

the GREEN SHEET



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MAY 2010

Who Planned This?

by Greg Mulcahy, MSCF President



When I teach composition, I encourage my students to begin writing by putting down on paper, in any form or sequence, all their ideas. The point, I tell them,

is to get their ideas out of their heads and onto paper. Then, once they have something to work with, I encourage them to sort, organize, and arrange their best thinking while discarding their worst. Next, they create an outline, write a draft, rewrite the draft, refine, edit, and proof it. This method, or a similar variation of it, is common to writing teachers of my generation, and it rests on simple ideas: think freely, record, organize, articulate, and refine, refine, refine. My goal is to help students become better writers. Writing, I tell them, is thinking in words on paper.

I write this in late May, after the end of the legislative session, the completion of the academic year, and the May MnSCU Board of Trustees meeting. I write this, as someone who believes in and teaches planning to think and thinking to plan, frankly yet again amazed at the state of the State of Minnesota and higher education therein.

This morning I heard another discussion of the importance of higher education with emphasis on two-year colleges and technical education. I've heard this before, many times. I suspect anyone reading this has heard this discussion before, many times. Yesterday, I saw an article

cally, it's complicated, to, basically, let's cut 20 to 30 percent more. The first is true but troublingly ambiguous, the second decisive but stunningly moronic.

And in the interim, the state continues the dysfunctional drift of the last eight years.

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about how teachers and teachers' unions are the problem with K-12 education. This argument creeps most certainly towards us. We've all heard it before—many times.

In "balancing" the state budget, higher education was again cut and the structural problems in Minnesota's finances were again ignored. The next biennium will include a \$5.4 to \$6 billion dollar shortfall. Again. But you've heard this before—many times. The candidates for governor offer a range of solutions from, basi-

Rest assured, we'll be assured, again, of the importance of higher education.

Meanwhile, at the MnSCU Board meeting, the trustees discussed the search for the next chancellor. The current Chancellor completes his term on July 30, 2011. The University, whose president is also retiring, has already announced the beginning of its search, so the discussion was timely. Though most of the discussion focused on the mechanics of the search—securing a consultant

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MSCF Highlights a unique program: The High Performance Engine Machinist Program at Northwest Technical College, Bemidji



Unique in the fact that the program was started in 1972 as one of the first in the nation, it continues to be one of the few programs nationwide, and graduates of the program have job offers from all over the country.

The program provides training for all types of machining involved in engine rebuilding. Of course as the industry expands and changes, so too does the curriculum and equipment used for training and instruction. At the current time, the greatest area of interest for students, which parallels the growth in the automotive industry, is high-performance engines, like those used for racing.

Students enrolled in the program are taught CNC engine block machining, engine balancing, valve jobs or cylinder head porting, not your typical automotive service course work. In an attempt to stay ahead of the average automot-

ive machine shop, and provide students with the best education, the course offerings have expanded into the CNC machining processes like blue print machining an engine block, with a goal of adding more computer aided design (CAD), conversational programming, and CNC machining so that graduates will be able to design and construct anything that comes into their place of employment.

2010 MSCF OFFICER ELECTION RESULTS:

President

Treasurer



Greg Mulcahy
Century

Joe Juairé
St. Paul College

Who Planned This?

(continued from page 1)

etc.—there was some brief commentary about what kind of candidate the trustees are looking for, and while those comments were not conclusive, they were of interest. Several suggestions were made including hiring a chancellor who was a manager, not an academic; staging the hire so a short-term chancellor, or successive chancellors, might be brought in for one- or two-year terms; and hiring a recently-retired CEO with experience restructuring organizations. This last clearly got my attention.

If there is a plan to restructure MnSCU, I don't know what it is.

If there is a concern—given the ongoing and current political climate—that MnSCU may need to be restructured, I share it.

But I believe if that's what's likely to happen, all the constituents—and most particularly those who actually teach students—need to be in the

conversation, so all constituents have the opportunity to share their ideas, record them, organize them, and refine them. Maybe then some positive changes could be made and some true economies realized. To do less than this would be to impose a plan that will be at best resented and at worst disastrous.

However, faculty cannot unilaterally compel this process. All we can do is participate if invited and disavow any process we are not part of as—well—something we are not a part of. Intellectually, I suppose, we can comfortably inhabit either position just as some can apparently inhabit the simultaneous positions that education is essential, yet educators are the problem. Practically, though, if there's to be a plan with a chance of success, all ideas from all constituents must be, at least, initially, examined.

We wouldn't teach our students less.

Have a great summer.

In Memoriam

It is with profound sympathy that MSCF acknowledges members who died this past year.



