

the GREEN SHEET



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Language & Crisis

In the last week, I've attempted to solve a series of problems that were the direct result of faculty either proposing to unilaterally give away contract language or failing to defend contract language and practice.

by Greg Mulcahy, MSCF President

These events occurred at different campuses at different times. This should not happen, but sometimes it does, and it tends to in one of two ways: faculty either don't understand they're giving something up or they don't understand why the language or practice they're giving up matters.

Clearly we are in an economic crisis. The state is in structural deficit. You know what happened in the bargaining.

In crisis, faculty will be pressured to help the colleges save money. This pressure may come in the form of workload schemes, increased class sizes, "volunteer opportunities", new advising or recruiting tasks or any other number of suggested or coerced increased assignments.

Do not agree to them.

Of course, a request to violate the contract may come not as a request at all, but as a threat. Usually, it is phrased something like this: If your program/class/numbers/depart-ment/etc. does not improve, we'll have to take a look at getting rid of it. Often, this threat is followed with an invitation to come up with a creative solution.

Do not be intimidated.

If you are approached with ideas like the ones above, contact state MSCF immediately. Faculty value their students, programs, colleagues, and colleges and are often willing to help out. A request to abrogate contract language may come as a request to help out, and no one wants to appear uncollegial, mean-spirited, or ungenerous. But the real consequences

(continued on page 3)

It may come as a request to help out, but the real consequences of giving up contract protections weaken MSCF and the bargaining team.

2009 MSCF Officer Election Results:

Liberal Arts Vice President



**Anne-Marie
Ryan-Guest**

College:
Normandale

Technical Vice President



**Kevin
Lindstrom**

College:
Anoka Technical
College

Secretary



**Gregory
Wright**

College:
Rochester

Solidarity

by Joe Juaire, MSCF Treasurer

The greatest challenge facing Minnesota's public community and technical colleges is clearly defining and establishing a systemwide mission to provide education that is relevant, valuable, affordable, and sustainable. The success of this mission is entirely dependent upon the absolute commitment to these principles by all of the stake holders in spite of political and economic pressures.



Unfortunately, the current leadership at MnSCU lacks the clarity of purpose and commitment to little more than a vague notion of "excellence" and "business model" principles. Michael A. Peters makes a very salient point in his book, *Knowledge Economy, Development and the Future of Higher Education*:

...the discourse of excellence is essentially contentless. It does not enable us to make judgments of value or purpose; it does not help us to answer questions of what, how, or why we should teach or research; it can provide us with no directions but serves only to maintain and monitor the system in the 'audit society'.

This simplistic and "default" approach to higher education has spawned countless policy initiatives that have had the disastrous effect of disempowering and demotivating faculty. Faculty are the only true source of measurable quality at the all important level of student learning within our system. Where once faculty were trusted as competent professionals now there seems to be the presumption of distrust and incompetence. Consequently, the pride and initiative that faculty have in their programs is diminishing, and without it, there is precious little to take the sting out of the low wages and long hours that plague all educators.

The faculty and students are not the only ones suffering in this toxic environment. The administration at every level have become so risk adverse that the

premier goal is to avoid looking bad at all costs even if that means missing or avoiding opportunities to advance the college or system. This further exacerbates the problem for everyone.

In order for MSCF faculty to have any meaningful impact in this most difficult challenge, we must use all of the resources we currently have and capitalize on opportunities as they present themselves. The faculty must rely on each other for praise and recognition, solace and comfort, protection and advocacy, more so now than ever before. Clearly, the bright star in all of this is the MSCF contract, which provides important leverage in key areas that faculty can use to positively impact the quality of

be vigilant to avoid the temptation to abrogate his/her contractual rights.

The MSCF should fully use all available communication methods to reach faculty at all campuses continually throughout the year. This should include website communications, emails, phone calls and face-to-face meetings.

