



# IFO

## Master Agreement

# MnSCU

**Between**  
**Minnesota State Colleges &**  
**Universities**  
**Board of Trustees**  
**and**  
**Inter Faculty Organization**

**2023 - 2025**

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**ARTICLE 1**  
**Parties**

This Agreement is entered into by and between the Board of Trustees, Minnesota State Colleges and Universities, hereinafter called the Employer, and the Inter Faculty Organization, hereinafter called the IFO.

**ARTICLE 2**  
**Equal Opportunity and Non-Discrimination**

**Section A. Employer Responsibility.** The Employer accepts its responsibility to insure equal opportunity in all aspects of employment for all qualified persons regardless of race, creed, religion, color, national origin, age, disability, reliance on public assistance, sex, marital status, sexual orientation/affectional preference, or any other class or group distinction, as set forth by state or federal anti-discrimination laws, or in Board policy.

**Section B. IFO Responsibility.** The IFO accepts its responsibility as exclusive bargaining representative, and agrees to represent all faculty members in the bargaining unit without discrimination as to race, creed, religion, color, national origin, age, disability, reliance on public assistance, sex, marital status, sexual orientation/affectional preference, or any other class or group distinction, as set forth by state or federal anti-discrimination laws, or in Board policy.

**Section C. Affirmative Action Plan.**

**Subd. 1.** The Employer shall have an Affirmative Action Plan that is uniform in application throughout the Minnesota State Universities. The IFO shall have the right to meet and confer on the provisions and procedures of the Plan. The Employer and the IFO are both firmly committed to affirmative action.

**Subd. 2. Processing Allegations of Discrimination and Final Jurisdiction.** The IFO recognizes the Employer's obligation to take timely and appropriate action with regard to allegations and findings of discrimination. This includes the Employer's obligation to establish procedures for investigation of discrimination complaints. The IFO shall have the right to meet and confer on the procedures established by the Employer. The Employer recognizes the IFO's obligation to fully represent bargaining unit employees when asked by employees to do so. The parties recognize that final jurisdiction for resolving claims of discrimination is vested in various state and federal agencies and the courts.

**Subd. 3. Voluntary Mediation of Disputes.** The IFO and the Employer agree to offer a voluntary mediation option for resolution of allegations of discrimination.

**Section D. Association Membership.** There shall be no discrimination by the Employer or the Administration because of membership or non-membership in the IFO, or because of activities on behalf of the IFO, nor shall any attempts be made to discourage or encourage membership in the IFO.

**Section E. Americans with Disabilities Act.**

**Subd. 1. University Obligation.** Consistent with the Americans with Disabilities Act, as amended (ADA), the university shall consider all requests for reasonable accommodation under the ADA or other applicable law prohibiting discrimination based on disability. In cases where the disability or the need for accommodation is not obvious, the university may create and use a form to document such requests. Such forms may not seek a general release of medical records. It is the faculty member's responsibility to provide the documentation, if necessary, to establish the existence of a disability and the need for an accommodation.

**Subd. 2. Representation.** When a faculty member requests a reasonable accommodation, the faculty member may choose to be accompanied by an Association representative concerning the accommodation request and a related appeal process.

**Subd. 3.** The university's response to a request for accommodation and any accommodation proposed by the Employer are not subject to the grievance procedure under this Agreement.

**ARTICLE 3  
Recognition**

**Section A. Recognition.** Pursuant to the Minnesota Public Employment Labor Relations Act of 1971, as amended, the Employer recognizes the Association as the exclusive representative in the appropriate unit as described in the decisions of the Bureau of Mediation Services in the cases 72-PR-180-A, 73-PR-414-A, and 73-PR-431-A dated January 24, 1975; and the Bureau of Mediation decision in cases 72-PR-180-A, 73-PR-414-A and 73-PR-431-A dated April 24, 1975, case 80-PR-1305-A dated June 30, 1980; and case 83-PR-1218-A dated September 9, 1983.

**Section B. Exclusive Right.** The Employer will not meet and negotiate relative to those terms and conditions of employment subject to negotiations with any employee groups or organizations composed of employees covered by this Agreement except through the Association.

**Section C. Unit Disputes.** The parties will attempt to resolve disputes over bargaining unit inclusion or exclusion of new or revised positions. In the event the parties fail to reach agreement within 30 days as to the inclusion or exclusion of such positions, either party may refer the matter to the Bureau of Mediation Services for determination.

**ARTICLE 4  
Academic Freedom**

**Section A. Policy.** It shall be the policy of MnSCU to maintain and encourage full freedom, within the law, of inquiry, teaching, and research. The Employer shall not discriminate against a faculty member for engaging in political activities or holding or voicing political views, so long as the exercise of this right does not interfere with the faculty member's job responsibilities as a faculty member.



## **Section B. Audio Recordings.**

**Subd. 1. Limitation.** The Employer agrees not to use any mechanical or electronic listening or recording devices except with the faculty member's express consent, and to inform the IFO if that consent is given except as otherwise provided in this section.

**Subd. 2. Recording of Formal Proceedings and Negotiations.** Either party may record or provide for the transcription by court reporter of formal proceedings, including arbitration, where a record or minutes are customarily maintained. Both the Employer and the IFO agree that neither may unilaterally record or transcribe, by court reporter, contract negotiation sessions or grievance meetings, including those at the universities, without the written consent of the other party.

**Subd. 3. Interviews.** Subdivision 1 of this section does not apply to interviews of faculty members the Employer conducts as part of an investigation or inquiry into complaints or allegations of inappropriate conduct. At the affected faculty member's request, and subject to legal limitations on the release of certain types of data and information, the Employer will make an electronic or transcribed copy of a recorded interview available to the affected faculty member as soon as reasonably practicable.

**Section C. Faculty Rights, Responsibilities and Obligations.** In the exercise of academic freedom, a faculty member may, without limitation, discuss the subject matter of the courses the faculty member is assigned to teach in the classroom; a faculty member may not, however, claim a right to persistently discuss in the classroom any matter which has no relation to the course subject. In extramural utterances, the faculty have an obligation to not represent themselves individually or collectively as representing or speaking on behalf of the institution, unless so designated by the President.

**Section D. Research and Publication.** A faculty member is entitled to full freedom in research and in the publication of results, so long as the faculty member fulfills the requirements and duties of the academic position held.

## **ARTICLE 5 Definitions**

**Section A.** Terms used within this Agreement shall have the following meanings.

**Subd. 1. Academic Year.** Academic Year is defined as beginning with the start of fall semester and ending with the completion of spring semester.

**Subd. 2. Adjunct Appointments.** An adjunct appointment is faculty employment pursuant to Article 21, Section E, Subd. 3, for stated periods that carries no implication of future employment.

**Subd. 3. Administration.** Administration shall mean the Chancellor of the Minnesota State Colleges and Universities, university presidents, and designees.

**Subd. 4. Alternative Session.** Alternative session means any session outside of fall, spring and summer sessions.

**Subd. 5. Association.** Association shall mean the local IFO chapters (Faculty Association) at each university.

**Subd. 6. Athletic Appointments.** An athletic appointment is faculty employment pursuant to Article 10, Section G. Annual appointments are a type of athletic appointment with particular terms and conditions of employment.

**Subd. 7. Board of Trustees.** Board of Trustees or Board shall mean the Board of Trustees of the Minnesota State Colleges and Universities.

**Subd. 8. Chancellor.** Chancellor shall refer to the Chancellor of the Minnesota State Colleges and Universities.

**Subd. 9. Community Faculty.** A community faculty appointment is employment at Metropolitan State University pursuant to Article 10, Section J.

**Subd. 10. Days.** Except as used in Article 35, the term days means calendar days excluding Saturday, Sunday, and legal holidays as defined by Minnesota Statutes. Where the Agreement sets a specific date, and that date falls on a Saturday, Sunday or holiday on which the University or Chancellor's Office is closed, the due date shall fall on the next regular business day. As used in Article 35, the term days means calendar days, unless a different meaning is clearly intended from the context in which the term is used.

**Subd. 11. Department Chair.** Department chairs are faculty members whose role is generally described in Article 20 and Appendix E.

**Subd. 12. Department Recall.** Department recall refers to the process specified in Article 20, Section E, by which a department votes whether to recommend that the President/designee declare a vacancy to exist in the departmental chair.

**Subd. 13. Domestic Partner.** Domestic partner shall mean domestic partner as defined in Appendix D.

**Subd. 14. Duty Day.** Duty Day shall mean a day included in the university calendar or individual faculty member's appointment on which a faculty member engages in duties as described in this Agreement.

**Subd. 15. Employee(s), Faculty and Faculty Member.** Employee or Faculty Member shall mean a member of the appropriate unit as described in this Agreement. Employees or Faculty shall mean all members of the appropriate unit as described in this Agreement.

**Subd. 16. Employer.** Employer shall mean the Board of Trustees of the Minnesota State Colleges and Universities, also referred to as Minnesota State.

**Subd. 17. Endowed Chair.** Endowed chairs are positions to which faculty are appointed pursuant to Article 11, Section O. These positions are funded by sources other than tuition, fees, legislative appropriations to MnSCU, or proceeds from those sources.

**Subd. 18. Fixed-Term Appointment.** A fixed-term appointment is faculty employment pursuant to Article 21, Section E, Subd. 1. Fixed-term employment terminates at the end of the appointment period and carries no implication for future employment.

**Subd. 19. Grievance.** A grievance means a dispute or disagreement as to the interpretation or application of any term or terms of any contract required under Minnesota Statutes § 179A.21 Subd. 1.

**Subd. 20. Grievant.** Grievant is a bargaining unit member or a group of unit members, Association or IFO filing a grievance.

**Subd. 21. Immediate Family.** For purposes of sick leave and bereavement leave pursuant to Article 17, immediate family shall be defined to include the spouse/domestic partner, siblings, children, stepchildren, foster children, grandchildren, wards, grandparents, parents, or parents of a faculty member's spouse/domestic partner.

**Subd. 22. Immediate Supervisor.** Immediate Supervisor shall mean a Dean or other individual, not a member of the bargaining unit, who has supervisory authority over faculty.

**Subd. 23. Inter Faculty Organization.** Inter Faculty Organization, IFO or Union shall refer to the exclusive representative of the bargaining unit.

**Subd. 24. Just Cause.** Just Cause as used in this Agreement means that there must be reasons for disciplinary action and that the action taken must be commensurate with the severity of the offense.

**Subd. 25. Meet and Confer.** Meet and Confer shall mean the exchange of views and concerns between employers and their respective employees at meetings scheduled for this purpose in accordance with Article 6 of this Agreement and the applicable provisions of PELRA.

**Subd. 26. Meet and Negotiate.** Meet and Negotiate shall mean the performance of the mutual obligations between MnSCU and the IFO to meet at reasonable times, including where possible, meeting in advance of the budget making process, with the good faith intent of entering into an agreement on terms and conditions of employment without compelling either party to agree to a proposal or to make a concession.

**Subd. 27. Minnesota State Colleges and Universities System (or MnSCU) or System.** System or Minnesota State Colleges and Universities System shall mean System of Minnesota State Colleges and Universities (also known as MnSCU).

**Subd. 28. Non-Renewal.** Non-renewal refers to the discontinuance of a probationary and/or non-tenure track faculty member's employment pursuant to Article 25, Sections E or F.

**Subd. 29. Non-Tenure Track Appointments.** A non-tenure track appointment is faculty employment pursuant to Article 21, Section E, Subd. 2. Such appointments are continuing and without the right of tenure.

**Subd. 30. Overload.** Overload is defined as a specific assignment, acceptable to the faculty member and approved by the President/designee, occurring within a faculty member's period of appointment which is in excess of the faculty member's workload as defined in Article 10 and Article 13.

**Subd. 30.1. Pay in Advance.** Pay in advance means the compensation paid to an affected faculty member that exceeds the pro rata amount of compensation due and owing to the faculty member at the point in time the payment is made for the work assigned to and performed by the faculty member at the same point in time.

**Subd. 31. PELRA.** PELRA shall mean the Minnesota Public Employment Labor Relations Act of 1971, as amended.

**Subd. 32. President.** President shall refer to the presidents of each university.

**Subd. 33. Presidential Designee.** Whenever allowed by this Agreement, the use of a designee by the President shall in no way abrogate the responsibility and accountability of the President for the decisions made by the designee. Within 30 days of signing this Agreement, each President will furnish the IFO and the local Association a list of appropriate designees. A President may revise the list of designees after the Association has been provided an opportunity to meet and confer in accordance with Article 6. In the event of a new President being appointed, a new list of designees will be submitted within 30 days of the President assuming office. No member of the bargaining unit shall be a presidential designee.

**Subd. 34. Prior Consideration.** Prior consideration refers to the consideration given to current faculty members, in accordance with Article 21, Section A, Subd. 2 when a university determines to fill a probationary position.

**Subd. 35. Probationary Appointments.** A probationary appointment is faculty employment pursuant to Article 21, Section E, Subd. 6. Such employment is for a stated term and is designed to lead to tenure.

**Subd. 36. Professional Development Plan.** Professional Development Plan (PDP) refers to plans developed by faculty members addressing the criteria contained in Article 22 and Appendix G.

**Subd. 37. Professional Development Report.** Professional Development Report (PDR) refers to the reports submitted by faculty pursuant to Article 22 describing progress made in respect to achieving objectives as specified in the faculty member's professional development plan.

**Subd. 38. Professional Improvement Funds.** Professional improvement funds means support funds for improving professional competence provided pursuant to Article 19, Section A.

**Subd. 39. Professional Study and Travel Funds.** Professional study and travel funds are funds for faculty development provided pursuant to Article 19, Section B.

**Subd. 40. Program.** Program shall mean units in which a major and/or minor area of curricular study is normally available.

**Subd. 41. Promotion.** Promotion refers to an increase in academic rank based on the promotion process set forth in Article 25.

**Subd. 42. Reassigned Time.** Reassigned time shall mean an alternative assignment other than classroom teaching for one or more credit hours during the academic year or summer. For those faculty whose primary assignments are non-classroom instruction, e.g., coaches, librarians and counselors, reassigned time shall mean an alternative assignment other than their principal assignment to fulfill the professional development criteria of Article 22.

**Subd. 43. Recall.** Recall refers to reemployment in inverse seniority order of laid off faculty in the same or a similar position in the same department or program from which the faculty member was laid off in accordance with Article 23, Section E.

**Subd. 44. Recommendation.** When the contract requires or provides for a recommendation on a personnel action, the recommendation must include written reasons and must be signed and dated by the person or persons who make said recommendation.

**Subd. 45. Release Time.** Release time shall mean the granting of a paid exemption from duties normally required or performed. Such release time will be for a specific number of credits or, for non-instructional faculty, a specific proportion of a full-time equivalent appointment and does not include sick leave and emergency or personal leave time.

**Subd. 46. Resident Faculty.** Resident faculty at Metropolitan State University shall be those faculty appointed as fixed-term, probationary or tenured faculty.

**Subd. 47. Sabbatical Leave.** A sabbatical leave is taken by a faculty member pursuant to Article 19 to enhance professional development, support department/unit goals, and/or meet the instructional, service or research priorities of the university.

**Subd. 48. Service.** When a written notice or a written response is required to be given under the terms of this Agreement, such notice or response shall be made by personal service or service by first class mail. Personal service shall be deemed complete when the notice or response is handed to or receipted by the party to whom directed. First class mail shall be deemed complete and sufficient service upon mailing to the last home address of the faculty member contained in the official personnel file.

**Subd. 49. Tenured Appointment.** A tenured appointment is a faculty appointment pursuant to Article 21, Section E, Subd. 7, upon successful completion of the probationary period. Tenured appointments are for an indefinite period of time and individuals holding such appointments are automatically reappointed annually unless terminated under the provisions of either Article 24 or Article 23.

## **ARTICLE 6 Association Rights**

### **Section A. Dues Check-Off.**

**Subd. 1.** The Employer agrees to cooperate with Minnesota Management and Budget and the IFO in facilitating the deduction of membership dues established by the IFO from the salary of each faculty member who has authorized such deduction in writing. The aggregate deductions of all faculty members shall be remitted together with an itemized statement to the IFO office no later than 15 calendar days following the end of each payroll period.

**Subd. 2.** The IFO agrees to indemnify and hold the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer by a faculty member as a result of any action taken in accordance with the provisions of this section.

### **Section B. Meet and Confer.**

**Subd. 1. State IFO Meet and Confer.** The IFO shall have the right to meet and confer with the Board or designee(s) pursuant to Minnesota Statutes §179A.08.

Arrangements for meet and confer sessions with the Board shall be in accordance with established Board procedures for meetings. If the meet and confer session is with the Board's designee the procedure shall be as follows.

A mutually acceptable time and place for such conferences shall be arranged upon request of either party. The Employer shall provide the facilities. A written agenda and pertinent materials shall be submitted by the party requesting the meeting at least 14 calendar days in advance of the scheduled meeting date. Additional matters may be placed on the agenda upon notice of either party. When the subject of meet and confer involves any one of the areas provided below, the other party shall have the right whenever possible to 10 days from the time of the meet and confer in which to respond to the party who has placed the item on the agenda. The IFO shall have the right to make policy recommendations including but not limited to the

following areas: budget planning and allocations, programs and program development, long-range planning, and development of campus facilities. Such recommendations may be made at meet and confer sessions, or by presentations at meetings of the Board. Also, subject matters for meet and confer meetings may include matters such as implementation of this Agreement. Nothing in this section shall be construed to preclude other components of the university or System from making policy recommendations. The IFO President and the Chancellor shall confer on the need for faculty to serve on System-level committees, after which the IFO shall appoint the faculty. By mutual agreement between the IFO President and the Chancellor, the Chancellor may choose and appoint an agreed-upon number of additional faculty members to serve ex officio as resource persons based on professional expertise.

**Subd. 1.1. Stipends.** The Chancellor may authorize affected universities to pay a stipend to faculty in the following circumstances: i) when faculty who have been appointed by the IFO serve on system-level temporary committees, taskforces or work groups, however denominated, where faculty participation is time consuming and/or critical to the system's work; or ii) when faculty who have been appointed by the IFO work on system initiatives at the request of the Chancellor/designee. Stipends will be crafted to award faculty comparable sums for comparable time and effort. Stipends will be in the form of lump sum payments and will not be paid to faculty who are released from regular duties as provided in Section H, Subd. 1 of this Article. In aggregate, the stipend payments to any individual faculty member under this subdivision will not exceed \$3,000 per Fiscal Year. The Chancellor/designee shall notify the IFO when stipends are authorized under this subdivision and to whom stipends are paid. The Chancellor's decision to award or not to award stipends under this subdivision shall not be subject to the grievance procedure.

**Subd. 2. University Meetings.** The Association may establish a local committee to meet and confer with the President, or when the President is not on campus, the President's designees, at least monthly for the purpose of discussing matters of mutual concern. Additional committees which deal with meet and confer issues or which are appointed via the meet and confer process may be established as mutually agreed to by the Association and the President. The Association and the President shall confer on the need for faculty to serve on college and university-level committees, after which the Association shall appoint the faculty. By mutual agreement between the Association and the President, an agreed-upon number of additional faculty members may be appointed by the President to serve ex officio as resource persons based on professional expertise. Faculty members appointed to committees in an ex officio capacity will not serve as representatives of other faculty.

The Administration shall provide the facilities and set a mutually acceptable time and place for such conferences upon request of either party. A written agenda shall be submitted by the party requesting the meeting whenever possible at least five duty days in advance of the scheduled meeting. Additional matters may be placed on the agenda upon notice by either party. When the subject of meet and confer involves any one of the areas provided below, the other party shall have the right to 10 duty days from the time of the meet and confer in which to respond in writing. Implementation of new policies or changes in existing policies affecting any of the listed areas shall not occur until the opportunity to meet and confer and respond to the proposals has been provided to the Association. Either party may request a meet and confer

for a response, the meeting to be held 10 duty days after the meet and confer session at which the topic was introduced. In such case no action shall be taken on the topic under consideration prior to the conclusion of this second meet and confer.

Failure of the Association to meet and confer or to respond shall not prevent the Administration from implementing decisions. The Association shall have the right to make policy recommendations, including but not limited to the following areas: curriculum; evaluation of students; graduation requirements; admission policies; budget planning and allocations; the reallocation of vacant positions that had previously been filled by tenured or probationary faculty members from one department or program to another; programs and program development; long-range planning; development of campus facilities and procedures for the selection of personnel.

Also, subject matters for meet and confer meetings may include matters such as implementation of this Agreement. Nothing in this section shall be construed to preclude other components of the university or System from making policy recommendations.

**Section C. Information.** The Employer and Administration agree to provide the IFO and Association with information pertaining to the System and university budgets, both present and proposed, and statistical/financial or other information necessary for the negotiation and implementation of collective bargaining agreements or the processing of grievances. Such information shall be supplied, as it becomes available, to the IFO and Association, upon its written request, and within a reasonable time thereafter. This shall include monthly reports of additions and deletions to the unclassified payroll. It is understood that this section shall not be construed to require the Employer to compile information and statistics in the form requested which are not already compiled in such form, unless mutually agreeable.

**Section D. Communications.** In each building containing offices assigned to members of the bargaining unit, the Administration shall set aside appropriate bulletin board space for IFO or Association use. Subject to applicable laws and policies of the Employer and/or the State of Minnesota, the IFO or Association shall have the right to use campus e-mail, Internet access, and the university distribution mail service for disseminating information and communicating with faculty members. This provision shall not be construed to permit the IFO or Association to establish web pages on the Employer's electronic resources or make other similar use of those resources.

**Section E. Copies of Agreements.** The Employer shall prepare and make available to faculty a final copy of the Agreement. Such copy or copies may be made available in electronic media or posted online.

**Section F. Association Membership.** The Employer and Administration hereby agree that all employees of the System in this bargaining unit shall have the right to organize freely, join and support the IFO and/or the Association for the purpose of engaging in collective bargaining.



**Section G. IFO/Association Business.** Duly authorized representatives of the IFO/Association shall be free to transact official IFO/Association business necessary to the performance of IFO/Association responsibilities to bargaining unit members, including grievance representation activities. Such business may be conducted on the campuses at reasonable times so long as it does not interfere with the normal functioning of the university.

**Section H. Release Time.**

**Subd. 1. Release Time for IFO President.** Upon request of the IFO, the IFO President shall be granted release time from the individual's university assigned workload in the amount requested. In the event that the amount of release time is less than full time, the scheduling and amount of release time shall be subject to mutual agreement between the affected university, the IFO, and the faculty member.

The IFO shall reimburse the university at the applicable minimum adjunct rate set forth in Article 11, for the amount of release time granted.

In addition, upon request of the IFO, the IFO President shall be granted up to 60 extended duty days to fulfill the duties of the IFO President. The IFO shall reimburse the university for the full cost of the IFO President's wage and benefit package for each such day.

**Subd. 2. Other Release Time.** Upon request of the IFO, the Employer shall afford release time to a maximum of 250 semester credit hours, to IFO or Association officers for purposes of conducting duties at the state or local level. The IFO shall reimburse the Employer for such release time at the applicable minimum adjunct rate set forth in Article 11 for the release time granted for the first 133 credit hours and the actual replacement cost of the salary and benefits for any additional hours of the release time granted. The total payment by the IFO to the Employer shall not exceed the total actual replacement costs.

**Subd. 3.** The Association shall notify the President by August 1 yearly as to the number of credits of release time to be used for the academic year.

**Section I. Sabbatical.** Upon returning to regular employment as a faculty member, the individual who has served as IFO President shall be given the right to a one semester sabbatical after serving one term in office, and two semesters if more than one term is served. The sabbatical shall be at full base salary but otherwise consistent with the provisions of Article 19, Section C, Subd. 3-7. This sabbatical leave shall not be counted toward nor be used to deny a sabbatical leave to which the IFO President would be contractually eligible to take based on the faculty member's years of service. However, the time served as IFO President shall not be counted as time toward years of service for purposes of eligibility for such contractual sabbatical leave only.

**ARTICLE 7**  
**Management Rights**

Except as expressly limited in this Agreement, the Employer reserves all management rights and management functions as provided by law to the State of Minnesota. The State and the Employer have the responsibility to make and enforce rules and regulations, subject to limitations of statutes, governing the affairs of the universities consistent with expressed provisions of this Agreement, recognizing that the primary obligation of the Board is to provide higher education opportunities.

**ARTICLE 8**  
**Agreement Against Lockouts and Strikes**

**Section A. Lockouts.** No lockout of faculty members shall be instituted by the Employer during the term of this Agreement.

**Section B. Strikes.** During the life of this Agreement, no strike of any kind, as defined in Minnesota Statutes § 179A.03, Subd. 16, shall be engaged in, sanctioned, or supported by the IFO, its officers, or agents. In the event the Employer alleges that any faculty member or faculty members are engaged in a strike, the IFO will, upon written notification, immediately notify such faculty member or faculty members in writing of the allegation and the implications of a strike. However, nothing in this Article shall be construed as a waiver by IFO of the rights of faculty members to conduct a permissible and legal strike pursuant to Minnesota Statutes § 179A.18.

**ARTICLE 9**  
**Personnel Files**

**Section A. Personnel Files.** Each university shall maintain at the university one official personnel file for each faculty member. Such file shall contain copies of personnel transactions, official correspondence with the faculty member, material collected in accordance with procedures established in Article 22, which may include summaries of unsigned student evaluations, as well as other similar materials. Unsigned letters or statements, other than those indicated above, shall not be placed in the faculty member's personnel file. Only those MnSCU employees whose job responsibilities require it, and who are designated by the Administration or other persons specifically authorized by law, shall have access to a faculty member's personnel file. Faculty members shall not have access to the personnel files of other faculty members except as authorized in Section C below. This section shall not be construed to prohibit access to materials provided as part of an application for promotion, tenure, or non-renewal recommendation.

Commencing January 1, 1990, a dated log shall be maintained of official correspondence with faculty members and of material collected in accordance with the procedures established in Article 22 including any unsigned student evaluations which are added to or removed from faculty personnel files. Errors in the maintenance of the log shall not be subject to the grievance procedure.

The Dean may also keep a personnel file for any faculty member which shall only contain copies of resumes, educational transcripts, appointment documents, Article 22 materials, application files, forms and recommendations for action under promotion, evaluation, non-renewal, or tenure. However, the administration shall only take action on personnel matters with respect to a faculty member based upon file information contained in the official personnel file.

**Section B. Access.** Consistent with law, each faculty member shall have access to the faculty member's official and Dean's personnel file. Such access shall be during normal business hours under university supervision. A faculty member shall have the right to place in the faculty member's official personnel file such material as the faculty member determines may have a bearing on their position as a faculty member, including statements in response to any items in the file.

**Section C. Exclusive Representative.** Representatives of the IFO, Association, or other persons having written authorization from the faculty member concerned may examine, under university supervision, the official and Dean's personnel file of that faculty member, except for the limitation provided in Section B of this Article.

**Section D. Right to Copies.** Upon written request of the faculty member, the Employer shall provide to the faculty member copies of contents of the faculty member's official and Dean's personnel file, except as limited in Section B of this Article, provided that the cost of providing such copies is borne by the faculty member.

A faculty member shall be provided a copy or written notice of an addition to and/or modification of any non-routine material in the faculty member's official personnel file, such as grants, letters of commendation or reprimand, seniority summaries, salary adjustments, and letters regarding non-renewal, promotion, or tenure. Resolution of a grievance concerning the personnel file may include removal of material from the personnel files.

#### **Section E. Expiration.**

**Subd. 1.** Annually, any material which a faculty member requests be removed from the faculty member's personnel files shall, with the approval of the President, be removed. Annually, the faculty member may have data removed from the faculty member's file which is more than 10 years old, except that which is required by law to be kept therein or material whose removal, in the opinion of the Attorney General's office, might subject the university to suit or damages.

**Subd. 2.** A faculty member may request the removal of the notation of an oral reprimand or a written reprimand from their personnel file, five years after the issuance of such discipline. Such records will be removed from the personnel file, provided that: i) no subsequent disciplinary action was taken against the faculty member, and ii) there is no record of subsequent written guidance issued to the faculty member concerning conduct similar to the conduct giving rise to the disciplinary action.

## **ARTICLE 10**

### **Workload**

**Section A. Faculty Workload.** The workload of faculty includes student advising, maintaining and improving expertise in a discipline and in pedagogy, serving on departmental and university committees, contributing to student growth and development, evaluating student performance, scholarly activities, and service to university and community, as well as teaching and class preparation. Additionally, as a professional, a faculty member shall devote a substantial amount of the faculty member's workload to course preparation, research, the maintenance of professional expertise, innovations in teaching/learning and other similar activities. These endeavors shall comprise the faculty member's workload.

**Subd. 1.** A faculty member's teaching load shall not exceed 14 undergraduate credit hours per semester nor 24 undergraduate credit hours per academic year. Nine-month faculty are subject to these same workload limitations.

- a. For purposes of calculating teaching load, a three credit graduate course shall be the equivalent of a four credit undergraduate course, and a four credit graduate course shall be the equivalent of a five credit undergraduate course. All other graduate courses shall be calculated as the equivalent of 1.25 undergraduate credits per one graduate credit hour. Graduate equivalency shall apply only to courses exclusively for graduate students.
- b. Undergraduate studio courses, activity courses, and private lessons shall be credited on the basis of at least one credit hour for each two contact hours.
- c. Undergraduate music studio courses and private music lessons shall be credited on the basis of at least two credit hours for each three contact hours.
- d. Undergraduate laboratory courses shall be credited on the basis of one credit hour for each lecture hour and at least one credit hour for each two laboratory hours.
- e. Metropolitan State University Resident Faculty Teaching. A resident faculty member's teaching load shall not exceed 21 undergraduate credits per academic year, or nine-month appointment year. Resident faculty with primary responsibilities in academic advising or psychological counseling shall teach at least six undergraduate credits per year. Teaching for all resident faculty may include educational planning. A resident faculty member with less than a full-time appointment will have a pro rata teaching assignment based on the percentage of time employed. Resident faculty members may have alternative assignments. Alternative assignments shall be mutually agreed to by the resident faculty member, and the President/designee. Alternative assignments must be made annually.

All other Subdivisions of Section A(1)(a-d), above shall apply to Metropolitan State University resident faculty teaching.

- f. Program Suspension or Closure. Faculty teaching to service students in a teach-out will be compensated.

**Subd. 1.1.** Effective June 30, 2015, a probationary faculty member with a teaching assignment who is in the first year of the faculty member's probationary period will be granted a three credit reassignment per academic year or nine-month appointment to pursue non-teaching activities consistent with Article 22 and described in the faculty member's professional development plan and professional development report. Normally, a faculty member who receives a reassignment under this paragraph will not be assigned additional instruction on an overload basis.

**Subd. 2. Office Hours.**

- a. In addition to the workload described in Article 10, Section A, the faculty member will be responsible for 10 office hours weekly for assisting students, at times and approved locations, either on or off campus, posted at the faculty member's office for faculty members with assigned offices. As used in this paragraph, the term "approved locations" may include electronic or other alternate modes of contact. A faculty member who is assigned to work from a remote location shall maintain equivalent interactive availability to students through the internet or other electronic means. If a faculty member's assignment includes teaching load at an off-campus site, a portion of the faculty member's office hour obligation can be at the off-campus site.
- b. Metropolitan State University Advising. As part of the faculty member's regular workload, at any point in time a resident faculty member with a full-time appointment may not be required to advise more than 45 student advisees. Because of the difference in other areas of their workload, resident faculty members with a full-time assignment in a graduate program may be assigned fewer than 45 advisees. A resident faculty member with a part-time appointment shall not be required to advise more than a proportionate number of student advisees. Responsibilities for resident faculty in advising shall be established by June 30, 1994 through the mutual agreement of the Faculty Association and the President.

**Subd. 3. [RESERVED].**

**Subd. 4. [RESERVED].**

**Subd. 5. Assessment of Prior Learning.** The decision to assess prior learning for a student shall be reached after consultation with the department, and approval by the President/designee. Compensation for faculty involved in assessment of prior learning shall be not be less than \$50 per credit requested.

**Subd. 6. Miscellaneous Instructional Categories.** Faculty members providing packaged courses or correspondence courses approved by the President/designee shall be compensated at not less than the rate of \$65 per credit hour per student. For purposes of determining compensation paid under this subdivision, a three credit graduate course shall be the equivalent

of a four credit undergraduate course, and a four credit graduate course shall be the equivalent of a five credit undergraduate course. All other graduate courses shall be calculated as the equivalent of 1.25 undergraduate credits per one graduate credit hour. Graduate equivalency shall apply only to courses exclusively for graduate students. Non-credit generating workshop instruction may be compensated at overload rate as provided in Article 12, Section B.

**Subd. 7. Non-Credit Instruction and Training.**

- a. Scope.** For purposes of this subdivision, non-credit instruction and training is defined as either:
  - 1.** Non-credit instruction and training is instruction, lectures, seminars or training that focuses primarily on occupational, professional or personal improvement subject matter that is offered to the public without the opportunity for earning college credit; and/or
  - 2.** Credit or non-credit instruction or training that is offered pursuant to a contract with a specific customer and made available to the customer's employees or other individuals selected by the customer. Contracts for non-credit instruction or training may be with multiple customers.
  
- b. Compensation and Terms of Employment**
  - 1.** All relevant terms of employment of faculty asked to develop or present non-credit instruction or training instruction as described in this subdivision will be established by mutual agreement between the faculty member and the state university seeking to offer a non-credit instruction or training experience. The Faculty Association will be given notice of all such agreements. The compensation provisions of other Articles and Sections of this Agreement do not apply to such arrangements.
  - 2.** Non-credit instruction or training assignments terminate at the end of the stated period, and create no expectation of continuing employment.
  - 3.** Non-credit instruction or training assignments do not produce seniority and do not constitute service for purposes of securing other non-insurance rights and benefits provided under this Agreement.
  - 4.** Current or retrenched faculty cannot claim or expect employment, or a preference to be considered for employment under this subdivision.
  - 5.** Non-credit instruction or training work will be counted for purposes of access to insurance benefits as set forth in Article 35. FTE will be calculated using the faculty member's current base salary. If the faculty member performing the non-credit

instruction or training work is not otherwise assigned a base salary on the salary schedule set out in Article 11, Section S, the university will calculate FTE based on the minimum salary for an associate professor.

Non-credit instruction or training work compensated under this subdivision will not reduce the regular workload as provided in Article 10, Section A, Subd. 1.

**Subd. 8. Multi-modal Course Criteria.** This subdivision shall become effective January 1, 2024.

On campus, in-person instruction at designated class times that continues throughout the duration of the course and includes one or both online modes of instruction:

1. Asynchronous online instruction and online student participation that continues throughout the duration of the course; and/or,
2. Synchronous online instruction and online participation occur simultaneously with the in-person delivery of the course and continues throughout the duration of the course.

Students may participate in any mode of delivery throughout the duration of the course. Faculty teaching multi-modal courses as defined in this paragraph shall be compensated with one credit of overload for each such course. At the university's discretion, the faculty member may instead be compensated with one additional credit of regular load for each such multi-modal course.

This subdivision is a pilot, and it and all of its terms will expire at the end of the day August 15, 2027.

**Subd. 9. Joint Task Force on Multi-modal Teaching.** The parties to this Agreement agree to convene a joint task force on assessing the effectiveness, workload, scheduling, costs, revenue, and best practices regarding multi-modal teaching assignments. The task force shall consist of up to eight members of the IFO and up to eight members from Minnesota State. This task force shall be constituted by February 1, 2024, and shall release a summary report and recommendations no later than October 1, 2026, and may make partial recommendations prior to this date. The recommendations shall be provided to the Chancellor and to the IFO. This task force shall sunset on December 31, 2026.

