

# *the* GREEN SHEET



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## We Showed Up

*By Matt Williams, MSCF President*

Over the past 15 months, you, the members of MSCF, stayed home, masked up, socially distanced, and are now getting vaccinated to finally move beyond this pandemic. But while we were doing all of this, we did something far more important: we showed up.

We showed up for our students—on zoom screens and behind masks and over safer distances. We showed up for our families, managing remote learning at home and finding ways to stay connected to relatives when we couldn't be in person. We showed up for our communities in acknowledging the ways our system wasn't working for everyone and demanding change. We showed up for our country and our democracy, by smashing recent voting turnout trends and as a union demanding that our democracy and election results be respected.

Most of all, though, we showed up for each other. We showed up to comfort each other when a colleague or a family member was lost to COVID. We showed up to share resources on just getting through the day. And sometimes, we showed up just to check in on each other.



Like all of our fellow workers in public service or those we realized were essential and on the front lines—nurses, K-12 educators, first responders, delivery drivers, and workers in our food system—we worked more and harder this past year than ever before. This country owes each of you a debt of gratitude for all you do and for all you have done during these difficult times.

Yet challenges remain on our horizon. As faculty, we extended an unprecedented amount of flexibility and generosity in the name of helping our students get through this pandemic. We understood the nature of the crisis and the speed at which things

moved. We pivoted and worked under structures that made no sense outside of a crisis. From the outset, our message to our employer was clear: do not confuse our good-faith willingness to be flexible and generous during a crisis as an opportunity to establish new expectations that permanently sustain the sacrifices we made during this crisis.

It is undeniable that, out of necessity, we explored new ways of doing our work—yet very few of these new ways of working created less work on the part of faculty. On this, we must be firm: innovation that creates more work without more compensation is not innovation, it is exploitation. Thankfully, there is greater awareness right now over how imbalanced our economy is, and the inadequate ways we take care of those who care for us. We have a unique opportunity to be part of pushing this conversation away from asking educators to do more for less, and toward fully supporting the work we do with our students. I hope each of you are ready to be part of creating a new direction for our country.

But for now, I hope all of you are finding some time to rest and recharge this summer. You've earned it and then some.

# Course Placement, an RFP, and Faculty Voices

By Matt Dempsey, MSCF Vice President

Many of you know that course placement has taken a very different form during COVID, however, MinnState Policy, specifically the policy requiring a universal placement tool for the whole system, has not changed. The system current has a contract with Accuplacer, a tool developed by the College Board, the same company that writes the SAT.

The system, in particular the Assessment for Course Placement Committee (ACPC), is taking a proactive approach and is preparing an RFP or request for proposals, to select a placement tool when the current contract is up in 2023. A number of members of the ACPC joined a subcommittee to work on the RFP and one of the first tasks was to develop “functional requirements” for the RFP. If you think of an RFP as a job posting, these are the minimum and desired qualifications. After a meeting or two of the RFP subcommittee a couple of our members, Jan Bayer and Laura Funke, had concerns about the process. In particular, that there was just one faculty member from each subject area (English, Reading, Math, and ESOL) helping develop the function requirements. Jan



and Laura brought those concerns to the MSCF Officers and were encouraged to stand up and ask for more faculty input. Jan and Laura did just that. To their credit, those running the RFP subcommittee listened and were open to Jan and Laura’s request that the process be amended to include more faculty input.

We quickly put together a call for interested faculty and there are now 25 MSCF members who will be looking at those functional requirements and, it appears, there will even be some members from IFO who did not have even a single representative on the original RFP subcommittee.

There are many MSCF members who participate in system committees and their work often goes unnoticed despite the importance of that work. I think it is valuable to learn from what Jan and Laura did—they represented our union, our faculty, and our students, and spoke up when the process was going in a direction that made them uncomfortable. As MSCF appointees to these committees, our voices matter but can only make a difference if we speak up like Jan and Laura.

While the future of course placement remains uncertain, I believe that we have a far better chance of selecting a useful tool because of Jan and Laura’s advocacy. I look forward to working with them and others on the ACPC to improve and refine the course placement process for our students.

We will be sending out a call to MSCF members to join system committees in the near future and I hope all of you will consider responding to the call. Your voice, our voice, is critical at all levels from system to department in ensuring the best possible conditions for faculty and the students we serve.