Faculty rights compliance visits should be scheduled at all campuses where issues are suspected, and follow up visits should be made to campuses where issues remain unresolved.

Continuing education must be provided for chapter leaders, and emerging leaders need to be identified and developed.

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public higher education. The contract contains language that insures that faculty have the loudest voice in academic affairs and standards at each institution. There is also a requirement to have the faculty opinion represented in the governance of the colleges. We must be ever mindful that the administration, in our system, merely serve a function; it is the faculty that serve a purpose.

Member education is critical to promote unity and solidarity in these difficult times. Each member must

Apathy among faculty is never a good thing, but in tough times it is a recipe for disaster. We must redouble our efforts to engage, educate and involve our faculty in the fight to preserve one of Minnesota's great treasures. The public higher education system has been a source of great pride for the citizens of Minnesota and the envy of other states. Only hard work and dedication can reverse the damage caused by years of dysfunctional leadership.

(continued from page 1)

Language & Crisis

of giving up contract protections, even and especially in a time of crisis, come back in future bargaining and practice to weaken MSCF and the bargaining team. Even small compromises at a few campuses turn up at the table as proposals based in “your people want to do this – they’re doing it already anyway.” And every part of the contract has implications for other parts of the contract. Every give-away undercuts MSCF’s ability to fully represent its members.

People don’t want to lose their jobs, and MSCF does not want faculty to lose jobs. That’s what the last bargaining was about. MSCF will be flexible and creative to work with management where jobs are truly in jeopardy. But that flexibility needs to come from state MSCF so we can create and implement solutions that won’t harm future bargaining or faculty rights. In this round, we paid again for language we’ve paid for already and in the current, and likely future, difficult climate, we will certainly pay to defend and expand our language. We need to maintain it – even, and especially, in times of crisis. Have a great summer.

Survey questions 102



by Anne-Marie
Ryan-Guest,
MSCF Liberal Arts
Vice President

Q: Who determines cut scores for placement?

A: For introductory college-level courses, minimum scores are set by MnSCU policy 3.3.1. The recommendation for cut scores is done by the Assessment for Course Placement Committee. They are charged with reviewing national assessment instruments and submitting recommendations with regard to the placement instrument, the minimum scores for placement into developmental or introductory college-level courses, changes to board policy and system procedure related to assessment and other items addressing consistency of assessment and placement practices.

Q: When were the credits reduced for tuition waiver for dependents?

A: The 2001-03 contract of the merged two-year institutions combined the tuition waiver language. The language allows faculty members 24 credits per year and dependents 16 credits per year provided the faculty member has 16 credits available from their pool of twenty-four.

Q: The DA passed a resolution in 2008, where’s the follow through?

A: The 2008 DA passed a resolution supporting domestic partner benefits. The negotiations team had language in the Insurance article covering domestic partner benefits, however the MnSCU Board of Trustees would not approve a contract with domestic partner benefits, thus the language was removed. MSCF continues to advocate for domestic partner benefits, including having members testify before the legislature.

Q: When will I reach the top of the salary schedule?

A: Our salary schedule, steps and base improvement are negotiated. The ability for the team to negotiate steps is based on the state allocation from the legislature to Higher Education, more specifically to MnSCU. When there are little to no funds, like this year, there is no step improvement. In the last round of negotiations the team was able to negotiate a step each year. Reaching the top of the salary schedule depends on the state legislature and governor valuing higher education and allocating funds to MnSCU.

Q: How can the membership help?

A: Be involved at the campus level, at the system level, and the state level! You can do this by reading your contract and knowing your rights. Serve on committees at the local level and system level. Watch and be engaged with what is happening at the capitol regarding higher education. Read the legislative updates that are sent, act when asked to do so, be a leader and talk with your elected officials, let them know the core values of teaching and learning need to be preserved.



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MSCF

55 Sherburne Ave
St. Paul, MN 55103

651-767-1262 or 1-800-377-7783
www.minnesotastatecollegefaculty.org

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2009 Delegate Assembly

at the Doubletree Hotel in Minneapolis



Over 225 delegates listened to MSCF committee reports.



