

# *the* GREEN SHEET



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*The Official Publication of the Minnesota State College Faculty*

MAY 2016

## Stories

*By Kevin Lindstrom, MSCF President*

Here's my story:

When I started at Anoka Technical College in 1990, I had the good fortune of working in an office full of faculty who I affectionately refer to as "the old-timers." They warmly welcomed me to the office and immediately began showing me how things worked at the college. At the time I didn't know how little I knew. I realize now they knew exactly how little I knew. They saw it as their role to help me figure things out.

Every morning at 9:15 we would go to the staff lounge (yes, there was a staff lounge back then), along with a large number of other faculty, and have coffee. On our way to the lounge, we would stop at the college bakery and pick up a freshly baked donut. I fondly remember those coffee breaks in the staff lounge, where I made friends I still have to this day.

At noon each day we would go to the restaurant on campus run by our culinary arts program. A steak dinner with all the fixings for \$4.50 led this young man to believe he had landed in paradise. During those lunches we sat and chatted with many of the same folks we had coffee with earlier in the day. I distinctly remember how great it felt to be included in these traditions.



You may have noticed that these two traditions revolved around food. It's worth noting that I gained 40 pounds in my first five months on the job. That's another story.

On Wednesday afternoons we played golf. As luck would have it, my first day of work was a Wednesday. Silly me, I didn't think to bring my golf clubs with me to work the first day. I did, however, bring them on subsequent Wednesdays. Everyone played, from the President of the college to faculty, staff, and other administrators. Bad golf is a wonderful equalizer.

I could go on with other examples of how I was included in traditions that connected me to the college and the faculty. Suffice it to say, however, that the connections were deep and meaningful. So when they told me another college tradition was to be active in the union, I

## 2016 MSCF Officer Election Results

**President**



**Kevin Lindstrom**  
Anoka Technical College

**Treasurer**



**Kent Quamme**  
M State, Fergus Falls

simply accepted it as the way things were.

Over time they told me a lot about how the union had made things better for everyone at the college. Many of them had been through a strike in the mid-80s. Those were the ones who told the really powerful stories. They instilled in me a strong sense of appreciation for those who came before me

*(continued on page 6)*

# Remember When

*By Norm Halsa, Vice President for Technical Education*

Do you remember when all the technical programs were hour based? Do you remember when those programs were converted to quarter credits? Do you remember when quarter credits were converted to semester credits?

If you do, you have been teaching as long as I have.

With all of the changes that have taken place throughout the years there has always been a union/association ensuring that we were working to provide the best possible learning experience for our students.

Back in the early years of my career, technical colleges were called Area Vocational Technical Institutes who were governed by the local school districts and as such, represented by the Minnesota Education Association. When legislation allowed the merger of technical

colleges, six colleges from my area joined to form the Northwest Technical College: Thief River Falls, Bemidji, Moorhead, East Grand Forks, Wadena and Detroit Lakes. Then, the newly formed Northwest Technical College voted to have the Minnesota Federation of Teachers as their exclusive representative.

In 1995, all technical colleges were brought into the state system (MnSCU) and United Technical College Educators was formed to represent all technical college faculty. Known by the acronym UTCE, approximately 28 local contracts were merged into one UTCE contract. This contract was referred to as the “blue” contract. UTCE lasted for a few years and then merged with the community college union called the Minnesota Community College Faculty Association (MCCFA), whose contract was referred to as the



“green” contract. You may still hear references to the blue - green within our MSCF contract.

This is just a snapshot of the changes I have experienced throughout my career. There are many similar stories to be told across Minnesota. I cannot imagine what it would have been like without union representation throughout all the changes. I am thankful for the folks who came before me who did the work of the union and can only hope others will step forward in the coming years.

# History Matters

*By Darci Stanford, Vice President for Liberal Arts*

Finishing up the first year of my term, I have learned a lot of things. One thing that has become blatantly clear is that history matters. When we talk about the contract, knowing how we ended up with the current language that we have matters. When there is an arbitration hearing, testimony from those that served in the past matters. If we need to have discussions or testimony on proposed legislation that affect us, knowing why it's being proposed matters. As we look at current relationships with different constituents, such as IFO or MnSCU, history matters. A number of us have seen what happens when there is a significant

turnover in leadership (i.e. college leadership, department faculty leadership, etc.) and we lose that history, it matters.

In preparing for the future of MSCF, we need to be more intentional in communicating our history with members. Passing along our history challenges us to engage more directly with members. It's not as simple as just regurgitating contract language. Our story is much more than that. Telling stories about the history of MSCF is about defining ourselves. Telling our story helps clarify for new and potential members who we are, why we are where we are, where we have come from as well as where we



would like to go. We use our story to engage members and give MSCF its identity and its meaning.

