

# the Green Sheet



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DECEMBER 2022

## Designing General Education for the Next 25 Years: Here We Go.

By Matt Dempsey, Acting President

Before talking about general education, I want to say that it has been my distinct honor to serve you as acting president for most of the last six months. With a newly elected president, I am looking forward to resuming my work as your vice president. I hope we have made some measurable improvements in my six months as acting president. If that is the case, the real credit belongs to your leaders at the state and chapter level along with the staff assigned to MSCF by Education Minnesota. It is that collective effort and engagement that leads to our successes.

This past Fall the system office convened a group to work on a project that has the potential to change one of the core areas of what we do – lower division general education coursework. More than 25 years ago, the Minnesota Transfer Curriculum or MNTC was developed in response to a legislative mandate to simplify transfer between two-year colleges, state universities, and the University of Minnesota. While not perfect, the MNTC did make progress toward that goal. Much has changed in the quarter century since it was developed but the MNTC has changed little – save for the Goal 7 changes which should have been announced by the time you read this. Since the MNTC was adopted, technical colleges, community colleges, and state universities were combined into a single system, more and more students are taking courses at multiple institutions, and course delivery



has changed dramatically not in small part due to a little thing called the internet which has grown substantially since the early 1990's when the MNTC was originally developed. It should be no surprise that the core of our general education curriculum, the MNTC, needs review.

The system is taking a wider view and looking to redesign lower-division general education. That will certainly include the MNTC but will be broader in scope. This task has been given to the General Education Steering Committee or GESC. This work will be neither quick nor easy. It will take sustained effort and require our sustained participation and attention. The MNTC took more than five years to go from legislation to implementation and the work of the GESC could easily take that long, perhaps longer.

While the work of the GESC is just beginning, we need to begin these discussions among

### 2022 MSCF Officer Election Results



**President**  
**Kevin Lindstrom**  
**Anoka Technical College**

ourselves. Considering questions like what will students need to be successful in the next 10, 20, or 30 years? How is general education different (or the same) for students in technical programs compared to those pursuing a four-year degree? And many more questions we haven't even thought of yet.

Clearly MSCF must be actively involved in the process but that means, you, the MSCF members must be engaged in the work. The GESC will definitely solicit input but so will your union. We cannot predict where this process will go but to ensure it goes well, we need to be actively engaged not only as individuals but collectively. It is a simple fact that being involved in an organized manner will give us far more influence than we'd manage as individuals. Stay tuned for updates and opportunities to get involved as the process moves forward over the coming months and years.

# You're Invited

By Kevin Lindstrom, President Elect

You're invited to be more involved with MSCF than you ever have been. For some, that may mean regular attendance at chapter meetings. For some, that may mean a move from local leadership to more involvement at the state level. And for some, that may mean a move toward state leadership. Whatever the case, you're invited to bring your voice, thoughts, and talents to MSCF.

In the 25 or so years I've been involved with MSCF, there have always been big issues just around the corner. Some of them are visible or predictable. Others seem to come out of nowhere. What has changed over the years is what we know about how to most effectively address them. Today we know the only way we can make meaningful, lasting impact on key issues is collectively, together.

You have my commitment to continually search for ways to keep you informed, seek your input on key issues, and provide opportunities for engagement. Meaningful conversations are often time-consuming and sometimes messy, but they're valuable. The more common understanding we

build, the stronger our foundation will be for facing any issue before us. You can expect to be invited to many conversations in the coming years. You can also expect many invitations to be an active participant in determining our outcomes.

An obvious area where we want to continue to build broad involvement is in bargaining. The Bargaining Action Teams were a great start in a new direction. We want to continue in that direction for the next round, and those efforts need to start now. Part of the new direction is a bigger bargaining team, a result of a change in our Constitution and Bylaws at the last Delegate Assembly. My goal is to have the bargaining team in place to present to the Board at our January meeting.

So, here is your first of many invitations. If you'd like to be a part of the bargaining team for the next round of bargaining, please send an email to [mscf.president@edmn.org](mailto:mscf.president@edmn.org) with your name and contact information, along with a brief statement of interest, by January 1. I'll follow-up with everyone who indicates interest shortly after the new year. If you have any questions or want



to know more, feel free to give me a call (763-350-2355). I also encourage anyone seeking to learn more about bargaining to participate in the Bargaining 101 sessions currently being offered. You can register for these sessions by going to [mscfmn.org](http://mscfmn.org) under the Events tab.

