

the Green Sheet



VOLUME XXV, ISSUE I

The Official Publication of the Minnesota State College Faculty

JUNE 2023

Session 2023: A Case Study in Engagement

By Mark Grant, Governmental Relations/Lobbyist

For only the 8th time in 40 years, the legislature wrapped up its work on time with both chambers adjourning well before midnight on the 22nd of May. Hopefully, you have all had a chance to read through the update sent out later that week, so I will spare you the full recap. But some highlights are – In straight dollars, the single largest operation and maintenance appropriation Minnesota State has ever received; a tuition freeze; a targeted tuition-free program we believe will be an enrollment driver for our campuses; a 2.75% increase in the employer contribution for IRAP participants; I was referred to as a “union boss” after testifying in a hearing; and many other pro public higher ed/pro-labor things.

Shortly after that last update was sent out, I got a reply from one of you saying, “Mark, this seems pretty good. Why aren’t you saying this is pretty good?” For the record, this is me saying, “This is pretty good.”

There are SEVERAL factors that must coalesce to bring about an outcome like this. First and foremost, elections matter. So does the state economy and state budget. And even the occasional misstep from the UofM can matter. But it’s also clear to me that our engagement matters. I have always refrained from drawing a direct line between engagement and outcomes. God knows there have been times when our engagement has been met with disappointment, but what I can tell you is I have been doing this job long enough to know that silence equals invisibility.



This session, EVERY state agency and EVERY interest group made a compelling case that they had been underfunded for years. With that much pent-up demand, it’s amazing how fast \$17+ billion goes. When we don’t engage, we give them permission to completely dismiss us. If we don’t make noise about how we’re important, they assume we are just fine with the way things are. So, we set out to make some noise.

A timeline of our noise:

Jan 24: The Governor released his first budget with \$131.5 million for Minnesota State.

Feb 1 & 2: MSCF Lobby Day. We met with legislators with a single message — GROW THE TARGET.

Feb 21: The Higher Ed Rally on the capitol steps. With one message — GROW THE TARGET.

Feb 27: The February budget forecast — largely unchanged at \$17.5 billion.

Feb 28: “Call to Action” email went out asking you to contact legislators to support a larger higher ed target and the increase in the IRAP contribution.

Mar 3: President Lindstrom writes a letter to Governor Walz advocating for a larger investment in Minnesota State.

Mar 16: The Governor released his revised budget. Higher Education received the highest increase adjustment from his first budget with \$175 million now for Minnesota State.

Mar 16: “Call to Action” email went out asking you to contact House and Senate Leadership as they worked on committee spending targets.

Mar 21: Joint spending targets announced with a record \$650 million for Higher Education.

April 28: “Call to Action” email went out asking you to contact your senators and ask them to support Minnesota State as the HE Conference Committee worked on allocating the \$650 million.

May 9: The Higher Education Conference committee completes their report with \$292.9 million for Minnesota State.

When the email went out asking you all to contact legislators and support an increase in the IRAP contribution, three more legislators signed on to the bill

Session 2023, continued on page 3

Spring 2023 Delegate Assembly Recap

By Nicole Bietz, Secretary

The Delegate Assembly was back in person this year after three years of meeting virtually! We welcomed over 30 first time delegates to the assembly this year and had 22 chapters with a full slate of delegates! We were able to implement several changes in order to streamline our meeting and provide for more opportunities for networking and connection outside of the business meeting. The body processed nine business items at this Delegate Assembly. Thank you to all of the delegates who made this happen by consulting with their members on issues and thoughtfully and respectfully engaging in important debate regarding the issues. It was a great showcase of how the democratic process works in MSCF.

Following the business meeting delegates also had the opportunity to attend a bargaining forum with members of the MSCF negotiations team. This was an invaluable experience for both negotiations team members and our delegates to ask questions, give feedback and learn more about how our negotiations work. We look forward to ongoing discussions as we enter into active bargaining over the summer. Please make sure to connect with your local Bargaining Action Team (BAT) leaders on campus to stay updated, provide input and engage in member actions throughout our bargaining season.

