

**MINNESOTA STATE UNIVERSITY ASSOCIATION
OF ADMINISTRATIVE AND SERVICE FACULTY MEET and CONFER NOTES
Thursday, February 3, 2022 | 1:15-2:45 p.m., via zoom**

The following notes are provided as a way for the MSUAASF Meet and Confer representatives to communicate conversations that occur at Meet and Confer with membership and to concur with administration summaries of points discussed. They are not reflective of exact statements shared in the meeting and are not meant to serve as a transcript. Any members with questions can reach out to their ASF Meet and Confer representatives for clarifications. The previous month's notes are reviewed at Meet and Confer by all attendees to ensure the overall essence of the meeting was captured and updates can be made accordingly when necessary.

Attendees: Katie Hodgden, Deb Schulz, David Jones, Mark Johnson, Shirley Murray, Mandy Weister, Liz Steinborn-Gourley, Edward Inch, Sheri Sargent, Anne Dahlman, Henry Morris, Lynn Akey, Steve Barrett, Jeff Pool, Brian Martensen, Jennifer Veltsos, Rick Straka, Oscar Gonzalez, Marie Slotemaker, Tracy Stokes-Hernandez, Kelly Meier

Documents Referenced In Meeting:

[Vacancies by Status](#)

[Vacancies by Bargaining Unit](#)

[ASF Fixed Term](#)

[Updated Flex Work Task Force](#)

[MC Enrollment Report](#)

[Meeting Agenda](#)

Meeting Chair: Mandy Weister, ASF President

Review of Meeting Notes: None

MSU President Report (E. Inch):

- conflicted, hope you had a good break and also excited to see people back, got a lot done last semester this semester also busy.
- Hockey Day MN on campus—big and cold event, showcased campus really well;
- Remarkable during the 8 days of Hockey Day we had more than 20k people on our campus and they were impressed by Blakesley (seats 4k) Stadium we had more than 10k—people were excited---saw opportunity work we were doing, media, and our town—came together over 1,200 kids on ice to give opportunities. Question---what are you doing next? So many volunteered/stepped up and help—truly appreciated and proud of that.
- Reports on state budget surplus \$7.7 billion surplus—record for the state.
- Rumored projections for state budget for February will be even better
- Governor is supportive of fund requests in supplemental report and Armstrong Hall project. If bonding goes through and supplemental budget goes through—we will be in a really good position next year
- Question raised in legislative forum: you all did such a good job in the pandemic, any reason for you to have a physical presence? Good conversation not the direction we are going in or aligns with what we know.

- At system level: some campuses really struggled, we were not one of them—we have sound fiscal management and strategy.
- Student Agenda items they presented at Board of Trustees:
 - Continue with requirement of testing and vaccination
 - Expand affordability and reduce debt costs
 - Guarantee access to higher education for those that may have need but doesn't fit within our current service umbrella
 - Focus on DEI initiatives
 - Concern in supplemental budget—expand on current services to provide needs

ASF President Report (Mandy Weister):

- February- Moment of truth: have you stuck with your New Year's Resolution? This is the month those pledges are truly tested.
- January was named after Janus, the two-faced god whose spirit inhabited doorways and arches. January had special significance for the Romans. Believing that Janus symbolically looked backwards into the previous year and ahead into the future, the Romans offered sacrifices to the deity and made promises of good conduct for the coming year.
- This concept of looking both backward and forward, seems especially relevant to me at this time, and perhaps my ASF colleagues will agree. Current and future directions are compared with practices of the past, and the dramatic change in philosophy and implementation is stark. For example, looking both backward and forward, consider the drastic changes to how we **gather**, **greet**, and **grow** together:
- We host meetings with Zoom, In-Person, and hybrid attendance options like it's second nature. This was unheard of just a short time ago. And at that time, sometimes met with resistance! Our **gatherings** may never be the same.
- We **greet** each other differently in professional and personal settings – handshakes, high-fives, and hugs to the wayside; enter air-fives, elbow bumps, and the head nod.
- Continued **growth** options based in online learning have exploded for both professionals and students. We are attending national conferences from our couches, listening to webinars over lunch, and attending meetings aimed at cross collaboration with participants from across the state and nation. We are offering more online resources and remote learning tools to students, and providing ways for them to meet with us regularly on the screen as well as in safe ways in person when appropriate.