Greg Mulcahy, MSCF President, updates delegates on many issues such as MnSCU's upheaval, the climate at many colleges and protecting our contract language.



Sue TenEyck-Stafki, MSCF Technical Vice President, reports on Credential Fields and thanked delegates for their support during her years as Technical Vice President.



Anne-Marie Ryan-Guest, MSCF Liberal Arts Vice President, reports on Negotiations, Transfer Oversight, campus visits and her other activities during the 08-09 year.



Kevin Lindstrom, MSCF Technical Vice President Elect, reports for Will Helms (Faculty Rights Chair) on the results of contract compliance visits.



Rick Nelson, MSCF Legislative Chair, updates delegates on legislative activities and the importance of keeping legislators educated on higher education issues.



Gregg Wright, MSCF Secretary, informs delegates about his responsibilities and some of the things he will be working on this coming year.



Karen LaPlant informs delegates about a survey that will query all on-line faculty on what they need in the classroom.

Accomplishments and Setbacks at the Minnesota Legislature

The Higher Education Conference Committee reached an agreement on May 13, 2009 that was signed by all 10 conferees and has been sent to the governor for his signature. This bill will help serve public and private higher education institutions over the next 2 years and will avoid a shutdown and a cutback in financial aid to students. It will allow students to grow and excel during these tough economic times.



by Rick Nelson,
MSCF Legislative
Chair

We were fortunate to work with Representatives Rukavina, Poppe, Reinert, and McFarlane, as well as Senators Pappas, Tomassoni and Lynch on addressing the 60/120 degree issue and getting the A.A.S. degree exemption. In fact, the Chief authors of our proposal were Representative Poppe and Senator Lynch.

State Representative Tom Rukavina was very adamant about protecting tuition cost for students and making sure we kept our college funding whole to protect our core mission of teaching and learning. His door was always open to suggestions and ideas regarding teaching, learning and labor issues. He was also very willing to work with us on the 60/120 degree issue. State Senator Sandy Pappas was very adamant about serving the under-served and protecting the core mission of our institutions, as well as keeping tuition affordable.

Representatives Carol McFarlane of White Bear Lake, David Bly of the North field area, Larry Haws of St. Cloud and Linda Slocum of Richfield joined Representative Rukavina on the House side as conferees. They worked together as minority and majority party to make sure student and faculty voices were heard on issues such as transparency, financial aid, and the 60/120 degree language. They also made sure that the central office was held accountable on technology and other issues.

Senators Sharon Erickson-Ropes of Winona, Ron Latz of St. Louis Park, Claire Robling of Jordan and Ann Lynch of Rochester represented a few of the Senate conferees and were united on issues of diversity, protecting the core mission of teaching and learning and keeping our institutions affordable.

All of these individuals are to be commended for what they accomplished in the legislature on behalf of public higher education. If one of these legislators represents your area please thank them for standing up for public higher education and protecting our core mission of teaching and learning. They all had an open-door policy and encouraged us to stop by

institutions have their needs met. However, it was very obvious with the governor's position on revenue that cutbacks are going to happen. Thanks to the federal stimulus money, the cuts are not as deep as originally proposed by the governor. We will need to stay tuned to the unallotment process, which could drop higher education another \$140 - \$190 million in state funding.

MSCF has had the privilege of being represented by two MSCF members on the House Higher Education Committee. Representative Jeanne Poppe, a counselor at Riverland – Austin, is in her second term in the Minnesota House. Representative Poppe took

For more information on the final bill, capital investments and pension bills check out the MSCF website, www.minnesotastatecollegefaculty.org, look for the Take Action page.

to discuss the important issues that affect us. They were very open and understanding of our issues.

For more information on the final bill, capital investments and pension bills check out the MSCF website, www.minnesotastatecollegefaculty.org, look for the Take Action page.

