

**MINNESOTA STATE UNIVERSITY ASSOCIATION
OF ADMINISTRATIVE AND SERVICE FACULTY MEET and CONFER NOTES
Thursday, April 1, 2021 | 1:15-2:45 p.m.**

Supplemental Documents Discussed: <https://link.mnsu.edu/april2021mcsd>

Present: David Cowan, Katie Hodgden, Richard Davenport, David Jones, Matt Cecil, Debra Schulz, Mark Johnson, Mandy Weister, Melissa Iverson, Tracy Hernandez, Jeff Pool, Henry Morris, Brian Martensen, Rick Straka, Oscar Gonzalez, Steve Barrett, Jennifer Velstos, Lynn Akey, Liz Steinborn Gourley, Linda Alvarez, Sandi Schorenberg

R. Davenport: Take a look at the agenda, we have 2 set agenda items. Any other changes or additions to agenda today? [No changes or additions mentioned.]

MSUAASF President's Report

M. Weister:

I'm happy to be here with you all this afternoon and hope everyone had a nice lunch break. Did anyone swing by Burger King to try their new "left-handed Whopper?" Or maybe you felt like a crunch wrap supreme from Mav Ave and saw the new national monument acquired by this local chain; I hear they are going to rename it "The Taco Liberty Bell." Maybe like me you wanted to try a new place in Mankato so headed over to Google and tried their new telepathic search engine to see new options for dining in Mankato?

Unfortunately, if you're thinking about checking these out after work today, none of these wonders actually exist, but go down in recent history as some of the most memorable April Fool's Day tricks corporations have facetiously played on the public.

While the exact history of April's Fool's Day remains somewhat of a mystery there's something about the humor and levity the day brings that has stood the test of time. Something light-hearted and innocently entertaining that gives the day momentum year after year and keeps participants eager to fool or curious to see what this year's clever ruse will be. Well, rest assured that my updates for you today are not full of tricks and they certainly don't involve ANY fools.

Not unlike the spoofs of April Fool's Day, ASF members are eager for something lighthearted and hopeful during this time of year. The promise of sunnier weather, the good news of Dr. Edward Inch being appointed as our next President-Elect, increases in vaccine distribution, and learning that Winona State University ASF Member Kate Noelke has been named the Chancellor's Fellow on Mental Health are all joyful occasions.

We also look forward to: Attending virtual Lobby Day on April 14, 2021

- Hosting an outdoor "drive through" social with our membership in late April (President Davenport we are taking a cue from you and utilizing the U-Drive outside of Julia Sears like during the President's Chili event).
- The election of our new ASF President-Elect and New Treasurer this month; and are excited to report we have candidates running for each position – we will introduce our newly elected officers to you in May.
- Having membership representation and input on the Return to Learn committees as they reconvene this month.
- Providing you with feedback for consideration from our membership regarding the Proposed Budget Reduction Plan. I have shared my gathered feedback in full with our management rep VP Jones as well as Provost Cecil, but I look forward to engaging in a richer discussion later during this meeting. A taste of the overall reaction of our membership to the proposed budget plan includes a 25% neutral response, a 5% negative response, and a 70% positive response rate.

- Speaking with Senator Nick Frenz as he joins our General Membership meeting on April 7, 2021, during which we will be emphasizing our legislative priorities which include
 - Ask Gov & Legislature to fully fund MN State's requests
 - Ongoing support for students – including the continued importance of the Student Record System Upgrade
 - Workforce recruitment for the region and talent retention
 - Need for state allocation to MN state system to provide competitive salaries to retain talented workforce at MNSU, Mankato

We continue to have reason to celebrate when it comes to opportunities for Student Success offered by our membership including:

- Individual support coaching, and rich virtual programming offerings, including conferences like the Pan African Conference offered by our Diversity & Inclusion ASF members.
- Unique events and partnerships like Drag Bingo hosted by Student Events Team & the LGBT Center and Student Health Services & LGBT Center, Women's Center, and VARP, hosting a safer sex carnival event are just a small sampling of the many creative and collaborative concepts that have been conceived to meet a COVID-19 extracurricular curriculum.
- The Career Development Center hosted a Career Fair to help young adults transition to the real world and saw participation of over 100 employers offering 266 group sessions and 1:1 sessions for any interested students.
- They are also launching an interactive website for major choosers and changers called Majors in Minutes next week. The site features career resources, access to declaration tools, and most importantly features upper-class students sharing their major stories and advice in short 2-3 minute videos. This exciting asynchronous event available 24/7 is a bright spot that evolved from the dark side of Covid-19 in-person events being impossible in the same way. What previously was a sort of "speed dating" for majors event now has the potential for a much further long lasting reach as an always available video library. Over 50 videos have been submitted of real stories by real Mavericks to date and the collection will grow each semester to hopefully capture every major we offer. If you want to see our student's passion in action, I encourage you to check out some of these videos! Example: Theatre major who edited scenes from a play into their video! A special thanks to our friends in IT and the team of VP Mark Johnson for making some really cool graphics and audio possible which really increased our production value.

