

ASF State Board Meeting

November 6, 2019 — 8am-4:30pm

Atwood Center—Glacier Room, St. Cloud State University

Present: Tracy Rahim, Zak Johnson, Shirley Murray, Lori Wynia, Rich Wheeler, Jim Anderson, Mel Iverson, Jane Olsen, Bonner Karger, Tim Alcorn, Tyler Treptow-Bowman, Troy Schmidt, Victor Cole, Jill Quandt, Kristy Modrow, Sami Gabriel

Guest speakers at lunch will include Chancellor Malhotra and Senior Vice Chancellor Ron Anderson discussing Equity 2030 from 12-1:15pm.

Call to Order at 8:05 a.m.

Approval of Agenda

Officer/Board Position Reports

Secretary (Shirley Murray-Mankato)

Summaries from Summer Board meeting (previously approved) and Zoom meetings were submitted to members electronically for review. **Move by Tyler Treptow-Bowman, second by Bonner Karger to approve the secretary's minutes. Approved.**

Treasurer (Lori Wynia-Southwest) See attached Excel file with these minutes. Reminder to send forms to Lori for fall payments to campuses. We have currently surpassed 25% of operating budget in savings at this time. **Lori Wynia moved that the Board approve a transfer of \$9200 from checking to savings to meet 50% of operating budget in savings for reserve. Second by Jane Olsen. Motion carried.**

Grievance Officer (Rich Wheeler-Mankato)

Rich's first Board meeting was June 1981 in Moorhead and he thanked us for the honor of serving over the years. ASF is immensely grateful for Rich's service.

MOU brought forward regarding grievance at St. Cloud regarding ASF employee. The employee and campus association felt the employee was not treated fairly. The sanction was not appropriate. It had to do with monitoring time of an AFSCME employee. The sanction was reduced to a one-day suspension with use of vacation. Employee discipline record will be removed from file after one year and employee will be paid to attend training. **Motion by Rich Wheeler to authorize the MOU, second by Kristy Modrow. Motion carried.** A question arose about lessons learned and Rich noted that contract training for ASF members who supervise AFSCME is needed. We need to press the system for this training.

Rich has done contract training over the last month in Moorhead, St. Cloud and Mankato. He noted the many contract violation issues that are going on in St. Cloud.

A fair number of calls and emails have been coming in and more questions based on this being a contract year. Jim Jorstad will bring up idea of doing contract training and Rich suggests we support this as a joint effort.

Vice President (Zak Johnson-Bemidji)

Currently there are 20 system-wide committees, councils or work teams and we have 38 seats across these committees. Currently there are 36 different ASF members serving on system-wide committees. At this point we are looking for a replacement for Rich Wheeler on the Defined Contribution Retirement Committee and will also be looking for a replacement for Janet Haak on the Global Education Committee. I will be sending out that call next week. I want to continue to extend thank-you's to all the campus presidents for their efforts in

extended messages regarding filling appointments as well as their help in identifying members who are interested in serving on system-wide committees.

I am still working with Brian Aldes from Teamsters Local 320 on developing a budget document, which can be shared with all members to can speak to MSUAASF dues and how they are spent. Brian Aldes presented to the ASF State Board last July and provided a great report of the collection of dues and expenditures. Now we are asking for a document that we will be able to share with members. The plan is for the Audit Committee to present this at the January meeting. Looking forward to the rest of the year with the ASF State Board.

President (Tracy Rahim-Winona)

2019-2020 Strategic Plan Update: As we enter into our final 6 months of our strategic plan, we need to continue to focus on the 4 strategies and action plans that the Board of Directors agreed on in March 2019. The goal is to accomplish this strategic plan by June 30, 2020. This takes many people to continue to focus on it. Many thanks to Jill Quandt for her continued efforts in focusing on our membership strategies. Later in the meeting, we will discuss the leadership structure and transitions without a State Grievance Officer and as we hear an update from the Nominations and Elections Committee. For the FLSA info, I am hopeful that the final 13% of our members have their determinations made by the time we get to the 11/22/19 Meet & Confer. (Kristy Modrow noted that St. Cloud has established an ASF-Administration FLSA workshop which she explained. Troy noted that MSUM is addressing this at M&C.) Then time and attention can be given on finalizing a repository of information and communicating the final outcomes with our members. Lastly, we do need to pull together more of the information regarding our Teamsters relationship to be able to share it with the members. We have parts of it done, but do not have a full accounting in one place of all the items laid out in the strategic plan. Our members are seeking this information and it behooves us to be forthright with the information. (Teamsters has information about contract outcomes through the years and Tracy will be getting this to share with the members.)