The conference committee was made up of great individuals who truly have a passion and commitment to ensuring that our higher education

a lead role in the 60/120 degree legislation. Representative Roger Reinert, a freshman Representative serves as an adjunct member at Lake Superior College in Duluth. I encourage you stay in contact with them and support them anyway that you can in the coming weeks and months.

We were very lucky this year to have these individuals serve on the legislature, working with and for us in higher education.

Motions approved at the...

...March 27, 2009 MSCF Board of Directors meeting — Northland Inn, Brooklyn Park

1. Motion from the Board to approve the recommendation to the membership to accept the 2009-2011 Employment Contract.
2. Motion from the Executive Committee to approve the campus visit schedule for the contract ratification vote.

...April 17, 2009 MSCF Board of Directors meeting — Doubletree Hotel Minneapolis Park Place

1. Motion from the Executive Committee that the Board of Directors approve the 2009-10 MSCF budget and MSCF portion of the dues. The MSCF portion of dues will not increase as a result of this budget.
2. Motion from the Executive Committee that the Board of Directors approve the 2009-2010 Meeting Dates as submitted.
3. Motion from the Executive Committee to recommend the creation of a task force to review the MSCF Policies. The task force shall include at least one member of the Board of Directors.
4. Motion from the Executive Committee to recommend the creation of a task force to review the MSCF Constitution and Bylaws. The task force shall include at least one member of the Board of Directors.
5. Motion from the Executive Committee to recommend the approval of the Chapter President Job Description as submitted.
6. Motion from the Executive Committee that the Board of Directors hereby declares that Anne-Marie Ryan-Guest is elected Liberal Arts Vice President, Kevin Lindstrom is elected Technical Vice President, and Gregg Wright is elected Secretary of MSCF.
7. Motion from the Delegate Assembly to change the language in the Constitution and Bylaws, Article I, Section I – Membership, as discussed at the Delegate Assembly.

Old Language:

Membership shall be available to those employees of the Minnesota State Colleges normally designated as faculty, including: instructors, counselors, librarians, professional audiovisual staff and those financial aid officers who are paid on the faculty salary schedule. This membership availability is subject to bargaining unit description.

New Language:

Membership shall be available to those employees of the Minnesota State Colleges normally designated as faculty, including: instructors, counselors, librarians, professional audiovisual staff who are paid on the faculty salary schedule. This membership availability is subject to bargaining unit description.

8. Motion from the Elections Committee to recommend declaration of the ratification of the 2009-2011 Tentative Agreement.

SAVE THE DATE:

Chapter President, Chapter Grievance Rep and Membership Chair training will be held again **October 15 & 16, 2009** at Ruttger's Bay Lake Lodge in Brainerd.

Resolution and Policy made at the 2009 Delegate Assembly and approved by the Board of Directors

1. Be it resolved that the MSCF merchandise be union and American made. This is regarded as an addition to the MSCF Policies.
2. Be it resolved that all high school teachers providing instruction for concurrent enrollment must meet the minimum qualifications of the MSCF contract in all credential field areas. Motion to accept as a standing resolution.

“(c) Unresolved disputes between the public employer and its employees are injurious to the public as well as to the parties. Adequate means must be established for minimizing them and providing for their resolution.”

P.E.L.R.A. – Minnesota Statute 179A.01

Contract Talk

by Kari Ann Cruz and Bill Haring, MSCF Field Representatives



When the Minnesota Legislature adopted the Public Employment Labor Relations Act (PELRA), there was an infinite wisdom in the idea that unresolved conflict in the public workplace is counterproductive to the efficient and orderly operation of governmental systems. That is why the legislation required every public employment contract to include a procedure for resolving grievances. The MSCF Contract is no exception and therefore includes ARTICLE 27: GRIEVANCE PROCEDURE. The contract grievance procedure remains a very valuable and proactive advocacy tool in dealing with administration to resolve conflicting points of view.



