

ASF State Board Meeting

April 16, 2021
8:30-4:30pm



- Present: Tracy Rahim, Rachel Sherlock, Joshua Lease, Paul Stern, Layne Anderson, Sami Gabriel, Kristy Modrow, Victor Cole, Stephanie Bard, Jillian Quandt, Lori Wynia, Kristy Modrow, Jim Anderson, Thomas Boylan, Brian Aldes
- **Call to Order**
 - Meeting called to order at 8:34am
- **Approval of Agenda**
 - Removed board of trustees report due to meeting being moved to next week. Tracy will provide an update at the next meeting.
- **Teamsters Local 320 Report** (Sami Gabriel)
 - Please see the attached documents regarding Twins ticket games per campus. Please send the member's name and email so Sami can send the digital tickets. Please note that the tickets can only go to one member per campus due to COVID regulations.
 - Sami is currently learning more about the Regional Labor Federation of St. Paul removing the National Guard from their offices. If this did occur, Teamsters does not agree with this and will speak out against it.
- **Teamsters Local 320 Secretary/Treasurer** (Brian Aldes)
 - Brian discussed the importance of elections and electing strong union leadership.
 - Our union has 200,000 public service members across the United States.
 - Joshua brought up he had an excellent experience working with Kevin through the BMS process.
 - Jill asked Brian to explain the overall union structure. Joint Council 32 is the joint council for the 11 local Midwest unions from Minnesota, Iowa, North Dakota, and South Dakota. Teamsters is 1.4 million members strong across the country and is above the Joint Council. Our union falls in the Central Region of Teamsters with the majority of the Midwest states. Our Central Region membership determines how many candidates we get. Currently we have three candidates. We also elect delegates to the International Convention and nominate candidates to the International Union offices. Jim Hoffa has been the President for the International Union for as long as we have been Teamsters so there will be a big change.
 - Tracy asked Brian if our our time with Sami will change due to Brian's time being moved around to cover duties. Brian answered that the primary change in time will be that he will need to go to quarterly board meetings, but otherwise he will be in Minnesota.
 - Tracy asked Brian about how the Local 320 stands when it comes to policing and racial justice since they do represent some law enforcement (Note that they do not represent Minneapolis PD). Brian answered that these are difficult times. It is a difficult time to represent law enforcement because there are big issues around racial justice and social equality. The local union takes up social causes and they helped to feed the community after the murder of George Floyd. The union tries to be balanced in the work that they do. Our politics are important because it is how we have a voice. Brian says that he follows Teamsters bylaws.

- Tracy noted that Teamsters purchased two tables at the Nellie Stone Johnson scholarship and they allocated one table to ASF. Tracy thanked the Local 320 for allocating that table and providing the support.
- **Officer/Board Position Reports**
 - Secretary (Rachel Sherlock-Mankato)
 - Motioned by Joshua, seconded by Jill. Meeting minutes approved.
 - Treasurer (Lori Wynia-Southwest)
 - Please see attached budget spreadsheet.
 - Brainstorm of FY22 ASF budget priorities
 - Lori proposed to increase campus support to \$350 per campus. Lori also proposed increasing campus maintenance to \$175 instead of \$100.
 - Josh recommended increasing the campus support to \$500. Mandy suggested raising the campus maintenance per member to account for membership differences between campuses.
 - Lori will bring additional budget proposals and projections to the next board meeting
 - Vice President (Jill Quandt-Winona)
 - This quarter's activities included serving on negotiations and negotiations sub-groups, participating in and promoting the virtual Statewide Membership Meeting, and serving on the workgroup looking at the BOT Award for Professional Excellence in Service Workgroup, as well as continuing to oversee committee appointments.
 - Committee assignments are currently listed as one year. Jill proposed to increase committee appointments to two years. Lori supported Jill's proposal and noted that it often takes new committee members a few meetings to get the hang of things so the additional year would be beneficial. Victor added that understanding system politics often takes longer than a year so two years would be beneficial. Jill also noted that she will be bringing to the board what committee members she has not received feedback from this year to determine if we should extend their appointments. Tracy asked Jill if she would like to approve a new bylaw, which would just need to be approved by the board.
 - President/Grievance Officer (Tracy Rahim-Winona)
 - Excellence in Service Award final recommendations for future changes if approved by System Office & Board of Trustees:
 - Reduce total "of the year" awards from 8 to 4: 2 for MSCF (1 for community colleges, 1 for technical colleges), 1 for IFO, 1 for ASF
 - All nominees/award recipients from all units will receive the medal instead of ASF just receiving a pin
 - Keep the \$5k award amount as is for the "of the year" winner—formally document that the IFO recipient's monetary award goes to their departmental professional development funds
 - Number of nominees will be based on student FYE for all units (instead of ASF only getting 1 nominee per campus)
 - Establish a review cycle for criteria and overall award process
 - Equity 2030 coalition update & publicity
 - Requesting a meeting with the Chancellor on April 19 or 20 to discuss the coalition's requests
 - Joint written statement from Students United, LEAD MN, IFO, MSCF, ASF, and IMMOC submitted to the Board of Trustees; each student

