



# The UPDATE

Newsletter for the  
faculty of the seven  
Minnesota state  
universities

Fiscal Year 15, No. 5  
May 2015

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

## President's Report

### A Very Productive Year

Jim Grabowska, IFO President



Congratulations and thank you all for a very productive year! It was you, the membership, who took the bold actions that led to

an agreement putting Charting the Future on our campuses, so we can take the [6 principles](#) and shape them through our individual university cultures and communities.

This is true shared governance, and I want to invite each and every member of the IFO to consider how they might participate in the process, beginning this fall. The implementation teams are gathering their information and their recommendations to send to campuses. The Steering Committee is winding down and the Coordinating Committee shaping its role. The presidents of the colleges and universities are discussing how

they might work together. The IFO has developed a small resource document with pertinent questions that faculty might consider as they prepare to work with the principles. And the IFO is working with the students, unions, and MnSCU administration to ensure that we have the economic tools to do our work next year.

Recently I have spent time on our campuses joining our faculty at their final meetings of the academic

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year. It is so important that we hear directly from our faculty about campus-specific issues, statewide issues, and issues that face the Academy. It is also a great opportunity to provide an update on the priorities of the statewide organization. I sincerely appreciate

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the opportunity to meet with you, to listen to you and learn from you.

The campus visits also gave the IFO a chance to introduce you to Jon Bohn, our new Government Relations and Communications Director/Campus Organizer. Watch for Jon as he spends time on each campus beginning next fall. You will also meet Richard Kaspari, who is leading the salary equity review process, and will be appearing with Russ to give benefits information to faculty as Russ moves into retirement and Richard takes on the benefits duties. They are great complements to our excellent IFO staff.

This year, the IFO's commitment to diversity and inclusion is taking shape on several fronts. We are working hard with MnSCU to adopt and begin implementing a Preferred

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# Legislative Update

Jonathan Bohn,

Director of Government Relations



The legislature has reached the final two weeks of the 2015 session and conference committees have begun to meet and hash out the details of the various proposals. Leadership is negotiating and trying to come to an agreement for the global budget targets. This is crunch time and the intensity around the Capitol has increased dramatically.

The Higher Education Conference Committee met on Tuesday and discussed the details of their bills. You can view the side-by-side of the two bills [here](#). The conference committee will not meet again until a global target has been reached. Negotiations on that target take place between legislative leadership and the Governor. The target will be released in the coming days as the three sides work together. The legislature is constitutionally mandated to adjourn by midnight on Monday, May 18.

The IFO sent a letter to the conferees on May 4 outlining our areas of concern and support within the two bills, and making it clear we stand firmly behind Governor Dayton's budget proposal of a \$142 million increase for MnSCU. We will continue to meet with conferees as they await their budget target.

## IFO Contract Ratification

The contract ratification bill that includes the IFO and other bargaining units is awaiting a final vote by the full House and Senate. The bills have passed all necessary committees and only need to be passed on the floor of each body. There is time for the legislature to do this and we remain confident the contract will be ratified before they adjourn the 2015 session.

## Higher Education Budget and Policy

The details of the House and Senate higher education budget and policy proposals are outlined below.

### HOUSE

**MnSCU** - TOTAL +\$105M (this includes \$52M reduction from the State Grant Program)

- Tuition relief -- \$100M
- Tuition reduction (2yr colleges) -- \$4.3M
- Transfer pathway implementation -- \$115,000
- Year-long student teaching -- \$100,000
- Online reporting system -- \$100,000

**University of Minnesota** - Total \$0

### Office of Higher Education (OHE)

Total (\$52M) State grant - (\$52M)

### MnSCU Tuition

- Universities  
2016-2017 academic year universities tuition increase capped at 3%.  
2017-2018 academic year universities freeze tuition at the 2016-2017 rates.
- Colleges  
2016-2017 academic year colleges must freeze tuition at 2015-2016 rates.  
2017-2018 academic year colleges must REDUCE tuition by 1%.

*Legislative Update continues on page 3*

***The IFO sent a letter to members of the Higher Education Conference Committee on May 4 outlining our areas of concern and support within the House and Senate bills, and making it clear that we stand firmly behind Governor Dayton's budget proposal of a \$142 million increase for MnSCU.***

## MnSCU related policy

### 1. Transfer pathway plan implementation

Minnesota State Colleges and Universities shall implement new transfer pathways for AA, AS, and AFA degrees toward baccalaureate degree programs.