Among the items we celebrate, we still must acknowledge the reality before us:

- Members continue to face burn-out as they balance their mental health and the stress of constant adaptation, creation, and limitations. We support an incremental, intentional, and gradual repopulation of campus to help mitigate and manage the growing pains that will come with this second transition.
- We vehemently denounce the attacks made on Asian-Pacific Islanders recently and over the past years. The uptick not only in the number of attacks, but in the seriousness of which they have escalated is unconscionable. We stand in solidarity with both our ASF members of Asian descent and our students who have been dealing with this throughout the history of our nation and look for ways to actively bring justice for past events and provide ongoing support during these troubling times.
- We all grapple with the emotional teeter-totter type ride between hope and despair when national news channels report great progress of vaccine roll-out but also great possibility of virus variants that are more deadly and contagious than ever and can't help but wonder how the outcome of this battle will affect our students, our work, and our university in coming semesters.

As we reflect on these and so many other harsh realities, we acknowledge their weight, but I hope that April Fool's day this year be a reminder for us to take the time to appreciate and engage in some much-needed joy and levity when & where it exists. I hope there is more space for this joy and laughter to seep into our lives and dare I say also into the interaction and community that is fostered during IN-PERSON meetings & gatherings of staff and students in the coming weeks and months, as we work together for a more ideal future for our student's experience and education. Thank you and I'm happy to answer any questions

MSU President's Report

R. Davenport: All of us are aware of the Maverick Hockey success so far—biggest thing on most people's minds in the community to see how we do along with many other sports. All hoping and supporting our hockey program. Also want to mention Dr. Inch will be going to the hockey playoffs with me in Pittsburgh and he will be bringing his spouse and joining me there. You will see us and a few other people [discussion of those planning to attend/view]. Remainder of items to report are clear in agenda for today.

Vice President Student Affairs & Enrollment Management Report

D. Jones: Enrollment snapshots. Continue to see improvements in the numbers.

- Spring numbers: 14,256 (up 2.9% compared to this date a year ago)
- Next fall: progress made NEF applicants down 2.5% ---thanks to international applications at the undergraduate level. Letter sent to allow students have VISA appointments. Our domestic is down 9.8%; Transfer is Down 7.4%
- Usually over 500 applications are received in a typical March, we have received over 1,200 already this March.....More decisions being made into April and May.
- Graduates: applications up compared to last year.
- Currents: Sign up for registration for fall classes. Lynn has a team ready in advising to help. Your team is really key. All appreciative and helpful.

R. Davenport: You usually have our sister institution numbers and comparisons, do you have a sense of where we are at with that today?

D. Jones: Winona is down 5.5%, SCSU down 8.9%, SMSU down 2.1%, we are down 2.9%, Moorehead is down 7%, Metro down 2.8% and Bemidji is down 6.6%; Average is down 3.1% across the system

Institution	Spring 2020 Enrollment	Spring 2021 Enrollment	% Change Spring Enrollment	Spring 2020 FYE	Spring 2021 FYE	% Change Spring FYE
Winona State University	6,874	6,499	-5.5%	3,058	2,851	-6.8%
St Cloud State University	10,162	9,254	-8.9%	3,988	3,457	-13.3%
Southwest Minnesota State University	5,186	5,296	2.1%	1,331	1,350	1.5%
Minnesota State University, Mankato	13,856	14,256	2.9%	5,835	5,837	0.0%
Minnesota State University Moorhead	5,329	4,956	-7.0%	2,156	1,970	-8.6%
Metropolitan State University	7,370	7,162	-2.8%	2,409	2,329	-3.3%
Bemidji State University	4,645	4,337	-6.6%	1,780	1,621	-9.0%