Stephanie Dojka,
Century College

Pauline O'Connor,
Century College

Delrita Rudnitski,
St. Cloud Technical College

Dennis Godfrey,
Lake Superior College

Louanne Picek,
Mesabi Range

Jacqueline Skilling,
Riverland

Doug Knapp,
Inver Hills College

Remembering Lisa Laing

On April 7, 2010, Lisa Laing, administrative support careers instructor at MN State College SE Technical, passed away unexpectedly from an aortic aneurysm. She collapsed at the college and was transported to Winona Health where she was then airlifted to St. Mary's in Rochester. Lisa leaves us all stunned, empty, and in awe. She leaves a legacy for those of us who were touched by her life.

Lisa affected so many people, first in the classroom and then on any of the many committees and community groups that she was a member.

Lisa influenced us in many ways, but her passion for education and the tireless commitment to the classroom will set the standard for SE Tech faculty to emulate. I have read and re-read the tributes to Lisa on the funeral home's website, and it makes me wonder if she knew what she meant to friends, past and present students, and co-workers. She has touched the lives of so many with her kind words and always willing and ready attitude. We are very grateful that we have been blessed to have had her in our lives.



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NEA and AFT.*

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651-767-1262 or 1-800-377-7783

MSCF

55 Sherburne Ave
St. Paul, MN 55103

www.minnesotastatecollegefaculty.org

2010 Delegate Assembly

held at the DoubleTree Hotel, Minneapolis



Delegates from Fond du Lac (left to right) Don Jarvinen, Wil Kallis, and Andy Wold prepare to listen to reports at the 2010 MSCF Delegate Assembly.



Greg Mulcahy, MSCF President, and Anne-Marie Ryan-Guest, MSCF Liberal Arts Vice President, find humor as they talk about the Constitution and Bylaws.



Over 200 delegates listen to Kerry Duncan, MSCF Meet & Conference Chair, give her report.



The MSCF Executive Committee (left to right) Gregg Wright – Secretary, Joe Juaiere – Treasurer, Greg Mulcahy – President, Ginny Altman – Parliamentarian, Anne-Marie Ryan-Guest – Liberal Arts Vice President, and Kevin Lindstrom – Technical Vice President.



MSCF Field Staff (left to right) Kari Ann Cruz, Sara Ford, and Tom Johnson address delegates on grievance activity from the past 12 months.



Tom Dubbels, M State – Moorhead, and other faculty take time to write to their legislators about issues and concerns at their campuses.



Damon Kapke, MSCF Elections Chair, reports to the delegates on the outcome of the MSCF state officer election for President & Treasurer.



Delegates (front, left) Dave O'Donnell listens to reports.

Motions approved at the April 16, 2010 MSCF Board of Directors Meeting

DoubleTree Hotel, Minneapolis Park Place

- 1 Motion from the Executive Committee that the Board of Directors approves the 2010-2011 MSCF Budget and MSCF portion of Dues.
 - 2 Motion from the Executive Committee that the Board of Directors approves the 2010-2011 Meeting Dates as submitted.
 - 3 Motion from the Election Committee that the Board of Directors hereby declares that Greg Mulcahy is elected President and Joe Juaira is elected Treasurer of MSCF.
 - 4 Motion from the C & B Committee to alter the language in the Constitution and Bylaws, as documented and detailed in the example at the Delegate Assembly.
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- 5 Motion from the Policy Task Force to amend the MSCF Policies as submitted:

Old Language

- 2 MEAL ALLOWANCE – It shall be the policy of the Minnesota State College Faculty to reimburse reasonable meal expenses. Original receipts shall be submitted with a reimbursement form for all meals over \$10.00. Meals \$10.00 or less may be reimbursed without receipts. (A general guideline for meal costs is \$10.00 for breakfast, \$15.00 for lunch, and \$20.00 for dinner.)

Old Language

- 4 MILEAGE RATE – It shall be the policy of the Minnesota State College Faculty to set the mileage reimbursement rate at the current IRS rate on September 1 of each year and stay in force throughout the fiscal year. The reimbursable rate will not be higher than the IRS rate.

Old Language

- 12 PRESIDING OFFICER IN ABSENCE OF PRESIDENT – It shall be the policy of the Minnesota State College Faculty that, at the first meeting for which the President is absent, the Technical Vice President shall preside. During the next meeting absence, the Liberal Arts Vice President shall preside. Thereafter, this alternation shall continue. The MSCF Secretary shall keep a record of the rotation.

