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

**Section C. Affirmative Action Plan**.

**~~Subd. 2. Americans With Disabilities Act.~~** ~~Whenever the Employer or President/designee determines to take actions within the faculty bargaining unit which are necessary for the reasonable accommodation of any qualified disabled individual to effectuate compliance with the Americans with Disabilities Act, or other applicable law prohibiting discrimination on the basis of disability, the President/designee shall first discuss the action with the affected department/unit. In these decisions, all participants shall adhere to the rules pertaining to confidentiality.~~

**Section E. Americans With Disabilities Act.**

**Subd. 1. University Obligation.** Consistent with theAmericans 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 5  
Definitions

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

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

**ARTICLE 6** **Association Rights**

**Section B. Meet and Confer**

**Subd. 1. State IFO Meet and Confer**.

**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, task-forces 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 $3000 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.

**ARTICLE 9** **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 ten (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 concerning conduct similar to the conduct giving rise to the disciplinary action.

ARTICLE 10  
Workload

**Section A. Faculty Workload**.

Subd. 3. ~~Interactive Television. Interactive television may be conducted as part of load or as overload, subject to Article 12, Section B. For purposes of calculating teaching load, one (1) interactive television credit shall be the equivalent of one and one fourth (1.25) undergraduate credits. If a faculty member has a plan that has been appropriately approved for developing an interactive television course, the faculty member shall receive appropriate compensation or reassigned time for development of course materials. Technical and paraprofessional support shall be provided at the originating location as well as at each site.~~ **[RESERVED]**

Subd. 4. ~~Off-campus Credit Instruction. Off-campus courses may be taught as part of load or as overload, subject to Article 12, Section B. For travel time in connection with the offering of off-campus courses, a faculty member will be reimbursed at the rate of at least $.25 (twenty-five cents) for each mile traveled. Mileage will be measured from the university campus, or from the faculty member’s residence, whichever is closer to the off-campus site, based upon the approved state mileage table. 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~~.

**[RESERVED]**

**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 sixty-five dollars ($65) per credit hour per student. For purposes of determining compensation paid under this subdivision, a three (3) credit graduate course shall be the equivalent of a four (4) credit undergraduate course, and a four (4) credit graduate course shall be the equivalent of a five (5) credit undergraduate course. All other graduate courses shall be calculated as the equivalent of one and one fourth (1.25) undergraduate credits per one (1) 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. 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 continue 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 8 members of the IFO and up to 8 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 D. Duty Days.

Subd. 1. Regular Appointments. The duty year for faculty members with regular appointments shall consist of one hundred sixty-eight (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 one hundred sixty-eight (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, ~~Columbus~~ Indigenous Peoples Day\*, Veterans Day\*, Thanksgiving Day, the day after Thanksgiving Day, Christmas Eve Day, and Christmas Day.

**Subd. 1.1. Nine-Month Appointments**.

**. . . .**

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

**Subd. 2. Extended Appointments**. Faculty members appointed to a duty year which exceeds the one hundred sixty-eight (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 ~~normally shall not~~ may be scheduled on the days indicated in Subd. 1 and on Independence Day (July 4th) and Juneteenth (June 19th).

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

**a.**  ~~Pursuant to Subd. 1, there will be three (3) categories of head coaches: (1) those who coach basketball, football, ice hockey, or volleyball; (2) those who coach soccer, baseball, swimming, gymnastics, wrestling, softball, cross-country skiing (combined men and women), or spring track; (3) those who coach cross-country skiing, golf, tennis, or winter track.~~

**~~b.~~** ~~For purposes of determining the type of appointment offered, athletic directors shall be considered to be in category (2).~~

**Subd. 3. Initial Appointments**.

1. Head coaches shall, at the option of the President, be offered either ~~an~~ a nine-month athletic appointment of three (3) to ten (10) years duration, an annual athletic appointment governed by Subdivision 12 of this Section, or a probationary appointment.

**b.** Assistant coaches may be offered an athletic appointment of up to three (3) years duration or an annual athletic appointment governed by Subdivision 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.~~** ~~In those cases where the President finds that curricular requirements prevent crediting a percentage of a full-time workload for coaching activities in categories (2) and (3), the President may, after meeting and conferring with the Association, authorize compensation in accordance with Article 12 and Subd. 5a of this section.~~

**~~b~~a.** Individuals hired solely for the purpose of coaching ~~any sport listed in this Article~~ may be compensated at the adjunct faculty rate for the percentage of a full-time workload ~~as listed in Subd. 5a of this section~~ assigned.

**~~c~~b.** Head coaches may renegotiate their salaries each time they enter into a renewed nine-month or annual athletic appointment.

**~~d~~c.** Coaches with nine-month athletic appointments may receive a salary supplement not to exceed one-hundred and sixty thousand dollars ($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.