group and bargaining unit will refer to the written statement in their oral testimony on April 21 and reasons they signed on

- A webpage will go live on the Students United website on April 21 with a call to action inviting other groups, people, organizations to sign on.
 - Tracy will work on a message for the website and social media indicating that we're a part of the coalition, why it's important, and asking others to sign on to the letter that is on the Students United website.
 - Overall, a good dialogue about what voices are missing from the report and that we all WANT to be a part of the conversation and brought to the table if they will let us.
- Update on the BMS
 - Written closing briefs for our objections to the 6 positions that left ASF from SCSU were submitted on April 9. Should hear back in 60 days with the ruling.
 - A big part of our objection was that the BMS procedures were not followed—hopefully that will set new precedent for unit determination issues in the future.
- List of incoming campus presidents
 - Please send names, emails, and phone numbers of all incoming campus presidents to Tracy ASAP (or upon election).
- May 13 Board meeting reschedule
 - Due to negotiations on May 13, we need to reschedule our monthly board meeting. I don't want to cancel it right now. New date: May 11th at noon
- Grievance Officer Report
 - Vacation and sick leave accrual is based on how many hours worked for less than full time employees. ASF brought up a concern to labor relations regarding sick and leave accrual for our employees at less than 1.0 time. An audit is currently occurring for all ASF members at less than 1.0 time which will cause leave adjustments. Jill noted that she is one of the individuals affected and raised the concern of how many years back the adjustment will go. Tracy stated that she believes they are only going back one year.
- Board of Trustees 2020 winners
 - System office sent a box to the 2020 winners recognizing them.
- **MSUAASF Committee Reports**
 - Negotiations (Tracy Rahim-Winona, Sami Gabriel-Teamsters 320, Stephanie Bard-Bemidji, Jill Quandt-Winona, Lori Wynia-Southwest)
 - Sami gave an update for the bargaining insurance proposals (Please see attached)
 - The Dependent Care Expense Account is an election during open enrollment (\$5,000 max). It allows \$5,000 to be nontaxable. The average cost of dependent care for one infant is \$17,000 per year in Minnesota. The proposal is to change it to \$10,500 per year which is still only half of the average cost of care. The state as our employer can decide to enact this change. You can now roll over the Dependent Care Expense Account, which is part of why the dollar increase occurred. The state is concerned that money will be left on the table if the dollar amount increases. Since the DCEA is provided from a third-party provider we have no data on if money is being left on the table so Teamsters will be sending out a survey next week. Sami is hoping other unions will also bargain for this change.

- Tracy asked if the employer contributes towards our dental insurance, since if they don't contribute towards dental insurance it is unlikely, they will contribute towards vision insurance. Tracy wonders if we should instead increase the amount of the coverage.
- Brief discussion of full proposals
 - They will be meeting with the campus negotiations representatives and alternates to discuss negotiations priorities.
 - Tracy is going to propose an equity study to the negotiations team since the last study was done in 1992. The equity study is a significant investment, but they have a significant argument about the necessity of the student. This contract we will propose the equity study and the next contract we will be proposing the changes that arise from the studies.
- Please send all negotiations feedback to Tracy.
- Legislative (Kristy Modrow-St. Cloud)
 - Virtual Lobby Day took place on April 14. Thank you to everyone who attended. There was good attendance. Morning sessions were canceled due to the legislature being in session and Melissa Hortman's session was moved to the afternoon. The Lobby Day website was not current so there was confusion among members. Special thanks to Gus and the Teamsters team for coordinating as well as to Tracy Rahim and Jill Quandt for speaking on behalf of members.
 - The campus Presidents shared their experiences with Lobby Day
 - With the help of Tracy Rahim and Josh Lease, I drafted letters for a legislative writing campaign to address the Senate Finance SF975 Higher Education Omnibus Bill and House Finance HF993 Higher Education Omnibus Bill. Today, Teamsters entered those letters into their automatic legislator connector tool (similar to ResistBot). I will send the details to Legislative Chairs and Presidents to share with their members.
 - The SF975 Higher Education Omnibus Bill is harmful to already underfunded MN public institutions of higher education and to students. The bill calls for a five percent decrease in tuition rates for the biennium, without funding that loss in tuition revenue. The amount of funding in the bill for operations, along with the language to reduce tuition rates, would mean Minnesota State would lose approximately \$61 million in revenue over the biennium, which continues into the FY2024-FY2025 biennium. SF975 will equate to significant staff cuts, which will decrease student support services directly affecting student success and degree completion.
 - The HF993 Higher Education Omnibus Bill is also harmful to already underfunded MN public institutions of higher education and to students. The bill includes a tuition freeze for the biennium, without funding that loss in tuition revenue. The funding loss also does not take into account inflation during the FY2024-FY2025 biennium.
 - Kristy continues to send Legislative updates with Josh's commentary to Legislative Representatives to share with their campus members.
 - Paul raised the concern that legislators are proposing bills to reduce tuition without supplementing the campus deficits this would cause. Students and the public are often unaware of this concern.
 - Jill raised the concern that the federal covid funding solutions are coming with significant administrative costs.