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- 6 Motion from the Executive Committee that the Board of Directors approves the new policy for conducting special meetings electronically.
 - 7 Motion from the Executive Committee that the Board of Directors approves the resolution in support of Marriage Equality for Minnesota.

Hats off to our Grievance Reps!

Greetings from Kari Ann, Sara, and Tom, your field staff. We want to take this opportunity to thank our grievance representatives for their perseverance and hard work this past academic year. Our grievance reps have spent a great deal of time this year monitoring and protecting the workload provisions defined in Article 11, the work assignment article. This is likely the result of cash-strapped colleges looking to save money by squeezing more work from faculty for less pay.

We've seen colleges abuse the combined class language in attempts to get two courses taught for little more than the price of one; we've seen colleges override max class tallies in efforts to get more students instructed for less money; we've seen independent study assignments of up to 15 students; we've seen abuses of team-teaching credit allocations and advising language; and we've seen the reduction or elimination of coordination credits with no reduction in work expectations.

Without the work of our grievance representatives, our power to identify violations and protect faculty rights would be devastated. So hats off to our grievance representatives, who do so much for this organization and its members.

We also want to take this opportunity to highlight some of the brilliant things our chapters have done over the past year to strengthen, energize, and empower their members. We often share stories of the great things our chapter leaders are doing, some times in the face of great adversity, when we get back to the office after trips to our campuses. We thought you might enjoy reading about some of the good stuff too.

On many campuses we see chapters working to solve problems and protect faculty rights with determination and creativity. We see our people stick up for one another, as well as for their students, and in doing so, sticking up for the profession and for public higher education.

For those of you with a break this summer, we hope you get some refreshing time away. If you see your local grievance representative, give him or her a pat on the back.



by Kari Ann Cruz, Sara Ford and Tom Johnson

- At a multi-campus college with an administration that covers its abuses by pitting faculty against one another, instructors representing each campus bought some wine and went to one of their houses for an evening, determined not to go home until they had a pact that they'd speak with one voice. They've stuck by that pact ever since, and as a result, we are finally able to demand better management there.
- At a major twin cities campus, a strong chapter continues to respond with intelligence and professionalism to baffling and often destructive decisions being made by an administration in disarray.
- At a college in the north, the MSCF chapter has been instrumental in standing up to administration, so much that other union leaders on campuses are seeking their support and help.
- At one large campus which had enjoyed good labor relations for years, after a change of presidents caused nothing but turmoil and discord, the local chapter and the state office are aggressively pursuing faculty rights, have settled multiple grievances, and are continuing to pursue grievances in an atmosphere of increasingly vociferous attacks on the principle of shared governance and the contract itself.

DFL Convention Reports



by Gregg Wright,
Rochester

For me, the road to Duluth started in a Rochester Precinct Caucus where a small group of people gathered to do one small thing (cast a ballot) to help determine the future direction of Minne-

sota. I along with others who became delegates to the county convention knew we could continue to do one small thing – cast a ballot to change the political culture in Minnesota.

During this time I was asked by the Tom Rukavina Campaign to identify

other delegates who would join in supporting Tom for Governor. I agreed to do this one small thing because I am so disgusted with the ruinous political slide that Minnesota has been on since Rudy Perpich left office. At the convention, I was asked by the Rukavina campaign to be a floor captain for the first congressional district to help count votes and identify delegates who would support Rukavina. This was one small thing that I thought I could do.

A great moment at the convention was listening to Tom Rukavina speak to the delegates and talk about what he values: education, jobs, fair taxes, buying American made products, middle class ethics, universal health care, the right to form unions and

an accessible economic ladder for everyone. He was the only candidate who received a standing ovation from the delegates. His speech pushed him past other candidates that has less appeal to the delegates.

Rukavina did not prevail at the State Convention; however he did make an impact on the delegates, and because of the support that he has across the state he will be a part of shaping Minnesota's political direction. He will also remember his friends in higher education that supported him. All this was possible because of other MSCF members, who, just like me, did one small thing to change the direction of politics in Minnesota.



by Jill Rezac,
Ridgewater

The 2010 DFL convention was my second, attending as a delegate. I attended the 2008 Senate Convention as a delegate and was energized by the process. I strongly believe

that we need to make our voice heard and that this is a great opportunity to do so. I had more conversations than I can remember with governor candidates, many of which are also our state representatives. With each conversation I pressed my concerns related to education, but more specifically, higher education.

