



The UPDATE

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

Fiscal Year 14- No. 10
April-2014

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

PRESIDENT'S REPORT

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We don't just negotiate the contract, we enforce it.

BY NANCY BLACK, IFO PRESIDENT, black@ifo.org

Dear Colleagues,

The recent very favorable arbitration decision by Gerald Wallin on the highly-publicized Coach Todd Hoffner suspension and termination case at Minnesota State University, Mankato, demonstrates the value of a union. Coach Hoffner's union, your union, represents over 4,000 faculty including coaches at the seven state universities. The arbitrator's decision was an outstanding victory not only for Todd Hoffner but for all faculty. Because he had the Inter Faculty Organization representing him, the coach has been completely vindicated and made whole. If he had not had union representation, he would not be back coaching football at Mankato today.

Over the past 20 months, the IFO has worked tirelessly on his behalf, especially our legal team of recently-retired General Counsel Connie Howard, Director of Grievances Patrice Arseneault, and Paralegal Tiffany Nelson. The IFO expended an enormous amount of time and resources defending Coach Hoffner's rights under our contract. I thank our entire staff for their dedication to the membership.

I cannot divulge specifics about the arbitrator's award because it is not public information at this time. Our concern now is that the actions of decision-makers in this case not only harmed Coach Hoffner and his family but they also cost taxpayers and Mankato students a good deal of money. We would hope that the circumstances for the wrongful discipline and ter-

mination of Todd Hoffner be thoroughly examined so that such misguided actions never happen again to any of our members. At Hoffner's press conference on April 15, he described his life as a nightmare for the last year and a half. We can attest to that sentiment as we were witnesses and support for him and his family every step of the way. Full accountability of this situation would go a long way in the healing that should be taking place now. Please remember that this case illustrates what it means to be represented by a union and to be entitled to the full protection of your rights under contract.

Election Results

Congratulations to Dr. Jim Grabowska for his election to the state-wide presidency of the IFO. He has been very engaged in a wide range of IFO activities at the local and state-wide level including Faculty Association president at MSU, Mankato and as a member of the Negotiating Team. I have no reservation whatsoever that he will serve the membership very well.

University	Jim Grabowska	Others
Bemidji	89%	11%
Mankato	98%	2%
Metropolitan	92%	8%
Moorhead	93%	7%
St. Cloud	88%	12%
Southwest	100%	0%
Winona	80%	20%
Totals	91%	9%

ACADEMIC AFFAIRS

Changing of the Guard

BY DONNA BRAUER, ACADEMIC AFFAIRS OFFICER, brauer@ifo.org

At its April 11th meeting the Board of Directors appointed Dr. Maythee Kantar to a 2-year term as Academic Affairs Coordinator. Dr. Kantar holds a PhD in Curriculum and Instruction (University of Minnesota) and is on the faculty at Metropolitan State University in the Department of Communication, Writing and the Arts. Since joining the faculty in 1987, she has been a very active IFO member, serving in a number of capacities including IFO representative to MnSCU taskforces/committees, and Metro Faculty Association president. In addition she has served on several IFO committees including Treasurer Advisory, Presidential Nomination, Government Relations and Presidential Election. Her experience as a department chair (18 years) and a program coordinator (27 years) provide Dr. Kantar a broad understanding of current state-wide IFO issues. She will assume the position on July 1, 2014, following the expiration of my term.

I want to thank all faculty for the opportunity to serve you as Academic Affairs Coordinator for the last 4 years. These were very busy years with major MnSCU initiatives, e.g. Policy on Course Syllabus and faculty intellectual property, "Charting the Future," and the "Metro Plan."



Donna Brauer, outgoing Academic Affairs Coordinator

It has been important, interesting and rewarding work -- and allowed me to act on my love of the Academy and my passion for the Professoriate. Remain united and stay strong -- administrators and students cannot be successful without the work you do.

Update On IFO Constitutional Amendments

BY DONNA LYNN BLAKE, CONTROLLER, blake@ifo.org

AMENDMENT PASSED:

The Article XIII constitutional amendment listed below was approved by a 99% yes vote of the membership on 4/8/14. This change was needed to accurately reflect changing staff titles.

