

MSCF Minute



An electronic publication of the Minnesota State College Faculty

What's Your Campus Success Story?

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Volume 3, Issue 26
March 31, 2017

Many times in our work, particularly with the current political climate, we can get very 'stuck' on all the negative and threatening things out there. While these things may prove to be very real, we cannot lose sight of the successes and wins. This was demonstrated recently by a grievance rep. The majority of the time when a grievance rep contacts a field staff it is because of a problem or complaint from faculty; which is expected since their role is to process these types of situations. This particular grievance rep sent an email with the subject line "Did I ever tell you about successes?" showing that not all the work has been doom-and-gloom and that some very positive results have been achieved locally.

This email was a very poignant reminder that MSCF has successes at the local level on a regular basis and we shouldn't measure MSCF successes solely on arbitration and grievance wins at the state level. Many times, local successes do not even involve contractual issues but are about the local union chapter advocating for something that is "the right thing to do", good practice or building positive work relationships.

This article shares some of the local successes that were supplied to us when asked. Any use of a college or faculty member's name is with permission.

On Groundhog's Day this year, the Inver Hills faculty sponsored a campus unity event at a local bowling alley. We invited MSCF, MAPE, and AFSCME members and had a great turnout. Almost 100 people came and each bargaining unit was well represented. We encouraged our colleagues to bring their families and much merriment ensued over bowling, darts, pool, trivia, and just great conversation. This occurred under the banner of Inver Hills United: An alliance of staff and faculty to make Inver Hills Community College a better place. This was a follow-up event to our successful ice cream social held last fall on campus. We take solidarity very seriously.

A faculty on phased who had mis-phrased her/his request so it looked as if only one year was 50% all in one term, has successfully negotiated at least another two years of 50% all in one term as she/he takes care of her/his parents in another country.

A UFT member on layoff for one year had his/her job reinstated.

A TFT faculty member who was denied his/her eight years of sick leave from another campus had all of that reinstated.

The counselors are more solidly part of the response line in the mental health and wellness chain on our campus brochures, etc., for student counselling and advising.

A faculty member who missed a sabbatical deadline was given a special for the fall after talking with her/his dean, vp and president.

The basketball teams have always been assisted by "community volunteer assistant coaches". That was a made up title that paid a \$500-\$1,000 stipend. We were able to get that changed this spring to legit Assistant Coaches with full contractual compensation. As a result we were also able to create a list of expected Assistant Coach duties to support the RCE.

We are moving into Shared Governance our concerns that our VP of academic affairs is bypassing SG by going directly to chairs with new

initiatives, etc.

Thank you to each campus who shared a success story. We know there are dozens more out there waiting to be told.

Academic Affairs Position Statement

Last year the Academic Affairs committee was tasked with developing a [position statement](#) for MSCF. This statement is meant to identify and clarify areas MSCF stands for related to academics and serve as a resource for you to voice MSCF's position when local issues arise. The [position statement](#) was voted on and approved at the December Board of Directors meeting.

The following six areas were identified as the high priorities in regards to academic affairs and are explained in further detail within the [paper](#):

- Faculty Control Curriculum
- Academic Freedom
- Local Control
- Shared Governance
- Maintain Professional Standards
- Fair Hiring Practices

Higher Education Faculty Professional Development Grants:

April 3, 2017 is the next deadline for [Education Minnesota Foundation's Higher Education Faculty Professional Development](#) grant applications.