- Layne asked about engaging members who live in a different state. Tracy stated that they can state that they work in their constituency and use the campus address for the campus alerts.
 - Membership (Tom Boylan-Metro, Jim Anderson-Moorhead)
 - Please see the attached membership numbers from Sami.
 - If you know of anyone who works on or designs websites, please send their information to Tm.
 - Tom noted that we are an aging membership. Tom would like to look at how we attract younger members to leadership positions.
 - Tom thought about connecting the Delegate Assembly with Lobby Day and recommended we put the Delegate Assembly on the next agenda.
 - Tom thanked the board for possible topics for trainings and he will be using this feedback as a part of the membership poll.
 - Nominations & Elections (Tim Alcorn-Southwest, Josh Lease-St. Cloud, Mandy Weister-Mankato)
 - No new updates.
 - Finance Committee (Jill Quandt-Winona, Lori Wynia-Southwest, Layne Anderson-Moorhead, Kristy Modrow-St. Cloud, Rachel Sherlock-Mankato)
 - No new updates.
- **Old Business**
 - Strategic Plan revisit—next steps for moving forward in the work
 - The ASF board discussed the next steps to implement the strategic plan. The board discussed possible leaders on the board who can chair each topic as well as pulling in natural leaders to help us inform our work at the state level. Jim raised the idea of having leaving board members or past board members chair the topics to provide board continuity.
 - One concern is that younger members are often hourly and must take vacation time to participate in leadership positions, which is time and cost prohibitive. The board discussed possible future hybrid meetings.
 - Jill offered to reach out to past board members and the board discussed the level of commitment for these individuals, such as having them deliver a report at the fall board meeting with recommendations for the board.
 - Paul motioned for Jill reaching out to existing, exiting, and past board members to elicit interest in helping the board move forward the strategic plan. Layne seconded. The motion passed.
- **New Business**
 - Summer State Board meeting possibilities
 - Friday/Saturday openings:
 - June 11-12
 - July 23-24
 - August 13-14
 - Sunday/Monday openings:
 - July 11-12
 - July 25-26
 - Other dates if not attached to weekends (contract allows for 1 day of release time; we have typically met for 1.5 days to get everything in including training):
 - June 9-10
 - June 17-18
 - June 30-July 1 (negotiations on June 29)