# The Last 18 Months

*By Gretchen Long, MSCF Secretary*

The last 18 months have been unlike anything any of us have experienced both as faculty and as members of our union. At a time when face to face interactions were limited, we were called upon to engage with our students, our colleges, the system, the legislature, and with each other more than ever. And we did engage both around perennial issues and issues that none of us had anticipated.

Coming off the Fall 2019 workload settlement process where we held over 700 one on one meetings across the state, and our first statewide Lobby Day that brought 150 members to the capital, two of the largest engagement activities we've ever conducted, we found ourselves in a world where sharing information and connecting with members was more important than ever and had to be done in an entirely new way. In the first few months of the pandemic, state and chapter leaders were meeting almost daily with college and system administrators just to manage the constant changes arising from new executive orders, new policies, and a completely upended educational environment. As we clarified language, addressed concerns, and reached agreements on everything from professional development funds to how to conduct and compensate face to face teaching, communication with our members was critical.

Since last March, we've held over 100 statewide meetings. We started with twice daily meetings with chapter leaders just to address the pandemic during those first few weeks. The pandemic would have been plenty, however, we soon discovered that ongoing challenges to unions and quality public education



weren't going to take a break, and as we adapted to our new virtual reality, we were able to connect with members to address issues such as concurrent enrollment, counselors, developmental education, changes to Goal Area 7, law enforcement, bargaining, and the future of our union in the face of losing subsidized release. When the Senate threatened to hold up approval of our contract, 450 members attended a virtual meeting and then took action to pressure lawmakers to ensure our collectively bargained contract actually went into effect. We exercised our collective power, and we won.

We transformed our training and information programs to virtual events and facilitated member connections through new member and new faculty information sessions, unemployment information sessions, chapter leadership training, cultural competency training, reading and discussion programs, and the Emerging Leaders College.

We transformed the way we conduct the business of MSCF. We moved to virtual executive committee and board meetings, held our first ever virtual Delegate Assembly, and then our second, and

conducted electronic elections at the chapter, board, and state level.

The opportunities for our members to connect with each other on a statewide basis in ways they haven't before has brought the realization to many that we have not all experienced the last 18 months in exactly the same way, but that we still share foundational values: improving everyone's working conditions, strengthening our contract, supporting equitable, excellent public higher education. And we've also seen that when we act collectively, we win.

We've experienced a learning curve for sure, but as the challenges of the last 18 months kept coming, we continued to find new opportunities for connection and collective action. Continuing and expanding that engagement will be essential to building the collective power we need to realize those values. Many of us are anxiously looking forward to gathering face to face once again. And we have learned that in some situations, a virtual connection simply can't replace face to face interactions. But we've also discovered that virtual connections provide an opportunity for members from across the state to gather, plan, and act together in new and essential ways. As we establish and deepen our connections with each other, not only within our chapters but across the state, our power and capabilities will grow.

This summer, take some time to rest and reflect. Come Fall, we will inevitably face new and ongoing challenges, but with a new set of tools and opportunities for every one of our members to build our collective power through engaging with their union siblings, virtually and face to face.

# MSCF Delegate Assembly Resolutions

1. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) supports that the date of the November general election each year be declared a non-class day (by, for example, making it a campus holiday, a professional development day, etc.) and for this to go in effect in time to avoid scheduling classes on the date of the November 2022 general election (Tuesday, November 8, 2022). Carried.
2. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) supports accountability for faculty communicating in explicitly discriminatory or harassing ways towards or about protected classes, with all due process and qualified consideration especially for faculty of color, whenever this communication is affiliated in any way with MinnState. Failed.
3. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) State Leadership, as the representative voice for all MSCF members, shall take serious consideration when speaking publicly on issues that could be conceived as divisive amongst the MSCF body, wherever it may fall on the political spectrum. While as individuals, our leaders are entitled to any opinion they may have, they must always remember that they represent ALL MSCF members. Each one of us, in our classrooms, are agents of change who seek to improve our society through our shared knowledge and mutual respect. The public voice of our elected union's officials must always strive to represent the wide range of viewpoints and opinions of the membership to maintain unity. When a statement is required, MSCF officials, as the elected proxies of MSCF members, should always seek out a variety of member perspectives to minimize internal division within the MSCF union membership. Whenever possible, if state leadership is unable to provide collective opinions that represent all MSCF membership without bias, leadership should refrain from commenting all together. Failed.
4. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) insists that an essential piece of ensuring equitable outcomes is stable, fully resourced, effective, faculty-led developmental education and ESOL/ELL (English for Speakers of Other Languages/English Language Learners) instruction. Carried.
5. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) opposes the expansion of concurrent enrollment; discourages members from participating in concurrent enrollment mentorship agreements; and encourages members instead to support dual enrollment through traditional PSEO enrollment on their campuses and/or MSCF faculty teaching courses on high school campuses. Carried.
6. THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) March MSCF Executive Committee minutes include an explicit rationale for all release time requested for the following year by each Executive Officer and overload for the President. Ruled out of order.
7. THEREFORE BE IT RESOLVED, MSCF unequivocally calls for the immediate cessation of the use of Accuplacer and a redirection of resources for other methods that are more accurate, faculty-driven, cost-effective, and more equitable. Failed.

