



# The UPDATE

*Newsletter for the faculty of the seven Minnesota state universities.*

Fiscal Year 14– No. 5  
December 2013

Bemidji ♦ Mankato ♦ Metropolitan ♦ Moorhead ♦ Southwest ♦ St. Cloud ♦ Winona

**PRESIDENT'S REPORT**

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## Challenging Times for State Universities

BY NANCY BLACK, PRESIDENT, [black@ifo.org](mailto:black@ifo.org)

Colleagues:

I would like to share the letter that the IFO sent to Chancellor Rosenstone on December 11, 2013 containing our recommendations for implementation of *Charting the Future*. I am including the letter in its entirety because I believe our message is important.

Also in my report I would like to bring your attention to an area of concern at many of our universities, currently Minnesota State University—Moorhead. Low enrollments are precipitating Board Early Separation Incentives (BESIs), retrenchments, and department mergers. We expect this trend to continue and possibly escalate due to demographic forecasts. There is no better time to be vigilant in protecting our contract rights and advocating for shared governance in the future of higher education,

**IFO Recommendations for Implementation of Charting the Future (12/11/13):**

*Dear Chancellor Rosenstone:*

*We appreciate your request for counsel concerning the implementation of Charting the Future (CTF). The Inter Faculty Organization (IFO) has endorsed the core commitments of the report and our 3,500 members stand ready to work with you to create the most effective pathways to meet those commitments.*

*Charting the Future urges us all to “create a process that engages constituencies in the development of the plans needed to realize the full potential of our recommendations.” As we move from these recommendations to concrete actions, the IFO expects to be a partner at each stage of the process.*

*As outlined below, our counsel entails two*

*recommendations: 1) formulate a Constituency Council to create and design an implementation process; and 2) develop a financial and administrative model to support ongoing collaboration.*

**Process—Constituency Council**

*In response to your request for counsel, we are asking that you forego the January deadline for a draft implementation plan. To present such a plan without a clear understanding of how campuses are involved in creating that*

plan and how their participation will enhance academic excellence invites unnecessary and counterproductive confusion.

President Earl Potter of St. Cloud State University, a leader of the CTF workgroups, was candid about the daunting task ahead. "My peers are still nervous," he said. "It's a leap of faith that we do in fact have the will to do what this document calls on us to do." If campus presidents are nervous about the prospects of implementation, our faculty are equally concerned that implementation from the top-down may jeopardize and devalue the strengths of our state universities.

Our recommendation is that you consider convening a Constituency Council to create and design an implementation process. The council should provide representation of the faculty and staff bargaining units and student associations at university and two-year campuses. For nimbleness, we suggest that the total number be limited to approximately 15-16 members. Whatever size you deem appropriate, the council must be sufficient to create an implementation process that is responsive to Minnesota State Colleges and Universities

(MnSCU) commitments to high quality, affordable, and accessible education. We expect that the council's recommendations will advance to local and state meet-and-confer deliberations.

### **Priority—Financial and Administrative Model**

With the ongoing challenges of balancing academic excellence and affordability, we also urge creating a financial and administrative model that will foster, sustain, and reward collaboration. A financial and administrative model that rewards collaboration and institutionalizes incentives for campus-driven innovation is crucial to realizing any future reforms.

Any successful implementation of CTF will require prioritization of resources. Such prioritization must be clear to everyone, and how priorities will be funded must be transparent before resources are expended, especially when those resources affect other operations of the colleges, universities, or system.

Thank you for seeking our counsel. We appreciate being part of the decision-making pro-

cess and look forward to making the core commitments of MnSCU a reality.

Sincerely,

Nancy Johnson Black, Ph.D.  
IFO, President

### **Painful Times Ahead for Minnesota State University Moorhead Faculty**

The holiday season is upon us, but there is little joy on the Moorhead campus. Low enrollments and a budget shortfall have resulted in six re-trenchments in each of six departments, five small majors being eliminated, faculty moved to different programs, and seven departments involved with mergers. A trend nationally of lower enrollments this academic year has been reported. Similar to many states, Minnesota is also expecting a decline in the number of high school graduates. The only Minnesota state university which experienced an increase this fall has been Metropolitan State University.