- July 12-15
 - July 19-23
 - July 26-30
 - August 4-5
- The decision was made to do the week of July 12th or the 19th during the weekdays.
- Josh and Kristy will look at sponsoring the meeting at Atwood in St. Cloud.
- 2021-2022 State Meet & Confer attendance expectations.
 - The System Office is purchasing mobile teleconferencing equipment to accommodate for hybrid participation (not a conference call as previously done). The assumption is that State Meet & Confers starting in September will be in-person; IFO and MSCF not sure they will hold in-person meetings until after September at the earliest. There is benefit and validity of holding these types of meetings in person when feasible; it also sends a statement to Management. What are our feelings moving into this upcoming year?
 - Motion made on 3/30/20 when discussing hybrid participation in State Meet & Confers (assumption was for 2020-2021): *Moved by Tyler Treptow-Bowman, second by Tim Alcorn that everyone is expected to attend first meeting, and then flexibility to attend up to 2 of other meeting via ZOOM (informing the state president); This will be revisited next spring. Motion carried.*
 - Josh motioned to keep the hybrid participation (listed above). Seconded by Paul. Motion carries.
- Discussion of public ASF post
 - The board reviewed the statement of Daunte Wright's death drafted by Tom and Kristy. Tom is going to re-write the statement including the wording changes recommended by the board.
 - Josh noted that it is impossible to create functional rules for when or if we write statements. Victor motioned for this decision to be directed towards the equity subgroup. Seconded by Kristy. Motion carries.
- Telework Policy
 - Tracy noted that on page 3 that it specifically discussed exempt but non-exempt employees.
 - The policy also notes that any work furniture purchases would be on the employee.
 - Sami confirmed that Bargaining language would trump this MMB policy.
 - Mandy noted the concern of what satisfactory performance means. She also noted the objective positive of attracting a more diverse employment pool. Mandy also asked for clarification on what case-by-case means and if it is okay to telework less than the agreed upon amount (ex. coming into work on a day the employee was originally planning to work from home).
 - Tracy concerned about language about the employer "may" provide hardware, since the hardware is necessary for the job.
 - Mandy also asked about getting internet added as an employer paid expectation.
 - MAPE's telework policy: <https://mape.org/sites/default/files/files/U10%20Telework.pdf>
 - Rachel noted that point 1B is problematic based on the nature of ASF members roles before and after the pandemic.
 - The board leaned towards our more simple initial statement since a lot of MAPEs policy request did not directly apply to the roles of our members

Campus President Reports

Metro State President's Report (Victor Cole)

- ASF Campus elections
 - Vacancies: President-Elect, Grievance Officer, Treasurer and possibly Secretary
 - Committee of 3, calling and emailing. Good Pres and Sec nominees

- Bargaining Unit leads requests for information about costs for consultants
 - The 5 unions meet monthly. Last month we met with the University President and requested a comprehensive accounting of expenses for ‘consultants’ for fy 19-21, and what is projected/budgeted for fy 22 and 23. We meet again on Monday and will see what it shows.
- MSUAASF Retreat
 - June or July, still planning. We have a DEI focus. Supported by Pres Arthur; requires a pandemic protection plan to do in-person on- or off-campus.
- Framework for returning to campus
 - At least 1/3 of courses will return to campus with a plan to go completely remote if necessary. Departments are submitting proposals to the “Return to Campus to Work” planning committee. We seek the support of ASF to allow any ASF member with immuno-compromised conditions, or live with someone who has one, to be permitted to work remotely with full office/IT/work-related supports from the university.

St Cloud State President’s Report (Joshua Lease)

- Working with administration to allow a blanket waiver of Professional Development Fund limits this year; there’s general agreement that people are exhausted on virtual trainings and conferences and it’s been a struggle to find other venues for professional development. Hoping to have an answer soon.
- We are making a change to the advising model, injecting professional advising into the colleges and schools and removing teaching faculty from more of the process; professional advisors will work with student through their first 60 credits. The concern is particularly for summer and transfer students are not getting access to advising. The union isn’t opposed to the change per se, but has been asking a lot of questions about implementation, because we want this to succeed as it moves forward. Of particular concern is ensuring that reporting lines make sense and are clearly understood, that the physical environment is viable and welcoming for students, and that teaching faculty understand the change in responsibilities and remain engaged and aware.
- Telework is a growing concern as we return towards “normalcy”; members have expressed an interest in having an expanded ability to telework, expressing that in some situations they are serving students better through virtual interaction and concerns that management will default back to an assumption that in person service must be better service without any evidence to support it. HR has noted that we do not have a campus telework policy and recognized the concern from members, but disputed that not allowing expanded telework would impact retention or recruitment.
- We have hired a new VP for Student Life and Development, Katrina Rodriguez, after 2 years of an interim VP. With this hire, we no longer have any interim VPs or Deans for the first time in 4 years. Lack of stability and continuity in senior leadership has been a concern at St. Cloud State.
- Sen. Aric Putnam joined the most recent ASF membership meeting and we had a wide-ranging conversation about the place of public higher education in Minnesota, the value proposition of our work, and got to know our State Senator and gave him an opportunity to know us. We feel confident that he will be an ally for us at the legislature and in the community; as a college professor he understand the value of higher ed and he expressed his desire to come teach and work on our campus.

