

**APPENDIX D**  
Recency Letter



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## Minnesota State College Faculty

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Jeff Wade  
System Director for Labor Relations  
Minnesota State Colleges and Universities  
500 Wells Fargo Place  
30 East 7<sup>th</sup> Street  
St. Paul, MN 55101-5227

Dear Jeff,

This letter is to memorialize our conversations in bargaining the MSCF 2005-2007 Contract around the issues of recency and updating in Article 22.

For purposes of recency, faculty members may meet the requirement via assignment or by updating their skills in an assigned field or licensure area (credential field) . While the assignment option is clear, I wish to clarify our understanding of the updating. The updating must occur within the four-year time frame. It must consist of more than a single class or workshop. It must be reasonable, rigorous, demonstrable, and reasonably significant.

MSCF believes it will be obvious whether or not a faculty member has rigorously updated his/her skills. We expect the determination will occur through a good faith discussion(s) between the faculty member and the administration at a college at which a position is claimed.

It is our intent to inform our faculty of the positions stated in this letter.

For the MSCF,

/s/  
Greg Mulcahy  
MSCF Spokesman

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