All of this illustrates that despite the many challenges faced, our members are doing a remarkable job of adapting and continuing to focus on service to students through it all. While there are many large-scale accomplishments to celebrate, I don't want to lose sight that the ability to provide day-to-day normality and continuation of services to students is an accomplishment of note as well. Let me share a few highlights of how our daily adaptability and commitment has made big impacts for both students and staff in the past couple months since we've convened:

- Advising staff in athletics share that in Fall 2021 student-athletes earned the 2nd highest GPA in their history with a 3.34 average and had 41.6% athletes on the Dean's List while 14.5% earned a perfect 4.0. A whopping 75.9% earned at least a 3.00 GPA in Fall 2021.
- Similarly, Student Activities shares that the all-sorority GPA average exceeded the all-women's average on campus; 3.34 compared to 3.27. As a community, fraternities and sororities exceeded the all-university average 3.24 compared to 3.12.
- ASF members in Residential Life stepped up to support res hall students whose Finals Week departures were delayed by the big snowstorm that Friday. First-year Math exams are always on the last day of Finals, so many residential students were impacted. Thanks to Hall Directors, Assistant Directors & other Res Life staff who made it possible for these students to stay late & drive home after the storm.
- The Career Development Center aimed to merge access, convenience, and safety for students with the creation of resume and cover letter email appointments. Students are invited to email their job search documents to cdcreviews@mnsu.edu and receive written feedback from Career Advisor staff to help them grab their future by the horns one resume at a time! The CDC also embarked on a Diversity, Equity, and Inclusion Audit in January in partnership with the Career Leadership Collective and they look forward to progressing their goals of career access for all and incorporating identity and culture in the career development process with recommendations from the consultants.
- Minnesota State Mankato is the *first college or university in the United States (!)* to live stream 4 weekly films to staff and students! After seeing a significant decline of in-person attendance at Stomper's Cinema, this was a goal set by the Student Events Team. ASF member Bill Tourville took the lead was able to renegotiate the contract to allow for this opportunity.
- Student Events Team in collaboration with Art Department students is hosting a snow sculpture created by a Minnesota artist team, Snowkitects on Feb 11-13.
- The Undergraduate Advising Center offered special programs for students on academic warning. These students engaged early in the process, attended a Zoom Success Retreat, and scheduled 1:1s with advisors. Their eagerness to reflect on the fall semester, make intentional plans, build on their strengths and navigate barriers, provided energy and inspiration to advising staff.
- ASF members in The College of Education, College of Social and Behavioral Sciences, and Office of African American Affairs are co-sponsoring a program offered both in-person and remotely called "Closing the Equity Gap in Education" taking place in late February and early March.
- There were 7 ASF members across campus who were nominated and elected to move their nomination forward for consideration for the Board of Trustees Excellence in Service Award. Sara Granberg-Rademacher was selected and submitted as the final nomination on January 28th. Congratulations Sara!
- It's scholarship month for current students and ASF members are serving as Scholarship Champions for their Colleges and departments as well as Director of Scholarships & Advancement Development Directors & Stewardship to award almost \$2 mil of aid for students next year.

