

Dear Colleagues,

This is the second installment of the WSUFA Action Committee's "Did You Know?" series. The purpose of these notices is help you better understand and exercise your rights and opportunities under the IFO/MnSCU contract.

Our grievance officer, negotiator, and savvy union thug, Dr. Matt Hyle asks:

Did you know?

Your Professional Development Plan (PDP) reflects your own "specific objectives, methods, and expected achievements in respect..." to the five criteria in our contract in a manner consistent with the goals and objectives of the program/department/college/ university. The term **consistent** gives the faculty member wide latitude on the emphasis and goals he or she wishes to place for each of the 5 criteria. Faculty may choose to incorporate suggestions for colleagues and deans into her/his plan, but no one is required to do so.

In particular, quotas for any activity are a form of **closure** – which is a concept which represents artificially prescribed performance expectations. Closure violates the intent and long past practice of the evaluation, promotion and tenure processes and further violates the agreed upon interpretation of our contract language.

If you have questions about your PDP please contact Grievance Officer/Negotiator, Matt Hyle mhyle@winona.edu or WSUFA President, Darrell Downs ddowns@winona.edu