

MSCF Minute



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Emerging Leaders College - Session 1

by Will Baumann and Mary Gruis, Ridgewater College

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On September 29, faculty in the MSCF's Emerging Leaders College gathered at Education Minnesota headquarters to learn the history of our contract from Larry Oveson and Greg Mulcahy. They discussed the merger of the MCCFA and UTCE bargaining units, detailing how some of our contract language has evolved to what it is today. Here are our take-aways from this session:

- **Our Contract is a Model**
We have excellent claiming rights and retraining opportunities compared to our brothers and sisters nationwide. Most faculty unions can only dream of having our statewide 70% UFT hiring rule. Local faculty control of curriculum and pro-rata pay for TPT faculty are rights many faculty around the country wish they had as well.
- **MnState Chases Fads (and bad ones at that)**
MnState is a large bureaucracy without a consistent long-term vision. It has resorted to moving from one higher education fad to the next, sometimes years after those fads have failed in other states. Recent examples include

MnState pushing for: canned curriculum, more and more online delivery of student services and curriculum, MOOCs, and the elimination of developmental education. This is the tip of the iceberg. We, as a union, must be aware of the fads MnState is chasing. If we are inattentive or unaware, the short-sighted bureaucracy wins, we lose, and our students lose.

- **Upholding Academic Standards**
The language of the Public Employee Labor Relations Act renders meet and confer (faculty shared governance in our contract) as really just meet and inform. AASC was put in the contract to give faculty control of the curriculum, although local faculty can choose to cede that control to administration. According to Greg Mulcahy, about a third of AASC's around the state are faculty controlled, a third act as rubber stamps for deans, and a third are somewhere in between. Faculty should use AASC to uphold academic integrity. Fads and finances are constantly used to justify lowering academic standards. Only faculty

consistently want to uphold academic standards, which is why we have AASC.

- **Maintaining Faculty Rights**

A system lacking long-term vision will continue to be persuaded by corporate lobbyists to peddle fads and reforms that attack our contract language. Both Greg and Larry emphasized the important roles that contract enforcement (through an abundance of grievances), the 1979 MCCFA strike, and multiple strike authorizations all played in gaining the contractual rights we have today. According to Greg Mulcahy, "if you are going to have faculty rights, faculty are going to have to fight for them. Nobody is going to give them to you and nobody is going to respect them, unless you take them and you demand them."

MSCF faculty have rights and contract language that is stronger than most faculty experience across the nation. Some administrators and political leaders are looking to weaken our union, and we must work harder than ever to keep our rights, maintain our professional status, and provide our students with

high-quality education.

Together we are strong.
MSCF Strong.

Welcome New Members!

Casey Hochhalter, Central Lakes
Richard Ross, Century
Randy Baker, M State Wadena
Sarah Babbitt, North Hennepin
Julie Beevor, Northwest Tech
Kimberly Aronhalt, Southeast Red Wing

Upcoming Meetings

MSCF Member Recruitment & Engagement Committee
Road Warriors Event - Grand Rapids
October 13

Transfer Pathways Coordinating Team
Higher Education Legislative Liaisons
Friday, October 14

Last AFL-CIO Day of Action
Road Warriors Event - Willmar
Saturday, October 15

Road Warriors Event - Brooklyn Park
Monday, October 24

MSCF Executive Committee
Tuesday, October 25

Joint Committee on Credential Fields
MSCF Regional Board Update Meeting - Alexandria
Wednesday, October 26

Check out the [MSCF calendar!](#)