S. Barrett: A few things

- Human Resources Vacancies- let us know if anything needs to be fixed
- Workplace Environment Investigations- 12 complaints, last year we had 10, average is 40 days our goal is 30 days
- COVID-19 Leave, Accommodations- Not a lot new to report, working with employees as the first waive as people teleworking—that has gone through, now we are gearing up to the flipside to people come back to campus and have a return to learn team to help us navigate that process, stay tuned on that.
- BESI Update- Today we can provide a more specific update, 38 employees express interest in a BESI—offered 12 in this round, 8 are unclassified and 4 are classified, of the 8 it is evenly split between service and teaching faculty. If all 12 accept---it would generate \$620k. We never have a year where everyone accepts. Have had 2 so far. Deadline is Monday April 19th so still time for people to consider it.

M. Iverson: Noticed in the vacancy list we received that there is an Assistant Director of Recruitment and Retention position and wondering if you can check on this-- if it's a new position or same position that has switched bargaining units. Please follow up and get back to Mandy to let us know.

S. Barrett: Will do.

Discussion Items

R. Davenport: First discussion item, turn over to Matt to talk about COVID -19

COVID-19 Update

M. Cecil: Only news here is adjusting classrooms and assigned seatings based on the 3 feet guidance we talked about. More and more classes are moving to flex sync because of that which gets us closer to a normal delivery.

D. Jones: MN Dept. of Health and South Central Health Care Coalition—give us access to testing but now access to vaccines. We asked people to identify positions with most need and found ourselves with so far 56 doses able to deliver to campus of Pfizer and Moderna. Found out next week we would receive 400 doses of Johnson and Johnson—email went out for all student e-mail. Our success in being able to deliver the vaccine will determine ability to receive future vaccines so want to make sure we deliver all of those. All of our messaging we have talked about will continue with: the vaccine connector, state location distribution-where civic center was, anything within the 50 mile radius of our location is important because we are not competing against others. In addition to some of the private companies (Walgreens, Hy-Vee, etc.) continue as options.

S. Murray: Are any of the allocated doses available to staff and faculty?

D. Jones: County preferences is focused on students and that faculty/staff focus on local places website, etc. We have been able to get vaccines to some staff that have higher exposure. So next wave is really targeted for students.

R. Davenport: Thank you David, looking forward to seeing that roll out and I see our guest speakers have not arrived yet so Rick perhaps can address

CRRSSA: Higher Education Emergency Relief Fund II (HEERF II)

R. Straka: Legislative time: targets came out from house and senate, good news is more 44 million (percent or less) from the senate, the house has a 120 million target for higher ed. (give us more up to 3%). Still waiting on language for tuition that would limit our ability to increase tuition. Continuing ongoing conversations with

M. Weister: So any staff employee will be notified of this 10 day window and will go in during that time to purchase their gold?

D. Cowan: Universal is a little different and e-mail out to those who want to upgrade.

M. Weister: Glad to know there is an even playing field regardless of time at University.

L. Steinborn-Gourley: Will this impact student staffing numbers?

D. Cowan: We will have a reduction in students outside freezing (patrolling) and student payroll.

R. Davenport: Thank you for your presentation. Rick anything to finish up on budget report?

Bargaining Unit DRAFT Budget Plan Feedback

R. Straka: Legislature—draft budget proposal last month—is there any formal feedback from ASF members to do now? Or you can provide to D. Jones, Provost Cecil or myself we will take feedback.

M. Weister: Did provide formal feedback in written document in an e-mail to D. Jones very recently. And will give this time if there are others in this group that want to come forward with their thoughts or underscore items in the report.

D. Schulz: Overall, from what I've talked with others—welcome and overall a good plan. In general, ASF positions that are not going to be filled there are questions on where will that work be going to and wanting to have ASF included in budget discussions moving forward.

S. Murray: Main feedback—work load implications. Reductions—what won't we be doing and will there be expectations to continue to do more when folks feel maxed out right now.

M. Iverson: Some feedback---understanding the domino effects with the merger and how that impacts our members. Although from a fiscal standpoint, the timeline makes sense, concern with the timeline because many of decisions/processes would need to in place before July 1.

M. Weister: Underscore all of those things that came up, the only other things that popped up was regarding strengths, BESI was effective way and appreciated strategic approach. Appreciation for not leaning on student tuition, not eliminating positions with ASF in current roles, timeline of the merge with advising orientation and that there could be loss of other ASF roles as a long term implication.

