

Chair Fateh and Members of the Senate Higher Education Committee,

While I am a contingent faculty member, my education, teaching, and research profiles are easily the equivalent of any full-time colleague. Even though we are supposed to be equals serving in different capacities, I have been treated like a second-class citizen. My intellectual property was stolen and incorporated into departmental teaching resources sold for profit. My dean has lied to me about the availability of courses and uses illegal criteria based on protected class information to make contingent faculty contract decisions. Each semester, full-time faculty get to take on overload allowing them to surpass their full-time salaries before contingent faculty get offered only the leftover most undesirable courses, formats, and scheduled times.

If I teach less than five credits per semester, my labor is abusively devaluated off the salary schedule compared to my full-time colleagues. My passion for educating Minnesotans and giving people a chance that have never gotten a chance keeps me here, but at the great cost of unjust job instability. There is an inherent amount of instability one must accept to be any kind of contract worker, but I find teaching opportunities at Minnesota State Colleges to be horribly mismanaged. This results in lower quality education for Minnesota State students, extra expense for Minnesota tax payers, and unjust conditions for contingent faculty that are in-fact critical to the operation of Minnesota State Colleges. I call on both MSCF and our Legislature to do better for the people of Minnesota.

MSCF Contingent Faculty Member

(Testimony submitted anonymously due to the tenuous nature of their employment)