**Section B. Library and Media Faculty and Other Faculty Workload.** Faculty such as those involved in library/learning resources, counseling center, student teacher supervision, full-time intern supervision, and laboratory school teaching/supervision who are members of the appropriate unit shall enjoy full faculty status with all the privileges and responsibilities pertaining thereto. The workload of these faculty members shall include maintenance of professional expertise, committee assignments, research, community service and other similar professional activities.

**Subd. 1. Library and Media Faculty.** Library and Media Faculty shall be responsible for implementation of library/media services to support the mission and philosophy of each institution. Library and Media Faculty on each campus shall recommend to the Administration objectives and methods for library/media services, giving priority to providing services necessary to fulfill the educational needs of students and instructional needs of faculty. The Administration on each campus, after consultation with the library and media faculty, shall schedule the library/media services.

**Subd. 2. Counseling Center Faculty Members.** The workload of a counseling center faculty member shall include client contact hours, preparation for and evaluation of client contacts, maintenance of professional expertise, crisis intervention, and other professional activities.

**Subd. 3. Student Teacher Supervisors.** The full workload for the academic year or nine-month appointment year of supervisors of student teachers shall be determined by the President after meeting and conferring with the Association. The meet and confer session shall include consideration of faculty/student teacher ratios and travel requirements.

**Subd. 4. Exceptions.** For faculty members covered under Section B whose work involves classroom teaching or other special duties and/or projects, the Administration shall assign duties in a manner that will result in a total workload consistent with that of a faculty member whose workload does not include a teaching assignment or other special duties and/or projects.

**Section C. Excess Workload.** An excess workload may be agreed to by the faculty member and the President/designee subject to provisions of Article 12.

#### **Section D. Duty Days.**

**Subd. 1. Regular Appointments.** The duty year for faculty members with regular appointments shall consist of 168 duty days within the academic year. Resident faculty members at Metropolitan State University, the Association, and the President/designee may mutually agree to alternative duty day calendars of 168 duty days during an academic year.

Duty days shall not be scheduled on New Years Day, Martin Luther King Day, Presidents Day\*, Memorial Day, Labor Day, Indigenous Peoples Day\*, Veterans Day\*, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, and Christmas Day.

\*The President may, after meeting and conferring with the Association, designate alternate non-duty days for the observance of these days for academic units when such revisions are in the best interests of the university.

**Subd. 1.1. Nine-Month Appointments.** Beginning July 1, 2009, the duty year for all new full-time probationary, athletic, and fixed-term appointees shall be approximately nine calendar months during a Fiscal Year. For full-time faculty members, the initial Fiscal Year appointment may be less than nine months. The University may divide a nine-month appointment into no more than two distinct work periods. Faculty members who are given nine-month appointments shall be available for scheduled assignments on five days of each



week, except as otherwise provided herein. Except as provided in Subd. 2.1 of this section, the total number of assigned days in a nine-month period shall not exceed 168 duty days. Nine-month appointments need not correspond to the academic year or to any other nine-month appointment. Except as expressly provided herein, the employment status and work schedule of faculty members who are initially appointed to a nine-month appointment shall not be governed by Subd. 1 of this section. Faculty members hired pursuant to this subdivision shall be referred to as nine-month faculty.

Nine-month faculty shall have the same start and end dates for not less than two successive duty years; provided that a nine-month faculty member's start and end dates may vary by not more than 10 days between appointment years. Nine-month faculty shall receive not less than six months notice of a change in the work schedule of any ensuing two year period. The scheduling of nine-month appointments shall be per Article 20, Section A, Subd. 3.

Nine-month faculty members shall not be scheduled for work on holidays as described in Subd. 1 of this section or on Juneteenth (June 19<sup>th</sup>) and Independence Day (July 4<sup>th</sup>).

A faculty member who chooses to renegotiate the faculty member's salary for an athletic appointment that commences on or after July 1, 2009 shall become a nine-month faculty member.

**Subd. 1.2. Current Faculty.** Faculty members with regular appointments of 168 duty days within the academic year may request to become nine-month faculty. Such request may be granted by agreement with the University and the local Faculty Association. Current faculty who become nine-month faculty may return to a regular appointment with the agreement of the local Faculty Association and the Administration.

**Subd. 1.3. Payment of Salary.** The university may require salary payments to full-time nine-month faculty to be paid in equal increments over a 12 month period.

**Subd. 2. Extended Appointments.** Faculty members appointed to a duty year which exceeds the 168 duty days as provided in Subd. 1 of this section shall receive a pro rata salary adjustment. The number of such extended duty days shall be set annually by mutual consent of the faculty member and the Administration normally in conjunction with the issuance of appointments for the next Fiscal Year. The scheduling of extra duty days shall be determined in consultation with the faculty member consistent with the needs of the university. Extra duty days may be scheduled on the days indicated in Subd. 1 and on Juneteenth (June 19<sup>th</sup>) and Independence Day (July 4<sup>th</sup>).

**Subd. 2.1. Extended Appointments for Nine-Month Faculty.** By mutual agreement of the university and individual nine-month faculty members, faculty appointments may be extended in half month increments. The number of additional assigned duty days shall increase proportionately. Extended appointments for nine-month faculty may also be extended pursuant to Subd. 2 of this section.

**Subd. 3. Limited Appointments.** Limited implies a reduced workload during the whole of the academic year or nine-month appointment year, or a full or reduced workload during portions of the academic year or nine-month appointment year.

- a. **Reduced Appointments.** Reduced appointments, pursuant to Minnesota Statutes §§ 354.66, and 354B.31 regarding part-time employment, may be granted by the President to those faculty members who meet statutory eligibility criteria.

A faculty member on a reduced appointment shall be reinstated to full-time duties upon the faculty member's request, provided the request is made to the President not later than February 1 of the previous year.

- b. **Part-time faculty members with an appointment other than (1) those covered in (a) above, or (2) an adjunct appointment, shall receive salary on a pro rata basis, and shall be eligible for fringe benefits as listed elsewhere in this Agreement.**

**Section E. Academic Calendar.** The academic calendar of each university shall be established by the President. Prior to establishing or making changes in the calendar, the President/designee shall afford opportunity to meet and confer with the Association.

**Section F. Delegate Assembly.** Delegates to the IFO Delegate Assembly shall be released with pay one day for each Assembly meeting.

**Section G. Athletic Directors, Coaches, and Trainers.** This section shall determine workload and compensation for those faculty members whose workload includes intercollegiate athletic coaching. For purposes of this section, an intercollegiate sport shall be defined as a sport that is recognized by the university as having varsity status and whose teams engage in competition with similar teams at other institutions.

**Subd. 1.** Nothing in this Agreement shall be interpreted as requiring that the university offer any particular sport.

**Subd. 2. Workload.** Head coaches will be offered a minimum appointment of not less than .25 FTE for coaching an intercollegiate sport.

**Subd. 3. Initial Appointments.**

- a. Head coaches shall, at the option of the President, be offered either a nine-month athletic appointment of three to ten years duration, an annual athletic appointment governed by Subd. 12 of this section, or a probationary appointment.
- b. Assistant coaches may be offered an athletic appointment of up to three years duration or an annual athletic appointment governed by Subd. 12 of this section.
- c. Nothing in this Agreement shall preclude the award of a fixed-term contract consisting primarily of coaching and/or athletic related duties.

**Subd. 4. Compensation.**

- a. Individuals hired solely for the purpose of coaching may be compensated at the adjunct faculty rate for the percentage of a full-time workload assigned.
- b. Head coaches may renegotiate their salaries each time they enter into a renewed nine-month or annual athletic appointment.
- c. Coaches with nine-month athletic appointments may receive a salary supplement not to exceed \$160,000 to compensate the coach for activities that exceed the expected work load for a nine-month or academic year appointment, and/or to permit a university to match market salaries for such coaching positions. A salary supplement under this paragraph, if any, shall not be less than the sum of the duty day pay for the assigned extra duty days.
- d. When a head coach who is being paid a salary from the salary schedule set out in Article 11, Section S, is renewed, the coach's nine-month base salary will not be reduced.
- e. Bonus Pay. A university may establish a bonus pay schedule to pay Division I Head Coaches for winning a championship, qualifying for the final four of a national championship, qualifying for a national championship final game, and/or winning a national championship. If a bonus pay schedule is established, it will provide the same bonus amounts for the same accomplishments for the head coaches of the Men's and Women's teams of the same sports. Aggregate bonus pay for any head coach in a Fiscal Year must not exceed 15 percent of step 45 of the salary schedule.
- f. Subject to the maximum salary supplement permitted, salary supplements provided in this subdivision will be increased by the same percent of across-the-board schedule enhancements and step increases in the corresponding Fiscal Year.

**Subd. 5. [RESERVED].**

**Subd. 6. [RESERVED].**

**Subd. 7. Extended Duty Days.** The President shall offer extended duty day contracts to head coaches, assistant coaches and athletic trainers employed on a nine-month appointment who are required by the President/designee to hold practice before the commencement of the academic year, to hold post-season practice and/or engage in post-season competition on non-duty days, and/or to engage in recruitment, fund raising, administrative, and other activities related to their coaching assignment on non-duty days during the academic year. Prior approval is required.

**Subd. 8. Evaluation and Renewal of Nine-Month Athletic Appointments.** Head coaches shall be evaluated yearly under Article 22. Such evaluations shall be completed by the Athletic Director/designee pursuant to the local evaluation schedule. Evaluations shall include consideration of total allocated funding relative to conference competitors.

**Subd. 9. Renewal and Extension of Nine-Month Athletic Appointments.**

- a. Those head coaches being renewed for a subsequent nine-month athletic appointment shall be offered a nine-month athletic appointment of three to ten years duration at the discretion of the President. The option of renewing a head coach for two years, however, may be exercised once during a coach's employment with a state university.
- b. A nine-month athletic appointment may be extended at any time by agreement of the President/designee and the coach. Extensions for head coaches shall not result in an appointment that exceeds ten years. Extensions for assistant coaches shall be consistent with Subd. 11 of this section. Salaries may be renegotiated when an extension is agreed to.
- c. Those coaches not being renewed beyond either their initial nine-month athletic appointment or a subsequent nine-month athletic appointment shall be given a notice of the non-renewal not later than 20 days following the end of the relevant athletic team's final scheduled competition, including post-season play for that team.

**Subd. 10. Vacancies.** When new head coaching or assistant coaching positions are created or faculty vacancies exist, such positions shall be advertised in accordance with Article 21. Prior to making an appointment, the President/designee shall involve the appropriate department(s) in evaluating the academic credentials of the candidate and in making a recommendation to the President/designee concerning the candidate for the vacancy.

**Subd. 11. Assistant Coaches.** Assistant coaches may receive nine-month athletic appointments for up to 10 years at a time. No compensation beyond the agreed term of appointment shall be offered.

**Subd. 12. Annual Appointments.** Notwithstanding any other provision in this Agreement, faculty whose primary assignment consists of coaching, and/or athletics related duties, may be employed pursuant to an annual appointment as provided in this subdivision. Such faculty are referred to as "coaches" or "head coaches," as their duties indicate, in the remainder of this subdivision. The compensation provisions in this subdivision are the exclusive methods of compensating coaches appointed to an annual appointment under this subdivision. Faculty employed as coaches at the university may be placed on an annual appointment if the coach agrees to the annual appointment.

- a. **Duty Year.** Annual appointments will consist of a 12 month, salaried, duty-year, starting July 1st and ending June 30th and run concurrently with the Fiscal Year. Except as explicitly provided in this subdivision, annual appointments are not subject to the provisions of Article 10, Section D. Initial appointments begin on the first day of employment and run through June 30th. Coaches with annual appointments shall receive holidays as provided in Section D, Subd. 1 and shall additionally receive Juneteenth and Independence Day (July 4th) as holidays.

- b. Salaries.** Coaches with annual appointments under this subdivision are salaried faculty members who are paid an annual salary that corresponds to a step on the salary schedule. Salaries will be adjusted on a pro rata basis for part-time coaches. Except for coaches of Division I sports, salaries for coaches on an annual appointment may not exceed the top step of the salary schedule set forth in Article 11. Salaries for Division I coaches may not exceed the salary range provided for the Chancellor of the Minnesota State Colleges and Universities. Salaries may be renegotiated for each new annual appointment, except that annual salaries corresponding to a step on the salary schedule will not be reduced for the new annual appointment.

Compensation for non-coaching duties will be included within the annual salary, except for the following:

1. Coaches with annual appointments may be paid additional compensation for teaching assignments not part of the body of work of the annual appointment as overload per Article 12, Section B, Subd. 1.
  2. A coach with an annual appointment who has been appointed as a chair of the Athletic department may receive additional compensation paid as cash in lieu of reassigned time and/or extra duty days for their chair assignment.
- c. Division I Bonuses.** The salary bonus provision provided in Subd. 4e of this section is applicable to Division I coaches employed pursuant to an annual appointment.
- d. Salary Supplement.** Universities may pay a salary supplement to coaches for work related to offering summer camps. A salary supplement under this paragraph may not exceed \$25,000 per summer.
- e. Emergency/Personal Leave.** During the course of an annual appointment, coaches will be permitted to take one additional day (non-cumulative) of Emergency/Personal Leave per Fiscal Year in addition to the leave provided for in Article 17, Section E.
- f. Unscheduled Time.** Coaches given annual appointments will have not less than five weeks of unscheduled time without loss of pay, in the course of the Fiscal Year. Up to six additional weeks of unscheduled time may be assigned by the university. Unscheduled time will not carry over from year to year. The university may require the coach to take unscheduled time during academic breaks scheduled during the academic year. Any remaining unscheduled time will be scheduled by mutual agreement between the coach and the immediate supervisor.
- g. Initial and Subsequent Appointments.**
1. **Head Coaches.** A university may offer head coaches an initial multiyear annual appointment of not less than three and not more than ten Fiscal Years in length. Multiyear annual appointments may be renewed at the end of the stated term.

A head coach being renewed for a subsequent annual appointment shall be offered a multiyear annual appointment of not less than three and not more than ten Fiscal Years in length. An option to offer a head coach a two-year annual appointment may be exercised once during a coach's employment with a state university.

**2. Assistant Coaches.** A university may offer assistant coaches a one-year annual appointment or multiyear annual appointment up to 10 Fiscal Years in length. An assistant coach may be renewed for a subsequent one year or multiyear annual appointment of up to ten Fiscal Years.

**h. Renewal and Ending of Appointment.** Unless provided written notice of non-renewal, coaches on annual appointments will be re-employed for the following Fiscal Year. Coaches not being renewed beyond their initial or subsequent annual appointment shall be given a notice of the non-renewal not later than 20 days following the end of the relevant athletic team's final scheduled competition, including post-season play for that team.

**i. Evaluation.** Coaches on annual appointments will follow the Article 22 Professional Development and Evaluation process. Such evaluations shall be completed by the Athletic Director/designee pursuant to the local evaluation schedule. Evaluations shall include consideration of total allocated funding relative to conference competitors.

Article 10, Section G, Subd. 12 will sunset on June 30, 2027. Multiyear appointments scheduled to end after June 30, 2027, will continue until the end of the stated term.

**Subd. 13. Termination of Intercollegiate Sports.** In the event a university terminates an intercollegiate sport, affected coaches may be laid off nine months after being notified of termination of the intercollegiate sport. Coaches who are laid off as provided in this subdivision who have completed six years of service at the university as a faculty member are eligible for severance pay pursuant to Article 16, Section A. Coaches who are laid off as provided in this subdivision are eligible for tuition waiver extension as provided for retrenched faculty per Article 27, Section I. Coaches who are laid off as provided in this subdivision who have three or more years of continuous service and receive an Employer Contribution toward the cost of health insurance coverage in the Group Insurance Program shall remain eligible for an Employer Contribution and all other benefits provided in Article 35 for 12 consecutive months from the date of the layoff per Article 35, Section C, Subd. 3.a. After the 12 months of Employer paid insurance benefits expire, the laid off coach shall have the right to continue at the coach's own expense insurance benefits at the group rate as provided in the Continuation of Coverage provisions in Article 35, Section C, Subd. 3a.

## **Section H. Performing Arts Productions.**

**Subd. 1. Reassigned Time.** Each faculty member having responsibility for production of a play and/or directing three or more students in a performing arts production shall receive appropriate reassignment time for each semester, in which the faculty member fulfills such a responsibility.

**Subd. 2. Compensation.** In those cases where the President finds that curricular requirements prevent creating a percentage of full-time workload for theater production activities and/or directing a performing arts production, the President may authorize compensation in accordance with Article 12.

### **Section I. Forensics.**

**Subd. 1. Reassigned Time.** Each faculty member who coaches students for intercollegiate forensics competition shall receive at least two credits reassignment time for each semester, in which the faculty member fulfills such responsibility.

**Subd. 2. Compensation.** In those cases where the President finds that curricular requirements prevent creating a percentage of full-time workload for coaching forensics, the President may authorize compensation in accordance with Article 12.

### **Section J. Metropolitan State University Community Faculty.**

**Subd. 1. Definitions.** Community Faculty. Community faculty shall be those faculty employed at Metropolitan State University other than fixed-term, probationary, or tenured faculty employed at Metropolitan State University, who perform a range of academic duties including but not limited to teaching, and who are in the bargaining unit and meet the requirements of Minnesota Statute §179A.03, Subd. 14. In addition to the provisions of this section, Section J, Metropolitan State University community faculty, unless noted otherwise in this Agreement, shall be eligible for all benefits provided to faculty holding adjunct appointments.

**Subd. 2. Workload.** Workload for community faculty shall be no more than 12 credits per academic year.

#### **Subd. 3. Salaries.**

- a. Community faculty members shall be compensated for teaching courses at no less than adjunct rate in Article 11 of the MnSCU/IFO Agreement.
- b. Community faculty course instruction payments will begin within one month of the starting date of courses.
- c. The following minimum compensation rates for non-class instruction duties will be in effect:

<b>Internship Supervision</b>	<b>\$41.25 per credit per student</b>
<b>Faculty-designed IS</b>	<b>\$30 per credit per student</b>
<b>Student-designed IS</b>	<b>\$37.50 per credit per student</b>
<b>Assessment of Prior Learning</b>	<b>\$50 per credit</b>
<b>Consultation</b>	<b>\$20 per consultation</b>
<b>Teaching Workshops</b>	
<b>3-5 hours</b>	<b>\$15 per student</b>
<b>5+ hours</b>	<b>\$22 per student</b>
<b>Other</b>	<b>Subject to meet and confer</b>

**Subd. 4. Professional Improvement.**

- a. Professional development and training opportunities shall be provided by the university to community faculty.
- b. Professional Improvement Funds of not less than \$68,000 in FY 2023, and beginning in FY 2025, not less than \$75,000 per fiscal year shall be available to community faculty for improving professional competence related to their assignments at Metropolitan State University. A community faculty member is eligible to receive such funds during any Fiscal Year in which the faculty member is assigned by the university to work more than three credits or to teach more than one course. Community faculty may seek these funds to support the development of newly assigned courses, and to pay for costs incurred when taking courses for professional development.

Meal reimbursements that are paid with Professional Improvement Funds awarded under this subdivision will be reimbursed at 1.25 times the rate provided in the State of Minnesota Managerial Plan.

- c. The President, after meeting and conferring with the Association, shall establish procedures and criteria for application and awarding of funds to community faculty. Beginning July 1, 2022, such procedures and criteria shall include a priority for professional improvement funds focused on equity and inclusion and/or the elimination of education equity gaps. Awards shall be made by the President.
- d. Community faculty may be included in system-wide faculty development opportunities as appropriate.

**Subd. 5. Department and Program Involvement.** For purposes of discussions related to issues included in Article 20, Section A, Subd. 3, community faculty shall be represented in colleges, departments or programs. Representation of community faculty shall be subject to mutual agreement between the President/designee and the Association. Community faculty may participate in all of their college and departmental meetings, consistent with the requirements of Article 20.



**Subd. 6. Appointment.**

- a.** The Dean/designee shall consult with the department or program resident faculty concerning the need for hiring and reappointing community faculty. The department or program resident faculty shall be responsible for evaluating the academic credentials of the candidates and for making recommendations to the President/designee. Community faculty shall report achievements to the Dean at the end of each evaluation cycle as required by Article 22. This report may be used in reappointment recommendations and decisions.
- b.** Assignments shall be communicated to the community faculty as early as possible, normally by July 1.
- c.** Community faculty who have taught 10 or more semesters shall be assigned the rank of Senior Community Faculty.

**Subd. 7. Benefits.** Benefits will be determined based on the eligibility criteria set forth in Article 35.

**ARTICLE 11  
Salaries**

**Section A. Returning Faculty.**

**Subd. 1.** Salaries of tenured, probationary, fixed-term, and non-tenure track faculty members covered by this Agreement shall be at the rates set forth below on the salary schedule as full-time nine-month (168 days) base salaries.

**Subd. 2.** Faculty members who were in the bargaining unit in FY 2023 and who return in FY 2024 shall move to the same numerical step on the FY 2024 salary schedule and then advance one step on the FY 2025 salary schedule as described in Subd. 4 of this section.

**Subd. 3.** Effective July 1, 2024, faculty members who were in the bargaining unit in FY 2024 and who return in FY 2025 shall move to the same numerical step on the FY 2025 salary schedule and then advance one step on the FY 2025 salary schedule as described in Subd. 4 of this section.

**Subd. 4.** After receiving step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, and career steps provided for in Section K of this Article, faculty shall receive returning step advancements, if any, provided in this section.

## **Section B. Promoted Faculty.**

**Subd. 1.** Faculty members who are promoted to the next higher rank shall advance two steps on the salary schedule. The step movement provided for in this subdivision shall be implemented prior to the implementation of the minimum step placement provided for in Section L of this Article, and shall be in addition to the step movement provided in Section A, if any.

**Subd. 2.** Promotions shall be effective with the start of the Fiscal Year following the President's decision to promote.

## **Section C. Faculty Who Provide Early Notice of Retirement.**

**Subd. 1.** Commencing July 1, 2020, faculty members who elect to retire with at least 15 years of service in the Minnesota State Universities and who are at least 55 shall have their salary placement increased by two additional steps on the salary schedule established in this Agreement in the final two semesters of employment. To receive this benefit the affected faculty member must submit a written letter of retirement by October 15 if retirement will occur no earlier than the end of the following spring semester but no later than the day prior to the beginning of the subsequent fall semester or by January 15 if retirement will occur at the end of the subsequent fall semester. Faculty who cannot receive the early notification of retirement steps provided for in this section because they are on the top step of the salary schedule shall receive a one-time payment of \$4,800 (pro-rated by FTE) in lieu of the step increase provided for in this section. Instructors who cannot receive the early notification of retirement steps provided for in this section because they are at the maximum salary allowed on the salary schedule shall receive a one-time payment of \$1,490 (pro-rated by FTE) in lieu of the step increase provided for in this section. For faculty members on a nine-month appointment outside of the academic year, notice of retirement must be given not later than the sixtieth calendar day after the commencement of the final nine-month appointment.

**Subd. 2.** The additional two step increase provided for in this section for early notice of retirement shall be implemented following the step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, returning step advancements provided for in Section A, and any step adjustments resulting from a salary equity review provided for in Section I of this Article.

## **Section D. New Faculty Assignment and Placement.**

**Subd. 1.** New faculty hired during the term of this Agreement shall be assigned to an appropriate rank in accordance with Article 21, Section D.

**Subd. 2.** New faculty members beginning employment shall be placed on a step on the applicable salary schedule at the salary, which is nearest to, but not less than, the salary offered on appointment.

**Subd. 3.** After implementation of Subdivisions 1-2 of this section and subject to the minimum step placements, new faculty members shall be deemed to have been placed upon the appropriate step, and no further step placement movement or calculations shall be made.

#### **Section E. Service at the Top of the Schedule.**

Effective July 1, 2020, all faculty who have been at the maximum salary allowed on the salary schedule for five consecutive years, without a salary adjustment, shall receive the equivalent of a two step (approximately a 4.85%) salary adjustment in the next year. Partial years of service at the maximum salary allowed on the salary schedule and years in which the maximum salary allowed on the salary schedule is changed shall not be counted toward the calculation of the five year period.

**Section F. Death in Service.** If a faculty member who meets the eligibility requirements for Employer-paid insurance benefits dies after the faculty member's first duty day of employment, but before employee insurance coverage becomes effective, the unpaid balance of the faculty member's annual salary shall be paid to the faculty member's spouse/domestic partner or children. Payment of this sum to the domestic partner of the faculty member is contingent on the faculty member previously having identified the domestic partner to the university in writing as a domestic partner or emergency contact. In the event of multiple potential recipients, the university can satisfy its obligation by paying the appropriate sum to the estate of the deceased faculty member.

#### **Section G. Health and Dental Premium and Expense Accounts, HRA and HCSP.**

**Subd. 1.** The Employer agrees to provide insurance-eligible employees with the option to pay for the employee portion of health and dental premiums on a pre-tax basis as permitted by law or regulation. Additionally, the Employer agrees to allow eligible employees to participate in a medical and dental expense reimbursement program to cover allowable expenses on a pre-tax basis as permitted by law or regulation and to the extent this program is offered by and within the parameters set by Minnesota Management and Budget, including the minimum and maximum amount of salary reduction contributions.

**Subd. 2.** Effective January 1, 2024, the Employer shall make a lump-sum contribution of \$1,000 to a Health Reimbursement Arrangement (HRA) account at the beginning of each calendar year on behalf of each faculty member eligible to participate in the HRA Plan as provided in the written HRA Plan document. Expenses arising from the implementation and administration of the HRA Plan shall be paid by the Employer. Upon written notice to the Director of Human Resources of the State University, or to the System Director for Employee Benefits and Compensation, a faculty member eligible to receive an HRA may elect not to receive the benefit.

**Subd. 3.** Effective January 1, 2024, at the beginning of January each year, the Employer will make a \$1,000 contribution to a post-employment Health Care Savings Plan (HCSP) on behalf of all faculty members who are a) employed in the bargaining unit at that time and b) are receiving a full or partial Employer contribution toward the State Employee Group Insurance Program. Employees who received or elect not to receive an HRA contribution as described

in Subd. 2, shall not be eligible for the HCSP contribution in the same calendar year. Faculty members who are on an FMLA or USERRA qualifying leave at the beginning of January but who would otherwise satisfy the eligibility criteria will be deemed eligible for the Employer contribution to an HCSP.

**Section H. Dependent Care Expense Account.** The Employer agrees to provide insurance-eligible faculty members with the option to participate in a dependent care reimbursement program for work-related dependent care expenses on a pre-tax basis as permitted by law or regulation.

### **Section I. Salary Equity.**

**Subd. 1.** The Salary Review Committee (“SRC”) shall be continued for the life of this Agreement. The SRC may propose to both the IFO and Minnesota State procedures and processes, which will reduce the likelihood of inequitable salaries. The SRC will annually review the salaries of new hires, and may recommend an adjusted step placement based on the then current salary schedule.

**Subd. 2.** Faculty members who are promoted after July 1, 2007, will be assessed by the university using the then current procedures applicable to a new hire in the same department or program at the new rank to which the faculty member has been promoted. Salary assessments will be conducted following the step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, and returning step advancements provided for in Section A of this Article. Based on this assessment, the faculty member’s salary will be increased additional steps, if necessary, so that the promoted faculty member’s salary is consistent with a salary that would be paid to a similarly situated new hire. The step movement provided in this subdivision is in addition to the step movement provided for in Section B of this Article. The university shall provide the faculty member, the System Office and the IFO with written notice of a salary review upon promotion. The notice shall indicate whether or not the faculty member’s salary will be increased additional steps, the basis for the decision, and the new salary to be paid.

**Subd. 3.** A faculty member who submits proof of completion of a terminal degree (e.g., a certified transcript) from an accredited institution in their primary assignment area will have their salary re-assessed by the university using the current procedures applicable to a new hire in the same department or program in which the faculty member is currently assigned. Proof of degree completion must be submitted to the university human resources office. Salary assessments will be conducted following the step advancements for promotion provided for in Section B, the minimum step placement provided for in Section L, career steps provided for in Section K, and returning step advancements provided for in Section A of this Article. Based on this reassessment, the faculty member’s salary will be increased additional steps, if necessary, so that the faculty member’s salary is consistent with a salary that would be paid to a similarly situated new hire. Salary increases will be implemented at the commencement of the current nine-month appointment, as indicated on the appointment form, if the terminal degree is awarded before October 1<sup>st</sup>, and at the commencement of the subsequent nine-month appointment, if the terminal degree is awarded on or after October 1<sup>st</sup>. Normally, salary adjustments will not be retroactive to a Fiscal Year prior to the year in which proof of completion is submitted. The university shall provide the faculty member, the System Office

and the IFO with written notice of a salary review upon completion of a terminal degree. The notice shall indicate whether or not the faculty member's salary will be increased additional steps, the basis for the decision, and the new salary to be paid.

**Subd. 4.** Decisions made pursuant to Subdivisions 2 and/or 3 of this section will be submitted for review to the SRC. The SRC will issue its recommendation, if any, to the university regarding the appropriate number of steps to be awarded to the faculty member under Subdivisions 2 and/or 3 of this section. The university shall implement the recommendation of the SRC. The procedures described in this subdivision are the exclusive remedy for disputes concerning salary decisions under Subdivisions 2 and 3 of this section and such decisions shall not be subject to the grievance procedure.

**Subd. 5.** The SRC will complete a new analysis of the salaries of all faculty every five years in order to update and/or modify data and relevant criteria and recommend adjustments. Appeals from denials of adjustment shall be considered within the time frame established by the committee.

**Section J. Part-Time Faculty Placement on Salary Schedule.** All part-time faculty other than those faculty members having adjunct or community faculty appointments shall be placed upon the salary schedule and paid on a pro rata basis for the entire academic year or nine-month appointment year during which said amount of service is rendered. If any part-time faculty member who teaches more than 12 semester credits in any one academic year were paid less than pro rata for any semesters, during said academic year by virtue of having received an adjunct or community faculty appointment(s), the university shall, as soon as practicable after learning that the faculty member will teach more than 12 semester credits during a single academic year, supplement the faculty member's salary such that the faculty member receives full pro rata pay for the entire academic year or nine-month appointment year.

**Section K. Career Steps.** Starting July 1, 2018, all faculty members who have completed 10, 17, or 25 years of service shall receive two additional steps on the salary schedule at the beginning of their eleventh, eighteenth, or twenty-sixth year of service respectively.

Years of service shall be counted as of the end of the academic year.

Beginning Fiscal Year 2019, career steps shall be implemented following the step advancements for promotion provided for in Section B and the minimum step placement provided for in Section L of this Article, at the start of the Fiscal Year that corresponds to the faculty member's eleventh, eighteenth or twenty-sixth years of service, as applicable.

The seniority roster shall be used to determine years of service. Administrators who return to the bargaining unit shall have the years served as an administrator included in the years of service for purposes of this section only. (See Appendix I)

## **Section L. Minimum and Maximum Salary Placement.**

Effective July 1, 2020, and after returning faculty have been placed on the salary schedule as described in Section A, Subd. 2 of this Article, and after receiving the step advancements for promotion provided for in Section B of this Article, the minimum step for an Assistant Professor is step 12, the minimum step for an Associate Professor is step 17, and the minimum step for a Professor is step 24. Effective July 1, 2023, the maximum salary allowed for an Instructor is step 22.

## **Section M. Adjunct and Community Faculty.**

**Subd. 1. Minimum Compensation.** Effective fall semester 2023, the minimum salary of adjunct and community faculty members covered by this Agreement is \$1,727 per credit. Effective fall semester 2024, the minimum salary of adjunct and community faculty members covered by this Agreement is \$1,819 per credit.

**Subd. 2. Non-Exempt Faculty.** For certain adjunct and community faculty whose FLSA status is non-exempt due to work assignments with the State of Minnesota not covered by this Agreement, the university may pay a reasonable hourly rate of pay for credit generating work, provided that the aggregate pay for each credit hour of instruction is not less than the rate provided in Subd. 1 of this section.

**Subd. 3.** Adjunct and community faculty may be assigned to participate in safety and/or policy training. Additionally, the university may designate professional development opportunities as pay eligible. When adjunct and community faculty participate in assigned activities or such pay-eligible professional development opportunities they will be provided a stipend of not less than \$100 per day. Additional compensation for participating in such activities may be established by the President after meeting and conferring with the Association.

## **Section N. University Scholars.**

**Subd. 1.** A faculty member, who has demonstrated outstanding teaching, service or scholarship in three successive years, as judged by the faculty member's department and immediate supervisor per Article 22, shall be eligible to be appointed as a University Scholar. University Scholars shall be determined solely by the exercise of Presidential discretion. No more than 5% of the university's complement of faculty members and no more than the larger of 10% or one faculty member in any department may be University Scholars at a given time. A faculty member can serve successive appointments as a University Scholar.

**Subd. 2.** The selection of University Scholars will be based on one or more of the following factors:

- number and quality of scholarly publications;
- creativity and/or recognition in artistic works;
- progress in establishing or developing a research program;
- high level of instructional effectiveness;
- other scholarly activity performed at an exemplary level.

In selecting University Scholars, the President may consider a variety of sources of evidence of outstanding teaching, service or scholarship, including but not limited to, scholarly publications, coverage in local and/or national media, unsolicited recognition by local or national service or professional organizations or agencies, professional development reports, departmental evaluations/recommendations, and assessments by supervisors.

**Subd. 3.** A faculty member who is appointed as a University Scholar shall receive a one time lump sum payment of up to \$6,000 in each year as University Scholar, as determined by the President.

**Section O. Endowed Chairs.** Beginning July 1, 2007, after meeting and conferring with the Association, a President may institute standards and procedures for the establishment of an endowed chair position at the university and the selection of a faculty member to fill such positions. The funding to support an endowed chair position must come from sources other than tuition, fees or the legislative appropriation to the Minnesota State Colleges and Universities, or proceeds from the same.

**Subd. 1.** A faculty member who is selected to serve in an endowed chair position may serve in such position for the period of time specified by the President. A faculty member's period of service in an endowed chair position may be terminated at any time by the President. Upon completion of a faculty member's period of service in an endowed chair position, the faculty member shall return to the faculty member's prior employment status including salary at the university, if any. If immediately preceding the faculty member's appointment as an endowed chair, a faculty member was not employed at the university in a position of continuing status, the faculty member's employment shall terminate upon completion of service as an endowed chair.

**Subd. 2.** The salary for a faculty member selected to serve in an endowed chair position shall meet or exceed the minimum salary for a full Professor. A salary set under this section must be in accord with the other compensation provisions in this Agreement. Service in an endowed chair position shall not be understood to be equivalent to service as a department chair as described in Article 20.

## **Section P. Grants and External Contracts.**

**Subd. 1. Modification of Pay.** For faculty member(s) who participate as an investigator or a consultant on a grant, or the individual(s) primarily responsible for the administration or implementation of a contract between the university and an external third-party, the faculty member's rate of pay may be modified as follows:

- a.** The regular duty day rate of pay may be supplemented for a specified period of time;
- b.** If permitted by the grant or external third-party contract, a salary supplement may be paid for related duties performed by non-adjunct faculty during academic breaks. The salary supplement provided in this paragraph may be in addition to or in lieu of other forms of compensation available under the terms of this Agreement.

All such modifications of a faculty member's salary require the agreement of the affected faculty member.

**Subd. 2. Consistency.** All additional compensation and/or reimbursement provided for in this section shall be consistent with the applicable grant or external contract.

**Subd. 3. Notice to the Association.** The Administration shall provide the Association with timely notice of all changes made to faculty compensation pursuant to this section.