**ACADEMIC  
AFFAIRS**

## **Volunteers Appointed at December IFO Board Meeting**

BY DONNA BRAUER, ACADEMIC AFFAIRS COORDINATOR, [brauer@ifo.org](mailto:brauer@ifo.org)

Several volunteers were approved by the IFO Board to serve on MnSCU/IFO joint committees. Please join me in congratulating and thanking these members for taking time out of their busy schedules to participate in the shared governance process to advance higher education:

### **Transfer Oversight Committee**

- Brandon Cooke, MSU– Mankato
- Yogesh Grover, WSU
- Charles Tedder, Metro State

### **Academic Affairs Council**

- Jeff Kolnick– SMSU

### **Graduate Education Subcommittee**

- Kelly Hazel, Metro State
- Melissa Purdue, MSU– Mankato

### **Developmental Education Learning Outcomes Work Groups**

- Heather Camp, MSU– Mankato (writing)
- In-Jae Kim, MSU– Mankato (math)

There are vacancies remaining on the Developmental Learning Outcomes Work Groups and the Student Affairs Council. Please contact Donna Brauer at [brauer@ifo.org](mailto:brauer@ifo.org) if you are interested in applying.

# Public Forum for MnSCU Chief Diversity Officer Interviews

BY NANCY BLACK, [black@ifo.org](mailto:black@ifo.org)

You are invited to participate in the interviews of each semi-finalist for the position of MnSCU Chief Diversity Officer in a public forum (either in person or through WebEx) on Wednesday, December 18, at the MnSCU system office in the McCormick Room as follows:

9:00-9:45 AM – Carla Gary

10:00-10:45 AM – Leon Rodrigues

For your reference and use are links to the following documents:

- [Resume for Carla Gary](#)
- [Resume for Leon Rodrigues](#)
- [Instructions for participation via WebEx](#)
- [Feedback Form](#)

Hard copies of the feedback form will be available in the MnSCU conference

room as well. You need not sign your name to the input. Your comments and feedback will be considered by Chancellor Rosenstone along with each candidate's qualifications, accomplishments and performance. You may also provide your comments directly to [chancellor@so.mnscu.edu](mailto:chancellor@so.mnscu.edu).

## Award Nominations for Outstanding Contributions to Women's Advancement

BY PATRICE ARSENAULT, DIRECTOR OF GRIEVANCES AND EQUITY, [arsen@ifo.org](mailto:arsen@ifo.org)

The Feminist Issues Committee (FIC) is accepting nominations for the IFO's 2014 Delegate Assembly Award for Outstanding Contributions to Women's Advancement in MnSCU by an IFO member.

The committee will consider award nominations for IFO members who worked to improve the working conditions for professional women, or advocated within the MnSCU system on issues with substantial impact on women faculty; or whose service has:

- Improved the professional lives of MnSCU women on the local and/or state level through serving in leadership capacities as a scholar and/or change agent to create equity and opportunities for women; or
- Improved the system to more equitably recognize, hire, retain, tenure and promote women.

The committee invites you to recognize and reward a colleague who has demonstrated exemplary service to-

2014 DELEGATE ASSEMBLY

MARCH 28 AND 29, 2014

wards women's advancement within MnSCU institutions by submitting a nomination form for this IFO Award.

A [nomination form](#) is available on the FIC webpage, and may be submitted by email to: [arsen@ifo.org](mailto:arsen@ifo.org) or by mail to: FIC Nominations, IFO, 490 Concordia Avenue, Suite 125, St. Paul, MN 55103.

Nominations must be received by the IFO by January 24, 2014.

## *FIC Seeks to Recognize Outstanding Contributions to the IFO* BY PATRICE ARSENEAULT, DIRECTOR OF GRIEVANCES AND EQUITY, [arsen@ifo.org](mailto:arsen@ifo.org)

**T**he IFO Feminist Issues Committee (FIC) is seeking nominations for **Outstanding Contributions to the IFO** by a woman IFO member.

At the IFO Delegate Assembly banquet on March 28, 2014, the Feminist Issues Committee will honor a woman IFO member who has made important contributions to the IFO through exemplary service in leadership capacities or as an advocate within the organization on issues impacting women faculty. The committee looks to

recognize significant service by women on committees and in leadership positions on the state or local level.

Please submit nominations to acknowledge distinguished service to the IFO by your colleagues; **nominations must be received by January 24, 2014**. A [nomination form is available on the FIC webpage](#), and may be submitted by email to: [arsen@ifo.org](mailto:arsen@ifo.org) or by mail to: FIC Nominations, IFO, 490 Concordia Avenue, Suite 125, St. Paul, MN 55103.

