as a higher education, MSCF member. If

your TRA counselor knows that in advance, it will hopefully yield a more accurate response.

Once again, don't hesitate to contact your chapter grievance rep and your MSCF field representatives for assistance.

Have a great summer!

MSCF

an affiliate of Education Minnesota

The Green Sheet

The Green Sheet is published four times a year by the MSCF.

Chief editor is Larry Kellerman, a 31-year MSCF (MCCFA) member from Central Lakes College.

Assistant to the editor is Kari Ann Cruz, MSCF field representative.

**Education
Minnesota**

An affiliate of the Nat. Ed. Assoc. and
Am. Fed. of Teachers

Changes in the 2007-2009 Contract

(Continued from Page 2)

ARTICLE 13, Wages, Section 14, Subd. 2 Adjunct (Wages), the language under this subdivision was rewritten to clarify its original intent for faculty returning to adjunct status with the years served in either adjunct or temporary counting towards for the \$100 increase.

ARTICLE 16, Sick Leave Liquidation and Faculty Retirement Provisions, Section 6, Phased Retirement Program, the maximum length for a phased retirement program changes from ten (10) down to six (6) years.

ARTICLE 17, Professional Development, Section 4, Subd. 2, Application Procedure, applications for a sabbatical leave have new deadlines to be submitted between October 24 and November 15, in the year preceding the academic year requesting a sabbatical leave. The application must be turned in or mailed by certified mail to the College President or designee by November 15 and the notification of an approval or rejection for a sabbatical leave will be provided no later than January 15.

Section 4, Subd. 8, Sabbatical Leave Benefits, new language for unlimited faculty hired after July 1,

2008, sabbaticals will be paid at 80% of their base salary for all full year sabbaticals. One semester sabbaticals will be paid at 100%.

ARTICLE 22, Layoff and Faculty Transfers, Section 6, Retention Review, brand new language added for faculty who have been laid off and claim a vacancy in a credential field for which they have not previously taught, may serve a retention review period of up to two full consecutive semesters. If the faculty member is not retained, rationale will be provided to the faculty member and notification to the local Grievance Rep. The faculty member is then returned to the layoff list and

retains all rights to claim in their original credential field for the remainder of their claiming period.

Section 8, Subd. 4D2, Notification to College Human Resource Designees, new language for claiming part-time work for Gen Ed faculty (former CCFA) which allows claiming of up to 21 credits per semester, a 40 day notice before classes begin by the colleges of claimable assignments with a 15 day claiming period for the faculty member. The faculty member can exchange their claimed assignments for additional work that becomes available at their home campus.

Meeting Dates For 2008-2009 Board of Directors and Delegate Assembly

Friday and Saturday,
September 19 & 20, 2008 Board Meeting

Friday and Saturday,
December 5 & 6, 2008 Board Meeting

Friday, April 17, 2009 Delegate Assembly
& Board Meeting

Gordy Savela Nominated for the NEA Foundation Awards for Teaching Excellence



Gordy has been a chemistry instructor at Itasca Community College since 2000; prior to that he taught at

Rainy River Community College for seven years. He has an AA degree from Mesabi Community College, a BA from the College of St. Scholastica, and a MS degree in chemistry from the University of Notre Dame.

Gordy was selected as Education Minnesota's nominee for the National Education Association (NEA) Foundation Awards for Teaching and Excellence. The foundation award recognizes and promotes excellence in teaching and advocacy for the profession.

The process began when Education Minnesota invited nominations from local President's. Gordy was nominated by John Rothstein, Itasca's Faculty Association President. John says " he has a special knack for making

chemistry exciting for students.

The Education Minnesota Foundation held interviews in February and selected Gordy as the outstanding nominee from a pool of K-12 and two-year college faculty. The process to select the five finalist will begin this summer. The announcement will take place in February 2009 at a gala event in Washington DC.

Congratulations Gordy and good luck in the finals!

Motion approved from the MSCF Board Ratification Meeting on March 7, 2008

Northland Inn, Brooklyn Park

1. Motion from the Board to approve the recommendation to the membership to accept the 2007-2009 Employment Contract.

Motions approved from the MSCF Board of Directors March 28, 2008

Ramada Mall of America, Bloomington

1. Motion from the Executive Committee that the Board of Directors approves the 2008-2009 MSCF Budget and MSCF portion of Dues.
2. Motion from the Executive Committee that the Board of Directors approves the 2008-2009 meeting dates as submitted.
3. Motion from Block Vote Task Force that the Board of Directors approve and implement the new block vote procedure as discussed at the Delegate Assembly.

Dakota County Technical College 2008 Campus Showcase



Thanks to Mary Belanger (front, second from left), along with her colleagues at Dakota County Technical College, who gathered together in their MSCF t-shirts for their 2008 Campus Showcase. The annual event brought in more than 3,000 attendees from the surrounding communities to enjoy food, entertainment; and to learn more about the programs at Dakota Technical.

MEMBER ALERT!

In order to facilitate communication between the state office and our membership, please notify the MSCF office (Monica – monica.sturm@educationminnesota.org or Michele – michele.vangemert@educationminnesota.org) whenever any of the following occur:

- You have a new email address (school and/or home)
- You have a new phone number (school and/or home)
- You have a new home address

Thanks for your assistance in helping us keep our records up to date.



**HAVE A GREAT
RELAXING SUMMER
AND DON'T FORGET TO
WATCH FOR THE NEW
MSCF WEBSITE
THIS SUMMER**

www.minnesotastatecollegefaculty.org



Your MSCF is Seeking Volunteers

Areas of Interest:

- Academic Affairs, including technical education and liberal arts issues
- Faculty Rights, contract, and bargaining issues
- Credential Fields and Faculty Qualifications
- State Meet and Confer
- Technology and eLearning
- Health Insurance
- Retirement funds and issues
- Transfer issues
- Center for Teaching and Learning
- Discipline/program area groups

Note: Reimbursement is available for associated costs such as meals, mileage, and lodging as required.

MSCF encourages those of you who have not been actively involved in MSCF, especially new faculty, women, and faculty of color, to volunteer.

I am interested in serving my colleagues in MSCF in the following areas:

Name _____

Address _____

_____ Zip _____

Home Phone _____ Work Phone _____

College _____

School Email _____

Home Email _____

My background in the following would allow me to contribute:

Please complete this form and return it *as soon as possible* to:

MSCF
55 Sherburne Avenue
St. Paul, MN 55103
Fax: (651) 767-1266

If you have questions regarding any of the committees or would like to discuss committee service, please call the MSCF office: (651) 767-1262 or (800) 377-7783.



Cut Here