

## **Minnesota State/MSUAASF Meet and Confer**

February 19, 2021

ZOOM Meeting (COVID-19)

Present: Devinder Malhotra, Tracy Rahim, Victor Cole, Rachel Sherlock, Jim Jorstad, Craig Munson, Priank Shah, Layne Anderson, Stasha Green-Stephen, Ron Anderson, Joshua Lease, Lori Wynia, Melissa Fahning, Bill Maki, Paul Stern, Chris Dale, Stephanie Bard, Jim Anderson, Mandy Weister, Nate Hallanger, Sami Gabriel, Jill Quandt, Kristy Modrow, Thomas Boylan, Tim Alcorn, Ann Maile, Sue Appelquist, Teri Hinds

### **1. Multi-Factor Authentication (Craig Munson)**

Craig Munson stated that they will be more intentional in implementing multi-factor authentication for Office 365 products. The project is in partnership with Campus IT and Campus Security. Multi-factor authentication for all new students will start in March. All currently employed staff and students as and new faculty will start in April 2021. All current faculty and continuing students will be brought on in November. The multi-factor authentication effort will be accelerated due to the two- to five-fold increase in phishing attacks that have occurred since the start of COVID. Over 35,000 accounts have already adopted multi-factor authentication. MinnState's multi-factor authentication does not request authentication for every log-in. Multi-factor authentication is a requirement for Next Gen and since the first testing of NextGen starts in 16 months, multi-factor authentication must be fully implemented before then. Please see the FAQ document for more answers to frequently asked questions.

Mandy Weister asked that the alternative multi-factor authentication options be more clearly communicated to students, so they are aware of what their options are. Jill Quandt applauded the multi-factor authentication movement to protect our students from phishing attempts. Victor Cole noted that multi-factor authentication has been rolled out at Metro State and asked if home landlines can be used for multifactor authentication. Craig Munson answered that it can and that they're recommending that people set up backup authentication options. Tracy asked which colleges have already implemented multi-factor authentication. Craig Munson answered that he does not have specific data but noted that the four-year colleges tend to be the first to implement.

### **2. COVID-19**

#### **a. Summer/Fall Planning**

Ron Anderson stated that the system will look at matching our upcoming course delivery strategies to course needs while still being mindful of safety. The plan is to have more face-to-face instruction while still being mindful of the protocols. The public narrative has been focused on K-12, so we are trying to keep higher education in the public's mind as well, especially in regards to vaccines.

Nate Hallanger added that the Minnesota Department of Health recommends that we plan for two different scenarios. The first scenario is to keep the 6ft social distancing requirement, whereas the second plan is to reduce it to 3ft distancing. Some distancing requirements will be in place through the fall term, but this may change depending on a multitude of factors including the prevalence and transmissibility of the new strains and the availability of vaccines. Nate shared Tracy's letter with the Minnesota Department of Health. Tracy requested that Nate share when the public comment period is available for vaccine group 1C and Nate agreed that he will share that as soon as it is available. Nate asked that we please complete the Minnesota Department of Health survey regarding fall planning for student life and academics.

Tracy asked for updates from an HR perspective. Sue Appelquist answered that there is no new news. The state recommended that individuals telework through June. MMB sent messaging on the vaccine connector site that will be distributed to employees. The health screening tool has been updated based on CDC guidance.

#### b. CRSSA Funds

Bill Maki gave an overview of CRSSA funds. We received 62.2 million in funding for universities. The funding total was based on Pell eligible students, FTE and headcounts, and overall enrollment. A portion of the funds have been allocated for 100% online students, which was not included as a portion of the CARES funding. An outstanding question is if we can look back before December 27th or if it needs to happen on or after this date. We also need clarification on the definition of exceptional need and how it should be documented. Finally, they are also still determining whether international or DACA students will be eligible for funds.

Bill Maki is hoping for more guidance from the Department of Education on these questions. The Secretary of Education has not been announced so there is not a team in place yet to answer these questions. Two colleges have sent in plans to the system office to disburse funds to students. There is more flexibility with CRSSA compared to CARES funds. A significant amount of federal resources will be coming in to help us with pandemic expenses. Lori Wynia noted that distance learning students have been significantly impacted by COVID and that we should look at distributing these funds to online students. Bill Maki answered that distance learning students are included as a part of CRSSA funding and can receive the funds. Lori Wynia is going to check with her campus to see if they are including distance learning students in their funding plan.

### 3. Legislative Priorities

Melissa Fahning noted that there are new committee members on the higher education committee. MinnState has been in front of both the house and senate committees with our biennial budget request. The house and senate committees are now switching gears to reviewing bills. Please see the legislative updates for more information on the bills being reviewed. The final deadline for bills to be out of the committee is April 9<sup>th</sup>.

They are looking ahead for if higher education will be a budget target as well as the February budget forecast. The senate finance committee has edited us out of the 5% education cut they are proposing. There are multiple proposed plans to cover the budget deficit. There is a significant amount of federal funding at play during this legislative session; Melissa hasn't seen this high of a total since 2007. At the federal level, they are currently discussing 40 billion dollars for higher education. The house will look to pass this proposal next week, and the Senate will look to pass it before March 14<sup>th</sup> when unemployment runs out. Any money we receive is one time money and not a long term solution, which is why MinnState is continuing to push forward with the budget request.