**~~e~~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.

**~~f~~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 fifteen percent of step forty-five (45) of the salary schedule.

**~~g~~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. ~~Equivalent Workloads.~~**

1. ~~The minimum credit for head coaching activities shall be the percentage indicated in the table below of a full-time appointment for a full academic year, or nine-month appointment year, except that cross-country skiing (combined men and women) will remain at twenty-nine percent (29%) and seven (7) credits. The apportionment of the percentage of a full-time appointment to coaching activities during each academic semester during the year shall be determined by the President.~~

|  |  |  |
| --- | --- | --- |
|  | **~~Coaching Activity as Annualized Percentage of~~** | |
| **~~Category~~** | **~~Full Workload~~** | **~~Semester Credits~~** |
| ~~1~~ | ~~42%~~ | ~~10~~ |
| ~~2~~ | ~~29%~~ | ~~7~~ |
| ~~2 (Comb. Men & Women)~~ | ~~38%~~ | ~~9~~ |
| ~~3~~ | ~~17%~~ | ~~4~~ |
| ~~3 (Comb. Men & Women)~~ | ~~25%~~ | ~~6~~ |

~~The percentage of a full-time workload credited for faculty assigned head coaching duties in two (2) sports shall be, at a minimum, the sum of the percentages indicated in Subd. 5a for each sport. Nothing shall prevent the President from crediting a greater percentage of a full-time workload for any particular head coaching appointment.~~

**[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**.

1. Those head coaches being renewed for a subsequent nine-month athletic appointment shall be offered ~~an~~ a nine-month athletic appointment of three (3) to ten (10) years duration at the discretion of the President. The option of renewing a head coach for two (2) years, however, may be exercised once during a coach’s employment with a state university.
2. ~~An~~ 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 (10) years. Extensions for assistant coaches shall be consistent with Subd. 11 of this section. Salaries may be renegotiated when an extension is agreed to.
3. 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 twenty (20) days following the end of the relevant athletic team’s final scheduled competition, including post-season play for that team.

**Subd. 11. Assistant Coaches**. Assistant coaches may receive a nine-month athletic appointment~~s~~ for up to ten (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.

1. **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 Subdivision 4 e of this Section is applicable to Division I coaches employed pursuant to an annual appointment.

**~~c.~~ 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 twenty-five thousand dollars ($25,000) per summer.

**~~d.~~ e. Emergency/Personal Leave**. During the course of an annual appointment, coaches will be permitted to take one (1) additional day (non-cumulative) ofEmergency/Personal Leave per Fiscal Year in addition to the leave provided for in Article 17, Section E.

**~~e.~~ f. Unscheduled Time**. Coaches given annual appointments will have not less than five (5) weeks of unscheduled time without loss of pay, in the course of the Fiscal Year. Up to six (6) 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.

**~~f.~~ g. ~~Multiyear~~ Initial and Subsequent Appointments**.

**1.** **Head Coaches.** A university may offer head coaches an initial multiyear annual appointment ~~normally~~ of not less than three and not more than ~~six (6)~~ ten Fiscal Years in length. Multiyear annual appointments may be renewed at the end of the stated term. ~~Coaches not being renewed beyond their initial or subsequent multiyear annual appointment shall be given a notice of the non-renewal not later than twenty (20) days following the end of the relevant athletic team’s final scheduled competition, including post-season play for that team or by April 15, whichever is earlier. Coaches on multiyear annual appointments are otherwise subject to the terms of this subdivision, except for paragraph g.~~

A head coach being renewed for a subsequent annual appointment shall be offered a multiyear annual appointment of not less than three (3) and not more than ten (10) 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 of up to ten 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.

**~~g.~~ 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 twenty (20) days following the end of the relevant athletic team’s final scheduled competition, including post-season play for that team ~~or by April 15~~~~th~~ ~~whichever is earlier~~. ~~Coaches on multiyear annual appointments are not subject to the terms of this paragraph.~~

**~~h.~~ 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, ~~2025~~ 2027. Multiyear appointments scheduled to end after June 30, ~~2025~~ 2027, will continue until the end of the stated term.

**Section J.**

**Subd. 4. Professional Improvement.**

**b.** Professional Improvement Funds of not less than ~~fifty-seven thousand, eight hundred dollars ($57,800) in FY 2022 and~~ sixty-eight thousand dollars ($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 (3) credits or to teach more than one (1) course ~~in an academic year~~. 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.

ARTICLE 11  
Salaries

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

**Subd. 2**. ~~During FY 2020, new faculty members beginning employment shall be placed in the appropriate lane at the salary, which is nearest to, but not less than, the salary offered on appointment. Effective July 1, 2022, new~~ New faculty members beginning employment shall be placed on a step on the ~~FY 2023~~ the applicable salary schedule at the salary, which is nearest to, but not less than, the salary offered on appointment.