How we approach bargaining can serve as a model for how we do much of our work going forward. And you're invited to be a key part of all of it.

## New or Newer Member? Have 10 Minutes to Spare?

Our Member Recruitment and Engagement Committee is working on creating a series of 10-minute meetings designed to give faculty a quick overview of a variety

of topics of interest. Watch your email in spring semester for more information, and if you have ideas or questions that you would like to see discussed at

a future session, please let us know. You can send suggestions to Nicole Bietz at [Nicole.bietz@edmn.org](mailto:Nicole.bietz@edmn.org).



[WWW.MSCFMN.ORG](http://WWW.MSCFMN.ORG)

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

MSCF, 55 Sherburne Ave., St. Paul, MN 55103

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# Legislative Update

By Mark Grant, Governmental Relations/Lobbyist

Governor Tim Walz and Lieutenant Governor Peggy Flanagan will return to the Governor's office for another term and Minnesota no longer holds the distinction of being the only state in the country with split party control in a two-chamber Legislature. Democrats managed to keep control in the Minnesota House of Representatives and will take control in the Minnesota Senate with a one seat advantage. Of the candidates we encouraged our members to support, we had some notable wins, like Haushild SD 3 (Rainy River and Vermillion) and Kupec in SD 4 (Detroit Lakes and Moorhead), and we also lost some allies like Julie Sanstede in 7A (Hibbing).

This election marks the first time that the DFL will be in control of both chambers and the Governor's office since the 2013-2014 biennium. That year, the legislature appropriated a fully funded tuition freeze.

## 2023 Session

When the 2023 legislative session convenes on January 3, 2023, the DFL-led Legislature will work with DFL Governor Walz to set the budget for fiscal years 2024-2025. You might recall the Legislature last session did not pass any significant legislation, including a higher education bill, bonding bill, E-12 education, or tax bill, leaving a significant budget surplus available. Minnesota Management and Budget will release an updated economic budget forecast at the end of this month, which will provide Gov. Walz and legislators with the financial information needed to set a budget.

The new session will also see a big incoming class of freshman legislators—with 24 newly elected senators (14 DFL and 10 Republican); and 47 new House members (22 DFL and 25 Republican). Thirty-five percent of the members in the House did not serve in the House last session.

Over the past few weeks, the leadership structure of the new legislature has also taken shape. In the House DFL caucus, Rep. Melissa Hortman, Brooklyn Park, will remain the Speaker of the House, while the House Majority Leader position will be held by Rep. Jamie Long, Minneapolis. In the House GOP caucus, the House Minority Leader will be Rep. Lisa Demuth from Cold Spring. In the Senate, the DFL majority elected Senator Kari Dziedzic, Minneapolis, to serve as the Senate Majority Leader, and Senator Bobby Joe Champion, Minneapolis, will serve as the President of the Senate. Senate Republicans have chosen Senator Mark Johnson, East Grand Forks, to serve as the Senate Minority Leader. We also learned the House Higher Education Finance and Policy committee will be chaired by Rep. Gene Pelowski of Winona, while the Senate Higher Education Finance and Policy committee will be chaired by Senator Omar Fateh of Minneapolis.

Legislative leaders have also said there will be a shift operationally in the upcoming session, as it's expected to be in-person with some remote options available. The session will represent the first time many members elected in the 2020 election will be at the Capitol full-time.



## So now what?

First off, we should acknowledge that MSCF had a good election night—with many of our pro-union, pro-higher education on their way to St Paul. But as they say, now the real work begins. This legislative landscape combined with a budget surplus and Minnesota State's intention to put forth a significant legislative funding request puts us in a good position as we approach the new session in January. However, we have a lot of work to do. All the new faces mean we have a lot of people to introduce ourselves to. Out of our 47 campuses, 30 will have some change in leadership—either in the house, the senate, or both. That means A LOT of new relationships need to be cultivated. And they need to be cultivated by all of us. Once the session starts, I am just another middle-aged white guy in an ill-fitting suit—far from distinctive. You are the faculty. You are the constituents. You are the ones best suited to educate lawmakers on who we are, what

