

Minnesota State/MSUAASF Meet and Confer

April 30, 2021

ZOOM Meeting (COVID-19)

Present: Devinder Malhotra, Tracy Rahim, Victor Cole, Rachel Sherlock, Jim Jorstad, Jaime Simonsen, Stasha Green-Stephen, Chris Dale, Joshua Lease, Jim Anderson, Mandy Weister, Kristy Modrow, Thomas Boylan, Sami Gabriel, Layne Anderson, Ron Anderson, Andriel Dees, Melissa Fahning, Sue Appelquist, Brian Yolitz, Nate Hannager, Stephanie Bard, Jillian Quandt, Ann Maile, Teri Hinds, Eric Davis, William Maki

1. MSUAASF State Board Retirement Recognition—Jim Anderson (MSUAASF)

ASF and the entire State Meet and Confer team recognizes Jim for his 20 years of service. He has attended 80 board meeting and 80 state meet and confers. Jim has travelled over 2,800 miles (more than the circumference of the earth!).

2. Minnesota State Law Enforcement Education Reform Task Recommendations (Minnesota State and MSUAASF)

Satasha has been sharing the recommendations document at different stakeholder group meets and being a regular agenda item regarding the Minnesota State Law Enforcement Education Reform Task Force Recommendations. Satasha's goal is to make sure they are sharing the information while also making sure they are not retraumatizing communities. Satasha shares the link to access the recommendations at various meetings and stakeholder groups and also shares her contact information for one-on-one conversations for individuals to share their feedback.

One of the changes that is already occurring is changing program names from law enforcement to peace officer programs. Colleges are also changing curriculum to add courses on culturally responsive practices. The current plan has phases for 2021-2022 all the way to 2025. The post board has already made some changes and will continue to make others. The task force is meeting again in the fall regarding the changes and will share the changes with the Chancellor at that time for further implementation. Satasha expects continual sharing the changes and adjusting based on feedback.

Ethnic studies and diversity course instructors have helped to define cultural competencies and anti-racism definitions for MNTC Goal 7. The workgroup is discussing both leveling up the language and changing the structure. The finalized draft will be shared with the workgroup and then sent to Senior Vice Chancellor Anderson before it is shared with the public this fall. After the language is finalized, they will also create an implementation plan. Chancellor Malhotra added that there is no end to this work because we have to continue to look at all our programs through an equity lens.

3. COVID-19 Update (Minnesota State and MSUAASF)

Nate Hallanger discussed fall course delivery, student services delivery, summer and fall orientation events, and study abroad for fall. Nate sent out a survey to campuses to get an idea of delivery methods. In general, the universities are shifting to offering the majority of courses back to in person. Typically, ¼ of courses are online with some universities doing hybrid in-person and online courses. This will allow universities to adapt based on social distancing guidelines. In some cases, remote delivery of student services has increased access. There is an ongoing discussion of the best ways to meet student needs. The overall shift is to offer more services in person, while still offering remote services. Summer and fall orientation events are being held both online and in-person depending on the campus.

The travel ban remains in place for international travel, but campuses can plan for fall study abroad travel. The Travel Ban will need to be loosened or rescinded before study abroad can occur. The US State Department 80% of countries are on the do not travel list and the state department is not recommending travel to the vast majority of countries across the globe. Vice Chancellor Maki will be sending correspondence to the Presidents to shift travel approval authority back to campus Presidents.

Tracy Rahim asked about vaccine requirements for students. The Chancellor answered that we have a complex system with a significant percentage of commuting students which makes requiring vaccinations across the board difficult. MN State is not moving forward with requiring vaccinations at this time. Brian Yoltz confirmed that they will continue to follow the Department of Health recommendations. Requiring vaccines has an equity concern and there will need to be a waiver system in place if this requirement changes in the future. Tracy asked for bargaining unit leaders to continue to be CC'd on university guidance from the system office.

Eric Davis discussed the Return-to-Work plans. The governor's peacetime emergency order provides more flexibility for employers requiring employees to return to work. MMB recently updated their telework policy to clarify expectations for employees and employers regarding travel, data security, etc. There is a toolkit available on the HR Connect site for remote work. There will be a transition period as employees return to work.