RULE 1

Have a complaint or concern? Always ask your Union! The first concern is whether local members are utilizing the contractual tools available in protecting their rights under the MSCF Contract. As we have stated in past articles, it is extremely important for members to contact their local chapter grievance representative any time there is a perceived contractual issue. It is incumbent upon the grievance rep to analyze the member complaint and determine whether it is a grievable issue or not.

RULE 2

Don't Gripe. Grieve! It is important to note that not all gripes or complaints are grievances. In order to be considered a grievance the issues must meet the contractual definition of Section 4:

Section 4. Grievances. A grievance is defined as a dispute or disagreement raised in writing by a faculty member, a group of faculty members, or the MSCF against the Employer involving the interpretation or application of the specific provisions of the MSCF/MnSCU contract or application of a rule or regulation affecting terms and conditions of employment in other than a uniform manner or other than in accordance with the provisions of the rule or regulation.

Once the complaint has been established as a grievable issue by definition, the next step is using the process to find a way of resolving the issue.

RULE 3

Don't wait! The clock is ticking! Once the issue or a violation has been discovered, the process must begin within 25 working days. The contract envisions that many issues can be resolved informally by simply raising the issue with the appropriate college administrator and working out the problem. The member, accompanied by the chapter grievance rep, should schedule a meeting with the appropriate administrator in an attempt to discuss and seek an informal resolution to the complaint, issue or problem. Within those 25 working days, the member, with the assistance of the chapter grievance rep, must raise the issue, attempt to resolve the issue informally with the member's supervisor or administration, or file a formal grievance. Failure to act within the contractual time period may abrogate rights under the contract.

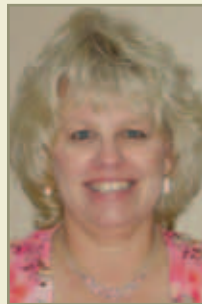
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MSCF MEETING DATES FOR 2009-2010:

Friday, Board Meeting
Sept 18, 2009

Friday, Board Meeting
Dec 4, 2009

Friday, Delegate Assembly
Apr 16, 2010 & Board Meeting



We want to say thank you to **Sue TenEyck-Stafki** for her years of service as MSCF Technical Vice President. Your commitment and dedication to the MSCF members has been appreciated.

RULE 4

Patience is a virtue. If the chapter grievance rep, who is in consultation with the state MSCF office, determines that a grievance is warranted, it begins a three step process that can take an extended amount of time until a final disposition of the issue is rendered. Each of the 3 steps of the grievance process has clear timelines described under ARTICLE 27, Section 6. It should be understood that once a formal grievance has been processed, the union owns the issue for the remainder of the process.

Step 1 of the process involves the grievance rep. to reduce the issue to writing specifying the contractual violation and the remedy sought by the union on behalf of the grievant. The written grievance is submitted to administration. Within 5 days of that notice a meeting is scheduled with administration to discuss the issue and attempt to resolve the issue. Administration must give a written decision on the grievance within 5 working days after the meeting. If a settlement is reached, it is reduced to writing and signed by the union and the administration. If no settlement is reached, the chapter grievance rep. may withdraw the issue or send it immediately to the state MSCF office for an analysis on whether to appeal the grievance to Step 2 of the process.

If the State MSCF office determines to move the grievance forward it is submitted in writing to MnSCU Labor Relations within 15 days after the response at Step 1 is received. A meeting is held between the MSCF Staff and the MnSCU Labor Relations Staff to discuss the grievance and attempt to resolve the issue. If no settlement is reached, MSCF has the option of appealing the grievance to Step 3, Arbitration.

The State MSCF office must file for arbitration within 10 workdays following the response to Step 2 to preserve the timelines. The MSCF Executive Committee and MSCF President will determine whether or not to bring the grievance before an arbitrator. The decision of the arbitrator is a final binding decision on the issue. An arbitrator can often take several months to render a final decision.