M. Cecil: Thank you for taking the time to provide this feedback, Martensen and I will go through and provide answers to important questions that are in there.

R. Straka: We recognize that these decisions are difficult and there implications and will all move forward in making decisions best for students.

Bias Incident Support & Advisory Team (Linda Alvarez, Kenneth Reid, Sandi Schnorenberg)

Bias Incident Support and Advisory Team

Linda Alvarez
Equal Opportunity
& Title IX

Kenneth Reid
Diversity &
Inclusion

Sandi Schnorenberg
University Security

Big ideas. Real-world thinking.

L. Alvarez: Thank you for the time to be here today. Sandy S. also here today.

S. Shorenberger: Director of Security

K. Reid:

May recall a vehicle a couple years ago, saying something inappropriate, or faculty being identified not by transgender, this allows a more formalized approach and tool to address. So a reporting mechanism in addition to title IX.

This comes from the state level.

Background

The Minnesota State University, Mankato community aspires to create an environment that is inclusive and safe for all members of the community.

As such, the formation of a Bias Incident Support and Advisory Team is one strategy for the University to work in building a more welcoming and inclusive campus environment.

It is an essential component to effectively respond to incidents that negatively impact students, faculty, staff and other visitors to the campus, and a part of a comprehensive risk management strategy.

Background (Cont.)

What is a bias incident? A bias incident is an act that may include, but is not limited to, bigotry, harassment, or intimidation that is motivated in whole or in part by bias based on an individual's or group's actual or perceived race, sex, color, creed, religion, age, national origin, disability, marital status, public assistance status, veteran status, sexual orientation, gender identity, or gender expression.

Bias incidents undermine our campus' efforts toward equity and inclusion. They limit our community's ability to excel in our teaching and learning, and our service to our communities and state. They also impede free and open discourse and our ability to know and learn from one another. Biased and hateful expression causes harm and fractures in our communities that must be addressed.

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L. Alvarez:

There was an incident a couple years ago that prompted this. It's not that we haven't been doing this but this is a more coordinated response. Looking at other protocols and procedures already in place. It could fall under our non-discrimination (on campus or in work environment), sexual violence (stalking and sexual assault), statement of student responsibilities and any other contractual agreements.

Protocol

The Bias Incident Support and Advisory Team will function under the established protocol and relevant policies, procedures, and other protocols to take a timely and comprehensive approach to addressing bias incidents, and to aid in communication with the extended community about incident-related concerns.

Applicable policies may include:

- *Minnesota State System 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education Policy*
- *Minnesota State System 1B.3 Sexual Violence Policy*
- *Minnesota State System 1C Code of Conduct & Ethics Policies*
- *Minnesota State Mankato Statement of Student Responsibilities Policy*
- *Employment agreements, faculty contracts, as well as local, state or federal civil rights laws and regulations.*

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- Could be 1 on 1, or reoccurring issue. A series of incidents a couple years ago where numerous students were impacted so looked at helping the individuals but also at a larger level in the campus and community. Referral process could go into play with counseling, security for safety, etc. Looking for academic freedom and speech rights at risk. There are circumstances that require more support by law enforcement so that can also be something considered depending on the situation. What is our response to update the campus community?

Possible Responses

The Bias Incident Support and Advisory Team may respond to reported incidents in ways that include:

- Identifying the needs of the affected individuals, as well as those of the larger learning community.
- Referring affected individuals to other appropriate campus offices such as the 1B.1/1B.3 designated officer, the Title IX Coordinator, Student Conduct, counseling services, campus security, etc. to receive additional supportive services.
- Providing support, resources, and consultation to those harmed by the incident.

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Possible Responses (Cont.)

- Considering whether the incident has potential free speech or academic freedom implications.
- Referring the matter to law enforcement if circumstances warrant, and as permitted by law.
- Updating the campus community as appropriate.
- Organizing and holding open forums for affected individuals as well as the larger community to gather suggestions, to reaffirm campus values and standards, and to educate.
- Recommending incident related topic program areas for additional trainings for students, staff and faculty to the appropriate campus offices.

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- Sandi will go through a scenario to see what this team would work on for a response.

