

Inter Faculty Organization

BEMIDJI - MANKATO - METROPOLITAN - MOORHEAD - SOUTHWEST - ST. CLOUD - WINONA

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NOTES FROM THE PRESIDENT - IT'S TIME!

by [Don Larsson](#), IFO President

Some years ago, the week before our wedding, a cousin of my wife-to-be would call her each day to chat, and each day she would sign off by saying, "Just remember: Now is not the time to worry." This went on all week, but finally, on the morning of our wedding day, she called. "Remember how I've been saying that it wasn't the time to worry?" she asked. "Well, now it's time!"

A new year and a new semester has begun. The Legislature is in session. The Board of Trustees is getting set to announce the final public candidates for Chancellor. The IFO is preparing to discuss a new contract with the Chancellor's Office. It's time!

Below, you'll see Russ Stanton's column on the challenges posed by the new legislature and some of the bills being proposed by those new leaders. It's much too early to tell how many of those proposals will make it out of committee, let alone the entire House and Senate, and how many of those will be signed by Governor Dayton, but there is still plenty to worry about. Most of all, we need to be concerned that our legislators and the public understand that when it comes to cutting the state budget, MnSCU and the IFO have been doing our part already for some time. Here are some points to remember:

- Four years ago, the IFO and MnSCU agreed on a contract that would be a substantial first step in correcting years of salary erosion, but the progress represented in that contract has been halted by the state's economic woes.
- Two years ago, the IFO was the first state union to propose freezing our then-current contract. That move protected pay steps for promotion, career steps, sabbaticals, money for faculty development, and other benefits that would have been at risk in protracted negotiations. That move also freed up money on the campuses to preserve some faculty positions.
- As the state economic situation worsened, the campus faculty associations began working with their local administrations to find ways to address the impending crisis. Retrenchments (layoffs) of tenured and tenure-track faculty are taking place or are being considered on at least five of our seven campuses.

- Even when retrenchment has not been announced or when retrenchments have been rescinded, we are still losing a substantial number of full-time faculty positions. Those include:
 - About 80 positions at Mankato
 - About 80 positions at St. Cloud
 - About 30 positions at Bemidji
 - About 37 positions at Moorhead
 - Even more positions at Southwest and probably others through attrition at Winona and Metro.
- **Altogether, a possible total near 300—10% or more of full-time IFO faculty.**
- Even the Office of the Chancellor, for all of our past criticism of growth in that office, is losing about 60 full-time positions, including some people who have been very good at working with and for the faculty.

In short, our message to legislators, the governor, and the public is and must continue to be, *“Our universities and our faculty have already been doing our part. We are already cutting down and into the bone. Forecasts say that Minnesota will need to have a highly-educated workforce and population (70% by one reliable estimate). If the state cannot support that goal, then it really is time to worry!”*

Know that Russ and I, IFO Academic Affairs Coordinator Donna Brauer, your representatives on the IFO’s Government Relations Committee, and your campus faculty association leaders will continue to take these messages to legislators, the governor, the press and anyone else who needs to hear it. But we need your voices too. Talk to your local legislators, write to your newspapers and the higher ed blogs such as those below:

- [Star Tribune](#)
- [MinnPost.com](#)
- [Minnesota Public Radio](#)

Let them know that when it comes to Minnesota’s education future, it’s time to start worrying!

NEW REPUBLICAN MAJORITIES PROPOSE PAY FREEZE, WORKFORCE CUTS, LIMITS ON UNIONS

by [Russ Stanton](#), IFO Director of Government Relations

Former Democratic Congressman Dick Gephardt was often quoted as saying “Elections have consequences.” We are learning that in a big way at the Minnesota legislature this year. Last fall, voters replaced large DFL majorities in both the Minnesota House and Senate with new Republican majorities. Republicans now control the Senate for the first time in 38 years, with a current 37-30 majority. They have recaptured control of the House, with a current majority of 72-62. However, Minnesota voters, in their usual unpredictable manor, bucked national trends and elected Mark Dayton as the first DFL Governor to be elected in 24 years.