**Subd. 4. Adjuncts.** To the extent that an adjunct/community faculty member is assigned work funded by a grant or an external third-party contract, the adjunct/community faculty member shall be compensated with credits. Such work shall not count against the cap on adjunct/community faculty workloads provided elsewhere in this Agreement.

**Section Q. Counter-Offers.** The parties recognize that a university may from time-to-time deem it necessary to adjust the base salary of a current probationary or tenured faculty member who has provided proof that the faculty member has been offered prospective employment at another accredited four-year college or university, not part of the Minnesota State system at a higher salary.

If such an adjustment is made, it will be implemented by moving the base salary of the affected faculty member to another step on the salary schedule. The maximum adjustment per counter-offer shall not exceed six steps. If the university implements such an adjustment, it shall promptly provide written notice to the Local Association. A faculty member is limited to two such adjustments pursuant to this section throughout their entire employment with Minnesota State Universities. Faculty members whose salaries are adjusted as provided in this section will be excluded from any salary study, or as a point of comparison for the purpose of evaluating or setting the salaries paid to other faculty members, except that the Salary Review Committee may choose to include such faculty for these purposes.

**Section R. Orientation.** Newly hired probationary and fixed-term faculty will be assigned to new faculty orientation prior to the start of their first semester. Adjunct and community faculty will be offered the opportunity to participate in new faculty orientation.

Newly hired probationary and fixed-term faculty shall receive one extra duty day for participation in new faculty orientation. Adjunct and community faculty shall receive a stipend of not less than \$100 for participation in new faculty orientation.

Faculty will receive only one extra duty day or one stipend for orientation per faculty member per university under this section.



**Section S. Salary Schedule**

<b><u>Fiscal Year 2024 Salary Schedule</u></b>			
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
1	47,983	29	93,123
2	49,132	30	95,353
3	50,309	31	97,639
4	51,514	32	99,978
5	52,749	33	102,375
6	54,015	34	104,827
7	55,308	35	107,342
8	56,634	36	109,911
9	57,992	37	112,547
10	59,380	38	115,243
11	60,804	39	118,003
12*	62,260	40	120,833
13	63,752	41	123,727
14	65,280	42	126,696
15	66,844	43	129,728
16	68,447	44	132,837
17 <sup>+</sup>	70,086	45	136,022
18	71,767	46	139,283
19	73,485	47	142,624
20	75,246	48	146,042
21	77,052	49	149,541
22 <sup>#</sup>	78,897	50	153,124
23	80,786	51	156,795
24 <sup>~</sup>	82,725	52	160,559
25	84,705	53	164,412
26	86,735	54	168,358
27	88,815	55	172,398
28	90,942	56	176,536
* Minimum step for an Assistant Professor			
+ Minimum step for an Associate Professor			
# Maximum salary for an Instructor			
~ Minimum step for a Professor			

<b><u>Fiscal Year 2025 Salary Schedule</u></b>			
<u>Step</u>	<u>Salary</u>	<u>Step</u>	<u>Salary</u>
1	49,374	30	98,118
2	50,556	31	100,471
3	51,767	32	102,878
4	53,008	33	105,344
5	54,279	34	107,867
6	55,581	35	110,455
7	56,912	36	113,098
8	58,276	37	115,811
9	59,674	38	118,585
10	61,102	39	121,425
11	62,568	40	124,337
12*	64,066	41	127,315
13	65,601	42	130,370
14	67,173	43	133,490
15	68,782	44	136,690
16	70,432	45	139,967
17 <sup>+</sup>	72,118	46	143,322
18	73,848	47	146,760
19	75,617	48	150,277
20	77,428	49	153,878
21	79,286	50	157,565
22 <sup>#</sup>	81,185	51	161,342
23	83,129	52	165,215
24 <sup>~</sup>	85,124	53	169,180
25	87,161	54	173,240
26	89,250	55	177,398
27	91,390	56	181,656
28	93,580	57	186,015
29	95,824		
* Minimum step for an Assistant Professor			
+ Minimum step for an Associate Professor			
# Maximum salary for an Instructor			
~ Minimum step for a Professor			

**ARTICLE 12**  
**Overload Pay and Non-Instructional Activities**

**Section A. Definition.** An overload shall be defined as a specific assignment, acceptable to the faculty member and approved by the President/designee, occurring within a faculty member's period of appointment, which is in excess of the faculty member's workload as defined in Article 10 and in Article 13, Section A.

**Section B. Compensation.**

**Subd. 1. Instruction.** Overload compensation shall be granted to faculty members for approved assignments involving the teaching of courses, workshops, seminars, and institutes in addition to the workload as defined in Article 10. Such overload compensation shall be at the rate of two and one quarter percent (2.25%) of the faculty member's nine-month base salary, but not less than the minimum adjunct rate set forth in Article 11 for each semester credit hour. However, pro rata reductions in this rate of compensation may be implemented by the President/designee when there is less than full student enrollment in a self-supporting course, workshop, seminar, or institute.

**Subd. 2. Metropolitan State University Resident Faculty Instruction.** Overload compensation for teaching courses shall be granted to resident faculty consistent with the provisions of Subd. 1. above. A resident faculty member who accepts other overload assignments, including, but not limited to, theory seminars and faculty designed independent studies, with prior approval of the President/designee, shall be compensated at the rate established for community faculty in Article 10, Section J, Subd. 3 c. With the consent of the President/designee, a course or alternative teaching strategy may be considered overload: (1) if the course or alternative teaching strategy is above and beyond the teaching responsibilities described in Article 10, Workload, Section A, Subd. 1 e; or (2) if the President/designee finds it appropriate.

**Subd. 3. Non-instructional Activities.** For non-instructional activities, overload compensation shall be computed on the basis of the faculty member's base duty day rate for a specified number of duty days. The nature of the assignment and the number of days shall be subject to mutual agreement between the faculty member and the President/designee.

**Section C. Application.** This Article shall apply to Article 10, Section A, Subd. 1, and to Article 13, Section A, only where the regularly scheduled and assigned classroom teaching workload of a teaching faculty member exceeds 14 semester credit hours per academic semester or 24 semester credit hours per academic year or nine-month appointment year. Examples of activities excluded from overload pay include but are not limited to the following: internship, independent studies, student teacher supervision, graduate thesis supervision, tutoring, studios and related kinds of individualized instruction, the pyramiding of multi-level courses, and substitution for an absent faculty member on a short-term basis.

**Section D. Limitation.** Normally, total workload including overload shall not exceed 16 credits per semester and total overload shall not exceed five credits per academic year or nine-month appointment year.

**Section E. Information.** Annually, upon request, the Employer shall provide to the Association the names of faculty members teaching overload, the number of credits of overload taught, the amount paid to each faculty member for overload, and the courses taught.

### **ARTICLE 13 Summer Sessions**

**Section A. Workload.** The total workload over summer session shall not exceed 16 credits.

The total workload for all alternative sessions shall not exceed 16 credits.

**Section B. Summer Session Defined.** Summer session shall consist of the time between the last day of spring semester and the first day of fall semester, or any portion thereof. For nine-month faculty, summer session shall mean any time during the Fiscal Year that falls outside of the faculty member's nine-month appointment year, excluding breaks within the academic year.

**Section C. Salaries.** A faculty member accepting a summer or alternative session teaching assignment shall receive two and one-quarter percent (2.25%) of the faculty member's nine-month base salary for the preceding academic year per credit hour, but not less than the minimum adjunct rate for the preceding academic year as set forth in Article 11.

**Section D. Assignment.** Procedures for assigning positions shall be reviewed and determined annually at a meet and confer session with the Association. Within each department all faculty, except the department chair, shall have equal access to summer teaching assignments, based on requirements of the curriculum and qualification of the instructor. Equal access shall not override curriculum determinations or qualifications of faculty to teach the courses offered.

### **ARTICLE 14 [RESERVED]**

### **ARTICLE 15 Retirement**

**Section A. Phased Retirement Program.**

**Subd. 1. Eligibility.** Pursuant to Minnesota Statutes §§ 354A.094, 354B.31 and 354.66 regarding part-time employment, faculty members who have reached age 55 and have 10 or more FTE years of service in the Minnesota State Universities shall be eligible for phased retirement.

**Subd. 2. Implementation.** A faculty member requesting phased retirement shall submit a request to that effect to the President by October 15 for a phased retirement that takes effect the following Fiscal Year, or by January 15 for a phased retirement involving reduced workload that takes effect spring semester of the following Fiscal Year. The length of the phased retirement period and the work schedule for the faculty member shall be mutually agreed to by the faculty member and the President. At the end of the phased retirement period the faculty member must move to full retirement. In no event shall the length of time for phased retirement exceed the number of years mutually agreed to by the President. The workload of the faculty member during the phased retirement shall be within the FTE range permitted by the applicable statutory provisions. At the time this Agreement was negotiated, those limits are not less than .30 FTE nor greater than .80 FTE. For purposes of determining compliance with the statutory FTE limits, all work performed by the faculty member during the Fiscal Year will be counted, with 24 credits, or an equivalent amount of non-instructional work, equaling 1.0 FTE. Faculty members electing phased retirement shall be entitled to all rights and benefits of full-time faculty members. If the President denies a timely request for phased retirement, the faculty member shall have 10 calendar days following the denial in order to provide notice of retirement and receive the benefits provided for in Article 11, Section C and Article 16.

**Subd. 3. Benefits.** The Employer retirement contributions necessary to accrue allowable service credit in the retirement fund during the period of part-time employment shall be paid by the Employer at the same amounts as would have been paid had the faculty member been employed full-time. Faculty members electing phased retirement shall be eligible for Employer-paid insurance benefits as if the faculty member were employed full-time. Employee contributions necessary to maintain benefits as if the faculty member were employed full-time shall be the responsibility of the employee. Commencing July 1, 2024, faculty members on a phased retirement program under this section shall accrue seniority as if the faculty member were employed on a full-time basis.

Upon completion of phased retirement, a faculty member who participates in phased retirement shall be eligible for the separation incentive in Article 16, Section D, if the age and service requirements are met. Computation of the separation incentive shall be based on the percentage decline contained therein, and the faculty member shall not under any circumstances be eligible for designation at 100% of salary.

**Subd. 4.** Faculty members participating in phased retirement shall be permitted to withdraw up to 25% of their supplemental retirement funds yearly during phased retirement by submitting a written request to the President. Withdrawal is subject to applicable state and federal laws and to conformity with State Board of Investment or other third-party provider requirements, if applicable. The faculty member and the IFO agree to indemnify and hold the university and the Employer harmless against any and all claims, suits, orders or judgments brought or issued against the Employer by a faculty member as a result of any action taken in accordance with the withdrawal of supplemental retirement funds.

**Subd. 5. Expectations.** Faculty members participating in the phased retirement program are expected to perform the full range of faculty duties, on a pro rata basis. They are subject to the professional development plans required under Article 22.

## **Section B. Annuitant Employment Program.**

**Subd. 1. Eligibility.** Pursuant to Minnesota Statutes §§ 136F.48 and 354.445, faculty members who have 10 or more years of service in the Minnesota State Universities and who have reached age 55 shall be eligible to participate in the Annuitant Employment Program.

**Subd. 2. Implementation.** A faculty member requesting participation in the Annuitant Employment Program shall submit a request to that effect to the President by October 15 for participation that begins the following Fiscal Year, or by January 15 for a reduced workload that begins spring semester of the following Fiscal Year. These notification deadlines may be waived by the President. The length of the annuitant employment period and the work schedule for the faculty member shall be mutually agreed to by the faculty member and the President. In no event shall the length of time for annuitant employment exceed the number of years mutually agreed to by the President. The workload of the faculty member during the Annuitant Employment Program shall be within the FTE range permitted by the applicable statutory provisions. At the time this Agreement was negotiated, those limits are not less than .334 FTE nor greater than .667 FTE. For purposes of determining compliance with the statutory FTE limits, all work performed by the faculty member during the Fiscal Year will be counted, with 24 credits, or an equivalent amount of non-instructional work, equaling 1.0 FTE. Except as otherwise provided for by statute, faculty members electing annuitant employment shall maintain their seniority and shall be entitled to all rights and benefits, including voting rights, of similarly situated part-time faculty members. If the President denies a timely request for participation in the Annuitant Employment Program, the faculty member shall have 10 calendar days following the denial in order to provide notice of retirement and receive the benefits provided for in Article 11, Section C and Article 16.

**Subd. 3. Benefits.** Faculty members electing annuitant employment shall be eligible for Employer-paid health and dental insurance benefits as if the faculty member was employed full-time. Employee contributions necessary to maintain benefits as if the faculty member was employed full-time shall be the responsibility of the employee.

Upon completion of annuitant employment, a faculty member who participates in annuitant employment shall be eligible for the separation incentive in Article 16, Section D, if the age and service requirements are met. Computation of the separation incentive shall be based on the percentage decline contained therein, and the faculty member shall not under any circumstances be eligible for designation at 100% of salary.

**Subd. 4. Expectations.** Faculty members participating in the annuitant employment program are expected to perform the full range of faculty duties, on a pro rata basis. They are subject to the professional development plans required under Article 22.

**Section C. Supplemental Retirement.** As allowed by Minnesota Statutes §§ 354C.11, 354C.12 and 356.24, the Employer will make a matching contribution up to a maximum of \$2,250 per Fiscal Year to each eligible faculty member's supplemental retirement account.

## **ARTICLE 16 Severance Pay**

**Section A. Eligibility.** Severance pay shall be granted to faculty members in accordance with the following provisions.

**Subd. 1.** All faculty members who have accrued 20 years of service in the Minnesota State Universities shall receive severance pay upon separation from the Minnesota State Universities.

**Subd. 2.** Probationary and tenured faculty members who have fewer than 20 years of service in the Minnesota State Universities shall receive severance pay upon mandatory retirement, death, permanent layoff, or receipt of separation incentive. Faculty members on non-tenure track or fixed-term appointment, other than those funded by monies from an outside jurisdiction or agency which may terminate such funding in a manner beyond the control of the Employer, who have at least 10 years of service in the Minnesota State Universities shall receive severance pay upon mandatory retirement, death, or discontinuance of employment. Fixed-term faculty members in positions funded by monies from an outside jurisdiction or agency which may terminate such funding in a manner beyond the control of the Employer may, after 10 years of service in the Minnesota State Universities, receive severance pay upon mandatory retirement, death, or discontinuance of employment to the extent the funding source permits. In the event of death, such benefits shall be made to the beneficiary designated by the faculty member under a State retirement program, or lacking any such beneficiary, to the faculty member's estate.

**Subd. 3.** Faculty members who separate from the Minnesota State Universities after 10 years of service and whose combined years of service and age equal 68 shall also receive severance pay.

**Section B. Computation.** Severance pay shall be computed at 40% of the faculty member's regularly accumulated but unused sick leave balance multiplied by the faculty member's regular daily rate of pay at the time of separation. Effective Fiscal Year 1996, severance pay for faculty with 25 or more years of service shall be computed at 45%, with an increase of 1% per year for each additional year of service beyond 25 years to a maximum percentage of 50%. The base for computing severance pay shall not exceed 125 days.

**Section C. Reappointment.** In the event a faculty member who has received severance pay is subsequently reappointed to the Minnesota State Universities, future severance pay for that individual shall be computed based upon the difference between the amount of accumulated sick leave restored to the faculty member's credit at the time of reemployment and the amount of unused sick leave at the time of the faculty member's subsequent eligibility.

## **Section D. Early Separation Incentive.**

**Subd. 1. Eligibility.** In addition to the above a faculty member who has served at least fifteen (15) years in the Minnesota State Universities and is at least 55 years of age shall be eligible for early separation.

**Subd. 2. Sunset.** Faculty members hired after June 30, 1996 shall not be eligible for this early separation incentive. (See Appendix H.)

### **Subd. 3. Individual Eligibility.**

- a.** An eligible faculty member who elects early separation through resignation or early retirement by October 15, to be effective the beginning of the subsequent academic year, or a date mutually agreed upon by the faculty member and the Administration, except those faculty qualifying under paragraph b below, shall receive a payment equal to the faculty member's base salary minus 10% for each year beyond age 55.
- b.** Except as otherwise explicitly provided in this subdivision, the ESI benefit shall be paid in two equal payments as follows:
  - 1.** the first payment shall be made at the time of the faculty member's separation from employment; and
  - 2.** the second payment shall be made on or before the earlier of the following dates
    - i) 18 months after the date of separation or
    - ii) the end of the Fiscal Year immediately after the Fiscal Year in which the separation occurred.

These payments shall be deposited into the employee's post-retirement health care savings account. If the separation payment is less than \$10,000, it will be paid to the faculty member as a lump sum cash payment at the time of separation from employment. In the event a faculty member who is otherwise eligible for the separation incentive described in this section, and has provided the advance notice of the faculty member's intention to retire as provided in this section, dies before the identified separation date, the incentive payment shall be made to the beneficiary designated by the faculty member under a State retirement program, or lacking any such beneficiary, to the faculty member's estate.

Part-time faculty, not including faculty on the Annuitant Employment Program or the Phased Retirement Program described in Article 15, shall receive this benefit on a pro-rated basis.

- c.** If a faculty member is older than age 55 when the faculty member completes the 15 years of service requirement, the faculty member shall receive the full benefit of one year's base salary if the faculty member separates from employment pursuant to the procedures set forth in paragraph a, above, by the end of the first full academic year



following completion of the 15 years of service. Any faculty member eligible under this paragraph who does not elect early retirement as provided in this paragraph but chooses to retire/resign later will be compensated under the schedule set forth in paragraph a.

**Subd. 4. Institutional Designation.** After meeting and conferring with the Association, the President may designate departments or programs in which faculty members choosing the incentive shall receive compensation equal to their full base salary. The President's designation will be based on reasons that are in the best interest of the university. Payments will be made in a manner consistent with Subd. 3. Faculty on the Annuitant Employment Program or the Phased Retirement Program described in Article 15 are not eligible for the benefit enhancement provided in this subdivision.

**Subd. 5. Benefits Contribution.** A faculty member qualifying for an early separation incentive payment(s) as provided in this section shall have an amount equivalent to the Employer share of the health insurance premium contribution for one year, calculated at the rates in effect at the time of separation, deposited in the faculty member's health care savings plan at the time of separation. In the event of faculty member's death prior to the contribution to the health care savings plan, such benefits shall be distributed as provided by law.

**Subd. 6.** Persons choosing early separation shall have eligibility for early retirement payments determined in accordance with appropriate statutes and regulations.

#### **Section E. Health Care Savings Plan.**

**Subd. 1.** The Employer shall arrange for the creation of a tax-free post-separation health care savings plan in accordance with Minnesota Statutes §§ 352.98 and 356.24. This program will be administered through the Minnesota State Retirement System.

The Employer shall establish within the plan an individual account for each faculty member.

**Subd. 2.** Upon separation from service by a faculty member, all severance payments made pursuant to Sections A and B of this Article shall be deposited into the faculty member's Health Care Savings Plan (HCSP), as described in Subd. 1. If the severance payment is less than \$500, the amount shall be paid as a lump sum to the faculty member. In the event of the death of the faculty member eligible to receive severance under Sections A and B, payment shall be made pursuant to Section A. If an employee eligible for severance pay provides the Employer with evidence of that individual's receipt of a written exception to participation in the HCSP from the Plan Administrator prior to the time that deposit of severance pay is made to the employee's HCSP account, the employee shall receive the entire severance amount as a lump sum payment.

**ARTICLE 17**  
**Paid Leaves of Absence**

**Section A. Sick Leave.**

**Subd. 1.** Twenty duty days of sick leave shall be credited to all new full-time faculty members at the time of their employment. After entirely offsetting the sick leave advance described in this paragraph through sick leave earned through work as described in this section, each faculty member will be credited with one additional day of sick leave for each succeeding month or portion thereof of employment completed within the regular academic year, but not to exceed five days per semester, as applicable. During summer session(s), sick leave shall accrue at the rate of one day for each four credits taught. Total sick leave accumulation for summer session work shall not exceed three days. The maximum sick leave accumulation for any Fiscal Year shall be 13 days. Sick leave earned in accordance with this subdivision will be accrued on a bi-weekly basis.

**Subd. 2.** Unused sick leave will accumulate without limit. Following implementation of the 2023-2025 Agreement, and at a time convenient to the Employer's personnel processes, the Employer will transfer each faculty member's lapsed sick leave, if any, to the individual's sick leave balance. The Employer will notify the IFO when such transfer has been implemented.

**Subd. 3.** Faculty members on a full-time fixed-term appointment as provided for in Article 21, Section E, shall be credited upon initial employment with one day of sick leave for each month of service.

**Subd. 4.** Probationary, tenured, fixed-term and NTT faculty commencing employment on less than a full-time basis shall be given sick leave credit as described in this section at the commencement of employment on a pro rata basis. Such part-time faculty members shall accumulate sick leave on the basis of one day for each month employed pro rata multiplied by the fraction of the time employed. Use of sick leave for such faculty members shall be deducted on a pro rata basis according to the fraction of the time employed at the time of leave. Sick leave earned in accordance with this subdivision will be accrued on a bi-weekly basis.

**Subd. 5.** Sick leave shall be granted by the President/designee for absences made necessary by reason of illness or disability, including temporary disabilities caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom; by exposure to contagious disease which may endanger the individual or the public health; or by illness or temporary disability caused or contributed to by pregnancy, miscarriage, abortion, childbirth and recovery therefrom in the immediate family of the faculty member, making it necessary that the faculty member be absent from work. Faculty members shall also be permitted to take sick leave as provided by statute. For purposes of this section, the term immediate family has the meaning provided in Article 5, Section A, Subd. 21. A faculty member may use up to three days of sick leave to arrange for the nursing care of the faculty member's parents or parents of the spouse/domestic partner.

**Subd. 5.1. Special Use.** Effective July 1, 2021, faculty members will be permitted to use their accrued and available sick leave when the faculty member is unable to telework and is required to be at home to provide parental supervision for minor children under the age of 16 who are required to quarantine at the direction of the child's/children's school or child care provider consistent with the Centers for Disease Control and Prevention ("CDC") and/or Minnesota Department of Health guidelines due to contagious disease exposure, but where the child/children are not themselves ill. At the discretion of the state university Human Resources office, the faculty member may be required to provide documentation of a directive to quarantine by the child's school or childcare provider.

**Subd. 6.** Any probationary, tenured, fixed-term and NTT faculty member reemployed within one year at the same or any other university within the System shall have unused accumulated sick leave reinstated and posted to the employee's credit in the records of the employing university, provided such sick leave was accrued in accordance with the provisions of this Agreement, and provided such sick leave has not been used in the calculation of severance pay. In the event such sick leave was used in the calculation of severance pay, the faculty member shall have 60% of the unused accumulated sick leave reinstated and posted to the faculty member's credit.

**Subd. 7.** All unused sick leave earned prior to ratification of this Agreement shall remain in full force and effect, and shall be credited fully to each faculty member's sick leave accumulation.

**Subd. 8.** Probationary, tenured, fixed-term and NTT faculty members with appointments for periods other than 168 duty days shall have the number of days of sick leave per year to be accrued calculated in accordance with the following formula:

<b>Total Sick Leave Accrued</b>	=	<b># of Duty Days</b> <b>168</b>	x 9 x	<b>Percentage of a normal workload</b>
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**Subd. 9.** The IFO and MnSCU may develop a sick leave incentive program through establishment of a joint committee, but any final agreement on the Employer's part is subject to the approval of the Minnesota Statutes § 43A statutory employer.

**Subd. 10.** Adjunct and community faculty who are determined to be public employees within the meaning of Minn. Stat. 179A.03, Subd. 14, will be allowed up to six days of leave for reasons set forth in Subd. 5 of this Section without loss of pay each Fiscal Year. This leave shall carry-forward to the next Fiscal Year, but shall not carry forward beyond one year unless the adjunct or community faculty member is again determined to be a public employee. Leave provided under this subdivision will not accrue or accumulate beyond ten days.

**Section B. Bereavement Leave.** The use of a reasonable period of leave, up to five days per occurrence, shall be granted in case of a death of the individual in one of the following relationships to the faculty member.

**Subd. 1.** For a decedent of the immediate family of the faculty member, as defined in Article 5, Section A, Subd. 21, as well as the son-in-law or daughter-in-law of the faculty member, and for bereaved faculty who have suffered pregnancy loss, bereavement leave shall not be deducted from sick leave.

**Subd. 2.** For a decedent in the immediate family of the faculty member's spouse/domestic partner, or for an individual who had a personal relationship with the faculty member that created an expectation and reliance that the faculty member care for the individual as family, whether or not the employee and the individual resided together, bereavement leave shall be deducted from sick leave.

**Subd. 3.** An extension of up to five additional days of bereavement leave will be granted in cases where extended travel time is required. In other extenuating circumstances warranting additional leave time, extensions may be granted by the President/designee. Extended bereavement leave will be deducted from the faculty member's sick leave balance.

**Section C. Military Leave of Absence.** Faculty members who are members of the state or federal armed services are entitled to leave of absence with pay as defined in Minnesota Statutes.

**Section D. Court-Related Leaves of Absence with Pay.** Faculty members shall be granted a leave of absence with pay for:

**Subd. 1.** Service upon a jury.

**Subd. 2.** Appearance before a court, legislative committee, or other judicial or quasi-judicial body in response to subpoena or other direction by proper authority. If the faculty member is the plaintiff, the faculty member shall reimburse the university for expenses incurred for a substitute, not to exceed the faculty member's salary for the work days missed.

**Subd. 3.** Attendance in court in connection with a faculty member's official duty, such attendance including the time required in going to the court and returning to the faculty member's place of work.

**Section E. Emergency/Personal Leave.** Probationary, tenured, fixed-term and NTT faculty members may be granted up to three days (non-cumulative) of emergency or personal leave per Fiscal Year for situations not covered by other provisions of this Agreement that arise necessitating the absence of the faculty member from the campus. Whenever possible, the faculty member shall apply for prior approval of the leave by the President/designee. Adjunct and community faculty shall be granted up to one day of such leave each semester.

**Section F. Accrued Benefits.** A faculty member while on leave shall retain all rights and accumulated benefits. Such benefits shall continue to accrue for the period of time that a faculty member is on leave pursuant to this Article. Full-time faculty members who are granted sabbatical leaves shall accrue full sick leave benefits, notwithstanding the reduction in salary provided in Article 19, Section C, Subd. 4. Part-time faculty who are granted sabbatical leaves shall accrue sick leave on a pro rata basis.

**Section G. Paid Leave of Absence.** The President may grant a faculty member a paid leave of absence up to one year in length for the purpose of retraining or further training to meet the programmatic needs of the university.

**Section H. Paid Parental Leave.**

**Subd. 1.** To be eligible for paid parental leave, a faculty member must hold a fixed-term, athletic, NTT, probationary, or tenured appointment of .50 FTE or more during the period in which paid leave is to be used. Eligible faculty members shall be granted 30 consecutive duty days of paid leave upon the occurrence of a qualifying event. A qualifying event is the birth of one or more children of the faculty member or the placement of one or more children to be adopted by the faculty member in the home of the faculty member. Such paid leave must commence within six months of the qualifying event. Following the conclusion of a faculty member's paid parental leave provided by this section, a faculty member shall be entitled to take additional unpaid leave as provided in Article 18, Section B, or as otherwise provided in this Agreement.

**Subd. 2.** The paid leave provided in this section shall run concurrently with any other form of unpaid leave that birth or adoptive parents may be entitled to under other provisions of this Agreement or provided by law. Paid parental leave may, at the faculty member's request, be used in lieu of sick leave for all or part of the period of disability that results from childbirth.

**Subd. 3.** To facilitate management of the faculty member's assigned duties, normally, a faculty member shall provide 30 days advanced notice prior to the start of a semester(s) or nine-month appointment in which the paid leave provided in this section will be used.

**Subd. 4.** The paid leave provided in this section is intended to be taken consecutively, and commenced within six months of the qualifying event. By mutual agreement with the employee, the immediate supervisor may authorize eligible employees to use intermittent or reduced workload paid parental leave. Any use of intermittent or reduced workload paid parental leave must be completed within 12 months of the qualifying event. Reduced workload paid parental leave is a reduction in teaching load and/or a comparable workload reduction of non-teaching duties (as described in Article 10 Sections A and B, and Article 10 Section G) not to exceed four credits or its equivalent. Such use of paid parental leave shall be guided by the following principles:

- a. use of intermittent or a reduced workload paid parental leave by the faculty member will have clear administrative benefit to the university;
- b. use of intermittent or a reduced workload paid parental leave by the faculty member will have clear academic or programmatic benefit to students;
- c. use of intermittent or a reduced workload paid parental leave by the faculty member is necessary to avoid the loss of a significant benefit or right by the faculty member which is otherwise beyond the control of the faculty member to avoid; or
- d. for the convenience of the faculty member, provided that use of intermittent or a reduced workload paid parental leave imposes no additional burden or inconvenience on the university.

## **ARTICLE 18**

### **Leaves Without Pay**

#### **Section A. Leaves.**

**Subd. 1. General Leaves.** A faculty member may request a leave of absence for valid reasons for an initial period not to exceed two years. A request for leave shall be made as early as practicable and shall include a statement as to the purpose for which the leave is requested, including its value to the faculty member and the university. The President shall consider the effect of such a leave upon the university, and a request shall not be arbitrarily denied. General leave of absence beyond two consecutive years may be granted at the discretion of the President. However, the faculty member shall cease to accrue seniority beyond the second year.

**Subd. 2. Educational Leave.** The President may grant an educational leave, unpaid, partially paid or fully paid, at the request of the faculty member when the purpose of the leave is to work toward certification or an advanced degree, if this request is made in a reasonable time in advance of the leave. Such requests shall not be unreasonably denied. Upon return to the university, the faculty member shall be entitled to credit for years of seniority accumulated during and prior to the leave. Normally, an educational leave will not extend beyond two years, but may be extended by the President. However, the faculty member shall cease to accrue seniority beyond the third year.

**Subd. 3. Administrative Leave.** Faculty members who accept an administrative assignment within the Minnesota State Universities shall take an administrative leave for the duration of the assignment. After consultation with the affected program and department, a state university that employs an administrator on administrative leave from a different state university must, after four years, accept transfer of the faculty member's tenure to a program designated by the President. A faculty member on administrative leave shall cease to accrue seniority beyond the second year. A faculty member accepting this appointment shall not participate in any aspect of faculty or departmental governance and may take no action that affects the faculty member's own terms and conditions of employment as a faculty member. Normally, faculty members returning to the unit shall notify the President of their intention by March 1 of the preceding academic year. Faculty members shall be returned to the unit in accordance with Article 29, Section B, Subd. 1, and shall be returned to the salary schedule at a step comparable to that which the faculty member would have held had the leave not been taken.

**Subd. 4. Extended Leaves.** Extended leaves of absence of at least three but not more than five years may be granted in accordance with Minnesota Statutes § 136F.43. Notwithstanding any other section of this Agreement, retention and accrual of all rights and benefits for faculty on extended leave shall be governed by Minnesota Statutes § 136F.43. Faculty members shall be returned to the unit in accordance with Article 29, Section B, Subd. 1, and shall be returned to the salary schedule at the step at which they were placed when they left the unit, with

accommodation for general increases in the indicated step. If the faculty member's service to the university in the year the faculty member left the unit qualified for an increase in the succeeding year, then the faculty member shall be entitled to that increase upon return to the unit. Seniority shall not accrue during the years faculty members are on extended leave.

**Section B. Family Leave.** Upon request, a family leave of absence without pay shall be granted to care for any of the following: i) member of the faculty member's immediate family as defined in Article 5, Section A, Subd. 21; or ii) an individual who has a personal relationship with the faculty member that created an expectation and reliance that the faculty member care for the individual as family, whether or not the employee and the individual reside together. The leave shall commence on the date requested by the faculty member, and shall continue for a period of up to one academic year or nine-month appointment. Family leave may be extended for an additional academic year/nine-month appointment upon application to and approval by the Administration. Faculty members on family leave shall continue to accrue seniority.

While on unpaid leave, that qualifies under the Family Medical Leave Act of 1993, the Employer contribution for health and dental insurance will continue to be paid to the extent provided for under the Act.

Leave requested under this section will not end during the course of an academic semester, except upon completion of a period of FMLA protected leave or by mutual agreement between the faculty member and the president/designee.

**Section C. Maintenance of Benefits.** While on unpaid leave, the faculty member shall have the right to continue, to the extent permitted by law, any or all benefits, provided any direct cost resulting therefrom is reimbursed to the Employer by the faculty member.

**Section D. Accrued Benefits.** A faculty member while on leave shall retain all rights and accumulated benefits. A faculty member on leave pursuant to Section A, Subd. 2 or Section B, of this Article, or a tenured faculty member on general or extended leave of absence for purposes judged by the President to be of benefit to the institution, such as service or employment in the area of the faculty member's expertise, shall for purposes of layoff be entitled to credit for years of seniority accumulated during the leave, and shall be entitled to continuation of insurance benefits, unless provided through outside employment during the leave.

## **ARTICLE 19**

### **Professional Improvement**

#### **Section A. Professional Improvement Funds.**

**Subd. 1.** Professional improvement funds shall mean support funds for improving professional competence.

**Subd. 2.** All faculty except adjunct faculty shall be eligible for professional improvement funds provided in Subd. 3, below.

**Subd. 3.** The funds distributed shall be no less than \$680,000 in FY 2024 and \$800,000 in FY 2025. All funds shall be distributed each Fiscal Year to the universities on the basis of the number of FTE faculty at each institution. Within 30 days thereafter, a report shall be provided to the IFO indicating the amount allocated to each university.

**Subd. 4.** In FY 2022, professional improvement funds of not less than \$70,000 per academic year shall be available to adjunct faculty. In FY 2023, professional improvement funds of not less than \$80,000 per academic year shall be available to adjunct faculty. In FY 2025, professional improvement funds of not less than \$90,000 per academic year shall be available to adjunct faculty. Adjunct faculty may seek these funds to support the development of newly assigned courses, and to pay for costs incurred when taking courses for professional development. All funds shall be distributed to the universities on the basis of the number of adjunct faculty at each institution. Within 30 days thereafter, a report shall be provided to the IFO indicating the amount allocated to each university. An adjunct faculty member is eligible to receive such funds from a university during any Fiscal Year in which the faculty member is assigned to work more than three credits or to teach more than one course.

**Subd. 5.** The President, after meeting and conferring with the Association, shall establish procedures and criteria for the application and awarding of these funds to individual faculty members. Beginning July 1, 2022, such procedures and criteria shall include a priority for professional improvement funds focused on equity and inclusion and/or the elimination of education equity gaps. Awards shall be made by the President.

**Subd. 6.** Professional Improvement Funds awarded under this Section (PIF) may be used to provide reimbursement to the faculty member who has incurred expenses for meals, lodging and travel incidentals on the terms provided in Article 27, Section D. Meal reimbursements that are entirely paid with PIF or Professional Study and Travel funds, or a combination thereof, will be reimbursed at 1.25 times the rate provided in the State of Minnesota Managerial Plan.

## **Section B. Professional Study and Travel.**

**Subd. 1.** The IFO and MnSCU recognize the need for faculty development relating to their university's mission. Therefore, each department/unit will be allocated professional study and travel funds at the rate of not less than \$1,450 in FY 2022 and not less than \$1,500 in FY 2023 per each full-time equivalent faculty in the department as of the beginning of each academic year as determined in Subd. 2 below. Funding for faculty, excluding adjuncts, hired during the year will be allocated on a pro rata basis at the time of hire.

