

MAPE Meet & Confer

July 20, 2023 • 9:00-10:00 am • Via Zoom

Present: President Johnson, Tara Strey and MAPE members (in no particular order) Lorna King, Brian Nemmers, Heather Wright, Missy Rothwell, Eleonora Pernilladotter, Ellery Knight, Dave Fischer, Megan Stadem, Kari Kuhlman, Samantha Henkel, Stephanie Holland, Stacey Kohn, Matt Roberts, Davontay Stevens, Laura Kriese, Mark Taylor, Tammy Howe, Josh Morgan, Janet Meier, Stephenie Jimenez, Heather Marcus, Nellie Schmalz

Budget Update/Changes

1. New Information, Conversations, Plans – President Johnson said there are not any updates to share, as we are still waiting. We are told we cannot expect to get numbers for AY2023 until late August. For FY2024, we are still finalizing the information we received on the new biennial budget. In general, it appears we will get about \$2M in additional funding. President Johnson pointed out the additional funding is not fully available for new initiatives, as it will help reduce our anticipated budget deficit in FY24 and FY24, and the salary increases in new bargaining unit contracts will also draw on those additional funds. Right now, early in the game, we are anticipating a possible \$1-2M deficit at the end of AY2024.
2. Impact of Changes to Union Members – President Johnson could not report any current plans for budget impact on bargaining unit groups, but he said the MAPE group has experienced the most growth of all employee groups in the college and in the system, largely due to the fact that many MAPE positions directly impact student support and more of these positions have been added in the past year.

Vacancy Notices

1. Organization Changes/Updates – President Johnson said we are consciously shifting from a deliberate period of a change over the past five years, to a stabilization period in the next few years. We need to be careful about any new initiatives or changes we may choose to do, and the rate we do it, and focus on implementing and establishing the changes we have made to date. The work we did over the past five years is work that we needed to do to help us be successful moving forward. The college organization charts are being updated and will be posted on the SharePoint site after Duty Day.
2. Career Planning | Reallocation vs. Reclassification – Tara explained these two things are the same; Reallocation is an AFSCME term and Reclassification is a MAPE term. She also said MAPE members have the right to ask for a job audit if they believe their position has changed and should be reclassified. President Johnson said we need to be careful we aren't reclassifying positions as a way to reward employees for good performance, as we should only reclassify positions when job duties change or expand. Employee awards allowed within the bargaining unit should be used to recognize exemplary performance. (*Post-meeting note from Tara Strey: After review of the MAPE contract, the term reclassification is used the same as the AFSCME contract under Section 5. Reclassification. As stated in the meeting, the college does not have many, if any, positions that fit the term of allocation, as it would be more along the lines of a job vacancy to be posted.*)
3. Hiring Committees - Policy Changes for Appointment and Selection Process – Lorna King, Ridgewater MAPE representative, discussed the temporary change to the screening committee membership process allowing MAPE to put forward recommended MAPE participants for screening and hiring committees. President Johnson noted this is not intended as a temporary change, but it has been put in place immediately by the President while the entire process is reviewed by the College, beginning with the Policy Group's review in September. He also emphasized that each staff bargaining unit will have one designated seat on each screening and hiring committee and the bargaining units will have the right to appoint their committee member. MSCF will have the right to appoint up to 2 faculty for each screening and hiring committee, and the President will have the right to add up to 2 additional committee members. Participants can only be on one committee at a time and we are trying to make sure as many MAPE members as possible have an opportunity to participate on screening committees. This policy change is in place now, but the review process will begin when the College Policy Group reconvenes in the fall and we start the

process for college review of any changes to formalize the new process, hopefully before the end of fall semester.

FY2024 Work Plan Goals

President Johnson shared that he will present the FY24 Work Plan and college goals at Duty Day to inform everyone. Up until now, we tried to form our Work Plan goals within each division, but President Johnson has decided he needs more confidence in our work plan goals for his annual reports to the Chancellor, so he is shifting to a process where he is assigning work plan goals to each Executive Team member for areas of need for the College and the system-level work. Each executive team member and their teams be charged to meet their assigned work plan goals and he will meet with executive team members every two months to review the goals and make sure we are on track. In addition, each work team in the College will be free to develop their own team plans and goals, provided they do not conflict with the college work plan progress.

Plans for Sustainability Discussions in the Fall

President Johnson said he has a meeting scheduled with Enterprise Minnesota (Steve Haarstad), to explore the idea of using them to facilitate the sustainability sessions in Fall/Winter 2023-24 using the input we received from community members this past spring. We will have various levels of discussions as a part of this process, including discussions with faculty, staff and community members who expressed an interest in participating in our process. The challenge for employees will be setting aside their personal feelings and interests and looking at what is best for the college in the long run.

Open Forum Items

Josh Morgan shared an Office365 tool, Delve, that all employees have access to; it allows people to update their profiles and share information about themselves and what they do at the college. (See below for screenshot with information.)

College-Wide Climate Survey

President Johnson said he will be sharing the survey results at the August 17 Duty Day; survey results, including comments, will also be emailed to all employees. He did say, however, he was pleasantly surprised at the satisfaction level from employees about the college. He also said Chancellor Malhotra felt Ridgewater has made great progress moving from a more reactionary climate to a more thoughtful attitude toward changes that take place.

The meeting adjourned at 10:08 a.m. Our next meeting is scheduled for October 12, 2023.

Submitted by Debbie Ardoff
Executive Assistant to the President

CJ/da

Delve information in Zoom Chat from Josh Morgan:

Joshua Morgan to Everyone 9:41 AM

<https://nam.delve.office.com/>

Employees can update profile information in Delve which is apart of the Office 365 suite.