The new Republican majorities lost no time in putting forth a more conservative agenda, particularly in relation to public employees. The following are examples of bills introduced by Republican legislators in the first days of the session (click on the bill number to access a copy of the bill, its authors, its current status in the legislative process, and summaries by the legislative research staff):

- [H. F. 5](#), authored by Rep. Denny McNamara (R-Hastings) would freeze public employee salaries indefinitely, starting with the new contract period on July 1, 2011. The bill would prevent any across-the-board increases, cost-of-living increases, and any step increases. It would also prevent any lump-sum payments, employer payments to deferred compensation, and pay grade adjustments of any kind. If the bill passes in its present form, it would mean the IFO career steps and step increases upon promotion would not continue after June 30, 2011.
- [H. F. 65](#), authored by Rep. Steve Drazkowski (R-Wabasha), would put a constitutional amendment on the ballot which, if passed, would make Minnesota a “right-to-work” state. Under the proposed amendment, no person could be required to pay dues, fees or assessments to a labor organization. This would make it impossible to collect fair-share fees to cover the cost of negotiating and enforcing a union contract and would greatly undermine collective bargaining as it has existed in Minnesota for the last four decades.
- [H. F. 4](#), authored by Rep. Keith Downey (R-Edina) would cut the state workforce (which includes the

MnSCU faculty) by 15%, using early retirement incentives, furloughs, layoffs, a hard hiring freeze, a wage freeze and by restructuring pension programs to defined contribution plans.

It is likely that the legislation to freeze salaries and to cut the workforce can be stopped by veto. However, since constitutional amendments only have to pass the House and Senate to be submitted to the voters on a referendum, the governor will not be able to veto the legislation. If this legislation is to be stopped it will require intensive lobbying of legislators on both sides of the isle. As these bills come up for a hearing, I will be sending out action alerts identifying which legislator will be pivotal on this matter, and the messages we want them to hear from faculty. Stay tuned.

GUEST EDITORIAL: MINNESOTANS SHOULD REMEMBER WHY KING WENT TO MEMPHIS

by [Jeff Kolnick](#), *Associate Professor of History at Southwest Minnesota State University*

As Martin Luther King Day approaches, it is helpful to remember where the Rev. King was and what he was doing when he was shot down in Memphis, Tenn., on April 4, 1968.

King was called to Memphis by his good friend the Rev. James Lawson to help sanitation workers (garbage men) form a local union. The sanitation workers sought to join AFSCME Local 1733 in an effort to improve their lives and gain full citizenship. They wanted to become public-sector workers represented by a union.

On Feb. 1, 1968, two Memphis sanitation workers, Echol Cole and Robert Walker, were crushed in their garbage truck due to a mechanical malfunction and the fact that safe places for workers riding in the trucks were not made available to the all-black workforce. The sanitation workers labored under extreme conditions and for wages so low they could not support themselves or their families. This was the condition of many public sector workers before they were represented by unions. King took time from his Poor People's Campaign, his last major project, to visit Memphis to help public employees form a union. This was his mission on the day he died.

King's embrace of the labor movement preceded his trip to Memphis. In 1962, he wrote of organized labor, "History is a great teacher. Now everyone knows that the labor movement did not diminish the strength of the nation but enlarged it. By raising the living standards of millions, labor miraculously created a market for industry and lifted the whole nation to undreamed of levels of production. Those who attack labor forget these simple truths, but history remembers them."

On October 7, 1965 he wrote, "The labor movement was the principal force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to unemployment insurance, old age pensions, government relief for the destitute, and above all new wage levels that meant not mere survival, but a tolerable life. The captains of industry did not lead this transformation; they resisted it until they were overcome."

A march for jobs and freedom

We often forget that the March on Washington in 1963 was called the March on Washington for Jobs and Freedom, and that UAW President Walter Reuther also spoke that day. For King, there was no separation between the struggle for human rights and the struggle for labor rights.

Now, as we prepare to remember King, public employees are the No. 1 target of the conservative movement. The attacks were rolled out with great efficiency and always the same: higher wages than the private sector; super benefits that are crippling local, state, and federal governments; opposition to efficiency and reform; massive pension liabilities, etc., etc. The conservative think tank the Cato Institute published a longish piece by Chris Edwards called "Public Sector Unions and the Rising Costs of Employee Compensation" [PDF] on Feb. 10, 2010, that set the tone for the assault. Borrowing heavily from the CATO report, commentator Michael Barone made an early assault in an April 2010 commentary in the Washington Examiner and billionaire Mortimer Zuckerman took a swipe at union workers in the Sept. 10 edition of U.S. News. More recently, the attacks have been frequent with The Wall Street Journal on Jan. 4, and The Economist on Jan. 6. On TV, Fox News got on the bandwagon with reports on April 2, 2010, and Jan. 5, 2011. And now the anti-government agenda is coming home to Minnesota, where the goal of new Republican majority is to drag all workers down to the level of those without the protection of a union contract rather than lift working Americans up to the standards demanded by King.

According to a recent MPR story by reporter Tim Pugmire, the new Republican majority in the state Senate rolled out its new tax cutting "jobs bill" this week. If signed into law, "the bill would phase in a 50 percent reduction of the business income tax rate. The rate would gradually drop from 9.8 percent to 4.9 percent over the next six years. Business property taxes would be rolled back to 2009 levels. The estimated cost for both tax breaks is \$200 million in the next two-year-budget." According to a report in the Star Tribune, the bill's author, Sen. Geoff Michel, refused to speculate as to how many jobs would be created by the massive tax cut to businesses.