**Subd. 2.** In determining the number of full-time equivalent faculty members, those on paid leaves of absence, sabbatical, reassigned time and those on phased retirement or the annuitant employment program shall be counted as full-time, but their replacements, if any, shall not. Those faculty members on paid leaves of absence, sabbatical, reassigned time or on phased retirement shall be eligible to receive such professional study and travel monies. This



provision shall include faculty members whose positions are financed from external sources, even though funding for this purpose is not provided by the external source. Professional study and travel funds shall be available to all faculty members at the time of hire.

**Subd. 3.** Funds provided by this section (PST funds) shall be limited to paying for costs associated with the process of faculty development as described in Article 22. Purchase of activities, services or tangible assets should be consistent with the faculty member's professional development plan or sabbatical plan. Examples of permissible uses include, but are not limited to, the cost of travel, housing, meals and registration associated with participation in professional conferences, workshops, and similar meetings and courses, professional memberships, professional books and journals, supplies and services including Internet access, online services including electronic subscriptions, software, multimedia, and fees associated with the publishing or presentation of scholarly and creative work including preparation services. PST purchases must be reasonably likely to enhance the faculty member's effectiveness with respect to one or more of the five criteria set forth in Article 22; purchases of technology that satisfy the standards of this subdivision are permissible.

Funds may not be used to purchase routine equipment. All tangible assets purchased with PST funds are the property of the University.

The department shall, through a democratic process, determine an equitable procedure for distribution of funds. The department may carry over any portion of its allocation from the first to the second year of the biennium, and from one biennium to the next.

**Subd. 4.** Reimbursement rates for meals and incidentals and lodging under this section shall be as provided in Article 27, Section D, except that meal reimbursements that are paid entirely with PIF or PST funds, or a combination thereof, will be reimbursed at 1.25 times the rate provided in the State of Minnesota Managerial Plan.

**Section C. Sabbatical Leave.** The purpose of a sabbatical leave is to enhance professional development, support department/unit goals, and/or meet the instructional, service, or research priorities of the university.

**Subd. 1.** The President/designee may grant a sabbatical leave to an eligible faculty member who proposes to undertake a scholarly research project, additional study, or other endeavor related to the purpose described above. At the beginning of each academic year, the President, after meeting and conferring with the Association, will establish a schedule for application, consideration and announcement of the sabbatical leaves.

**Subd. 2. Eligibility.**

- a. Except as otherwise provided in this subdivision, in order to be eligible for sabbatical leave, a faculty member must have completed at least seven years of service at the university, or have at least six years of service since the conclusion of such faculty member's previous sabbatical leave.

- b. The granting of sabbatical leave shall be contingent upon the President's determination that funds are available for this purpose and that staffing requirements of the university can be met. Where sabbatical leave is denied, reasons therefore shall be communicated to the faculty member in writing. However, the faculty member shall be granted an initial sabbatical, upon request:
  - 1. after a year of service following an initial award of tenure; or
  - 2. after completion of 10 years of service.

Subsequent sabbaticals shall be granted, upon request, after 10 years of service following the conclusion of the faculty member's last sabbatical leave.

- c. Eligibility for sabbatical leave is subject to presentation of a satisfactory plan in accordance with Subd. 3 below.
- d. Should more than 25% of the faculty on an FTE basis of any particular department or program be eligible for and request such a leave, the sabbatical(s) shall be granted in accordance with the following priorities:
  - 1. faculty who have not yet received a sabbatical; then
  - 2. faculty whose sabbatical was postponed by this provision; then
  - 3. faculty with the longest service since their last sabbatical.

After the three priorities are applied and there remains an unresolved conflict, the immediate supervisor shall determine which sabbatical plan shall be granted. In making this decision, the immediate supervisor shall consider the unique opportunities presented in the competing sabbatical plans that may be lost due to delay.

In such circumstances, the President/designee shall grant such leave to 25% of the faculty within the department or program on an FTE basis.

- e. Leaves taken for reasons of professional improvement directly relating to the faculty member's university responsibilities shall be counted as time served towards eligibility for sabbatical leave up to a maximum of two years.

**Subd. 3.** The faculty member's proposal for sabbatical leave shall include a written plan consistent with the purpose outlined above and an indication of the term(s) that the faculty member intends to be on leave. Sabbatical plans are subject to approval by the President/designee. Except for those 10 year sabbaticals described in Subd. 2 above, the President's decision is not grievable. The plan must include a signed agreement to submit a written report of the results of the sabbatical to the faculty member's immediate supervisor upon conclusion of the sabbatical leave. The faculty member shall agree in writing to return to the university after the conclusion of the sabbatical and provide 12 credits of instruction or an equivalent amount of non-credit generating faculty work for each semester of leave taken. Upon return to the university after the conclusion of the sabbatical, the faculty member shall

submit a written report of the results of the sabbatical to the faculty member's immediate supervisor. In the event the faculty member fails to follow the intent of the faculty member's plan or to return to the university to provide the aforementioned service after the conclusion of the sabbatical, the faculty member shall refund to the university salary paid, not including benefits, during that sabbatical period. The return service obligation shall be waived if i) the university retrenches or otherwise terminates the faculty member's employment at the conclusion of the sabbatical, or ii) if a documented medical condition precludes the faculty member from resuming work as a faculty member. The refund obligation shall be reduced proportionately by the amount of service provided by the faculty member following the sabbatical. Any separation payments due to the faculty member shall be reduced by the amount of any refund amount due and owing at the time of separation.

**Subd. 4.** Sabbatical leaves may be granted for one semester, at full base salary, or for a full academic year or nine-month appointment, as applicable at 80% of base salary. At the request of a faculty member, and with the written approval of the President/designee, a spring semester – fall semester sabbatical may be granted at 80% of base salary. A faculty member on a spring semester – fall semester sabbatical is neither precluded from nor guaranteed work during the intervening summer session. For part-time faculty members, the amount of sabbatical pay shall be adjusted pro rata.

**Subd. 5.** Faculty members on sabbatical leave may accept scholarships, fellowships, grants, or employment during the sabbatical leave, provided such scholarships, fellowships, grants, or employment afford experience which serves the purpose of the sabbatical leave.

**Subd. 6.** A faculty member shall be eligible for continued group insurance benefits as provided by law during the course of the leave.

**Subd. 7.** In those cases where the Administration has denied sabbatical leaves for budgetary or staffing considerations, or where replacements for sabbaticals were not provided, the Administration shall provide a summary of such actions at a meet and confer.

## **ARTICLE 20**

### **Departments and Department Chairs**

#### **Section A. Departments.**

**Subd. 1.** The President may, after meeting and conferring, designate or redefine various academic departments and programs consistent with the university's mission and scope of academic activity. Departments or programs defined as of the date of execution of this Agreement shall continue to exist unless the President, after meeting and conferring with the Association, redefines departments or programs based upon the needs of the university. Redefinition of departments or programs shall occur no more than once each year, and shall be announced by February 1<sup>st</sup> and effective with the posting of seniority rosters on November 1. Such actions shall not be subject to the provisions of the grievance procedure.

**Subd. 2.** Each faculty member shall be a member of at least one department/administrative unit. In departments where the Administration has decided not to have a chair, the department faculty may elect and propose annually a person to carry out any procedures required by this Agreement.

**Subd. 3.** Department faculty shall establish, annually or more frequently as appropriate, through a democratic process and in a manner consistent with university procedures and the provisions of this Agreement, departmental goals, objectives, policies, procedures, and teaching and other work schedules. In addition, each program may establish program-specific goals, objectives, policies, procedures and schedules.

- a. The department shall make every effort to ensure that teaching and other work schedules meet program, department, college and university objectives. The administration may develop guidelines to aid in this effort.
- b. The department may establish appropriate committees as needed. The department may make recommendations, forwarded through the department chair, on its own behalf concerning such matters as personnel actions, budgetary matters, teaching assignments, departmental curriculum/curricula, the mode of course delivery, classroom and equivalent duty schedules, etc. All departmental recommendations must be reviewed and approved by the department's faculty, and forwarded to the administration by the chair with a statement verifying that the requirement has been met. Individual faculty members and programs within departments may also make recommendations on these same matters.
- c. Departments may use electronic voting.
- d. Department faculty shall notify the department through the chair of application for and acceptance of grants and/or the faculty member's selection as the individual primarily responsible for the administration of a contract between the university and an external third-party. The faculty member's failure to provide such notice shall not be grievable.

**Subd. 4.** Departmental faculty and chairs shall base their personnel recommendations on the five criteria contained in Article 22, Section B. In accordance with Article 5, Section A, Subd. 44, recommendations for a personnel action must be signed and dated by the person or persons making them. The department may conduct a vote on any personnel matter and forward it to the appropriate supervisor, but the vote shall not constitute a recommendation.

**Subd. 5.** All faculty members, other than fixed-term faculty in the first year of such status, who have at least .75 FTE appointments in the department during the current academic year, are eligible to vote in matters pertaining to the chair and to make recommendations in personnel matters and curriculum matters. All faculty members who have at least .50 FTE appointments in the department during the current term are eligible to vote in all other matters pertaining to the business of the department. Faculty members whose workloads are reduced to not less than .25 FTE as an accommodation under the Americans with Disabilities Act will retain the voting rights they had prior to the reduction in FTE upon the faculty member's written notice

to the department chair and immediate supervisor. The Academic Vice President shall arbitrate disputes which may arise concerning voting eligibility in any department. This decision shall not be subject to the grievance procedure.

**Subd. 6.** Departmental actions may not add to, subtract from, or modify in any way the terms of the Agreement, and are not effective until filed with the immediate supervisor.

### **Section B. Duties of Department Chairs.**

**Subd. 1.** The chair provides academic and administrative coordination, and fosters an environment which enhances individual and departmental growth and development.

**Subd. 2.** The department chair coordinates the activities of the department through a process of regular consultation with all the members of the department and the President/designee. The chair provides coordination within a department with respect to departmental rights and functions as described in Section A of this Article. (See Appendix E.)

**Subd. 3.** The chair forwards recommendations of the department to the appropriate administrative personnel, and is expected to submit their own reactions or recommendations to the President/designee on such matters as tenure, promotion and nonrenewal, whether or not such chair recommendations coincide with others made. Copies of such reactions and recommendations shall be made available to the department members, except for those concerning personnel matters. Recommendations and/or reactions pertaining to personnel actions shall be in accordance with the provisions of the appropriate article(s) in this Agreement and a copy shall be given to the affected faculty members.

### **Section C. Department Chair Reassigned Time and Compensation.**

**Subd. 1.** All chairs of departments of five or more FTE members shall be offered appointments of at least 196 duty days; however, a chair may decline any portion of the schedule beyond 168 days, subject to concurrence by the President/designee that the department will be able to function effectively. Chairs of smaller departments may be offered appointments of longer than 168 duty days in duration if in the discretion of the President/designee the duties of such chairs require extended appointments. The 196 duty days of the extended appointment shall consist of the 168 academic duty day schedule plus 28 additional duty days which shall be mutually agreed upon by the chair, the Association, and President/designee.

**Subd. 2.** During the regular academic year or nine-month appointment year, chairs shall have reassigned time according to the listed schedule below to carry out the duties of the chair as described in Section B of this Article. Reassigned time may be averaged during the course of the academic year in order to meet the requirements of the listed schedule.

**FTE**

1 - 4 FTE Members  
5 - 15 FTE Members  
16 - 24 FTE Members  
25 or more

**Reassigned Time**

at least 1/8 time  
at least 1/3 time  
at least 1/2 time  
at least 2/3 time

At Metropolitan State University, alternative arrangements shall be made by the President/designee for chairs with substantial numbers of community faculty and scheduled alternative teaching strategies and shall be subject to local meet and confer. Arrangements shall be subject to approval by the President/designee after consultation with the chair.

**Subd. 3.** Chairs on more than nine-month appointments shall not have a teaching load which exceeds one course of not more than four credits in one summer session. Additional courses or credits will be compensated at the summer session rate.

**Section D. Department Chair Selection.**

**Subd. 1. Search.** When a chair is to be selected, the President/designee shall consult with the department faculty regarding departmental, college, and university objectives. After consultation with the department faculty, the President/designee shall determine whether the new chair is to be chosen from within the university or whether the search shall include candidates from outside the university. In either case, an election shall be held by the faculty of the department for the purpose of selecting the nominee.

**Subd. 2. Nomination.**

- a. The name of the candidate receiving the majority vote in a secret ballot election shall be submitted to the President/designee as the department's nominee for the position of chair.
- b. Within (10) working days of the receipt of such nomination, the President/designee shall either appoint the nominee or notify the members of the department in writing that the nomination is declined, and upon request of the department shall hold a meeting with the department faculty to discuss the reasons therefore.
- c. If the President/designee declines to appoint the nominee, the department faculty shall conduct a second election and the department shall submit the name of a different nominee to the President/designee.
- d. Within (10) working days of receipt of the name of the second nominee, the President/designee shall appoint the nominee, except that the President retains the right to decline to appoint the nominee if the President/designee has reason to believe that

state or federal anti-discrimination laws were violated, and subsequently appoint an interim chair, for a period not exceeding one academic year, without election. The President shall explain the reasons for believing that the laws were violated at a meet and confer before appointing an interim chair.

**Subd. 3. Temporary Vacancies.** For temporary vacancies (such as when a chair is on leave or during the interim period when an election is being conducted), the President/designee may, after consultation with the faculty members of the department, appoint an interim chair for a period not to exceed nine months unless a longer period is mutually agreed upon by the President and the department, in which case the appointment may be for a period not to exceed 15 months.

### **Section E. Department Recall.**

**Subd. 1.** Upon presentation to the President/designee of a petition signed by a majority of the department members eligible to vote, excluding the chair, to recall the chair of that department, the President/designee shall within 10 working days give to all members of the department written notice setting forth the time, date (during an academic year), place and purpose of a meeting to consider the recall petition. The President/designee shall preside at the meeting.

**Subd. 2.** A two-thirds (2/3) vote by secret ballot of all department members who are eligible to vote shall be required to recommend that the President/designee declare a vacancy to exist in the departmental chair. Upon receipt of such a recommendation, together with a written record of the minutes of such a departmental meeting and a record by number of the votes cast, the President/designee shall meet with the department members and the chair and discuss the matter. If the President rejects the recall recommendation, the President shall, after discussions with the department and within 10 days, call for another vote upon the recall, the results of which shall be binding. The effective date of recall shall be immediate, except that in the case of a first-year chair the President shall set an effective date of recall which shall not be later than the end of the academic year in which the recall action was taken. The President's/designee's action to implement the department action to recall a chair, or the effective date of such a recall in the case of a first-year chair, shall not be subject to the grievance procedure.

**Section F. Removal.** After holding a meeting with the department faculty, the President/designee may declare a vacancy to exist in the position of chair. Such action shall not be subject to the grievance procedure.

**Section G. Vacancies.** In filling vacancies due to the resignation, recall or removal of the chair, the selection shall be made in accordance with the provisions of Section D of this Article.

### **Section H. Term.**

**Subd. 1.** The term of a chair shall be three years.

**Subd. 2.** At the end of each completed term, the office of chair shall be considered vacant.

**Subd. 3.** No faculty member may serve more than three consecutive terms as chair.

**Subd. 4.** A faculty member who serves as a department chair for at least two full years during the faculty member's probationary period shall, upon completion of the second year of service as chair, receive a one-year extension of the probationary period as provided by Article 21, Section E, Subd. 6. The faculty member may decline this extension by submitting a written declination to their immediate supervisor.

### **Section I. Directors and other Coordinating Assignments.**

**Subd. 1.** During the spring semester of each year prior to April 15, the President/designee shall submit to the Association a list of all directors or similar positions for which reassigned time and/or remuneration is provided. The list shall include the position description, length of term, and the compensation (monetary and/or reassigned time). A meet and confer shall be held after the receipt of the list but prior to the end of spring semester to exchange views and concerns with regard to directorships. This exchange shall include but not be limited to additions, modifications, discontinuations, procedures and changes in compensation relating to the directorship or similar position. Once each spring semester the Administration will provide the Association with a report on director or similar assignments in effect during the current academic year and the compensation for those assignments.

**Subd. 2.** During the regular academic year, directors of academic programs shall be granted reassigned time and/or compensation in accordance with Article 12, Section B, Subd. 3, commensurate with their activities.

## **ARTICLE 21 Appointment of Faculty**

### **Section A. Filling Positions.**

**Subd. 1.** Notice of any vacancies in the Minnesota State Universities shall be made known to the faculty by means of posting on bulletin boards designated for such purposes, shall be included in the university/President's newsletter and shall be sent to the IFO simultaneously with any other publication of the vacancies. Notification to faculty who are not successful applicants shall be sent prior to the announcement of the name of the successful applicant.

When new faculty positions are created or faculty vacancies exist, such positions shall be advertised in accordance with the above paragraph. Prior to making an appointment, the President/designee shall involve the department in evaluating academic credentials of the candidates and in making recommendations to the President/designee concerning the candidates for the vacancies. When a faculty vacancy exists because of resignation, retirement, death or transfer, the President/designee shall consult with the affected department or program.



**Subd. 2. Prior Consideration.** When a university determines to fill a probationary position as described in this subdivision, it will grant prior consideration to current faculty members as described herein.

- a. Prior consideration may be granted only when the university decides to fill a probationary position, and there is a current incumbent in that position who was hired pursuant to regular, non-emergency university hiring procedures. If, after a notice of vacancy is posted, a current incumbent applies for the probationary position, the current incumbent's application shall be reviewed prior to the review of other applicants.
- b. Should the search committee determine that the current incumbent meets the qualifications for the probationary position, and, after interviewing the candidate, wishes to recommend the candidate's appointment, the committee may make such a recommendation to the university without considering additional candidates. If the university determines that current vacancy filling policies or procedures require consideration of some or all other applicants, it will so notify the search committee. The search committee will then review such applicants.
- c. The right to "prior consideration" as described in this subdivision establishes only a procedural right with respect to the review and possible interview of the current incumbent by the search committee. These priorities do not create an expectation of employment on the part of any current faculty incumbent who receives prior consideration under these provisions.

**Section B. [RESERVED]**

**Section C. Information.** At or prior to the time an initial offer of employment as a probationary or fixed-term faculty member is made, the prospective employee shall be provided with a copy of the Agreement or directed to a website where a current version of the Agreement may be accessed. Such prospective employees shall also be told their assigned faculty rank and salary schedule placement, as well as provided with information concerning insurance benefits. Adjunct and community faculty shall be provided with the same information, to the extent applicable, after being hired.

**Section D. Initial Assignment to Rank.** Qualifications for initial assignment to faculty rank are to be as follows:

**Professor:** Earned doctorate or other appropriate degree, plus 10 years of collegiate-level teaching or related experience.

**Associate Professor:** Earned doctorate or other appropriate degree, plus seven years of collegiate-level teaching or related experience.

**Assistant Professor:** Earned doctorate or other appropriate degree.

**Instructor:** Appropriate preparation.

Normally, no faculty member may be assigned to a rank more than one level below that for which the faculty member is qualified. In each instance, the President shall establish what constitutes appropriate experience and appropriate degrees for the purpose of assignment to rank.

**Section E. Appointment.** Appointments shall be one of the following seven types:

**Subd. 1. Fixed-Term Appointments.**

- a. **Definition.** A fixed-term appointment is an appointment for a limited period of time and is to be used only when the position to be filled is clearly of a temporary nature or when a permanent position needs to be filled for a temporary period, or the position duties primarily involve i) work on students in medical/dental/exercise science clinical settings; ii) supervision of students; or iii) a combination of these functions. Positions extending beyond four years shall not be considered temporary.
- b. **Length.** Normally, a fixed-term appointment shall not exceed 12 months in duration. The President shall provide a written explanation to the local Faculty Association when a fixed-term appointment exceeds 12 months. The President may offer appointments up to a maximum of four years when such an action is deemed to be in the best interests of the university. Fixed-term employment terminates at the end of the appointment period and carries no implication for future employment.
- c. **Exceptions.**
  1. After meeting and conferring the President may appoint a faculty member to serve in fixed-term capacity for more than four consecutive years as a replacement for faculty members on leave or temporarily reassigned from teaching duties, or for other reasons that are in the best interest of the university. This exception includes assignments to teach similar courses for different positions in the department/unit.
  2. Where positions are financed from external sources and the financing extends beyond an initial three year period, persons holding such positions will have employment for the subsequent year unless notified by March 15 of the year of employment if the position is being terminated due to budget reductions. If a person holding such a position is terminated based on a performance evaluation, notification shall be given no later than the last day of the academic year/nine-month appointment year, and the following year/nine-month appointment year shall be the terminal appointment.
  3. **Visiting Professor.** Nothing in this section shall preclude the Administration from designating a faculty member on a fixed-term appointment as a Visiting Professor.
  4. A faculty member whose duties primarily involve working with students in medical/dental/exercise science clinical settings or supervision of student teachers may have their appointment continued for additional one year appointments up to

a maximum of four additional years. Following the conclusion of the fiscal year, the Association may request a report identifying all such fixed-term appointments for the preceding year.

**Subd. 2. Non-Tenure Track Appointments.**

- a. Definition. A non-tenure track appointment is a continuing appointment initially offered prior to July 1, 1989 which does not possess the right of tenure.
- b. No additional non-tenure track appointments shall be made.
- c. A faculty member holding a non-tenure track appointment will have employment unless notice of non-renewal is given by August 1 preceding their final academic year either in accordance with Article 25, Section E or as a result of a position being terminated due to budget reductions or internal reallocations. A non-renewal resulting from budget reductions or internal reallocations shall not be subject to the grievance procedure.
- d. Service in an existing non-tenure track appointment shall not lead to tenure in that appointment.

**Subd. 3. Adjunct Appointments.**

- a. The Administration and the IFO recognize that circumstances may dictate that faculty tasks cannot be accomplished within the workload of permanent faculty, including overload. When the President/designee determines that such conditions exist the President/designee may authorize adjunct appointments in accordance with the following principles:
  - 1. To meet temporary staffing needs due to enrollment increases for which normal full funding is not provided.
  - 2. To meet temporary staffing needs when faculty are reassigned to other duties or who are on sabbatical, phased retirement or the annuitant employment program, or on other leaves of absence.
  - 3. To teach courses requiring special expertise and/or to meet special programmatic needs of departments where such expertise and needs cannot otherwise be provided by the faculty within the department.
  - 4. To teach, advise, or supervise students in medical/dental/exercise-science clinical settings.
  - 5. To supervise student teachers.
  - 6. To teach music lessons as described in Article 10, Section A, Subd. 1 c.

- b. Duration. The appointment terminates at the end of the stated period and carries no implication of future employment.
- c. Qualifications. An adjunct will have a master's degree, specialized licensure or other special preparation or experience.
- d. Assignment/Workload. An adjunct faculty member shall not teach more than twelve semester credits in any one academic year, and no more than three credits in an alternative session/J-Term.
- e. Hiring Procedure. The President/designee shall consult with the department concerning the need for hiring adjuncts. The department shall be responsible for evaluating the academic credentials of the candidates and making recommendations to the President.
- f. Adjunct faculty who have taught 10 or more semesters shall be assigned the rank of Senior Adjunct Faculty.

**Subd. 4. Community Faculty Appointments.** See Article 10, Section J.

**Subd. 5. Athletic Appointments.** See Article 10, Section G.

**Subd. 6. Probationary Appointments.**

- a. Definition. A probationary appointment is for a stated term and is designed to lead to tenure. During such term the appointee is being evaluated in accordance with Article 22 for purposes of determining whether an appointment with tenure shall be offered in accordance with Article 25 not later than the end of the stated term. Probationary appointments may be for one year or other stated periods and may be terminated prior to the end of the stated term subject to the conditions in Articles 24 and 25.
- b. Length. The total period of probationary service prior to the acquisition of tenure shall not be less than one year in the university and shall not exceed five years of full-time equivalent service. Provided, however, that:
  1. A faculty member who serves as a department chair for at least two full years during the faculty member's probationary period shall, upon completion of the second year of service as chair, receive a one-year extension of the probationary period beyond the five year limit. The faculty member may decline this extension by submitting a written declination to their immediate supervisor.
  2. The probationary period shall be extended by one year on the occasion of the birth of a probationary faculty member's child or the adoptive/foster placement of a child with that faculty member. The birth or adoptive/foster placement must occur during the probationary period, or within six months prior to the first duty day of the

faculty member's probationary appointment. The faculty member may decline this extension by submitting a written declination to their immediate supervisor. Such extensions shall not be granted more than two times.

3. The probationary period shall be extended by one year at the written request of a probationary faculty member under the following circumstances:
  - i. if the faculty member is required to give documented, medically necessary care to an immediate family member (as defined by the FMLA), or
  - ii. if the faculty member is required to give documented, medically necessary care to a domestic partner, who has an extended serious illness, injury, or debilitating condition, or
  - iii. when the faculty member has a documented extended serious illness, injury, or debilitating condition.

Normally, the request for an extension of the probationary period under this paragraph must be submitted within nine months of the commencement of the medically necessary care by the faculty member or the extended serious illness, injury or debilitating condition of the faculty member. The probationary period shall not be extended more than one time.

4. Extensions of the probationary period will not exceed a total of three years.

For those persons who, because of prior part-time service, reach five FTE years of service during the academic year, the probationary period shall end at the completion of that academic year.

- c. Computation. Except as otherwise provided in this subdivision, probationary periods shall normally be five full years in length at the university. Up to four years of the five year period may be waived by mutual agreement of the faculty member, the Association and the Administration based on prior employment in a non-adjunct faculty or administrative position, or positions, at an accredited four-year university. Only service within 12 years of the commencement of the probationary appointment may be considered for such a waiver. The university shall provide written confirmation to the faculty member and the relevant department of the length of the faculty member's probationary period. The Association shall be notified of all probationary periods that depart from the five year standard.

#### **Subd. 7. Tenured Appointments.**

- a. Definition. An appointment with tenure is an appointment granted by the Employer upon successful completion of the probationary period specified in Subd. 6c of this section. Appointment beyond the completion of the specified probationary period because of an arbitrator's award or because of clerical error shall not carry with it the

award of tenure. Faculty members who hold tenure at the time of execution of this Agreement shall be deemed to have tenure under this Agreement. Tenured appointments are for an indefinite period of time and individuals holding such appointments are automatically reappointed annually unless terminated under the provisions of either Article 24 or Article 23.

Tenured faculty on less than full-time appointments shall automatically be reappointed to a position of at least one-half (.50) FTE but less than full-time each year unless terminated under the provisions of either Article 24 or Article 23. Changes in workload for a tenured part-time faculty member shall not constitute a retrenchment so long as that workload remains at one-half (.50) FTE or above.

Tenured full-time faculty who are appointed to a part-time position by mutual agreement of the faculty member and the President/designee shall be considered to hold tenure in that position and shall retain tenure as full-time employees upon return to full-time employment.

- b.** Except for faculty members who, by virtue of prior service credited in accordance with Subd. 6.c above, are eligible for consideration earlier, and further except for faculty members who are eligible for consideration under the terms of Subd. 6.b, a faculty member shall normally be considered for tenure during the fifth year of continuous FTE service in a tenure-earning position. The Dean or immediate supervisor shall notify all probationary faculty who are beginning their fifth year of FTE service that they shall be considered for tenure in accordance with Article 25. Other probationary faculty members who believe they are eligible for consideration for tenure shall inform the Dean or immediate supervisor in writing in accordance with timelines to be established under Article 22 and Article 25 and shall send a copy of the letter to the department chair, so that appropriate action will be taken. If such consideration is during the fifth year of FTE service or during the final year of a shortened probationary period, the procedures for consideration for tenure outlined in Article 25 below shall be in lieu of any other established procedures for consideration of non-renewal of probationary employment.
- c.** The decision to deny tenure shall be made by the President and shall not be made for arbitrary or capricious reasons.

## **Section F. Appointment of Administrators.**

**Subd. 1.** The President may appoint an academic administrator at the level of Vice President or Dean to academic rank. The President shall first consult with and request a formal recommendation from the department in which a person would hold the rank. A candidate shall present information to demonstrate that the candidate meets the criteria outlined in Article 21, Section D. The President shall notify the Chancellor when academic rank has been granted to an academic administrator.

**Subd. 2.** The Chancellor may appoint a President to academic rank. The Chancellor shall first consult with and request a formal recommendation from the department in which the person would hold the rank. A candidate shall present information to demonstrate that the candidate meets criteria outlined in Article 21, Section D.

**Subd. 3.** At the time of hire as an administrator, or any time thereafter, an academic Dean, an academic Vice President, President, or other academic administrator may be guaranteed a tenured or probationary appointment by the President/Chancellor in the event the administrative appointment is involuntarily ended. Before guaranteeing a tenured or probationary faculty position, the President/Chancellor shall notify the Faculty Association. After notifying the Faculty Association, the President/Chancellor shall request a recommendation from the department in which the academic administrator would be assigned. The President/Chancellor must receive a positive recommendation for tenure from the department prior to offering a tenured faculty appointment. Probationary and tenured faculty in the affected department shall not be displaced by operation of this provision. Notwithstanding any other provision of this Agreement, an administrator granted a probationary position and assigned to the faculty unit pursuant to this paragraph shall not be eligible for tenure until completion of a five year probationary period. If an academic administrator is assigned to the faculty unit pursuant to this paragraph and receives a departmental recommendation against tenure in the final year of probation, tenure shall not be granted.

## **ARTICLE 22**

### **Professional Development and Evaluation**

As the primary professionals in the teaching/learning process of the university, faculty place continuous emphasis on the development and improvement of their professional competence and productivity. Professional growth occurs in areas such as effective teaching, scholarly or creative activity, and active involvement in the university community and professional organizations. Faculty scholarship and current knowledge of the discipline, together with a desire to improve pedagogy, are instrumental to good teaching.

**Section A. Purpose.** The purpose of professional development is to provide for continuing improvement in teaching, in other student interactions, in the quality of scholarly activity, and in other service to the university and community. A faculty member's continuous improvement toward equity and inclusion and the elimination of education equity gaps is highly valued within these activities. The purpose of evaluation is to provide faculty with information which will contribute to their professional development. The evaluation processes are intended to be supportive of a faculty member's desire for continuing professional growth and academic excellence. This process contributes to various personnel activities and supports the interest of each faculty member to achieve continuing professional growth and to pursue the highest possible level of academic excellence.

**Section B. Criteria.** The criteria shall include:

1. Demonstrated ability to teach effectively and/or perform effectively in other current assignments.
2. Scholarly or creative achievement or research.
3. Evidence of continuing preparation and study.
4. Contribution to student growth and development.
5. Service to the university and community.

Among other things, evidence of achievement in each of the five criteria may include activities by the faculty member intended to help close educational equity gaps. Beginning July 1, 2022, faculty should normally propose to engage in such activities with respect to at least one of the criteria.

Appendix G provides guidance regarding some of the types of evidence that may be considered appropriate for addressing each category.

### **Section C. Schedule and Frequency.**

**Subd. 1. Frequency.** Faculty shall be evaluated and shall submit reports according to the schedule set forth in this section. Faculty members who are scheduled for evaluation less frequently than every year may request more frequent evaluation. With the agreement of the Dean/designee, faculty who are not required to submit professional development plans may do so in order to receive feedback.



<b>Appointment Type</b>	<b>Professional Development Plan</b>	<b>Submission of Reports</b>	<b>Evaluation Period</b>
Fixed-Term Faculty appointed to less than .75 FTE	None	None	None
Fixed-Term Faculty appointed to .75 FTE or more	Annually	Annually	Annual
Community Faculty	None	First year, every other year thereafter	First year, every two years thereafter
Adjunct Faculty	None	None	None
Head Coaches	Annually	Annually	Annual
Assistant Coaches, appointments totaling .75 FTE or more	Annually	Annually	Annual
Assistant Coaches, appointments totaling less than .75 FTE	None	None	None
Probationary Faculty appointed to .50 FTE or more	Annually	Annually	Annual
Tenured and Non-Tenure Track Faculty below the rank of Full Professor	Every two years	Oral report to immediate supervisor in year one. PDR in year two.	Two years
Tenured and Non-Tenure Track Faculty at the rank of Full Professor	Every four years	Summary report in year two. PDR in year four.	Four years

**Subd. 2. Schedule for Evaluation.** Except as otherwise provided herein, the President shall establish a schedule for evaluation, consisting of time tables for preparation of professional development plans, reports, and the periodic evaluation and recommendations regarding non-renewal, tenure, and promotion. The local Association shall be afforded the opportunity to meet and confer prior to implementation of this schedule. First year probationary faculty shall complete their plan by the end of fall semester, and shall complete their professional development report by the end of the spring semester. Probationary faculty in their second year shall submit their PDP within 15 working days after completion of the evaluation process of their first year.

**Section D. Professional Development Plans (PDP).** Each faculty member required to submit a professional development plan (PDP) shall, after consultation with the faculty member's immediate supervisor, prepare and submit a PDP for the period to be covered by the evaluation.

**Subd. 1. Plan Content.** The PDP shall include specific objectives, methods, and expected achievements in respect to the criteria in Section B. Faculty members may place different emphases on the various criteria so long as such emphases are consistent with university/college/department/program goals and objectives, and university policy. For faculty with teaching assignments, the PDP shall include a process for student assessment.

In particular, a faculty member's PDP may place emphasis on equity and inclusion work in any of the five criteria, including mentoring, advising, and supporting equitable outcomes for students, staff, and faculty. Normally, PDPs submitted after July 1, 2022, should include a plan to engage in one or more activities under one or more of the five criteria where such activities are intended to help close educational equity gaps.

**Subd. 2. Faculty Comments.** The faculty member shall provide a copy of the plan to the chair of each department in which the faculty member has an appointment. The department chair(s) shall provide copies to the members of the department(s). Department members are encouraged to provide written comments on the PDP to assist the faculty member's professional development and, if applicable, to provide guidance with respect to promotion and/or tenure. Written comments will be forwarded to the faculty member. The faculty member may make changes in the plan based on faculty comments.

**Subd. 3. Administrative Comments.** The appropriate Dean, administrative designee, or other appropriate supervisor shall provide written comments on each PDP submitted for review in their area of responsibility. These written comments shall provide information to assist the faculty member's professional development and, if applicable, to provide guidance with respect to personnel decisions. Before commenting, the Dean, administrative designee, or other appropriate supervisor may consult with the department chair(s) and with other members of the department(s) to determine how the plan relates to university/college/department/program goals and objectives. The faculty member shall have an opportunity to respond to these comments.

**Subd. 4. Record Keeping.** Copies of professional development plans submitted pursuant to this Article and written comments to the faculty member shall be maintained as part of the faculty member's official personnel file.

**Section E. Professional Development Reports.** At the end of the evaluation period, the faculty member shall submit a written professional development report (PDR) to the appropriate Dean/designee and/or Athletic Director/designee, together with appropriate supporting documentation.

**Subd. 1. Report Content.** The report shall describe the progress made by the faculty member in respect to achieving the objectives as specified in the faculty member's PDP. If faculty members include student course assessments as part of their reports, such assessments shall be anonymous, identified only by course/section. Any other student communications or evaluations submitted with the PDR shall not be anonymous. Normally, PDRs submitted after July 1, 2023, should include a report by the faculty member on one or more activities under one or more of the five criteria where such activities are intended to help close educational equity gaps.

**Subd. 2. Faculty Comments.** The faculty member shall provide a copy of the faculty member's PDR to the chair of each department in which an appointment is held. Each department chair shall provide copies to the members of the affected departments. Departments will provide written comments on the report to assist the faculty member in the faculty member's professional development and, if applicable, provide guidance with respect to promotion and/or tenure. Written comments will be forwarded to the faculty members and the appropriate Dean/designee, or other appropriate supervisor. The faculty member may make changes in the report based on faculty comments.