Article XIII: Negotiation and Ratification of Contract

Section 1. Composition of the Negotiating Team: The IFO Board of Directors shall establish, oversee and guide a negotiating team consisting of one member selected by each local Faculty Association according to the provisions of the local constitutions. The President and ~~General Counsel~~ **Staff Liaison** shall be ex-officio nonvoting members. After consulting with the negotiating team and with its agreement, the IFO President with the consent of two-thirds of the IFO Board of Directors, may appoint an IFO member as a nonvoting chairperson of the negotiating team. The negotiating team may have the assistance of IFO staff personnel and may employ other experts as deemed necessary.

NEW AMENDMENT UP FOR A VOTE:

A new constitutional amendment on Article VIII was approved for a membership vote by the 2014 Delegate Assembly as follows (vote to be scheduled later this year):

Article VIII: IFO Board of Directors

Section 1. *Membership*: The IFO Board of Directors shall consist of the IFO President, the presidents of the local Faculty Associations and director(s)-at-large from and elected by each local Faculty Association according to the following limits:

Bemidji	2
Mankato	3
Metropolitan	1 2
Moorhead	2
St. Cloud	3
Southwest	1
Winona	2

Explanation: The current FA board member representation numbers were established in April 1977. Since that date, Metropolitan State's faculty has grown to the third largest faculty among the seven campuses. While Metro State in no way wishes to ask for any reductions for representation from other campuses, it is clear this growth has led to the need for an additional board member for Metro State to reflect this change. Passage of this amendment will increase the IFO Board by one member. Metro State's membership rate is also among the highest in the system. Since high membership rates are key to the IFO and its future, reflecting the growth and high membership rates at Metro with an additional Board member is clearly needed. Fairness dictates that Metro State should be allowed a second Board representative, as other campuses with fewer members already have.

(According to the IFO Constitution, this proposed amendment may be adopted by a majority affirmative vote of the IFO members voting and a majority affirmative vote on a majority of the campuses. This vote of the membership must be held after 30 days have elapsed from the date of this notice, a specific time to be announced. <http://ifo.org/metro-amendment-language/>)

Below is a letter to Governor Dayton recently published by MnSCU faculty member, Darrell Downs (Winona State University), regarding the mixing of private enterprise with public higher education. I appreciate members and others who take the time to express their opinions. If you would like to share an interesting perspective, please email me at black@ifo.org.

Let's keep the conversation going! — Nancy Black, President

Originally published by *Winona Daily News* on April 8, 2014

Put the 'public' back in public higher education

BY DARRELL DOWNS, PHD, WINONA STATE UNIVERSITY,
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Dear Gov. Mark Dayton:

With the first Minnesota Miracle in 1971, Gov. Wendell Anderson and the Legislature hammered out a response to the inequitable funding of local schools. With property-poor communities facing a lower ceiling for educational opportunity than wealthier ones, the quality and affordability of education depended upon where you lived. Anderson's new funding formula put action behind the lofty words of Art. XIII, Sec. 1 of Minnesota's Constitution, in that: "The stability of a republican form of government depending mainly upon the intelligence of the people, it is that duty of the legislature to establish a general and uniform system of public schools."

The governor's new formula didn't solve every problem, but it did say "no" to a system that surrendered educational quality to the disparities of wealth. With affordability at the center of higher education challenges today, I am asking you for another miracle.

According to the Minnesota Office of Higher Education, while per-capita income doubled over the past 20 years, tuition and fees at the state universities grew by 204 percent, and an even more shocking 295 percent increase at the University of Minnesota. Students and families are borrowing for higher education at rates that exceed increases in tuition and fees.

And if that wasn't bad enough, colleges and universities are responding to this affordability problem by transforming campuses into de facto private franchises led by centralized higher education bureaucracies.

Our campus franchises have, in turn, little choice but to serve the lowest common denominator with as many popular courses as possible. What works for McDonald's, however, doesn't work for higher education or the state of Minnesota. By comparison, it is clear that high enrollment courses make more money than upper division courses, but when low enrollment upper division courses, programs, majors, and minors are no longer valued, we will have destroyed our universities.

In my experience, there are signs we may be headed in this direction. Students are finding fewer courses related to their career interests. Students have less contact time with professors because the latter are dividing their time among more students in larger classes. Because upper division courses are being sacrificed for high enrollment courses, university catalog course lists often bear little relation to the courses which are actually available. With such trends, how long will we be able to say that our universities are a home for students to explore their dreams if it is only the educational opportunities of the lowest common



Put the public back in public education (continued from page)

denominator that matter?