### 2. Bachelor of Applied Science degree plan

The MnSCU board, in consultation with system constituency groups, is encouraged to create a plan to enhance or develop new bachelor of applied science degree programs.

### 3. MnSCU College Completion Plan

The Board of Trustees of the Minnesota State Colleges and Universities shall develop a comprehensive plan to encourage students to complete degrees, diplomas, or certificates in their fields of study. The board must consult with students, faculty, and administrators of the state colleges and universities and the Office of Higher Education to create a plan that would increase program completion at each state college or university.

## SENATE

### MnSCU – TOTAL +\$61M

Tuition relief -- \$58M

Transfer initiative -- \$250,000

Foreign born nurses -- \$100,000

Vets to Ag (SCC) -- \$750,000

Ag teacher (SMSU) -- \$1M

Ag online courses -- \$200,000

Year-long student teaching -- \$175,000

Metro state internship -- \$150,000

## MnSCU performance Metrics

Five percent of the 2017 appropriation (approximately \$32M) is subject to MnSCU meeting five performance metrics.

### University of Minnesota – Total \$102M

Medical school -- \$25M

Tuition relief -- \$60M

Alzheimer's research -- \$2M

### Office of Higher Education (OHE) – Total +\$58.3M

State grant -- \$19M

Dual training (Earn as you Learn) -- \$3.5M

Various programs -- \$9.5M

Free MnSCU career education (grant through OHE) -- \$24.3M

## MnSCU related policy

1. **Local presidential advisory committee** – requires MnSCU to create policy.

2. **MnSCU Timely completion of programs** – This language directs the Board of Trustees to set a system-wide goal for timely completion of degrees or certificates.

3. **Supplemental academic instruction, remedial course changes, intrusive advising** -- Requires implementation of the co-requisite remedial education model at each campus. The board shall establish individual campus-specific supplemental academic instructional programming at each campus. Intrusive advising must be provided to students who participate.

4. **Concurrent enrollment (CE)** – Language requires creating a CE advisory board at each postsecondary institution participating in CE.

5. **Transfer pathway plan implementation** -- Minnesota State Colleges and Universities shall implement new transfer pathways for AA, AS and AFA degrees toward baccalaureate degree programs.

6. **Bachelor of Applied Science degree plan** -- The MnSCU board, in consultation with system constituency groups, is encouraged to create a plan to enhance or develop new bachelor of applied science degree programs.

***It's important for our members to remain engaged and contact their legislators over the next couple of weeks and urge them to support the \$142 million request and resist unfunded mandates. If you would like any additional information please contact IFO director of government relations Jonathan Bohn at [bohn@ifo.org](mailto:bohn@ifo.org) or by calling the IFO office at 651-227-8442 ext. 20.***



# Equity Committees Update

Kathryn Engdahl, Contract & Enforcement Officer



## Equity Issues Grant Awarded

IFO faculty submitted three strong proposals for the \$6,000 Equity Issues Grant, which is designed to further the findings and recommendations of the IFO's November 2012 **Campus Climate Survey** and the IFO WSU Feminist Issues Committee's **Woman-Friendly Workplace Study** conducted in 2012-2013. The three IFO equity committees (Feminist Issues, Multicultural Issues and GLBTA Issues) awarded the grant to "Organizing for Change: Toward a More Inclusive and Affirmative IFO Culture," submitted by Collette Hyman, Mary Jo Klinker, and

Andrea Wood of Winona State University. The purpose of their project is to **"foster systemic institutional change in our union by integrating more fully into IFO functioning and leadership more junior, fixed-term, and adjunct faculty members, faculty of color, and other historically marginalized groups, and by moving the IFO toward a more organizing-oriented model of operation."** They will use the grant to fund grassroots organizing at all state university campuses and to fund travel grants to Delegate Assembly 2016. Their project will culminate in a guest panel session at the March 2016 Delegate Assembly with union leaders and activists (outside the IFO) followed by a networking reception.

## Second Annual IFO LGBTIQAA Conference

The IFO GLBTA Issues Committee is sponsoring its second annual LGBTIQAA (lesbian, gay, bisexual, transgender, intersex, questioning or queer, asexual, and ally) Conference, which will be held on Friday, November 6, 2015. The conference seeks to address the needs and interests of tenured/tenure-track, fixed-term, and adjunct faculty, as well as graduate student teaching assistants, at all the Minnesota state colleges and universities relating to LGBTIQAA issues in and beyond the classroom.

