

MSUAASF Pre-Meet and Confer  
4/15/22

Present: Tracy Rahim, Sami Gabriel, Rachel Sherlock, John Brown, Tom Reburn, Jillian Quandt, Sandi Sibley Gerick, Christian Breczinski, Tom Boylan, Jay Lee, Tom Boylan, Tania Schmidt, Jeet Sausen, Mandy Weister, Kristy Modrow

Tracy ran through the Meet and Confer Agenda items and topics. Tracy will introduce the new officers for the upcoming year. They will review the 1B.1 Policy and MnTC Goal 7. Melissa Fahning sent a legislative update ahead of time to the group since she will not be attending.

Tracy asked the group when their last campus climate survey. Winona did a campus climate survey in 2017. Tom Reburn stated his campus recently completed one and has a regular cycle. Moorhead uses the Great Colleges to Work For organization and has a Campus Culture survey. Tania raised the idea of using the same metrics so we can compare campuses.

Tracy plans on strongly encouraging and advocating for the Equity Scorecard to separate business offices and IT functions from student support professionals in its measurements.

Mandy created a document with a organized argument for a later spring semester start. Tracy will share this with the meet and confer group. The system office usually plans an 8-10 year start date plan, so Tania recommended that we ask to modify some of the existing start dates and then putting it on the docket to discuss with the upcoming 10 year calendar cycle. Tracy will open this topic and have the board speak to this topic with a student success and Equity 2030 lens.

Tom shared they are planning on a membership summit named Stronger Together in June. Tom plans on inviting 30 people on June 16<sup>th</sup> for a social hour and then it will be hosted at Metro State from June 17-18<sup>th</sup>. Hotel rooms are planned at the DoubleTree Hilton with breakfasts and lunches catered at Metro State. The summit will focus on how to recruit new members and add members that were missed during COVID. This summit ties directly in with the strategic plan to discuss membership recruitment and retention. The plan is to include three people per campus and the campuses decide who will go based on who works the most with membership. State board members and incoming officers will also attend. The plan is for 30 hotel rooms with room for expansion. We will get reimbursed \$5,000 for Teamsters and we have \$5,000 in Strategic Plan Initiatives we can use in the budget. Sami also discussed getting swag with "Stronger Together" listed. Tom Boylan also shared he will be retiring so they will need to find a new statewide membership chair.

Jeet discussed having a search chair guide that includes equity and inclusion for search committee chairs. Sandi stated that there are Equity Champions for faculty searches, but not currently for other searches. Sandi also recently attended a webinar on diverse hiring and correcting common hiring mistakes.

Tracy will be first ASF state president will use professional development leave to have next spring off to work with recruitment, retention, and engagement and what we need to do differently.

April 29<sup>th</sup> is our next quarterly board meeting. The summer board meeting dates are being set. Tracy asked the board to check with their incoming presidents on availability for July.