*Legislative Update, continued on page 4*

## Bargaining Update

*By Kent Quamme, Treasurer*

As you may know, the MSCF contract is now in front of the Joint Subcommittee on Employee Relations (JSER) at the Minnesota Legislature. It was sent over on Nov. 10 after all parties approved and signed the document. The JSER has 30 days to take action. If they vote to approve, it goes into effect that day. If the JSER does not meet in those 30 days, the contract will go into effect by December 11. The system office has informed MSCF that once it goes into effect, they will start processing back pay and we should be able to expect it at

the end of January or the beginning of February. Any MSCF faculty that was currently employed at the time the JSER approved the contract and meets the eligibility requirements, will receive back pay in the form of a lump sum at that time. If a faculty member retired this year, they also will be eligible to receive back pay. For that payment to happen smoothly, it would be a good idea for those retired faculty to make sure their local HR has their current address.



## Transfer Governance Committee

*By Kent Quamme, Treasurer*

The Transfer Governance committee has met a few times this semester and has been reviewing the Transfer Pathways recommendations brought forward from the communities of practice. The committee has reviewed the recommendations from Criminal Justice, Early Childhood Education, Elementary and Special Education, and Communications through a second reading and reached consensus with what was brought forward by those respective

communities of practice. A first reading of recommendations brought forward from the Chemistry, Political Science, and Law Enforcement communities of practice was discussed in our November meeting and the second reading will take place in December. The Transfer Governance was also tasked by former Senior Vice Chancellor Ron Anderson to explore the idea of common course numbering across the system. We have formed

a subcommittee for this task and are currently reviewing other systems that currently use common course numbering. We are looking into creating a survey for our faculty to provide feedback on the benefits and drawbacks as they see them. Stay tuned for more on that. In the meantime, please feel free to contact me to provide me with your ideas on common course numbering.

*Legislative Update, continued from page 3*

we do, and what we are worth. Regardless of the majorities in St Paul, all politics are local and of our 47 campuses, 32 are in districts with a Republican Senator and 30 are represented by a Republican House member. We need to be the first ones reaching out to them, inviting them to our campuses, shaping their perception

of two-year colleges and the role they play in the community. If we don't define us, someone else will and as Winston Churchill said, "A lie gets halfway around the world before the truth has a chance to get its pants on."

Despite the election having JUST ended, lawmakers are busy getting their staff

and infrastructure in place and are ready to hear from ALL of us. It's not too early to reach out to them, introduce yourself, and invite them to campus. Also, please plan on joining us for our 2023 Lobby Day on February 1st and 2nd. We will be back in person, and it would be fantastic to fill the halls of the capital with MSCF.



## Summer Claiming

*By: Kari Ann Cruz, Education Minnesota Field Staff*

As the fall semester comes to an end, administrations have or will be working on summer schedules, and field staff and grievance reps often get asked questions about the summer claiming process. In preparation for the summer claiming and the rotation process to occur, the summer rotation lists must be established. Administrations maintain the summer rotation lists. Faculty can only be on one rotation list so faculty with more than one credential field must declare in writing what rotation list they want to be on. Once the rotation lists are set, and the administration selects the courses to be offered, the summer claiming can begin. Faculty at the top of the rotation list can select up to nine credits or two courses, whichever is greater. If there are more courses available, the claiming process continues through the list until all the courses have been selected. If, after the claiming process for a credential field rotates through all faculty on the list, and there are still courses left over, the process continues to cycle through a rotation process defined as follows: faculty who hold the credential field and have taught in the credential field in the last two years, faculty who hold the credential field but have not taught in the field in the last two years, unlimited part-time faculty who hold the credential field, faculty who do not hold the credential field but have taught in that credential field in the last two years and then to temporary faculty or other applicants.

If you have any questions about the summer rotation process on your campus, please contact your local chapter grievance representative. The full summer assignment claiming process is under Article 10, Section 4.

## FREE Online Loan Forgiveness Support from AFT Summer App

[www.aft.org/benefits/summer](http://www.aft.org/benefits/summer)

It's not too late to apply for Public Service Loan Forgiveness! All MSCF members have free access to the online AFT Summer App student loan management platform. Using this platform, members get a personalized to-do list, access to Summer's borrower success team to get your loans on track for forgiveness, and other services, including:

- Help enrolling in income-driven repayment plans and managing annual income recertifications.
- Help completing the PSLF Employment Certification Form and managing the PSLF certification and application process.