**Subd. 3. Administrative Comments.** The faculty member will meet with the Dean/designee and/or Athletic Director/designee to discuss achievements made during the evaluation period. A written summary of the Dean's/designee's and/or Athletic Director's/designee's assessment of the faculty member's accomplishments in respect to the faculty member's plan, as they relate to the criteria in Section B, together with suggestions to guide future professional development activities, and any upcoming application for tenure and/or promotion, shall be sent to the faculty member and placed in the faculty member's official personnel file. If the faculty member fails to meet the deadline, the Dean/designee and/or Athletic Director/designee shall inform the faculty member in writing that the faculty member has 10 days to comply.

**Subd. 4. Record Keeping.** Copies of professional development reports submitted pursuant to this Article and written comments provided to the faculty member shall be maintained as part of the faculty member's official personnel file.

**Section F. Community Faculty Report Content.** Community faculty members shall submit a report documenting achievements under Article 22, Section B, related to Criterion 1. The report shall be submitted to the Dean/immediate supervisor at the end of each evaluation cycle. Deans/immediate supervisors shall make these reports available to departments for use in reappointment recommendations and decisions.

**Section G. Post-Tenure Review.** For the purpose of maintaining and improving effectiveness, tenured faculty members shall be evaluated and shall submit reports as described in this Article. The Dean/designee and/or Athletic Director/designee shall submit written comments in response to written reports submitted by faculty members in accordance with this Article.

**Section H. Electronic Submissions.** Faculty members may submit evaluation documents and supporting materials in electronic formats supported by the university that can be accessed by relevant faculty and administrators. Electronic signatures may be used where signatures are required.

## **ARTICLE 23 Retrenchment**

### **Section A. Retrenchment.**

**Subd. 1. Defined.** A retrenchment is the layoff of tenured or probationary faculty members due to System or university budget reductions, budget reallocations, expenditure freezes, or unfunded increases in operating costs, resulting from action by either the Legislature, the Governor, or MnSCU, or program changes, or enrollment shifts, or legislative mandate.

**Subd. 2.** When retrenchment is first discussed within the Administration, the President shall discuss the topic with the Association at the next meet and confer, in accordance with Article 6. In connection with such duty to meet and confer, the President shall give the reason(s) for considering retrenchment and shall provide information of anticipated attrition, and statistics and financial data having a bearing on any such retrenchment. The President shall consult with the Chancellor before the issuance of layoff notices.

### **Section B. Procedure.**

**Subd. 1. Attrition.** Whenever possible, attrition due to retirement, resignation, early separation, or death should be used to avoid the necessity for layoff.

**Subd. 2. Retraining.** Retraining of present faculty shall be considered by the President to avoid the necessity for layoff.

**Subd. 3. Order of Personnel Reductions and Layoff.** Upon determination by the President that attrition and retraining will not accomplish the reduction, then layoffs may be instituted. After meeting and conferring with the Association pursuant to Section A above, the President shall determine the particular department or program in which personnel reductions ought to be made. Such determination shall be based on the seniority roster in existence at the time the layoff notices are issued. Such reductions shall then be accomplished in the following order.

- a.** Adjunct, community faculty, and fixed-term, without priority, based upon programmatic needs.
- b.** Probationary.
- c.** Tenured and non-tenure track faculty in the affected department shall be laid off in inverse order as described in Article 29. However, in departments or programs where positions are financed by monies from an outside jurisdiction or agency and are occupied by fixed-term or probationary faculty, such faculty may continue to hold such positions in reduced departments or programs unless there are tenured faculty members qualified to fill such positions as determined by the President.

A tenured faculty member who has at least 20 FTE years of service within the Minnesota State Universities, shall remain available for assignment and shall not be laid off, except as provided in paragraph c 3 of this subdivision, below. For purposes of reaching the 20 FTE years of service threshold, service through the date on which the faculty member's lay off would otherwise be effective, shall be considered. For those tenured faculty with at least 20 years of service who have received notice that their position is being eliminated, the following options will be provided.

1. The President/designee may permanently reassign the faculty member to other appropriate duties within the university.
  2. If the President/designee determines reassignment is not available without retraining, within six months of initial notice, the faculty member and the President/designee shall develop a mutually agreed upon retraining program, to be paid by the university, which meets the programmatic needs of the university. The completed plan will include timelines for completion of retraining. The President will review the approved plan with the receiving department, and in accordance with Article 20, the department's role is limited to that of providing recommendations only.
  3. If the President/designee and the faculty member cannot develop a mutually agreeable retraining plan, and the President/designee chooses not to permanently reassign the faculty member, the faculty member's employment will terminate and the faculty member will be laid off at the conclusion of the third duty-year from the date of initial notice. During this period, appropriate duties will be assigned by the Employer. At the end of this period, the faculty member will receive the maximum benefits contained in Article 16, Section D, Subd. 3 if not otherwise qualified. With this option, there shall be no claiming or recall rights.
- d. If two or more faculty members have equal seniority, then those with greater length of tenured service shall have priority for retention. Should faculty members still be equal in seniority, then those with greater length of total service in the university shall have priority in retention. Beyond this, the decision of which person to retain will be made on the basis of programmatic needs of the university as determined by the President.

**Subd. 4. Advanced Notice.** Faculty members to be laid off under the provisions of this Article shall be provided notice of layoff no later than the fifteenth class day of the fall term to be effective on the last day of the next spring term or the last day of the faculty member's nine-month appointment year, whichever is later. To the extent that the Administration has not previously identified the particular departments or programs in which layoffs will occur and the anticipated number of layoffs, it shall provide such information to the Association at least 15 days prior to the date notice of layoff will be provided to the affected faculty members. After providing this information, the Administration will, upon request, meet and confer to discuss layoffs prior to the date of the layoff notice.

**Subd. 5. Out of Order Layoff.** At any time following the notice described in Subd. 4 of this section, a tenured or NTT faculty member not identified for layoff may propose to the President/designee that the proposing faculty member be laid off without regard to the provisions of Subd. 3 of this section. Within 15 days of receiving such a proposal, the President/designee will in writing decline or agree to the proposal. Once timely accepted by the President/designee, such proposals become effective as notices of retrenchment and may not be rescinded except upon written notice from the President. Provided that the faculty member otherwise satisfies the eligibility criteria, a faculty member who is laid off by operation of this subdivision shall be deemed to have been laid off and have provided timely notice of separation for purposes of the benefits described in Article 11, Section C, Article 35, Section C, Subd. 3, and Article 16. Faculty laid off by operation of this subdivision shall not be afforded the rights and benefits described in Sections C-F of this Article, but shall be allowed to continue insurance as provided in Section F, Subd. 2.

In circumstances where the President determines that the originally noticed layoff would have been rescinded, the President/designee shall so notify the relevant proposing faculty member. The proposing faculty member shall have 10 days to notify the President in writing the proposal is rescinded.

**Subd. 6. Sabbatical Leave.** A faculty member previously scheduled for a sabbatical leave shall not be deprived of such sabbatical leave because the faculty member is subject to being laid off.

**Subd. 7. Retraining.**

- a. The President will consider and may approve a training leave, in accordance with Article 17, Section G, for a faculty member who has received a notice of layoff. The retraining leave would occur during the faculty member's terminal year and provide the faculty member with an opportunity to become qualified for a position in a related or allied discipline. The President's decision shall not be grievable.
- b. As an alternative, but not in addition to the retraining leave, the President may offer a sabbatical leave to a faculty member for the purpose of retraining in a field for which employment is available at the faculty member's university. This sabbatical would occur during the faculty member's terminal year. The President's decision to offer or not to offer the sabbatical leave shall not be grievable.

**Section C. Claiming and Recall Rights.** Tenured faculty members laid off in accordance with this Article shall have claiming and recall rights as described in this Article for three years following the effective date of their layoff.

**Subd. 1. Notices of Vacancies.** All tenured faculty members who have received a notice of retrenchment shall be provided notices of all faculty vacancies in the state university system during the three year claiming period. Such notices shall be sent no later than the time such notices are published. Such notices may be sent electronically, unless the faculty member

requests notices by U.S. Mail. Affected faculty members shall provide the university human resources with an e-mail address or other acceptable electronic contact information, or mailing address, to facilitate the provision of such notices.

**Subd. 2. Designation of Academic Areas.** Tenured faculty members who have received a notice of retrenchment shall notify the System Office of up to three academic areas in which the faculty member wishes to exercise claiming rights. The choice of academic areas shall be from the list contained in Appendix B of this Agreement. The designation of academic areas can be updated annually within (15) days of the anniversary of the faculty member's layoff date. The faculty member may designate one additional academic area during the update period.

**Subd. 3. Advanced Notice of Vacancies in Designated Academic Areas.** Vacancy notices for probationary positions in chosen academic areas shall be sent at least three weeks prior to disseminating them within MnSCU or in local or national publications. The initial vacancy notice to a retrenched faculty member for a position in a designated academic area will include a letter describing the claiming and recall process.

**Subd. 4. Retrenchment List.** A current list of tenured faculty members who have been laid off and possess claiming or recall rights as described in this Article will be maintained by the MnSCU System Office. The list will indicate the academic areas designated by each faculty member on this list. Each university will notify the System Office whenever a tenured faculty member is given notice of retrenchment. The System Office will update the list to reflect current information and make it available to each of the universities.

**Section D. Claiming.** Tenured faculty members notified of layoff in accordance with this Article may exercise claiming rights within the Minnesota State Universities in the designated academic areas indicated on the retrenchment list as follows:

**Subd. 1.** The faculty member shall have three calendar weeks from the date the notice of vacancy was sent to the faculty member to contact the university and indicate interest in the position and to forward the application materials requested in the notice to the Academic Vice President or designee of the university involved.

**Subd. 2.** When the credentials of a claiming faculty member have been received by a hiring university, the Vice President or designee shall meet with the relevant department to ensure that it is aware of and understands all the provisions of this section prior to considering a claiming request. The department involved shall make telephone contact with the claiming faculty member and invite the claimer to visit the campus for an informational interview. At the time of the visit, the claiming faculty member shall also be afforded an interview with the President or appropriate Vice President. The department shall make a written recommendation to the President concerning the credentials of the claiming faculty member. If the recommendation from the department is negative, the claiming faculty member shall be afforded a telephone call with the President before the President determines whether the claimer is qualified to fill the vacancy.

The university shall be responsible for travel and related expenses from the faculty member's place of residence if it is within the State of Minnesota or within 50 miles of the Minnesota border. The faculty member will be responsible for travel and related expenses from a place of residence beyond 50 miles from the Minnesota border.

**Subd. 3.** After consulting with the department, the President shall determine whether the claiming faculty member is qualified to fill the vacant position. In evaluating the claiming faculty member, neither the President nor the department will compare the claimer with any actual, hypothetical, or ideal applicant, and will take no notice of applications and credentials of other candidates until a decision has been reached regarding the faculty member seeking to claim a vacant position.

The claiming faculty member must be awarded the position if the faculty member has sufficient ability, i.e., is competent to perform the duties of the position as described in the notice of vacancy.

**Subd. 4.** If the President determines that a faculty member seeking to claim a vacant position does not possess sufficient ability to fill the position, the President shall send the faculty member a written statement identifying the qualifications stated in the notice of vacancy that the claimer does not possess. The System Office shall be informed so that the notice of vacancy can be mailed and the search resumed in accordance with the procedures of Article 21, Section A.

**Subd. 5.** If two or more faculty members are deemed qualified to claim a vacant position as described in this section, the position shall be awarded to the faculty member with greater seniority. If two or more faculty members have equal seniority, the vacant position will be awarded to the one with the greater length of tenured service in the Minnesota State Universities. If two or more faculty members have equal seniority and tenured service, the vacant position will be awarded to the one with greater length of total service in the Minnesota State Universities. If two or more faculty members have equal seniority and equal length of tenured and total service, the President shall determine which faculty member shall be awarded the vacant position.

**Subd. 6.** If no faculty member on the retrenchment list responds to the notice of vacancy during the three week open period, the university may resume the search in accordance with the procedures of Article 21, Section A.

**Subd. 7.** Persons offered reemployment must accept such offer within 15 calendar days, and such acceptance to take effect on a date specified by the President which will not require a faculty member to be at work earlier than the beginning of the academic semester, following the date such offer was made or 30 days, whichever is later. Such a faculty member shall retain all accrued seniority in the Minnesota State Universities, including credit for time in layoff status, if reemployed at the same university from which the faculty member was laid off. However, faculty who are reemployed at another Minnesota State University shall begin a new accumulation of seniority within their new department or program at their new Minnesota State University.



**Subd. 8.** Persons who decline such offers of reemployment waive all claiming rights as established in this Article and shall have their names removed from the retrenchment list. If the vacant position is temporary or less than full-time, the qualified faculty member may accept or refuse the position without in any way altering or affecting the faculty member's rights as established in this Article.

**Subd. 9.** All claiming rights established herein shall expire at the conclusion of three years (36 months) from the effective date of the faculty member's layoff or upon reassignment to a full-time tenured position in the bargaining unit.

**Section E. Recall.** Tenured faculty members laid off in accordance with this Article shall be eligible for recall to the same or substantially equivalent vacant position in the same university from which the faculty member was laid off for three years following the effective date of their layoff. The following provisions shall apply:

**Subd. 1.** When a vacant position is to be filled, laid off faculty members who are eligible for the position shall be offered reemployment in inverse order of their layoff from the university. In the event that two or more faculty members were laid off at the same time, then that person with the greater seniority shall have priority for recall. If the vacant position is temporary or less than full-time, the laid off faculty who are eligible shall be offered the position, but their accepting or declining the offer shall not jeopardize their recall rights as established in this Article.

**Subd. 2.** Persons offered reemployment pursuant to this section must accept such offer within 15 days after such offer, such acceptance to take effect on a date specified by the President which will not require a faculty member to be at work earlier than the beginning of the academic semester, following the date such offer was made or 30 days, whichever is later.

**Subd. 3.** Persons who decline such offers of reemployment waive all rights of recall as established in this Article and shall have their names removed from the retrenchment list. If the vacant position is temporary or less than full-time, the qualified faculty member may accept or refuse the position without in any way altering or affecting the faculty member's rights as established in this Article.

**Subd. 4.** All recall rights established herein shall expire at the conclusion of three years (36 months) from the effective date of the faculty member's layoff.

**Section F. Recalled Faculty/Successful Claimers.**

**Subd. 1.** Faculty members who are recalled or successfully claim a vacant position in accordance with this Article and return to employment in the System shall be reemployed at their former academic rank with no reduction in their former salary schedule position.

In addition, they shall retain all unused sick leave accumulation not used in the calculation of severance pay at the time of their layoff as well as their previously earned tenure rights and sabbatical leave rights. If the position to which a faculty member is recalled is within the same seniority unit from which the faculty member was laid off, then all previous seniority credit will be restored.

**Subd. 2.** Laid off faculty shall be considered to be in an unrequested leave category. After 12 months of Employer paid insurance benefits expire (Article 35, Section C, Subd. 3.a), the laid off employee shall have the right to continue at the employee's own expense insurance benefits at the group rate for an additional 30 months.

**Section G. Outplacement Service.** MnSCU, after consulting with the IFO, shall select an out placement consultant and provide such services to faculty members who are given notice of layoff and who request the service.

**Section H. Grievance Procedure.** A layoff due to retrenchment shall not be considered a non-renewal of appointment or a dismissal for cause, and the President's decision to retrench shall not be subject to the grievance procedure.

## **ARTICLE 24**

### **Faculty Rights in Disciplinary and Investigative Action**

**Section A. Disciplinary Action.** Disciplinary action may be taken only for just cause. If disciplinary action is grieved, the burden to prove just cause as defined in Article 5, Section A, Subd. 24, rests with the Employer. Nothing in this Article shall preclude the President or other appropriate supervisor from attempting to resolve problems with a faculty member in confidence. Unless the President or other appropriate supervisor determines that extenuating circumstances exist, disciplinary action shall be progressive, beginning with oral reprimand, proceeding to written reprimand, then to suspension, and finally to dismissal. All disciplinary action is subject to the grievance procedure.

**Subd. 1. Oral Reprimand.** An oral reprimand may be issued by the immediate supervisor. An oral reprimand shall be clearly designated as such. A faculty member shall be entitled to have a representative present, and shall be apprised of this right prior to the time of the reprimand. A notation stating only that an oral reprimand has been issued will be placed in the personnel file.

**Subd. 2. Written Reprimand.** The President, Vice President, or immediate supervisor may issue a written reprimand. A copy shall be provided to the President when issued by the Vice President or immediate supervisor, and shall be placed in the official personnel file. A written reprimand shall be clearly designated as such.

**Subd. 3. Suspension.**

- a. In the event that the President believes just cause exists for a suspension, the President shall give written notice of the proposed action to the affected faculty member and the IFO specifying the reasons, with the approval of the faculty member. Suspensions shall be structured in such a manner that the faculty member's presence in, or absence from, the classroom does not disrupt the instructional process.
- b. Suspension without pay shall be limited to a 30 day period.

**Subd. 4. Dismissal.**

- a. In the event that the President believes just cause exists for dismissal, the President shall give written notice of the proposed action to the affected faculty member and the IFO. Further, the President shall furnish the faculty member the reasons and shall (with approval of the faculty member) forward such reasons to the IFO.
- b. Service of written notice of dismissal shall be in accordance with Article 5, Section A, Subd. 48.

**Section B. Section B Leave.** After notice to, and when reasonably practicable consultation with, the Faculty Association, the President or authorized designee may place a faculty member on Section B Leave with pay while an investigation which may lead to disciplinary action is conducted. Normally, such Section B Leave shall not exceed 20 days. With written notice to the Faculty Association, the President/designee may extend Section B Leave for an additional 10 days. Upon agreement of the President/designee and the Association, Section B Leave may be extended beyond 30 days.

**ARTICLE 25**

**Tenure, Promotions, and Non-Renewal**

**Section A. Criteria.**

**Subd. 1. Tenure.** The decision to award tenure shall normally be based on the faculty member's work during the probationary period. A faculty member's work at the university prior to the commencement of the probationary period, if any, may be considered. To be awarded tenure, the faculty member must demonstrate a record of positive performance and professionally competent achievement over the duration of the probationary period that is consistent with the goals and objectives of the university/college/department/program and with the goals of the process outlined in Article 22. The faculty member's record will be evaluated based on all the criteria outlined in Article 22. Completion of the probationary period alone does not mean the standards of tenure have been met.

**Subd. 2. Promotion.** The decision to promote shall be based on the faculty member’s cumulative work record since the faculty member’s last promotion or since the date of hire as applicable. To earn promotion, the faculty member must demonstrate a cumulative record of professional performance and high achievement appropriate to the relevant rank and consistent with the goals and objectives of the university/college/department/program. The faculty member’s record will be evaluated based on all the criteria outlined in Article 22.

**Subd. 3. Changing Expectations.** In arriving at a decision on tenure and promotion, due consideration shall be given to changes in performance expectations to the extent that such changes unfairly disadvantage faculty.

**Section B. Schedule and Frequency.**

**Schedule of Evaluation for Tenure and Promotion.** Except as otherwise provided in the schedule below, the President shall establish a schedule for promotion and tenure, consisting of time tables for submission of applications and supporting documentation and comments. The local Association shall be afforded the opportunity to meet and confer prior to implementation of this schedule.

<b>Activity Deadlines</b>	<b>Tenure</b>	<b>Promotion</b>
Faculty submission of application with required forms, documents and supporting documentation to supervisor and department(s)	<b>January 31</b>	<b>January 31</b>
Faculty response to Vice President’s recommendation	<b>May 1</b>	<b>May 1</b>
Vice President’s submission of recommendation to President	<b>May 1</b>	<b>May 1</b>
President’s decision on application	<b>June 15</b>	<b>June 15</b>
Effective date of tenure/promotion	Date of Notice	First duty day of subsequent year
Faculty request for meeting with President following denial of tenure	<b>January 15 of Terminal Year</b>	

**Section C. Tenure.** The following procedures shall constitute the process of consideration for tenure.

**Subd. 1. Tenure application.** The faculty member submits an application for tenure, along with all required forms and documents and supporting documentation, to the faculty member’s immediate supervisor and the department(s)/unit through the chair(s) by January 31. A faculty member who does not comply by that date, shall lose the protection provided in Subd. 7 below. Failure of any faculty member to provide any required materials shall not prevent the process from continuing if the review is during the final year of the probationary period.

**Subd. 2. Department/program/faculty recommendation.** Tenure recommendation(s) by department(s)/unit and chair(s) (See Article 20, Section A, Subd. 4), with all documentation, shall be sent to the immediate supervisor in accordance with the university calendar, with copies sent to the faculty member by the chair(s). Individual faculty members and programs may also make recommendations. The applicant's written responses to these recommendations become part of the tenure application file. Failure of the department(s) and/or chair(s) to make a recommendation to the immediate supervisor shall not prevent the process of review from continuing.

**Subd. 3. Supervisor's recommendation.** The immediate supervisor shall provide the faculty member a written assessment in accordance with Article 22. In addition, the immediate supervisor shall provide a proposed tenure recommendation to the faculty member. After receipt of a proposed negative recommendation, the faculty member shall be given the opportunity to meet with the immediate supervisor. The final recommendation of the immediate supervisor shall be sent to the faculty member. The faculty member may submit a written response to the Vice President regarding the immediate supervisor's recommendation. This response becomes part of the applicant's tenure file.

**Subd. 4. Vice President's recommendation.** A copy of the Vice President's proposed recommendation shall be sent to the faculty member. Upon request, the faculty member shall be given the opportunity to meet with the supervising Vice President to discuss the recommendation. The applicant's written response to the Vice President's recommendation becomes part of the tenure application file. The applicant's written response must be provided to the supervising Vice President by May 1. The supervising Vice President's recommendation shall be sent to the President by May 1.

**Subd. 5. President's consideration.** Should a recommendation for denial of tenure be made by the department, the chair, the immediate supervisor or the Vice President, the President shall invite the faculty member to meet to discuss the recommendations before a decision is made. The faculty member may choose to be accompanied by an Association representative.

**Subd. 6. President's decision.** The President's decision to grant or to deny tenure shall not be arbitrary or capricious. The President's written notice of denial of tenure shall include reasons for denial. The President's tenure decision shall be conveyed to the faculty member in writing by June 15.

**Subd. 7. Denial of tenure without evaluation.** During the fifth year of a probationary period or during the last year of a shortened or lengthened probationary period, faculty members who are denied tenure without evaluation in compliance with Article 22 during the academic year in which notice of denial is given shall have the decision rescinded and shall obtain an additional year of employment during which they shall re-apply for tenure. If tenure is subsequently awarded, it will be retroactive to the year following the year in which the tenure was denied due to the lack of evaluation in accordance with Article 22. The Administration

may not intentionally avoid conducting an evaluation in order to extend the probationary period. In the event that a faculty member undergoes two successive tenure reviews wherein the Arbitrator reverses the decision on alleged violations of this section, the arbitrator is free to fashion the appropriate remedy, which may in certain cases be an award of tenure.

**Subd. 8. Terminal year.** In cases of denial of tenure in the fifth year or during the final year of a shortened or lengthened probationary period, the faculty member's appointment expires at the end of the subsequent academic year/nine-month appointment year, whichever is later.

**Subd. 9. Meeting with the President.** A probationary faculty member who has been given notice of denial of tenure shall, upon request, be granted an interview with the President by January 15 of the terminal year in order to discuss the faculty member's employment status. Any change in the decision shall be communicated to the faculty member in writing within 15 days.

**Subd. 10. Voluntary withdrawal.** If a faculty member voluntarily withdraws from the established tenure review process, the review shall conclude at that point. If this is in the last year of the probationary period, the faculty member's appointment will terminate at the end of the subsequent year.

**Section D. Promotion.** The criteria to be used in the promotion process shall include those described in Article 22, Section B. The following shall constitute the process for consideration for promotion.

**Subd. 1. Application.** The faculty member submits an application for promotion, along with all required forms and documents and supporting documentation, to the faculty member's immediate supervisor and the department(s)/unit through the chair(s) by January 31.

**Subd. 2. Department/program/faculty recommendation.** Promotion recommendation(s) by department(s)/unit and of the chair(s) (See Article 20, Section A, Subd. 4), with all documentation, shall be sent to the immediate supervisor in accordance with the university calendar, with copies sent to the faculty member by the chair(s). Individual faculty members and programs may also make recommendations. The applicant's written responses to these recommendations become part of the promotion application file. Failure of the department(s) and/or chair(s) to make a recommendation to the immediate supervisor shall not prevent the process of review from continuing.

**Subd. 3. Supervisor's recommendation.** The immediate supervisor shall provide a proposed promotion recommendation to the faculty member. After receipt of a proposed negative recommendation, the faculty member shall be given the opportunity to meet with the immediate supervisor. The final recommendation of the immediate supervisor shall be sent to the faculty member. The faculty member may submit a written response to the Vice President regarding the immediate supervisor's recommendation. This response becomes part of the applicant's promotion file.

**Subd. 4. Vice President's recommendation.** A copy of the Vice President's proposed recommendations shall be sent to the faculty member. Upon request, the faculty member shall be given the opportunity to meet with the supervising Vice President to discuss the recommendation. The applicant's written response to the Vice President's recommendation becomes part of the promotion application file. The applicant's written response must be provided to the supervising Vice President by May 1. The supervising Vice President's recommendation shall be sent to the President by May 1.

**Subd. 5. President's decision.** The President's decision to grant or to deny promotion shall not be arbitrary or capricious. The President's written notice of denial of promotion shall include reasons for denial. The President's promotion decision shall be conveyed to the faculty member in writing by June 15. Processing of any subsequent applications for promotion shall take into account the areas of deficiency upon which promotion was denied.

**Subd. 6. Meeting with President.** A faculty member who is not promoted may, upon request, meet with the President or designee to discuss the President's decision. The faculty member may request, and shall be furnished, written indication of deficiencies and guidance concerning appropriate action to overcome such deficiencies.

**Subd. 7. Eligibility for promotion.** Length of service in rank and at the university may be a factor in consideration for promotion. Normally, three years in rank, with two PDR evaluations conducted in accordance with Article 22, since the initial assignment to rank or last promotion is a minimum prerequisite for consideration for promotion. All full-time faculty whose appointments are effective after the beginning of the academic year shall be considered as having begun service at the beginning of that academic year. Faculty members who do not receive an evaluation under Article 22 shall not be denied consideration for promotion.

**Subd. 8. Effective date of promotion.** All promotions shall take effect with the start of the Fiscal Year following the President's decision to promote.

**Subd. 9. Promotion of instructors.** An Instructor shall be promoted to Assistant Professor upon being granted tenure.

**Section E. Non-Renewal of Probationary Faculty.** A recommendation for non-renewal of a probationary faculty member may be made by the appropriate department, immediate supervisor or Vice President.

**Subd. 1. Schedule for Non-Renewal.** Except as otherwise provided, the President shall establish a schedule for non-renewal consisting of time tables for submission and consideration of recommendations for non-renewal. The Local Association shall be afforded the opportunity to meet and confer prior to implementation of the schedule.

**Subd. 2.** Should a recommendation for non-renewal be made, the President shall invite the faculty member to meet to discuss the recommendation before a decision on non-renewal is made. The faculty member may be accompanied by an IFO representative.

**Subd. 3.** Notice of non-renewal of probationary faculty shall be as follows.

- a. For first year faculty, the notice of the non-renewal decision shall be given no later than November 1 of the second academic year of their appointment. Following notice of non-renewal, the faculty member shall have employment through the remainder of the second academic year.
- b. For all other faculty, the notice of the non-renewal decision shall be given no later than August 1. Following notice of non-renewal, the faculty member shall have employment through the subsequent academic year.
- c. Service of written notice shall be in accordance with Article 5, Section A, Subd. 48.
- d. Written notice shall include reasons for the non-renewal.

**Subd. 4.** A probationary faculty member who has been given notice of non-renewal shall, upon request, be granted an interview with the President by January 15 of the terminal year in order to discuss the faculty member's employment status. Any change in the decision to non-renew shall be communicated to the faculty member within 15 days.

**Subd. 5.** The probationary faculty member who is non-renewed shall have access to the full grievance procedure for any violation of Subds. 2 and 3 above and shall have access through the President's level of the grievance procedure for any other violations of this section.

**Subd. 6.** Probationary faculty members who are non-renewed without evaluation in compliance with Article 22 during the academic year in which the notice of non-renewal is given shall have their non-renewal rescinded and obtain an additional year of employment during which an appropriate evaluation shall be conducted.

The additional year of employment shall not automatically confer tenure upon faculty members nor shall it be construed as authorizing the Administration to intentionally avoid conducting an evaluation to thereby extend the probationary period. Faculty members who fail to submit their professional development report in accordance with Article 22 shall lose the protection provided by this subdivision.

**Section F. Non-Renewal of Non-Tenure Track Faculty.** Non-renewal of non-tenure track faculty shall be based on performance evaluation as provided for in Article 22. Notice of non-renewal shall be by August 1 preceding their final academic year appointment. The faculty member shall have employment through the remainder of the subsequent academic year.

**Section G. Dismissal of Tenured Faculty.** Dismissal of tenured faculty shall be in accordance with Articles 23 and 24.



**Section H. Arbitration.** In the event that the decision to non-renew a probationary faculty member, or to deny tenure or promotion is grieved and appealed to arbitration, the arbitrator is limited to determining whether the President's decision was arbitrary or capricious or was procedurally flawed.

**ARTICLE 26  
[RESERVED]**

**ARTICLE 27  
General Provisions**

**Section A. Legal Counsel.** If civil proceedings are brought against a faculty member for acts committed while acting within the scope of employment, the faculty member shall be furnished legal counsel in accordance with Minnesota Statutes.

**Section B. Unemployment Compensation.** All faculty members shall be eligible for unemployment compensation benefits as provided for by law.

**Section C. Ethical Standards: External Service and Other Activities.**

**Subd. 1. External Employment and Other Activities.**

- a. A faculty member shall be free to accept such external employment as does not interfere with the full and proper performance of duties for the respective university as outlined in this subdivision.
- b. Faculty members shall not engage in any external activity which interferes with their regular duties.
- c. During a period of full-time employment, a faculty member shall not receive either an annual retaining fee or a regular salary from any external source unless the arrangement has been approved in advance by the President/designee. This provision does not apply to such things as the writing of books or articles, the creation of computer software or artistic works, or the giving of occasional speeches or consultations.
- d. A full-time faculty member serving as a regular paid consultant or staff member for another Minnesota state agency shall do so with an appropriate leave of absence and deduction of pay at the university.
- e. During a period of full-time employment, a faculty member shall not engage in external consulting, employment, or other activities which require the faculty member's absence from the campus for more than an average of one full duty day per week in any academic year.

- f. During a period of full-time employment, a faculty member who holds office in a scholarly or professional organization or who performs editorial or other duties for learned journals must report such duties to the President/designee if these duties require the faculty member's absence from campus for more than five consecutive duty days in any single academic term.
- g. Faculty members engaging in private practice shall not use the official stationery of the university or of the Chancellor, or give as a business address the university, its buildings, its departments, or the office of the Chancellor.

**Subd. 2. Conflict of Interest.**

- a. The technical equipment of the System or university shall not be used by a faculty member for personal use without notice to and the consent of the Employer and the payment of a reasonable fee for the privilege enjoyed.
- b. Faculty members shall not use their position to secure special privileges or exemptions for themselves or others.
- c. Faculty members shall not engage in any transaction as a representative or agent of the State with any business entity in which they have a substantial direct or indirect pecuniary interest. This shall not preclude the use in teaching of materials prepared by faculty members. Faculty members preparing materials for sale to students shall notify the President/designee.
- d. Research Funded by the University. A conflict of interest shall be deemed to exist:
  - 1. Whenever a faculty member and/or the faculty member's immediate family in the aggregate own or have options to purchase 5% or more of voting stock in any company with which the faculty member has a university research project.
  - 2. Whenever a faculty member and/or a member of the faculty member's immediate family holds a position as an operational officer in a company with which the faculty member has a university research project.
  - 3. Whenever a faculty member has an on-going private consulting agreement with the same company with which the faculty member has a university research project, if the agreement and the project relate to the same subject matter.
- e. Research Funded by External Sources.
  - 1. Prior to accepting support from a private sector sponsor, a faculty member must disclose all directly-related commercial connections and financial interests in that sponsor to the President/designee, including any directly related commercial connections and financial interests held by the faculty member's immediate family.

2. No agreement or contract for sponsored research projects shall be entered into which prohibits a faculty member from publishing research results, except that the sponsor has the right to delete proprietary information from manuscripts prior to publication. A faculty member may agree in writing to delay publication until patents are filed.

Faculty members who publish results shall agree to acknowledge in the publication the role played by the university in the research project or in support of the project. (See also Subd. 3.c below.)

- f. If a faculty member believes that a conflict of interest may be created, the faculty member may (1) avoid entering into the business relationship which may create the situation, or (2) notify the President/designee in writing of the activity and the nature of the possible conflict of interest. Upon receipt of such notice, the President/designee shall obtain an advisory legal opinion regarding the matter. Copies of such an advisory legal opinion shall be provided to the faculty member, the IFO, and other affected parties.

### **Subd. 3. Confidentiality.**

- a. Faculty members shall not accept employment or engage in any business or professional activity which they might reasonably expect would require or induce them to disclose confidential information acquired by reason of their official position.
- b. Faculty members shall not disclose to unauthorized persons confidential information obtained by them by reason of their official position nor shall faculty members otherwise use such information for personal gain or benefit.
- c. A faculty member may enter into a confidentiality agreement with the sponsor of a research project in which the faculty member elects to participate, if such an agreement is required by the sponsor. However, such a confidentiality agreement shall be subject to the limitations specified in Subd. 2. e. 2 above.

### **Subd. 4. Patents and Intellectual Property.**

- a. A faculty member shall be entitled to complete ownership and control of any patentable discoveries or inventions, or of intellectual property, except where the faculty member's normal workload was reduced for purposes of the development project, where the university has provided substantial support for or involvement in the project, or where the inventions or discoveries are produced as a result of agreements or contracts between the university and external sponsors.
- b. Ownership of intellectual property, or of patentable discoveries or inventions, shall be shared by the faculty member and the university in an equitable ratio if the intellectual property, or the discoveries or inventions, are produced under one or more of the following circumstances:

1. with substantial university support and involvement;
2. with release time granted with the expectation that patentable information or products will result;
3. under an assigned duty and/or work-for-hire arrangement with an external sponsor.

Whenever possible, an equitable ratio of ownership shall be established in advance and incorporated into an agreement between the university and the faculty member. Fees involved in copyright and patent application shall be shared on the basis of the equitable ratio of ownership established above.

- c. A faculty member engaged in research which may lead to patentable or non-patentable inventions or discoveries, or intellectual property, shall maintain a log which includes dates and hours worked on the project, activities engaged in, and university facilities and resources involved.

#### **Section D. Travel on Behalf of the Employer.**

**Subd. 1. Reimbursement.** Faculty engaged in travel expressly assigned by the Employer shall be reimbursed for expenses actually incurred while in travel status in accordance with MMB's Managerial Plan. Copies of current travel regulations shall be readily available on each campus.

**Subd. 2. Use of Private Vehicles.** Whenever practicable, state-owned vehicles shall be made available for faculty members required to travel on behalf of the Employer. The President/designee may elect to allow faculty members to use personal vehicles on a case-by-case basis and reimburse the persons for mileage at the rates provided under MMB's Managerial Plan. Except for emergency circumstances, or when defined by the President/designee as a condition of employment at the time of initial employment, or thereafter when agreed to by both parties, a faculty member shall not be required to use a personal vehicle for university purposes.