Equity 2030 Media Interview: I participated in an interview with a reporter from the Star Tribune after the October Board of Trustees meeting with the other statewide bargaining unit presidents and the Chancellor. The goal was to share with the reporter each of our general thoughts of Equity 2030 from a variety of employee perspectives. I don't believe that the article has been published yet.

Negotiations: Just as a recap of Negotiations from my presidential perspective, we had a great team and I am thankful for the leadership of Sami Gabriel and Rich Wheeler. There are always lessons learned and things we can think about doing differently in the next round, but I think we came out with a good settlement. In the next round, it would be helpful if the 3 faculty bargaining units got together to share items we are all pursuing so that we could each settle in on some things that would be of interest to all faculty regardless of bargaining unit. I was also in close communication with IFO and MSCF during the last session and felt very supported by them. We discussed as a team of putting together more language items than we normally have done. There is also discussion of how to look at salary compression again. This comes at a cost that may/will not have benefit for all members as any outcomes of a salary study would have to be negotiated. The IFO salary equity study was negotiated years ago when budgets were much more plush and Management was willing to entertain the conversations since they have a hard time of attracting teaching faculty in some areas. Thank you to our entire team for their time and attention this round!

Teamsters Local 320 Report

Membership: Metro 76%; Southwest 86%; Winona 84%; Mankato 78%; Bemidji 72%; Moorhead 77%; St. Cloud 76% Total: 78% full membership.

Local 320 is undergoing an election and it is imperative to get members to vote. Ballots will be going out in November.

Lobby Day will be March 31, 2020. Get this on your calendar.

December 10, 2019 is the big Holiday meeting at Local 320 Union Hall beginning at 5:30 p.m. Notices will be going out. There will also be a Toys for Tots collection.

Local 320 Strategic Plan is currently be revisited.

Sami and Claire are working on how to work with campuses on membership.

Sami also talked about starting a contract campaign next summer to begin talking about the next round of Negotiations. This may help members to better understand the issues and give their input.

Campus President Reports – see reports at the end of the minutes

MSUAASF Committee Reports

Negotiations (Tracy Rahim-Winona, Rich Wheeler-Mankato, Shirley Murray-Mankato, Sami Gabriel-Teamsters 320) Sami spoke about the issue with Jim Jorstad regarding the domestic partnership issue. Sami said that ballots on contract ratification will be counted next Tuesday.

Legislative (Kristy Modrow-St. Cloud)

I attended Teamsters Steward Training along with Victor, Mel and Rich. A part of that day included a Legislative session, which included learning about how Teamsters endorses candidates, hearing from Representative Angie Craig and learning about Teamster contract negotiations.

I met with Josh Lease, SCSU ASF Legislative Representative and President Elect, to discuss legislative concerns at SCSU and within higher education. Last legislative term, he provided commentary to legislative notes and has agreed to share them with ASF statewide. They will be sent to each campus ASF President and Legislative Rep.

Next steps – To send an email to all ASF legislative reps requesting legislative issues for their campuses and higher ed. To promote ASF attendance at Lobby Day through marketing social media, emails to ASF campus listservs etc.

Membership (Jillian Quandt-Winona, Jim Anderson-Moorhead)

Brochure content is ready for input from board and then will be sent to graphic designer

Quarterly meetings are scheduled for the membership committee. The Oct. 9th meeting was attended by Jill, Will Ruckel, and Brandon Douglass. Future meeting dates are 12-1 pm Jan. 8th, April 8th, and July 8th.