## *MSCF Delegate Assembly Amendments*

1. Bylaws, Article I – Membership (modification to existing bylaw)  
Section 3 – Dues and Budget
  - Strike language: “Who, after discussion and analysis shall adopt the budget and establish the dues.”
  - Add language: “The Executive Committee, after discussion and analysis, shall recommend a yearly budget and the dues to the Board of Directors no later than 30 days prior to the Delegate Assembly to allow board members to consult with their local chapters. The Board of Directors, after discussion and analysis, shall vote to adopt a budget and establish the dues.” Carried.
2. New Articles in the Constitution & Bylaws – Financial Exigency  
“In the event a financial exigency is declared by a two thirds vote of the Executive Committee, an emergency meeting of the MSCF Board of Directors will be called for the purpose of amending this Constitution without following the procedure described in Article X. Amendments under this provision would require a 2/3 vote of the Board of Directors.” Carried.

# The nomination period is open

...for the election of the 2021-2022 MSCF Executive Committee At-Large Members!

We need YOU! The nomination period is now open for (4) At-Large seats on the Executive Committee:

- Two At-Large positions, elected from the MSCF Board of Directors
- One At-Large seat, reserved for an MSCF member of a historically underrepresented group
- One At-Large seat, reserved for an MSCF member that is a contingent faculty

If you are a faculty from an underrepresented group or a contingent faculty, you are eligible to run for one of these two seats. Please consider running for an open seat on the MSCF Executive Committee for the 2021-2022 academic year!

## **What is the MSCF Executive Committee?**

The Executive Committee is the management arm of MSCF and conducts the business of the organization between meetings of the Board of Directors. It determines the organization's budget and recommends the amount of annual membership dues along with other procedures and actions to the Board. It approves members and chairpersons of standing committees, subject to ratification by the Board, and appoints members and chairpersons to other groups and task forces as deemed necessary. It authorizes contracts and public statements by committees. It can call a strike vote upon the recommendation of the Negotiations Committee.

## **Who serves on the MSCF Executive Committee?**

The Executive Committee consists of the four Executive Officers of MSCF (President, Vice President, Treasurer, and Secretary) and four At-Large Members. Two of the four At-Large members will be nominations from the Board of Directors. One At-Large member will be a nomination from the general membership of faculty from historically underrepresented groups. One At-Large member will be a nomination from the Board of Directors or from the general membership of a contingent faculty member (TPT, TFT). The four at-large nominations shall be elected for a one-year term by the Board of Directors at its first meeting of each academic year.

## **Who can run?**

- Any MSCF member who is not on the Board of Directors and is a member of a historically underrepresented group may run for an At-Large position on the Executive Committee.
- Any MSCF member, including a current Board of Directors member, who is a contingent faculty member (TPT or TFT) may run for an At-Large position on the Executive Committee.
- Any MSCF member who serves on the Board of Directors (one elected member from each chapter) may run for an At-Large position on the Executive Committee.

## **How do I nominate myself or someone else?**

- Members of MSCF may self-nominate.
- A member of MSCF may nominate another member, with her/his written permission (a "yes" via email is fine).
- Email the nominee's name and contact information to [mscfevents@edmn.org](mailto:mscfevents@edmn.org). No nomination form is required.
- All nominations from the general faculty membership must be received by 8 am on Monday, August 2.