S. Shorenberger.: Every year it seems we have a controversial speaker on campus. There's a large crowd gathering, Security will then respond, we also have a call-in list for other individuals from the university to help monitor including from D. Jones office that helps. We look at what does the situation entail. Is it something that needs to be followed up with? Some have been upset with things that have been said—also respect freedom of speech so times where we consult to understand the lines and where can get support help our students process these situations. We want to make sure students are supported in that while also respecting the right of folks to gather and say what they need to say for their agenda. The group that we are forming is how do we support our students, staff and faculty when they don't rise to that formal level but make sure they have resources they need to process what they're feeling, seeing and witnessing in those situations.

Sample Scenario: Speaker on Campus (Cont.)

Possible Responses	Refer student to EOTIX Review response protocols for related incidents; Provide option to file complaint through 1B.1.1 Procedure for review of incident; Refer student to Student Activities staff to discuss campus policies regarding speakers; Review response protocol with responsible staff/offices
Resources Offered to Affected Party(ies)	Connection with Student Activities staff
Communication to Campus	Recommendation to President and VP of Student Affairs for campus notice/message
Ongoing Response & Campus Climate Considerations	Review Security response protocols and ensure that consistent message provided to students who report concerns; Security review of protocol to ensure appropriate free speech assessment conducted and confirm individual responsible; Recommend open forum and/or other educational programming to inform students about free speech and student activism

L. Alvarez: This is a good example, there are many examples unfortunately. Such as the example Ken provided of the faculty not using preferred pronouns that may not use this broader response but maybe working with our services on campus and then if they want to move forward with a formal complaint. Just a sense of things that can be taken into consideration.

- We do have some updates to this that we need to update but this a chart of where a student can go with these concerns.. Often times our office is not the first to hear it might be individuals talking with other staff like advisors, same with our colleagues, etc. Could be something like a grade appeal but have disclosed a discrimination issue or dealt with a sexual violence issue, etc. Then individuals that oversee those processes would follow up with the appropriate individuals. Certainly security is available 24/7 and may be the first ones to respond. Just a general sense of where these individuals can go to. Any questions for Linda and the team?

Concern or Allegation	Where to get support	Contact Information and/or How to make a report	Related policies
Immediate emergency	In an emergency, call 911.		
Mental health	Counseling Center	Call: 507-389-1455 Email: counseling-center@mnsu.edu More information found at: https://mankato.mnsu.edu/university-life/health-and-safety/counseling-center/	
Immigration and refugee status	Kearney Center for International Student Services	Call: 507-389-1281 Email: international@mnsu.edu More information found at: https://mankato.mnsu.edu/international	
Bias incidents, microaggressions, discrimination concerns	Diversity & Inclusion	Call: 507-389-6300 More information found at: https://mankato.mnsu.edu/university-life/diversity-and-inclusion/	
Discrimination and/or Discriminatory Harassment based on protected class	Office of Equal Opportunity & Title IX	Call: 507-389-2986 Email: eotitleix@mnsu.edu More information and forms found at: http://www.mnsu.edu/eotitleix/complaint.html	Board Policy 1B.1 Equal Opportunity and Nondiscrimination in Employment and Education; System Procedure 1B.1.1 Report/Complaint of Discrimination/Harassment
Sexual violence (sexual assault, stalking, dating/intimate partner/relationship violence)	Office of Equal Opportunity & Title IX	Call: 507-389-2986 Email: eotitleix@mnsu.edu More information and forms found at: http://www.mnsu.edu/eotitleix/complaint.html	Board Policy 1B.3 Sexual Violence Policy; System Procedure 1B.3.1 Response to Sexual Violence and Title IX Sexual Harassment
Student code of conduct violations (including bullying, hate crimes, and physical violence)	Student Conduct	Call: 507-389-2121 Email: Cynthia.janney@mnsu.edu More information found at: http://www.mnsu.edu/conduct/	Board Policy 3.6 Student Conduct System Procedure 3.6.1 Student Conduct Minnesota State Mankato Statement of Student Responsibilities Policy
Other complaints and grievances	Vice President of Student Affairs	More information and form found at: https://mankato.mnsu.edu/university-life/campus-services/student-affairs/student-complains-and-appeals/submit-complaint-or-grievance/	Board Policy 3.8 Student Complaints and Grievances; System Procedure 3.8.1 Student Complaints and Grievances; Minnesota State Mankato Student Complaints and Grievances Policy

Individuals may also contact University Security for any immediate concerns and/or if there is an ongoing threat to the safety of the individual or others. By contacting University Security, individuals are also able to make a report.