Email [DND@edmn.org](mailto:DND@edmn.org) for a personalized link to the Summer platform.

## Free Identity Theft Protection & Recovery Assistance

**Did you know members are eligible for free identity theft protection and recovery assistance?**

### AFT Free Identity Theft Protection

AFT provides free identity theft protection to all current and retired members at no cost. Members will have access to online monitoring services as well as fraud resolution support. Includes \$10,000 in Identity Theft Insurance with zero deductible for expense reimbursement related to identity recovery as well as ID Threat Score to help determine your risk level and identify potential fraud threats. Visit <https://clcidprotect.net/co/home/aft> to sign up and learn more.

### Education MN ESI Identity Recovery Plan

The plan includes all forms of ID theft including financial, medical, benefits, insurance, phone, utilities, government documents. Coverage includes 24/7 access to victim assistance to support members if their identity is compromised as well as lost wallet assistance to assist in terminating and re-ordering wallet contents. Sign up is quick and easy at [www.educationminnesota.securusid.com](http://www.educationminnesota.securusid.com) or by calling 877-833-9041.

## Education Minnesota Foundation Professional Development Grants Available!

**Spring Application Deadline April 7, 2023!**

Professional Development Grants are intended to provide higher education faculty with opportunities to take the lead in acquiring and sharing new skills and knowledge. These skills might include new instructional ideas, technology, attending a conference, etc. You may request a grant to acquire these skills and share your new learnings with your colleagues. Both individual and Group applications are accepted.

Higher education faculty may request up to \$3,000 for individuals or \$2,000 per person for groups of 2-6 members. Spring deadline is Friday, April 7, 2023. Find more information about grants on our website at [www.msclfmn.org](http://www.msclfmn.org) under the Members Only tab.

# MSCF Delegate Assembly April 14, 2023

By Gretchen Long, Temporary Vice President

After three long years of meeting virtually, MSCF members will once again gather in person for the 2023 Delegate Assembly. For those who are new to MSCF, the Delegate Assembly (DA) is MSCF's largest membership convening. Over 200 delegates from across the state will gather to establish the priorities, policies, and direction of MSCF. Delegates will hear reports from officers and committee chairs on issues impacting public higher education and faculty working conditions and act on any business items brought before the assembly.

## Who can attend?

Delegates consist of each chapter's board member as well as a certain number of members elected by the chapter. The number of delegates is determined by the number of members in the chapter. In addition, each chapter is invited to bring a non-delegate member who has not previously attended the DA to observe how the DA conducts business and participate in networking opportunities. If that member commits to serving with MSCF in a formal capacity the following year, MSCF will cover their costs of attendance.

Any member is welcome to attend and observe the DA proceedings at their own expense and space permitting.

## Why You Should Attend

Delegates shape the direction of MSCF. They make recommendations on organizational policies, provide direction for organizational activities through action items, and establish organizational positions by adopting resolutions. As a delegate, you can provide input in all these areas and raise issues that are important to you.

At the DA, you will also have the opportunity to network with members from all 26 colleges across the state. You can learn more about the activities

and opportunities within our union by visiting committee chairs and caucus with members who share your concerns and priorities. Attending the DA is one of the best ways to learn more about who we are as MSCF and what we do.

If you are interested in representing your chapter as a delegate, reach out to your chapter president.

## Submitting a Business Item

Business items can be submitted by a chapter, committee, the Board or Directors, or individual members, whether they are delegates or not. Two years ago, a workgroup revised the process for submitting items and divided them into 4 categories: Policy Proposals/Revisions, Action Items, Constitution and Bylaw Amendments, and Resolutions. Detailed information on what each of these items is along with the forms for submitting items can be found on the MSCF website.

Business items must be submitted prior to the DA to allow for chapters to discuss items with their delegates before the DA takes action. This year, the deadline for submitting items is **Friday, March 3, 2023**. If you are planning to submit an item, you are encouraged to attend an information session and consult with other members prior to submitting the item.

## Learn More

To get a sense of the types of actions and issues past DAs have taken up, you can review previous minutes and standing resolutions on the MSCF website. As we get closer to the event, you will also find information specific to this year's event on the website.

