

the GREEN SHEET



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Farewell

By Matt Williams, MSCF President

Nearly five years ago, at the summer leadership retreat in August of 2017, I raised my hand to run for an at-large MSCF executive committee seat. I raised my hand because I grew up in a union household in a union town and had been part of the academic labor movement ever since joining the effort to unionize grad students back in 2004. With what we now know of as the Janus case looming on the horizon, and the seismic shift it would cause to all public sector unions, I raised my hand that day because I knew I wanted to be in the struggle. I raised my hand because I believed I had something to contribute that could help all members of MSCF go through the dark times ahead. I successfully joined the executive committee that year. Not long after, I would become your MSCF Vice President and, of course, eventually your MSCF President. Over these past five years, the Janus ruling did happen, as did a global health crisis and massive social unrest over racial injustice in our country. While these crises did shake our foundations, we also pushed ahead on building an MSCF that could not just survive but thrive in



a dramatically different world. We started to take organizing seriously, culminating in some of our first ever big collective actions in an array of venues and contexts. We intentionally expanded engagement and participation to constituencies within MSCF that hadn't always had the respect and recognition they deserved. And, most importantly, we proclaimed loudly that the status quo of public higher education wasn't working for us, for our students, and for our communities, and endeavored to do something about it.

This summer, because the MSCF Board of Directors has decided to not hold a new election before the end of my term on June 30th, my time as a state-level leader for our union must come to an end.

While this is not the end I had anticipated, my only goal in stepping forward and taking on the challenges of leadership was to be a part of the struggle for a better tomorrow. For these past five years, I have, alongside so many of you, wildly succeeded in this goal.

To the hundreds of MSCF members across the state who have given their time, energy, and their commitment to building an MSCF of today that can truly fight for a better tomorrow, I am both honored and humbled to have been a part of this work with you. I know this work will go on.

While I may not know exactly what my future looks like, there is one thing I can say with certainty: my desire to be a part of building a world of dignity and respect for all has not diminished. For my fellow MSCF members who share this desire, no matter where I am at or what I am doing, you can always count on me for support, friendship, and solidarity.

An Honor, A Privilege, A Responsibility

By Gretchen Long, MSCF Secretary

Solidarity is a word many of you know I use. And it is a word I've struggled with sometimes. What does it mean? What does it really look like? I have to thank Myron Getman for providing a definition several years ago that guides me. In a Times Union letter to the editor published March 28, 2018, he wrote. "It is solidarity, a legitimate connection and empathy with and for those around you, that is the lifeblood of the union. Faking it doesn't count." There have been times over the last few years where solidarity has seemed more an aspiration than a reality, but there have been many more times when I have seen solidarity in full force.

I have been blessed to do this work with people who have shown me what true solidarity looks. From brave members approaching potential members, to grievance reps working frantically to restore health insurance for TPTs, to Green faculty expressing outrage over bifurcation, to our members showing up at k-12 school board meetings to speak up for an honest education and those who provide it, to members connecting other members to programs like PSLF, UI, and

our ESI, programs that truly change lives, to the numerous groups of members doing the hard work of listening to each other to get to a consensus position. Often, these actions can look selfless or altruistic, or selfish and self-serving, but when I talk with these members, it is clear that these truly are acts of solidarity. They come from an understanding that we are all connected, whether we choose to recognize it or not, what befalls one of our members could most certainly befall them, and making life better and more secure for one member ultimately makes all our working lives better.

Having the strongest MSCF, an MSCF built on our connections with and empathy for all members of our union family, is in all our interests, but the strength of MSCF hinges on the involvement and participation of every member. YOUR involvement is imperative: your involvement matters to local leaders who can't do it all on their own and need your support; it matters to you because our members (you) will initiate and lead on issues we value; it matters because our strength is in our numbers, and it matters



because engaging with each other over what we share is how we build solidarity.

We faced substantial challenges during my time serving MSCF, challenges that will be ongoing and require a continuing commitment to the work of strengthening our union. But I feel fortunate to have spent the last five years working to build connections with and among our members. It has been a great honor, a great privilege and a great responsibility, and I am truly grateful to have been doing it with all of you.

In Solidarity

MSCF 2022-23 Committee Appointment

It's that time of year again! Please indicate your interest in serving on an MSCF committee by visiting this link https://bit.ly/MSCF_Committees2022, or this QR code.