My passion and voice come from being a teacher and a mother of two young children in the public education system. But more passionately, my

voice comes from my past. I grew up in a family with limited resources, limited education, and limited skills which resulted in financial constraints and limitations. I was given opportunities through affordable education. I was a first generation college graduate and it was a struggle financially. However, because Minnesota believes in affordable education, I found my pathway to success by obtaining my bachelors degree and then my masters. I often carry around my invisible soapbox and stand upon it and protest “if we support education all else will follow” – you see, I know this first hand. Minnesota has forgotten its commitment to education and I feel compelled to fight to elect those who will take us back to a place when education in Minnesota worked.

I listened to and questioned each of the candidates, and Rukavina spoke to my heart from the first time I met him—and I consider myself a hard

sell. We are in desperate times, and Rukavina spoke to this. His passion and conviction stood sound, and I knew it wasn't just words; I knew he would follow through. His convention speech was more passionate than any other. The truths he spoke of rallied the crowd to a standing ovation. His words were real, they were honest, and they drew out emotion and many tears from delegates regardless of their supported candidate. Although he did not get the endorsement, I am proud that we have such a strong advocate in the legislature; he heard us and he gets it. But better yet, he has built a tight alliance with the endorsed candidate, Margaret Anderson Kelliher.

We are not done. We need to work together to fight for education and build our coalition in government. We need to support our endorsed candidate.



by Mark Grant,
Dakota County

As engaged and involved a citizen as I like to think I am, I'm a little embarrassed to admit that this was the first time I ever participated beyond my local precinct caucuses. Because of the number of gubernatorial candidates vying for the nomination and the early and strong preference of MSCF, I attended my senate district caucus with the intention to go on to the state convention in Duluth. It was pretty intimidating because the majority of the people there wanted to be delegates and most of them had been through the process already. After affiliating with a sub-caucus and being given an opportunity to speak to them about my issues (H.E.) and my candidate (Rukavina), I was selected to be a delegate in Duluth. Once in Duluth I was at a table of almost all Kelliher supporters. Senator Seiben and Rep. Bigham (both Kelliher supporters) were at my table so the hard sell started right away. It was great because it gave me an opportunity to talk about

higher education, the challenges we face, and the tangible support we have gotten from Rep Rukavina. I finished every diatribe with, "and that's why he deserves my vote."

My job got so much easier after Tom gave his speech. It was dynamite and made "why are you a Rukavina supporter?" a moot question. From that point forward, I no longer had to justify why I supported Tom, but rather everyone else had to try and explain to me why I should even consider supporting someone else. And try they did. Given the closeness of the contest, I became very popular. Multiple representatives from all the campaigns came to talk to me - three from the Rybek campaign, four from the Thissen camp, two from the Marty delegation and more Kelliher backers than I can count. Before it was over, I even had conversations with some of the candidates themselves - including a radio interview with Speaker Kelliher. With a microphone in her face, I got her to acknowledge that the MnSCU Board of Trustees is stacked against the interests of state higher education and the way we appoint them should be "revisited." Each interaction was an opportunity to talk

about MSCF and higher education - and trust me, we need it. Each time someone came to talk to me about education, they had their K-12 bullet point list ready and were often times left scrambling when I said I was from H.E. As you all know, we sometimes get overlooked so it was a great opportunity to represent MSCF and talk about our issues.

Now the nomination process didn't come out the way I had hoped, and I came away from the weekend more convinced than I was when I arrived that Tom Rukavina would have been our best candidate for Governor. But I also came away from Duluth more convinced than ever of the power of being engaged. Standing up and speaking briefly about the state of higher education in Minnesota got me sent to Duluth. In Duluth, less than 1400 people decided who the DFL candidate for Governor would be - that's kind of amazing. It's impossible to prove a negative, but after seeing the role that energy and momentum played at the convention, I truly believe that a few more delegates from MSCF having a few more conversations with candidates, supporters and other delegates might have resulted in a very different outcome.

SAVE THE DATE:



**Chapter President, Chapter Grievance Rep and
Membership Chair training will be held again
October 21 & 22, 2010 at Ruttger's Bay Lake Lodge in Brainerd**



Greg Mulcahy, MSCF President, was one of the panelists for a session that discussed the “effects of state budgets on labor relations between contracts” at the National Center for the Study of Collective Bargaining in Higher Education and the Professions (NCSCBHEP) annual conference.

The Bigger Picture



by
Kevin Lindstrom,
MSCF Technical
Vice President

Higher Education and the Professions Conference broadened my perspective even further. It’s interesting to listen to experts talk about what’s going on in higher education at the national level and then consider the implications for MSCF.

