



A Union of Professionals

Metropolitan State Faculty Federation

# News Bulletin

[MSUDENVERFF.ORG](http://MSUDENVERFF.ORG)

SPRING 2026



## MSFF Supports Affiliate Faculty

Last year, the MSSF joined Faculty Senate and the Council of Chairs in demanding a change in scheduled pay dates for part-time faculty. To date, monthly paychecks don't commence until late in the semester. For example, the first fall semester pay occurs around September 30; when preparation time is included, this is two months of work without pay. Starting in Fall 2026, the first of five installments will be occur on August 31.

Although the vast majority of MSFF are full-time faculty (85% tenured), members know that fair treatment of part-time faculty are crucial to success of academic departments and programs. We recognize and

appreciate the contributions of excellent adjunct faculty and are concerned about barriers to retaining the best. Our union regularly collaborates with the Faculty Senate Sub-Committee on Affiliate Faculty Welfare to advocate for policies to support and respect the great work of part-time faculty, many of whom volunteer their time beyond their classroom role in support of MSU students and academic departments.

Congratulations to Affiliate Representatives Andrew Gillespie (Physics), Julie Mancuso (Exercise and Sport Sciences) and Geneene Duran (Social Work) for taking the lead on pay scheduling and making critical progress.

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## HB26-1005 Worker Protection Collective Bargaining

Introduced at House Business Affairs and Labor Committee - Feb.6

*Supported by AFT Colorado*

Gov. Polis vetoed a similar bill last session. Colorado has the most restrictive collective bargaining rules in a Blue State (but less restrictive than 26 Right to Work States).

Concerning measures to reduce barriers in the “Labor Peace Act” to promote good faith collective bargaining negotiations.

The bill makes the following changes to the “Labor Peace Act”:

- Specifies that employees’ right to bargain collectively includes the right to bargain collectively concerning any mandatory subject of bargaining;
- Eliminates the requirement for a second election to negotiate a union security agreement clause in the collective bargaining process;
- Declares that it is not an unfair labor practice for an employer to refuse to agree to a lawful proposal made by the exclusive representative of the employees, or for the exclusive representative of the employees to refuse to agree to a lawful proposal made by the employer, concerning a mandatory subject of bargaining if the refusing party has bargained in good faith with the other party; and
- Requires employers and employees, through their exclusive representative, to bargain in good faith.

### What We’ve Done

**Conflict of Interest Policy:**

fought for faculty rights during the development of the policy.

**Adjunct pay:** credit to our Cat III Faculty Senate Reps.

**No Kings participation:** AFT is helping organize the No Kings protests across the country.

### What We’re Listening to

AAUP Presents: Invaluable information about the fight for academic freedom and job security in the academy, past and present <https://www.aaup.org/our-podcast-aaup-presents>

**American Campus Podcast:**

<https://www.patreon.com/cw/AmericanCampusPodcast>

In a development that could set an important precedent for

university employees across the state, a number of CU Regents, with the support of their **United Campus Workers Union**, <https://boulderreportinglab.org/2026/02/03/cu-begins-push-to-expand-collective-bargaining-for-faculty-staff-and-student-workers/>

### What We’re Reading

Scott Carlson, “The Colorado Paradox,” *The Chronicle of Higher Education*, 31 October 2025, [https://www.chronicle.com/special-projects/the-different-voices-of-student-success/reducing-structural-barriers/the-colorado-paradox?utm\\_source=Iterable&utm\\_medium=email&utm\\_campaign=campaign\\_15547735\\_nl\\_Academe-Today\\_date\\_20251104](https://www.chronicle.com/special-projects/the-different-voices-of-student-success/reducing-structural-barriers/the-colorado-paradox?utm_source=Iterable&utm_medium=email&utm_campaign=campaign_15547735_nl_Academe-Today_date_20251104).

Erik Uebelacker, “Judge slams government for conspiring to chill free speech of pro-Palestine students,” *Courthouse News Service*, 15 January 2026, <https://www.courthousenews.com/judge-slams-government-for-conspiring-to-chill-free-speech-of-pro-palestine-students/>.  
 “Professors Are Being Watched: ‘We’ve Never Seen This Much Surveillance,’” Vimal Patel, *The New York Times*, 4 February 2026: <https://www.nytimes.com/2026/02/04/us/professors-classroom-surveillance-politics.html>  
<https://denverite.com/2025/12/12/2025-denver-school-board-election-cost/>

# MSU Budget News

Each year, Colorado Legislative Audit Committee oversees an independent audit of MSU Denver’s Budget. The report for the 2025 Fiscal Year has recently been released.

The following table reveals that faculty employees continue to decrease while non-faculty staff increases. Faculty FTE was down 6% over a two-year period at a time that resident student FTE was up 4%. Staff FTE increased by 5%.

Fiscal Year	Faculty FTE	Staff FTE	Total FTE
2023	770	889	1659
2024	741	916	1657
2025	723	934	1657

The table below shows the University’s operating expenses. The budget for instruction accounted for 28.5% of the total budget in FY2025, down from 32.5% in FY2023. (45.2% in FY2015)

	Fiscal Year 2023	Fiscal Year 2024	Fiscal Year 2025	2-Yr Change
Instruction	96,974,911	92,724,573	91,877,695	-5.26%
Research	635,177	1,330,558	2,052,349	223.11%
Public Service	1,930,717	1,247,916	942,977	-51.16%
Academic Support	31,657,323	39,025,996	40,596,054	28.24%
Student Services	28,182,541	31,617,443	31,974,401	13.45%
Institutional Support	40,978,503	47,833,517	50,306,692	22.76%
Operation of Plant	15,598,276	15,490,433	16,561,022	6.17%
Scholarships & Fellowships, net	7,776,027	8,450,815	10,359,811	33.23%
Auxilliary Enterprise Expenditures	58,294,728	60,104,681	56,615,261	-2.88%
Depreciation	16,740,156	17,265,927	18,238,163	8.95%
<b>Total Operating Expenses</b>	<b>298,768,359</b>	<b>315,091,859</b>	<b>319,524,425</b>	<b>6.95%</b>

[Fiscal Year 2025 Audit](#)

## WHERE DO YOUR DUES GO?

Much of our budget is consumed by legal fees. Though we try to resolve issues with the university amicably, we spend a lot of our time and money fighting individual grievance cases in court. These actions have led to

significant policy changes not just on campus, but at the state level. Our rights in the faculty handbook, and our right to academic freedom, matter only to the extent to which they are enforced. Our dues also go towards lobby-

ing efforts at the state and national level. AFT fights for increased education spending, faculty salaries, and free speech protections for educators through legislative action and organizing campaigns.