- On a related note, Accessibility Resources is looking forward to selecting 8 \$2000 scholarship winners through their office. And they are excited by campus collaboration to offer extended opportunities for students on the autism spectrum.
- Our contract was approved with JSER on January 18th. We applaud and thank the work of Oscar Gonzalez, negotiator, and Tracy Stokes-Hernandez, alternate negotiator.
- Our Stewards have been reviewing our ADA accommodations policy and are recommending ways to further improve our service to employees. I have spoke with and shared a written letter with Steve with these details. I look forward to working together to elevate processes to the next level. I haven't said this enough to this audience– but this is another example of the way our shared governance system makes Minnesota State University, Mankato a desirable place to work. Thank you to everyone in this room for always being willing to listen to the concerns and questions of our membership, and take the time and effort to consider new ideas and perspectives. I sincerely appreciate it.
- As you all know, the work of our members focuses on service to students and their success. But what you may not have known is that our ASF Mankato Members also have a long history of serving MN State ASF as well. Representation from Mankato on the ASF State board not only upholds our position and underscores the leadership abilities of our staff at this flagship university, but also means our members are at the table when decisions that affect our entire system are being discussed. That means we are more invested, better informed, more effective communicators across departments and units, and directly adds to the success of our service to students. The ASF State Board is currently recruiting for new state officers in the position of President, Vice-President, Secretary, and Treasurer. Participation in these roles by ASF members in your units is a desirable action as means to these very positive outcomes. If you see the skill set necessary to perform any of these positions in the ASF members that you work with among your divisions, please encourage and support them to submit their name or contact me for more information. And at this time, I want to recognize **Rachel Sherlock in Financial Aid who will be ending her 2-year term as ASF State Secretary**. You may remember her as our local Secretary 2 years ago – and she has done a tremendous job at the State level as well. Thank you Rachel!
- If you're curious about who else is on the ASF State Board or find that you have an inkling for a little bit of light reading on ASF – I invite you to take a stroll down Wigley Admin 2nd floor hallway. You'll find our new bulletin board has a full list of the State and Local leaders.
- While you're there – feel free to stop in the CDC and say hi to me and complete your Maverick Milestone. I want to officially invite you to participate in this recognition program. While usually aimed at students who choose a major or find an internship, your participation is a great way to connect with our students. We will get your picture with Stomper and get you a Maverick Milestone T-Shirt. We'll share it out on our Social Media pages and it will be a great way for our students to learn about our campus leaders and learn something about your career paths!

As I hope is evident, a lot of amazing things have been happening since December. However, I feel it my duty to also communicate the reality of what some ASF members indicate:

- ASF members are excited to be back on campus after winter break; however, some are unsure how much contact they should be having with students to both honor safety guidelines and deliver programs and meet expectations.
- While some members indicate relief, and a period of feeling rejuvenation after time away, others indicate they are weary and tired after what is now the 5th semester in a row that has been marked by COVID.
- Staff members are concerned about what the future looks like for FY23, particularly student leadership involvement – lack of connection could have a direct correlation to student persistence and our ability to retain these students.
- Significant disruption to daily routines are impacted by staff needing to quarantine due to family member, personal, or close contact illness.
- Many ASF members with young children have found themselves in a stressful situation with daycare closures and children in need of quarantining. Finding care, asking extended family members to cover and put themselves at risk in the process, working from home, inability to vaccinate these young children to provide any protection, and depleting leave balances all add to the stress of this time for members who are parents.
- Finally, members are eager for clear expectations for telework and a plan to be in place.

So, much like the double-faced Roman god Janus, we move through into 2022 looking **back** at how far we have come, how much we have adapted, and we recognize the *successes* intertwined with the *struggle*. But we also look **forward** with *hope* and a *healthy dose of realism* for the challenge before us.

According to recent [research](#), while as many as 45 percent of Americans say they usually make a New Year's resolution, only 8 PERCENT ARE SUCCESSFUL IN ACHIEVING THOSE GOALS. EEK! But LOOKING BACK, based on the dedication to the recruitment and retention of students I have witnessed among ASF, it is with great confidence that I can say we are 100% committed to the promotion of excellence in learning and to our students' achieving ultimate success AS WE LOOK FORWARD to the coming semester. Thank you for your time & attention, I am happy to answer any questions.

- Credit to all our membership and board that shares for these reports.

Flexible Work and Service Delivery Task Force Recommendation (Kelly Meier/Steve Barrett):