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

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

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Welcome Nicole Bietz

By Nicole Bietz, MSCF Secretary-Elect

My name is Nicole Bietz and I am honored to be your MSCF Secretary-elect, and I am looking forward to stepping into this role in July. I have been a counselor and active MSCF member at Inver Hills Community College since 2008. I have served as our campus grievance representative and most recently as our membership chair. I am passionate about member engagement and feel that building a more active and engaged union will be critical to maintaining our strength as a union moving forward. I know that each of our campuses have their own unique challenges and opportunities. I also know

that our strength as a union depends on our solidarity with each other. In order to leverage this collective power, I will work to identify our shared values and use those to join us together to fight for a better future for ourselves and our students. I am committed to getting to know you and your campuses, and I will work with you to find solutions to the issues we are facing together. I am excited to serve as your MSCF Secretary and look forward to working with you as we strive to improve our lives and the lives of our students together.



Public Service Loan Forgiveness Waivers in Effect Until October

We knew the Department of Education's announcement last Fall regarding changes to the Public Service Loan Forgiveness program was going to be huge. And what we've seen over the last several months has only confirmed that. Across the country, we've seen the new review process result in complete discharge for tens of thousands of dollars in education debt, including for many of our members. If you qualify under these waivers, **it's critical to apply by Oct. 31, 2022.**

The Public Service Loan Forgiveness program is a federal program started in 2007 to encourage people to go into public service and the non-profit sector including teaching at public higher education institutions like MinnState. Since its inception, however, it has been plagued with problems that made it almost impossible for those working in the public sector to apply, let alone have their loans forgiven. In the Fall of 2021, the Department of Education made much-needed changes, expanding who qualifies for PSLF and making the system more manageable. And the settlement of Weingarten v. DeVos in September of 2021 means **every borrower whose previous PSLF application was rejected**

has the opportunity for their application to be reviewed and processed through a new review procedure.

As members of MSCF, you have access to several resources to assist with the process. A recording of one of the information sessions we conducted can be found on our website — www.msfcfmn.org under the Members Only Tab. The recorded session also provides information about the Summer App — www.aft.org/benefits/summer — which is free for members and helps manage the application process. Our members can also access individual assistance from our education debt experts at Education Minnesota by emailing dnd@edmn.org.

These changes are a result of years of advocacy and pressure by members of the AFT and NEA and an example of the things we can accomplish together. We also want every member who might benefit from these changes to be able to do so. If you have education debt, email dnd@edmn.org to see if you are eligible for PSLF. **Again, the deadline to apply under the current waivers is October 31, 2022, so email now.**

2022 Delegate Assembly Summary

By Gretchen Long, MSCF Secretary

This year saw some significant changes in how business items were submitted to and processed by the Delegate Assembly. Specifically, on the recommendation of the Board of Directors, forms were created for three new types of business items: Policies, Rescinding Resolutions, and Action Items. These are in addition to the Constitution and Bylaw changes and Resolutions that we have traditionally processed. The hope was that these changes would promote broader, but also more efficient, member engagement, and in that aspect, this year's Delegate Assembly was a resounding success. The body processed and virtually debated 24 business items over 6 hours.

Congratulations and many thanks to all the delegates who took the time to consult with their members on the issues and thoughtfully contributed to the debate at the Delegate Assembly. You make the democratic process work for our union.

And a special congratulations to the Pine chapter for winning the drawing for having a full delegation. Enjoy your MSCF swag!

Below are the actions taken by the 2022 MSCF Delegate Assembly.

Policy Recommendations

The Delegate Assembly recommended one policy item to the Board of Directors for adoption.

Policy 1

Whenever possible and/or requested, MSCF will ensure all chapter and state events and activities provide accessibility services (interpreters, closed captioning, etc.). MSCF state will reimburse chapters for costs associated with providing these services.

Constitution and Bylaw Recommendations

The Delegate Assembly recommended two Bylaw amendments to the Board of Directors for adoption.

Constitution and Bylaw Amendment #1 – Bylaws Article VII, Section 1 Subsection

2. Negotiations Committee

The Negotiations Committee shall consist of **eight (8) a minimum of ten (10) to a maximum of twenty-five (25) members**. Members shall be approved by the Executive Committee and ratified by the Board of Directors. The Negotiations Committee shall inform itself on those matters affecting the personal and professional welfare of the members. This committee shall undertake the responsibility for meeting with any authority necessary for the

purpose of informing and negotiating issues relative to the welfare and benefit of the members of the MSCF.