It seems perfectly reasonable to be concerned about the “bottom line,” and especially when affordability is a problem. But the “bottom line” in public higher education cannot be measured only in short term revenue.

Failing to recognize that the value of higher education accumulates throughout students’ lifetimes and creates added value for their families, workplaces, communities, states and nations is to ignore the wisdom of generations. And when campuses are not rewarded for long term benefits, they are compelled to focus on short term profits.

This is why Massive Online Open Courses (MOOCs) — which have completion rates in the single digits at Harvard and MIT — and other forms of easy access online learning are popular despite entirely unknown long-term benefits. This is why colleges and universities are hiring more inexpensive part-time faculty without health and retirement benefits. And this is why new “profit centers” are emerging in our colleges and universities designed, not to serve the needs of traditionally enrolled students, but to serve the workforce training needs of private enterprise.

We can expect that campuses will continue to be entrepreneurial, but let’s not confuse that revenue with the social and economic value created by public education.

For all of its charms, private enterprise is a poor mentor for public education. The business model that led to the Wall Street/Enron banking bailout, to the subsidies for General Motors and Chrysler, and to the real estate and housing foreclosure debacle is a complete failure. And as we witnessed the failures of the Great Recession of the last decade, we also experienced record cuts in state higher education funding, record tuition increases, and record student indebtedness.

I am asking you to consider three steps toward another Minnesota Miracle:

Freeze tuition. Major strides have been taken here, but can we make this permanent? In last year’s legislative session, Rep. Gene Pelowski and Sen. Terri Bonoff crafted a budget freezing tuition for both the University of Minnesota and to the Minnesota State Colleges and Universities.

Contrary to MnSCU leaders’ efforts to increase tuition, Pelowski and Bonoff protected students, but we should not have to rely on legislators to fight for affordable higher education every legislative session.

Plan for today not just five to ten years in the future. Planning is a good thing, but when long term visions blur current student needs, maybe it’s time for a reality check. The reality is that MnSCU campuses and the U of M struggle mightily to survive on appropriations, tuition, and external funding. Abstract multiyear planning funded on the backs of students and taxpayers is wrong when it’s done at the very time that some state universities (Moorhead, Southwest State and likely others) are cutting programs, faculty, and student opportunities.

Create a funding formula that rewards classroom instruction. Today, either real or speculative enrollment changes have a dramatic and often exaggerated impact on classroom instruction. Expected enrollment declines produce the elimination of entire sections of courses; and yet, expected increases in enrollment rarely have the opposite effect. In other words, in bad times, classroom instruction suffers and in good times it merely survives at the same time that the administrative architecture of the higher education system continues to grow.

I’m asking for a lot. But I remain hopeful that we can put “public” back in public higher education

2014 IFO Delegate Assembly Approves Dues Increase

BY DONNA LYNN BLAKE, CONTROLLER, blake@ifo.org

The 2014 IFO Delegate Assembly approved a 5% dues increase for next fiscal year (see chart below). This is the first dues increase since 2008 and is needed to keep up with inflation. Faculty who wish to make a lump sum check payment for their FY15 member dues or fairshare fees should submit a check payment written out to “Inter Faculty Organization” before September 1, 2014 to:

Inter Faculty Organization
Attention: Membership
490 Concordia Avenue, Suite 125
St. Paul, MN 55103

If you have any questions on your membership status or the dues increase, please contact me via email at blake@ifo.org or by phone at 651-227-8442 x12.

FY15 Member Dues & Fair Share Fee Schedule (5% Increase)

Appointment	Member Dues	Paycheck Deduction	Paycheck / Annual Change	Fairshare Fees	Paycheck Deduction	Paycheck / Annual Change
FT (current)	753.28	47.08	2.35	640.16	40.01	2.00
FT (+5%)	790.88	49.43	37.60	672.16	42.01	32.00
PT (current)	400.16	25.01	1.25	340.00	21.25	1.07
PT (+5%)	420.16	26.26	20.00	357.12	22.32	17.12
Adjunct (current)	141.24	47.08	2.35	120.03	40.01	2.00
Adjunct (+5%)	148.29	49.43	7.05	126.03	42.01	6.00

IFO Honors Union Members at Delegate Assembly

BY PAT ARSENEAULT, IFO DIRECTOR OF GRIEVANCES AND EQUITY, arsen@ifo.org

Several faculty members were honored by the IFO at the March 28 Delegate Assembly Banquet for their outstanding contributions and dedicated service to the organization.