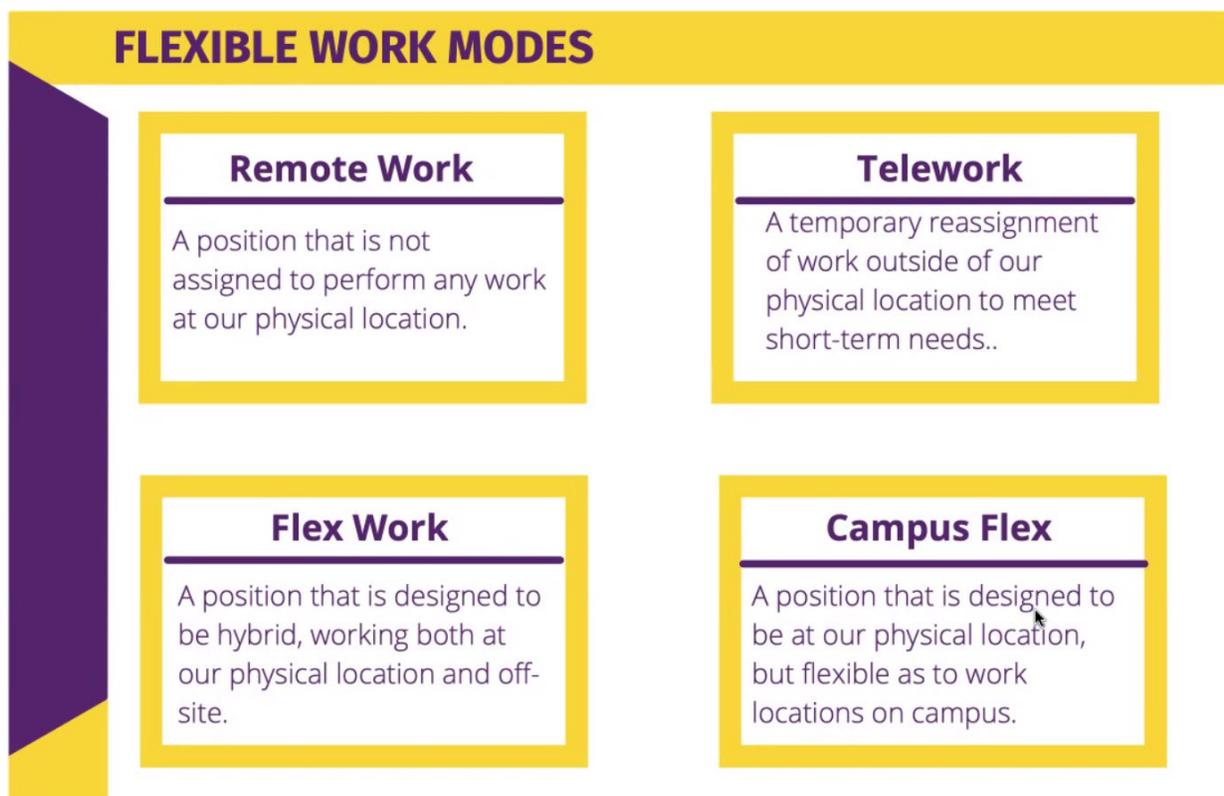
E. Inch.—

- When started wanted to look at post-pandemic what should work like on our campus?
 1. how do we make this welcoming, take advantage of technology to help with work/life balance?
 2. Whatever we do should strengthen the services we provide (still cover the same services but think creatively).
 3. How do we do it in a way that is equitable to everyone that works here?

- Commissioned task force to convene a group of people to bring together a model we could implement.
- Received report in December—had questions, asked those in managerial positions: could they implement, what do we need to know, provided suggestions to help strengthen. The one in front of you was what the task force presented.

S. Barrett—

- Go through this fairly quickly—give you a cloud level overview of the recommendations,
- As a courtesy, we will send you original recommendations sent back in Dec. to compare to this latest. All recommendations are alive and well with more context and clarification
- Looking at 4 types of work modes:



- Many HR positions are flex work assignments.
- Recommendations are laid out in a way that there are global criteria to all and then specific criteria to each area.
- Most important things: an audit so employees know and to feed job postings. We have about 2k PDs in our system. HR will work with supervisor and employees on each individual PD on which categories.
- The second key element is a decision matrix—expect each supervisor to follow this when making decisions on flex work modes—very important we have consistency. Decision made by supervisor and employee.

- Supervisor Training—vitaly important that we train our supervisors on how to manage remote and hybrid teams effectively and successfully. Looking in HR for certification programs. Could have all our supervisors certified in managing remote teams and recertify every few years.
- Goal is to also look at enhancing flexibilities currently not available in bargaining contracts. Are there things in there getting in the way? If yes, then we will engage with local for MOAs to build more flexibility than what we already have.

CAMPUS FLEX CRITERIA

In addition to the Global Criteria, the following criteria should apply to campus flex:

- Human Resources should negotiate with our local bargaining units to create a Memorandum of Agreement (MOA) that would allow employees in campus flex positions to have a flexible work schedule, such as four (4) 10-hour days, early or late start times, flexible work weeks, or other flexible work options.

- Once a MOA is executed, position descriptions should be updated to include the potential for campus flex options.