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## *Consider a Nomination for the IFO's James Eric Chalgren Award* BY PATRICE ARSENEAULT, DIRECTOR OF GRIEVANCES AND EQUITY, [arsen@ifo.org](mailto:arsen@ifo.org)

Please consider nominating a colleague who has advocated on issues of impact for the LGBT community or a faculty member who has otherwise made significant contributions to improve working conditions for Lesbian, Gay, Bisexual and Transgender employees, for the IFO's third James Eric Chalgren Award.

The IFO Gay, Lesbian, Bisexual, Transgender, and Allies Issues Committee (GLBTA) will present the **James Eric Chalgren Award for Outstanding Contributions to the Advancement of Lesbian, Gay, Bisexual, and Transgender (LGBT) Issues** at the 2014 Delegate Assembly banquet on Friday, March 28.

For the Chalgren Award, the GLBTA Issues Committee is seeking to recognize a faculty member who:

- Has improved the professional lives of LGBT faculty on the local and/or state level through serving in leadership capacities as a scholar or change agent to create equity and opportunities for LGBT faculty and staff of the MnSCU system;
- Has improved the system to more equitably recognize, hire, retain, tenure and promote LGBT faculty;
- Has worked to improve the working conditions for LGBT employees;
- Has advocated within the MnSCU system and beyond on issues with substantial impact on LGBT employees; or
- Has significant service to the IFO on the local and/or state level, serving in leadership capacities and in advocacy within the IFO on issues with substantial impact on LGBT faculty.

**Nominations must be received by the IFO by January 27, 2014**, and nominees must be IFO members. A [nomination form is available on the GLBTA Issues Committee website](#), and may be submitted by email to: [arsen@ifo.org](mailto:arsen@ifo.org) or by mail to: Chalgren Award Nominations, IFO, 490 Concordia Avenue, Suite 125, St. Paul, MN 55103.

# Notice of Nominations for IFO President

Nominations for IFO president for the 2014-2016 term will be accepted from the floor at the IFO Board of Directors meeting to be held at 6:30 p.m. on February 27, 2014, at the IFO Office at 490 Concordia Ave, St. Paul, MN 55103. Self nominations are permitted.

Any IFO member in good standing is eligible to nominate candidates at the nominating meeting or to run for IFO president. IFO presidents may serve no more than two consecutive two-year terms. IFO presidents may not hold FA office simultaneously.

Nominations may also be made in writing. Written nominations must be received by the IFO Nominating Committee prior to the nominating meeting on February 27, 2014. Written nominations may be submitted in person, by e-mail or by mail to the addresses specified below. Nominations should include the name and home university of the person being nominated.

Candidates must accept nomination at the nomination meeting or, if not in attendance, submit a written acceptance to the IFO Nominating Committee by no later than March 6, 2014. Acceptances may be submitted in person, by e-mail or by mail to the addresses specified below.

The IFO Nominating Committee encourages interested members to declare their candidacy. If you would like to receive the job description for IFO president please contact any member of the IFO Nominating committee. If you want to put your name forward now, please contact any member of the committee at your convenience.

E-mail to the IFO Nominating Committee should be addressed to:

[Vicky Brockman](#)

[Paul Harris](#)

[Paul Hustoles](#)

Mail to the IFO Nominating Committee should be addressed to:

Paul Harris  
704 20th Ave. S.  
Moorhead, MN 56560

An electronic secret ballot election will be held from March 29, 2014 through April 8, 2014, to elect an IFO president for the term from July 1, 2014 through June 30, 2016. The names of qualified candidates nominated at the February 27, 2014, nominating meeting will appear on the ballot. However, votes for write-in candidates will be permitted. A plurality of those voting shall be required to elect an IFO president.

IFO PRESIDENT  
ELECTION

MARCH 29, 2014 –  
APRIL 8, 2014

*by Electronic  
Secret Ballot*

## Committee on Education and the Workforce

BY JEFF KOLNICK, PROFESSOR AT SOUTHWEST MINNESOTA STATE UNIVERSITY, [kolnick@smsu.edu](mailto:kolnick@smsu.edu)

Below is a link to a national/congressional campaign to get stories from contingent faculty (past and present and that means almost all of us).

<http://democrats.edworkforce.house.gov/eforum>

The House Committee on Education and the Workforce Democrats are interested in learning more about the working conditions of the over one million contingent

faculty and instructors at U.S. institutions of higher education and how those working conditions may impact students' education.

