**State Meet and Confer Minutes: MnSCU/MSUAASF
September 6, 2014**

**Attendees: A. Klepetar, J. Anderson, T. Rahim, S. Murray, E. Gutierrez, R. Wheeler, K. Seth, O. Zimpel, G. Froemke, K. Seime, M. Nadeau, K. Olson, R. Schmitt, B. Biljan, S Applequist, J. Jorstad, B. Thompson, S. Rosenstone, J. Jorstad.**

Chancellor Rosenstone spoke of changes in Chancellor’s office in ASA and he introduced Kim Olson, who is Chief Officer of Communications and Marketing (new position after reorganization).

**1. Student Employees and Affordable Care Act (S. Applequist) MSUAASF**Student employees are variable hour employees. Financial-aid based work-study students and GA’s working as part of their academic programs are exempt. The students who are eligible number around 50-100 or less system-wide. Tracking goes October – October; this is the period where eligibility is assessed. If student workers are eligible, they are offered the same coverage as other employees. Adam requested that ASF be kept informed of exemptions and how eligibility is working for students. Sue will send the language and FAQ’s to MSUAASF.

**2. Personal Leave Reporting  (B. Biljan) MSUAASF**Adam talked about variability in how Personal Leave is tracked at different campuses; some starting with 0 and going to -8, etc. rather than more clearing noting the 4 days available. This has led to some members not realizing they have time available. There is no system-mandate that it be done one way or the other. Adam made a data request to see if institutions starting with 0 have lower use of personal leave than others. Chancellor Rosenstone asked that this information be provided to ASF prior to the next M&C in November.

**3. Charting the Future: McKinsey Consultant MSUAASF**Chancellor Rosenstone apologized for how McKinsey consultant was hired. He said that 2 years ago he consulted with McKinsey consultants (had previous relationship from Itasca group) on the architecture for Charting the Future. When the report came from Charting the Future, he had to think through how to move implementation strategy forward and consequently put out an RFP for proposals to get help with that in December 2013; McKinsey was chosen based on that process. It was stated that 100% of all that was produced through McKinsey contract is available for review, but not the RFP (because of trade secrets). The consultation was all about how to build capacity to do implementation, not about pre-determined results. The architecture of implementation teams gives complete authority to the teams. The coalition group has offered recommendations about a pause for a check on transparency and process and this is being seriously considered. He will get back to the coalition soon.

Adam: In general, our members on teams are very committed and our involvement in coalition reflects how important this work is. It is essential that perception is one of transparency; any interpretation otherwise will damage the outcome. Rosentsone: Will meet with CtF team conveners next week. Together we need to deal with the challenges. It’s not the reality, it’s the perception. There will be moments when this doesn’t work; let us (Rosenstone and Simonson) know when these problems occur. Encouraged campus input at Gallery Walks as well. Jim: complimented the work of the System Initiative team. He said that resolutions will take time, not just six months.

**4. Unit Determinations (Renee Schmitt) MSUAASF**

Updating of matrix has been done and training development is in process. Renee provided outline (PP) of proposed ongoing training on CEC/SEC process. She is getting feedback on this and revisions are continuing. It will be on D2L. When doing job evaluation, 2 questions: what kind of work is this and what level of work is it? She clarified that there is a question about “Is this academic work?” then, IFO or ASF? The level of work determines the range. There are also aspects of the training that address employee’s understanding of the process.

Adam: asked question about “campus student life and development” with specific reference to Campus Security. When there are disagreements, Adam asked when there is an opportunity to give feedback. Jim Jorstad noted Article 3, Section 3; but Rich noted this really doesn’t address it. There’s a need for consultation on PD’s before they go to MnSCU. Renee suggested to use appeal process. Chancellor Rosenstone suggested informal process to allow sharing opinions. A suggestion was offered to have Chris Dale bring this up on conference call with campus HR officers. Campus Association presidents can also bring it to local M&C. Sue will follow-up with Adam about the results of the discussion with campus HR officers.

**5. Input on Campus Budgets MSUAASF**Adam: main concern was about input/feedback on biennial request. Chancellor said he has heard from 24 campuses. It is still a draft. See below.

**6. FY16 - FY17 Biennial Legislative Request MnSCU**Shared a strategy document (draft). Goals include: Access & Affordability, Improving Student Success, Advancing Academic Excellence, Meeting community and Workforce needs. Scenario 1: Request is for an additional $142 million, including 2% salary increase and 3% inflationary increase, plus freeze in tuition. Rosenstone says he believes the tuition freeze must be the “lead” based on political realities and public sentiment. The proposal also includes some reallocation based on academic priorities. Also presented some alternate scenarios, including asking for tuition increase.

Risks are that this really pushes the target. This raises the target for higher education substantially and creates urgency about investment in higher education. If we get a tuition freeze and nothing else, there will be closures at colleges and universities and very difficult bargaining, layoffs, etc. We need to tell the story about the need, fiscal responsibility of system, community-by-community presentation of what happens if we don’t get the request, and the need to treat employees fairly.

All bargaining units are given the opportunity for input before presentation of a proposal to the Board of Trustees.

Meeting adjourned at 11:37 a.m.

Next Scheduled Meeting: November 21, 2014

**Post Meeting:**
There will be an ASF Board conference call to talk about the MnSCU budget proposals on Sept. 11 at 8:00 a.m. We will talk about the proposed 2% salary increase.

Respectfully submitted,
Shirley Murray
MSUAASF State Secretary