A OneNote Notebook has been developed where committee members can share documents with each other. Here is an editable link.

https://mnscu-my.sharepoint.com/:o:/g/personal/sp2846ht_minnstate_edu/ErQsyE3Jo6dDrTZkCOG-340BL_TcMYUMplys8HI-8XuGvg

Website updates continue. We've run out of membership profiles to post on social media and Jill is looking for ideas on other things to post.

Lapel Pins are ordered and should be here in time for Meet and Confer

Nominations & Elections (Rich Wheeler-Mankato, Tyler Treptow-Bowman-Winona, Tim Alcorn-Southwest)

Lori Wynia is willing to run for re-election as treasurer. Two members are interested in running for office from Mankato. Campus presidents need to contact potentially interested members and pass on names to the Nominations and Elections committee.

Decision was made to have a December 1 deadline to recruit members to run for offices, with special emphasis on people interested in President, VP, Grievance Officer. Consider past officers, negotiators, etc. At that

point, we may need a Plan B. Positions open are President, VP, Secretary, Treasurer. The duties are all outlined in the bylaws.

Regarding the contract ratification vote, ballots are due on Tuesday and Board will meet by phone at 4:30 p.m. on Tuesday, November 12. The contract then goes to the Board, the MMB, then JCER has 30 days to act. The legislature ultimately needs to approve it.

Audit Committee (Zak Johnson-Bemidji, Lori Wynia-Southwest, Bonner Karger, Mel Iverson, Troy Schmidt)
The ASF Audit Committee is set to meet on January 23 from 4-8pm, before the January 24 State Board Meeting. We have a great team and I am confident we will complete our work in order to present at the January State Board Meeting.

Old Business

Unit Determinations update & discussion of a definition of an ASF position

Tracy, Sami and Kevin (lawyer) met with BMS and MMA. Labor relations came up with a proposed definition of an ASF position. The hope was to have MAPE at the table to review and be able to come up with agreed upon definitions. This meeting has been set for December 6 with an unknown outcome. As a result, all unit determinations are currently stalled. Rich noted that there are two issues – one is the expansion of supervision responsibilities and the other is expansion of our unit into the colleges. He believes that clarity about supervision may be the easier goal. Lori Wynia will work on revising the proposed definition for Board consideration. She will work on having this by Thanksgiving and Rich will give feedback as well as the rest of the Board.

State Grievance Officer role/responsibilities

The Board has decided that until we have a permanent replacement, each campus designate the chief steward or President and that person consults with Sami. Sami will be assisting with writing/reviewing grievance letters. Regular training/meetings will be available to this group of people. Presidents are asked to forward that list of people to Sami, Rich and Tracy. There is the whole other area of knowledge of past practice, laws, retirement, etc. This will be a difficult area to replace. Rich has agreed to stay on through January 10.

New Business

Defined Contribution Retirement Committee appointment (Zak Johnson)

This opportunity has gone out and we will address this at November 22 Board meeting.

ASF Nominations & Elections Committee appointment (Zak Johnson)

Bonner Karger volunteered to be on this committee.

ASF State Officers—ideas for different models of leadership (if needed)

The Board will address this after December 1 deadline to “shoulder-tap” prospective candidates.

Equity 2030 (after lunch discussion): What does ASF want to do to be involved? Are we doing any of our own planning and discussions with members? How do we want to be involved in the forefront since much of this involves student wrap-around services? How do we have continued discussions about this with members?

The idea was shared of surveying our members to get more data on student experiences, ideas that members have or initiatives that have been launched. Jill Quandt volunteered to put together a Qualtrics survey for membership response. This could follow a campus membership meeting.

Stewards credit & tax implications (Mel Iverson)

If a campus reaches \$600, they would reach a 1099 tax situation.

Negotiations Process

At our local executive meeting, we had quite a few new members that had some questions about the negotiations process. Carolyn did an awesome job shared the background, how and why. And many of the team felt that having a video or media presentation that had our negotiation team share this information would be a real selling point about why being a member is important and your voice is important. Any chance this is something State ASF would be interested in doing? (Mel Iverson)

Tracy asked if Mel would follow-up with Carolyn about what she all covered so we could consider this further.

