

## Common MnSCU Acronyms/Abbreviations

as of 4-15-08

Acronym	Definition
AA	Associate of Arts/Affirmative Action
AACC	American Association of Community Colleges
AAS	Associate of Applied Science
AASC	Academic Affairs & Standards Council
ABE	Adult Basic Education
ACE	American Council on Education
AD&D	Accidental Death and Dismemberment
ADA	Americans with Disabilities Act
ADN	Associate Degree in Nursing
AEP	Annuitant Employment Program
AFSCME	American Federation of State/County/Municipal Employees
AG	Attorney General
AHA	Advantage Health Advisors
AQIP	Academic Quality Improvement Plan
AS	Associate of Science
ASTD	American Society for Training and Development
ASRP	Administrative Systems Review Process
AU	Audit
AVA	American Vocational Association
AWOL	Absent Without Leave
BA	Bachelor of Arts
BCBS	Blue Cross Blue Shield
BEOD	Basic Educational Opportunity Grants
BIA	Bureau of Indian Affairs
BMS	Bureau of Mediation Services
BOT	Board of Trustees
BS	Bachelor of Science
BU	Bargaining Unit
BV	Bereavement Leave
CA/CAT	Classroom Assessment/Technique
CAPP	Computerized Assessment Placement Program
CARS	Course Accountability System
CATS	Classroom Assessment Techniques
CBA	Collective Bargaining Agreement
CC	Community College/Cost Center
CCSSE	Community College Survey of Student Engagement
CE	Continuing Education
CEC	Campus Evaluation Committee
CEU	Continuing Education Unit
CHRO	Chief Human Resource Officer
CIP	Classification of Instructional Programs
COBRA	Consolidated Omnibus Budget Reconciliation Act (continuation of Insurance)
CT	Comp Time/Customized Training
CTC	Community and Technical College
CTL	Center for Teaching and Learning
CUPA-HR	College & University Professional Association for HR
DI	Division I (Athletics)

DII	Division II (Athletics)
D2L	Desire2Learn
DARS	Degree Audit Reporting System
DBR	Defined Benefit
DCEA	Dependent Care Expense Account
DCR	Defined Contribution Retirement
DDIR	Designated Department Insurance Representative
DDS	Doctor of Dental Surgery
DHHS	Department of Health and Human Services (Federal)
DHS	Department of Human Services (State)
DNP	Doctor of Nursing Program
DOA	Department of Administration
DOER	Department of Employee Relations
DOF	Department of Finance
DOL	Department of Labor
EAP	Employee Assistance Program
Ed.D.	Doctor of Education
EE	Employee
EEO	Equal Employment Opportunity
EMS	Emergency Medical Services
EOV	Exchange of Views
EPB	Ethical Practices Board
ER	Employer
ENI	Early Notice Incentive
ERI	Early Retirement Incentive
ESI	Early Separation Incentive
FA	Faculty Association
FAFSA	Federal Application for Federal Student Aid
FERPA	Family Educational Rights and Privacy Act
FLSA	Fair Labor Standards Act
FMLA	Family Medical Leave Act
FRI	First Report of Injury
FSGC	Faculty Shared Governance Council
FT	Full-time
FTE	Full Time Equivalency (Employees)
FTNP	Fixed Term Non Probationary
FTU	Full Time Unlimited
FY	Fiscal Year
FYE	Full Year Equivalent (Students)
GED	General Education Development Test
GPA	Grade Point Average
HCSP	Health Care Savings Plan
HEAC	Higher Education Advisory Council
HEGIS	Higher Education General Information Survey
HESO	Higher Education Services Organization
HIPAA	Health Insurance Portability and Accountability Act
HLC	Higher Learning Commission
HOL	Holiday
HP	HealthPartners
HR	Human Resources
HRA	Health Reimbursement Account
HRIS	Human Resources Information Systems

