

Community Faculty Caucus

April 25, 2024 12:00 - 1:30 p.m.

Attendees: Emily Oliver, Matt Ryg, Marcia Anderson, Hong Qu, Mousumi Munmun, Julie Smendzuik-O'Brien, Kathi Harowski, Sally Pinkston, Rebecca Church, Padma Challakere, Robert Shumer, Deborah Johnson, Charlotte Nitardy, Will Cooley

Minutes

1. Reflect on our work and successes this year!

- AIPQIC Committee - Julie reported out.
- Winning a constitution and operating procedure change for two CFVPs
- Delegate Assembly wins for contingent faculty around the state (4 of 5 resolutions passed)
- Co-organizing and providing testimony in the Minnesota Senate Higher Education Committee hearing on contingent faculty issues
- Mousumi organized the roundtable with President Arthur on CF issues and participation in the strategic planning process
- Increased enrollment because of North Star Promise
- Charlotte, and others, attended MANY university and IFO meetings
- CF are more engaged in the University itself. There has been much more visibility of CF.
- Keeping up a drum beat! Any small contribution keeps that going. Our issues are here! We are here! Every space we are in, CFC members needs to be a voice for CF.
- Consensus that we need more funding for CF participation in university & IFO committees.
- The compensation for university committees needs to be better communicated and procedurally less burdensome on CF, maybe Mousumi can help us.
- Charlotte and Emily talked about successes in just showing up and the atmosphere changing for the better because CF sensibilities need to be accounted for.
- Resident Faculty anxieties about retrenchment make it difficult for them to share power or feel like they can share power safely. At the same time, CF need to protect our emotional health and not get beat up or belittled without support.

2. Potential CFC summer meeting

- Google [form](#) with date options.
- End of June dates in google poll. This group is priority and can fill out now so we can schedule with them in mind.
- Frame as retreat, more fun than just a meeting. In person somewhere nice! Budget allowing...
- Matt will meet with anyone who can't attend but wants to give input and help plan.

3. Membership and participation

- Matt reported out on membership numbers. On August 8, 2023, we had 129 CF members at Metro, and on April 17, 2024, we had 158 CF members (according to the respective packets). Let's keep recruiting and engaging new members!
- Key to building power depends on one on one conversation and one on one relationships. Extrapolating those relationships outward makes us undefeatable. Our successes have been built on our solidarity and trust.
- Union power comes through union membership numbers. Bringing new people in sends a signal, demonstrates we're serious, and helps us show up on council, committees, etc.
- Affirming to have partners we can lean on when we can't show up due tolife.
- Dues paying members matters to leadership and to our collective power...some complain about the low amount we pay, but that's on the contract and those who negotiate it.

4. CF Representation on the Strategic Planning Committee

- New reps on SPC, Kathy Harowski. Only one member, but we're asking for an alternate—Marcia—to create coverage and voice. Not clear if accepted (see motion below).
- No communication, so not sure if CF is being invited. We need to have multiple focus groups. Surveys of CF needed.
- **Motion to confirm CFC appointment of Kathy Harowski to represent CF on the Strategic Planning Committee, and Marcia Anderson as our alternate. Seconded. Passed unanimously.**

5. CF Breakfast

- CF breakfast as part of first week of duty days in fall. Orientation is one week before. Should we combine orientation and cf breakfast? Would have to be one week before classes start.
- Two for one smart, combines time and less taxing on cf. If Saturday, then not an issue in the morning or evening. Will it be redundant? What is the content? Time limited? Make it clear what is what, so people can drop in/drop out if they don't need orientation info
- Two different audiences. Can we use sr. CF in orientation? Then naturally blends.
- As part of convocation week, it has been inclusive of CF. could we be the first event of convocation week? Make a shebang out of it? Both communicate to, but also draw on cf.
- It will be part of convocation week per Mousumi. And existing cf are invited to orientation now.
- A panel of existing cf to give some tips about teaching at Metro—3 hour classes, different student profile, etc. Saturday is not preferred for CF, evenings, T W Th, are preferred.

6. Discussed Executive Committee Motion #3: ("All committees should discuss their composition and whether it should be changed to reduce service burden (ex. Changed from by unit to 5 at large) and increase service focus. They results of their determination should be sent to the president to be disseminated in the September Packet."). No changes recommended.

7. Discussed passed motion from last packet on attendance at meetings for IFO leadership positions

- General opposition. We need people to come to Council to vote against, talk against.
- Will need OP changes. Demonstrates a step backwards, on structural equity. Either a solution for a problem that doesn't exist, or is a fix in lieu of having a hard conversation with an elected leader having difficulty showing up. Avoids the issues of why people don't show up. Oppose it on constitutional grounds.
- Three meetings and you're out of leadership positions. Any seats unfilled go to at large was tabled at last Council, may be voted on at next council meeting.
- **Motion to oppose the change. Seconded. Passed.**

8. Discuss Faculty Association Council (FAC) Reps for '24-25. Postponed. Conduct by email?

9. New business

- Workday and ELM training from HR and some of us need to do this'
- CF Course Prep Awards: Application forms are posted (and were also emailed). Make sure folks know about this!
- Statewide IFO survey on health insurance