Mandy Weister- what will gathering feedback look like, will ASF members have access? Written feedback? Up to us to coordinate?

S. Barrett-- up to you, you can certainly share it with your members now. If you want me and Kelly to come to membership meeting certainly can. Up to you how you want to gather input and feedback from members.

Feedback sooner is better, certainly be march---frame what it looks like want it up by summer.

S. Murray--- process questions: being on 2 search committees there is already language in the job posting whether telework is allowed. Is it based on this new definition or previous—not clear if that is succinct, can you speak to that piece?

S. Barrett--- MMB current telework policy references that any work that is done off-site. That's how those current PDs are written. We will go back through and update PDs once new agreed upon definitions are in place.

L. Steinborn-Gourley—clarifying question on CampusFlex from what it says at the top in the box versus scrolling down deeper into description for criteria—more related to a flexible work schedule? Can you clarify?

S. Barrett--- it could be both. It's not only location but when it is being done. If there are flexibilities in scheduling, not being hung up on a Mon-Friday—need to be. Recognize ASF participation, besides Kelly Meier, Liz Whitcomb and Amy Staloch from ASF were also very involved—very robust conversations, they did a great job.

S. Barrett—our focus was mostly on the type of flexibility that we want to focus on. If a position has to be on campus GMW, maintenance, that you can't do remotely. We had many work on campus the whole time. Their flexibilities are not about location but when ---for better work-life balance.

M. Weister—Thinking of the work of going through 2,000 PDs.....

S. Barrett—a good example is IT—they can go all over campus, don't have to go to the IT department. Are there other places on campus we could have HR on campus to help where they are instead of people coming to them—those are just a few examples.

M. Weister-

S. – potential flexibilities to imagine down the road. Done to enhance service and give better work/life balance.

S. Murray: Based on the discussion, I think that campus flex definition needs to be looked at again.

S. Barrett: as you read through the document if there are definitions and anything in the document to clarify let me and Kelly know. All of it is fair game.

T. Stokes-Hernandez- agree it needs more clarification, there is more to it than the box

L. Stienborn—with non-exempt staff, flexibility is already an opportunity –adjust hours rather than comp time. That is an element to consider of where those pieces fall. If that continues to be an option would that be taken into consideration?

S. Barrett-- certainly a consideration, that's a good point.

M. Weister—this might be captured in Shirley's comment looking at the definition. Campus Flex small box talking about variety of work locations then it talks about 4 10-hour days. Maybe

that's what you're saying Liz –might need to make it more obvious what that is. How do those 2 work together?

O. Gonzalez—At this point are we waiting for a new draft or can we send it out to members now?

S. Barrett: You can send it out to members now to gather input. Assuming more clarification another draft will be assimilated. Send out now and start getting input.

M. Weister--- What was the hardest part of putting this together?

K. Meier--- I don't think it was hard. It was a good challenge and very interesting to hear the robust conversation of all the representatives on the task force. People were invested and excited. People had in mind a new vision for the institutions—being proactive rather than reactive. Getting a pulse on what students want but also an exemplary campus from direction of the president. The pandemic uncovered things that were already there—students want change. Not just how to accommodate employees, but how can we the institution we need to be to be ahead of the game?

E. Inch—the intention is to be proactive. Decide what we want the work experience—impacts our services, communities, and self/families. When we are reactive on this, like everyone going into covid—you make quick decisions that we couldn't make positions better—you have people treated differently because of managers. This way we have experts looking at this as an opportunity for conversation at the same time equitable while providing services to students. Also, a mindset shift—less about how many hours but rather looking at the project—has the potential to be great and shows us some opportunities. Best time for feedback.

L. Steinborn-Gourley--- So many of our students have eagerly connected with us virtually through the pandemic - making it convenient for those who work or live away from campus. I think this is going to be an ever-increasing trend.

D. Schulz--- Want to give a shout out to Jeff Pool for serving on the Task Force

Strategic Budget Planning Update (Lynn Akey):

- Many of us have recently worked to submit and complete program narratives due on Jan. 31st. Process of compiling those ready to go for evaluators
- Also working with evaluators to complete orientation process so they understand the process to complete those evaluations—have had 2 sessions.
- Expect will begin work on Monday, Feb. 7th as we release them into TEAMS. Until Feb. 28th to complete.
- Give recognition to evaluators—10-hour commitment over the next few weeks. Not insignificant
- At to academic programs—initial placements. Given to faculty before a final category outcome before the end of the spring term. Publicly thank evaluators to do great work for us as an institution.