Bemidji State University President’s Report (Stephanie Bard)

- Offices were asked to submit plans for phasing back to on campus work – areas submitted work plans that include staggered coverage, still some teleworking– beginning May 15 coordinating student services office hours whether in person or telework. Office staffing increasing in July with fully staffed offices back to campus by beginning of August. Departments were given leeway to present options which cabinet would review and approve. RE: option of telework going forward

starting in August, we were told it would be limited positions that would be approved for telework and certainly student facing offices need to be on campus as we are a residential campus.

- At a special Meet & Confer, management presented their intent to eliminate the E Range position (Director of Int'l Program Center) – information was presented that this was a position created nearly 3 years ago (with the result of demoting another ASF employee within that same office – something our local ASF vehemently opposed). They presented information that the new position is not economically feasible to sustain this additional position going forward. The position is currently held by an employee in year 3 of probation so has been given 180 day notice of elimination of position. The previous permanent ASF employee that was demoted to create this position is being asked to assume additional duties (basically trying to revert to original structure which will result in this employee going back to previous range).
- Management also presented and asked for comment on a restructuring proposal. They are proposing elevating an Associate VP of Student Life and Success to a VP of Student Life and Success. Also elevating an Associate VP of Academic Affairs to an Associate Provost and Associate VP of Academic Affairs. Then creating an Associate VP of Enrollment Management. This Associate VP of Enrollment Management would report to the VP of Academic Affairs – they would place Admissions, Records and Int'l Program Center under the Associate VP of Enrollment Management. This has raised a LOT of questions on our campus from members.
- We are planning 3 smaller in person graduation ceremonies for our colleges.

Mankato ASF President's Report (Mandy Weister)

- Presidential Search has concluded with the appointment of Dr. Edward Inch coming to us from California State, East Bay as Provost and Vice-President for Academic Affairs. All interactions with Dr. Inch indicate he will continue to foster positive relationships within a collective bargaining environment and respect the values of shared governance at MNSU, Mankato
- Currently in the process of naming an Interim Provost
- Mankato is currently holding elections for ASF President-Elect and ASF Treasurer, we have 1 candidate for each and we look forward to their successful elections to be finalized in early May.
- Our campus COVID status is in YELLOW with 20 student cases and 1 employee case. This is an uptick and the highest number we have seen on campus since mid-December
- Based on new guidance from MDH, our classrooms have been adjusted for 3 foot of social distance in assigned seating. We are making plans to offer a variety of fall courses in flex-sync modes but lean towards a preference of students and faculty to be in the classroom.
- 3 Vaccine Clinics in Mankato – Civic Center is State Location serving 50 mi radius and used for Vaccine Connector Program
- MNSU has received 456 vaccines to distribute for students, clinics hosted, appointments were filled
- Staff and ASF members continue to work both from campus and home. Return to Learn committees have begun to meet again to set up guidelines for employees returning to office locations in greater numbers and student returning in greater numbers to campus and classrooms.
- We have distributed CRSSA dollars to 4,700 students in increments of \$1,000, \$800, and \$625 depending on Pell eligibility and EFC.
- We have an alternative graduation planned for May 3, 4, and 5 where graduates can invite up to 8 attendees to walk through CSU Ballroom for photo opportunities
- Enrollment up 2.9% over last year in March, Fall 2021 down 9.8% but making progress to close the gap
- Student Senate has brought proposal to remove the tuition differential for online courses, this would increase tuition 5.9% overall
- 2nd round of BESI's were offered to help with our budget deficit. 38 submitted, 12 offered, 8 of which were unclassified, 4 of which were ASF members. If all accepted it would be savings of \$620,000. Need to accept by April 19.

- As part of budget proposal we are likely merging 2 colleges: Social & Behavioral Sciences with College of Arts & Humanities. This will be finalized on July 1, 2022 and will require a lot of planning by many invested parties. ASF will be involved in the conversation.
- IT has implemented a new employee portal called “4U” - available in our MavLife App
- Parking changes this year include no hanging tags and no lottery for gold lots – 10 day windows and license plates and cameras used
- Working to understand a new position in Graduate Studies that was proposed as ASF Range B, went through CEC with agreement, changed to MAPE at system office
- ASF Exec Board/Social Committee is hosting a “drive-through” or “walk-up” social on April 23 in a campus parking lot to hand out ASF mugs we purchases with cookies, tea, etc. Inside. 3 will have “golden tickets” with gift cards to local establishments.
- At our April 7, 2021 General Membership Meeting we hosted Rep Susan Akland and Senator Nick Frentz. They shared capitol updates with membership and our Legislative Liaison shared our legislative priorities with each.