#### **Section E. Check Issuance.**

**Subd. 1. Election of 12 Month Pay Option.** Faculty members may elect to receive compensation in consecutive equal increments during the period of their appointment or on a 12 month basis. A faculty member must elect the option of payment at the beginning of each academic year.

**Subd. 2. Correction of Pay in Advance Issues.** The parties recognize that the State of Minnesota prohibits state agencies, including Minnesota State, from paying employees for work prior to the performance of the work. Accordingly, Minnesota State may address pay-in-advance issues by adjusting the bi-weekly rate of pay remaining to be paid to an affected faculty member for work in the current Fiscal Year to offset an identified pay in advance issue

in the current or immediately preceding Fiscal Year. Prior to making such adjustment, the university will provide written notification to the affected faculty member of the pay in advance issue and the amount of adjustment or adjustments to be implemented and the date the adjustment will be made to the bi-weekly rate of pay. Should the faculty member wish to dispute the proposed adjustment, a grievance can be filed. Adjustments to the bi-weekly rate of pay that exceed 5% of the gross pay due in the bi-weekly pay check requires written agreement by the faculty member.

**Section F. Sick Leave Balance.** Once each academic year, each faculty member shall receive from the Employer a statement of the faculty member's balance of unused sick leave accumulations. The Employer's obligation can be satisfied by providing an electronic means of accessing the faculty member's current sick leave balance.

**Section G. Courses, Tuition and Fees.**

**Subd. 1.** Full-time faculty members and part-time probationary, part-time non-tenure track and part-time tenured faculty members shall be entitled to enrollment, in courses at any university in the System without payment of tuition or fees, except laboratory and special course fees. Effective fall semester 2004 such enrollment shall not exceed 30 credits for a year. For purposes of this provision, a year begins the first day of fall semester and concludes the day before the beginning of the succeeding fall semester.

**Subd. 2.** Part-time fixed-term, adjunct and community faculty shall be entitled to enrollment in courses at any university in the System without payment of tuition or fees, except laboratory and special course fees. However, the number of credits available to part-time fixed-term faculty, adjunct faculty and community faculty members for this tuition and fee waiver shall be equal to the number of credit hours taught by the part-time fixed-term, adjunct or community faculty member within that year as described above. The tuition and fee waiver must be used in the period from the first day of fall semester to the day before the succeeding fall semester in which the faculty member is employed.

**Subd. 3.** The faculty member's spouse/domestic partner, or dependent children may share this right within the credit limit established above, with waiver of tuition only. Proof of financial dependency shall not be required. For purposes of this section, dependent children are financial dependents of the faculty member, defined as dependent on the faculty member for significant financial support.

**Subd. 4. Discretionary Use.** The spouse, domestic partner, or dependent children of a tenured, probationary or non-tenure track faculty member may also be authorized to share up to 18 credits per year of the tuition waiver benefit for use at a Minnesota State college, to the extent the president of the university determines funds are available for this use. The president's exercise of discretion under this paragraph is not subject to the grievance procedure.

**Section H. Continuation of Benefits.** Insurance and tuition waiver benefits for faculty employed in an academic year shall continue until the beginning of the next fall semester. This section shall not apply if the faculty member resigns with an effective date prior to the end of the academic year.

**Section I. Tuition Extension for Retrenched Faculty.** Faculty identified in Section G who are retrenched in accordance with Article 23 shall be entitled to enrollment, on a space available basis, in courses at any university in the System without payment of tuition or fees, except laboratory and special course fees. Such enrollment is limited to a total of 30 credits within one year of separation. The faculty member's spouse/domestic partner or dependent children may share the right within the limits established above, with waiver of tuition only.

**Section J. Participation in Student Loan Forgiveness Programs.** Faculty members shall be free to participate in student loan forgiveness programs offered by governmental agencies with no corresponding reduction in salary or benefits otherwise provided in this Agreement.

**Section K. Safety and Wellbeing.** It shall be the policy of each University to reasonably provide for the health and safety of its faculty by providing safe work areas under the direct control of the university and safe work methods. In the application of such policies, the prevention of accidents, and the creation and maintenance of clean, sanitary, and healthful work areas shall be the continuing commitment of each University. Faculty shall have the responsibility to use all provided safety equipment and follow safety procedures in their daily work. Faculty shall cooperate in all safety and accident prevention programs.

## **ARTICLE 28 Grievance Procedure**

The IFO and the Employer agree that they will use their best efforts to encourage an informal and prompt settlement of any complaint that exists with respect to the interpretation and/or application of this Agreement or Employer policies and practices related to terms and conditions of employment. However, in the event such complaint arises between the Employer and the IFO or faculty member which cannot be settled informally, a grievance procedure is described herein.

No determination shall be made by the Employer in the grievance procedure which diminishes, amends, or otherwise modifies the provisions of this Agreement.

### **DEFINITIONS**

**Grievance.** Grievance means a dispute or disagreement as to the interpretation or application of any term or terms of any contract required under Minnesota Statutes § 179A.21, Subd. 1.

**Grievant.** Grievant is a bargaining unit member or a group of unit members, Association or IFO filing a grievance. A grievance filed by the Association which alleges a violation may be initiated at Step II of the grievance procedure. A grievance filed by the IFO which alleges a violation may be initiated at Step III of the grievance procedure.

**Days.** Day means calendar days, excluding Saturday, Sunday, and legal holidays as defined by Minnesota Statutes. For purposes of the Step II and Step III grievance filing period, and for the Employer's corresponding written response, the term "days" shall not include days within the semester break during December and January for the applicable campus.

**Service.** Service means personal service or by first class mail.

**Reduced to Writing.** Reduced to Writing means a concise statement outlining the nature of the grievance, the provision(s) of the contract in dispute, and the relief requested. A grievance shall be filed on the form supplied by the Employer (Appendix A).

**Answer.** Answer means a concise response outlining the Employer's position on the grievance.

### **Informal Step.**

Whenever a bargaining unit member has a grievance, the bargaining unit member may meet on an informal basis with the appropriate Dean (or equivalent) or other university designee in an attempt to resolve the grievance. The bargaining unit member may be accompanied by an exclusive representative in this process.

### **Step I.**

In the event satisfactory resolution is not achieved through informal discussion, the exclusive representative, within 30 days following the act or omission, giving rise to the grievance or the date on which the grievant reasonably should have known of such act or omission if that date is later, shall complete and forward to the Academic Vice President the written signed grievance form (Appendix A) which shall be signed by the Association grievance representative.

If the exclusive representative or Academic Vice President requests a meeting, the parties shall within seven days of receipt of the grievance arrange a meeting and endeavor to mutually resolve the grievance. The Academic Vice President shall then respond to the grievance in writing within 10 days of the meeting of the parties. If the exclusive representative or Academic Vice President does not request a meeting at Step I, the Academic Vice President shall respond to the grievance in writing within 10 days of the receipt of the grievance at Step I.

### **Step II.**

If the grievance is still unresolved after the response of the Academic Vice President or designee, it may be presented to the President/designee by the exclusive representative within 10 days after the receipt of the Step I response. If the exclusive representative or President requests a meeting, the parties shall within seven days of receipt of the grievance arrange a meeting and endeavor to mutually resolve the grievance. The President shall respond to the grievance in writing within 10 days of the meeting of the parties. When the exclusive representative or President do not request a meeting at Step II, the President shall respond to the grievance in writing within 10 days of receipt of the grievance at Step II.

### **Step III.**

If the grievance is still unresolved at Step II and the IFO desires to appeal, it shall be referred by the IFO, in writing, to the Chancellor within 20 days after the response at Step II. The Chancellor or designee and the IFO representative shall within 10 days of the receipt of the grievance arrange a meeting at a time mutually agreeable to the parties. If the grievance is settled as a result of such meeting, the settlement shall be reduced to writing and signed by the Chancellor or designee, and the IFO representative. If no settlement is reached, the Chancellor or designee shall give a written response to the IFO within 10 days following the meeting.

### **Step IV.**

If the grievance is still unresolved after the response of the Chancellor or designee, the exclusive representative may, within 15 days, request arbitration by serving a written notice on the other party of its intention to proceed with arbitration.

The Chancellor or designee and the IFO representative shall endeavor to select a mutually acceptable arbitrator to hear and decide the grievance.

**Expedited Arbitration.** Expedited arbitration, as defined by the American Arbitration Association, shall be used with respect to all disciplinary actions clearly labeled by the Employer as either an oral or written reprimand. If expedited arbitration is used, the parties will make their best efforts to hold the arbitration hearing within 45 days of the receipt of the Step IV notification. If a party is unable to agree to a hearing within the 45 day period, the arbitration shall proceed, except that the other party may give notice that the expedited procedures will not be followed. Expedited arbitration may be used by the parties with respect to other disputes upon mutual agreement of the IFO and the Employer's Step III representative.

**Regular Arbitration.** The scheduling of the hearing date for all grievances submitted to non-expedited arbitration shall be accomplished within 25 days after receipt of available dates from the arbitrator.

The arbitration proceeding shall be conducted by an arbitrator to be selected from a permanent panel of five arbitrators. The parties shall use an alternating striking method to select an arbitrator from the permanent panel to hear a grievance. The members of the permanent panel shall be selected by the following method: the IFO and the Chancellor's designee shall each submit a list of five arbitrators until agreement is reached on a permanent panel. Vacancies on the panel that arise during the term of this Agreement shall be filled by mutual agreement or by each party submitting lists of three arbitrators, until a replacement is agreed upon. The parties may, by mutual agreement, add or remove members from the permanent arbitration panel.

Each party shall be responsible for paying one-half (1/2) of the arbitrator's fee and necessary expenses.

The arbitrator shall not have the power to add to, subtract from, or modify in any way the terms of the existing Agreement.



The decision of the arbitrator shall be final and binding on all parties to the dispute unless the decision violates any provision of the laws of Minnesota or rules or regulations promulgated thereunder, or municipal charters or ordinances or resolutions enacted pursuant thereto, or which causes a penalty to be incurred thereunder. The decision shall be issued to the parties by the arbitrator, and a copy shall be filed with the Bureau of Mediation Services, State of Minnesota.

All grievances shall be processed during the normal workday whenever possible, and employees shall not lose wages due to their necessary participation. For purposes of this paragraph, employees entitled to wages during their necessary participation in a grievance proceeding are as follows:

- a.** The number of employees equal to the number of persons participating in the grievance proceeding on behalf of the public employer; or
- b.** If the number of persons participating on behalf of the public employer is less than three, three employees may still participate in the proceedings without loss of wages.

The parties, by mutual written agreement, may waive any step and extend any time limits in a grievance procedure. If timely filed at Step I, grievances filed during the months of May through August, may, at the choice of the Faculty Association, be held in abeyance and shall be scheduled for a meeting within 14 calendar days of the start of the fall calendar. Mutual written agreement may be established by a computer message requesting, and a written computer message or other writing confirming, the waiver or the extension. However, failure to adhere to the time limits may result in a forfeit of the grievance, or, in the case of the Employer, require mandatory alleviation of the grievance as outlined in the last statement by the exclusive representative.

The provisions of this grievance procedure shall be severable, and if any provision or paragraph thereof or application of any provision or paragraph under any circumstance is held invalid, it shall not affect any other provision or paragraph of this grievance procedure or the application of any provision or paragraph thereof under different circumstances. Within 30 days after the execution of the Agreement, the IFO shall furnish to the Employer a list of all persons authorized to act as grievance representatives and shall update the list as needed.

The Employer will furnish the names of the Employer's designees to deal with grievances at each step of the grievance procedure. No member of the bargaining unit shall be an Employer designee for any step in the grievance procedure.

## **ARTICLE 29**

### **Seniority**

#### **Section A. Definitions.**

**Subd. 1. Seniority.** Except as modified in Subdivision 4 of this Section, seniority shall be defined as full-time equivalent years of continuous service at the university in which the faculty member has served. This definition shall not reduce seniority accrued as of the effective date of this Agreement to members of the bargaining unit.

**Subd. 2. Full-Time Equivalent Year.** A full-time equivalent year in a quarter based system shall consist of three quarters of continuous service for a full-time faculty member while one quarter and two quarters of continuous service in an academic year shall result in one-third (.33) and two-thirds (.66) of a full-time equivalent year respectively. A full-time equivalent year in a semester based system shall consist of two semesters of continuous service for a full-time faculty member, while one semester of service in an academic year shall result in one-half (.50) of a full-time equivalent year. For purposes of seniority calculations, a nine-month appointment year shall be treated the same as an academic year. Faculty with less than a full-time appointment shall receive the appropriate fraction. No additional full-time equivalent years shall be accrued for any assignment beyond the regular academic year/nine-month appointment year.

**Subd. 3. Continuous Service.** Continuous service shall commence on the first duty day an individual begins employment service with a Minnesota State University and shall be interrupted only by separation because of resignation, non-renewal or dismissal for just cause. A leave of absence pursuant to Article 17 or 18 shall not interrupt continuous service except where expressly limited in Article 18.

**Subd. 4. Pre-Probationary Service.** Commencing July 1, 2024, upon the subsequent initial appointment of an individual as a probationary faculty member at a university, semester-work performed at the same university in the preceding five Fiscal Years shall be counted for purposes of seniority without regard to whether such work was continuous.

#### **Section B. Application.**

**Subd. 1.** For purposes of layoff (see Article 23), seniority may be exercised only in the department or program in which the faculty member is serving at the time of retrenchment or in any department or program in which the faculty member has served at least three full academic years as described in Section C, Subd. 2, below.

- a.** If two or more faculty members have equal seniority, then those with greater length of tenured service, shall have priority for retention. Should faculty members still be equal in seniority, then those with greater length of total service in the university shall have priority in retention.

Beyond this the decision of which person to retain will be made on the basis of programmatic needs of the university as determined by the President.

- b.** In the event a tenured faculty member is provided notice of layoff as described in Article 23, and meets the three years of service requirement provided herein in more than one department or program, in the university in which the faculty member is serving, the faculty member will do one of the following:
  - 1.** Accept the lay off; or
  - 2.** Except as provided in sub-paragraph b. 3. of this subdivision, bump the least senior tenured faculty member in a department or program in which the eligible faculty member meets the three years of service requirement, provided that the least senior tenured faculty member has less seniority than the noticed faculty member.
    - i.** In the event that two or more tenured faculty members in the department or program in which the eligible faculty member meets the three years of service requirement have equal seniority and are the least senior and subject to bumping, priority for retention shall be determined by Article 23, Section B, Subd. 1.a.
  - 3.** If there is a probationary faculty member in the department in which the eligible faculty member meets the three years of service requirement, the probationary faculty member will be bumped in place of the least senior tenured faculty member. If there are multiple probationary faculty members, the university will choose which probationary faculty member will be bumped.
- c.** An eligible faculty member who chooses to exercise bumping rights, must notify the human resources office in writing within seven calendar days of receiving notice of lay off. Upon receipt of such election to bump notice, the university will promptly provide the faculty member to be bumped with a notice of lay off which will be effective at the end of the current academic year. In the event that the eligible faculty member meets the three years of service requirement in more than one department or program, other than the program from which the eligible faculty member is being retrenched, the university will decide in which department or program bumping rights may be exercised. Should the university elect to forego laying off the faculty member to be bumped, it will notify that faculty member within 30 days of receipt of the election to bump notice.

**Subd. 2.** In the event a faculty member is reassigned or permanently transferred to another university, the faculty member shall carry all accumulated rights and benefits to the new university with the exception that there shall be no carryover of seniority for the purpose of calculation of layoff priority (see Article 23). However, the seniority accumulated by a faculty member at a given university shall be maintained at that university as long as the faculty member is either employed within the System, or takes leave pursuant to Articles 17 and 18, or possesses recall/claiming rights pursuant to Article 23.

**Section C. Seniority Roster.** A seniority roster shall be posted and sent to the Association by the President/designee on or before November 1 of each year.

**Subd. 1. Roster Format.** The roster shall be published in a uniform, systemwide format and shall provide the following information:

- a. Names of tenured faculty member(s),
- b. Names of other faculty members, by type of appointment (probationary, fixed-term, non-tenure track),
- c. Full or part-time (if part-time, percentage),
- d. Date of initial employment,
- e. Date of tenure (if applicable),
- f. Years of seniority (if applicable).

**Subd. 2. Cross-Rostering.** In addition to seniority in the current assignment, the roster shall indicate all other departments or programs in which the faculty member is credited with three full academic years of continuous service. Satisfying the three year continuous service requirement shall be known as “cross-rostering” and shall be determined as set forth below.

- a. Cross-Rostering Service Credit.
  1. To earn a year of service for purposes of cross-rostering, a faculty member must teach at least 12 semester/18 quarter credits (11 semester/16 quarter credits for Metropolitan State University faculty) in the department or program in which cross-rostering service credit is sought during the relevant year or nine-month appointment. For faculty members whose total teaching load exceeds a full teaching load in the applicable time period, the threshold is 50% of the total credits taught or 15 semester/22 quarter credits (13 semester/20 quarter credits for Metropolitan State University faculty), whichever is less. Faculty members with non-teaching assignments must work at least 50% FTE in the department or program in which cross-rostering service credit is sought.
  2. Except as otherwise provided in a written agreement between the Vice-President/Provost/designee and the faculty member, reassigned time, including service as chair, will be treated as work in the department or program to which the faculty member is assigned at the time the work is performed.
  3. Faculty work compensated at the summer session, alternative session rate per Article 13, or the miscellaneous instructional categories rate per Article 10, Section A, Subd. 6, shall not be counted in any cross-rostering analysis.

**b. Applicable Year for Calculation of Cross-Rostering Service Credit.**

1. Satisfaction of the credit or 50% FTE threshold shall be calculated on the basis of full academic years (excluding summer sessions and alternative sessions) rather than upon a quarter-by-quarter or semester-by-semester basis.
2. For faculty on nine-month appointments, satisfaction of the credit or 50% FTE threshold shall be calculated on the basis of the faculty member's full nine-month appointment and may include summer sessions or alternative sessions if such sessions are part of a faculty member's regular assignment during the nine-month appointment.

**c. Continuous Years of Service.**

In order to qualify for cross-rostering, faculty must meet the credit or 50% FTE threshold specified by Subd. 2(a) for any three continuous academic years (or continuous nine-month appointments for nine-month faculty). Except as otherwise provided in this subdivision, failure to meet the threshold during any academic year (or nine-month appointment year) shall constitute a break in the continuous service required for cross-rostering (i.e., shall restart the clock for qualification for cross-rostering).

**d. Temporary Suspension of the Cross-Rostering Service Clock.**

1. Leaves granted pursuant to Article 17, Section A (sick leave), Article 17, Section C (military leave), Article 17, Section G (paid training leave), Article 18, Section A, Subd. 1 (general leave), Article 18, Section A, Subd. 2 (educational leave), Article 18, Section B (parental leave) or Article 19, Section C (sabbatical leave) of the IFO Agreement shall not cause a break in the continuous service required for cross-rostering (i.e., shall suspend the running of the clock for purposes of accrual of cross-rostering service credit).
2. Union release time totaling nine or more semester/14 quarter credits per relevant year (8 semester/12 quarter credits for Metropolitan State University faculty) granted pursuant to Article 6, Section H, shall also suspend the running of the cross-rostering service clock.
3. Administrative leaves granted pursuant to Article 18, Section A, Subd. 3, shall suspend the running of the cross-rostering service clock for up to two years. If the administrative leave extends beyond two years, the cross-rostering service clock shall be restarted as described in Subd. 2(c).

**Subd. 3. Roster Corrections.** Disputes concerning the accuracy of roster information must be filed with the President's designee within 20 calendar days of publication of the roster. Time limits shall not apply to the correction of clerical errors. Should there be no satisfactory resolution within 20 calendar days of the alleged inaccuracy, the faculty member shall have the right to file a grievance in accordance with the provisions of Article 28.

**Section D. Priorities.** For the purpose of clarifying and resolving conflicting claiming rights to vacant positions within the Minnesota State University System, the following is a list of claiming right categories in order of decreasing priority:

**Priority 1:** Retrenchment based assignment to retain a faculty member within a university pursuant to Article 29, Section B, Subd. 1.

**Priority 2:** Recall rights, using the procedures established in Article 23, Section E.

**Priority 3:** Claiming rights, using the procedures established in Article 23, Section D.

## **ARTICLE 30 [RESERVED]**

## **ARTICLE 31 Transfers**

No member of the bargaining unit will be assigned out of unit work without their consent. Faculty members from other bargaining units may not be transferred into the IFO bargaining unit without going through the established search process. A faculty member may request to be transferred under the following conditions.

**Section A. Within a University.** A faculty member may be transferred to another department/program within a university by agreement of the faculty member and the President, after consultation with the affected departments.

**Section B. Between Universities.** A request for the transfer from one university to another within the IFO bargaining unit shall be considered when vacancies are advertised. Faculty members must apply for the vacancy and go through the normal search process. Faculty members seeking transfer under this section shall clearly state the same in the faculty member's letter of application. The final hiring decision shall be made by the President/designee and shall not be subject to the grievance procedure.

**Section C. Transferred Rights for Faculty Transferring Between Universities.**

**Subd. 1. Benefits.** For purposes of this Article, faculty members may waive certain faculty rights, rank and benefits by agreement of the faculty member, the IFO and the President/designee.

**Subd. 2. Seniority.** Seniority calculation shall be in accordance with the provisions of Article 29.

**Subd. 3. Tenure.** The President of the hiring university may grant tenure, upon employment, to a faculty member transferring from a tenured position at a Minnesota State University. Before granting tenure pursuant to this subdivision, and in a manner that is consistent with Article 20, the President shall first consult with the affected department and review its recommendation, if any.

**Subd. 4. Salary.** The salary of a faculty member transferring under the auspices of this Article shall be set following the then current salary setting process for new faculty at the hiring university.

## **ARTICLE 32 Savings Clause**

If any of the provisions of this Agreement shall in any manner be held by a court or agency to be in conflict with or contravene any federal law or statute, executive order, State law or statute, or any rule and regulation promulgated pursuant to one of the above, or not be approved by legislative action, such provisions shall be considered null and void and shall not be binding on the parties hereto; in such event, the remaining provisions of this Agreement shall remain in full force and effect. In the event that any provision of this Agreement is thus found to be invalid or rejected, either party shall have the right to reopen negotiations on that provision only.

## **ARTICLE 33 Complete Agreement and Waiver**

**Section A. Complete Agreement.** The Employer and the IFO acknowledge that during the negotiations which resulted in this Agreement, each had the unlimited right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the applicable area of collective bargaining, and that the understandings are set forth in this Agreement, and shall constitute the sole Agreement between the parties for the duration thereof.

**Section B. Modifications and Repeal.** The Employer agrees to modify or repeal the Governing Rules, Internal Rules, Operating Policies, Administrative Procedures and university constitutions that are superseded by this Agreement.

**Section C. Waiver.** The Employer and the IFO for the life of this Agreement each voluntarily and unqualifiedly waive the right, and agree that the other shall not be obliged to bargain collectively with respect to any subject or matter not specifically referred to or covered in this Agreement, subject to Article 34, Duration.

## **ARTICLE 34**

### **Duration**

**Section A. Effective Dates.** Except as otherwise provided herein, this Agreement shall become effective July 1, 2023, and remain in full force and effect through June 30, 2025.

**Section B. Legislative Action.** Should any provisions of this Agreement require legislative action for implementation, the Employer, the Commissioner of Minnesota Management and Budget for the State of Minnesota, and the IFO agree to cooperate in an effort to secure legislative approval.

**Section C. Renewal and Reopening.** This Agreement shall automatically renew itself from biennium to biennium thereafter unless, not later than July 1 of each even-numbered year prior to the expiration of the then-current term of the Agreement, either party shall serve written notice on the other of its desire to terminate, modify, or amend this Agreement.

If the parties mutually agree during the term of this Agreement, this Agreement may be supplemented by such additional provisions relating to specific issues as the parties to this Agreement deem appropriate. Failure of the parties to reach such supplemental agreement shall not be subject to the interest arbitration procedure as set out in the Minnesota Public Employment Labor Relations Act.

## **ARTICLE 35**

### **Insurance**

**Section A. State Employee Group Insurance Program (“SEGIP”).** During the life of this Agreement, the Employer agrees to offer a Group Insurance Program that includes health, dental, life, vision, and disability coverages equivalent to existing coverages, subject to the provisions of this Article.

All insurance eligible employees will be provided access to an electronic summary of benefits (SOB) or certificate of coverage (COC) for each insurance product. These documents shall be provided no less than biennially and prior to the beginning of the insurance year.

**Section B. Eligibility for Group Participation.** This section describes eligibility to participate in the Group Insurance Program.

**Subd. 1. Faculty Members - Basic Eligibility.** A faculty member may participate in the Group Insurance Program if employed on the basis of at least 50% of a full-time work assignment for a regular academic year. If an insurance eligible faculty member’s last scheduled day of work (excluding termination for cause) is at the end of the academic year or later, coverage will cease at the completion of the payroll period in which the succeeding academic year commences. If an insurance eligible faculty member is terminated for cause or the last scheduled day of work is before the end of the academic year, coverage will cease at the end of the payroll period in which the separation or termination date occurs.



**Subd. 2. Faculty Members - Special Eligibility.** The following faculty members are also eligible to participate in the Group Insurance Program:

- a. Faculty Members with Work-related Injury/Disability.** A faculty member who was off the State payroll due to a work-related injury or a work-related disability may continue to participate in the Group Insurance Program as long as such a faculty member receives workers' compensation payments or while the workers' compensation claim is pending.
- b. Totally Disabled Faculty Members.** Consistent with Minnesota Statutes §62A.148, certain totally disabled faculty members may continue to participate in the Group Insurance Program.
- c. Separated Employees Under M.S. 43A.27.** Pursuant to M.S. 43A.27, Subd. 3a(1), a faculty member who separates or retires from State service, and who, at the time of separation has five or more years of allowable pension service, and is entitled to immediately receive an annuity under a State retirement program or is immediately eligible to receive a retirement benefit under Chapter 354B, and who is not eligible for regular (non-disability) Medicare coverage, may continue to participate in the health and dental coverages offered through the Group Insurance Program at the faculty member's own expense.

Consistent with Minnesota Statutes §43A.27, Subd. 3a(2), an employee who separates or retires from State service and who, at the time of separation is at least 50 years of age and has at least 15 years of State service, may continue to participate in the health and dental coverages offered through the Group Insurance Program at the employee's own expense. A spouse of a deceased retired faculty member may continue health and dental coverages through the Group Insurance Program provided the spouse was dependent under the retired member's coverage at the time of the retiree's death and continues to make the required premium payments. Retiree coverage must be coordinated with Medicare.

- d. Sabbatical Leave.** A faculty member eligible to participate in the Group Insurance Program immediately prior to taking a sabbatical leave continues that eligibility during the sabbatical leave.
- e. Adjunct/Community faculty with multiple appointments.** An adjunct or community faculty member holding separate appointments at different MnSCU institutions shall have such assignments combined for purposes of determining eligibility under Article 35. To be eligible for this benefit, such adjunct/community faculty members must report any multiple appointments to the human resource office at each reporting institution.

**Subd. 3. Dependents.** Eligible dependents for purposes of this Article are as follows:

**a. Spouse.** The spouse of an eligible faculty member (if legally married under Minnesota law). For the purposes of health insurance coverage, if that spouse works full-time for an organization employing more than 100 people and:

- (1) elects to receive either credits or cash in place of health insurance or health coverage, or towards some other benefit in place of health insurance, then they are not eligible for the comparable coverage or insurance under this Article; or
- (2) is enrolled in a high deductible medical insurance plan (as defined by the IRS) that includes a contribution to a health savings account (HSA) through their employing organization, then they are not eligible for medical coverage under this Article.

When both spouses work for the State or another organization participating in the State Employee Group Insurance Program, a spouse may be covered as a dependent by the other but when covered as a dependent they may not carry their own coverage (members may only be covered once).

**b. Children.**

**1. Health and Dental Coverage:** A dependent child is an eligible faculty member's child to age 26.

**2. Dependent Child.** A "dependent child" includes a faculty member's (1) biological child, (2) child legally adopted by or placed for adoption with the faculty member, (3) step-child, and (4) foster child who has been placed with the faculty member by an authorized placement agency or by a judgment, decree, or other court order. For a step-child to be considered a dependent child, the faculty member must be legally married to the child's legal parent or legal guardian. A faculty member (or the faculty member's spouse or jointly) must have permanent, full and sole legal and physical custody of the foster child.

**3. Coverage Under Only One Plan:** For purposes of (a) and (b) above, if the faculty member's adult child (age 18 to 26) works for the State or another organization participating in the State's Group Insurance Program, the child may not be covered as a dependent by the faculty member unless the child is not eligible for a full Employer Contribution as defined in Section 3A.

Effective January 1, 2015 for purposes of (1) and (2) above, if the employee's adult child (age 18 to 26) works for the State or another organization participating in the State's Group Insurance Program, the child may be covered as a dependent by the employee.

**c. Grandchildren.** A dependent grandchild is an eligible faculty member's unmarried dependent grandchild who:

1. Is financially dependent upon the faculty member for principal support and maintenance and has resided with the faculty member continuously from birth, or
2. Resides with the faculty member and is dependent upon the faculty member for principal support and maintenance and is the child of the faculty member's unmarried child (the parent) to age 19.

If a grandchild is legally adopted or placed in the legal custody of the grandparent, they are covered as a dependent child under Section B, Subd. 3 b (2) and (4).

- d. **Child with a Disability.** A dependent child with a disability is an eligible faculty member's child or grandchild regardless of marital status, who was covered and then disabled prior to the limiting age or any other limiting term required for dependent coverage and who continues to be incapable of self-sustaining employment by reason of developmental disability, mental illness or disorder, or physical disability, and is chiefly dependent upon the faculty member for support and maintenance, provided proof of such incapacity and dependency must be furnished to the health carrier by the faculty member or enrollee within 31 days of the child's attainment of the limiting age or any other limiting term required for dependent coverage. The dependent with a disability is eligible to continue coverage as long as the child continues to be disabled and dependent, unless coverage terminates under the contract.
- e. **Qualified Medical Child Support Order.** A child who would otherwise meet the eligibility requirements and is required to be covered by a Qualified Medical Child Support Order (QMCSO) is considered an eligible dependent.
- f. **Child Coverage Limited to Coverage Under One Employee.** If both spouses work for the State or another organization participating in the State's Group Insurance Program, either spouse, but not both, may cover the eligible dependent children or grandchildren. This restriction also applies to two divorced, legally separated, or unmarried employees who share legal responsibility for their eligible dependent children or grandchildren. A member in the State's Group insurance benefits may only be covered once, by one parent or guardian.

**Subd. 4. Continuation of Coverage.** Consistent with state and federal laws, certain faculty members, former faculty members, dependents, and former dependents may continue group health, dental, and/or life coverage at their own expense for a fixed length of time. As of the date of this Agreement, state and federal laws allow certain group coverages to be continued if they would otherwise terminate due to:

- a. Termination of employment (except for gross misconduct);
- b. Layoff;
- c. Reduction of hours to an ineligible status;
- d. Dependent child becoming ineligible due to change in age, student status, marital status, or financial support (in the case of a foster child or stepchild);
- e. Death of faculty member;

- f. Divorce or legal separation;
- g. Covered employee's enrollment in Medicare.

**Section C. Eligibility for Employer Contribution.** This section describes eligibility for an Employer Contribution toward the cost of coverage.

**Subd. 1. Full Employer Contribution - Basic Eligibility.** Faculty members covered by this Agreement and appointed for at least 75% of the full-time work assignment load for a regular academic year receive the full Employer Contribution. The 75% minimum requirement can be satisfied by: (1) a one hundred sixty-eight (168) duty-day contract at 75% load; (2) a contract for 75% of the 168 duty days at full load; (3) some equivalent combination.

A faculty member initially hired during the academic year on a tenured appointment or a probationary appointment may receive the full Employer Contribution if the appointment is for a minimum of a 75% load for the duration of that appointment. A faculty member who, due to a change in assignment during the academic year, becomes eligible under this subdivision for an Employer Contribution shall be eligible on a prospective basis.

**Subd. 2. Partial Employer Contribution - Basic Eligibility.** Faculty members covered by this Agreement, who hold part-time appointments and who work at least 50%, but less than 75%, of the full-time work assignment load for a regular academic year, receive the full Employer Contribution for basic life coverage, and at the employee's option, a partial Employer Contribution for health and dental coverages. The partial Employer Contribution for health and dental coverages is 75% of the full Employer Contribution for both employee only and dependent coverage. A faculty member who, due to a change in assignment during the academic year, becomes eligible under this subdivision for a partial Employer Contribution shall be eligible to participate in the group insurance program on a prospective basis.

**Subd. 3. Special Eligibility.** The following faculty members also receive an Employer Contribution:

- a. **Faculty Members on Layoff.** An eligible tenured, non-tenure track, probationary faculty member, or intercollegiate athletic coach, who receives an Employer Contribution, who has three or more years of continuous service, and who has been laid off pursuant to the provisions of Article 23 or Article 10, Section G, Subd. 13 remains eligible for an Employer Contribution and all other benefits provided under this Article for 12 consecutive months from the date of layoff.
- b. **Work-Related Injury/Disability.** A faculty member who receives an Employer Contribution and who is off the State payroll due to a work-related injury or a work-related disability remains eligible for an Employer Contribution as long as such faculty member receives workers' compensation payments. If such faculty member ceases to receive workers' compensation payments for the injury or disability and is granted a disability leave under Article 17, the faculty member shall be eligible for an Employer Contribution during that leave.

- c. Sabbatical or Educational Leave. A faculty member eligible to participate in the Group Insurance Program immediately prior to taking a sabbatical leave, or an educational leave pursuant to Article 18, continues that eligibility during the sabbatical or educational leave.
- d. Faculty members participating in phased retirement shall be eligible for Employer paid benefits in accordance with Minnesota Statutes §354.66 at the same rate as if they were employed full-time.
- e. Faculty members participating in the Annuitant Employment Program (AEP) shall be eligible for Employer-paid benefits in accordance with Minnesota Statutes §§136F.48 and 354.445 at the same rate as if they were employed full-time.

**Subd. 4. Maintaining Eligibility for Employer Contribution.**

- a. General. A faculty member who is eligible for the Employer Contribution maintains that eligibility as long as the faculty member meets the Employer Contribution eligibility requirements and appears on a State payroll for at least one full working day during each payroll period. This requirement does not apply to faculty members who receive an Employer Contribution while on layoff as described in Section C, Subd. 3 a, or while eligible for workers' compensation payments as described in Section C, Subd. 3 b.
- b. Unpaid Leave of Absence. If a faculty member is on an unpaid leave of absence, then sick leave cannot be used for the purpose of maintaining eligibility for an Employer Contribution by keeping the faculty member on a State payroll for one working day per pay period.
- c. Special Leaves. A faculty member on an approved Family Medical Leave Act (FMLA) leave or on a voluntary reduction in hours as provided elsewhere in this Agreement maintains eligibility for an Employer Contribution.

**Section D. Amount of Employer Contribution.** The Employer Contribution amounts and rules in effect on June 30, 2023, will continue through December 31, 2023.

**Subd. 1. Contribution Formula - Health Coverage.**

- a. Faculty Member Coverage. For faculty member health coverage for the 2024 and 2025 plan years, the Employer contributes an amount equal to 95% of the employee-only premium of the Minnesota Advantage Health Plan (Advantage).
- b. Dependent Coverage. For dependent health coverage for the 2024 and 2025 plan years, the Employer contributes an amount equal to 85% of the dependent premium of Advantage.

