



June 22, 2022

Chair Cowles, Chancellor Malhotra, and Trustees:

I am very sad to not attend this Board of Trustees meeting as my last official duty as the State ASF President before my term ends on June 30. This would have been my 48th Board of Trustees meeting over six years! Serving as the State ASF President has been the **best** professional development opportunity I've had to not only stretch my leadership skills and confidence in serving the 775+ ASF members statewide but also to gain a more in-depth knowledge about the operations of the MN State system and our campuses. I came into this position when the Board of Trustees was discussing how to offer more baccalaureate programs in the metro area (and should we have a marching band and mascot?!?), how to address an outdated data management system, how we can position ourselves to leverage our system-ness, and how we can work with the Legislature to increase base funding for our campus operations. While some of these topics continue to be addressed, it is amazing to reflect on the many changes and updates made to our system over the past six years I've served!

While we know that higher education moves at a glacial pace, I appreciate the focus on collaboration and shared governance to make the best decision possible. I am proud of our system for taking quicker-than-normal action to evaluate and propose changes in the law enforcement education programs in our system. This was a huge undertaking that at times seemed insurmountable. ASF had a seat at the discussion tables and is supportive of all changes including the updates to the general education requirements focusing on human diversity and racism. It is imperative that our students have an opportunity to study how our history plays out in today's society and in their own identities. While there may be outside forces that may not agree with this, ASF believes it is our System's role to ensure that our students are challenged to reflect on how they can play a role in helping our communities be more just, equitable and inclusive.

In response to the FY23 operating budget, ASF members play key roles in the budget development process. Many of us stand on both sides of the equation: We see that students need lower tuition and fees AND we need to secure funding to deliver programs that support student success. We want and need to see our campuses and the MN State System analyze and evaluate our ROI across the system. While students are caught up in inflationary struggles, so are ASF members, as our own wages are stretched further. We support the budget, and we call for a greater State contribution to Minnesota State to support tuition and fees AND to support employee wages and benefits.

Finally, I want to thank President Olson and my home campus of Winona State University for allowing me to have the time to serve as the State ASF President. I am looking forward to a Professional Development Leave in Spring 2023 to help our campus study the recruitment, retention, and engagement of the future higher ed workforce as we know we must keep up with the times to attract and retain the best and brightest employees. While I will still stay on our State ASF Board as the Past President and the State Grievance Officer, it is time for a new set of leaders to step in. And I am very proud to say that WSU will continue to house the incoming State ASF President, Alex Kromminga, who

will take the reigns on July 1. Alex has been a member of the MN State system for many years and has been a part of several different bargaining units. I wish him the best of luck and look forward to seeing where he takes ASF next!

It has been a pleasure to get to know so many system leaders as we all worked together to serve students, and I wish you all the best!

Sincerely

A handwritten signature in black ink, appearing to read "Tracy Rahim". The signature is fluid and cursive, with a large initial "T" and a long, sweeping underline.

Tracy Rahim
State ASF President/Grievance Officer