Winona State University President’s Report (Paul Stern)

- Strategies for meeting budgetary needs in challenging times.
 - Local ASF has continued to have a significant role in providing guidance and feedback to our University Leadership across a variety of pathways. Our earlier Budgetary Principles found their way into long term planning and continue to be a piece of the foundation of collaboration across campus.
 - WSU Children’s Center is under evaluation for potential re-organization and re-design by the College of Education (COE). There has been a great deal of press around this issue and a good deal of ASF activity. The initial communication for this change placed our local leadership in a direct breach of procedure as provided by our contract. We continue to work with Leadership, with the COE, with HR, with the impacted teachers, and to listen across the community as we work to find an equitable, sustainable and broadly agreed upon solution to this issue.
 - Positions are being developed at lower levels in what appears as a strategy to replace higher ranged existing positions. This is viewed as troubling strategy to reduce budgets.
 - Budget continues to be a concern that we attempt to work with our Campus Leadership to clarify and elicit budget planning that extends from single-year reactivity to longer range proactive fiscal and organizational planning.
 - We continue to see across the board reduction in FTE level with new hires (.96FTE is a starting place for most positions going through re-hire or new positions).
- COVID Fall ‘21 planning and projected strategies
 - Fall ‘21 course planning is expected to deliver about 70-75% in person coursework. Activities will continue to open to a greater degree as allowed by the ongoing adaptation to changing COVID numbers.
 - Moving away from any sort of language that refers to “returning to normal” as this is really not possible on many levels. Establishing new norms and growing into new ways of interacting is more our focus.
- Overall, participation in ASF membership is staying steady. Participation in meetings has increased some due to budget conversations, but this is in the normal flow range for this time of year.
- State VC/CIO Search Updates
 - Review continues in this search. We are in line to complete our work on schedule.
- **System Committees**
 - Please see attached document for committee updates as listed below.
 - Policy Council (Linda Meidl, Jim Anderson, Angela Bowlus)

- Academic & Student Affairs Technology Council (Audrey Cloe Messner, Lori Wynia, Ken Graetz)
- Media Management/Web Conferencing Committee (Chad Kjorlien)
- Learning Environment Committee (Lori Wynia)
- Accessibility Committee (Kristin Burgess)
- Student Affairs Council (Danielle Smith, Nikki Stock)
- Assessment for Course Placement Committee (Michelle Forlitti, Chuck Eade, Riley Davenport)
- Academic Affairs Council (Erin Kline, Angie Witte, Stephanie Kroll)
- Faculty Development Committee (Victor Cole, Michael Kurowski)
- Global Education Committee (Susan Pham, Cherish Hagen-Swanson)
- Academic Equity Committee (Angie Witte)
- Graduate Education Committee (Melanie Guentzel)
- Defined Contribution Retirement Committee (John Engquist)
- System Evaluation Committee (Greg Mellas & Stephanie Kroll)
- Professional Excellence Award Committee (Karen Anderson, Melissa Dingmann, Stephanie Bard)—*on hold for FY21*
- Equity & Inclusion Council (Angie Witte, Victor Cole)
- Transfer Governance Committee (Daniel Voss, Jeff Pool)
- PSEO Workgroup (Tania Schmidt, Michael Altomari, Jessica Mensink)
- Developmental Education Steering Committee (David Tollivers)
- Online Strategy Workgroup (Ken Graetz, Lori Wynia)
- Law Enforcement Education Task Force (Kristy Modrow)
- Teacher Education—(Lynn Mahlum)
- Professional Excellence Award overarching workgroup (Tracy Rahim)
- Professional Excellence Award criteria workgroup (Jill Quandt, Sarah Olcott)
- Vice Chancellor for Equity & Diversity search (Victor Cole)
- Vice Chancellor for IT search (Paul Stern)
- **State Meet & Confer Agenda Items** (Friday, April 30, 9:30-12pm)
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- **Thank you to Jim Anderson for his 20 years of ASF Service!!!**
 - 60th Board meeting
 - Jim has driven 28,000 miles over the year to Meet and Confer, which means he's driven the circumference of the earth and then some!
- **Good of the Order**
- **Adjournment**

Future Meeting Dates:

- **ASF State Board Quarterly Meetings (must be at least 14 days before State Meet & Confer)**
- **State Meet & Confer (9:30-12pm on Zoom)**
 - April 30, 2021
- **State Board Online Meetings: 2nd Thursday of each month from 12-1pm**