RULE 5

The process is legally protected activity. Members should not be intimidated by the grievance process. MSCF members also need to be reassured it is a violation of Minnesota statute (PELRA) and the MSCF Contract for the employer to interfere, restrain, coerce, or take reprisal against an employee for exercising their rights under the contract. The chapter grievance representative and the state MSCF field staff are ready to assist in protecting and advocating for member contractual rights.

The A-B-C's of Contract Compliance Visits

by Will Helms,
Faculty Rights Committee Chair

Let me begin with a simple premise: No college is entirely free of contract violations. No matter how well members know their rights or how vigilant the college grievance rep, the MSCF Master Contract will be violated. Articles of the contract may be ignored willfully (think of the instructor who allows extra students into a class out of a charitable impulse); language may be misinterpreted (re-read the summer rotation language a couple of times); or rules may be disregarded with malice (fill in the parentheses with your own example).

Whatever the cause, it's important to address contract violations in a timely manner. Unfortunately, violations can be hard to find. For this reason, teams of grievance reps from the Faculty Rights Committee, along with MSCF field staffers, have been visiting two colleges a semester since 2006 to help local union leaders unearth any hidden breaches of the Master Contract. These visits, known as Contract Compliance Visits, usually take about six hours and have been a very successful tool for exposing and correcting problem areas in many colleges.

The process begins with a letter sent by Bill or Kari Ann to the host college's president. The letter explains the make-up of the team and the primary purpose of the visit: to assess contractual compliance with the terms and conditions outlined in the Work Week and Workload articles of the Employment Contract. The letter also requests help from the college's HR department in compiling necessary paperwork, such as copies of faculty load sheets, college sched-

ules, summer rotation lists, reasonable credit equivalence assignments, and customized training agreements, along with other documents.

Attached to the letter is a 14-point Contract Compliance Checklist, used by each team as they review faculty assignments at the host college. During the visit, team members aided by the local campus president and grievance rep divide up the items on the checklist and spend the day going through the documentation provided by HR. At the end of the day, a list of possible violations is compiled; a copy is given to the college's administration, a second is left with the local grievance rep, and a third is kept by Bill and Kari Ann to help determine

areas where violations might warrant the filing of grievances.

This past year, teams visited Ridge-water CTC and Minnesota West CTC in November and North Hennepin CC and Anoka Technical College in April. After conducting the four visits, several common threads emerged:

Compliance teams had difficulty determining credit loads, elapsed time, and contact hours at many of the colleges. Variations of stacked, open, and flexed labs made it difficult to determine faculty contact hours.

Mutual agreements between faculty and administration regarding overload, excess contact hours, and reasonable credit equivalences are not always being filed.

Mutually agreed upon class size maximums are exceeded without consent of individual instructors.

Most of the grievances resulting from this year's visits had to do with faculty members working some sort of overload without proper compensation. In many cases, neither the faculty member nor the grievance rep had any idea that contact or credit hours were over the yearly limit. In these cases,

(continued on page 11)

Detecting contract violations is not difficult work; it just requires an orderly process, proper documentation, and transparency and cooperation from faculty and administration.

(continued from page 10)

detection was very time consuming, and at times perplexing.

To rectify the difficulty in determining faculty loads, the Faculty Rights Committee has drafted a model for a standardized load sheet showing an instructor's yearly assignment, credit and contact hours, exact lab times, and elapsed time for the week. Included on the load sheet is the instructor's schedule, printed with color-coded labs corresponding to lecture sections. Adoption of this standardized model load sheet should allow members and grievance reps to easily determine credit and contact hours, along with elapsed time, all in one document.