**Please submit your story by December 20, 2013**

## HEALTH CARE



## Many New Benefits Cards Coming Your Way

BY PATRICE ARSENEAULT, DIRECTOR OF GRIEVANCES AND EQUITY, [arsen@ifo.org](mailto:arsen@ifo.org)

This is a friendly reminder to be on the look-out for new health care benefits cards during the month of December. All dental and health insurance plan providers will be sending new benefits cards for 2014. In addition, Eide Bailly is issuing a new Benny® card. Distribution of the new Benny cards is staggered, with the first batch being sent out in December for faculty who made a Medical/Dental Expense Account (MDEA) election for 2014. Beginning late January through February, Benny cards will be sent to faculty who receive Health Reimbursement Arrangement Accounts (HRA) contributions who did not make an MDEA election for 2014.

### New Dental Plan Cards to All Participants

Both of the state's dental plans – the State Dental Plan administered By

Delta Dental and the HealthPartners State of Minnesota Dental Plan —will be sending new cards to all current and new members who participate in the dental insurance coverage. Cards will begin arriving the week of December 9th.

### New Health Insurance Cards for 2014 for All Participants

BlueCross BlueShield, PreferredOne, and HealthPartners will be sending new 2014 Membership cards to all (existing and new) participants. Please ensure the correct Primary Care Clinic is listed for yourself and/or each dependent and check that the affiliated copays of the Primary Care clinic's Cost Level are accurately reflected on your cards. If you need to change a Primary Care Clinic, call the Member Service phone number listed on the back of the card. Clinic changes are

made effective the first of the month, following the month in which you call to request the change.

### Pharmacy Benefits Card (Navitus)

Navitus is still the single Pharmacy Benefits Manager for all insurance carriers (BlueCross BlueShield, PreferredOne and Health Partners). Your current Navitus card remains valid for prescription drug coverage in 2014. Navitus will only send new cards to newly-enrolled employees or newly-added dependents.

### New Eide Bailly Debit Cards for Healthcare Reimbursement Arrangement (HRA) Accounts and Medical/Dental Expense Accounts (MDEA)

Eide Bailly will be issuing a new debit card called the Benny® card for use

beginning with plan year 2014; you should discontinue use of the current State-issued debit card (the OneCard) after December 31, 2013. The participant's name and the State of Minnesota will be listed on the new Benny® card. These new cards will be valid for three years and will activate on the first swipe.

### **When to Expect Your New Benny Card**

The new Benny® card will be sent in late February to faculty members who have only the contractual (MnSCU) HRA and who will receive an \$800 contribution for 2014. Your 2014 contribution will already be loaded on the card when it arrives. Any roll over dollars from 2013 will be loaded onto the card in March. You will continue to be

able to submit manual claims either online or by using a paper reimbursement form during January and February, while you are waiting to receive your new Benny® card. If your HRA balance on December 31, 2013 is \$700 or more, your 2014 contribution will go into your Health Care Savings Plan, and you will receive your Benny® card in late March with your rollover HRA dollars loaded onto it.

If you still have funds remaining in the State of Minnesota HRA provided through SEGIP in 2009 (in the amount of \$250) and in 2011 (in the amount of \$125), you should receive your new Benny® card a little earlier - by the end of January or early February. You will still be able to submit manual claims (either online or by a paper reimburse-

ment form) until you receive your new Benny® card.

And finally, if you made an MDEA election for 2014, you should receive your Benny® cards even earlier—in December.

### **Reminder to Save All Receipts From Debit Card Transactions**

As a reminder, you should save all receipts associated with each debit card transaction because Eide Bailly may request a receipt from you to substantiate the transaction.

Contact Eide Bailly Employee Benefits at 612-253-6633 or 1-800-300-1672 with any questions regarding the debit card.



## *IFO Office Holiday Closure*

The IFO Offices will be closed from **December 23** through **January 1** for the holidays. Thank you for all you do for higher education and have a wonderful holiday season!

**JOIN TODAY**

To join the union, you can sign up instantly by using the convenient online membership application found on the membership webpage [www.ifo.org/membership-information](http://www.ifo.org/membership-information). or by clicking on the “Join IFO” link at the top of the home page [www.ifo.org](http://www.ifo.org). To check on the status of your membership, contact Donna Blake at [blake@ifo.org](mailto:blake@ifo.org).

**CONTACT  
US**

The IFO Faculty Update is published and distributed by the [Inter Faculty Organization](http://www.ifo.org). If you need to contact the Inter Faculty Organization, our mailing address is 490 Concordia Avenue, Suite 125, Saint Paul, MN 55103, or you can reach us by phone at 800/325-9644 or 651/227-8442. You can also send us an email by clicking [HERE](#).