



A Union of Professionals

Metropolitan State Faculty Federation

ISSUES & PRIORITIES

Shared Governance	Transparency	Long-Term Sustainability
<p>Academic Freedom Academic Freedom needs to be respected in all cases of professional dispute.</p>	<p>Budget & Spending (Breakdowns & trends) Instructional support patterns, discretionary funds, salaries, increased administration, AHEC & bonds, etc.</p>	<p>Student Retention Support faculty, increase institutional resources, and address structural inequities, rather than putting all the retention onus on faculty.</p>
<p>Policies & Procedures Established policies and procedures need to be followed, especially in cases of faculty discipline and sanctions. Ignoring due process triggers lawsuits.</p>	<p>Workstudy Funding Where is the funding for workstudy students? Departments and students alike are struggling without workstudy resources.</p>	<p>Differentiated Workload Faculty and staff need a work/life balance to improve morale and productivity. Workplace surveys indicate MSU is at a crisis point.</p>
<p>Department Chairs Chairs need to be elected by department faculty and not by appointment or dismissed at-will. This is encouraging cronyism and discouraging creative problem solving.</p>	<p>Scholarship Support Professional Development funding is not equitable among the ranks, despite everyone being under review equally.</p>	<p>Out-of-Load Teaching (Credit banking policy) Faculty want compensation for additional work done: supervising internships, labs, teaching overloads, etc.</p>
<p>Cat II and Affiliates Category 2 and affiliate faculty need stability from MSU, including healthcare, lifted teaching caps, departmental rights, and respect.</p>	<p>Support the MSFF Union MSFF has a very long history supporting faculty rights, including tenure, academic freedom, workload reduction, and shared governance.</p> <p>Supporting the Metropolitan State Faculty Federation is supporting MSU Denver.</p>	<p>Working with Legislators Pursuing increased state funding and favorable policies to help students, faculty, and staff.</p>

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