Constitution and Bylaw Amendment #2 – Bylaws Article V, Section 5

All **standing** resolutions shall be submitted to the members of the Delegate Assembly thirty (30) days prior to convening of the Delegate Assembly in order to be introduced at that Delegate Assembly meeting. Resolutions which have not been submitted thirty (30) days prior to the Delegate Assembly meeting can be introduced with the agreement of two-thirds (2/3) of the delegates **and if adopted will be considered temporary “Resolutions of the Assembly.” All Resolutions of the Assembly shall be retired following the next Delegate Assembly unless approved as a standing resolution. The “Resolutions of the Assembly” would automatically be added to the agenda of the next DA.**

Rescinding/Retiring Resolutions

The Delegate Assembly retired 8 standing resolutions because they were outdated, completed, or were more appropriate as an Action Item. A list of retired resolutions will also be posted on the MSCF website.

Resolution 1-9: the MSCF President communicate to the Chancellor that it makes it a top priority to program ISRS to automatically drop students who do not earn a high enough grade in the prerequisite course for an upcoming course they have registered for within three business days of grades being posted.

Resolution 1-14: the MSCF request MnSCU fix [the ISRS prerequisite limitations] as soon as possible and provide financial funding to institutions who must have staff review prerequisites of students until the problem is resolved.

Resolution 1-23: the MSCF requests that Minnesota State request the College Board perform a validation study for Minnesota state cut scores. After the validation study, the cut scores decision can be revisited.

Resolution 1-24: the MSCF requests Minnesota State changes its policy to allow for more than one vendor, one for each discipline, that they not use the NextGen Accuplacer placement tests, and they continue to search for new tests with input from college faculty, ABE faculty, K-12 faculty, and administrators. The consensus of faculty around the state is that the NextGen Accuplacer placement tests are bad tests for course placement of our students. The tools that we use to assess our students

for placement should be relevant and not put a student at risk of inappropriate placement nor give them a disadvantage.

Resolution 2-5: the MSCF create, maintain, and disseminate a hiring pool of adjunct and part-time MSCF members. This hiring pool would consist of a list of MSCF members who are adjunct and/or part-time faculty. The list would include the member's name, discipline(s)/credential field(s), and the college(s) and campus(es) where they are willing to teach. The MSCF would update the list every semester and disseminate it to MSCF local presidents and to the colleges in an effort to help adjunct/part-time faculty MSCF members increase their teaching load, if so desired, and to help Minnesota State colleges hire adjunct or part-time faculty members.

Resolution 3-2: the MSCF supports the sick leave bills in the 2007 Minnesota Legislature as in the House version, including caring for domestic partners. The bills are H.F.0219 and S.F. 1128.

Resolution 4-3: the MSCF recommends that the board reevaluates the travel reimbursement policy.

Resolution 4-4: the MSCF requests the state office to make available on the MSCF website a chosen selection or catalogue of USA, union made clothing items and products capable of bearing the official MSCF logo for on-line ordering by individual members and chapters. The official MSCF logo specs are to be provided to the company chosen for use so as to not cause distortion of or changes to the official adopted logo when products are ordered by individuals or chapters.

Resolutions

The Delegate Assembly adopted four standing resolutions.

Resolution A

THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty believes in the equal value of all higher education and strongly supports the elimination of unequal workloads between technical college (former UTCE) and community college (former MCCFA) faculty under our contract.

Resolution B

THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty support and defend Contingent faculty as equal faculty members and will continue to advocate for their access to the rights and protection inherent in MSCF union membership. MSCF will continue to create conditions that will protect contingent faculty's rights to maintain livable and humane conditions of employment, including, but not limited to, equal pay, return rights, and access to insurance.

Resolution C

THEREFORE BE IT RESOLVED, that the Minnesota State College Faculty support that Contingent faculty be full participants in department and discipline discussions about class scheduling, offerings, and class times.

Resolution D

THEREFORE BE IT RESOLVED, that Minnesota State College Faculty will support legislation in Minnesota and nationally that will establish a universal, single-payer health care system that will ensure access to high-quality health care for everyone.

No resolutions were submitted from the floor.

Action Items

The Delegate Assembly considered nine Action items to recommend to the Board of Directors. Seven carried, one failed, and one was ruled out of order.

