

**Faculty Association
General Meeting
8/19/2014
Ostrander
3 pm
*Approved Notes***

Approximately 137 attendees

Mary Visser, President IFO, is looking forward to working together with everyone with our system of shared governance. Introduced VP Gregg Marg, Secretary Kellian Clink, Treasurer Bobby Bothmann, as well as IFO representatives who take our concerns up to the state level. Roger Severns, Paul Hustoles, Barb Carson take up to the state concerns and bring back to us info from that level. Unit reps are elected from your college to share your issues with the FA Exec---Kelly Krumwiede (Allied Health & Nursing), Craig Matarrese (Arts & Humanities), Georgia Holmes (Business), Deborah Jesseman (Education), Steve Gilbert (Library & Unaffiliated), John Thoemke (Science, Engineering & Technology), & Luis Posas (Social & Behavioral Sciences) work very hard in this role. We have the best formed of shared governance of the campuses. We do it the best of the state institutions.

Spring elections will come up at the end of this academic year. Visser is serving this year because Jim Grabowska took the state job as the IFO President. Very fortunate to have him there now. He takes our expectations to the next, state, level. The VP moved up to the President.

Hustoles/Severns moved & seconded approval of the minutes. Passed.

Clark Johnson. Representative 19A. The IFO has supported him and he's grateful for the support. This is his union. 30 years working at MSU. He prepares secondary social studies students. He is proud of his work helping getting funding for higher education, we have 112 million dollars for MnSCU alone. That funding is to to buy down tuition so we could keep the tuition the same. In the second year of the biennium, the IFO came to the legislature. We heard not enough money for a salary increase. We got the 17 million approved. Quality public education in MN is valued. 9 of 11 years the state had had a deficit. IFO says we have to raise taxes to fund basic need—education. IFO took the lead. We're able to raise taxes on the wealthier citizens to fund education. Clark Johnson and Jack Considine are running. We've

got to stay active. Active in making contributions to campaigns, but now we need you to get out the vote. Asking you to be involved, make those calls, and do the door knocking. Really been an honor to serve you. Barb Carson has bumper stickers. Get them from her. Thank you very much everyone.

Mary Visser emphasized the IFO's work at the state level. We work as a tight organization. We're one of the smaller bargaining units but we get stuff done. We are good stewards of your money.

Visser introduced Donna Brauer. Negotiator for 8 years, 4 contracts. She deserves applause for all the work on the contract. [Applause]. 15 minute presentation. 2013/15 contract.

Negotiations hit many roadblocks. Economic changes mean 3.2% Salary Schedule Enhancement—applies to all faculty employed during the 2013-14 year means that these faculty will receive back pay to fall 2013. We may have our back pay by Thanksgiving/Christmas. 3.2 increase in minimum credit rate (to \$1298 per credit)... Fixed terms from last year will also get backpay. Health Insurance benefits, effective 1/1/2014 \$2 increase in prescription drugs copay. Dental Insurance Benefits increase in maximum annual benefit payable, to \$1500. One STEP advancement for returning faculty members= 2.45 salary increase. PLUS 1.45 salary schedule enhancement effective fall semester 2014. In essence 3.9 increase in salary. Those who are new get the 1.45 percent increase. Health insurance 01/01/15 employee will pay five percent of the cost of the single premium or family, so \$26 per month that will be deducted from your check.

Language changes:

Article 10, Section A. Faculty Workload. Beginning 2015-2016 New probationary faculty will have a maximum teaching load of 21 credits during the appointment year.

Article 10, section. Coaches. May renew athletic appointment for a period of 2-10 years, may extend athletic appointment for a period of up to 10 years; may renegotiate their appointment at any time; may receive a salary supplement to compensate for activities outside the appointment year. Eliminates automatic promotion to assistant professor from instructor.

Article 17, Section H. Paid Parental Leave. Shall be granted 6 weeks (30 duty days) of paid parental leave for the birth or adoption of a child commences within 6 months of birth or adoption. We are the first public employee union in MN to succeed in doing this. 18 other states already have this.

Summer sessions, maximum workload of 16 credits.

