

ASF Monthly Zoom Meeting

Oct. 14, 2021 ~ 12pm

Present: Tom Boylan, Christian Breczinski, John Brown, Sami Gabriel, Alan Matzner, Kristy Modrow, Tracy Rahim, Tom Reburn, Tania Schmidt, Sandi Sibley, Lori Wynia

Meeting called to order at 12:04 p.m.

1. Meeting minute approval of September 9 Board meeting & Sept. 17 Meet & Confer meetings
 - Motioned by Tom Reburn, seconded by Sandy Sibley, Minutes approved.
2. Appointment of ASF rep to search advisory committee for Senior Vice Chancellor of Academic/Student Affairs
 - Tania Schmidt, WSU, nomination statement below.
 - Motioned by John Brown, seconded by Lori Wynia, Minutes approved.
3. Vaccine/testing policy—how is it going on the campuses, issues/concerns from members, etc.
 - MMB meeting last week – not a lot was shared. The recent Chancellor’s Memo contained campus level data. There are high vaccination rates on campuses. Some campuses have lower student vaccination rates. There was a request to see if employee vaccination rates by bargaining unit could be provided. Breaking out by bargaining unit on small campuses may make data identifiable. If this data is received, it will be shared with members. We inquired about the FEMA reimbursement for testing on campuses. At your campus Meet and Confer, please add this to the agenda. The deadline to apply is 12/31/2021. Campuses have to apply individually.
 - Tania Schmidt – WSU - ASF local motion requested vaccinations of all students. 200 employees are testing and a few employees haven’t responded. A group is forming to discuss student employee vaccinations. 725 students have attested. The campus testing process has been noted as easy and confidentiality is maintained. There is some conversation about testing off campus. \$80 per test. There is a group of faculty asking students if they are vaccinated. If not, they are being asked to leave class. Students have been dropping courses.
 - Lori Wynia – SMSU – Attestation is going well. There is a high percentage of employees vaccinated. Student athletes are working with Athletics and HR is working with student workers.
 - Christian Breczinski – BSU – A small number of employees and student workers are testing. HR hired an AFSCME position to coordinate. ASF members have been compliant.
 - John Brown – SCSU - Testing started this week. 20 SCSU employees have not responded. A few ASF members had objections, in most cases these were rejected. One member left the University. One is working with HR.
 - Tom Reburn – MSU -97% accountability from staff. Adjunct faculty are lagging. 91% are vaccinated. \$109 per test.
 - Sandy Sibley – Metro – 96% employees/student employees vaccinated. No issues with ASF members. Testing protocol in place 9/27. There was a question to the President regarding requiring student vaccination. Response was that it was a system decision.
 - Tracy Rahim - IFO/MSCF is on record supporting vaccinations. I have been asked where ASF stands. From a board perspective – do we want to make a statement or remain silent?
 - Sami Gabriel – Campuses have high vaccination rates. It is a polarizing issue. I do know if it would make much difference if ASF made a statement.
 - Lori Wynia – This could alienate members.
 - Christian Breczinski – We could poll members and provide a percentage of responses.
4. Equity 2030 Coalition Update
 - Working on a joint statement regarding coalition’s priorities and an update. A draft letter will be forwarded next week for board review/approval. We will discuss at the ASF November meeting about campus involvement.
5. Professional Dev. Speakers Series Update
 - Tom Boylan – November topic: Transferology; December topic: CEC process. An email will be forwarded to members. Working on creating a statewide email list.

6. State statute on supervision —small committee to do pre-work before legislative session
 - Pre-work needs to be done before the 2022 legislative session. Christian Breczinski, Kristy Modrow, and Tania Schmidt will serve on a workgroup to work with lobbyists/legislators.
7. Open comments/discussion as time allows
 - Negotiations were yesterday. Management responded to ASF proposals and had ways to say no to each item. Sami and Tracy met with Management to indicate file for grievance. Tracy and Sami met to create a package of the strongest ASF priorities. The team will review Management's new proposal and will meet with Management on November 3. We requested an ongoing equity/salary compression study. Management indicated an equity study would be \$120,000. Jim Jorstad requested additional negotiation dates, even though 16 dates were proposed by ASF and Management selected three. Management wants to rush the process. ASF will not finish negotiating until it is finished. Sami Gabriel – Perhaps we can request an initial equity study versus an ongoing request and then renegotiate. We will not be pushed to negotiate when we are not ready.
 - Members should have received Teamsters ballots in the mail. Encourage members to send in their ballots. If there are member questions,

TANIA SCHMIDT NOMINATION FOR SENIOR VICE CHANCELLOR SEARCH ADVISORY COMMITTEE:

Please provide a statement of why you are interested in serving on this search advisory committee, how you would ensure you are representing ASF needs/interests, and how your professional role on your campus gives you knowledge/background in making a recommendation for this very important role within MN State.

I was one of the people recommended as an Interim for Ron Anderson's position, a request I respectfully turned down when asked to consider. My role as Registrar and leadership roles on WSU's campus as well as the Systems Office have allowed me to gain a very broad perspective of both Academics and Student Affairs. The position needs someone who is not firmly planted in one arena or the other. They must understand the daily dance and politics associated with providing high quality market driven academic programs, keeping faculty content, and keeping student services on the forefront of every campus's mind. With economics, technology and staffing being huge future issues, we need to have someone who had "boots on the ground" experience in higher education to offer insights and the clear direction that is valuable to high level strategic planning. As an ASF Representative, I would gather feedback on what specific backgrounds and skillsets are important to our members as a whole and make sure those are sought after throughout the search process. I would also be prepared to make sure the candidate has experience in collective bargaining environments.