**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 twelve semester (12) 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 twelve semester (12) 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.

**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 fifty-five (55) and have ten (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 ~~fall semester of~~ the following ~~academic year~~ Fiscal Year, or by January 15 for a phased retirement involving reduced workload that takes effect spring semester of the following ~~academic year~~ 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. ~~or the~~ The workload of the faculty member ~~be less than point thirty-three (.33) FTE or greater than point sixty-seven (.67) FTE~~ 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 twenty-four (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 ten (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.

**Section B. Annuitant Employment Program**.

**Subd. 1. Eligibility**. Pursuant to Minnesota Statutes §§ 136F.48 and 354.445, faculty members who have ten (10) or more years of service in the Minnesota State Universities and who have reached age fifty-five (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 ~~fall semester of~~ the following ~~academic year~~ Fiscal Year, or by January 15 for ~~participation~~ a reduced workload that begins spring semester of the following ~~academic year~~ 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. ~~or the~~ The workload of the faculty member ~~be less than point thirty-three (.33) FTE or greater than point sixty-seven (.67) FTE~~. 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 twenty-four (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 ten (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.

**ARTICLE 16  
Severance Pay**

**Section B. Computation**. Severance pay shall be computed at forty percent (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 twenty-five (25) or more years of service shall be computed at forty-five percent (45%), with an increase of one percent (1%) per year for each additional year of service beyond twenty-five (25) years to a maximum percentage of fifty percent (50%). The base for computing severance pay shall not exceed one hundred twenty-five (125) days. ~~Should the faculty member have less than one hundred twenty-five (125) days of regular sick leave accumulated, the difference may be transferred from lapsed sick leave for purposes of calculation of severance pay.~~

**Section D. Early Separation Incentive**.

**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 ten percent (10%) for each year beyond age fifty-five (55).

**b.** ~~The faculty member shall receive this amount~~ Except as otherwise explicitly provided in this subdivision, the ESI benefit shall be paid in two (2) 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:
     1. ~~i)~~ eighteen (18) months after the date of separation~~,~~ or
     2. ~~ii)~~ the end of the Fiscal Year ~~following~~ 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 ten thousand dollars ($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.

**~~b.~~** **c.** If a faculty member is older than age fifty-five (55) when the faculty member completes the fifteen (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 fifteen (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’s health insurance premiums~~ 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 the faculty member’s death prior to the contribution to the health care savings plan, 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~~ distributed as provided by law.

**ARTICLE 17  
Paid Leaves of Absence**

**Section A. Sick Leave**.

**Subd. 1**. ~~Fifteen (15)~~ Twenty (20) duty days of sick leave shall be credited to all new full-time faculty members at the time of their employment ~~to cover possible disability during the subsequent fifteen (15) months of employment~~. ~~Beginning with the sixteenth (16~~~~th~~~~) month of 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 (1) additional day of sick leave for each succeeding month or portion thereof of employment completed within the regular academic year, but not to exceed ~~four and one half (4.5)~~ five (5) days per semester, as applicable. During summer session(s), sick leave shall accrue at the rate of one (1) day for each four (4) credits taught. Total sick leave accumulation for summer session work shall not exceed three (3) days. The maximum sick leave accumulation for any Fiscal Year shall be twelve (12) days. Sick leave earned in accordance with this subdivision will be accrued on a bi-weekly basis.

**Subd. 2**. Unused sick leave ~~may~~ will accumulate ~~to a total of one hundred twenty-five (125) days. Sick leave earned over the maximum will be considered lapsed but shall be recorded to the faculty member’s credit. In the event that a faculty member with an illness exhausts current accumulated sick leave, and has a lapsed sick leave balance, additional sick leave shall be granted by the President/designee upon valid medical documentation, to the extent required by the employee’s illness, but not to exceed the total amount of the faculty member’s lapsed sick leave~~ 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. 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 (3) days of sick leave to arrange for the nursing care of the faculty member’s parents or parents of the spouse/domestic partner. ~~[See Appendix K.]~~

**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 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. 10. ~~Adjunct and community faculty shall be allowed to miss all or part of two (2) class days each semester for reasons set forth in Subd. 5 without loss of pay.~~ 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 Subdivision 5 of this Article 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 six days.

**Section B. Bereavement Leave**. The use of a reasonable period of leave, up to five (5) days per occurrence, shall be granted in case of a death of the individual in one (1) 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.

ARTICLE 18  
Leaves Without Pay

Section B. Family Leave. Upon request, a family leave of absence without pay shall be granted to care for any of the following: i) a member of the faculty member’s immediate family as defined in ~~the Family and Medical Leave Act~~ 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.