Article 21, section F. Appointment of Administrators. May be granted a probationary appointment if administrative appointment ends involuntarily; must complete a FULL 5-year probationary period; will not be granted tenure if department recommends against. They can't displace a probationary faculty member. INGLOT. I have a question about the big picture. Pros/Cons... We used to get 4.6 percent, compared to 11 percent inflation. Perpetual delays, under inflation, what are we really getting? Less health care, in the big picture of it, what is the IFO going to do to change this very unhealthy relationship? BRAUER: the country as a whole is disinvesting itself in education, the last 15 years in particular. MnSCU has money. The state demographer predicted several years ago that the number of high school students would decrease. Double digit decreases at community colleges. MNSCU thinks they won't need as much \$\$\$, fewer students. Still trying to catch up. Political. IFO has lobbied very strongly for higher education. We have a chancellor who believes that less than a BA is perfectly fine... Getting an AA degree is good enough. So it's going to take political action to change it. You need to have Representatives charging forward with full force. All of this is just one part of why the IFO is looking at the Bill of Particulars. Making people understand the price of education. On the MPR show, the biggest factor is why students don't know much when they get out of school is the use of temp faculty. CARSON: Will the parental leave be retroactive? SWART: the 2.45 % is an approximation. Why do we use that instead of 2.395? BRAUER: They round up to that number? WITT: This contract was late, what about the next? BRAUER: It depends on the politics. It will depend on the elections. Expires in the first year of biennial budget. This will expires June 16. The budget for the next year isn't decided until May. MNSCU really can't negotiate a contract when they don't know what the state budget is going to be. WASKUL: University scholars are in the contract. Significantly more lucrative than ours. BRAUER: That was put into the contract in the last go-round. That was a way to allow Provosts to recognize those they choose to. There's only one in the whole system. GILBERT: Back pay with interest? Incentive to pay it on time? BRAUER: That would never be in the contract. SEVERNS: The parental leave doesn't replace anything else. You could take paid/unpaid. You could use six leave first. VISSER: Process for ratification. You have been made aware, electronic vote. **WANTS EVERYONE TO VOTE**—our interest in this needs to be communicated. Ratify this contract with a large number. 2nd thing. Brauer is retiring. We are looking for a new negotiator. 2 year appointment. Someone who can get on with the team so they can look at opening arguments. Severns and Holmes have been negotiators, talk to them

to understand the job. We came and talked to you about a Bill of Particulars. One of the ten items had to do with the contract. We have 9 other things that we are concerned about. Exec is going to continue to talk. Rosenstone's contract was settled without conversations, \$2 million contract for CTF provider, we're NOT happy. We are going to be coming back to you, we have some other steps we can take, given the hard work that we do.

The conversion of undeclared to interdisciplinary. End of May, told we were told that if students with certain kinds of student loans were not IN programs, no student loans. The Admin decided to move ALL students who were pre-whatever to be interdisciplinary. Your students are still your students, but their DARS report says Interdisciplinary instead of pre-major or pre-SBS, etc. They will have BOTH codes in their records. FRIEND: IF someone was pre-social work, the student will be social work students even though they haven't been ADMITTED. There will be a certain measure of confusion. SEWELL: issue is that people will stay in that program. Visser doesn't know everything but the Admin is aware of them to avoid some of the problems. Advising is going to be even more important.

Marg: Two topics. Office 365. Screen savers were implemented. I haven't received a complaint. BATES: Didn't know she was supposed to complain to Marg! [Laugh] Web based email is making her email load really slow. Loss of functionality in finding people's name. The Address book, all staff isn't there anymore. SEVERNS—can't find emails in the Address book... HAGEMEISTER: Piggy back, MSW, we can't email the students, finding them impossible. Some people lost part of their calendars. IT is wanting to help Faculty with these things—it's a MNSCU mandate, not theirs... Go to help desk.....It was imposed on us, the idea of MNSCU imposing, not a lot of dialog. COURSQL: important to communicate the issue of the lack of transparency, lack of communication. CARSON: IFO Board, we fought against this as a board. At Exec, we tried to stop it, but couldn't. Grievance officer. Currently we had one or two grievances, we have about 6. Most of them are related to hiring issues, prior consideration for people here, transfers, retrenched. If you're doing any hiring, make sure that you're clear about minimally qualified, it's the retrenched person's position. Dean trying to give department chairs responsibilities that were not the department's agreement about duties. Department excessive use of fixed term, will be resolved. VISSER: The people who are retrenched are not retrenched not any reason. It could have been you. Be kind to the retrenched colleagues from other institutions in your searches.

Respectfully submitted,

