

MAPE Meet & Confer

August 14, 2018 • 2:30-3:30 pm • Via ITV: Willmar Campus H139/Hutchinson 115

Present: Craig Johnson, Keith Balaski, Dan Holtz, Betty Strehlow and MAPE members (in no particular order) Jehana Schwandt, Michael Hanna, Stacy Rossell, Lorna King, Gus Condezo, Susie Olson, Kim Boysen, Jay Morrison, Teren Novotny, Jeannie Cleary, Matt Roberts, Beth Hepola, Josh Morgan, Dave Fischer, Nellie Schmalz and Alex Erickson-MAPE Representative.

Concerns with Upsetting Faculty

Student advisors shared they are concerned about upsetting faculty who have been telling them they need to cap their class sizes. Betty shared that the faculty have been notified they should not be telling student services what numbers their class sizes should be, they need to talk to the dean for their programs.

Innovative Vs. Reactive Campus

Michael Hanna shared they are trying to look for ways in student services to be innovative, rather than reactive. President Johnson shared there is an initiative at the system office level called Re-Imagining Higher Education, which is looking for ways to be innovative, so this falls in line with what Michael is talking about. This initiative will begin this fall and likely be carried out over the next 1-2 years and each institution will be expected to develop and demonstrate innovative change.

Cut Scores for Gen Eds

It is challenging for advisors to place some students in classes when they haven't met the testing requirements. The question is if there is something we can do to help them bring those scores up with ABE or other means. This is especially apparent when working with our athletes. Dr. Johnson asked if there is a way to find this information out prior to them arriving at Ridgewater. Gus shared the advisors are trying to go through the list prior to them arriving, but he's not sure the coaches are working with the athletes to help them be prepared. Advisors would like to know if there is a way they can work together with the coaches to make sure the student athletes are successful.

Tuition Drop Date

Members are asking if it is possible to change our policy from having a hard tuition drop date and move to only officially dropping students if they do not have financial aid by the 5th day of the semester. Dan will be convening a committee that will be meeting to discuss this in September and it is important that whatever is decided is universally communicated to the students and that we stick with that policy.

Campus Communication Channel

It was questioned how we can be better about communicating on campus. The example was given about us hiring two coaches, but no one on campus knew about it until it was in the newspaper. President Johnson said he is looking to use Liz VanDerBill more frequently in her communication role to keep everyone informed about things happening on campus. It was also asked if it would be possible for HR to communicate when employees are no longer working here. Keith Balaski, CHRO, said it would be possible to do that for permanent employees, but not temporary employees.

Alleviate Tunnel Vision

Lorna explained that the members are looking for ways to involve frontline people who do the work in the decision-making processes, including assessments and accountabilities, when we have projects and

processes discussed on campus. President Johnson acknowledged the value of input from frontline people when we are examining issues or developing changes, and he suggested we create an on-line method of allowing people to submit continuous improvement ideas.

MAPE Employees Taking Classes

Keith Balaski said he is asking employees to email him classes they are interested in taking and how they relate to their professional development or if the classes are needed to complete a degree. He also shared the following eligibility criteria:

- Must be employed in the Minnesota State system for at least one year without a break in service.
- Must be FT, FT seasonal, PT, PT seasonal.
- Must have approval of the college or university.
- Must be related to the employee's professional development.
- Enrollment on a space-available basis.
- If the employee is eligible for tuition waiver, these credits are deducted from the tuition waiver benefit.
- Employee pays all fees.
- Books etc. not included.

Members should mail Keith the information regarding the course(s) they would like to register for with the course description and brief explanation of how it relates to their professional development. Keith will make a determination in regards to whether the course(s) they are taking are related to their professional development in consultation with employee or supervisor. After approval, HR can manually enter the request into the Tuition Waiver module.

Full-Service Credit Towards Accruals

Keith Balaski share the following information:

You must have been appointed to State service within 4 years of separation from the other employer, and the previous private or public sector experience needs to be directly related to your current State position. Here is what is needed:

1. There must be evidence to establish that the employee was employed by another public sector or private employer in a position directly related to the employee's current State position;
2. The employee must have been in a vacation eligible position with the previous public sector employer;
3. The employee must provide the necessary documentation demonstrating his/her previous vacation eligibility status;

HR would just need something from your previous employer(s) that documents the items above including specific dates.

Cost Saving Measures/Efficiencies

Members are asking if we can revisit the list of efficiencies to see if we can move forward on more of them. Dan said there has not been a lot of activity with it because we were in a transition phase, but he will make sure to discuss it with Dr. Johnson. Dr. Johnson said he wants to look at more than just efficiencies; he would also like to look at revenue growth or investing in performing better. He suggested this might be another area where we want to look at finding a way for people to submit ideas online.

Hiring Search Process

MAPE members want to know if it is possible to get back to having a member from each bargaining unit on hiring committees so committees aren't being "stacked" with members from just one area. They would also like their rep to know if their volunteer is chosen to be on a committee. President Johnson said his only reservation about having a member from each bargaining unit on a committee is making the size of the committee too large, but it is something we will consider.

Dr. Johnson's Ideas About Attracting Prospective Students

President Johnson shared that all ideas about attracting more students need to be determined collaboratively. He feels we may need to do more work to promote our programs and share our stories. He has heard many interesting stories from both campuses about how students have been positively impacted by being at Ridgewater, and we need to share those stories. How can we do more to promote our faculty for each program and our graduates' successes? He said he has also been thinking about the impact a program has a student's life – how can our messaging show how we enrich their life or show the return on investment when they enroll and graduate from Ridgewater? He would also like to research, for all of our programs, the ratio of school cost versus the pay they can expect to receive on-the-job for their selected program.

New College Council

Dr. Johnson shared he would like to have a college council that would have representation from all the bargaining groups to discuss items that need attention. He would recommend we also include students and outside representatives. He would like to do a committee with a similar structure that also addresses marketing, specifically, with Liz being the lead of that committee. He would envision the meetings to be a place of informal discussion, to share ideas and create dialogue.

Informal Meetings with MAPE

Dr. Johnson is willing to meet with MAPE members in informal meetings on each campus if the members would like to do so.

The meeting adjourned at 3:50 pm.

Submitted by Debbie Ardoff

CJ/da