~~A full-time faculty member will receive a one thousand five hundred dollars ($1,500) lump sum payment if leave used~~ Leave requested under this section ~~begins prior to and does~~ 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. ~~To qualify for this benefit, the faculty member must be on unpaid leave for at least one full semester.~~

**ARTICLE 19  
Professional Improvement**

**Section A. Professional Improvement Funds**.

Subd. 3. The funds distributed shall be no less than six hundred eighty thousand dollars (~~$600,000~~ $680,000) in FY ~~2022~~ 2024 and ~~six hundred eighty thousand dollars~~ ~~($680,000)~~ $800,000 in FY ~~2023~~ 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 thirty (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 seventy thousand dollars ($70,000) per academic year shall be available to adjunct faculty. In FY 2023, professional improvement funds of not less than eighty thousand dollars ($80,000) per academic year shall be available to adjunct faculty. In FY 2025, professional improvement funds of not less than ninety thousand dollars ($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 thirty (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 (3) credits or to teach more than one (1) course ~~in an academic year~~.

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. 4**. Reimbursement rates for meals and incidentals and lodging under this section shall be ~~determined by the U.S. General Services Administration (GSA) for continental U.S. travel and by the U.S. Department of Defense (DoD) for travel outside of the continental U.S., including Alaska and Hawaii. Reimbursement rates for meals and incidentals and lodging not covered by professional study and travel funds will be reimbursed~~ 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.

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 1st and effective with the posting of seniority rosters on ~~March~~ November 1. Such actions shall not be subject to the provisions of the grievance procedure.

**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.

**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.

**Subd. 5**. All faculty members, other than fixed-term faculty in the first year of such status, who have at least three-fourths (3/4) time 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 one-half (.50) time 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 one-quarter (.25) time 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.

**ARTICLE 21  
Appointment of Faculty**

**Section E. Appointment**. Appointments shall be one of the following seven (7) 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 with students in medical/dental/exercise science clinical settings; ii) supervision of student teachers; or iii) a combination of these functions. Positions extending beyond four (4) years shall not be considered temporary.

**c.** Exceptions.

**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. 3. Adjunct Appointments**.

1. 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.

1. To teach, advise, or supervise, students in medical/dental/exercise science clinical setting.
2. To supervise student teachers.
3. To teach music lessons as described in Article 10, Section A, Subd. 1 c.

**d.** Assignment/Workload. An adjunct faculty member shall not teach more than twelve semester (12) credits in any one (1) academic year, and no more than 3 credits in an alternative session/J-Term.

**Section F. Appointment of Administrators.**

**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 ~~and~~ 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 (5) 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 23  
Retrenchment**

**Section B. Procedure**.

**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 ~~twelve (12) months prior to the issuance of the~~ at the time the layoff notices are issued. Such reductions shall then be accomplished in the following order.

**ARTICLE 27  
General Provisions**

**Section E. Check Issuance**.

**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 five percent (5%) of the gross pay due in the bi-weekly pay check requires written agreement by the faculty member.

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

**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 eighteen (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 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 29  
Seniority**

**Section A. Definitions**.

**Subd. 1. Seniority**. ~~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 (3) quarters of continuous service for a full-time faculty member while one (1) quarter and two (2) 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 (2) semesters of continuous service for a full-time faculty member, while one (1) 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 (5) Fiscal Years shall be counted for purposes of seniority without regard to whether such work was continuous.

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

**ARTICLE 31  
Transfers**

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

**Subd. 1. Benefits**. For purposes of this Article, faculty members may waive certain faculty rights, ~~salary~~ 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 34  
Duration**

**Section A. Effective Dates**. Except as otherwise provided herein, this Agreement shall become effective July 1, ~~2021~~ 2023, and remain in full force and effect through June 30, ~~2023~~ 2025.

**APPENDIX B  
Academic Areas--State Universities**

|  |  |
| --- | --- |
| ***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  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  Manufacturing Engineering  Mechanical Engineering | ***Health Sciences/Education***  Dental Hygiene  Health Education  Nursing  Physical Therapy  School & Community Health  Vocational Rehabilitation Therapy |
| ***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 | ***Health Technology***  Biotechnology  Medical Technology  Nuclear Medical Technology  Physical Therapy  ***History***  History  ***Home Economics***  Family Consumer Science & Interior Design  Home Economics |
| 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 | ***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 |
| **L*aw/Criminal Justice***  Corrections  Criminal Justice  Law Enforcement  Legal Assistance/Paralegal | ***Social Sciences***  Anthropology  Economics  Social Science  Social Work  Sociology |
| ***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***  Community Education  Community Service  Human Services Planning & Administration  Public Administration  Public and Non-Profit Leadership and Management  Advocacy and Political Leadership | ***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 |