**Subd. 2. Contribution Formula - Dental Coverage.**

- a. Faculty Member Coverage. For faculty member dental coverage, the Employer contributes 70% of the employee premium of the dental plan.
- b. Dependent Coverage. For dependent dental coverage, the Employer contributes 50% of the dependent premium of the dental plan.

**Subd. 3. Contribution Formula - Basic Life Coverage.** For faculty members' basic life coverage and accidental death and dismemberment coverage, the Employer contributes 100% of the cost.

**Section E. Coverage Changes and Effective Dates.**

**Subd. 1. When Coverage May be Chosen.**

- a. Newly Hired Employees. All faculty members hired to an insurance eligible position must make benefit elections by their initial effective date of coverage as defined in this Article, Section E, Sub. 3. Insurance eligible employees will automatically be enrolled in basic life coverage. If faculty members eligible for a full Employer Contribution do not choose a health plan administrator and a primary care clinic and do not waive medical coverage within this 30 day timeframe, they will be enrolled in a Benefit Level Two clinic (or Level One, if available) that meets established access standards in the health plan with the largest number of Benefit Level One and Two clinics in the county of the faculty member's residence at the beginning of the insurance year. If a faculty member does not choose a health plan administrator and primary care clinic by their initial effective date, but was previously covered as a dependent immediately prior to their initial effective date, they will be defaulted to the plan administrator and primary care clinic in which they were previously enrolled.
- b. Eligibility Changes. Faculty members who become eligible for a full Employer Contribution must make their benefit elections within 30 calendar days of becoming eligible. If employees do not choose a health plan administrator and primary care clinic and do not waive coverage within this 30 day time frame, they will be enrolled in a Benefit Level Two clinic (or Level One, if available) that meets established access standards in the health plan with the largest number of Benefit Level One and Two clinics in the county of the employee's residence at the beginning of the insurance year.

If employees who become eligible for a partial Employer Contribution choose to enroll in insurance, they must do so within 30 days of becoming eligible or during open enrollment.

A faculty member may change health or dental plan if the faculty member changes to a new permanent work or residence location, and the faculty member's current plan is no longer available. If the faculty member has family coverage and if the new residence location is outside of the current plan's service area, the employee shall be permitted to switch to a new plan administrator and new Benefit Level within 30 days of the residence

location change. The election change must be due to and correspond with the change in status. A faculty member who receives notification of a work location change between the end of an open enrollment period and the beginning of the next insurance year may change health or dental plans within 30 days of the date of the relocation under the same provisions accorded during the last open enrollment period.

A faculty member may also change health or dental plans in any other situation in which the Employer is required by applicable federal or state laws to allow a plan change.

**c. Waiving Medical Coverage.** Faculty members may choose to waive medical coverage. If a faculty member is eligible for the full employer contribution and chooses to waive medical coverage, the faculty member must submit a Waiver of Medical Coverage form and provide proof of other coverage by the end of the faculty member's enrollment period. If a faculty member does not submit the form and proof by the end of the faculty member's enrollment period, the faculty member will be enrolled in medical coverage. If a faculty member waives medical coverage, the faculty member can elect it again during the next Open Enrollment or midyear upon a permitted Qualified Life Event.

## **Subd. 2. When Coverage May be Changed or Cancelled.**

**a. Changes Due to a Life Event.** After the initial enrollment period and outside of any open enrollment period an employee may elect to change health or dental coverage (including adding or canceling coverage) and any applicable employee contributions in the following situations (as long as allowed under the applicable provisions, regulations, and rules of the federal and state law in effect at the beginning of the plan year).

The request to change coverage must be consistent with a change in status that qualifies as a life event, and does not include changing health or dental plans, which may only be done under the terms of Section E, Subd. 1, above. Any election to add coverage must be made within 30 days following the event, and any election to cancel coverage must be made within 60 days following the event. (An employee and a retired employee may add dependent health or dental coverage following the birth of a child or dependent grandchild, or following the adoption of a child, without regard to the 30 day limit.) These life events (for both employees and retirees) are:

1. A change in legal marital status, including marriage, death of a spouse, divorce, legal separation and annulment.
2. A change in number of dependents, including birth, death, adoption, and placement for adoption.
3. A change in employment status of the employee, or the employee's or retiree's spouse or dependent, including termination or commencement of employment, a strike or lockout, a commencement of or return from an unpaid leave of absence, a change in worksite, and a change in working conditions (including changing between part-time and full-time or hourly and salary) of the employee, the

employee's or retiree's spouse or dependent which results in a change in the benefits they receive under a cafeteria plan or a health or dental plan.

4. A dependent ceasing to satisfy eligibility requirements for coverage due to attainment of age or otherwise no longer meets the eligibility requirements under Section B, Subd. 3.
  5. A change in the place of residence of the employee, retiree or their spouse or dependent that is not in the health plan service administrator's service area.
  6. Significant cost or coverage changes (including coverage curtailment and the addition of a benefit package).
  7. Family Medical Leave Act (FMLA) leave.
  8. Judgments, decrees or orders.
  9. A change in coverage of a spouse or dependent under another employer's plan.
  10. Open enrollment under the plan of another employer.
  11. Health Insurance Portability and Accountability Act (HIPAA) special enrollment rights for new dependents and in the case of loss of other insurance coverage.
  12. A COBRA-qualifying event.
  13. Loss of coverage under the group health plan of a governmental or educational institution (a state's children's health insurance program, medical care program of an Indian tribal government, State health benefits risk pool, or foreign government group health plan).
  14. Entitlement to Medicare or Medicaid.
  15. Any other situations in which the group health or dental plan is required by the applicable federal or state law to allow a change in coverage.
- b. Canceling Dependent Coverage During Open Enrollment.** In addition to the above situations, dependent health or dependent dental coverage may also be canceled for any reason during the open enrollment period that applies to each type of plan (as long as allowed under the applicable provisions, regulations and rules of the federal and state law in effect at the beginning of the plan year).
- c. Canceling Employee Coverage.** A part-time employee may also cancel employee coverage within 60 days of when one of these same life events occurred.
- d. Effective Date of Benefit Termination.** Medical, dental and life coverage termination will take effect on the first of the month following the loss of eligible employee or dependent status. Disability benefit coverage terminations will take effect on the day following loss of eligible employee or dependent status.

### **Subd. 3. Effective Date of Coverage.**

- a. Initial Effective Date.** The initial effective date of coverage under the Group Insurance Program is the thirtieth day following the faculty member's first day of employment, reemployment, rehire, or reinstatement with the State. The initial effective date of coverage for an employee whose eligibility has changed is the date of the change. A faculty member must be actively at work on the initial effective date of coverage, except that a faculty member who is on paid leave on the date State-paid life



insurance benefits increase is also entitled to the increased life insurance coverage. In no event shall a faculty member's dependent's coverage become effective before the faculty member's coverage. If an employee is not actively at work due to employee or dependent health status or medical disability, medical and dental coverage will still take effect. (Life and disability coverage will be delayed until the employee returns to work.)

**b. Delay in Coverage Effective Date.**

1. **Basic Life.** If a faculty member is not actively at work on the initial effective date of coverage, coverage will be effective on the first day of the faculty member's return to work. The effective date of a change in coverage is not delayed in the event that, on the date the coverage change would be effective, a faculty member is on an unpaid leave of absence or layoff.
2. **Medical and Dental.** If a faculty member is not actively at work on the initial effective date of coverage due to a reason other than hospitalization or medical disability of the faculty member or dependent, medical and dental coverage will be effective on the first day of the faculty member's return to work. The effective date of a change in coverage is not delayed in the event that, on the date the coverage change would be effective, a faculty member is on an unpaid leave of absence or layoff.
3. **Optional Life and Disability Coverages.** In order for coverage to become effective, the faculty member must be in active payroll status and not using sick leave on the first day following approval by the insurance company. If it is an open enrollment period, coverage may be applied for but will not become effective until the first day of the faculty member's return to work.

**Subd. 4. Open Enrollment.**

- a. **Frequency and Duration.** There shall be an open enrollment period for health coverage in each year of this Agreement, and for dental coverage in the first year of this Agreement. Open enrollment periods shall last a minimum of 14 calendar days in each year of the Agreement. Open enrollment changes become effective on January 1 of each year of this Agreement.
- b. **Eligibility to Participate.** A faculty member eligible to participate in the Group Insurance Program, as described in Section B, Subd. 1. and Section B, Subd. 2., may participate in open enrollment. In addition, a person in the following categories may, as allowed in Section E, Subd. 4a above, make certain changes: (1) a former employee or dependent on continuation coverage, as described in Section B, Subd. 4, may change plans or add coverage for health and/or dental plans on the same basis as active employees; and (2) an early retiree, prior to becoming eligible for Medicare, may change health and/or dental plans as agreed to for active employees, but may not add dependent coverage.

- c. **Materials for Faculty Member Choice.** Each year prior to open enrollment the appointing authority will give eligible faculty members the information necessary to make open enrollment selections. Employees will be provided a statement of their current coverage each year of the contract.

**Subd. 5. Coverage Selection Prior to Retirement.** A faculty member who retires and is entitled to receive an annuity under a State retirement program may change health or dental plans during the 60 calendar day period immediately preceding the date of retirement. The faculty member may not add dependent coverage during this period. The change takes effect on the first day of the month following the date of retirement.

## **Section F. Basic Coverages.**

### **Subd. 1. Faculty Member and Family Health Coverage.**

- a. **Minnesota Advantage Health Plan (Advantage).** The health coverage portion of the State Employee Group Insurance Program is provided through the Minnesota Advantage Health Plan (Advantage), a self-insured health plan offering four Benefit Level options. Provider networks and claim administration are provided by multiple plan administrators. Coverage offered through Advantage is determined by Section F, Subd. 1, paragraph b below.

- b. **Coverage under the Minnesota Advantage Health Plan (Advantage).** From July 1, 2023 through December 31, 2023, health coverage under the SEGIP will continue at the level in effect on June 30, 2023. Effective January 1, 2024, Advantage will cover eligible services subject to the copayments, deductibles and coinsurance coverage limits stated. Services provided through Advantage are subject to the managed care procedures and principles, including standards of medical necessity and appropriate practice of the plan administrators. Coverage details are provided in the Advantage Summary of Benefits.

- 1. **Benefit Options.** Employees must elect a plan administrator and primary care clinic. Those elections will determine the Benefit Level through Advantage. Enrolled dependents must elect a primary care clinic that is available through the plan administrator chosen by the employee.

- i. **Plan Administrator.** Employees must elect a plan administrator during their initial enrollment in Advantage and may change their plan administrator election only during the annual open enrollment and when permitted under Section E. Dependents must be enrolled through the same plan administrator as the employee.

- ii. **Benefit Level.** The primary care clinics available through each plan administrator are assigned a Benefit Level. The Benefit Levels are outlined in the benefit chart below. Primary care clinics may be in different Benefit Levels for different plan administrators. Family members may be enrolled in clinics

that are in different Benefit Levels. Employees and their dependents may change to clinics in different Benefit Levels during the annual open enrollment. Employees and their dependents may also elect to move to a clinic in a different Benefit Level within the same plan administrator by calling their plan administrator, with changes typically effective the following day. Unless the individual has a referral from their primary care clinic, there are no benefits for services received from providers in Benefit Levels that are different from that of the primary care clinic in which the individual has enrolled.

iii. **Primary Care Clinic.** Employees and each of their covered dependents must individually elect a primary care clinic within the network of providers offered by the plan administrator chosen by the employee. Employees and their dependents may elect to change clinics within their clinic’s Benefit Level as often as the plan administrator permits and as outlined above.

iv. **Advantage Benefit Chart for Services Incurred During Plan Years 2024 and 2025.**

<b>2024 and 2025 Benefit Provision</b>	<b>Benefit Level 1</b> The member pays:	<b>Benefit Level 2</b> The member pays:	<b>Benefit Level 3</b> The member pays:	<b>Benefit Level 4</b> The member pays:
Deductible for all services except drugs and preventive care (S/F)	\$250/\$500	\$400/\$800	\$750/\$1,500	\$1,500/\$3,000
Office visit copay/urgent care (copay waived for preventive services)	\$35	\$40	\$70	\$90
Mental health office visit copay	\$0 not subject to the Deductible	\$0 not subject to the Deductible	\$50	\$70
In-Network Convenience Clinics and Online Care (deductible waived)	\$0	\$0	\$0	\$0
Emergency room copay	\$100 not subject to Deductible	\$125 not subject to Deductible	\$150 not subject to Deductible	\$350 not subject to Deductible
Facility copays • Per inpatient admission (waived for admission to Center of Excellence)  • Per outpatient surgery	\$100  \$60	\$200  \$120	\$500  \$250	N/A – subject to Deductible and 25% Coinsurance to OOP maximum  N/A – subject to Deductible and 25% Coinsurance to OOP maximum
Coinsurance for MRI/CT scan services	10%	15%	25%	N/A – subject to Deductible and 30% Coinsurance to OOP maximum

<b>2024 and 2025 Benefit Provision</b>	<b>Benefit Level 1</b> The member pays:	<b>Benefit Level 2</b> The member pays:	<b>Benefit Level 3</b> The member pays:	<b>Benefit Level 4</b> The member pays:
Coinsurance for services NOT subject to copays	5% (95% coverage after payment of deductible)	5% (95% coverage after payment of deductible)	20% (80% coverage after payment of deductible)	25% for all services to OOP maximum after deductible
Coinsurance for Lab, Pathology and X-ray (not included as part of preventative care and not subject to office visit or facility copayments)	10% (90% coverage after payment of deductible)	10% (90% coverage after payment of deductible)	20% (80% coverage after payment of deductible)	25% for all services to OOP maximum after deductible
Coinsurance for durable medical equipment	20% (80% coverage after payment of 20% coinsurance)	20% (80% coverage after payment of 20% coinsurance)	20% (80% coverage after payment of 20% coinsurance)	25% for all services to OOP maximum after deductible
Copay for three-tier prescription drug plan	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55	Tier 1: \$18 Tier 2: \$30 Tier 3: \$55
Maximum drug out-of-pocket limit (S/F)	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100	\$1,050/\$2,100
Maximum non-drug out-of-pocket limit (S/F)	\$1,700/\$3,400	\$1,700/\$3,400	\$2,400/\$4,800	\$3,600/\$7,200

2. **Incentive.** Employees will receive a \$70 first-dollar credit in plan year 2024 to their individual deductible (regardless of whether the employee is enrolled in single or family coverage), conditional upon completion of qualifying activities in the Wellbeing program by the deadline. The well-being incentive will sunset after 2024.
3. **Service Area.** The Minnesota Advantage Health Plan service area shall be comprised of all Minnesota counties as well as border communities, with the specific boundaries initially established by MMB and any changes thereafter mutually agreed to by the JLM.
4. **Services received from, or authorized by, a primary care physician within the primary care clinic.** Under Advantage, the health care services outlined in the benefits charts above shall be received from, or authorized by a primary care physician within the primary care clinic. Preventive care, as outlined in the Summary of Benefits, is covered at 100% for services received from or authorized by the primary care clinic. The primary care clinic shall be selected from approved clinics in accordance with the Advantage administrative procedures. Unless otherwise specified in paragraph 4) below, services not received from, or authorized by, a primary care physician within the primary care clinic may not be covered. Unless the individual has a referral from their primary care clinic, there are no benefits for services received from providers in Benefit Levels that are different from that of the primary care clinic in which the individual has enrolled.

**5. In-Area Services not requiring referral from a primary care physician within the primary care clinic.**

- i. **Routine Eye Exams.** Limited to one routine examination per year for which no copay applies. Eye injury or illness at an in-network provider will be covered as an office visit based on the benefit level in which the individual is enrolled.
- ii. **Emergency services and urgent care.** The emergency room copay applies to all outpatient emergency visits that do not result in hospital admission within 24 hours.
- iii. **Obstetrics and Gynecological Care.** The deductible and coinsurance for services not subject to copays applies.
- iv. **Mental Health Care and Substance Use Disorder Treatment.**
- v. **Chiropractic Care.**

For all services listed above apart from urgent care and emergency care, a provider must be in-network with the member's plan administrator for the service to be covered.

**6. Prescription drugs.**

- i. **Copayments and annual out-of-pocket maximums.**

For the first and second year of the contract:

*Tier 1 copayment:* \$18 copayment per prescription or refill for a Tier 1 drug dispensed in a 30 day supply.

*Tier 2 copayment:* \$30 copayment per prescription or refill for a Tier 2 drug dispensed in a 30 day supply.

*Tier 3 copayment:* \$55 copayment per prescription or refill for a Tier 3 drug dispensed in a 30 day supply.

*Out of pocket maximum:* There is an annual maximum eligible out-of-pocket expense limit for prescription drugs of \$1,050 per person or \$2,100 per family.

- ii. **Insulin.** Insulin will be treated as a prescription drug subject to a separate copay for each type prescribed.
- iii. **Brand Name Drugs.** If the subscriber chooses a brand name drug when a bioequivalent generic drug is available, the subscriber is required to pay the standard copayment plus the difference between the cost of the brand name drug

and the generic. Amounts above the copay that an individual elects to pay for a brand name instead of a generic drug will not be credited toward the out-of-pocket maximum.

7. **Special Service Networks.** The following services must be received from special service network providers in order to be covered. All terms and conditions outlined in the Summary of Benefits apply.
  - i. Mental health services - inpatient or outpatient.
  - ii. Chemical dependency services - inpatient or outpatient.
  - iii. Chiropractic services.
  - iv. Transplant coverage.
  - v. Cardiac services.
  - vi. Home infusion therapy.
  - vii. Hospice.
  - viii. Fertility services.
8. **Individuals whose permanent residence and principal work location are outside the State of Minnesota and outside of the Advantage Plan's service area.** If these individuals use a provider within the plan administrator's national network, services will be covered at Benefit Level Two. If a national provider is not available in their area, services will be covered at Benefit Level Two through any other provider available in their area. If a national network provider is available but not used, benefits will be covered at Benefit Level Three. All terms and conditions outlined in the Summary of Benefits will apply.
9. **Children living with an ex-spouse outside the Advantage Plan's service area.** Covered children living with former spouses outside the Advantage Plan's service area and enrolled under this provision as of December 31, 2003, will be covered at Benefit Level Two. If available, services must be received from providers in the plan administrator's national network. If a national network provider is available but not used, benefits will be covered at Benefit Level Three.
10. For covered services received by employees, former employees, and dependents outside of the Advantage service area, all care that is received within the national network of the member's plan administrator will be covered at Benefit Level Three, with a separate out-of-area deductible. Urgent care and emergency care will be covered at Benefit Level Three whether or not the providers are within the member's plan administrator's national network. All other out-of-area care must

be received within the given plan administrator's national network to be covered by the plan. Referrals are not required for care received outside of the Advantage Plan's service area.

**11. Lifetime maximums and non-prescription out-of-pocket maximums.** Coverage under Advantage is not subject to a per person lifetime maximum. In the first and second years of the contract, coverage under Advantage is subject to a plan year, non-prescription drug, out-of-pocket maximum of \$1,700 per person or \$3,400 per family for members whose primary care clinic is in Cost Level 1 or Cost Level 2; \$2,400 per person or \$4,800 per family for members whose primary care clinic is in Cost Level 3; and \$3,600 per person or \$7,200 per family for members whose primary care clinic is in Cost Level 4.

**12. In-Network Convenience Clinics and Online Care.** Services rendered at in-network convenience clinics and online care are not subject to a copayment. First dollar deductibles are waived for convenience clinic and online care visits. (Note the prescriptions received as a result of a visit are subject to the drug copayment maximums as described above at Section F, Subd. 1 b 6.)

**c. Benefit Level Two Health Care Network Determination.** Issues regarding the health care networks for the 2024 insurance year shall be negotiated in accordance with the following procedures:

1. At least 12 weeks prior to the open enrollment period for the 2024 insurance year the Employer shall meet and confer with the Joint Labor/Management Committee on Health Plans in an attempt to reach agreement on the Benefit Level Two health care networks.
2. If no agreement is reached within five working days, the Employer and the Joint Labor-Management Committee on behalf of all of the exclusive representatives shall submit a list of providers/provider groups in dispute to a mutually agreed upon neutral expert in health care delivery systems for final and binding resolution. The only providers/provider groups that may be submitted for resolution by this process are those for which, since the list for the 2023 insurance year was established, Benefit Level Two access has changed, or those that are intended to address specific problems caused by a reduction in Benefit Level Two access.

Absent agreement on a neutral expert, the parties shall select an arbitrator from a list of five arbitrators supplied by the Bureau of Mediation Services. The parties shall flip a coin to determine who strikes first. One-half of the fees and expenses of the neutral shall be paid by the Employer and one-half by the exclusive representatives. The parties shall select a neutral within five working days after no agreement is reached, and a hearing shall be held within 14 working days of the selection of the neutral.

3. The decision of the neutral shall be issued within two working days after the hearing.
- d. **Coordination with Workers' Compensation.** When an employee has incurred an on-the-job injury or an on-the-job disability and has filed a claim for workers' compensation, medical costs connected with the injury or disability shall be paid by the employee's health plan, pursuant to Minnesota Statutes §176.191, Subd. 3.
- e. **Health Promotion and Health Education.** Both parties to this Agreement recognize the value and importance of health promotion and health education programs. Such programs can assist employees and their dependents to maintain and enhance their health, and to make appropriate use of the health care system. To work toward these goals:
  1. **Develop programs.**
    - i. **Policy.** The Employer will develop and implement health promotion and health education programs and other programs mutually agreed upon with the Joint Labor-Management Committee on Health Plans, subject to the availability of resources. Each appointment authority will develop a health promotion and health education program consistent with Minnesota Management and Budget policy. Upon request of any exclusive representative in an agency, the appointing authority shall jointly meet and confer with the exclusive representative(s) and may include other interested exclusive representatives. Agenda items shall include but are not limited to smoking cessation, weight loss, stress management, health education/self-care, and education on related benefits provided through the health plan administrators serving state employees.
    - ii. **Pilot Programs.** The Employer may develop voluntary pilot programs to test the acceptability of various risk management programs, programs that seek to control costs, programs that streamline the delivery of services, or that enhance services to members. Incentives for participation in such programs may include improvements to the benefits outlined in this Article. Implementation of such pilot programs is subject to the review and approval of the Joint Labor-Management Committee on Health Plans.
  2. **Health Plan specification.** The Employer will require health plans participating in the Group Insurance Program to develop and implement health promotion and health education programs for State employees and their dependents.
  3. **Employee participation.** The Employer will assist employees' participation in health promotion and health education programs. Health promotion and health education programs that have been endorsed by the Employer (Minnesota Management and Budget) will be considered to be non-assigned job-related training pursuant to Administrative Procedure 21. Approval for this training is at



the discretion of the appointing authority and is contingent upon meeting staffing needs in the employee's absence and the availability of funds. Employees are eligible for release time, tuition reimbursement, or a pro rata combination of both. Employees may be reimbursed for up to 100% of tuition or registration costs upon successful completion of the program. Employees may be granted release time, including the travel time, in lieu of reimbursement.

**f. Post Retirement Health Care Benefit.** Employees who separate on or after January 1, 2008, from State service and who, at the time of separation are insurance eligible and entitled to either a) immediately receive an annuity under a State retirement program, or b) receive a retirement benefit under Minnesota Statutes §354B, shall be entitled to a contribution of \$250 to the Minnesota State Retirement System (MSRS) Health Care Savings Plan. Employees who have a HCSP waiver on file shall receive a \$250 cash payment. If the employee separates due to death, the \$250 is paid in cash, not to the HCSP. An employee who becomes totally and permanently disabled on or after January 1, 2008, who received a State disability benefit, and is eligible for a deferred benefit under a State retirement program is also eligible for the \$250 contribution to the MSRS Health Care Savings Plan. Employees are eligible for this benefit only once.

**g. Temporary plan changes** due to a state or national emergency.

1. SEGIP and the unions recognize that certain natural disasters and other major emergencies may disrupt or seriously threaten to disrupt the State of Minnesota at a time when employees are especially needed to provide services. If the State or a federal government agency declares a state of emergency or otherwise invokes emergency authority by declaration, rules, regulations or similar official statements, the terms of the programs administered by SEGIP may be changed for the period of the declared emergency and for up to a 30 day run-out period.
2. These changes may include changes to programs administered by SEGIP including, but not limited to, benefit design, enrollment and eligibility, billing, and administration as well as waiver of out-of-network restrictions, changes to out of pocket costs, extension of time frames for enrollment and billing, and other protocols reasonably required to provide members with access to benefits.
3. These changes must be agreed to by both SEGIP and the Joint Labor-Management Committee on Health Plans. Nothing in this provision prohibits SEGIP from making changes authorized or required under another authority including but not limited to a state or federal law, regulation, order, or rule without union agreement.

## **Subd. 2. Employee Life Coverage.**

**a. Basic Life and Accidental Death and Dismemberment Coverage.** The Employer agrees to provide and pay for the following term life coverage and accidental death and dismemberment coverage for all faculty members eligible for an Employer

Contribution as described in Section C. Any premium paid by the State in excess of \$50,000 coverage is subject to a tax liability in accordance with Internal Revenue Service regulations. A faculty member may decline coverage in excess of \$50,000 by filing a waiver in accordance with Minnesota Management and Budget procedures. The basic life insurance policy will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

Faculty Member's Annual Base Salary	Group Life Insurance Coverage	Accidental Death and Dismemberment Principal Sum
\$20,000 or less	\$20,000	\$20,000
\$20,001 - \$30,000	\$30,000	\$30,000
\$30,001 - \$40,000	\$40,000	\$40,000
\$40,001 - \$50,000	\$50,000	\$50,000
\$50,001 - \$55,000	\$55,000	\$55,000
\$55,001 - \$60,000	\$60,000	\$60,000
\$60,001 - \$65,000	\$65,000	\$65,000
\$65,001 - \$70,000	\$70,000	\$70,000
\$70,001 - \$75,000	\$75,000	\$75,000
\$75,001 - \$80,000	\$80,000	\$80,000
\$80,001 - \$85,000	\$85,000	\$85,000
\$85,001 - \$90,000	\$90,000	\$90,000
Over \$90,000	\$95,000	\$95,000

- b. Extended Benefits.** A faculty member who becomes totally disabled before age 70 shall be eligible for the extended benefit provisions of the life insurance policy until age 70. Employees who were disabled prior to July 1, 1983 and who have continuously received benefits shall continue to receive such benefits under the terms of the policy in effect prior to July 1, 1983.

- c. **Procurement.** A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the life insurance provisions from status quo benefits levels.

**Section G. Optional Coverages**

**Subd. 1. Employee and Family Dental Coverage.**

- a. **Coverage Under the State Dental Plan.** The State Dental Plan will provide the following coverage:

- 1. **Copayments.** Effective January 1, 2020, the State Dental Plan will cover allowable charges for the following services subject to the copayments and coverage limits stated. Higher out-of-pocket costs apply to services obtained from dental care providers not in the State Dental Plan network. Services provided through the State Dental Plan are subject to the State Dental Plan’s managed care procedures and principles, including standards of dental necessity and appropriate practice. The plan shall cover general cleaning two times per plan year and special cleanings (root or deep cleaning) as prescribed by the dentist.

<b>Service</b>	<b>In-Network</b>	<b>Out-of-Network</b>
Diagnostic/Preventive	100%	50% after deductible
Fillings	80% after deductible	50% after deductible
Endodontics	80% after deductible	50% after deductible
Periodontics	80% after deductible	50% after deductible
Oral Surgery	80% after deductible	50% after deductible
Crowns	80% after deductible	50% after deductible
Implants	80% after deductible	50% after deductible
Prosthetics	80% after deductible	50% after deductible
Prosthetic Repairs	80% after deductible	50% after deductible
Orthodontics	80% after deductible	50% after deductible

- 2. **Deductible.** An annual deductible of \$50 and \$150 per family applies to State Dental Plan non-preventive services received from in-network providers. An annual deductible of \$125 per person applies to State Dental Plan services received from out of network providers. The deductible must be satisfied before coverage begins.
- 3. **Annual maximum.** State Dental Plan coverage is subject to a \$2,200 annual maximum benefit payable (excluding orthodontia and preventive services) per person. “Annual” means per insurance year.

- 4. Orthodontia lifetime maximum.** Orthodontia benefits are subject to a \$3,000 lifetime maximum benefit. If an employee elects dental benefits on their own policy, dollars spent when the employee was a dependent of another policyholder shall not be applied toward the new policy's lifetime maximum.

**Subd. 2. Life Coverage.**

- a. Faculty Member.** A faculty member may purchase up to \$500,000 additional life insurance, in increments established by the Employer, subject to satisfactory evidence of insurability. A new faculty member may purchase up to two times annual salary in optional employee life coverage by their initial effective date of coverage as defined in this Article, Section E, Subd. 3 without evidence of insurability. An individual may only be covered on one state sponsored life coverage policy. A retired employee who returns to state service with optional employee life coverage in place or who has already received a paid-up health benefit are not eligible for optional employee life coverage. An employee who becomes eligible for insurance may purchase up to two times annual salary in optional employee life coverage without evidence of insurability within 30 days of the initial effective date as defined in this Article.
- b. Spouse.** A faculty member may purchase up to \$500,000 of life insurance coverage for the faculty member's spouse, in increments established by the Employer, subject to satisfactory evidence of insurability. An individual may only be covered on one state sponsored life coverage policy. A retired employee who returns to state services with optional spouse life coverage in place or who has already received a paid-up benefit is not eligible for optional spouse life coverage. A new faculty member may purchase either \$5,000 or \$10,000 in optional spouse life coverage by their initial effective date of coverage as defined in this Article, Section E, Subd. 3, without evidence of insurability. An employee who becomes eligible for insurance may purchase either \$5,000 or \$10,000 in optional spouse coverage without evidence of insurability within 30 days of the initial effective date as defined in this Article.
- c. Children/Grandchildren.** A faculty member may purchase life insurance in the amount of \$10,000 as a package for all eligible children/grandchildren (as defined in Section B, Subd. 3, of this Article). An individual may only be covered by one policy, by one employee participating in the State Employee Group Insurance Program. For a new employee, child/grandchild coverage requires evidence of insurability if application is made after the initial effective date of coverage as defined in this Article, Section E, Subd. 3. An employee who becomes eligible for insurance may purchase child/grandchild coverage without evidence of insurability if application is made within 30 days of the initial effective date as defined in this Article. Child/grandchild coverage commences immediately from the moment of live birth up to age 26.
- d. Accelerated Life.** The additional employee, spouse and child life insurance policies will include an accelerated benefits agreement providing for payment of benefits prior to death if the insured has a terminal condition.

- e. **Waiver of Premium.** In the event a faculty member becomes totally disabled before age 70, there shall be a waiver of premium for all life insurance coverage that the faculty member had at the time of disability.
- f. **Paid-up Life Policy.** At age 65 or the date of retirement, an employee who has carried optional employee life insurance for the five consecutive years immediately preceding the date of the employee's retirement or age 65, whichever is later, shall receive a post-retirement paid-up life insurance policy in an amount equal to 20% of the smallest amount of optional employee life insurance in force during that five year period. The employee's post-retirement death benefit shall be effective as of the date of the employee's retirement or the employee age 65, whichever is later. Employees who retire prior to age 65 must be immediately eligible to receive a State retirement annuity and must continue their optional employee life insurance to age 65 in order to remain eligible for the employee post-retirement death benefit.

An employee who has carried optional spouse life insurance for five consecutive years immediately preceding the date of the employee's retirement or spouse age 65, whichever is later, shall receive a post retirement paid-up life insurance policy in an amount equal to 20% of the smallest amount of optional spouse life insurance in force during that five year period. The spouse post-retirement death benefit shall be effective as of the date of the employee's retirement or spouse age 65, whichever is later. The employee must continue the full amount of optional spouse life insurance to the date of the employee's retirement or spouse age 65, whichever is later, in order to remain eligible for the spouse post-retirement death benefit.

Each policy remains separate and distinct, and amounts may not be combined for the purpose of increasing the amount of a single policy.

- g. **Procurement.** A life insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current life insurance benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the life insurance RFP process and the JLM must agree to changes that modify the optional life insurance provisions from status quo benefit levels.

### **Subd. 3. Disability Coverage.**

- a. **Short-term Disability Coverage.** A faculty member may purchase short-term disability coverage that provides benefits from \$300 to \$5,000 per month, up to two-thirds of a faculty member's salary, for up to 180 calendar days during total disability due to a non-occupational accident or a non-occupational sickness. Benefits are paid from the first day of a disabling injury or from the eighth day of a disabling sickness. For a new employee, coverage applied for by the initial effective date of coverage as defined in this Article, Section E, Subd. 3. does not require evidence of insurability. For an employee who becomes eligible for insurance, coverage applied for within 30 days of the initial effective date does not require evidence of insurability.

A faculty member who is insurance eligible and moves from a temporary position to a permanent (tenure track) position will be allowed to enroll in short-term disability coverage within thirty (30) days of the event without providing evidence of insurability. A short-term disability open enrollment will be offered every five years.

- b. Long-term Disability Coverage.** New employees may enroll in long-term disability insurance by their initial effective date of coverage. Employees who become eligible for insurance may enroll in long-term disability insurance within 30 days of their initial effective date as defined in this Article, Section E, Subd. 3. A faculty member who is insurance eligible and moves from a temporary position to a permanent (tenure track) position will be allowed to enroll in long-term disability coverage within 30 days of the event without providing evidence of insurability. The terms are the same as for employees who wish to add/increase during the annual open enrollment. During open enrollment only, a faculty member may purchase long-term disability coverage that provides benefits from \$300 to \$7,000 per month, based on the faculty member's salary, commencing on the one hundred eighty-one day of total disability, and not subject to evidence of insurability but with a limited pre-existing condition exclusion. Employees should be aware that other wage replacement benefits, as described in the certificate of coverage (i.e., Social Security Disability, Minnesota State Retirement Disability, etc.), may result in a reduction of the monthly benefit levels purchased. In any event, the minimum is the greater of \$300 or 15% of the amount purchased. The minimum benefit will not be reduced by any other wage replacement benefit. In the event that the faculty member becomes totally disabled before age 70, the premiums on this benefit shall be waived.
- c. Procurement.** A disability insurance Request for Proposal (RFP) may be issued during the term of this labor agreement. This RFP may result in changes to the current disability coverage benefit. The Joint Labor Management Committee on Health Plans (JLM) will participate in the disability coverage RFP process and the JLM must agree to changes that modify the disability coverage provisions from status quo benefit levels.

**Subd. 4. Accidental Death and Dismemberment Coverage.** A faculty member may purchase accidental death and dismemberment coverage that provides principal sum benefits in amounts ranging from \$5,000 to \$200,000. Payment is made only for accidental bodily injury or death and may vary, depending upon the extent of dismemberment. A faculty member may also purchase from \$5,000 to \$25,000 in coverage for the faculty member's spouse but not in excess of the amount carried by the faculty member.

**Subd. 5. Vision Coverage.** Under the life of this agreement, an optional and fully employee-paid vision benefit will be available pursuant to contract parameters with the State's vision vendor.

**Subd. 6. Continuation of Optional Coverages During Unpaid Leave or Layoff.** An employee who takes an unpaid leave of absence or who is laid off may discontinue premium payments on optional policies during the period of leave or layoff. If the employee returns

within one year, the employee shall be permitted to pick up all optionals held prior to the leave or layoff. For purposes of reinstating such optional coverages, the following limitations shall be applicable.


