

MSCF Standing Resolutions

Adopted at the MSCF Delegate Assembly
June 19, 2020

Category 1. Quality of Education

BE IT RESOLVED THAT

- 1-1. the MSCF supports enhancing diversity in our colleges and encourages MnSCU to support Anti-Racism initiatives by providing funding to the campuses and making Anti-Racism initiatives part of the Chancellor's work plan.
- 1-2. the MSCF believes political action on the part of members and the Association to be paramount in furthering the cause of public education.
- 1-3. the MSCF believes that there should be no discrimination on the basis of race, creed, color, religion, national origin, sex, domicile, political affiliation, marital status, age, physical ability, or sexual orientation in the Minnesota State Colleges with respect to hiring, training, assigning, promoting, transferring, or disciplining.
- 1-4. the MSCF believes that each college in the system, regardless of size, must employ a minimum of one full time professional level faculty counselor and that the number of counseling staff should be based on head count, not FTE or a combination of headcount and FTE/FYE.
- 1-5. the MSCF believes that each college, regardless of size, should meet minimum national staffing limits as articulated by ACRL and that each college, regardless of size, must employ a minimum of one full time librarian and that adequate financial support be provided so that a professional librarian or audio visual specialist would be scheduled for every day that a college library or media center is open to student use.
- 1-6. the MSCF supports a provision that tuition waiver for Minnesota State College Faculty member's spouse or dependents shall be extended to include Minnesota State Universities.
- 1-7. the MSCF recommends resisting any degree cap policies that are not driven and controlled by MSCF faculty through their AASCs and union.
- 1-8. all high school teachers providing instruction for concurrent enrollment must meet the minimum qualifications of the MSCF contract in all credential field areas.
- 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.
- 1-10. the MSCF recommends resisting any College in the Schools (CIS) partnerships or other such academic partnerships with high schools that are not reviewed and approved by MSCF faculty through their AASC's and union.

- 1-11.** the MSCF recommends that departments/divisions have a role in recommending faculty who are ultimately assigned as mentors to high school faculty teaching CIS courses.
- 1-12.** the MSCF standing e-learning committee look at the issues surrounding online delivery workload to create a list of consistent system-wide standard practices for online instruction.
- 1-13.** the MSCF will provide its members clarity and consistency in interpreting concurrent enrollment policy (Article 13, Section 8 of the MSCF/MnSCU Master Agreement).
- 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.
- 1-15.** the MSCF will aggressively defend the instructional rights of faculty in the developmental realm.
- 1-16.** the MSCF subject matter faculty design and implement any Developmental–ABE partnerships.
- 1-17.** the MSCF will advocate for the development of a new ABE model on our campuses, designed with significant input from and taught by credentialed faculty.
- 1-18.** Instructors shall have the right to explore e-Learning tools for course design and assessment, and to choose those most appropriate for their purposes.
- 1-19.** the MSCF support campus search processes that allow for local campus search committee participation in the review of applicants.
- 1-20.** the 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.
- 1-21.** the 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.
- 1-22.** the MSCF supports the librarian duties and definitions that are defined in the document titled “Why MSCF Library Faculty Matter” and reaffirms its support of the value of faculty librarians on every campus.
- 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.
- 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.

- 1-25. the MSCF strongly recommends that the Minnesota State system eliminate the final round of evaluation for large-seed innovation funding through the Shark Tank Open model and make the scoring of proposals using a rubric the final, determining stage.
- 1-26. the MSCF supports the recency requirement in credential fields for faculty teaching concurrent enrollment technical/career programs.
- 1-27. the MSCF form a workgroup to develop and maintain the collection of system wide data necessary to allow our math faculty efficient access to student placement and success data for math classes at MinnState colleges and to provide assistance to math departments in the performance of their professional responsibilities.

Category 2. Individual Welfare

BE IT RESOLVED THAT

- 2-1. the MSCF believes that there should be no limit on the amount of regular accumulated sick leave.
- 2-2. the MSCF endorses same-sex domestic partner benefits for all MSCF employees desiring them and makes the attainment of such benefits a priority and publicly takes a stand that states that any actions taken by any party to prevent the implementation of such benefits is discriminatory and inequitable.
- 2-3. the MSCF support new language that more accurately and inclusively reflects American families, including but not limited to such persons as domestic partners, adult children, grandchildren, and legal wards for which members have guardianship, in future contracts regarding usage of sick leave.
- 2-4. the MSCF will continue to support members from underrepresented groups and will actively engage and organize around issues impacting members because of race, ethnicity, sex, age, gender, sexual orientation, physical, and mental ability, and immigration status.
- 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.
- 2-6. the MSCF explore new pathways by which TPT Faculty can achieve UFT or UPT status within Minn-State.

Category 3. Legislative, College, and Community Relations

BE IT RESOLVED THAT

- 3-1. the MSCF opposes passage of the Academic Bill of Rights proposed by the Minnesota Legislature and asks Education Minnesota to include in the screening process for Minnesota legislative candidates questions regarding candidates' view on this important issue.

- 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.
- 3-3. the MSCF support legislation that exempt the AAS Degree from the 60 credit maximum.
- 3-4. the MSCF opposes the proposed amendment to the Minnesota Constitution that would require photographic identification to vote in a Minnesota election.
- 3-5. the MSCF values and supports all the colleges and campuses of Minnesota State, regardless of size or financial resources, as integral parts of the system; furthermore, we believe the system should ensure all campuses the funding necessary to operate completely and consistently.
- 3-6. the MSCF offer full and vocal support for educators across Minnesota and in other states including West Virginia, Oklahoma, Kentucky, and Arizona who are fighting for their students to receive a quality public education, for their institutions to be properly funded, and for their own rights as educators and support workers.
- 3-7. the MSCF supports the role of the governmental relations position and recognizes the need for an MSCF representative at the capital.

Category 4. Other

BE IT RESOLVED THAT

- 4-1. the MSCF merchandise be union and American made.
- 4-2. the MSCF supports a dues structure that promotes equity of access to all union members, attend to income disparities amongst those at similar appointment levels, addresses historical hiring and salary placement idiosyncrasies, and promotes the general good of all.
- 4-3. the MSCF recommends that the board reevaluates the travel reimbursement policy.
- 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 online 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.
- 4-5. the MSCF and its membership support divestment of the funds that the Minnesota State Board of Investments has invested in fossil fuel companies presently in the Minnesota State Pension Fund and ask that it instead invest those funds in renewable energy and sustainable industries.
- 4-6. the MSCF will demonstrate its commitment to advance equity and inclusion within the union ranks by:
 - a. Encouraging colleges to further diversify the instructional workforce through both recruitment and retention efforts,
 - b. Working cooperatively with other groups on equity and inclusion initiatives,

- c. Developing and/or engaging in equity-focused faculty development opportunities with a focus on developing and rewarding talent that will support our mission of equitable student success, and
 - d. Engaging in critical examination to identify structures that pose barriers to recruiting and supporting black and indigenous members and members of colors.
- 4-7.** the MSCF work with MinnState System Office to create consistent policies and procedures regarding holds on records across all campuses to facilitate consistent and equitable access to higher education for incarcerated students.