Search candidate meetings (Bonner Karger)

Can we develop a robust resource for new employees and candidates? Maybe one of the other schools has something already? From Oct. Zoom Meeting: Could there be 5 main points we all talk about in search candidate meetings.

Members are looking for transparency in these roles (as a search committee representative). Bonner noted the importance of reviewing the creditable work experience, if that is done by the candidate. Mel noted that Mankato is also looking for this guidance. Jill said that the Membership Committee could play a role in this. Victor has created a short script to use. Tim said that he covers similar topics. The importance of sharing the creditable work experience was emphasized. ***Presidents are asked to send summaries of practices on their campuses to Bonner Karger by December 1 and Bonner will summarize this and bring it back to the next meeting. Then the conversation will be with Troy Schmidt and Mel Iverson.***

Teamsters dues explanation to members (Bonner Karger) - This will be further covered at January meeting.

System Committees

Policy Council (Jim Anderson, Angela Bowlus, Megan Heutmaker). Last met 9/19. The Policy Council reviews system ASA policies and makes recommendations for changes and updates. We recently reviewed Procedure 3.21.1 on College and University Transcripts, Policy 3.27 on Copyright, and its procedure 3.27.1. Meetings usually consist of policy/procedure language review and debate on changes.

Academic & Student Affairs Technology Council (Maddie Joy Idzik, Ken Graetz, Sue Bayerl). Next meeting November 6. This is the agenda for this week's meeting. I'll forward comments afterward meeting.

Media Management/Web Conferencing Committee (Chad Kjorlien). No report submitted

Learning Environment Committee (Lori Wynia). Last met Oct 16. Committee has been discussing the end date of the contract with D2L and how it coincides with the implementation of NextGen. The committee is moving forward with a request for a "work group" to begin an RFP process for new course management vendor. I indicated ASF is opposed to this immediate action and feels a delay is in order to assure a new platform is not implemented at the same time as NextGen for student information.

Accessibility Committee (Kristen Jorenby). Last meeting Oct 31. The committee sent out a survey regarding digital accessibility to all campuses and is currently compiling the results. There will be a symposium on March hosted at Mankato but also available virtually. There are also several accessibility trainings going on that have been sent out system wide.

Student Affairs Council (Danielle Smith & Nikki Stock). Last met September 26. Introductions and review of charter; updates provided on enrollment management, the universal application, and uAchieve planner. Discussed potential goals for FY 20.

Assessment for Course Placement Committee (Laura Kiemele, Zachary Johnson, Jason Westman). ACPC is breaking into three subgroups to tackle issues related to Adult Learners, Dual Enrollment Learners and English Language Learner. These subgroups will work to identify strategies related to course placement for each learner group.

Academic Affairs Council (Angie Witte, Christine Metz, George McConnell). Last met Oct 21. The majority of the meeting was discussing the Equity 2030 framework that has been shared from the Chancellor to the BOT. Since this is a new initiative and not a plan the AAC was raising a lot of questions as to what this council's role is/will be as a plan is developed. Continued updates as to the progress of Equity 2030. Such as the selection of the Chancellor's fellows. Their roles and expectations. How will Equity 2030 work, goals, timelines, deadline, etc. impact campuses?

Faculty Development Committee (Victor Cole). No report.

Global Education Committee (Janet Haak, Cherish Hagen-Swanson). No report. Seems to be an issue with how meetings are being scheduled and working in the schedule of our appointed members. The new chair isn't sending out Doodle polls to select times, he's just setting a time and inviting people. The next meeting is scheduled during a standing meeting I have on campus so I'm not sure I'll be able to attend that one either.

Academic Equity Committee (Angie Witte). Last met Oct 28. As this committee is working out our role in the equity 2030 framework and eventual plan we decided that our Oct meeting needed to be conducted like a retreat. We met for 4-hours and did a power mapping exercise led by Kim Park Nelso, IFO; IFO affinity groups, and academic equity committee chair elect. The power mapping exercise gave us a chance to see map key stakeholders in equity work and how they may or may not be supportive or empowered to help close the achievement gaps in the system. Our group is quite diverse in position and identity and it was very useful for us to see and discuss various stakeholders and their positionality within the map. I would say that most of our work throughout the rest of the year will be following equity 2030 as it unfolds and creating a plan that will complement the goal of closing the achievement gaps.