## Request for Papers

The GLBTA Issues Committee is seeking individual paper, panel, round table, and workshop proposals relating to the following topics:

- Queer pedagogies
- Being out (or not) in the classroom
- Making courses more LGBTIQAA-friendly
- LGBTIQAA curriculum design and program development
- Intersectionality on campus and in the classroom: race, gender, class, and disability issues for LGBTIQAA teachers
- Being LGBTIQAA on a rural campus
- Queer assemblages
- Bullying and micro-aggressions on campus
- Instituting social justice on campus
- Embodiment theory and related themes
- The precarious position of LGBTIQAA graduate teaching assistants and fixed-term and adjunct faculty (quality of life issues)
- Safe Space Training
- Queer communities of color on campus
- Anti-racist activism in LGBTIQAA communities on campus
- Teaching white straight or cisgender privilege on campus
- Gender identity and expression in the classroom
- Being an ally on campus
- And any other LGBTIQAA issues that interest or affect faculty

Please e-mail abstracts (250 words each) for 20-minute papers, panel proposals (3-4 papers), round-table proposals (3-4 participants), and workshops that include: the author/authors' name(s), title(s), institutional affiliation(s), and email address(es) by Monday, May 18th to: [engdahl@ifo.org](mailto:engdahl@ifo.org). Acceptances will be issued in July along with further details about the conference. Questions regarding the conference may be directed to GLBTA Issues Committee Chair Andrea Wood at [awood@winona.edu](mailto:awood@winona.edu) or the committee's staff liaison Kathryn Engdahl at [engdahl@ifo.org](mailto:engdahl@ifo.org).

## Anti-Bullying Training for IFO leadership

The IFO Equity Committees (Multicultural Issues Committee, Feminist Issues Committee and GLBTA Issues Committee) are facilitating implementation of the Campus Climate Survey recommendation that training be provided to local IFO leadership on understanding what bullying and mobbing are and how to eliminate their occurrence. A subcommittee consisting of two representatives from each of the IFO's Equity Committees will be selecting a trainer from five candidates to conduct the training in the 2015-2016 academic year. ●



# Changing Fees for the Defined Contribution Pension Plans

By Richard Kaspari,  
Benefits and Equity Representative

The next few months will see significant changes in the fees which employees pay as a result of their participation in MnSCU's defined contribution pension plans. These plans include the Supplemental Retirement Plan (SRP) required for most pension-eligible employees, the Individual Retirement Account Plan (IRAP) required for pension-eligible faculty members who do not participate in TRA, and two plans to which employees may voluntarily contribute. Participants in these

Target Date Funds and Extended Market Index Fund, PIMCO Total Return, American Funds EuroPacific Growth, and all of the TIAA-CREF funds. All together, participants who invest in these funds are projected to see more than \$700,000 in savings during the coming year.

The changes in the general administration fees don't involve much change in the total amount of fees charged. Instead, they focus on a redistribution of administrative

account fees taken from the returns on the individual accounts of participants, particularly those invested in CREF funds. During the coming fiscal year, each participant will pay a general administrative fee of \$60, assessed in quarterly \$15 payments. The increased revenue from these flat fees will permit a great reduction in the portion of general administrative costs coming

**All together, participants who invest in defined contribution pension funds are projected to see more than \$700,000 in savings during the coming year.**

plans pay fees for the management of the individual investment accounts which they choose and fees which pay the general costs of administering the plans. Changes are coming in both areas.

There is good news concerning individual account fees. The MnSCU plans have recently grown to more than \$2 billion in assets. Because of this increased size, several providers of investment products have agreed to lower fees on a number of investment vehicles, including Vanguard's

costs among the participants. The plans currently cost approximately \$2 million per year to administer. About 15% of those costs go to the plans' permanent administrative structure within MnSCU. The remaining 85% covers the cost of MnSCU's contract with TIAA-CREF to provide day-to-day record-keeping and participant services. Currently, each participant pays a single, annual \$14 fee for general administration. However, that fee only covers about one-eighth of these costs. The remaining seven-eighths are paid through additional

out of individual investment accounts, resulting in a more open and equitable method of meeting this shared obligation.