In addition, throughout the next few months, the MSCF state office will be



holding a series of informational sessions related to various aspects of the DA. The topics, dates, and registration QR codes for these sessions are listed below.

Participating in our DA, whether as a delegate, submitting a business item, or contributing to your chapters' discussion of items is how we keep MSCF a truly engaged, representative, democratic organization. Your participation matters, and it's fun!

## Delegate Assembly Information Sessions

These sessions will provide general information on the Delegate Assembly and specific information about the different types of business items and how to submit them. Geared towards newer members, members who haven't previously attended the DA, and members planning to submit a business item. There are three sessions to choose from: Wednesday, December 7, at 6:00 PM, Tuesday, January 31, at 6:00 PM and Wednesday, February 15, at 3:00 PM. To register for the Delegate Assembly Information Sessions, use the QR code below or go to [mscfmn.org](http://mscfmn.org) under the Events tab.



## Business Item Information Session

This session is an opportunity for members to have their questions regarding business items answered by the members who have submitted them. This is NOT a forum for debating items, rather an opportunity to gather more information for chapter discussions. If you are submitting a business item, please plan to attend this session on

Friday, March 31 at 3:00 PM. To register, use the QR code below or go to [mscfmn.org](http://mscfmn.org) under the Events tab.

## New Delegate Information Session

This session is for first time delegates, non-delegate attendees, or any other delegate who is interested,



especially if they haven't attended a DA in person before. This session is being held on Wednesday, April 5, at 7:00 PM. To register, use the QR code below or go to [mscfmn.org](http://mscfmn.org) under the Events tab.

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## Want a Stronger Union? Relationships Are Key.

By *Nicole Bietz, Secretary*

I recently had the opportunity to participate in the Minnesota Union Leadership Program through the Labor Education Service program at the University of MN. During one of our sessions, we were discussing division between workers in the same or different unions. In response to this discussion our presenter said, "When we find ourselves in conflict or competition with our fellow workers, we often are not asking a big enough question". His response resonated with me, and I think it would be useful for us to consider as we work to strengthen our union. We don't have to look far to identify examples where we might find ourselves artificially divided as a union, areas like technical vs. liberal arts faculty, contingent vs. unlimited faculty, or metro vs. greater Minnesota. My questions for you are: Who benefits when we fight or compete with each other? Who is harmed? Do faculty benefit? Do our students? Rather than focus on our division, I would challenge all of us to remain grounded in our core values such as: fair and equitable treatment for all faculty, faculty control and direction of an academically rigorous

curriculum, true academic shared governance, and access, rigor, and opportunity for our students to name a few. So, what can we do to decrease our division? How do we build our solidarity? You may not be surprised that a big part of my answer as a counselor is RELATIONSHIPS. Having strong relationships built on trust and authentic connection between our members is absolutely essential to maintaining a strong, cohesive union. Building relationships is time intensive work that takes significant energy and resources. This work is critical to our strength and success as a union. For that reason, I will continue to focus much of my work as an officer in supporting programs focused on relational organizing and member support, engagement, and action.

Our power as a union depends on all members getting involved and being active in our union, and I invite you to join us in these efforts. If you are unsure how to get involved, one of the best places to start is to check with your chapter leadership. If you have never



attended our Delegate Assembly and want to learn more, I encourage you to attend one of our upcoming Delegate Assembling information sessions. Lastly, if you want to be a part of our statewide movement focused on building power and leveraging our collective voices to achieve wins through the collective bargaining process, I encourage you to join a campus bargaining action team or consider becoming a Bargaining Action Team (BAT) leader.



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## Contact information

### Contact information for MSCF elected officers

Kevin Lindstrom, President Elect 763-350-2355

Matt Dempsey, Acting President 612-276-2881

Kent Quamme, Treasurer, 218-280-6754

Gretchen Long, Temporary Vice President 651-767-1271

Nicole Bietz, Secretary 651-767-1279

Mark Grant, Legislative Chair, 651-214-9890

### MSCF staff

Kari Ann Cruz, 651-767-1272

Chip Dykstra, 651-767-1277

Matt Ryg, 651-767-1270

### MSCF Board Meetings

January 27, 2023

April 15, 2023

### MSCF Delegate Assembly

April 14, 2023