There was extensive discussion at both conferences about the growth in for-profit institutions across the country. Concern was expressed about the growing practice of for-profits purchasing struggling not-for-profit institutions for the purpose of obtaining the not-for-profit institution’s accreditation. There was also a lot of talk about the amount of financial aid

Moving from a campus to the MSCF office certainly broadened my perspective over the past year. Recently attending the AFT/NEA Higher Education Joint Conference and the National Center for the Study of Collective Bargaining in

dollars, especially PELL grant dollars, flowing to for-profit institutions and, by logical extension, to shareholders.

Another topic that received considerable attention involves the implications of enhanced technology in the classroom. I attended a legal issues session that discussed the James Corbett case, which involves the use of classroom recordings made by a student without the instructor’s knowledge or consent, used to charge the instructor with discrimination.

The ever-increasing presence of laptops in classrooms was also a technology-related topic of discussion. From their use as a recording device to their potential to disrupt class when not used appropriately, it seems there is an ever-increasing debate regarding the costs and benefits of laptops in the classroom. If you’d like to see a demonstration of one professor’s frustration with laptops, check out this YouTube video: <http://www.youtube.com/watch?v=t5w-7lp1OfI>.

Whenever there was fiscal talk at either conference, California’s current budget crisis was mentioned. There’s no doubt California is facing a huge budget deficit and its implications for

higher ed in that state are not good. For perspective, however, I did a little comparison between California and Minnesota. One of the big concerns in California is the potential for skyrocketing tuition. Currently, the annual tuition and fees cost for a full-time community college student in California is \$780. Compare that to \$4780 in Minnesota. I appreciate the concern of the folks in California, but I’d like everyone to take a look at these figures and determine the location of the real crisis.

Finally, these conferences always present ideas to consider for bargaining. I came away with new thoughts on hiring practices, exigency, membership, and retrenchment, among others. We’ll see what our bargaining future holds, but it’s always good to learn what others are doing that we might use as a model to improve our contract.

I appreciate the opportunity to attend these conferences and, as always, welcome your thoughts or questions about the topics discussed here. You can reach me via email, kevin.lindstrom@educationminnesota.org, or by phone, 651-767-1265. I look forward to hearing from you.



Higher Education Policy Bill

by Rick Nelson & Sara Ford

In addition to the budget bill, bonding, pension and other issues, lawmakers passed a higher education policy bill. Included in the bill is:

- Language that increases the age of a senior citizen in statute from 62 to 66 to receive a tuition discount.
- A requirement of colleges and universities to make a reasonable attempt to identify and purchase locally-grown food.
- A mandate that the system, Minnesota Chamber of Commerce, and representatives of industry groups and labor unions study program requirements for certificates and diplomas awarded by the system to determine the feasibility of designing technical education programs to allow students to have more opportunities to earn credentials with lower credit requirements that could be combined into higher level certificates or diplomas.
- A requirement that the Office of the Chancellor streamline services provided through the office to reduce expenditures, better target the use of state resources, and provide services at the most appropriate and efficient level so as not to duplicate any services provided at the institution level.
- A requirement that the Board of Trustees establish a pilot project to develop partnerships and training and employment opportunities for surgical technologists at institutions that offer a surgical technologist program.
- A requirement that the Minnesota State Colleges and Universities system and the University of Minnesota study nanotechnology research and education and report to the Legislature on ways nanotechnology is used responsibly and safely.
- Mandated pilot project language which states that up to eight institutions in the Minnesota State Colleges and Universities system invest some campus reserves in a local bank.
- A requirement that the Office of Higher Education monitor the implementation of the Higher Education Opportunity Act as it relates to disclosure of textbook pricing and other information to students. Minnesota is a leader in this area already and looking to do more to help students with the cost of text books.
- Credit transfer language that requires the Board of Trustees to develop and implement a plan to improve credit transfers within the system. The Board may convene working groups of affected faculty, staff, students and administrators in the system to work on issues and barriers to credit transfer. The language also states the Board must provide system-wide transfer information on campus Web sites necessary to determine the transferability of course credits, and the information must be easily accessible and kept current. Training must be provided on each campus.
- New language that affects those who maintained grandfathered rights to post-retirement health benefits.

Check out the MSCF web site for further details on other bills that effect us in public Higher Education, including details of the TRA Pension bill, bonding, economic development, funding and other important information!

Get ready to be Active in Election 2010!

MSCF MEETING DATES FOR 2010-2011



Friday, September 17, 2010Board Meeting

Friday, December 3, 2010Board Meeting

Friday, April 15, 2011Delegate Assembly & Board Meeting

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.

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 at (651) 767-1262 or (800) 377-7783.

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

Name:

Address:

City:

State: Zip:

Home Phone:

Work Phone:

College:

School Email:

Home Email:

My background in the following would allow me to contribute: