

the GREEN SHEET



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Amazing People

By Kevin Lindstrom, President

MSCF is an organization full of amazing people. An annual trip to the Delegate Assembly (DA) serves as a wonderful reminder of that fact. This year was no different.

This year we passed a couple of resolutions and a constitutional amendment with direct implications for inclusion, diversity, and equity. Kudos go to those individuals and committees who offered these enhancements to how we do our business. It was refreshing to hear numerous individuals speak to these matters of critical importance. Our work in this realm is never done, and our commitment can always be stronger, but I believe we took some big steps in the right direction at the DA.

As has become custom, new attendees were recognized at the beginning of the proceedings. It's refreshing to see new faces and experience the energy and enthusiasm they bring to the room. I enjoyed conversations with several of the first-time attendees as the day went on. I thank them for taking the time and making the commitment to attend. I hope they return for years to come.

We also recognized those retirees who were attending their final DA. I thought all of the retirees looked

way too young to be retiring, which is probably yet another sign I'm getting old. These folks have given their careers to making students' lives better, and they deserve never-ending thanks for it. I spoke to one of the retirees during a break and told her how much I had appreciated her comments at chapter meetings I had attended over the years. She said she was surprised I remembered those comments. In my mind, comments and contributions from members like her are the foundation of MSCF.

We heard from the first class of the Emerging Leaders College. As I've said in several venues, I believe a future president or two of MSCF resides in that group. Their willingness to commit to continuing the MSCF legacy, while adding to it in their own way, is very reassuring. I look forward to seeing where these folks go next and to meeting the next class of the College.

The committee reports we heard at the DA were a reminder of the incredible amount of work done on a regular basis by committee members and chairs. As I listened, I thought of how fortunate we all are to have these folks work so tirelessly on behalf of all faculty. They deserve our thanks.



Finally, I will forever remember an interaction I had with a retiring member after the Contract Congress, at the end of a long day. She told me she would be completing her work on a committee, one of many committees she has served on over the years, and then be done with her committee service. The work she has done on this particular committee has been incredible stuff, much like the rest of the work she has done over the years. I reminded her that, although she was retiring, her legacy would live on for years to come.

MSCF is, always has been, and always will be about the amazing people who comprise our membership. It's not just those described above, and it's not just at the DA. It's all of our members, every day. That's what MSCF is all about.

Greetings

By Norm Halsa, Vice President for Technical Education

Greetings MSCF Sisters and Brothers,

At the Delegate Assembly, I witnessed the unity we have as union members. Changes to the by-laws within the constitution that reflect our core values as an organization were passed. Resolutions that contained statements of what we value were voted on and passed. We listened to reports from the chairs of our standing committees, telling us of the work that has been done on our

behalf, and what to look forward to in the future. We listened to the members who were the cohort of the first Emerging Leaders College. We listened to staff representative Chip Dykstra describe the effects of Act 10 in Wisconsin. We heard the message of the threat to all public labor unions.

It was great to see first-time attendees and also friends from past Delegate Assemblies. If it were not for my union MSCF friends, I would have no friends!



Being this is the last Green Sheet for this academic year I feel I need to let you know that I will be retiring May 2018. Brothers and Sisters, give consideration to running for state office.

#WeCanDoThis

By Darci Stanford, Vice President for Liberal Arts

Reflecting on the events and discussions surrounding the Delegate Assembly, I walked away with a very good feeling of #WeCanDoThis. This was not only demonstrated with the plans moving forward, but also demonstrated by the work that has been done. We saw this in the work by committees and chapters in the resolutions brought forward. This affirmation of a commitment to be inclusive and supportive of all individuals and all colleges shows we recognize the value everyone brings to MSCF.

In regards to moving forward, I

am optimistic. I am optimistic that those members at the DA will take the energy and enthusiasm back to their campuses. I am optimistic that when campuses are asked for volunteers to have membership teams come out and do training, several will say "My campus will!" and the room will be full. I am optimistic that campuses will find new and exciting ways to engage members. We have already seen examples of this at Inver Hills and Century and I can't wait to hear what other campuses are doing. I am optimistic that chapters will be open-minded and stay committed



to new approaches and ideas. Something may need to be repeated a couple of times for it to grow into something amazing so don't give up. I am optimistic that no matter the threat or challenge we face, when we #WorkTogether then #WeCanDoThis.



www.mscfmn.org

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We Do Good Things

By Kent Quamme, Treasurer

MSCF represents all. At this past Delegate Assembly, we had representatives from our temporary faculty ranks and from our unlimited ranks, from the underrepresented ranks and the well represented ranks, from new, young faculty and from faculty in the twilight of their careers, from greater Minnesota and from the metro, from stand-alone technical colleges and from stand-alone community colleges, from consolidated colleges, etc... You get the idea, we represent all.

This is very encouraging to see, especially going into a time of the unknown. If we want to thrive as a union, we need more of this inclusiveness. We need to know going forward that all of us

continue to have a voice. Just as the United States Senate has equal representation from each state, just as our own MSCF Board of Directors has equal representation from every chapter, we need to promote equal representation from our entire faculty. This will keep us on the right track.

Seeing our members engaged in the discussion at the DA really shows that we want to do good things. Seeing our members vote at the DA shows that we will do good things. We made a commitment to member engagement by approving a strategic plan and creating a venue for membership chairs on each campus. That is a good thing. We voted for inclusiveness. That



is a good thing. Everything we accomplished at the DA was for the betterment of MSCF. That is a good thing.

We will go into the future more engaged, more committed, and more inclusive. Those are all good things.

Nomination Period is Open!

An amendment to the MSCF Constitution and Bylaws overwhelmingly passed at the recent Delegate Assembly regarding the composition of the four At-Large members of the MSCF Executive Committee: "Three of the four At-Large members will be nominations from the Board of Directors. The remaining one (1) At-Large member will be nominations from the general membership of faculty from underrepresented groups, which may include, but not limited to, LGBTQA, women, and persons of color. The four at-large nominations shall be elected for a one-year term by the Board of Directors at its first meeting."

The process for the newly designated At-Large member will be:

1. Members of MSCF may self-nominate.
2. A member of MSCF may nominate another member, with her/his written permission.
3. A nominee's name and contact information will be emailed to mscfevents@edmn.org (no nomination form required), or submitted from the floor at the Board of Director's first meeting.
4. All nominees will be asked to attend the summer board meeting where the election will take place and incorporated into the current voting process and procedure:
 - a. Nominations for both the newly designated at-large member and the three board at-large members will be accepted by the MSCF Secretary and posted in front for board members.
 - b. Nominees for all at-large positions will give brief candidate speeches.
 - c. Ballots for all at-large positions will be distributed after board reports.
 - d. Ballots will be counted by staff according to Article VI, Section 3-Voting.

If you are interested in submitting your name for the newly designated at-large position, please send your name and contact information to mscfevents@edmn.org.

The Case for Engagement

By Mark Grant, Legislative Liaison

If you attended this year's delegate assembly, you undoubtedly heard President Lindstrom detail the number of challenges facing MSCF in the coming months/years. If you were not able to attend, let me simply say the challenges articulated were, and continue to be, numerous. And although his presentation could not really be described as the "feel good" speech of the year, he did focus on the opportunities these challenges provide and declared our mantra moving forward is, "We Can Do This."

That was clearly intended to be the take away – a rallying cry – We can do this! And although this was not lost on me, I was struck by something else – the common thread connecting all of those challenges – namely, politics. Now I realize I am running the risk of seeing everything through the lens of my new position at MSCF, but as I listened to Kevin talk about the certainty of a supreme court decision that will eliminate agency fees or the possibility of a national right to work law or an executive order prohibiting union fee payroll deductions, it crystalized for me the relationship between our profession and the political climate. We exist because of political action (pelra, funding, pensions) and I am more convinced than ever that political inaction will be the very thing that leads to our extinction.

I know the threats detailed by Kevin are happening in large part on a national scale, but the national landscape does not happen in a vacuum. We saw painful defeats of pro education legislators last November that have left us in a spot where, it is safe to say, if not for a governor that we can rely on to stand up for public education, we would be facing right to work legislation at this very moment.

In the past two decades, we have seen record disinvestment in our state's higher education system – In 1991, HE was 14.7% of the budget, today, it is barely over 7%. This year, the artist formally known as MnSCU, Minnesota State identified a structural deficit of \$174 million, so that is what they asked from the legislature. The Governor, seeing the budget challenges facing not only Minnesota State, but the state of Minnesota, put \$150 million toward HE in his budget. The House response - \$80 million; the Senate, even worse – \$50 million. Keep in mind, this is with a significant budget surplus. Because we have an inverse relationship with the economy (we tend to be busiest when the economy dips down), this is the VERY time we should be investing in our state HE system. When the economy is not good and our services are most in demand, we are told, "Sorry, the state just can't afford it." When the economy is good and our tuition revenue goes down, we are told, "This is not



your money and it is time to give it back." My question is, if not NOW, WHEN? A state's budget reflects a state's priorities – it is as simple as that. Your profession and what you do for the state of Minnesota is not a priority of the current legislature. If that doesn't make you angry, I don't know what possibly could.

The only way that changes is political engagement. Demanding to be heard by those with election certificates. And if they are unwilling or unable to listen, then we get someone in there who will. If you entered teaching but have no desire to be political, I am sorry, but you do not have that luxury. This profession is inherently political. I genuinely believe that you are no longer able to be politically disengaged and consider yourself an engaged Higher Education Professional.

Let me conclude by returning to our rallying cry – We can do this. I wholeheartedly agree, we can. But in order to "do this" we have to "DO SOMETHING." Call often, write often, visit often, donate often, and vote (just once).

Your Voice

By Gretchen Long, Membership Recruitment and Engagement Committee Chair

Imagine teaching at a college where success is measured in profits, not learning. Imagine teaching at a college where speaking up for decent teaching and learning conditions over revenue means the risk of losing your job. Some of you, like me, probably don't have to imagine this; you've experienced it. If you haven't, take a minute to imagine what teaching at that college would be like.

Prior to teaching at Hennepin Technical College and becoming an MSCF member, I taught at a for-profit college. When the college was bought out by an "educational entity", I was tasked with showing one of the new executives around our campuses. He wasn't terribly interested in what we did as instructors and as a college, namely teaching and learning, but he was very excited to tell me what a great day it was going to be when the "company" went public and started making money for shareholders. Student learning wasn't terribly important, but profit margins were, and he was the new administration.

What I wanted to say to him was "I don't think you understand education. My students are people, not profits, and I and my colleagues aren't called to this profession to sell credits. We are called to create opportunities for students to learn and grow, and through our students, strengthen families and communities and create even greater opportunity for everyone. Education isn't about the bottom line, it's about the contribution we make to the public good. When we do it well, everyone profits." I was and am a teacher and knew the

value of what I did, regardless of where I was teaching, but I didn't say that. I was also a single mother who had already been "warned" about speaking up, and I needed to keep my job. So, I said nothing. It's a position I never want to be in again, having to choose between speaking out about what I know to be true and keeping my job. It's a position no teacher who sees the humanity of their students and knows the dignity of his or her work should ever be in.

When I became an MSCF faculty member at Hennepin Tech, I found not only protection and security, but that I and my fellow members actually have a voice. Not just an individual "trouble-making" voice, but a legitimate voice. We have AASC, SGC, and true academic freedom. We control our curriculum and our classrooms, and we advocate, without fear, for the conditions we and our students need to succeed. Most importantly, our voices carry weight because we speak with a collective voice. We have an impact because when we speak, we aren't individual faculty, we are MSCF.

The attacks we are facing, as faculty and as a union, are attempts to silence our voice: Our voice that says the measure of our success is about our impact on the lives of our students, our communities, and society, not our impact on the bottom line; our voice that says our contributions to our communities, our economies, and the public good must be recognized; our voice that says treating students as profits and faculty as revenue generators leads to disaster for

us, for students, and for society. We, MSCF, are the voice that holds administrators, the system, and our legislators accountable. We are the voice that keeps teaching and learning, students and faculty, at the forefront of conversations about education, not revenue, profits, and shareholders. Often, our voice makes us inconvenient and sometimes disagreeable but always essential.

At this year's delegate assembly, we introduced a strategic membership plan which was subsequently approved by the Board of Directors. The goal of this plan – that all faculty identify as MSCF members, value the role of MSCF in their daily lives, and engage in the work of MSCF – is the goal of protecting and strengthening our collective voice. When faculty don't identify as MSCF members, don't understand the power of our collective voice, and don't play a role in building that power, we all lose – us, our students, and our communities.

So how will we move ALL faculty to understanding this? How will ALL faculty come to identify as MSCF members, value the role of the union in their daily lives, and engage in the work of building a more powerful MSCF voice? The answer is through your stories. Each of you has your own story, and more likely many stories, of how the MSCF voice has impacted your life and the lives of your students. What I shared above is just one of mine. Please share yours. Share them with your fellow members, share them with your students, and share them with me at grlong30@gmail.com.