A 'jobs bill' that would kill jobs

At the end of his thoughtful report, Pugmire noted a different kind of "jobs bill" being worked on by the Republican majority. This bill would kill jobs. Pugmire writes: "As Republican lawmakers were showcasing their plan to grow private-sector jobs, they were also quietly proposing to put some public employees out of work. The early batch of House bills included a measure to reduce the state workforce by 15 percent over the next four years through early retirement, furloughs and layoffs."

So watch out, Minnesotans, when the new Republican majorities pay homage to the Rev. Martin Luther King Jr. No doubt they will quote his content-of-the-character idea to prove their fidelity to "the dream." But do not let this out-of-context and limited understanding of King's dream fool you. King died helping public sector workers form a union, and no doubt he would condemn any attempt by lawmakers give tax breaks to bosses even as they made plans to fire public sector workers.

Published in MinnPost.com January 15, 2011

DEADLINE FAST APPROACHING FOR FEMINIST ISSUES GRANT APPLICATIONS

by [Patrice Arseneault](#), IFO Director of Grievances and Equity

The **deadline for submitting an application** to the IFO Feminist Issues Committee (FIC) **for the 2011-2012 Feminist Issues Grant is February 1, 2011.**

To apply for the \$3000 Grant, submit your proposal by [email](#) (in Word or PDF format) no later than (midnight) February 1, 2011.

The successful grant applicant will be notified by March 1, 2011. The grant period runs from March 2011 to March 2012. For more information, please see the [2010-2011 FI Grant Announcement and Outline](#) on the IFO webpage, or contact your local campus [Feminist Issues Committee](#) representative.

The one-year \$3,000 grant is made possible by funding from the Inter Faculty Organization through the statewide Feminist Issues Committee (FIC).

ALTERNATIVE PATHWAYS TO TEACHER LICENSURE BILL HEARD

by [Russ Stanton](#), IFO Director of Government Relations

Last week the House Education Reform Committee held its first hearing on [H. F. 3](#), authored by Rep. Carlos Mariani (DFL-St. Paul). The bill would allow alternative pathways to becoming a licensed teacher without going through a postsecondary teacher preparation program. Although the IFO opposed similar legislation in the past, the current legislation does address many of the concerns we have raised over the years regarding coordination with postsecondary institutions and maintaining high standards.

The bill in its current form states that the alternative programs must be sponsored by a school district with a written agreement signed by the school board and teacher's representative, and must be in partnership with a postsecondary institution. A candidate participating in the program would have to have a bachelor's degree with a minimum 3.0 GPA, and would have to pass the basic skills exams and obtain qualifying scores on content and pedagogy tests.

Under H. F. 3, the alternative preparation program would have include a minimum of 200 hours of instruction before the teacher candidate could assume classroom responsibilities. It would also have to include formal instruction and intensive peer coaching and classroom-embedded staff development.

The legislation has broad support, ranging from the Chamber of Commerce, minority groups, and the Minneapolis

School District, and seems to be on a fast tract to passage.

This week, the House Education Reform Committee will continue to hold hearings on H. F. 3, along with a Republican version of the alternative teacher licensure legislation— [H. F. 63](#), authored by Rep. Pat Garofalo (R-Farmington). Since Rep. Garofalo is Chair of Education Finance and Republicans control the House, it is more likely that the final legislation will look more like H. F. 63.

If you wish to write to your campus area legislators regarding any of the above legislation, you can find their e-mail addresses and contact information on the IFO web page at <http://www.ifo.org/>.

HOUSE AND SENATE HIGHER EDUCATION COMMITTEES APPOINTED

by [Russ Stanton](#), *IFO Director of Government Relations*

During the holiday break the House and Senate announced committee assignments, including the members of the House and Senate higher education committees. You can find a list of the committee members, along with their backgrounds and contact information by visiting the IFO web page at <http://www.ifo.org/>.

State universities are well represented on the 14 member Senate Higher Education Committee. Among the membership are Sen. Jeremy Miller (R-Winona), Sen. John Carlson (R-Bemidji), Sen. John Pederson (R-St. Cloud), Sen. Kathy Sheran (DFL-Mankato), and Sen. Sandy Pappas (DFL-St. Paul).

The 15 member House Higher Education Policy and Finance Committee also has a number of members from districts that either include or are nearby a state university. These include Rep. King Banaian (R-St. Cloud), Rep. Gene Pelowski (DFL-Winona), Rep. Terry Morrow (DFL—district includes North Mankato), Rep. Kim Norton (DFL-Rochester), Rep. Mike Benson (R-Rochester) and Rep. David Hancock (R-Bemidji).