I	Incomplete
IA	Information Access
IFO	Inter Faculty Organization (State University Faculty)
IME	Individual Medical Evaluation
IPEDS	Integrated Postsecondary Education Data System
IPP	Income Protection Plan
IRAP	Individual Retirement Account Plan
ISRS	Integrated Student Record System
IT	Information Technology
ITV	Interactive Television
LDW	Last Day Worked
LOA	Leave of Absence
LOU	Letter of Understanding
LPN	Licensed Practical Nursing
LR	Labor Relations
LRC	Learning Resource Center
LSER	Legislative Subcommittee on Employee Relations
LTC	Long Term Care
LTD	Long Term Disability
LWO	Leave Without Pay
MA	Master of Arts
MAPE	Minnesota Association of Professional Employees
MAPS	Minnesota Accounting & Procurement System
MCCC	Minnesota Community College Conference
MCCFA	Minnesota Community College Faculty Association (now MSCF)
MCCS	Minnesota Community College System (now MnSCU)
MCCSA	Minnesota Community College Student Association (now MSCSA)
MDEA	Medical/Dental Expense Account
MGEC	Minnesota Government Engineers Council
MGDPA	Minnesota Government Data Practices Act
MHEA	Minnesota Higher Education Association
MHTC	Minnesota High Technology Council
MIS	Management Information Systems
MJSP	Minnesota Job Skills Partnership
MMA	Middle Management Association
MMEP	Minnesota Minority Education Partnership
MNA	Minnesota Nurses Association
MNCUPA	Minnesota College & University Personnel Association
MNDCP	Minnesota Deferred Compensation Plan
MNSAT	Minnesota Satellite and Technology
MnSCU	Minnesota State Colleges and Universities
MNTC	Minnesota Transfer Curriculum
MnVU	Minnesota Virtual University
MOA	Memorandum of Agreement
MOU	Memorandum of Understanding
MS	Master of Science
MSCF	Minnesota State College Faculty (two year colleges)
MSCSA	Minnesota State College Student Association
MSPAN	Minnesota Post-secondary Access and Needs Project
MSRS	Minnesota State Retirement System
MSUAASF	Minnesota State University Association of Administrative and Service Faculty
MSUSA	Minnesota State University Student Association

MTCSA	Minnesota Technical College Student Association (now MSCSA)
NATEF	National Automotive Technicians Education Foundation
NC	No credit
NCA	North Central Association
NCAA	National Collegiate Athletic Association
NEHED/NHED	Northeast Higher Education District
NRNR	Non-resident, Non-reciprocity students
NSIC	Northern Sun Intercollegiate Conference
NSSE	National Survey of Student Engagement
NT	Non-Tenure
NTT	Non-Tenure Track faculty
OCR	Office of Civil Rights
OE	Open Enrollment
OJT	On-the-job Training
OOC	Office of the Chancellor
OSHA	Occupational Safety and Health Administration
OT	Over Time
P	Pass
P1	Preferred One
PAQ	Position Analysis Questionnaire
PCC	Primary Care Clinic
PD	Position Description
PDF	Professional Development Funds
PDP	Professional Development Plans
PELRA	Public Employees Labor Relations Act
PERA	Public Employees Retirement Association
PHD	Doctor of Philosophy
PIF	Professional Improvement Funds
PIP	Performance Improvement Plan
PMO	Project Management Office
PMR	Personnel Management Review
POS	Point of Service
PPE	Pay Period End
PR	Payroll/Public Relations
PROB	Probationary
PSEO	Post-secondary Enrollment Options
PSYD	Doctor of Psychology
PT	Part-time
PTT	Part-time Temporary
PTU	Part-time Unlimited
QRC	Qualified Rehabilitation Consultant
R&R	Repair and Replacement
RFP	Request for Proposal
RTW	Return to Work
SARA	Student Aid Reporting Analysis
SAT	Scholastic Aptitude Test
SCUPPS	State College & University Personnel Payroll System
SEGIP	State Employee Group Insurance Plan
SELF	Supplemental Education Loan Funds
SEMA4	Statewide Employee Management System
SEOG	Federal Supplemental Educational Opportunity Grant
SEV	Severance

SHRM	Society for Human Resources Management
SL	Sick Leave
SRP	Supplemental Retirement Plan
SS	Social Security
STARS	Systemwide Training and Registration System
STD	Short Term Disability
SU	State University
SWA	Statewide Accounting
TC	Technical College
TFT	Temporary Full Time
TIAA-CREF	Teachers Insurance and Annuity Association-College Retirement Equities Fund
TPT	Temporary Part Time
TRA	Teacher's Retirement Association
TSA	Tax Sheltered Annuity
UFT	Unlimited Full Time
UM	University of Minnesota
UPT	Unlimited Part Time
USERRA	Uniformed Services Employment and Reemployment Rights Act
UTCE	United Technical College Educators (now MSCF)
VAC	Vacation
VICA	Vocational Industrial Class of America
VPO	Vacation Pay Out
W	Withdraw
WC	Worker's Compensation