Below are the actions taken by the 2022 MSCF Delegate Assembly

Constitution and Bylaw Recommendations

The Delegate Assembly recommended five bylaw amendments to the Board of Directors for adoption. All of the proposed amendments were approved by the Board of Directors at the April 15, 2023 meeting with the exception of Amendment #3 which was amended as noted below.

Constitution and Bylaw Amendment #1

Bylaws Article IX – Master Contract Ratification and Strike Vote, Section 1 Subsection 2.

The local chapter representative on the Board of Directors shall convene the ratification meeting of the general membership of the local chapter according to the time limits specified by the Board of Directors. Upon completion of a full and fair discussion of the proposed contract, members of each chapter shall vote by secret ballot on the question of whether to accept or reject the proposed contract. The vote will be conducted as prescribed by the Board of Directors following the completion of all the chapter meetings.

~~Subsection 3-~~

~~Each member of the Board of Directors shall immediately communicate the results of the chapter's vote to the MSCF President and shall be responsible for submitting all ballots to the MSCF office in a timely~~



~~manner. The manner of communicating the results of each chapter vote will be established by the Board of Directors.~~

Constitution and Bylaws Amendment # 2

Bylaws Article IX – Master Contract Ratification and Strike Vote, Section 1

When a tentative collective bargaining agreement has been made with the employer, the MSCF Negotiations Committee shall submit the agreement to the Board of Directors at a special meeting called by the MSCF State Executive Committee. The Board of Directors shall review the agreement and give its tentative approval or rejection. ~~In the instance where changes to the master contract are negligible, the Board of Directors special meeting for tentative approval or rejection may be conducted electronically in lieu~~



WWW.MSCFMN.ORG

The Green Sheet is published two to three times a year by MSCF.

Authors include MSCF officers, faculty members and staff.

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

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

MSCF is an affiliate of Education Minnesota, NEA and AFT. Printed at Education Minnesota.  3688

of a physical meeting. This provision may be invoked only by the MSCF President. The Chief Negotiator(s) shall determine if the Board of Directors special meeting shall be held in person or electronically.

Constitution and Bylaws Amendment # 3

Bylaws Article V – Delegate Assembly Section 2 – Meeting

The Delegate Assembly shall convene once each year as designated by the Board of Directors. The Delegate Assembly shall meet in-person in odd-numbered years and virtually in even-numbered years.

Note: During the MSCF Board of Directors meeting on April 15, 2023 following the Delegate Assembly the Board voted to amend this amendment as follows:

The Delegate Assembly shall convene once each year as designated by the Board of Directors. The Delegate Assembly shall meet in person in odd-numbered years and virtually in even-numbered years. no more than once every two years.

Constitution and Bylaws Amendment # 4

Bylaws Article IV – Elections

6. The used, unused, and challenged ballots; the envelopes used to return ballots; and other documents or records related to the election should must be safely stored for

one year in case there is a challenge to the election.

Constitution and Bylaws Amendment # 5

Bylaws Article IV – Elections

11. No candidate will be provided with the personal contact information of members. The union must adopt election rules that enable candidates to send campaign literature, provided that the candidate reimburses the union for any costs incurred by these communications, or the candidate directly pays the cost for any outside vendor.

Change subsequent item numbers 11 to 12, 12 to 13 and 13 to 14.

Resolutions

The Delegate Assembly adopted two standing resolutions.

Resolution A

THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty are strongly opposed to a “co-requisite ONLY” model for developmental education and support the right of MSCF faculty to make curricular decisions in the best interest of their students.

Resolution B

THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty supports

the idea of a seniority system for contingent faculty.

Action Items

The Delegate Assembly adopted two action items to recommend to the Board of Directors.

Action Item #1

We urge the MSCF leadership to reaffirm Standing Resolution 1.22 – adopted in 2017 in support of the librarian work defined in the document titled “ Why MSCF Library Faculty Matter” -- and reaffirm its support of faculty librarians on every campus. We urge MSCF leadership to bring this resolution back to Minnstate Meet and Confer, showing MSCF’s commitment to librarians’ contributions to the quality of education for our students.