Strategic Planning Update (Lynn Akey):

Strategic Plan Development Update

- **Futuring**
 - Trends and Issues in Higher Education
 - Student Competition and Competitor Briefing Paper (completed)
 - Workforce and Job Demand Briefing Paper (completed)
 - Student Trends and Expectations Briefing Paper (in-progress)
 - State, Regional and Community Briefing paper (in-progress)
- **Visioning**
 - Development of Draft Strategic Directions*
 - Vision, Mission and Values*

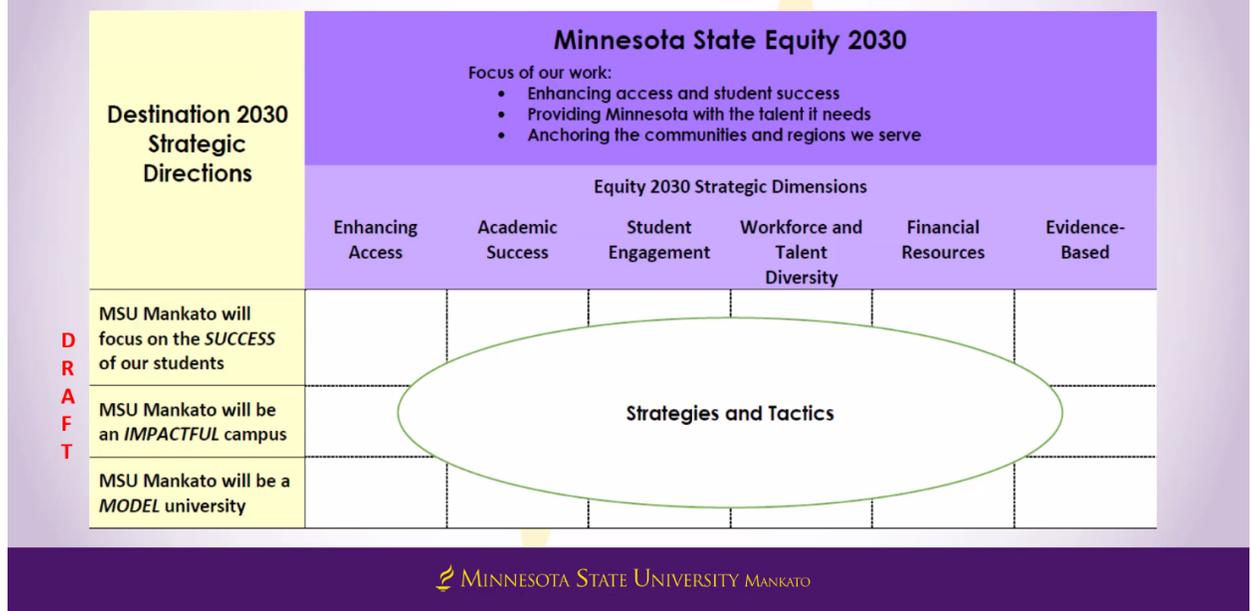
*Discussion Topics for Today

Development of Draft Strategic Directions

- **Destination 2030 Strategic Themes**
 - Ensuring a welcoming, equitable, and inclusive university
 - Caring for health and well-being
 - Focusing our resources
 - Offering an exceptional student experience
 - Serving students, managing enrollment
- **Communities Channels for Campus Feedback/Presidential Listening Sessions**
 - Generated a broad collection of ideas, strategies, tactics, etc. (Oct Meet and Confer)
- **Draft Strategic Directions**
 - Identifying most important and urgent work
 - Collected initial feedback from Planning Sub-Meet and Expanded Cabinet (January)

- Save feedback on vision, mission, and values for another time.
- President started in his address 5 themes—we solicited campus feedback in communities challenges and listening sessions. Initial consolidation given in October—continue to collect info. in fall term. Starting in spring term, pulling those ideas together to look at what is most important and urgent. Have developed some drafts to sub-meet and expanded in January. Some of the feedback suggested we need to take a different approach to think about how to think about that within the state system and equity 2030. What we have draft thus far are not nearly as bold or aspirational enough.
- Would like to ask feedback on current draft that is now coming together, what we are looking at is a matrix design.