Feminist Issues Committee Co-Chair Sarah Tarutis of Bemidji State University presented the IFO Award for Outstanding Contributions to the IFO by a Woman Member to Minnesota State University Mankato faculty member Donna Brauer for her dedicated service as IFO Negotiator (2006 - present) and as IFO Academic Affairs Coordinator since 2010. Since she began at MSU Mankato in 2003, Dr. Brauer has provided leadership in nursing graduate education and has been a strong and consistent union voice for shared governance and faculty rights. In her roles as negotiator and academic affairs coordinator, Dr. Brauer has been steadfast and outspoken in her advocacy for gender equity and tirelessly and continuously works to ensure that women are not at a disadvantage.

In presenting the IFO James Eric Chalgren Award for Outstanding Contributions to the Advancement of Lesbian, Gay, Bisexual, and Transgender (LGBT) Issues to fellow Winona State University faculty member Daniel Lintin, GLBTA Issues Committee Chair Andrea Wood noted the many ways that Dr.

Lintin has been a strong advocate for LGBT rights on campus and in the community, including his role in pioneering Safe Space Training, serving as WSU's GLBTA advocate



Dr. Daniel Lintin accepts the IFO James Eric Chalgren Award

for over ten years, and his service to the community as a volunteer for the 7 Rivers LGBT Resource Center. Dr. Lintin was a founding member of the campus GLBTA committee and helped to establish the statewide GLBTA Issues Committee on which he served as his campus representative for six years.

Multicultural Issues Committee member Margaret Villanueva and IFO Board member Mark Jaede, both of St. Cloud State University, recognized SCSU colleague Debra Leigh, for her Outstanding Contributions for Diversity and the Advancement of Multicultural Issues within the IFO and the State Universities System. Dr. Leigh has been working on anti-

racism initiatives and institutional transformation in Minnesota since 1990, and she is one of the co-founders of the Community Anti-Racism Education Initiative (CARE) at St. Cloud State University. Dr. Leigh has been a member of the IFO Multicultural Issues Committee (MIC) for many years, served as Chair from 2006 to 2008 and as the IFO Board Liaison to the MIC since 2008. In accepting the award for her mother, Desiree Clark made the following remarks on behalf of Dr. Leigh: "I began this work with a purpose: to provide more opportunities and success to those faculty, students and staff who come into the MnSCU system that are brown like me. I want to acknowledge this is NOT work that can be done alone. It has been a concerted effort starting some 15 years ago with a group of committed women who made up the Statewide IFO Multicultural Issues Committee.... I also want to acknowledge there are many others within the system who have contributed--especially my FEARLESS colleagues at St. Cloud State, those I have worked with on other MnSCU campuses, the IFO Board and especially over the years the IFO leadership and staff."

In honoring long-time Winona State University negotiator Matthew Hyle with an award for twenty years of Outstanding Service on the IFO Negotiations Team, Chief Negotiator

IFO Honors Union Members at Delegate Assembly continued from page 7.

Brent Jeffers stated that faculty owe a great deal to Dr. Hyle, not only for his time and dedication but also for outstanding negotiation skills that helped the IFO achieve many good contracts. His contributions to the negotiations team include his knowledge of the contract and invaluable insight in the negotiations process.

IFO Board Liaison to the Government Relations Committee (GRC) and Winona State University Faculty Association President Darrell Downs presented the GR Committee's **Monte Bute Award** to fellow WSU faculty member **Bruce Svingen**. Dr. Svingen was recognized for his many years of service on the GRC, both as a member and in his capacity as the Board Liaison to the committee. Dr.

Svingen has been an active volunteer who has worked tirelessly over the years on many local political campaigns (and knocked on countless doors) to advance the interests of faculty and higher education.

President Elect and Minnesota State University Mankato Faculty Association President Jim Grabowska recognized the contributions of outgoing President **Nancy Black** for her six years of outstanding service as President in leading the Inter Faculty Organization from 2004-2008, and from July 2012 through June 2014.

The IFO is especially grateful for the efforts of these faculty members on behalf of their colleagues.

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. or by clicking on the "Join IFO" link at the top of the home page www.ifo.org. To check on the status of your membership, contact Donna Blake at 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](#).