

MSUAASF/MN State Meet and Confer

February 14, 2020; 10:30 a.m. – 12:00 noon

MN State Office, St. Paul

Present: Tracy Rahim, Stephanie Bard, Deb Schulz, Tyler Treptow-Bowman, Lori Wynia, Kristy Midrow, Zak Johnson, Jill Quandt, Troy Schmidt, Josh Lease, Shirley Murray, Sami Gabriel, Victor Cole

Brent Glass, Ron Anderson, Sara Berns, Melissa Fahning, Chris Dale, Eric Davis, James Jorstad, Betsy Thompson, Ann Maile, Devinder Malhotra, Nate Hallanger, Jaime Simonsen

1. Equity 2030

Updates from the Chancellor: Fellows have started working and work is going well in initial stages. They have attended a national meeting to work on projects. 3 projects: 1) Data disaggregation and predictive analytics 2) Target setting framework 3) Academic Equity Strategies. The goal of Equity 2030 is not a new one, however, moving the dial has been difficult, so a cohesive effort at the system level is needed. The educational equity gaps will not be closed at the system office, but rather at the campuses. The system wants to facilitate and support the work of the campuses. He wants to see campuses align their work with system goals. They also will hire a Senior Director for Strategic Initiatives (hire anticipated in next 2-3 weeks) to focus on Equity 2030 as project manager and leadership role to provide coordination, facilitation, communication. He again said that this is complex and the “how’s” are yet to be discovered through this process. Malhotra spoke about linking risk factors with resources that are available. He also mentioned discussions with President of UM on mental health collaborative to address these challenges. These are examples of trans-institutional structures.

Ron Anderson talked about how the work will evolve and how we can partner. Anderson said he is working with Provosts on [Guided Learning Pathways and Practice Alignment](#). This came out of the high impact practices. Lots of great activities are going on at campuses but we know little about their effectiveness/efficacy. The Presidents have set student success as a priority and are working together on effective strategies. Three practices were identified as “core”:

1. Program design and delivery
2. Comprehensive Orientation and First-year experience
3. Holistic Advising and Comprehensive student support

Nearly all campuses have orientation and first-year experience, but it varies. Extended orientation is more common at the universities. Holistic advising and student support goes way beyond course advising; more case management, early alerts, touch-points, etc. How are we supporting other needs not in the academic realm? This varies greatly as well.

Two campus conversations are being requested at campuses:

1. Look at the proposed practices (above) and give feedback on what’s missing, gaps?
2. Discuss campus practices as related to this framework. How can they be further developed?

Feedback on the model is requested by May; the assessment of campus practices is requested by August 1 (or September 1). Specific questions have been provided to the provosts/senior academic officers. Tracy noted it's important that these are campus-wide conversations. Tim noted that this is like a "warfare" on issues against equity, and our members are on the front-lines. Malhotra agreed that all faculty and staff are all critical to this work. He wants all deliberations to be non-hierarchical and all employees to be empowered.

Policy Implications. Tracy noted that we feel policies can and should be reviewed through an equity lens. She asked about how policies can be reviewed out of cycle. Malhotra said we should identify policies that are barriers. If the institution understands there are policies that hold initiatives back, the leadership should bring forward through regular consultative structures. Jaime noted that this conversation is also being considered by the presidents. Example is the SAP policy, which will be coming up out of cycle for review. Brent noted that the Policy Council can raise these policies.

2. Sexual Harassment Prevention and Respectful Workplace Training

Eric said MMB has updated the Sexual Harassment Prevention and Respectful Workplace Training. Respectful Workplace trainings are now available. The Sexual Harassment Prevention training is under review in Governor's office and when it comes out it is expected that this be completed by all employees. It is likely not sufficient, but it is a necessary, foundational step.

Tracy asked about the anticipated Star Tribune article on sexual harassment/misconduct in the system. Eric Davis noted that an article is expected that will reveal some employees at campuses. The Chancellor will send a memo to all employees reassuring of MN State commitment to a workplace free of any sexual harassment. Chancellor stated media request was for all disciplinary letters having to do with sexual harassment and sexual abuse. This revealed a handful of cases where existing approaches and protocols did not serve well. So, it is a priority to address this. Now all disciplinary letters are to be reviewed by General Counsel.

In this area, even one case is too many. That is why mandatory training is now the goal. There is still work to be done. He sees this media coverage as a learning experience to avoid this happening again. Tracy noted that the "click-through" trainings are not optimal. Campus conversations is where this needs to go.

3. FLSA Update

Eric Davis stated that the FLSA audit is now completed. This started in 2016. Derrick Hughes provided the data to Tracy, who will be sharing it with the campuses. Looks like ASF membership will be about 55% exempt, 45% non-exempt. We continue to work with campuses to make this new reality work for our members and the students we serve. A couple of positions may need re-review and Tracy will speak with Derrick about this.

4. Contract Training and Other Training

Tracy asked about plans to come to campuses to complete contract training. Jim Jorstad said there are suggested dates from St. Cloud. Other dates will be forthcoming. He is working on updating the training. Tracy asked that ASF/Teamsters representation would be included as well, and this was agreed upon. Sami asked to be in contact to confirm the dates.

Tracy also asked that the system urge HR/administrators to take the CEC trainings that are available. Additionally, reminders about doing FLSA training would also be appreciated. St. Cloud has put together a small workgroup that seems to be have been helpful.

5. Legislative Update and Minnesota State Day at the Capitol – February 24, 2020

Melissa Fahning provided an update – legislature was back on Tuesday. Hearings will be scheduled next week on higher education. Senate and House Higher Ed. Committees will meet Tuesday for bonding presentations (House will hear about supplemental budget as well.). Next Gen will also be presented as there may be interest in one-time money going toward Next Gen. Supplemental budget bill has been drafted and will be presented in House committee on Wednesday. The bonding request will be formally presented on Thursday. The group is very familiar with the projects, but HEAPR will also be presented. Bonding is being hit hard with bills being drafted for each project to build local legislative interest in the projects, Governor is supporting bonding. There will be February forecast that will clarify the surplus. Melissa guesses that the bonding bill will not be resolved until the end. The contract ratification bill is also being watched.

Sara Berns explained the MN State Day at the Capitol which will be open-house style event in the rotunda. Highlights are student success stories. There will be seven interactive stations highlighting programs within the system – these were selected from a system call for proposals. BSU will have two programs highlighted. MN West and partnership with SW MN State, and Metro State will also have programs. Several community and technical colleges will also have interactive displays. The bonding projects will also be highlighted through a slide show.

Tracy noted that ASF Lobby Day with Teamsters will be Tuesday, March 31.

Future Meetings: April 24, 2020

Notes submitted by: Shirley Murray, ASF State Secretary