Detecting contract violations is not difficult work; it just requires an orderly process, proper documentation, and transparency and cooperation from faculty and administration. I encourage all grievance reps to use the Contract Compliance Checklist as a tool for reviewing Work Week and Workload articles. Be sure to request copies of needed documents from your college's administration in advance and ask faculty members to assist you in understanding their assignments. After you've used the checklist one time, the process becomes easier, and you can rest soundly knowing that you've done your best to monitor proper administration of the contract.

Of course, if you would like to arrange for the Faculty Rights team to visit your college for a comprehensive compliance visit, just contact the MSCF state office, and we'll put you on the schedule. Preference will be given to college's providing the best snacks!

Contract Compliance Checklist

This checklist is designed to assist MSCF local chapters in making sure that all components of the Contract are being followed by the administration when making assignments to all faculty for the 2008-09 academic year and summer session(s) 2009.

1. Check on faculty teaching loads including elapsed time, credit and contact hour limits, 2 for 1 assignments, overload assignments, and unique assignments.
2. Review the assignment of extra days and Saturday/Sunday assignments.
3. Review summer session assignments in relation to claiming by seniority, summer rotation lists, including assignments of faculty with multiple credential fields, and faculty at multi-campus colleges.
4. Review the use of other bargaining unit members and administrators assigned to faculty bargaining unit work. (Rationale: The contract limits administrators and over 50% of a faculty member's workload would require a change in bargaining unit status.)
5. Check to see if any flexible academic calendar options were implemented and agreed to by the Chapter Grievance Representative and if all requirements were met. ARTICLE 10, Section 3, D.
6. Check to see if any alternate calendars have been implemented, and if so, agreed to by the Chapter Grievance Representative. ARTICLE 10, Section 6, Subd. 3.
7. Check to see if any variations in elapsed time were implemented; if so, was rationale provided in writing to the Chapter Grievance Representative. ARTICLE 11, Section 1. Subd. 1.
8. Check to see if any independent study courses had or have more than four students and if copies of such agreements have been provided to Chapter Grievance Representative and the State MSCF. ARTICLE 11, Section 1, Subd. 5. Check to see if independent study was calculated correctly when assigned as a part of regular load.
9. Review all reasonable credit equivalence assignments and check to see if the required mutual agreement between the college president or designee was completed before the assignment was made. Copies of such agreements will be provided to the Chapter Grievance Representative and the State MSCF in a timely manner. ARTICLE 11, Section 7.
10. Check each faculty member whose assignments include Internship Supervision, Professional Accreditation Assignments, and Other Assignments for accuracy in workload calculation.
11. Check on the workload credit granted for all combined classes and review for compliance with ARTICLE 11, Section 1, Subd. 9.
12. Review all class sizes in relation to class-size maximums for compliance. ARTICLE 11, Section 1, Subd. 10.
13. Review the college replacement numbers used in the Hiring Practices for sabbaticals, union release time, and PSEO.
14. Review all customized training agreements. ARTICLE 13, Section 8.

Your MSCF is Seeking Volunteers

Areas of Interest:

- Academic Affairs: including technical education and liberal arts issues
- Faculty Rights, contract, and bargaining issues
- Credential Fields and Faculty Qualifications
- State Meet and Confer
- Technology and eLearning
- Health Insurance
- Retirement funds and issues
- Transfer issues
- Center for Teaching and Learning
- Discipline/program area groups

Note: Reimbursement is available for associated costs such as meals, mileage, and lodging as required.

MSCF encourages those of you who have not been actively involved in MSCF, especially new faculty, women, and faculty of color, to volunteer.

Please complete this form and return it as soon as possible to:

MSCF

55 Sherburne Avenue
St. Paul, MN 55103

Fax: (651) 767-1266

If you have questions regarding any of the committees, or would like to discuss committee service, please call the MSCF office at (651) 767-1262 or (800) 377-7783.

I am interested in serving my colleagues in MSCF in the following areas of interest:

Name:

Address:

City:

State:

Zip:

Home Phone:

Work Phone:

College:

School Email:

Home Email:

My background in the following would allow me to contribute: