



**MINNESOTA STATE**

## **Human Resources**

### **MSUAASF/Minnesota State**

#### **Meet and Confer**

Friday, December 3, 2021

10:30 a.m. – 12:00 p.m

Present: Chancellor Malhotra, Tracy Rahim, Lori Wynia, Rachel Sherlock, Jim Jorstad, Jacquelyn Malcolm, Ben Sturomski, Ron Anderson, Jillian Quandt, Christian Breczinski, Melissa Fahning, Sandi Sibley Gerick, Nate Hallanger, Mandy Weister, Tom Boylan, Tom Reburn, John Brown, Andriel Dees, Kristy Modrow, Eric Davis, Sue Appelquist, Ann Maile, Gary Hunter

#### **1. Minnesota Transfer Curriculum Goal #7**

- The workgroup met from August to May last year. At the start of the spring term, the policy recommendations will go out for comment for the 30 day vetting period. The language will then be revised for final adoption. The original recommendation came from our law enforcement reform, but was then expanded to other programs. Listening sessions will occur in the next two weeks and Ronda will reach out to Tracy for scheduling. Tracy asked if changes will be made based on the feedback from the listening session. The current concerns listed include implementation, capacity, and centering conversations around a racial lens we are excluding all the ways we differ. Ron Anderson noted that this is not the case since the change with Goal 7 is to include intersectionality and race in all the ways we differ.

#### **2. Equity 2030 Update**

- Eric Davis noted that a lot of work is being done to recruit and retain diverse employees. They are monitoring their goals based on the Equity Scorecard and are providing recruitment and retention trainings. Andriel Dees would love to meet with our organization to further discuss the Equity Scorecard, especially in regards to the data of our diverse employee verses diverse student percentages and to discuss what makes the most sense for reaching diverse population in regards to our union.
- Andriel Dees noted that considerations for our members are different than considerations for teaching faculty and would like feedback on how to improve recruitment and retention for our union members. Tracy noted that there were only two meetings last year for two hours total that only included high level conversations, which is why she's surprised they are now moving towards toolkit resources. Tracy expressed concerns that the workgroup members were not prepared on what was being discussed in the last meeting and would love to have further conversations. Andriel Dees noted they're finding a picture on where they are at currently systemwide to then move towards campus-specific scorecards. Andriel noted that their goal is to get these items out during this fiscal year.

#### **3. Legislative Priorities for FY23**

- Tracy Rahim stated that while we know of the supplemental budget and bonding bills, we are wondering if there are additional bills that will be advocated for by Minnesota State. Melissa Fahning noted that those two are our top priorities and that the house and senate committee members have been touring our campuses. Contract ratification bill this session

will also be a top priority. There will be a 2-billion-dollar surplus this year. There may be a special session before January 31<sup>st</sup>, which may include covid considerations. Conversations on redistricting, which has to happen before February 15<sup>th</sup>.

- Tracy asked about access and affordability topics that may come up. Melissa has not heard of any specific items yet from the Office of Higher Education. The Minnesota Business Coalition of Race and Equity is advocating for teacher education and promoting diverse teacher candidates, including paying student teachers since that is an equity issue.
- For this session, the House is going to run hybrid floor sessions and committee hearings with masks required for individuals in person. The Senate has not stated their plans, but last year they used a hybrid model.
- Melissa Fahning thanked ASF for our partnership.

#### 4. COVID-19 Update

- Chancellor Malhotra noted that 50% of courses were hybrid or online this term. Our system has been fortunate to not experience any significant outbreaks. We are in a good position to transition quickly based on how the covid situation changes and the system office will keep a close eye on the situation and adjust accordingly if needed.
- Nate Hallanger seconded that we have developed an ability to respond quickly to upcoming changes. Nate also stated the importance of a multi-layered response including masking and vaccinations, including the booster shot. There is nothing formal yet requiring the three shots, but this may change this spring. Campus facilitation of outreach and vaccination events continues. Nate noted for spring term, there is a phased approach to returning to campus. Throughout the pandemic, masked classrooms have not been linked to covid transmission.
- Bill Maki noted there are more options for Covid-19 testing that have been made available across the state. Campuses can now complete applications to be reimbursed for testing through FEMA, although it is a long process to do so. American Rescue Plan student grants are also going out across campuses, with \$300 million available system-wide.
- Tracy asked if there are system-wide initiatives to bolster vaccinations, or is it up to the campuses to increase vaccination rates? Nate answered that we signed onto the White House Vaccine Challenge to provide vaccination events and outreach. We recently reached out for updated data on the vaccination rates for our student body. Since the last time we ran the data, the rate went up 8% and there has been an additional bump in vaccinations. The initiatives have primarily been campus based. Chancellor Malhotra added that due to our unique campuses a one-size approach does not fit all, so while the system provides information to campuses, sets expectations, and requires feedback and reporting for accountability, it is up to the campuses to figure out what works best for their individual student body.
- Christian Beczinski asked about the sustainability of personnel management and tracking vaccination rates of employees and students. Chancellor Malhotra thanked Christian for his insights and noted that we are moving from a pandemic to an endemic situation which creates unique challenges. Nate Hallanger responded that regarding the student attestation, one thing we can do is to improve the technology infrastructure to help campuses. Tracy agreed that it is an onerous task for people who are testing and tracking testing and it is a campus challenge for what the response is for students who do not follow the testing requirements.

- Campus President COVID Success Stories
  - Christian Breczinski highlighted his Residential Life staff and their contributions through the pandemic with staying on site to house students and help with quarantined students.
  - Sandi Sibley Gerick highlighted an ASF member from the Institute Community Engagement and Scholarships who created a proposal to provide scholarships for students with unpaid internships, student teaching, etc. So far over 200 students have been approved for additional support so that these students can continue their studies.
  - Mandy Weister highlighted a member who coordinates our food pantry and read an email from a student who benefitted from the pantry and an advisor who received an email from a student who received additional support through graduation. Mandy noted she received over 60 responses and compiled them into a book to highlight all the work our members have been doing to contribute to student success.
  - John Brown highlighted the Business Advising Center and the increased support they provided via Zoom which drastically reduced appointment no show rates and the expanded hours they offered to better connect with students.
  - Ben Sturomski highlighted Assistance at a Distance, where staff members called students in the evenings to check in on them and to see what challenges they are facing and highlighted the Financial Aid Office's contribution with administering HEERF 1, 2, and 3 funds and identify students for additional emergency grant funding.
  - Tom Reburn highlighted the Academic Success Center who reached out to students who are eligible to enroll but who have not enrolled, which directly increased enrollment by 3% for spring. The student union staff have made extracurricular experience still an experience for students with hybrid meetings and events.
  - Alan Matzner highlighted the financial service members for their event on How to Pay for College financial literacy event to provide additional support for students on how to accept awards and cover unpaid balances.
  - President Malhotra thanked all ASF members for their support of students and going above and beyond to help students throughout the COVID-19 pandemic. We graduated nearly 57,000 students from the Minnesota State System and this is due to all the hard work our members do.

#### Next-Gen Updates

- Jacquelyn Malcom reported that the advising groups and core functional teams are helping to inform decisions going forward. The campus advisory groups are helping to identify data needs for third party applications. This group kicked off on September 14<sup>th</sup> and has been helpful for identifying what integrations we need to do. There are transition management teams across areas.
- Tracy noted there are a plethora of content experts to help. Ben Sturomski reported that the third-party software uses the replicated database from ISRS and is wondering if we're able to still use our third-party applications after NextGen is implemented or if NextGen is able to do some of these processes. Jacquelyn answered that they plan on utilizing their workgroups/subject matter expert groups to understand what third party applications exists and how we can integrate them with NextGen.

- Christian Breczinski asked if there is a way to connect to other universities who are using NextGen to understand how they are using the program in conjunction with their third party applications. Jacquelyn Malcolm noted that the system office is currently working in conjunction with other universities who have already gone through the process. Jacqueline noted that this is on their radar and that these conversations are happening across workgroups.
- Jacqueline asked content experts to continue to provide feedback on considerations we will need to take into account. Tracy asked there to be a thoughtful process of communication with stakeholders to prevent future disruptions of service to students. Jacquelyn agreed that thoughtful communication to prevent disruptions of service is extremely important and thanked Tracy and ASF for our feedback to continue to elevate these ideas for consideration.

Future Meetings:

- February 18, 2022
- April 15, 2022