Bill Maki reported on the American Rescue Plan. The current estimate is that MN State will receive \$328 million dollars, with half going to students and the other half going to institutions. An estimated 109 million dollars will go to the seven universities based on FTE and headcount of Pell eligible students with half going to student grants. This amount will not cover all of the revenue loss and expenses caused by COVID-19. The one-time nature of this funding is different than long term state appropriations and tuition. Tracy asked if the American Rescue Plan funds can go towards students who are graduating in Spring 2021. Bill Maki answered that we don't know at this time and we will have to wait for Department of Ed guidance.

4. Legislative update (MSUAASF)

Melissa Fahning gave an overview of the house and senate bills. The regular session ends on May 17th. Conference committees started this week. The higher education proposed budget is 3.5 billion dollars (7%) of the states' budget. The end of session negotiations are between the house, senate, and governors bills. Public testimony will occur on Tuesday and Minnesota State will respond to any questions asked. The house bill loads appropriations more favorably for Minnesota State and proposes higher campus support than the Senate bill. The Senate is recommending a 5% reduction in tuition in the first year, and a tuition freeze in the second year, which would cost the system over 71 million dollars. MN State has been communicating that the federal funding was one-time funding that would not cover this ongoing deficit proposed. Police reform is also a top issue in negotiations as is K-12 funding.

Kristy Modrow reported that ASF recently had their yearly Lobby Day and local legislators also came to local ASF meetings. Letter writing campaign with Senate and House higher education bills with templates for members and Resistbot to contact their legislators quickly. Higher Ed conference committee progress to make changes to letter writing campaign.

5. Equity 2030 Update (MSUAASF)

Chancellor Malhotra discussed the four Chancellor's Fellows that were hired by the System Office to create broad recommendations, and we are looking at how we can use these recommendations to address any systemwide gaps. The fellows were never hired to create a systemwide blueprint, but instead to develop recommendations that we can build off of or to see how our current work fits within these recommendations. Teri Hinds gave two updates. The first is that the Equity 2030 blog has a new post regarding the systemwide anti-racist framework and the second is that the connect site will be available soon for both students and faculty/staff to access for more information. An email will be coming out in a couple weeks which will provide more information and discuss what the current gaps are.

Tracy Rahim shared that ASF's goal is to keep this work moving forward since there are concerns that the system structures have not been making their way to the campuses. ASF has not been brought to the table and the recommendations often do not address student services. The Campus Presidents shared their local experiences with Equity 2030.

Tracy Rahim from Winona- Winona has been focusing on Equity by Design which is not a new initiative with Equity 2030.

Victor Cole from Metro State- The Interim Director of Equity and Inclusion created an Equity Zoom meeting series. Victor would like to see Student Services included more in these conversations.

Joshua Lease from St. Cloud State- President Wacker has discussed a new structure for Diversity and Inclusion work through the Its Time Campaign. A consultant has been hired regarding this, but the bargaining groups have not been included in this.

Amanda Weister from Mankato State- There is a workgroup created with the provost, deans, and three members from Diversity and Inclusion with the focus being on academic areas.

Mandy has reached out to the group for an update.

Layne Anderson from Moorhead- Moorhead has focused on Equity by Design and Guided Learning Pathways. Members are not sure how the information provided fits within broader context. The Equity by Design coalition on campus leads some efforts, but ASF was not included.

Time Alcorn from Southwest- There is robust activity at Southwest including a workgroup with subcommittees including engagement and support, access to the university, and recruiting and retaining diverse applicants. All workgroups created plans and have been working collectively. This work has made its way through campus on how we can view things through an equity lens
Stephanie Bard from Bemidji- Confusion on where the campuses should be now and how it is communicated from the wider university body. Bemidji has created a local plan but it is confusing how the two interact.

Chancellor Malholtra thanked ASF for their feedback on Equity 2030. The Chancellor's goal is to get the information out so that every individual knows how they can make a difference with Equity 2030.

Future Meetings:

September 17, 2021

December 3, 2021

February 18, 2022

April 15, 2022