Action Item #2

Neighboring states have stripped collective bargaining rights from many unions, including higher education unions. Faculty rights are derived from collective bargaining rights. Enshrining collective bargaining rights in the state constitution will not allow these rights to be subject to the whim of one bad election. A simple majority of both the state house and state senate is required to propose a constitutional amendment to be decided by a majority of MN voters.

Session 2023, continued from page 3

— two specifically cited the email they received from faculty. As the conference committee was going into the weekend to work on their report, I asked Chris Stout from Winona if he would touch base with Chair Pelowski and just put in one last good word for us. When the Higher Education Conference Committee took testimony, President Lindstrom urged them to raise the floor of the “one-time” money being

allocated to each campus. It went from \$200,000 to \$300,000 — with his testimony being cited as the reason for the increase. Does every individual point of contact “move the needle?” I doubt it. Collectively, did our voice have an impact? Without question.

In my post-election/legislative preview article in the December 2022 Green Sheet,

I said, “once session starts, I’m just another middle-aged white guy in an ill-fitting suit, but you all are the ones they listen to.” I think this session proved my point. So, to those of you who gave of your time to participate in Lobby Day and came to the capitol steps for our rally for higher ed, and answered all the “calls to action,” this session is because of you. Thank you and well done MSCF!

FY 23-25 Contract Negotiations Update

By Carolyn Cook, MSCF Co-Lead Negotiator

Greetings from the MSCF Negotiations Team. Thank you to everyone who completed the bargaining survey, participated in the conversations at the Delegate Assembly, and/or is part of a Bargaining Action Team. Your input has informed the work the team has done this spring. We heard loud and clear from the survey that wages are the number one issue, along with continuing our work toward ending bifurcation and improving conditions for contingent faculty.

Our team met with the Minnstate team on April 21st for a handshake meeting. We made it clear that our expectations are different this round. Through the hard work of our members during the election and legislative session, MinnState has received historic investment in base funding. We will not continue the pattern of contract settlements that are less than other bargaining units and don't keep up with inflation. Bill Maki, Vice Chancellor of Finance, is quoted testifying at the legislature that it is "more difficult

to recruit and retain our faculty because of the minimal salary adjustments that have been made for the last several years."

We exchanged opening proposals with MinnState on May 23rd. Each team had the opportunity to present their opening proposals and ask follow-up clarifying questions. MSCF's opening proposal contained numerous items addressing bifurcation, contingent faculty, early retirement, and wages. The MinnState opening proposal included language addressing isolated, individual instances on specific campuses and increasing managerial control and flexibility. We constructed our wage opener around the realities of inflation, cost of living, and fixing the issues caused by years of minimal salary adjustments. Their wage opener was predictable and insulting. A summary of the MSCF and MinnState opening proposals is available in the members-only part of the MSCF website under 2023-2025 Contract Negotiations (www.msconf.org/2023-2025-contract-negotiations).



There are eight more bargaining dates scheduled this summer in July and August. The success of this bargaining round depends on our members' involvement. We encourage everyone to stay engaged with the Negotiations team this summer by sharing your contact information for updates, leading or joining a Bargaining Action Team, and taking action when needed. You can start by tweeting — #MoveTheDecimal.



#MoveTheDecimal

Your Assistance is Requested

By Kevin Lindstrom, MSCF President

The school year just ended, summer is just starting, and we're already looking forward to next year. One of the critical tasks we need to complete is filling out membership in MSCF and system-level committees and workgroups. Please consider this an invitation to become involved by either clicking on the QR code or visiting bit.ly/MSCF2023signup to sign-up for a committee.