## **What if I am nominated?**

- All nominees will be asked to attend the electronic board meeting on August 2, where the election will take place.
- Board members will vote for all four At-Large Executive Committee positions electronically.
- The MSCF Secretary will inform the Board of Directors who has been nominated for each position, and will take additional nominations from the floor for the three positions that may come from the Board of Directors.
- Nominees will be given the opportunity for brief candidate speeches to the Board of Directors meeting.
- All nominees will be entered into an electronic voting system.
- Members of the Board of Directors will vote electronically. Votes will be weighted according to the provisions in Article VI, Section 3 of the Bylaws.

## **Questions**

Please direct all questions regarding the Executive Committee At-Large Member election to [mscfevents@edmn.org](mailto:mscfevents@edmn.org).

# Emerging Leaders

We are now again accepting applications for the Class of 2022 Emerging Leaders College. Applications are due on June 30, 2021, and the College will hold its first session middle of September. Participants will be notified of the acceptance of their application by July 12, 2021 and the schedule will be finalized after. Please send all electronic applications Janel Engesser ([janel.engesser@edmn.org](mailto:janel.engesser@edmn.org)), mailed applications can be mailed to the state office at 55 Sherburne Ave, St. Paul, MN 55103.

We will be accepting 10 - 15 applications again this year, and we would like to encourage all faculty who are interested in keeping MSCF strong to participate. New faculty, underrepresented faculty,

temporary faculty, senior faculty who are feeling a resurgence in unionism, et al. are all welcome!

There will be approximately six to seven sessions (sessions will be a mix of in-person and virtual) and the participants will be expected to attend all of them, which includes the Delegate Assembly in the spring. The sessions will focus on topics such as the history of MSCF and the contract, contract language, roles of state and local officers, legislative activities, working with Minn State as a member of the system, underrepresented groups and unions, and member engagement/organizing.

Please reach out if there are any questions.

# MSCF Emerging Leaders Application

Return completed form by fax to: 651-767-1266, or mail to: MSCF – Emerging Leaders, 55 Sherburne Ave., St. Paul, MN 55103, or scan and email to Janel Engesser janel.engesser@edmn.org. Applications are due on Wednesday, June 30, 2021. Please print clearly.

## *Applicant Information*

Mailing address: \_\_\_\_\_

City/State/ZIP: \_\_\_\_\_

Campus: \_\_\_\_\_

Email (Personal): \_\_\_\_\_

Email (Work): \_\_\_\_\_

Home phone: \_\_\_\_\_ Cell phone: \_\_\_\_\_ Work phone: \_\_\_\_\_

Job Title and Department: \_\_\_\_\_

Number of years as a member of my local/state association: \_\_\_\_\_

Appointment Status (please check one):

Full Time Faculty    Contingent Faculty (P/T, Temp, Adjunct)

To the best of my knowledge, I am able to attend all 6-7 training session. Please note, number of sessions may vary. (please check one):

Yes    No

1. Why do you want to participate in the MSCF Emerging Leaders College (ELC)?

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2. How do you envision your participation in the ELC benefiting your location chapter? The State MSCF?

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3. What strengths do you bring to the ELC Program?

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4. What is your level of involvement in your local chapter?

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**Signature:** \_\_\_\_\_ **Date:** \_\_\_\_\_

## *Optional Information*

The following information is optional. We request the information to collect statistics on how well the program is advertised and reaches the membership. None of the information collected is used as a determining factor in acceptance or rejection of candidates in the program.

Ethnic Identification: \_\_\_\_\_ Gender: \_\_\_\_\_ Date of Birth: \_\_\_\_\_



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## Contact information

### *Contact information for MSCF elected officers*

Matt Williams, President, 651-767-1265  
Matt Dempsey, Vice President, 651-767-1271  
Kent Quamme, Treasurer, 800-377-7783  
Gretchen Long, Secretary, 651-767-1279  
Mark Grant, Legislative Chair, 651-767-1259

### *MSCF staff*

Kari Ann Cruz, 651-767-1272  
Chip Dykstra, 651-767-1277

### *MSCF Board Meetings*

August 2, 2021  
October 29, 2021  
January 28, 2021  
April 9, 2021

### *MSCF Delegate Assembly*

April 8, 2021