Graduate Education Committee (Melanie Guentzel). Last met Oct 11. No report.

Defined Contribution Retirement Committee (Rich Wheeler). There is a proposal to have supplemental retirement voluntary beginning year 1. MSCF is against this, IFO is in favor of it. There is legislation that will be proposed. If the change is made, there should be educational efforts for our members. Our previous survey indicated a slight preference for keeping the program mandatory. Tracy will facilitate the survey to our members on this one question.

The committee held its Fall quarterly meeting on 11/1/19. There was the usual review of the fund performance for each of the investment options. There was not the usual review of investment fund options on the watch list due to under performance compared to comparable funds, since for the first time during my time on the DCR Advisory Committee, there are no funds on the watch list. Even the TIAA Real Estate fund that has been on the list for years has performed at a level that has it removed from the watch list. This is huge!

TIAA gave an update on their member interactions. Members as a whole have tended to be drawn more to the online resources and have met less with an advisor in person until getting close to retirement. Members should take a look at the online resources and the TIAA app. There is a lot of information and many options. It

is updated with resources regularly. TIAA will still retain their strong presence on campuses, as well as the scheduled on-line seminars.

There was continued discussion on contemplated changes to the Supplemental Retirement (SRP) program in terms of moving the SRP program from a 4.01A retirement program to a 4.03B retirement program that would allow ASF Members to participate, or not, on an annual fiscal year basis; as well as to participate at any amount up to the current CBA maximum of \$2,200. The change would also make eligibility begin when first hired, as opposed to with an ASF Members third appointment. These contemplated changes need to be discussed with the State ASF Board and there needs to be input from our Members. Any change would need to be made by the MN Legislature, as the program other than the annual maximum is in MN law and not our CBA. The DCR Committee will continue to be updated.

Lastly, I will be able to represent ASF until my retirement on 1/10/20. There will need to be a replacement selected effective in January 11, 2020.

System Evaluation Committee (Sarah Olcott, Greg Mellas). Next meeting is scheduled Nov 19. Have not had a review under new matrix.

Professional Excellence Award Committee (Jane Olson, Sarah Olcott, Maureen Acosta). Meeting has not been scheduled for upcoming process.

Equity & Inclusion Council (Angie Witte, Kate Noelke). No report.

Transfer Governance Committee (Ashley Schafer, Erica Johnson). Last met Oct 4. Review of Grad planner & scheduler builder; SUNY Transfer Pathway research; update on Tackling Transfer program; Transfer pathways discussion-PELSB & Education issues; transfer equity across the System. .

PSEO Workgroup (Tania Schmidt, Michael Altomari, Jessica Mensink). Last met Oct 30. The intent of this group is to develop a strategic plan in regard to the PSEO/Concurrent Enrollment programming within the system. To date, we have met three times and we have completed a SWOT analysis of the different programs. From there we have narrowed down the top two themes in each area of the SWOT.

Developmental Education Steering Committee (Kate Kraemer). No report.

Online Strategy Workgroup (Ken Graetz, Lori Wynia). No report

State Meet & Confer Agenda Items (Friday, Nov. 22, 9:30-12pm)

FLSA & Training for Supervisors
New Learning Management System

Celebration for Rich Wheeler

Future Meeting Dates:

- **MSUAASF State Board Meetings (must be at least 14 days before State Meet & Confers)**
 - Winter: January 24, 2020
 - Spring: March 30, 2020

- **State Meet & Confer (9:30-12pm in St. Paul)**
 - November 22, 2019

- February 14, 2020
- April 24, 2020
- **State Board Online Meetings:** 2nd Monday of each month from 12-1pm

Campus Reports

Metropolitan State University

Performance Evaluation: Survey

An electronic, anonymous survey has been created with the input from members at two general meetings, then followed up with a small taskforce of 2 members and 2 executive committee members. We declined to work with HR to create one survey. The platform we are using is SurveyMonkey...license owned by the university academic affairs division. The free version only allows up to 100 respondents.