COURSE OUTLINES AND COURSE SYLLABI

by [Donna Brauer](#), *IFO Academic Affairs Coordinator*

The distinction between a course outline and a course syllabus is a topic of substantial confusion among faculty as well as administrators. The difference between these two documents is set forth in [Board of Trustees Policy 3.22](#), which is currently being revised by the Academic and Student Affairs Policy Council in the Office of the Chancellor. **These definitions have major implications for faculty well-being and how we treat each other, because they represent the primary focus of faculty work!**

A course outline consists of the course title, credits, prerequisites, description (bulletin), general topical outline, and learning outcomes. In addition, if the course is part of the MnTC (Minnesota Transfer Curriculum) the outline should specify relevant MnTC goal that the course addresses. It is created by one or more faculty and is the document submitted for course/ curriculum approval to your department, college, and/or university according to institutional procedures. The purpose of the outline is to facilitate communication among faculty members about what is taught and what students who successfully complete the course will “know”. This information is necessary for curriculum development and review, for new faculty members, and for students. The course outline is the property of the administration.

A course syllabus consists of all the elements of the course outline, plus learning activities (e.g. readings, exercises, discussion topics) methods of student learning assessment, evaluation criteria, etc. It represents the individual instructor’s plan for conducting the course he or she will teach. The syllabus is the faculty member’s scholarly creative work and, thus, is the intellectual property of the faculty member. As with all property the owner controls the use of his or her property! This means that no one can use a syllabus without permission from the faculty member who owns it.

IFO strongly urges you to require a signed agreement with anyone – a colleague (including department chairperson) or an administrator – who asks for your syllabus. The agreement should stipulate the time period during which the syllabus may be used and the purpose for which it may be used. A template for such an agreement has been developed by IFO General Counsel and may be obtained from your FA president.

The importance of this issue is recognized by the Chancellor’s Office and as a result a new BOT Procedure 3.22.1 is

being developed. That procedure will document the more detailed features of course outlines and syllabi described above. Remember that faculty members are hired for their ability to generate intellectual property (creative works) – this is our “bread and butter”.

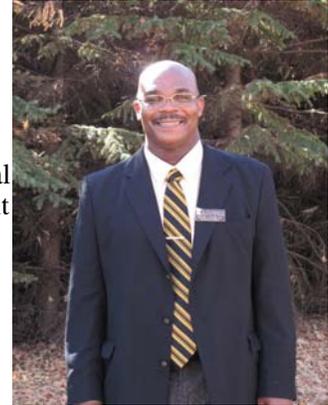
FAREWELL TO OUR FRIEND & COLLEAGUE DR. WINSTON GITTENS

by [Jan Loft](#), *Southwest Minnesota State University Faculty Association President*

The winter break for faculty, administration, staff and students on the campus of Southwest Minnesota State University began on a startling and heartbreaking note when the community was notified that Dr. Winston Gittens died December 17, 2010. The Associate Professor of Education died at the Grantley Adams International Airport in Barbados, after returning home late that Friday night to celebrate Christmas with his family.

Dr. Gittens joined the faculty at SMSU in 2006 to teach Intro to Education, Human Relations for Teachers, Action Research, Secondary Social Science Methods and several courses in the Graduate Education Program. Dr. Gittens also taught courses in the Adult Education program for the community and technical colleges with colleague Dr. Ellen Radel.

Dr. Rhonda Bonnstetter, Chairperson of the Education Department commented, “We often asked Dr. Gittens what brought him to Minnesota, given that he was from warm and sunny Barbados. He replied that he knew from his first time on campus for his interview that this is where he belonged – he felt like he was with family here. And he was – we have lost not only an esteemed colleague, but a very dear friend.”



Dr. Gittens became active on the state IFO Multicultural Issues Committee two years ago and was serving as the MIC chairperson on the SMSU Faculty Association Executive Committee. Dr. Gittens was instrumental in coordinating the SMSU Campus Climate Study during the fall semester and was organizing the Anti-Racism Workshop scheduled for January 28th on the campus. Dr. Gittens was very thoughtful regarding multicultural issues on campus and was tenacious in keeping the issues on the forefront. He was also very active in the Mn-NAME, the state chapter of the National Association of Multicultural Education. He felt that work was very important.

Dr. Winston Gittens was a true gentleman and scholar and will be greatly missed.

Cards can be sent to Dr. Gittens' mother/family at:

Celestine Gittens
Baird's Village
St. George, Barbados

CONTACT US

The IFO *Faculty Update* is published and distributed by the [Inter Faculty Organization](#). If you need to contact the Inter Faculty Organization, our 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 send us an email by clicking [HERE](#).