By telling our story, we encourage new members to share theirs. They are now part of writing the next chapter of our history, and that matters.

# Who Will Step Up?

By Kent Quamme, MSCF Treasurer

One of the jobs of our faculty is to ensure that Minnesota provides great post-secondary education to all stakeholders. Those stakeholders are our students, our communities, our business, and our society in general. The faculty of the two-year colleges in Minnesota provide all of that and we are able to do it through a strong, powerful union, the Minnesota State College Faculty. Now, I ask you a question, who are the faculty that will continue the work of MSCF?

Who will step up? Who knows the history? Who knows the contract? Who understands MnSCU? MSCF has a great history and great faculty. Those faculty are the heart and soul that will continue the hard, important work of the union to provide for good faculty working conditions, provide society with productive responsible citizens, and most importantly, to provide students with a good education. In order for those faculty to step into new roles in the union, we must provide an avenue for them to learn. After a number of conversations with officers, staff, and members of the executive committee, the MSCF Emerging Leaders College is being established to take on that role.

The MSCF Emerging Leaders

College will grow and promote future leaders in the two-year colleges in Minnesota.

Starting in the summer of 2016, the first class of the Emerging Leaders College will begin their education in union leadership. There will be a call for nominations in May and by the end of June, five faculty will be selected to attend the first training in July. MSCF needs energetic, newer members who have a passion for organizing, faculty rights, unionism, and leadership. MSCF needs faculty who will fill the shoes left behind by those who made the union strong.

The training will include sessions on MSCF history and faculty unionism, contract training, member organizing, leadership training, and how MSCF and MnSCU work together in the system. Some of these sessions will be covered at the summer leadership training and the rest will continue into the fall and spring. The curriculum will utilize current officers and staff, along with former MSCF leaders when available, to conduct the training. Along with the training, the emerging leaders will be assigned a mentor.

The goal will be to get these faculty involved locally and at the



state level. We will encourage them to step into roles with local governance. They will work on small but meaningful projects that will either benefit their local chapter, the state union, or both. They will attend state meetings, either as committee members or as guests. The Emerging Leaders College training will conclude with the new leaders speaking about their experience at the Delegate Assembly.

MSCF is a fantastic organization that provides the best working conditions for faculty, the best learning conditions for students, and the best two-year college education. We need to cultivate those new faculty who will continue this tradition. We need future leaders who will step into these roles.



MSCF is an affiliate of Education Minnesota, 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](http://www.minnesotastatecollegefaculty.org)

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# Over 200 faculty members attend annual MSCF Delegate Assembly



## Top to bottom

1. A short break for the assembly.
2. Robert Frame (Normandale) speaks to an amendment.
3. Rick Nelson (Legislative Steering Committee Chair) addresses the assembly.

## Opposite page Clockwise from top left

1. Michele Jersak (Century), Maronda Robertson (M State Moorhead) and Tom Dubbels (M State Moorhead).
2. Ann Boldt (Pine Tech), Mary Thurow (MCTC), Tom Eland (MCTC) and Kathy Lapham (MCTC).
3. Mary Amundson (Northland-EGF) and Von Rathsachack (MN West-South).
4. Tom Woodhouse (Riverland) and Deanna Forsman (North Hennepin).
5. Kelly Befus (Anoka Ramsey-Coon Rapids) and Tom Baldwin (Mesabi Range).

# Help those who will help you at the Capitol

This is a crucial election year in Minnesota. All members of the Legislature will be elected in November. We need to help candidates win who support public higher education. As faculty members across the state, we are in an excellent position to ensure that friends of public education win Senate and House seats by participating in the campaigns.

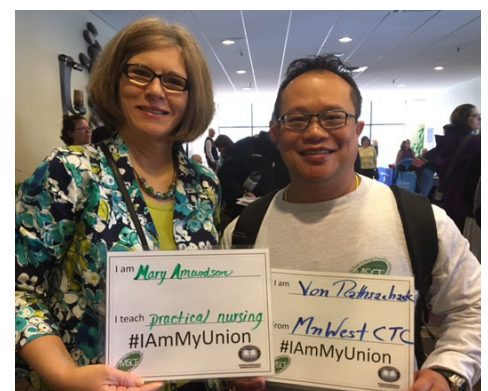
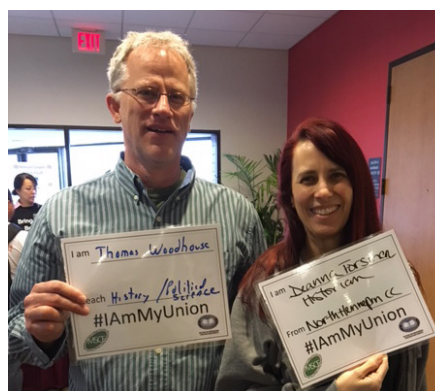
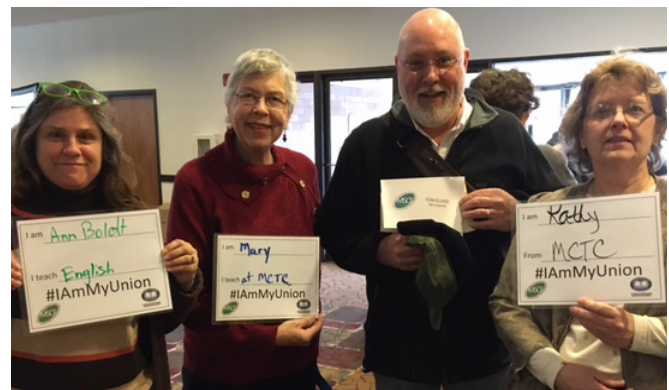
Your engagement can make a big difference. We are asking MSCF members to do three campaign-related activities this summer.

Please do three of the following.

- Take part in a candidate screening panel.
- Host or help plan a fundraiser for a candidate.
- Walk in a parade for a candidate we support.
- Host a candidate breakfast/brunch/lunch meeting.
- Recruit others to engage in campaign activities.
- Run a local literature drop supporting your candidate.
- Work at a local campaign headquarters.
- Work at a county or state fair booth in support of a candidate.
- Support candidates through social media.
- Volunteer to edit or proof campaign materials for your candidate.
- Attend candidate forums to speak up for candidates who support public education.
- Write a letter to the editor supporting a candidate.
- Place a lawn sign in your yard or distribute lawn signs to others.
- Vote in the primary Aug. 9.

## Scholarships available for labor leadership program

Education Minnesota will sponsor a limited number of members to attend the University of Minnesota Labor Education Service's Minnesota Union Leadership Program (MULP) later this year and in the first half of 2017. Applicants should know that MULP requires a significant commitment of time and work. The dates of MULP sessions are Oct. 5-7 (two sessions) at Ruttger's Bay Lake Lodge in Deerwood, Minn.; Nov. 17; Jan. 19, 2017; March 9, 2017; and May 11, 2017, in the Twin Cities. MULP is offered by the Labor Education Service in cooperation with Minnesota unions and the Minnesota AFL-CIO. For more information and to sign up go to: <http://educationminnesota.org/advocacy/Union-U/Minnesota-Union-Leadership-Program-sponsorship>.



## April 8, 2016

# MSCF Board of Directors Meeting Motions

1. Motion and second from the Executive Committee that the Board of Directors approves the 2016-2017 MSCF budget and MSCF portion of dues. Carried.
2. Motion and second from the Executive Committee that the Board of Directors approves the 2016-2017 MSCF meeting dates as submitted. Carried.
3. Motion and second from the Executive Committee that the Board of Directors approve the MSCF family friendly events as submitted. Carried.
4. Motion and second from the Elections Committee that the Board of Directors hereby certifies that Kevin Lindstrom is elected MSCF President and Kent Quamme is elected MSCF Treasurer. Carried.
5. Motion to remove D.1 from the MSCF Policies due to action of the Delegate Assembly. Long/Wendelberger. Carried.
6. Motion to change policy B.2., the reimbursement rate for dinner to \$30. Loge/Christian. Failed.

Motion to end debate. Barton/Wright. Carried.

After the motion to end debate, the original motion failed.

## April 8, 2016

# MSCF Delegate Assembly Resolutions

1. Be it resolved that the Minnesota State College Faculty (MSCF) support campus search processes that allow for local campus search committee participation in the review of all applicants. Carried.
2. Be it resolved that the Minnesota State College Faculty (MSCF) supports the counselor duties and definitions that are defined in the document titled, "A Comprehensive Counseling Model Promoting Student Resilience and Success by the Association of Minnesota Community and Technical College Counselors (AMCTCC)" that represents the MSCF and AMCTCC perspective of that work. Carried.
3. Be it resolved that the Minnesota State College Faculty (MSCF) will actively participate in the transfer pathways process, provided control of the process remains with the faculty and that common curriculum is not part of any system discussion. Carried.
4. Be it resolved that the Minnesota State College Faculty (MSCF) explore the probability of conducting a successful Vote of No Confidence in Chancellor Rosenstone at the Fall Board of Directors meeting or at a time to be established by the MSCF Executive Committee. The motion was postponed indefinitely without objection.
5. Be it resolved that all changes to the operational Financial Policy (reimbursement and stipends) must be approved by the Delegate Assembly. Failed.

