

# MSCF Minute



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## Regional Updates

Over the course of the past couple of weeks we've been conducting our annual regional updates. These updates serve a few key purposes. First, they provide an opportunity for us to discuss key topics with local leaders and other faculty in the time between our August and December board meetings. Second, they allow for more informal and extended conversations than a board meeting allows. Finally, they give all faculty the opportunity to interact with all state leaders in one place at one time.

This topics covered at this year's regional meetings are briefly summarized below. If you have any questions, you are welcome to contact the state officer associated with that topic or to connect with those faculty from your campus who attended the update meetings.

### Workload

#### Arbitration/Lawsuit

Kevin Lindstrom, MSCF President

We continue to engage in settlement talks with the system office and the attorney general's office regarding the unfair labor practice lawsuit we filed following the system's refusal to apply the terms of the workload arbitration ruling going forward. These situations always take longer than anyone wants, and they tend to ebb and flow during that time, but we continue to work toward a settlement that reflects the arbitrator's ruling. As soon as we conclude settlement talks, with or without a settlement, we'll let you know, and we'll be making campus visits to meet with those affected.

### Reimagining Minnesota State

Matt Williams, MSCF Vice President

Reimagining Minnesota State is an initiative coming out of the system office and the Board of Trustees that seeks to address questions over MinnState's role as a system of higher education and what changes are needed to best serve the people of Minnesota. Since first hearing about this last

summer, we have watched this initiative evolve over several iterations, from a version that was fairly top-down and mainly interested in learning about how corporations and businesses innovate and disrupt, to a version that more broadly seeks to articulate where higher education is right now and where it can go.

We hope this evolution means we are not about to repeat the Charting the Future endeavor all over again. As the Reimagining initiative continues to take shape, the feedback we've given to the system (and will continue to give) is that amazing, innovative things happen every day on our campuses with our students. If this initiative is serious about truly articulating the value MinnState brings to the residents of Minnesota, it has to be serious about understanding the innovative work that we—the faculty—are already doing and asking how we can make sure the system truly supports our efforts. We obviously believe we have an important place in these conversations, and as this process takes its final form, we'll be trying to find ways that our faculty can bring the best of what we do into the process and share our view of where we can go next. Stay tuned for opportunities to participate and more information on where this process is going.

### Membership

Gretchen Long, MSCF Secretary

Last year, in anticipation of the Supreme Court ruling against unions in the Janus vs AFSCME case, we conducted a statewide membership effort - our Yellow Card campaign. Your work on this campaign and related activities such as the Early Enrollment initiative, the Member Organizer Development Program, and outreach this fall to new members, has proved incredibly successful. Far from being a crippling blow, the Janus decision has only served to energize and invigorate our members and our efforts, and we see this in the numbers. With new member gains from last year's efforts offsetting post-Janus drops, our initial net loss of membership was only 1.5%, nowhere near the double digit losses many predicted. But we are not done. It is a post-Janus world, and preventing the slow drip of membership loss will be an ongoing concern. To address this, the membership committee with a \$10,000 grant from Education Minnesota, will be conducting a series of trainings focusing on the foundation of all member engagement work – the one-on-one conversation. By building relationships, identifying issues, and creating engagement opportunities, we will continue to build our capacity and secure our future. Thank you to everyone who has been and continues to be involved in these efforts.

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## Budget/Dues Planning

Kent Quamme, MSCF Treasurer

The executive committee is working on what the organizational structure and budget will look like going forward in a post-Janus world. With the loss of approximately \$250,000 from fair share fees going away and a dropping of membership, we will be looking at either paring back the budget, changing the dues structure, or a combination of both. The executive committee is examining what we believe to be the values of the organization and going forward accordingly. This could mean changes in release credits, committee work, Delegate Assemblies, Summer Leadership, etc...

The Dues Workgroup that was created by a vote at the board meeting following the Delegate Assembly is looking into a dues structure change. Initial findings would suggest a Salary Based Dues structure based on a percentage of total salary. The findings, suggestions, and arguments for the change will be explained at the December 7 Board of Directors meeting. Each chapter's board representative will be tasked with bringing the information back to the faculty for feedback. We will have another discussion regarding this at the Delegate Assembly and will be asking the Board of Directors to act on a motion regarding dues. Please be present at those MSCF faculty meetings to have your voice heard.

## Bargaining

Kent Quamme, MSCF Treasurer

MSCF has sent a letter to Minn State conveying our wish to open up the Master Agreement for negotiations. Our team has met twice so far this fall, with the intent to create a survey.

Our plan is to send out the survey in electronic form mid to late November. Please keep a look out for the survey link in your email. After the December 7 MSCF Board of Directors meeting, the negotiations team will be holding a listening session at the Double Tree Hotel in Bloomington (site of the board meeting). A GoToMeeting will be set up during this listening session for all member unable to attend. If you cannot attend the GoToMeeting or attend in person, please send concerns and ideas along with your Board Representative.

On Wednesday, October 24, 2018, 35 faculty participated in Anoka Ramsey Community College's 1st Annual Faculty OSCARS (Outstanding Scholarship and Creative Arts Research Symposium).

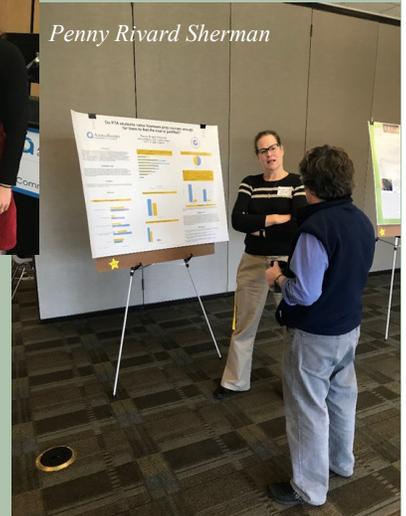
Faculty contributed with oral presentations, poster presentations, and exhibited and performed creative works. Topics included current or past faculty research or creative activities relating to pedagogy, content area, or part of a program/initiative.

The two-hour, open-to-all Faculty OSCARS was an opportunity to share this research and creative work with others from across the college. This event also was intended to model the research process for our students and encourage them to engage in research and be part of the Spring Student OSCARS.

Additionally, this provided an opportunity to engage with colleagues in meaningful and thoughtful discussions about their scholarly work, build community, and celebrate the achievements of our colleagues.



(L to R) Dr. Catherine Eord (Coordinator of SoTL Scholars Program), Dr. Monica Janzen (Philosophy)



Penny Rivard Sherman

We know our members are doing great work on their campuses in and out of the classroom. Please share with us, so we can share with others. Send a brief write-up and some pictures if you have them, to [mscf@edmn.org](mailto:mscf@edmn.org) and thank you for all you do!

Minnesota State College Faculty Minnesota State College Faculty  
**MSCF**  
**Election 2018**  
**What happened and what's next?**

Click on the picture for a legislative update from MSCF legislative liaison, Mark Grant.