For the first 24 months of short-term and/or long-term disability coverage after such a period of leave or layoff during which short-term or long-term disability coverage was discontinued, any such disability coverage shall exclude coverage for pre-existing conditions. For disability purposes, a pre-existing condition is defined as any disability which is caused by, or results from, any injury, sickness or pregnancy which occurred, was diagnosed, or for which medical care was received during the period of leave or layoff. In addition, any pre-existing condition limitations that would have been in effect under the policy but for the discontinuance of coverage shall continue to apply as provided in the policy.

The limitations set forth above do not apply to leaves that qualify under the Family Medical Leave Act (FMLA).


IN WITNESS WHEREOF, the parties hereto have set their hands.

**For the Inter Faculty Organization**

Dated this \_\_\_\_ day of \_\_\_\_\_, 2023

 10/9/2023  
\_\_\_\_\_  
Jenna Chernega  
President

 10/9/23  
\_\_\_\_\_  
Patrice Arseneault  
Director of Labor & Equity

 10-28-23  
\_\_\_\_\_  
Amy Fregm  
Chair, IFO Negotiating Team

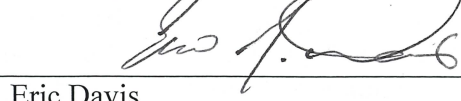
Team Members:


- Michael Murray, Bemidji
- Dan Cronn-Mills, Mankato
- Gary Starr, Metropolitan
- Denise Gorsline, Moorhead
- Ning Hou, St. Cloud
- Sami Shahin, Southwest
- Matt Hyle, Winona


**For the Minnesota State Colleges and Universities**

Dated this \_\_\_\_ day of \_\_\_\_\_, 2023

 10-11-23  
\_\_\_\_\_  
Scott Olson  
Chancellor

 10/9/2023  
\_\_\_\_\_  
Eric Davis  
Vice Chancellor for Human Resources

 10/9/23  
\_\_\_\_\_  
Christopher Dale  
Senior System Director for Labor Relations

 10/5/23  
\_\_\_\_\_  
Erin Campbell  
Commissioner, MMB – Minnesota Management and Budget – For Insurance Purposes Only

Team Members:

- Britt Lauritsen, Bemidji
- Amy Gort, Metropolitan
- Stephen Kent, Metropolitan
- Aaron Budge, Mankato
- Lisa Nawrot, Moorhead
- King Banain, St. Cloud
- Ross Wastvedt, Southwest
- Scott Ellinghuysen, Winona
- James Jorstad, System Office
- Gary Hunter, System Office
- Susan Anderson, System Office
- Steve Ernest, System Office



**APPENDIX A**  
**Grievance - Part 1**

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**Date:**

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**Name:**

---

**IFO Grievance Representative**

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**Name:**

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**University:**

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**Mailing Address:**

---

**Department:**

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**Sections of Agreement Claimed Violated**

**1.**

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**2.**

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**3.**

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**Nature and Facts of Grievance (Description of the acts, decision or omission which gave rise to the grievance) Appropriate documents attached.**

**Relief Requested (Remedy to be applied):**

**Signature of Grievant**

**Signature of Grievance Chairperson**

**I request a meeting at Step 1 of the grievance procedure.**

do not     do

## APPENDIX B

### Academic Areas--State Universities

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#### ***Aviation***

Aviation  
Aviation Management

#### ***Behavioral Sciences***

Counseling  
Psychology

#### ***Biological Sciences***

Aquatic Biology  
Biochemistry  
Biology  
Biomedical Science

#### ***Business Administration***

Agribusiness  
Accounting  
Advertising  
Business Administration/Management  
Business Law  
Finance  
Hospitality  
Institutional Management  
Insurance  
International Business  
Management  
Marketing  
Quantitative Methods &  
Information Systems  
Real Estate

#### ***Business Education***

Administrative Information  
Systems  
Business Education  
Business & Technology Education  
Office Administration

#### ***Communications***

Broadcasting  
Communication Studies

#### ***Communications (continued)***

Journalism  
Mass Communications  
Photo Journalism  
Radio, TV, & Film  
Speech/Speech Communications

#### ***Computers & Computer Science***

Computer Information  
Science/Systems  
Computer Science

#### ***Education***

Adult & Continuing Education  
Applied Psychology  
Child/Family Studies  
Clinical Activities/Professional  
Education  
Counselor Education  
Counseling & Student Personnel  
Curriculum & Instruction  
Dental Education  
Early Childhood/Development  
Education  
Educational Administration &  
Leadership  
Educational Foundations  
Elementary Education  
Environmental Education  
Reading  
Rehabilitation Counseling  
School Psychology  
Secondary Education  
Technology Education

#### ***Engineering***

Composite Materials Engineering  
Computer Engineering  
Construction Management  
Electrical Engineering  
Industrial Engineering

***Engineering (continued)***

Manufacturing Engineering  
Mechanical Engineering

***Engineering Technology***

Auto & Manufacturing Engineering  
Technology  
Electronic Engineering Technology  
Engineering Technology  
Industrial & Technical Studies  
Industrial Technology  
Mechanical Engineering Technology  
Photographic Engineering Technology  
Photographic Science &  
Instrumentation

***English***

Creative Writing  
English  
English as a Second Language  
Linguistics  
Literature

***Environmental Studies***

Environmental Studies

***Ethnic/Minority Studies***

East Asian Studies  
Ethnic Studies  
Latin American Studies  
Minority and Ethnic Studies  
Native American Studies  
Scandinavian Studies

***Geography***

Geography  
Local & Urban Affairs  
Urban & Regional Studies

***Health Sciences/Education***

Dental Hygiene  
Health Education  
Nursing

***Health Sciences/Education (continued)***

Physical Therapy  
School & Community Health  
Vocational Rehabilitation Therapy

***Health Technology***

Biotechnology  
Medical Technology  
Nuclear Medical Technology  
Physical Therapy

***History***

History

***Home Economics***

Family Consumer Science & Interior  
Design  
Home Economics

***Industrial Arts***

Industrial Arts

***Interdisciplinary Studies***

American Studies  
Human Relations  
Humanities  
Multi disciplinary Studies  
Women's Studies

***Languages***

Arabic  
Chinese  
French  
German  
Japanese  
Ojibwe  
Russian  
Spanish

***Law/Criminal Justice***

Corrections  
Criminal Justice  
Law Enforcement  
Legal Assistance/Paralegal

### ***Learning Resources***

Educational Technology  
Information Media  
Library Media  
Library

### ***Mathematics***

Mathematics

### ***Philosophy***

Philosophy

### ***Physical Education & Recreation***

Athletic Training  
Human Performance  
Physical Education  
Recreation, Park & Leisure Studies  
Sports Science

### ***Physical Sciences***

Astronomy  
Chemistry  
Earth Sciences  
General Science  
Geology  
Physics

### ***Political Science***

International Relations  
Political Science and Government

### ***Public Affairs***

Advocacy and Political Leadership  
Community Education  
Community Service  
Human Services Planning &  
Administration  
Public Administration  
Public and Non-Profit Leadership and  
Management

### ***Social Sciences***

Anthropology  
Economics  
Social Science  
Social Work  
Sociology

### ***Special Education***

Special Education  
Special Education Administration  
Experiential Education  
Early/Exceptional Education

### ***Speech/Hearing Science***

Communications Disorders  
Speech-Language Pathology

### ***Statistics***

Statistics

### ***Visual/Performing Arts***

Art  
Art Administration  
Art History  
Art Studio  
Ceramics  
Commercial Design  
Dance  
Film Studies  
Graphic Design  
Industrial/Technical Illustration  
Music  
Music Theory  
Music Management  
Painting  
Piano  
Photography  
Sculpture  
String Instruments  
Theatre Arts  
Visual Arts  
Vocal Music  
Wind Instruments

## ***Non-Teaching Areas***

Advising & Retention  
Allied Health & Student Nursing  
    Support Coordinator  
Athletics  
Business Student Support Coordinator  
Children's House  
Counseling Center  
Education Student Support Coordinator  
Education Development Center  
Hospitality  
New Center  
Pre-Major Advising  
Residential College  
Science Center  
Sciences, Engineering & Technical  
    Student Support Coordinator  
Social & Behavioral Sciences Student  
    Support Coordinator  
Talent Search  
University Services  
Upward Bound  
Water Resources Center  
Writing Center


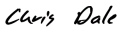

## APPENDIX C Letter of Understanding

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**Between  
Minnesota State Colleges and Universities  
and  
Inter Faculty Organization  
Grievances**

The parties to this Agreement agree that with respect to filing and processing of grievances the implementation of the Agreement between the Minnesota State University Board and the Inter Faculty Organization effective July 1, 2023, to June 30, 2025, shall be as follows:

1. Any grievance which was filed in an otherwise timely fashion prior to the date of ratification of the 2023-2025 Agreement will be subject to interpretation in accordance with the 2021-2023 Agreement between the parties, and shall not be made invalid solely by any changes in the 2023-2025 Agreement.
  
2. Any act or omission by any administrator which occurred prior to the date of ratification of the 2023-2025 Agreement shall not be considered a basis for a valid grievance solely because of alleged violations of the 2023-2025 Agreement, but shall be the basis for a valid grievance, if filed in a timely fashion, if the allegation is that there was a violation of the 2021-2023 Agreement in effect at that time, except as otherwise provided in paragraph 1 of this Letter of Understanding.

<small>DocuSigned by:</small>  <small>3AFDC6171EF4488...</small> <b>Jenna Chernega, IFO President</b>	10/30/2023   3:17:55 PM CDT Date
<small>DocuSigned by:</small> <b>Patrice Arseneault</b> <small>83C326DB314244E...</small> <b>Patrice Arseneault, Director of Labor and Equity</b>	10/30/2023   3:21:27 PM CDT Date
<small>DocuSigned by:</small>  <small>C69230A5381347E...</small> <b>Christopher Dale, Chair, Minnesota State Negotiating Team</b>	10/30/2023   3:31:07 PM CDT Date
<small>DocuSigned by:</small>  <small>24B8FF2AD986442...</small> <b>Eric Davis, Vice Chancellor for Human Resources</b>	10/30/2023   3:26:27 PM CDT Date

## **APPENDIX D**

### **Definition of Domestic Partner**

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A domestic partnership is defined as a relationship between an employee and another adult, in which the parties, hereinafter called domestic partners:

1. Have entered into a committed interdependent relationship with each other;
2. Are jointly responsible for each other's basic common welfare;
3. Share a common residence and intend to do so indefinitely;
4. Are not related by blood or adoption such that would prohibit marriage in Minnesota; are neither married nor registered in another domestic partnership; and
5. Are legally competent and qualified to enter into a contract.

“Joint responsibility” means that each partner agrees to provide for the other partner's basic living expenses if the partner is unable to provide for their own expenses.

“Basic common welfare” includes food, shelter, and health care.

“Share a common residence” means that two (2) people share the same place to live. It is not necessary that the legal right to possess the common residence be in both of their names. Two (2) people may have a common residence even if one (1) or both persons has an additional place to live. Domestic partners do not cease to live together if one (1) partner leaves the common residence but intends to return, including but not limited to, periods of time left for long-term or short-term medical care, sabbaticals, or employment.

## **APPENDIX E**

### **Position Description for Department Chair**

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The specific manner in which a Department Chair carries out the duties set forth in Section B, Article 20, will vary according to such matters as department size, and pertinent campus departmental policies and procedures. The Department Chair acts on behalf of the department. The following sample position description sets forth the typical duties and responsibilities of the chair but does not constitute supervision under PELRA, Minnesota Statutes § 179A.03, Subd. 17.

1. Develops department budget and administers it according to university, college and department policies.
2. Directs student advising program.
3. Coordinates department interactions with student organizations.
4. Coordinates department student recruitment activities.
5. Ensures that student concerns and complaints are properly addressed.
6. Develops proposed department class schedule and long term schedule for course offerings.
7. Coordinates handling of curricular proposals and new program planning.
8. Chairs department meetings and coordinates department committee activity.
9. Facilitates department planning activities including goal setting and integration with institutional goals and objectives.
10. Prepares reports and other information for college and university administrative officers.
11. Prepares department correspondence.
12. Coordinates department grant and other externally supported activities.
13. Coordinates publication, public affairs and alumni activities.
14. Develops a proposed hiring plan for departmental action and makes recommendations to the Dean, such as position requests.
15. Coordinates department hiring activities.
16. Orients new faculty to department and assists faculty with professional development planning.
17. Directs non-unit employees and student workers.
18. Supports department members in the conduct of other duties such as scholarly activity and community service.



## **APPENDIX F**

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**IN THE MATTER OF A PETITION FOR  
CLARIFICATION OF AN APPROPRIATE  
UNIT**

June 5, 1992

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Inter-Faculty Organization, St. Paul, Minnesota  
- and -  
Minnesota State University System, St. Paul, Minnesota  
- and -  
Minnesota State University Association of Administrative and  
Service Faculty, Mankato, Minnesota

BMS Case No. 92-PCL-2142

PREPARED BY:           Janet L. Johnson,  
                                  Representation Specialist

### **UNIT CLARIFICATION ORDER**

#### **INTRODUCTION**

On May 26, 1992, the State of Minnesota, Bureau of Mediation Services (Bureau), received a Letter of Understanding, signed by Ms. Mary Hickerson, President, on behalf of the Inter-Faculty Organization, St. Paul, Minnesota (IFO); Mr. Richard Wheeler, President, on behalf of the Minnesota State University Association of Administrative and Service Faculty, Mankato, Minnesota (MSUAASF); and Mr. Craig M. Ayers, Associate Vice-Chancellor, on behalf of the Minnesota State University System, St. Paul, Minnesota (Employer).

#### **STIPULATION OF THE PARTIES**

As evidenced by the signing of the Letter of Understanding, the parties agree to abide by the criteria outlined in the Letter of Understanding (attached hereto) in determining the proper bargaining unit assignment of employee classifications under Minn. Stat. 179A.10, Subd. 4.

FINDINGS AND ORDER

1. The Stipulation of the Parties is appropriate.
2. The Bureau shall use the agreed to standards in processing unit clarification requests under Minn. Stat. 179A.10, Subd. 4.

**STATE OF MINNESOTA**  
Bureau of Mediation Services

**PETER E. OBERMEYER,**  
Commissioner

JLJ

cc: Mary Hickerson  
Craig Ayers  
Nancy McClure  
Richard Wheeler

## **Letter of Understanding**

### **MINNESOTA STATE UNIVERSITY SYSTEM**

#### **Unit Determination Criteria -- Typical Position Duties IFO/MSUAASF/EXCLUDED within MSUS**

The parties hereto have entered into the following letter of understanding as a means of providing guidance in determining the proper bargaining unit for placement of certain positions.

#### **Purpose**

These criteria provide a method to determining which unit is the primary unit when positions are a mixture of significant portions of work found in 2 or more units. They are not intended to modify the unit threshold requirements for inclusion in a bargaining unit found in Minnesota Statutes, 179A.03, Subd. 14, "Public Employee."

#### **Basic Duty Statement**

##### **IFO**

Their primary duties involve classroom teaching for credit generation, academic librarian tasks, academic counseling and academic advising (as defined below)

##### **MSUAASF**

Their primary duties include administration and service functions to students, the university, and the community.

#### **Counseling**

##### **IFO**

Personal Counseling  
Psychological counseling  
Psychiatric counseling

##### **MSUAASF**

Counseling administration  
Counseling Center management

#### **Advising**

##### **IFO**

Academic discipline related advising.  
Academic discipline progress advising.  
Academic discipline degree completion advising.  
Requirements for majors, minors and graduation in an academic discipline advising.

##### **MSUAASF**

Non-academic discipline related advising.  
Transfer advising  
Interpretation and Application of established policy and procedure in advising.

### Credit Generation/Teaching

#### IFO

Positions in which State of Minnesota Department of Education teacher licensure or certification is required.

Positions which involve direct classroom teaching of fourteen (14) quarter hour credits per academic year.

Teaching that generates credit hours.

Evaluation of satisfactory completion of an internship or practicum that is for credit.

#### MSUAASF

In service and skills teaching that is offered for no academic credit.

May supervise a student in the completion of an internship or the practicum.

### Tutoring

#### IFO

Director tutoring of student on an academic subject area.

#### MSUAASF

Tutoring administration and management.

Tutoring of skills that are not related to a specific academic discipline.

### Grants/Research

#### IFO

Research related to an academic discipline.

Administration of grants related to an academic discipline.

#### MSUAASF

Research not related to an academic discipline.

Grants related to administrative or service functions.

University research department administration and management.

### Coaching

#### IFO

All coaching responsibilities

#### MSUAASF

**Workload**

**IFO**

Normally defined in credit hours or equivalent for non-instructional or days academic work.

Normally work an academic year.

**MSUAASF**

Normally defined in months or duty days.

Normally work a Fiscal Year.

**Service**

**IFO**

Services that are discipline related teaching functions.

**MSUAASF**

Provide direct services that are non-teaching and are not related to a particular academic discipline.

**Administration**

**IFO**

Duties that contain functions which are an integral part of the academic department or program.

May supervise staff other than IFO not to exceed forty-nine (49%) of the position duties.

May include budget coordination of an academic department or program not to exceed forty-nine percent (49%) of the position duties.

**MSUAASF**

Budget control.

Personnel management and supervision of staff other than Excluded management and confidential staff.

Plan, direct, and management of support department or programs.

Manage university compliance with applicable laws and regulations.

**Excluded Administrators & Excluded Professionals**

Subject of the 51% rule, positions shall only be excluded administrative or excluded professional if:

**Excluded Administrator:**

1. The position meets the managerial test in Minnesota Statutes 43A.02, Subd. 28: "...those positions designated pursuant to Section 43A.18, Subd. 3 as being accountable for determining, securing and allocating human, financial, and other resources needed to accomplish objectives. Positions in this category also are accountable for determining overall objectives, priorities, and policies within a program area. Higher level positions in this category handle significant and involved relationships with

governmental leadership. Incumbents of these positions have the authority to exercise discretionary powers on a regular basis," and

2. The position creates or formulates, influences or manages policy or directs the enterprise, and
3. The position is responsible for making key operating decisions high up in the enterprise on an on-going basis, or specifically delegates them to others responsible to the position, and
4. The position does not devote significant amounts of time to approving leave, administering work schedules, or directing work procedures and regimens, or
5. The position is responsible for deciding or making administrative recommendations for tenure, promotion, non-renewal or permanency status of faculty and/or administrative and service faculty, or
6. The position manages academic and administrative and service faculty labor and employee relations.

**Excluded Professional:**

1. The position reports directly to the President or Chancellor, or to a Vice President, Associate or Assistant Vice President, Deputy or Vice Chancellor or Associate Vice Chancellor, Dean or Provost, and provides confidential advice to the Board, the Chancellor, the President or Provost, and serves on the system or, campus management team performing duties which involves significant discretion and substantial involvement in the development, interpretation and implementation of academic policy, and requires loyalty and compatibility with the Chancellor, President or Provost.

**Implementation**

These Unit Determination Criteria shall not result in the removal of any current employee from his/her current Unit assignment, but shall be used to determine unit placement upon replacement of any position after adoption of these criteria by the Minnesota Bureau of Mediation Services.

**Assignment of Duties from Another Unit**

Employees of the unit represented by IFO or by MSUAASF, administrator and excluded professional unit, or the excluded, may be assigned duties that would normally be assigned to employees in another unit. If the non-primary unit assigned duties exceed 49% of the position duties, then the position shall be reviewed by the two units involved and the Chancellor's Office representative to determine whether duties should be removed or percentages assigned reduced, or whether it should be placed in another unit.

As position duties get close to the 49% limit, a position will be re-evaluated to make sure that the position is assigned to the appropriate bargaining unit.

Every position must specifically state at least 51% of the duties that would place the position within a single bargaining unit.

**No Waiver**

None of the parties to this Agreement have in any way waived the right to request unit clarification or other action from the Minnesota Bureau of Mediation Services on any single position or positions to which the agreed-upon criteria is applied. Each party expressly reserves the right to challenge factual determinations relative to these criteria.

In Witness Whereof the Parties have set their Hands this \_\_\_\_ day of \_\_\_\_\_, 1992.

**FOR the IFO:**

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Mary Hickerson, President

Dated:

**FOR MSUAASF:**

---

Richard Wheeler, President

Dated:

**FOR the MSUS:**

---

Craig M. Ayers, Associate Vice Chancellor

Dated:

**BUREAU OF MEDIATION SERVICES  
REPRESENTATION CASE - REPORT/COVER SHEET**

**Case No. 92-PCL-2142  
Date of Petition 5-25-92  
Date Received 5-26-92**

Name of Petitioner: Inter-Faculty Organization  
Address: 412 Sherburne Ave., St. Paul, MN 55103 Phone: (612) 227-9541

Name of Representative: Mary Hickerson, President  
Address: Same as above

Name of Other Party: State University System  
Address: 555 Park St., Ste 230., St. Paul, MN 55102 Phone: (612) 296-2844

Name of Representative: Craig Ayers, Assoc. Vice Chancellor  
Address: Same as Above

Other Parties cc: Richard Wheeler, President  
MN State Univ Assn Admin & Service Faculty  
MS Box 30  
Mankato, MN 56002-8400  
507-389-1011

Nancy McClure, Deputy Commissioner  
State of MN - DOER  
200 Centennial Office Bldg.  
658 Cedar St.  
St. Paul, MN 55155  
612-296-2516

Addendum: The Parties recognize that the current Personnel Plan for MnSCU Administrators does not provide an appointment category for Excluded Professionals.

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## APPENDIX G

### Guidelines for Evaluation

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Evaluation focuses on the five criteria set forth in Article 22, Section B, of the Agreement. This Appendix provides guidance regarding some of the types of evidence which may be considered appropriate for addressing each category, both for the department/unit in developing its goals and objectives and for the individual faculty member in preparing their Professional Development Plan (PDP) and Professional Development Report (PDR). It is recommended that each campus, through the meet and confer process, review this Appendix to assess how it meets institutional needs and where there are other forms of information and data which could be taken into consideration.

Article 22 notes, “As the primary professionals in the teaching/learning process of the university, faculty place continuous emphasis on the development and improvement of their professional competence and productivity.” It is recommended that the department/unit encourage and the individual faculty member demonstrate continuous growth in development and improvement in the selection and reflection of evidence with each submitted PDP and PDR. Over the course of PDR submissions, the faculty member’s evidence should reflect continuing professional growth.

**Criterion 1.** Demonstrated ability to teach effectively and/or perform effectively in other current assignments. The universities of the Minnesota State Colleges and Universities (MnSCU) are teaching institutions where scholarly and creative activity informs and connects disciplines and student learning.

For teaching faculty, effective teaching shall be the principal proportion of the five criteria considered in evaluation. Effective teaching begins with well informed and intellectually engaged faculty who are current in their disciplines and their pedagogies and who understand relationships among disciplines. Because teaching or other current assignments embraces activities and responsibilities beyond classroom instruction, evaluation may address effectiveness in course development, interdisciplinary course or program development and delivery, curriculum design, instructional innovation, ability to organize, analyze and present knowledge, instructional advisement, assessment of student learning, support activities for teaching and learning, and other such related activities. Evidence of effectiveness regarding non-teaching assignments will differ depending on the assignment.

The faculty member’s PDR should include evidence in support of the foregoing. Faculty are encouraged to include student evaluations as evidence of ability to teach effectively. Evidence of teaching/performance effectiveness may include, but is not limited to:

- Develop and update syllabi that address established course outcomes
- Develop and update course outcomes and content
- Develop and update curriculum
- Demonstrate the use of assessments of student learning
- Provide peer evaluations and reviews of teaching/performance effectiveness
- Demonstrate the use of measures to evaluate student progress and learning outcomes

- Demonstrate effective implementation of accreditation or other professional standards
- Demonstrate the use of multicultural, anti-racism, anti-oppression, or equity and inclusion perspectives in teaching methods and other current assignments
- Demonstrate the nature and quality of assignments
- Demonstrate the use of relevant pedagogical approaches
- Demonstrate timely and quality feedback to students
- Receive nominations or teaching awards
- Develop and update culturally responsive pedagogy and course content
- Demonstrate inclusion of culturally relevant and responsive pedagogy and course content
- Engage students in anti-racist and otherwise challenging course content and discussions
- Implement anti-bias curriculum and course materials

**Criterion 2.** Scholarly or creative achievement or research. This criterion supports one's teaching and contributes to one's field of knowledge. The advancement of knowledge and education calls for many kinds of scholarship/creative activity/research. Each may require a different approach. Evidence of scholarly or creative achievement or research may include, but is not limited to:

- published works
- works in progress
- unpublished and published reports
- abstracts
- research briefs
- letters to the editor published in disciplinary and professional journals
- software and other technologically delivered academic products
- presentations at professional meetings
- grant applications, reports and awards
- receive nominations or scholarly awards
- invited lectures or presentations
- panels and symposia presentations
- policy analysis
- editorial or advisory roles for professional journals or publications
- evaluation panels for research funding
- exhibitions, juried shows, musical or theatrical performances
- consulting
- accreditation reports
- research projects
- collaboration in the scholarly growth of students, peers and other scholars
- research that contributes to a profession and/or to higher education including but not limited to multiculturalism, anti-racism, anti-oppression, or equity and inclusion topics
- third-party grants and contracts
- co-authorship of student-based research or co-development in student-based creative activity
- coaching manuals and/or playbooks
- research that focuses on cultural experiences, impacts and/or influences
- open educational resource development

- scholarship in the public sphere e.g., online platforms
- student-centered practices research
- invited presentations to community forums, colleagues and students
- collaboration with students on multi-media scholarship

**Criterion 3.** Evidence of continuing preparation and study. Faculty are expected to engage in activities that enhance their ability to perform their duties, given the changing nature of their disciplines and changing techniques of instruction and scholarship. Continued preparation and study is a fundamental component of professional development that can be integrated into any and all areas of professional activities. Evidence of continuing preparation and study may include, but is not limited to:

- remaining current in one's professional discipline and/or special field of study
- participating in seminars, workshops and continuing education courses, and/or formal education/study
- attending professional meetings and conferences
- engaging in structured study leading to development of experimental programs, curricular proposals or revisions, and ongoing revisions to course syllabi or instructional methods reflecting currency in the discipline or its pedagogy
- participating in accreditation processes
- studying multicultural, anti-racism, anti-oppression, or equity and inclusion topics
- studying local resources available to communities of color
- attending student-organized cultural events and forums
- studying campus policies and laws related to financial aid, housing, and student code of conduct
- studying legal and university policies related to discrimination and harassment
- collaborating with colleagues on anti-racist curriculum and course content

**Criterion 4.** Contributions to student growth and development. Faculty are expected to support student learning and growth. Contributions to student growth can be infused into any and all areas of professional activities. Evidence of contributions to student growth and development may include, but is not limited to:

- developing student-centered curricula
- providing academic and/or career advising
- contributing to student retention and graduation
- participating in and supervising any and all levels of student-based research or creative activity
- assisting in the scholarly growth of students
- mentoring students
- serving or advising student clubs, organizations or societies
- assisting students seeking
  - graduate and professional study
  - scholarships, fellowships, practica and internships
  - employment
- providing letters of recommendation

- developing community and business partnerships to enhance job placements
  - applied liberal arts opportunities
- working with students in multicultural, anti-racism, anti-oppression, or equity and inclusion efforts
- serving as liaison to student families
- serving as advocates to students in relation to university policies and legal system
- working collaboratively with student support offices
- contributing to student success planning process
- working with students on understanding racism
- serving as mentor for first generation students, students of color and international students
- modeling best practices for students on equity and inclusion
- contributing to equitable practices in advising, mentoring and advocacy of students
- contributing to student recruitment

**Criterion 5.** Service to the university and community. Faculty responsibilities extend beyond the classroom to areas such as the program, department, college/division, university and greater community. Evidence of service to the university and community may include, but is not limited to:

- serving on and contributing to program, department, school/college, university, and system committees and governance
- mentoring colleagues and students
- performing leadership roles within the university and/or system
- participating in accreditation, program review, and assessment
- fostering alumni relations and promoting university advancement
- recruiting and retaining students
- delivering special university lectures, seminars, workshops or development activities
- serving on regional, national and international professional bodies
- participating in and consulting with community organizations
- providing community presentations and outreach
- developing and supporting community partnerships
- developing and supporting international programs and partnerships with universities and educational service organizations
- working with the community or campus in multicultural, anti-racism, anti-oppression, or equity and inclusion efforts
- mentoring colleagues on anti-racism and culturally-responsive practices
- participating in culturally-focused recruitment activities with department, university, families and student organizations
- providing language interpretation skills to university offices and committees
- providing leadership on equity and inclusion committees
- representing communities of color on campus and community organizations
- addressing injustice on campus and in local communities
- participating in actions to create campus, community and larger social changes
- contributing to equitable and inclusive university and community practices

- delivering culturally relevant/responsive and anti-racist lectures, seminars, workshops or development activities

Clearly, an array of relevant information and data may be used as evidence in all five criteria.

## APPENDIX H

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LETTER OF UNDERSTANDING  
Between the  
Inter Faculty Organization  
and the  
Minnesota State Colleges and Universities

This Letter of Understanding (LOU) is made and entered into by and between the Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) for the purposes of resolving certain disputes concerning provision in Article 16 of the current Collective Bargaining Agreement (Agreement).

**WHEREAS**, Article 16 § D, Subd. 2, of the Agreement provides as follows: “Faculty members hired after June 30, 1996 shall not be eligible for [the] early separation incentive” (referred to as the “sunset provision”); and

**WHEREAS**, the IFO contends that the faculty members with any employment with the state universities prior to June 30, 1996, remain eligible for the ESI benefit despite the operation of the sunset provision; and

**WHEREAS**, the Employer rejects the IFO’s interpretation of the sunset provision and contends that faculty members hired after June 30, 1996, are ineligible for the ESI benefit, regardless of prior employment with the state universities:

**Now Therefore**, the parties hereto, acting through their respective agents, do hereby stipulate and agree as follows:

1. The following principles shall govern the application of Article 16 § D, Subd. 2 of the Agreement:
  - a. General Eligibility: Faculty members in the IFO unit are eligible to receive the Early Separation Incentive (“ESI”) benefit if they enjoyed an employment relationship as a faculty member in unit 209 during spring and fall terms of calendar year 1996 and have been continuously employed since July 1, 1996. (For purposes of Article 16, Section D, the Employer will treat faculty members who have experienced a change in their appointment status (i.e., fixed-term to probationary, etc.) but otherwise maintained continuous employment with the state universities as satisfying the continuous employment requirement).
  - b. Special Eligibility: Faculty members who do not meet the general eligibility requirements may still be eligible for the ESI benefit if and only if they meet the following criteria:
  - c. Faculty members who are re-hired after June 30, 1996, but before July 1, 2000, who had at least two years of service as a state university faculty member, administrator or



## APPENDIX I



### THE INTER FACULTY ORGANIZATION

SERVING THE FACULTY OF THE MINNESOTA STATE UNIVERSITIES

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April 23, 2002

Mr. Christopher Dale  
System Director for Labor Relations  
MnSCU, 700 World Trade Center  
30 East Seventh Street  
St. Paul, MN 55101

Re: Calculation of Years of Service for Career Steps

Dear Mr. Dale:

In accordance with your suggestion to Wil Harri on Monday, April 22, I am sending you this letter to acknowledge our agreement on a protocol to use for the determination of years of service for purposes of career step movement on the salary schedule.

It is my understanding that the following procedures will be followed:

With respect to NTTs, fixed-term faculty, and faculty with athletic appointments, all years of continuous service will be counted on an FTE basis for purposes of career steps eligibility. Any continuous service provided by a faculty member with an NTT, fixed-term, or athletic appointment on an adjunct basis will be counted on an FTE basis provided there has been no break in service.

Faculty members who have been retrenched and reassigned to another university shall have all years at both universities, including the period between assignments, recognized for purposes of career steps eligibility.

Faculty who have resigned from one university and been employed by another university with no break in service will have all years of service at both universities counted unless they resigned and negotiated a higher salary at the new university. Normal step progressions for returning faculty and promotion steps would not be considered a renegotiated salary placement.

An appointment to another position at their current university following a resignation of the faculty member from their previous position shall be regarded as a break in service if the faculty received a higher salary other than the normal step progressions for returning faculty and promotion steps. In such cases the years of service prior to the resignation shall not be counted for purposes of the career steps.

The Inter Faculty Organization is the exclusive representative of the faculty of the Minnesota State Universities.  
Blair Arcade - Suite 8 · 165 Western Avenue North · Saint Paul, MN 55102-4613  
Phone: (651) 227-8442 or (800) 325-9644 Fax: (651) 227-0505  
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Mr. Christopher Dale  
April 23, 2002  
Page 2

Aside from the above exceptions, if there has been a break in continuous service as defined in Article 29, Section A, Subd. 3, the years of service worked before the break shall not be counted for purposes of the career steps.

Article 29, Section A, Subd. 3 provides:

Subd. 3. Continuous Service. Continuous service shall commence on the first duty day an individual begins employment service with a State university and shall be interrupted only by separation because of resignation, non-renewal or dismissal for just cause. A leave of absence pursuant to Article 17 or 18 shall not interrupt continuous service except where expressly limited in Article 18.

Unusual situations not described above will be considered on a case-by-case basis. Deviations from the understanding set forth in this document will occur only pursuant to a Memorandum of Agreement (MOA) between the IFO and MnSCU.

The above calculations for years of service apply only to eligibility for career steps.

Thank you for your assistance with implementation of this new provision in our Agreement.

Sincerely,

A handwritten signature in cursive script, appearing to read "Frank Conroy".

Frank Conroy  
Director of Labor Relations

## APPENDIX J

### Letter of Understanding

This Letter of Understanding ("LOU") is entered into between Minnesota State Colleges and Universities (the "System") and the Inter-Faculty Organization ("IFO") to set forth the parties' agreed upon modification of Article 11 § G of the 2003-05 Master Collective Bargaining Agreement ("IFO Agreement") between the parties. Therefore, the following is mutually agreed to by the undersigned parties.

**Whereas**, Article 11 § G of the IFO Agreement provides that "[a]t such time as the Minnesota State Retirement System makes available the use of Health Reimbursement Arrangement (HRA) accounts, and if feasible, the parties agree to enter into a Letter of Understanding (LOU) providing that the Employer contributions described in this Section will be made to HRA accounts;" and

**Whereas**, as the Minnesota State Retirement System (MSRS) has declined to administer an HRA Plan as described in Article 11 § G; and

**Whereas**, MnSCU and the Department of Employee Relations (DOER) are prepared to implement an HRA Plan that will be administered by DOER and MnSCU and which the parties believe will satisfy the requirements of Article 11 § G:

**Therefore**, the parties agree that, pursuant to Article 11 § G, MnSCU may implement the HRA Plan as set forth in the HRA Plan document attached hereto or as it may be amended from time to time. The parties further agree MnSCU will make the Employer contribution described in Article 11 § G as set forth in the attached HRA Plan.

**FOR IFO:**

By: Nancy Black (Date 4/14/05)  
Nancy Black, IFO President

**FOR THE EMPLOYER:**

By: John Shabatura (Date 4/14/05)  
John Shabatura, Associate Vice Chancellor  
for Labor Relations

By: Patrice Arseneault (Date 4/14/05)  
Patrice Arseneault, IFO Equity Advocate and  
Interim Director of Labor Relations.

By: Christopher Dale (Date 4/21/05)  
Christopher Dale, System Director for Labor  
Relations

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Master Agreement Between the  
Minnesota State Colleges and Universities  
Board of Trustees and the  
Inter-Faculty Organization  
2023-2025



**MINNESOTA STATE**

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