## Stories *continued from page 1*

and a strong sense of obligation to those who were coming after me. I joined the union without hesitation, because it was so clearly the right thing to do.

Early in my tenure one of the "old-timers" who was on the bargaining team brought a tentative agreement to a chapter meeting. I remember not liking components of the settlement and making my thoughts

known. I remember the bargaining team member calmly saying, "If you don't like it, you should try to do better." I remember thinking, "Oh yeah, I will." I sent in an application to be on the next bargaining team and was selected. That started a 20-year trek of union involvement that has led me to where I am today. Mary Michels started it all with a simple, friendly challenge.

I realize the research shows my story won't resonate with certain generations. I'm not suggesting that my story needs to be your story. What I am suggesting is that everyone should have a story, and that everyone can contribute meaningfully to others' stories. That's a union.

What's your story?

## April 8, 2016

# MSCF Delegate Assembly New Business

1. Bylaws, Article IV - Elections (modification to existing bylaw)

Item 9 The date for elections of officers will be set following a Board of Directors meeting to allow candidates to campaign and distribute campaign material according to Election Committee procedures. Carried.

2. Bylaws, Article VII - Committees (newly introduced language)

Subsection 7. Committee on Temporary Faculty

The Committee on Temporary Faculty shall consist of six members approved by the Executive Committee and ratified by the Board of Directors. The committee shall inform itself on matters related to status, employment, conditions, and bene fits for all temporary faculty, including adjuncts, at the colleges and within the system. The committee shall advise the MSCF State Executive Committee, Negotiations Committee, the Board of Directors, or the membership at large on such issues, as appropriate. Carried.

3. Bylaws, Article V - Delegate Assembly (modification to existing bylaw)

Section 4 - Powers and Duties, Item d.

Strike, "or may be introduced at the Delegate Assembly with agreement of two-thirds (2/3) of the delegates." Carried.

4. Bylaws, Article VII - Standing Committees (newly introduced language)

Subsection 8. Membership Recruitment and Engagement Committee

The Membership Recruitment and Engagement Committee shall consist of six members approved by the Executive Committee and ratified by the Board of Directors. The committee shall organize and conduct statewide membership recruitment activities, and support local recruitment activities. The committee will coordinate with the Legislative Committee, Negotiations Committee, Faculty Rights Committee, Academic Affairs Committee, Racial Equity and Diversity Committee, and the Executive Committee to identify engagement issues and plan and conduct engagement campaigns. Carried.

5. Bylaws, Article IX - Master Contract Ratification and Strike Vote (modification to existing bylaw)

Strike, "In the event that a tentative agreement cannot be reached between MSCF and MnSCU" and insert, "The Executive Committee, upon the recommendation of the Chief Negotiator and the Bargaining team, shall direct". Carried.

6. Bylaws, Article VI – Board of Directors (modification to existing bylaw)

Section 5 – Executive Committee

At-large positions one and two will be voting positions. At-large positions three and four will be advisory, non-voting positions. Failed.

7. Constitution, Article V – Officers. Bylaws, Article VI – Board of Directors, Article VIII – Officers (modification to existing bylaw)

Remove the designation of Liberal Arts and Technical from the Vice Presidents. Failed.

## December 4, 2015

# MSCF Board of Directors Meeting Motions

1. Motion and second from the Executive Committee to approve the 2016 Constitutional Officer Election process as submitted. Carried.

2. Motion and second from the Executive Committee to approve the 2016 Legislative Goals as submitted. Carried.

3. Motion and second from the Executive Committee to add to the MSCF Financial Policy: "Actual meal expenses of \$10.00 or less may be reimbursed without a receipt." Carried.

4. Motion to recommend that the Board of Directors approve a holiday honoraria of \$500 each for the staff consistent with past practice. Quamme/Halsa. Carried.



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

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## Contact Information

### Contact information for MSCF elected officers

Kevin Lindstrom, President, 651-767-1265  
Norm Halsa, Technical VP, 218-686-2326  
Darci Stanford, Liberal Arts VP, 507-676-3026  
Kent Quamme, Treasurer, 218-280-6754  
Gregg Wright, Secretary, 507-280-3515  
Rick Nelson, Legislative Chair, 651-338-3288

### MSCF Staff

Kari Ann Cruz, 651-767-1272  
Chip Dykstra, 651-767-1277  
Matt Ryg, 651-767-1270

### Upcoming Meeting Dates

**Summer Leadership  
Retreat and Board  
Meeting**  
July 25-27, 2016