April 7, 2017

MSCF Board of Directors Meeting Motions

1. Motion and second from the Executive Committee, that the Board of Directors modify the MSCF Policies regarding membership chair stipends as submitted. **Carried**
2. Motion and second from the Executive Committee, that the Board of Directors approve the 2017-2018 MSCF budget and MSCF portion of dues. **Carried**
3. Motion and second from the Executive Committee, that the Board of Directors approve the 2017 MSCF Strategic Membership Plan. **Carried**
4. Motion and second from the Executive Committee, that the Board of Directors approve the 2017-2018 MSCF meeting dates as submitted. **Carried**
5. Motion and second from the Executive Committee, that the Board of Directors approve the 2017-2018 MSCF family friendly events. **Carried**
6. Motion and second from the Executive Committee, that the Board of Directors approve the Faculty Rights Committee's position statement. **Carried**
7. Motion and second from the Executive Committee, that the Board of Directors approve the Racial Equity and Diversity Committee's position statement. **Carried**
8. Motion that the Board of Directors shall direct the Racial Equity and Diversity Committee to develop parallel language in their two resolutions related to the MSCF core value statement, and submit them to the Board of Directors. **Carried**

April 7, 2017

MSCF Delegate Assembly Amendments



1. Bylaws, Article VI – Board of Directors (modification to existing bylaw)
Section 5 – Executive Committee
 - Strike language: “The four At-Large members shall be elected for a one-year term by the Board of Directors from the Board of Directors at its first meeting.”
 - Add language: “Three of the four At-Large members will be nominations from the Board of Directors. The remaining one (1) At-Large member will be nominations from the general membership of faculty from underrepresented groups, which may include, but not limited to, LGBTQA, women, and persons of color. The four at-large nominations shall be elected for a one-year term by the Board of Directors at its first meeting.” **Carried**
2. Bylaws, Article VIII – Officers (modification to existing bylaw)
Section 6
 - Adding provisio related to transition: “Due to a vacancy in the Secretary position, an election will be held in April 2017. The vacancy election will be for a term beginning immediately upon certification of the election results and will conclude on June 30, 2019. Thereafter, the terms of office shall be three years.” **Carried**
3. Bylaws, Article III – Chapters (modification to existing bylaw)
Section 3 – Organization
 - Add language: “Each chapter shall designate a membership chair.” **Carried**
4. Bylaws, Article VII – Committees (modification to existing bylaw)
Section 1 – Standing Committees, Subsection 2. Negotiations Committee
 - Strike language: “including the MSCF President. Seven” **Carried**

April 7, 2017

MSCF Delegate Assembly Resolutions

1. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) will continue to support members from underrepresented groups and will actively engage and organize around issues impacting members because of race, ethnicity, sex, age, gender, sexual orientation, physical and mental ability, and immigration status. **Carried**
2. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) amend our core values statement to include the following: MSCF believes in a permanent, professional faculty; fair treatment for all faculty whether full time 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; the strength of active, engaged members. **Carried**
3. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) will add the following statement to our list of Core Values: Fair and equitable treatment for all faculty in hiring, promotion, professional development, and work assignment regardless of sex, gender, sexual orientation, race, ethnicity, religion, age, mental health or physical ability. **Carried**
4. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) values and supports all the colleges and campuses of Minnesota State, regardless of size or financial resources, as integral parts of the system; furthermore, we believe the system should ensure all campuses the funding necessary to operate completely and consistently. **Carried**
5. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) direct the election committee to provide chapter level results for each candidate and present them to the Delegate Assembly for the last election cycle and all future elections. **Failed**
6. BE IT RESOLVED, that the Minnesota State College Faculty (MSCF) supports the librarian duties and definitions that are defined in the document titled "Why MSCF Library Faculty Matter" and reaffirms its support of the value of faculty librarians on every campus. **Carried**

December 2, 2016

MSCF Board of Directors Meeting Motions

1. Motion and second from the Executive Committee to approve the 2017 Legislative Goals as submitted. **Carried**
2. Motion and second from the Executive Committee to modify the MSCF Policies as submitted. **Carried**
3. Motion and second from the Executive Committee to approve the MSCF Academic Affairs position statement as submitted. **Carried**
4. Motion and second from the Executive Committee to approve a \$500 holiday honorarium for the MSCF staff. **Carried**

Contract Congress

The MSCF Contract Congress took place Friday evening, April 7, 2017. It was a gathering of campus representatives to discuss and generate priorities for the bargaining team. The Contract Congress offered an opportunity for campus representatives to inform the bargaining process, gather information, discuss the general goals for negotiations, identify issues for consideration by the bargaining team, and help

determine priorities.

Special thanks to Andrea Cecconi, Education Minnesota Negotiations and Research Specialist, who helped facilitate a well-attended, highly engaged evening of faculty member dialogue.





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Upcoming Meeting Dates

Board meeting

August 2, 2017

Sugar Lake Lodge