Draft Concept for Development – Initial Thoughts or Feedback?



- The feedback we received—directions on the left are not bold or aspirational enough and need refinement going forward. In the middle—as part of our process will identify those strategies and tactics that will bring us moving forward. Want to embrace and bring Equity 2030 into the plan. We have not really looked at our statements in quite some time.
- Any initial thoughts, feedback or comments on what has been shared today?

M. Weister---Start by saying it's really great to see the beginning drafts of what it's looking like and how Equity 2030 and Destination 2030 line up together. How did that unfold together?

L. Akey--- Equity 2030 was set a while ago—that marker was already set before we came to our strategic planning process. We thought the time horizon is important. Planning requires having the longer enduring strategic directions that focus us in the long term and our strategies and action plan much shorter—3 years ---evolving over the longer term to help balance us out.

E. Inch--- Most strategic plans are 3-5 years are fixed and then go on—I am not a fan. We are in a remarkable and tumultuous time—looking at 10 years—demographics, technologies, and economies are going to come together (3rd industrial revolution)—actually looking at 2031 but 2030 allows us to align with Equity 2030. The goal is to keep eye on the horizon and adjust strategy. We had a comment from Kelly—we have not seen a matrix model before.

L. Steinborn-Gourley—I like that Equity 2030 is integrated into Destination 2030—overall movement in Higher Education—we need to become a more welcoming, actively receiving and supported environment for students not as represented on our campuses. Grateful for that.

E. Inch—it needs to be a part of all of what we do. Don't want it to become something separate over here—appreciate that it makes it central to what we do.

M. Weister--- Curious about the futuring process and the briefing papers—love that to inform our visioning. Are there any highlights or key things that things have changed over last few years? Any big takeaways yet?

L. Akey--- open it up –David and Henry for student side; Mark Johnson and Brian Martenson for work-force side.

D. Jones--- there is so much that is going through that is changing and we are learning: demographic, workforce shifts, technology shifts—we know Minnesota will be a bit sheltered but neighboring states will be part of that. Document -where are all the experts and data pointing to help us understand where we need to be positioned. A lot of our success/ enrollment is an overnight success 10 years in the making. This plan can do this for the next 10 years.

H. Morris—this will lead into our conversation of how we will do our hiring differently. As we go through this process---the definition of insanity is doing the same thing over and over/repeating and expecting different results—these documents say we need to do things differently which makes people feel uncomfortable. This is the beginning part but as we get to the work of it, we need to do things differently if we want it to be successful as we want. People of color are always concerned that their concerns get gobbled up and not seen. Black Lives Matter and All Lives Matter—don't want the message to get lost.

Diversity Statement/Job Posting (Henry Morris/Steve Barrett):

H. Morris—Start with Dimensions of Equity 2030 from the system.

- 3-legged employee success, student success, and equitable access to resources.
- We need to do our business differently.
- How we advertise and develop pools, how we move people from pools to on-campus interviews and how we move on-campus interviews to hire has not always worked well for our people of color.
- Our workforce should be reflective of our student body and our student body should be reflective of state demographic as a minimum. State demographic 20% people of color. As we get to 2025 and 30 those numbers will grow. People of color are the growing demographic in our country so our employees should follow that.
- This document just lays the groundwork—current enrollment at 18% for students and employees is around 13%--consistently for the last 4-5 years so haven't seen much growth in those numbers. There is a work-group
- Shared: University Job Announcement—get people to apply to the institution
- Highlighting university's commitment to DEI, Equity 2030,
- This part will be consistent in the job announcement, people don't get to change that.
- Make the place more inviting for everyone but in particular people of color.

S. Barrett-- we want a standard description of the University—there has been a wide variance some would have extensive, and others just click this link.

- We want standardization.

- Highlight and showcase commitment to DEI and Equity 2030. We are looking at position descriptions in general, not only flexible work options but also do they have unnecessary barriers excluding people that people could qualify to apply.
- Start in classified then move to unclassified.
- That feeds our job postings if it's in the PD. That will show up in applicant pools.
- Looking at HR for capacity to recruit employees. Not just post and let the applicant pool develop on its own but make sure to get diverse viewpoints and applicant pool.