Action Item #1

MSCF will advocate for passing the Minnesota Health Plan (currently Senate File 1643 and House File 1774) in the Minnesota Legislature and the Medicare for All Act (H.R. 1976) in Congress. Furthermore, it will appoint a representative to actively participate in Health Justice Allies, joining with other unions and other organizations to win passage of the Minnesota Health Plan. **Carried**

Action Item #2

MSCF leadership will work with other bargaining units to push the Chancellor to create a joint task force composed of representatives from the system office and all bargaining units in MN State to recommend systemic changes in MN State to increase the responsibility and accountability of College and University Presidents for fostering and representing supportive and respectful workplace cultures on their campuses. **Carried**

Carried

Action Item #3

MSCF Leadership will encourage Minnesota State, when possible, to evaluate and purchase more software system-wide to save individual colleges time, effort, and money. **Carried**

Action Item #4

MSCF should continue to operate the MSCF Hiring Hall, including gathering information from contingent members, and sharing that information with hiring contacts on campuses. **Carried**

Action Item #5

MSCF Leadership encourage the MinnState system office to ensure the updated ISRS system is programmed to automatically drop students who do not earn a high enough grade in a prerequisite course and addresses all additional prerequisite limitations. **Carried**

Action Item #6

MSCF Leadership encourage MinnState to ensure validation studies for Minnesota are performed for any new placement instrument. **Carried**

Action Item #7

MSCF Chapter Membership Chairs propose that the MSCF State Office hire a developer to create a dues calculator web app which would allow TPTs to calculate their monthly dues deductions given the date they join the union and their credit load. **Carried**

Action Item #8

Minnesota State College Faculty will seek to enhance Section 6, Subdivision 1 (Career Steps) to include a one-step increase for faculty who engage in and provide evidence of a substantive, multi-year process of designing, implementing, assessing, and sustaining pedagogical strategies that reduce equity gaps and increase the academic success of BIPOC (Black, Indigenous, and People of Color) students. The specific logistics of documenting and evaluating this work will be negotiated between faculty and administration at the campus level.

Ruled out of order because it impinges on the authority of the bargaining team, and we have developed other processes for members to provide input on bargaining.

Action Item #9

Minnesota State College Faculty will create a statewide committee to develop protocols that extend Minnesota State's 1b.1 Non-Discrimination Policy to settings outside of the workplace that compromise relationships with colleagues. **Failed**

Board Actions

By Gretchen Long, MSCF Secretary

At their January 12, 2022 meeting, the MSCF Board of Directors took the following actions.

Motion to recommend the Delegate Assembly adopt the proposed rules.

Motion In accordance with MSCF by-laws Article IV, statement 12, the Elections Committee requests Kent Quamme to be certified as elected for the office of treasurer for the upcoming 2022-2025 term.

In addition to adopting all policies, Bylaw Amendments, and Action Items recommended by the Delegate Assembly, the MSCF Board of Directors took the following actions at their April 9, 2022 meeting.

Motion from the Elections Committee that the MSCF Board of Directors take action to certify the unofficial results of the 2022 MSCF election for Secretary. **Carried**

Motion from the Elections Committee recommends that the MSCF Board of Directors certify the unofficial result of the 2022 MSCF election for President. **Failed**

Motion from the Elections Committee to recommend approving the proposed timeline for a rerun of the election between Carolyn Cook and Matt Williams. **Failed**

Motion from the Executive Committee to recommend the board adopt the following meeting dates for the 2022-2023 year: August 1, 2022, October 28, 2022, January 27, 2023, and April 15, 2023, with the Delegate Assembly to be held on April 14, 2023. **Carried**

Motion from the Executive Committee to approve the 2022-23 budget as presented with any shortfall to be made up out of reserves. **Carried**

Motion to amend Operational Policy B-9, as follows:

*MILEAGE RATE: MSCF will set the mileage reimbursement rate at **\$.45 per mile** the IRS rate. This rate will stay in force throughout the fiscal year. The reimbursable rate will not be higher than the IRS rate. **Carried***

Motion to keep dues at the 2021/22 level for 2022/23. **Carried**

Motion to hold the MSCF 2023 Delegate Assembly in person. **Carried**

The Nomination Period is Open

The nomination period is open...for the election of the 2022-2023 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 2022-2023 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 Monday, August 1.

What if I am nominated?

- All nominees will be asked to attend the electronic board meeting on August 2, where the election will take place.
- Board members will vote for all four At-Large Executive Committee positions electronically.
- 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.
- All nominees will be entered into an electronic voting system.
- Members of the Board of Directors will vote electronically. 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
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Contact information

Contact information for MSCF elected officers

Matt Williams, President, 651-767-1262
Matt Dempsey, Vice President, 612-276-2881
Kent Quamme, Treasurer, 218-280-6754
Gretchen Long, 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

October 29, 2021
January 28, 2022
April 9, 2022

MSCF Delegate Assembly

April 8, 2022