The survey is made up of a preamble stating the purpose of the survey and the intentions in its design. The introduction also mentions that the University HR office will also send a survey, and although we understand the redundancy, we encourage members to submit both.

The survey is comprised of 8 separate questions to reflect on the form, the process, and the supervisors' application of both. We used a combination of open-ended questions and 5-point scale.

We will send out the link to the survey by November 12, a week before the next membership meeting.

CEC Matrix / Position Description reviews and New Positions

The CEC Matrix and process continue to be problematic. We have had more success in the last two reviews. An ASF, Administrative, and Human Resources representatives reviewed a new position beginning with an interview with the hiring manager. System/MinnState Human Resources returned it at the C-range for which it was written and submitted. Another position description that was rewritten and resubmitted for review to move an ASF position from D to E was just returned as an E-range position. Another C-range to D-range is currently pending. We are encouraged that it will be upgraded per the newly written position description. The past 5 reviews of C-range positions, not new but reviewed open positions, were returned as B-range from System/MinnState HR. Two of those advisor positions were searched, against my expressed concern. The other three positions in our Gateway (one-stop-shop) Services will be challenged / repealed from furthering the search at this time. I have offered to work with hiring managers in both instances to write the Position Descriptions and align with the newly formed CEC Matrix. They have declined my assistance, and that of other CEC-trained reviewers.

Confidential Reporting Update: EthicsPoint

A "confidential and secure reporting structure" online called EthicsPoint has been implemented. There is not a great deal of use at this point. The "complaints" have been minimal. We will await more input for later meet and confer meetings if necessary.

The page that one is directed to speaks of complaints of bias, discrimination, harassment, and sexual violence, or possible 1.B1 violations should be directed to the office of Equal Opportunity and Diversity. There are not mentions of workplace environment or possible contract breach complaints processes.

Strategic Planning: Building a resilient, student ready university

A taskforce that was co-chaired by the CAO/Provost and IFO president, with one representative from the other four bargaining units, the student association, and the community, put together this plan by the end of FY19. This taskforce and the process along with the council/committee structure that the President is implementing is coming under fire from IFO, with support from MSUAASF, as a way of circumventing the shared governance process. Currently, I think that the IFO president and two vice-presidents are representing the full membership in meetings with the President.

The Collective Bargaining Unit Leaders Informal Meeting with the President was held today. There were some tensions with IFO, but similar and different complaints, issues, comments were made by the other Leaders to

the president. It has helped that Leaders from all five CBUs have met monthly to share understanding, by articulating our rights as put forth by our respective contracts and how we see the other CBUs and the rights they exercise.

One major issue not covered in the strategic plan but coming up recently was the hiring of 19 more faculty across the university, of the 42 that were created. This prompted AFSCME, MAPE, and MMA to request data over the last 10 years of hires. The results are:

	2009	2019
AFSCME	148	125
MMA	14	21
MAPE	51	78
IFO	160	191
MSUAASF	102	132
ADMIN	22	23

We requested data of staffing of all areas, colleges, divisions, etc. with rationale and possible staffing plans for the next 10 years.

Tentative Agreement

We had our campus meeting, and it was very well attended. The meeting with our negotiator Stanley Hatcher and I leading it for the most part was greeted with disgruntled employees with lots of questions. Stanley did well to respond, and I put together the plan to collect questions to send to more knowledgeable folks for answers.

The answers from three ASF state board members and the one Teamster representative/negotiator assuaged many fears and feelings. I sent them to members unedited/uncensored, but not assigned to the respondent. I pointed out however the CALL to serve the union, and to show up at the Day on the Hill. We will see.

Mankato Campus Report

Mankato is in the process of making some significant changes.