University Security can be contacted at 507-389-2111.



L. Steinborn Gourley: Can you include Violence and Awareness Program as a resource--for the Diversity and Inclusion—can you clarify the additional spaces?

L. Alvarez: There is more to this I just took an excerpt that does include OASIS, etc. The one we showed is more of the reporting and where we get the reports from. Kenneth has developed, with IT staff, a website that will share more information as well as a form where a student can share whether with a name or anonymous.

K. Reid: Website is ready, just making sure people were aware first and getting buy in—made aware for incoming students and new students on what they can do. So in short it's ready to go.

CRRSSA: Higher Education Emergency Relief Fund II (HEERF II)

R. Straka: Direct deposited started on Monday and mailed checks, got the first part of stimulus out then to finish emergency grant process. To those students who are eligible. International, PSEO and other groups are not eligible. This allows them to show they have other needs if they didn't show needs the first round. Inst. Side, working on identifying loss revenue areas---some identified through Return to Learn program and then looking at remaining funds that meet. Received 0 guidance on American Rescue Plan Funds.

R. Davenport: I think everyone knows this is one time money. So it doesn't help it overall but it helps put the institution back in balance.

R. Straka: Good clarification.

M. Weister: Wondering which plan we went with?

R. Straka: People who qualified under PELL received: \$1,000; PELL EFC but no PELL (grad) received \$800, and \$620---option 1 in the last materials shared.

ITS Update (Mark Johnson)

M. Johnson: When we started the COVID response, the challenge was the passwords would be automatically reset—when you're off campus it doesn't always work well so we got it delayed and would like to get it started again so rather than waiting for them to do it, next time you're on campus make a password change now which will help you have another 6 month. Once we have multi-factor could we delay or not have password resets. We encourage you to make a password reset to start that clock over again.

M. Iverson: With that password reset in May and students being gone, will there be communication?

M. Johnson: Yes, talked with students last night, mentioned it for anyone gone in the summer. We will support but it can be very difficult.

- I know we have talked about FlexSync, AskStomper, students in service and big initiatives going to help engage students. One of the areas that we didn't address directly is employees and initiative we are announcing today—soft rollout, is an initiative for you as an employee. The 4U Initiative, specifically hoping to address you getting connected to the University. [\[See Attachment in Newsletter\]](#)
 - Additional tools to communicate: more clear what resources you need and make them easy to access; process and service improvement (automatic workloads, digital signatures), some updates to HR. etc. The 3 initiatives completed and continue: brand new HR WEBSITE, new format and easier to find the resources, become live sometime this month April 19th or so, Use the new navigation and within a few clicks get at your benefits, forms you need, etc.
- Also looking at AskStomper for employee related experience. Once the HR website comes up, an AskStomper will come up for your employee needs. It has been live for about 3 weeks. If you start asking questions we don't have we will learn about that and start to improve. Last one is MavLife for Employees---new experience within the app for employees—available now. Only version 1 with a few things but give us some feedback on what else you would like to see. How the students were using the app. 20-30% increase in community views.
- This is exciting because our students are getting what they need and a whole new need for addressing employees.

Ready Education Usage:

March 13 - March 1			
	2019-2020	2020-2021	
Total App Sessions	653,285	833,604	21.63%
Weekly Unique App Users	1,462	2,194	33.36%
Community Posts	2,446	3,023	19.09%
Community views	258,236	329,018	21.51%
Friendships	2,573	1,179	-118.24%
Peer-to-peer messages	30,791	43,494	29.21%
Total Conversations	47,459	61,202	22.46%
Questions asked	690	956	27.82%
Potential time saved (in hours)	68	87	21.84%
Total Resources accessed	732,750	981,587	25.35%

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M. Weister: Can you get the graphics to us to share with membership?

M. Johnson: Absolutely. [\[SEE ATTACHMENTS IN ASF NEWSLETTER\]](#)

Graduation Plans (David Jones)

D. Jones: Graduation Plans. We are one 2 cycles and we have come up with innovative solutions –national kudos on boxes and experiences we have provided. This May, we are doing more than in past. Gift boxes and digital videos, we also know they most want the celebratory walk where they go across the stage and opportunity to share with family and friends. Worked very carefully to have experience on May 3rd, 4th and 5th. Students and up to 8 families/friends where they can walk across the stage and take photos. If you have additional ideas, to gig up, let us know (Sheri Sargent) let us know.