

MSUAASF State Meet and Confer

April 21, 2017

Present: Barb Oertel, Tracy Rahim, Sarah Granberg-Rademacker, Jean Clarke, Sami Gabriel, Mike Sharp, Jessie Swedberg, Maureen Acosta, Jim Anderson, Cassie Williams, Heather Soleim, Shirley Murray, Rich Wheeler, Jim Jorstad, Chris Dale, Steve Rosenstone, Mark Carlson, Kari Campbell, Toni Munos, Nicole Merz, Melissa Fahning, Jamie Simonson, Betsy Thompson, Derek Hughes, Ann Maile

1. Retirement Recognitions

Tracy extended thanks and recognition to the Chancellor on his upcoming retirement and also announced the upcoming retirements of Barb Oertel and Mike Sharp from the ASF team. S. Rosenstone also expressed his thanks to ASF for the work done by the members and the leadership. Tracy also offered thanks for the Exceptional Service banquet this week honoring a number of ASF members.

2. Legislative Update

J. Simonson reported there are about four weeks left in the legislative session. Conference committees have been named, and the majority of conference committees have met. There are 10 conferees on Higher Ed. and they have done the side-by-side overview. Testimony will be taken last week. Jamie outlined the major issues, and it's important to get higher ed. targets up as much as possible. The Chancellor has met with both chairs, and staff have also met with the Governor's office staff. Bonding may re-emerge at the end, but it will be a last minute and the outcome is unpredictable. The student fees issue is still alive so there may be action on that as well. Tracy stated the realization that the ISRS funding targets are low and inadequate. S. Rosenstone said the risks have been made clear; the plan can only be a 50/50 split with the campuses. The system can't make this happen without state support; can't enter into a contract without adequate funding. Preparatory work will continue on "mapping it out" in the coming year. There could also be an extension of the time to pay (8-10 years) by borrowing from the reserves of some of the healthier campuses. Again this is an urgent and it can't be done without state support.

Jamie encouraged our members to continue discussions with local representatives/senators and ask them to talk with legislative leaders. She said stay away from student fee issue right now due to how this is playing out. S. Rosenstone said state agencies are being cut and MN State is getting a higher percentage of funds, so good work has and continues to be done.

3. Human Resources Transactional Service Model (HR-TSM) Update

Kari Campbell provided an update; staff at all centers have been hired and will come on board by end of April. Faculty and staff contracts for summer will be the first thing that will be done. Employees will continue to work with their campus teams to get service. There will be a new electronic "employee home" with new functions. There will be rigorous training of new staff (some of whom are coming from campuses). There was recognition that this training will be critical. Mark Carlson stated that the campus expertise will still be there. Tracy asked if there will be a time when campus employees interact with Hub. Mark Carlson said the point of contact for campus employees will continue to be with local HR. S. Rosenstone suggested that any emerging questions or concerns be forwarded to Kari or Mark or Sue.

4. Proposed New Minnesota State Procedure 1C.0.2 –Respectful Workplace

Chris Dale said much of the input provided has been contradictory. He distributed the most recent “final” procedure. He pointed out changes – not making reporting “mandatory” and addressing issues about required peer review. Tracy noted that we haven’t seen anything since September and was wondering if there were additional changes that were not reviewed. Sami asked if there is an actual complaint form, and Chris noted that there is not. As soon as this is implemented, it will be communicated to the campuses. He also referenced that this will be done in concert with MMB training on respectful workplace. S. Rosenstone noted the need for training on this procedure and process, but suggests late September or later would be ideal with respect to university schedules.

5. FLSA Review Concerns

Tracy thanked Derek Hughes for the explanation on non-exempt employees who are adjunct. This was helpful. Question on duties test determinations; what is the appeal/review process? We need guidance on this. Derek said a request for review can be made if new information is brought forward. So if this is the case, what is being done? HR can continue to send it to the system office (to Mark Carlson). If there are differing interpretations on the language on the duties test, Mark Carlson said there is an internal training problem. The interpretation will be determined by the system office, not the university.

Mike Sharp noted that he was involved in input for some of these forms, so HR offices are not the only ones involved in this. Very little guidance has been given. There are still many feelings that this is about professionalism, and messages that this isn’t the case need to continue. Rich stated that messages from campus management has not helped or made this go well, as it hasn’t been consistent with system messages. S. Rosenstone acknowledged these tensions and said there are training need, but also disagreements about owning the reality of the law (the system may end up looking negative that they are charged with making sure the system is in compliance.)

A second question was presented about what information goes back to the employee about the determination of the exempt/non-exempt status. Some campuses have not distributed the memo from Sue Applequist and this would be very helpful. Mark Carlson said he would address this promptly.

A final concern was presented about the training piece. There has not been consistent training provided. ASF requests that detailed consistent information be provided. Mark Carlson agreed there needs to be consistent training and materials provided. He said he will follow-up on this. Tracy said she will provide specific areas where questions have arisen. An example of the type of information that would be helpful is Derek’s documentation on non-exempt members teaching adjunct.

6. ASF Position Allocation Matrix Update

Jim Jorstad provided an update of the document, including target dates of completion. Aspirational date for implementation is July 1, 2017. Training will be segmented with some specific to HR community. There will also be web-ex training and online training for CEC’s, SEC’s and general. There was acknowledgement that timelines may need to change. Tracy thanked administration for the re-review, and stated that we’d like to be involved in training; she said that campus administrators especially will need this training. Jim agreed that collaborative work will be needed to make this a successful cultural change. Barb noted that for the training for the JDMS, the employee is doing this so training needs to go all the way to the members.

7. Charting the Future Update

Nicole Merz reported that FY 18 work plan is moving forward. Other initiatives may also be included and this will be presented to Leadership Council in May.

CRM's – a recommendation will go to Leadership Council in June.

Dev Ed. Workgroup – how will this be rolled to university work? Nicole said a plan is going out to campuses for feedback and this will go back to Leadership Council.

Online Strategies – Workgroup is putting together recommendation and that will also go to Leadership Council. This will have “tails” that move into FY 18. S. Rosenstone said the long term plan regarding online will begin with the Presidents next month.

Business and industry Regional hubs – Nicole said this is really “enterprise zones” which increases collaboration and reduces competition. Five Presidents are working on this and they will be forwarding a model to S. Rosenstone, who noted this is an area for great improvement. He believes this can be self-sustaining and grown through collaboration. He anticipates action at the June meeting.

Meeting concluded at 12:05 p.m.

Summary submitted by Shirley Murray, MSUAASF State Secretary