Chancellor Malhotra thinks there should be greater allocation flexibilities for institutions. Chancellor Malhotra also thinks we need to look at what we can do to bring back students who stopped out due to the pandemic. MinnState needs additional investments as we become part of the economic recovery of the state. A quarter to a third of currently unemployed individuals will not be able to return to their jobs after the pandemic, which means we need to expand our capacities within higher education. While a lot of money has gone to higher education, this money has been eaten up by pandemic costs so we need to look for more state and local funding for the future. Tracy noted that ASF's Lobby Day is in April and we will be meeting with the house and senate higher education committee members. We will also be asking our local legislators to come to membership meetings. Tracy thanked Melissa for her informative messages including federal information.

#### 4. Mental Health Fellowship

The Chancellors Fellow on Mental Health search has been accelerated due to the pandemic. There have been tremendous spikes in mental health for students, employees, and leadership. We need a heightened focus on mental health with a greater sense of urgency.

Ron Anderson stated that this work is building off prior work. This chancellor's fellow role is to coordinate mental health initiatives across campuses and to create a mental health assessment of our campuses. The fellow will look at what connections exist between campuses and what models are currently effective. They will also look at remote mental health services, such as the tele-mental health models from Mankato, St. Cloud, etc. and scaling these models up for other institutions. Applications for the position are due next week. Ron Anderson asked ASF to please share this position with our colleagues, since they want to draw on great internal candidates since they know the system and can help connect the dots.

Tracy stressed the importance of advocating for the mental health of our online students since they are a part of our campuses. She is glad to hear that employee mental health is being taken into account. ASF released a survey on mental health, which had a 61% response rate. 49.8% of our members experienced mental health concerns due to the pandemic, 35.7% experienced mental health issues due to environmental factors, and 34.1% experienced mental health challenges due to workloads. Our members are in crisis mode. Only 9.5% of survey respondents

have used EAP and many listed negative experiences. Ron Anderson would appreciate Tracy sharing a write-up of the survey themes and findings.

## 5. Equity 2030

Teri Hinds shared that they released a recent webinar series with Chancellor Malhotra. The recording is available and will be added to the website by March. They had an ASL interpreter for the presentations and live captioning. Tracy Rahim asked how the webinar series was advertised. Teri stated that they released the series to key communicators on campus. Tracy asked if bargaining leaders could be added to these communications so we can share the information to our members in the future. Chancellor Malhotra said this was a great idea and that we will be added.

### a. Equity Scorecard

Priyank Shah provided an overview of the Equity Scorecard to highlight key gaps and to increase transparency for equity across the system. The equity scorecard has four key goals: to increase transparency and institutional responsibility, make disparities evident, facilitate improvement processes, and encourage inquiry/equity. There are many factors such as student success, compositional diversity, diversity recruitment and retention, campus climate, equity strategies, supplier diversity, etc. that go into the equity health of our institutions. There will be a phased approach with systemwide scorecard and prototypes will be released by summer. The equity scorecard is not an end all be all tool and there is much more work ahead. Chancellor Malhotra recommended Priyank Shah to visit future ASF meetings to further discuss the tool and how we can operationalize it. This will also give us the opportunity to provide feedback.

## 6. Law Enforcement Education Reform Work Groups Update

Satasha Green-Stephen discussed the multi-pronged approach and the three law enforcement workgroups. Satasha appreciates Kristy Modrow's work and representation in the workgroup. The workgroup met in January and twice in February and they are finalizing recommendations to share with Chancellor Malhotra to review. Satasha noted that they are trying to be inclusive in the process and to share findings with stakeholder groups. The second faculty community of practice workgroup is aligning their proposed changes with post board so that students can still become peace officers after graduation. MinnState has six individuals on the post board as representation. The third workgroup is reviewing the MNTC Goal 7 human diversity component and has been meeting since last semester. This group was tasked with looking at human diversity.

Our transfer curriculum needs to be aligned with the U of M's curriculum for students to successfully transfer. The U of M happy we're doing this work since it coordinates with their program changes. We will continue to coordinate with the U of M and update them on our

work. There has to be a vetting process to proposed language changes and there will be on campus work in reaction to the proposed curriculum changes.

## 7. NextGen Implementation Team

Bill Maki stated that this will be a standing agenda item for next several years. During the November board meeting, the trustees approved implementation of NextGen and finalized the negotiations with WorkDay. The contract was finalized and signed on December 23<sup>rd</sup> with Deloit as our implementation partner. There will be a 30-month implementation process with Finance and HR as the first two modules. The student module will be implemented October 2022.

Sue Appelquist stated that there is a short timeline to fill key implementation roles. Beginning in February they started actively recruiting twelve HR and Finance positions from campuses to work on NextGen for the next three years. Once that time is done, these individuals will transition back to their regular jobs. There will be lots of project management work starting in March. Sue is pleased with the interest and campuses being willing to release folks. They are also recruiting subject matter experts from campuses who will be called on an as-needed basis. These individuals can work remotely as they consult. Victor Cole asked what type of content experts they are looking for for the three year full time temp/fixed term positions. Sue answered that they are looking for HR/Finance experts as well as individuals who specialize in benefits, compensation, and recruiting. Bill added that when it comes time for the student module they will be looking for different content advisors and will request additional advisors at that time.