The coming fiscal year will also be the last year of TIAA-CREF's five-year administrative contract. As MnSCU, in consultation with the affected bargaining units, works toward a new contract, issues concerning fee equity and transparency will continue to be examined. ●

# Meet the New IFO Staff

## Laura (Laurie) McCartan, Academic Affairs Coordinator



Laurie McCartan, Associate Professor at Metropolitan State University, was recently hired to serve a two-year term as an Academic Affairs Coordinator for IFO. Laurie was hired by Metropolitan State in Fall of 2008. Housed in the Communication, Writing, and the Arts department, she teaches Developmental Writing, works to increase retention among first-generation college students, and reviews and maintain the assessment procedures at Metropolitan State University.

In addition to teaching writing, Laurie also teaches in the Gender Studies department, as well as the Masters of Liberal Studies program. She has also served as Program Coordinator for Gender Studies, and is the current CAS-IFO Convener at Metropolitan State University.

Laurie will serve a two-year term as IFO Academic Affairs Coordinator, from June 1, 2015, through May 31, 2017. The IFO's other Academic Affairs Coordinator is Maythee Kantar, also a faculty member at Metro State. Kantar's term will conclude on May 31, 2016.

## 2015 IFO Board Of Directors Sets FY16 Dues Rate

By Donna Lynn Blake, Controller/Membership Coordinator



The 2015 IFO Board Of Directors voted to keep the member dues and fair share fee rates the same for the next fiscal year 2015-2016 (see chart below). Faculty who wish to make a lump sum check payment for their FY16 member dues or fair-share fees should submit a check payment written out to "Inter Faculty Organization" before September 1, 2015 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 what your dues or fair share fee amount will be for next year, please contact me via email at [blake@ifo.org](mailto:blake@ifo.org) or by phone at 651-227-8442 x12.

### FY16 Member Dues & Fair Share Fee Schedule (No Change)

Appointment	Member Dues	Paycheck Deduction	Fair Share Fees	Paycheck Deduction
Full-time (paid at 75% or more)	790.88	49.43	672.16	42.01
Part-time (paid at 45% to 74%)	420.16	26.26	357.12	22.32
Adjunct and Community Faculty (teaching more than 3 and up to 10 credits or 2 courses)	148.29	49.43	126.03	42.01

*A Very Productive Year,  
continued from page 1*

Name procedure by Fall 2015.

Jon Bohn will be working with faculty to support and promote diversity and inclusion in his campus organizing role. Follow-through on the 2012 Campus Climate Survey is being implemented, as described in the IFO Equity Committees Update at right.

Finally, the IFO has been working tirelessly to build support around another historic increase in state appropriation and a tuition freeze for our students. ***We are now in the final weeks of the legislative session and it is vitally important that our members email and call their legislators and higher education leadership to continue building support around Governor Dayton's \$142 million increase for MnSCU.*** The IFO deeply appreciates the Governor's leadership and continued support of the critical role that higher education plays in ensuring prosperity for all Minnesotans. The funding level Governor Dayton has recommended will help protect our universities and the programs that prepare our graduates to meet the needs of communities across the state, and will ensure continued access to higher education by holding down tuition. We stand behind the Governor's funding proposal and look forward to the discussions that will unfold over the remaining weeks of the session.

Please contact legislators before you leave for the summer and consider how you can participate in the campus consideration of Charting the Future. We need your energy now so that you can have a truly relaxing summer. ●

## Faculty Kudos



**Matthew Filner** (Metropolitan State University, Dept. of Social Sciences) has been awarded a Fulbright grant. He will be teaching about American politics at Yokohama City University, University of Tokyo, and Kyoritsu University for the 2015-2016 academic year.

**Mark Stasson** (Metropolitan State University, Dept. of Psychology) was named one of the 10 Must Take Psychology Professors in the Twin Cities by *Careers in Psychology*.

**The International Center for Academic Integrity has recognized Metropolitan State University**, saying, "ICAI is pleased to recognize Metropolitan State University for the significant strides the institution has made in improving the climate of academic integrity university-wide, a process, four years in the making, dedicated to educational intervention. Metro State University should be especially proud of the cross-collaboration between students, faculty, and administrators across the board; no easy task at a university as large and diverse as Metro State. We look forward to their continued innovation and an active partnership with ICAI in the years to come." Michelle Filkins, Tammy Durant and Doug Knowlton accepted this award on behalf of a team that includes Danielle Hinrichs, Jeanne Grant, Jenny Runte, Sue Fitzgerald, August Hoffman and Ginny Arthur.

If you have faculty kudos to contribute for future issues of the IFO Update, please send them via email to Aaron Lichtov at [lichtov@ifo.org](mailto:lichtov@ifo.org).

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