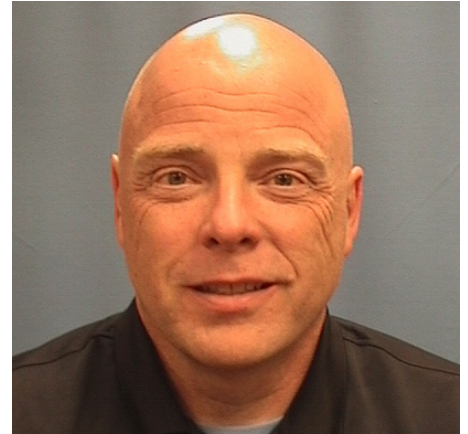


If you'd like more information about any of the committees, either send an email to Molly — molly.adams@edmn.org — and she'll send you a description, or scan the QR code below to view the committee descriptions.



Participation in MSCF and system-level committees is critical work. If you're looking for a way to increase your involvement with MSCF or looking for a way to directly influence policy, practice, and direction at the state level, committee involvement is a great way to have impact. It's also a great way to meet people from across the state and at the system office. Additionally, committee participation is an excellent opportunity to build leadership skills and broaden your scope.

If you have any questions about committee involvement, feel free to give me a call (763-350-2355) anytime. Thanks for your consideration of this opportunity to represent the union.



Emerging Leaders, Transfer Governance, and Budget Committee

By Kent Quamme, MSCF Treasurer

The Emerging Leaders College

MSCF is excited to announce that the Emerging Leaders College will resume again this fall! There will be approximately seven sessions and the participants will be expected to attend all of them, and that includes the delegate assembly in the spring. The sessions will focus on topics such as the history of MSCF and the contract, contract language, roles of state and local officers, legislative activities, working with Minn State as a member of the system, underrepresented groups and unions, and member engagement/organizing. Chapter presidents will be receiving the application packets this summer in their email and will be asked to forward those packets to members.

We will be accepting 10 applications again this year, and we would like to encourage all faculty to participate who are interested in keeping MSCF strong. New faculty, underrepresented faculty, temporary faculty, senior faculty who are feeling a resurgence in unionism, et al..., are all welcome!

Applications for the Class of 2024 Emerging Leaders College will be accepted from now until September 1, 2023. The College will hold its first session at the end of September. Participants will be notified of the acceptance of their application by September 11 and the first meeting date will be set by September 15. We look forward to another great class of the College.

Transfer Governance and Common Course Numbering

The Transfer Governance committee voted to run pilot projects on creating Common Course Numbering for lower division courses. MSCF and IFO both opposed this idea and sent letters to the system office stating our oppositions.

Every time Minnesota State decides that transfer isn't working, they decide to come up with a new attempt to fix transfer. Common Course Numbering is the newest attempt to solve the perceived problem. Common Course Numbering is unproven in providing seamless transfer. There is no hard data that says it works, just anecdotal. Rather than consume vast amounts of faculty, staff, and administrative resources, MSCF believes the most efficient and simple solution would be to enforce the current Transfer Pathways at both the college and university level. Had Minnesota State enforced the Minnesota Transfer Curriculum, Transfer Pathways would not have been necessary. By enforcing Transfer Pathways, Common Course Numbering will not be necessary. With General Education Redesign going on simultaneously with the change in Goal Area 7, the resources just aren't there to accomplish this new attempt at making transfer easy. Stay tuned for more on Common Course Numbering.

Budget Workgroup

At the spring 2023 Board of Directors meeting, the MSCF board voted to form a workgroup that will assist in the development of the MSCF budget. The charge of the workgroup is as follows:

1. Develop guidance or framework for developing a budget. Provide documentation to Executive Committee.
2. Determine whether the budget will reflect the dues income or will the dues income be a product of the budget. Provide recommendation to the Executive Committee.
3. Prioritize MSCFs' values in our expenditures.



4. Develop a position, statement, or policy on reserves and how/when the organization should access its reserves. Provide statement/policy for consideration to the Executive Committee.
5. Update budget when revenue or expenditures change during the year.

The makeup of the workgroup will reflect the cross section of members across the state with representation from liberal arts and technical, unlimited and temporary faculty, metro and greater Minnesota, and historically underrepresented faculty. The workgroup will consist of ten MSCF members in good standing.

