

## MISSION STATEMENT

The Inter Faculty Organization (IFO) is a union that takes professional responsibility for excellent, accessible, and inclusive public higher education in Minnesota and beyond. The IFO represents the interests, welfare, and aspirations of all faculty of the seven state universities of the Minnesota State Colleges and Universities (MnSCU) system through collective bargaining, contract enforcement, and advocacy.

## VISION

As the voice of all faculty, we:

- Commit to democratic self-governance, institutional shared governance, political activism, and inclusive diversity
- Provide equal, fair, and responsive representation for every faculty member, regardless of union membership or employment status
- Commit to increasing diversity and inclusiveness in our union, in our union leadership, on our campuses, through our institutional partners, and in our local communities
- Promote equal and fair treatment of all faculty, our academic freedom, intellectual property rights, professional development, and our right to be heard as professionals on all matters concerning the education of our students
- Support efforts to prepare students for life, careers, and citizenship by anticipating evolving programs and disciplines and adjusting to increasing bodies of knowledge
- Advocate at all levels of government, in our communities, and on our campuses for a system of higher education that best serves our students, their families, and our state
- Strive for fair compensation and benefits commensurate with our status as professionals
- Enforce the contract as negotiated, ensuring its fair and equal application to all faculty
- Finance and organize IFO initiatives around local and statewide issues of significance to the union
- Provide responsible stewardship of membership dues and fees

## GUIDING PRINCIPLES

As the voice of all faculty, we honor and respect:

- Autonomy and academic freedom
- Democratic decision-making
- Diversity and inclusiveness
- Equal access, participation, and leadership opportunities in the Union
- Excellence in scholarship and teaching
- Fairness, equality, and equity
- Intellectual property rights
- Professionalism, integrity, and transparency
- Shared governance
- Solidarity and unity across campuses with all faculty

## GENERAL OBJECTIVES

As the voice of all faculty, we work toward:

- A comprehensive, effective, and fair labor contract, shaped by member participation and enforced by the IFO
- The participation and contribution of every faculty member
- Diversity and inclusiveness in our workforce, and representation and participation in faculty governance that reflects that diversity
- Inclusive education for a diverse student body
- Fair, equitable, and affordable access to public higher education
- Public higher education of the highest quality, provided by faculty who are active in teaching, research/scholarship/creative activities, and service
- Autonomy of the state universities and their distinctive missions
- Academic freedom and intellectual property rights
- Stable and substantial funding for professional development
- Constructive peer review processes enhancing professional improvement and advancement
- Open and democratic governance of local faculty associations (FA) and the IFO
- Shared governance promoting a professional, cooperative relationship with campus administrations and MnSCU leadership
- Active participation in academic and professional communities and organizations
- Economic and social progress of our communities, regions, and the state of Minnesota