H. Morris--- then we will also look at how do we get people out of the pool-will talk through meet and confer processes. Any questions on this part of it right now? If you want to invite me and Steve to more meetings, more than willing to come and keep you up to date.

M. Weister—is there a portion of this that relates to application screening questions for us to review?

H. Morris—there is but not ready yet to share with all, still going through the vetting process.

Vice President Student Affairs & Enrollment Management Report (D. Jones):
[MC Enrollment Report](#)

HR Topics (Steve Barrett):

- Workplace Environment Investigations we are averaging 22 days to complete which is faster.
- Things are busy; high volume in HR office.

Budget (Rick Straka):

- The state is looking at a \$7.7 billion surplus—that's assuming they spend treasury down to 0 but we should really assume that we have about \$3 billion not available.
- There are talks that in February of this year there could be \$1 billion higher surplus.
 - Senate wants to focus on tax relief—individual tax relief, unemployment, insurance
 - House democrats—emphasis on affordability and perhaps tuition freeze for higher ed.
 - Governor—silent on tuition freeze.
 - \$24 million to campus operations funds—could mean approximately \$2 million for us. We would definitely balance our budget with that and have a little leftover for investments.
 - Hopefully, all 3 parties can get a little bit of what they want.

COVID-19 Update (Brian Martensen & David Jones):

D. Jones—

- since we last met we have received additional guidance from the system office—reconfirming plans already in place.
- A couple questions we are getting right now:

- late spring and summer gathering for large events: If any members have questions on plans in place—Chandler Holland is our campus resource to consult to put forth the best health and safety measures.
- We continue to provide testing in Carkoski—consistent 160-300 testing on Tuesdays (for the weekly) & we partnered with Hy-Vee for vaccine clinics—also looking to host before spring break.

B. Martensen—

- Not a lot to add, recognize made some decisions going into spring semester that we would maintain to deliver in way they signed up for with the caveat of the omicron wave spike in January—gave some freedom and asked instructors to use mitigation if possible. Some have taken us up on that for just a little bit longer.
- Positive signs passed the crest and move into Feb. hopefully, we see case counts going down. Then you will see a message from us to have experiences to come back as planned.
- ASF has been helpful—advisor and SRCS getting us information on student experiences and concerns thank you for all your hard work in that area.

The Future College Update (Brian Martensen):

- Merger workgroup continues to meet and make recommendations.
- The first draft gets vetted out to the wider community for feedback and then final.
- Their work has turned to look to operationalize the college and bringing the dean's office together and getting the behind the scenes in place. Registration and records or other aspects of the website—bulletins and such.
- Parallel to that and a large part of that is hiring a founding dean. Search firm using to get as wide and diverse of a pool as we can. Express gratitude to ASF to get a member to the committee as well as other unions—shocked they got a meeting time majority. Finalizing the contract with the search firm.

S. Murray--is there a proposed name of the college?

B. Martensen---workgroup had a name and through the feedback process, received other suggestions and ideas and came back as a poll to the 2 colleges this week with additional opportunity for feedback. There is 1 in the lead but not a consensus yet. Not so much as picking a name as much as giving strengths and weaknesses like candidates in search committee. Myself and President Inch are charged with actually choosing a name. Not as much as important as much as who is coming together and make sure it represents who they are.

Student Wage Group Update (Rick Straka):

- As of Jan. 5th, new rates went into place:

Job Classification	Pay Rate
<u>Student Campus Assistant 1 (Base Pay)</u>	\$12.00
<u>Student Campus Assistant 2</u>	\$12.25
<u>Student Campus Assistant 3</u>	\$12.50
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<u>Student Para Professional 1</u>	\$12.75
<u>Student Para Professional 2</u>	\$13.00
<u>Student Para Professional 3</u>	\$13.25
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<u>Student Lead/Technology 1</u>	\$14.10
<u>Student Lead/Technology 2</u>	\$14.60
<u>Student Lead/Technology 3</u>	\$15.10
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<u>Shift Differential</u>	\$.45

- Another topic—we used to require students enroll in at least 1 credit to qualify for summer work, but at least for 1 more year, we have decided to not implement that policy; they must have intentions to enroll for fall. If not enrolled at least 1 credit it important for them to know they are subject to FICA holding for the 7.65% holding and university is responsible. For this summer 2022.