The workgroup will present findings and recommendations for consideration at the MSCF Winter Board of Directors meeting.

Anyone interested in participating in the workgroup should contact me at kent.quamme@edmn.org. I look forward to hearing from you.

I hope you all have a great and relaxing summer. You deserve it!

For the MSCF

Kent

The Nomination Period is Open

The nomination period is open for the election of the 2023-2024 MSCF Executive Committee At-Large Members!

We need YOU! The nomination period is now open for (4) At-Large seats on the Executive Committee:

- Two At-Large positions, elected from the MSCF Board of Directors
- One At-Large seat, reserved for an MSCF member of a historically underrepresented group
- One At-Large seat, reserved for an MSCF member that is a contingent faculty

If you are a faculty from an underrepresented group or a contingent faculty, you are eligible to run for one of these two seats. Please consider running for an open seat on the MSCF Executive Committee for the 2023-2024 academic year!

What is the MSCF Executive Committee?

The Executive Committee is the management arm of MSCF and conducts the business of the organization between meetings of the Board of Directors. It determines the organization's budget and recommends the amount of annual membership dues along with other procedures and actions to the Board. It approves members and chairpersons of standing committees, subject to ratification by the Board, and appoints members and chairpersons to other groups and task forces as deemed necessary. It authorizes contracts and public statements by committees. It can call a strike vote upon

the recommendation of the Negotiations Committee.

Who serves on the MSCF Executive Committee?

The Executive Committee consists of the four Executive Officers of MSCF (President, Vice President, Treasurer, and Secretary) and four At-Large Members. Two of the four At-Large members will be nominations from the Board of Directors. One At-Large member will be a nomination from the general membership of faculty from historically underrepresented groups. One At-Large member will be a nomination from the Board of Directors or from the general membership of a contingent faculty member (TPT, TFT). The four at-large nominations shall be elected for a one-year term by the Board of Directors at its first meeting of each academic year.

Who can run?

- Any MSCF member who is not on the Board of Directors and is a member of a historically underrepresented group may run for an At-Large position on the Executive Committee.
- Any MSCF member, including a current Board of Directors member, who is a contingent faculty member (TPT or TFT) may run for an At-Large position on the Executive Committee.
- Any MSCF member who serves on the Board of Directors (one elected member from each chapter) may run for an At-Large position on the Executive Committee.

How do I nominate myself or someone else?

- Members of MSCF may self-nominate.
- A member of MSCF may nominate another member, with her/ his written permission (a "yes" via email is fine).
- Email the nominee's name and contact information to mscfelections@edmn.org
- No nomination form is required.
- All nominations from the general faculty membership must be received by Noon on Tuesday, August 1.

What if I am nominated?

- All nominees will be asked to attend the in-person board meeting on August 3, where the election will take place.
- Board members will vote for all four At-Large Executive Committee positions.
- The MSCF Secretary will inform the Board of Directors who has been nominated for each position and will take additional nominations from the floor for the three positions that may come from the Board of Directors.
- Nominees will be given the opportunity for brief candidate speeches to the Board of Directors meeting.
- Members of the Board of Directors will vote with paper ballots. Votes will be weighted according to the provisions in Article VI, Section 3 of the Bylaws.

Questions

Please direct all questions regarding the Executive Committee At-Large Member election to mscfelections@edmn.org.



MSCF
55 Sherburne Ave.
St. Paul, MN 55103

FIRST-CLASS MAIL
PRESORTED
U.S. POSTAGE
PAID
TWIN CITIES, MN
PERMIT NO. 582

the **Green Sheet**



VOLUME XXV, ISSUE I

The Official Publication of the Minnesota State College Faculty

JUNE 2023

Contact information

Contact information for MSCF elected officers

Kevin Lindstrom, President, 763-350-2355
Matt Dempsey, Vice President, 612-276-2881
Kent Quamme, Treasurer, 218-280-6754
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

August 3, 2023
October 27, 2023
January 26, 2024
April 13, 2024

MSCF Delegate Assembly

April 12, 2024