- A Division of Student Success was introduced at the end of last year. ASF is learning how to navigate this change and how it impacts our members and will now be meeting quarterly with Management in this area. Last week the campus was notified that the Dean of the College of Business will be concluding her duties at the end of the fiscal year.
- At Meet and Confer we were presented proposed models for new Colleges, Schools and Institutes as well as a timeline and feedback opportunities for the campus. These include the possibility of restructuring our current College structure, introducing new Colleges such as a University College, addition of new Schools and possibly adding a Polytechnic Institute. This does have the possibility of impacting many of members on the academic side of the institution.
- MSU is down 53 FYE (.8%) at this time.
- Mankato is finalizing decisions on our plan for the 5 million we need to cut to balance next year's budget.
- We are working with HR to continually get a better idea of who our new members are and who has left. HR is providing us a list of ASF employees monthly now and it compare to what we know about our members. It has helped us identify members that weren't on our comings/goings list monthly, but have joined or left the University. In our first round of this process, we identified 9 individuals to reach out to for membership.
- Our steward team met with Rich Wheeler to discuss some of the stewarding transitions we anticipate when he ends his Grievance role for the State.

Winona State University

- New freshman and graduate enrollment trended up, while transfer and overall decreased slightly
- We currently have the fewest active ASF searches we've had in nearly a year
- No plan for staffing decreases in FY20, but management isn't making any statement about FY21 yet
- Management is initiating a campus search process review with the creation of a task force
- HR has still not made any movement on non-exempt supervision training

Southwest State University

New president, new interim provost. The new president has been well-received and he is open to meetings and consultation with ASF leadership. The issue with enrollment is a big one. One way the budget has been dealt with is reducing positions to 75% and ASF has insisted in reducing days and responsibilities in these situations. Members locally are "tapped out" and often are unable to participate more fully as ASF leaders. There is no one currently in the role of Enrollment Management leader. ASF is pushing for appointment of an interim.

Moorhead State University

MSUM handled things pretty well budget-wise this year. There is a reorganization process going on and ASF requested that a representative be put on the committee and this was done. There are personnel leaving and the workplace climate has been brought up to management. Some tools are being shared to help non-exempt people set limits.

St. Cloud State University

Two VP's have departed. A new interim VP for Student Life and Development, and a placeholder in enrollment. Eight retrenchments of IFO faculty members. Awaiting any impacts for ASF members. There is work toward unity with other bargaining units on shared interests. Fifth grievance filed within four months, with Rich assisting (discipline and salary-setting). Rich came for a 5-hour grievance training. St. Cloud had a very successful Founder's Day with about 40 attending. There is an FLSA work group going on to address concerns. There is some expectation of a reorganization and reductions. The priority is to be engaged in this process and think through creative solutions.

Bemidji State University

- BSU HR is working with us. We have a new spreadsheet to keep track of fixed-term appointments and interim assignments. We also have a new-hire orientation schedule with a 1/2-hour block to consult with new employees about ASF. We still have time at interviews to talk about salary setting and membership.
- BSU experienced a 5.6% drop in overall enrollment this fall, although grad program enrollment is up slightly. There is no obvious reason for this dip, although we had far fewer applications in October 2018 than previous years, and that seemed to have a ripple effect. Visits to campus were among the highest ever. Lack of renovation in our first-year residence halls may have something to do with a lower visit-enrollment yield rate. FY20 budget has a 1.8M surplus, despite two years of enrollment decline.
- About 20 BSU ASF members gathered on 9/30 to honor Rich Wheeler for ASF Founder's Day. This was a nice idea, not only to meet in the morning for coffee and a donut, but to get an idea of the history of

our union and what has been earned and negotiated along the way. And of course, we use this time to connect as staff and update each other about what's going on in our areas on campus.

- Morale seems a bit low among ASF and other staff, even with a clearer understanding and working knowledge of FLSA rules. Hiring seems slower than normal, so some are experiencing extra workload and uncertainty. The Executive Director of Enrollment Management - who oversees about a third of ASF staff - has resigned, and a replacement has not been announced although the search is complete.
- Three new ASF members this summer/fall, and we have seen at least one ASF membership forfeiture this fall, and some questions about the effectiveness of Teamsters representation. Staff seem to like the idea of supporting the local units, but don't see a clear connection between what we do and what the Teamsters represent overall. They also are asking for clarity on where dues are going.
- Our next membership meeting is scheduled for November 20 at noon.