



**Meeting Minutes**  
**\*Special meetings\***  
**December 20, 2021**

	Page
Board of Trustees	<b>2</b>
Workforce and Organizational Effectiveness Committee	<b>5</b>





**Board of Trustees  
Meeting Minutes  
December 20, 2021**

---

A special meeting of the Board of Trustees was held on December 20, 2021.

Trustees present: Jay Cowles, Chair; Rudy Rodriguez, Vice Chair; Asani Ajogun, Victor Ayemobuwa, Alex Cirillo, Dawn Erlandson, Roger Moe, Javier Morillo, Oballa Oballa, Kathy Sheran, George Soule, and Cheryl Tefer

Trustees absent: Jerry Janezich, April Nishimura, and Michael Vekich

Staff present: Devinder Malhotra, Chancellor

The meeting materials for this meeting are available [here](#), starting on page 25. An audio recording of the meeting is available [here](#).

Chair Cowles called the meeting to order at 10:40 a.m.

**Chancellor's Report, Devinder Malhotra**

First of all, I thank you all for agreeing to this special session. Indeed, this special session is a testament to the fact that even during the pandemic and with all the uncertainty surrounding it, the work of Minnesota State continues to move forward. The last two weeks have been joyous at each and every campus in our system as we witnessed commencements, some virtual, some in-person. Nevertheless, in each and every case, students graduated. During the pandemic, we have graduated 57,000 students and the students who are graduating over the last few weeks will add to that total. Among these graduates are 300 Minnesota National Guard members who graduated from their training as Certified Nursing Assistants which will directly address the workforce shortages in the healthcare area, particularly serving nursing homes and other important areas. Also, the Governor has agreed to fund additional training for around 1,000 nursing assistants so we are looking forward to that too. I must commend our Minnesota State HealthForce which is a Center of Excellence hosted at Winona State University, along with Executive Director Valerie DeFor, System Director Jennifer Eccles, and Larry Lundblad, who was recently appointed Executive Director of Workforce Development for Minnesota State. They have been working hard and are at the table for these conversations as the state gears up to address workforce shortages. I'm sure this is just a beginning and more is yet to come.

Another area I would mention and which is the focus of today's special meeting is conclusion of two contracts. On the face of it, it seems like a regular cadence every two years we bring negotiated contracts. But these contracts are emerging out of an intense period of not only the pandemic, but also for the Minnesota State in terms of its strategic positioning for the future. For both of those contracts, both sides were much more focused in interest-based bargaining as the language was being negotiated. In that context, I think they were much more focused on what is needed to accomplish our strategic positioning around Equity 2030. That was part and parcel of that conversation. As Senior System Director Chris Dale mentioned, IFO in its Article 22, which lays out the roles and responsibilities of the faculty and how faculty will be assessed, have directly incorporated language which sets an expectation that everyone is working towards the Equity 2030 goal of closing the educational equity gaps. This is indeed very fundamental. I cannot think of very many other examples nationally in which this kind of an agreement has reached. So I commend both IFO and MSUAASF for taking this on and keeping it front and center. This bodes well for the future of Minnesota State, for these students and communities, and for our colleges and universities.

#### **Chair's Report, Jay Cowles**

First off, I want to acknowledge and congratulate Trustee Roger Moe who was recently included in Finance & Commerce's "Minnesota Icons of 2021", a special section of the publication that recognizes the rising stars of Minnesota's business community, alongside those whose careers have left a lasting mark in the state's business and legal professions. There is no doubt that Trustee Moe has left an indelible mark on this state and this system; in fact, it was his leadership that brought the Minnesota State Colleges and Universities system into existence! Congratulations, Roger, on this much deserved honor and thank you for your continued service.

I am also pleased to report that trustees had the opportunity to attend a couple of in-person commencements earlier this month. I, along with Vice Chair Rodriguez and Trustee Erlandson, had the pleasure of attending the commencement ceremonies – four in total – held for the graduates of Metropolitan State University last weekend. And Trustee Moe attended the commencement ceremony held at Minnesota State University Moorhead last Thursday. I think I speak for my fellow trustees when I say we are thrilled to have this opportunity – truly one of the highlights of trustee service – and look forward to getting back to the normal cadence of commencement ceremonies, hopefully this coming spring.

Lastly, let me offer heartfelt congratulations to all those graduating from our colleges and universities this month... We know that to get to this day you have had to juggle work, family, and community responsibilities while pursuing your studies and you did all of this – successfully – during this pandemic! We are proud of your dedication and perseverance and are confident the education you received has equipped you well to be leaders in both your careers and your community and truly believe that each of you

represents hope for a bright and bold future — for your families, for your community, for Minnesota, and for our world.

### **Consent Agenda**

Chair Cowles asked if anyone wanted to remove an item from the Consent Agenda.

Trustee Moe made the motion to approve the consent agenda and Vice Chair Rodriguez seconded. A roll call vote was conducted. The vote was as follows:

Trustee Ajogun	Yes
Trustee Ayemobuwa	Yes
Trustee Cirillo	Yes
Trustee Cowles	Yes
Trustee Erlandson	Yes
Trustee Janezich	Absent
Trustee Moe	Yes
Trustee Morillo	Yes
Trustee Nishimura	Absent
Trustee Oballa	Yes
Trustee Rodriguez	Yes
Trustee Sheran	Yes
Trustee Soule	Yes
Trustee Tefer	Yes
Trustee Vekich	Absent

The board voted to approve the consent agenda as follows:

- 1. Approval of 2021-2023 Inter Faculty Organization Master Agreement**
- 2. Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**
- 3. Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**

### **Adjournment**

Chair Cowles adjourned the meeting at 11:05 a.m.



**Workforce and Organizational Effectiveness Committee  
Meeting Minutes  
December 20, 2021**

---

A meeting of the Workforce and Organizational Effectiveness Committee of the Board of Trustees was held on December 20, 2021.

Committee members present: George Soule, Chair; Rudy Rodriguez, Vice Chair; Asani Ajogun, Dawn Erlandson, Roger Moe, Kathy Sheran, Cheryl Tefer

Committee members absent: None

Other board members present: Victor Ayemobuwa, Alex Cirillo, Jay Cowles, Javier Morillo, Oballa Oballa

Staff present: Devinder Malhotra, Chancellor; Eric Davis, Vice Chancellor for Human Resources; Chris Dale, Senior System Director for Labor Relations

The meeting materials for this meeting are available [here](#), starting on page 11. An audio recording of the meeting is available [here](#).

Committee Chair Soule called the meeting to order at 10:39 a.m.

**Agenda Item 1: Approval of 2021-2023 Inter Faculty Organization Master Agreement**

Committee Chair Soule invited Vice Chancellor Eric Davis along with Senior System Director for Labor Relations Chris Dale to present Approval of 2021-2023 Inter Faculty Organization Master Agreement, as detailed in the meeting materials.

The meeting materials for this item begin on page 12.

*The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees adopt the following motion:*

*The Board of Trustees approves the terms of the 2021-2023 labor agreement between Minnesota State Colleges and Universities and the Inter Faculty Organization (IFO) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.*

**Agenda Item 2: Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement**

Committee Chair Soule invited Vice Chancellor Eric Davis along with Senior System Director for Labor Relations Chris Dale to present Approval of 2021-2023 Minnesota State University Association of Administrative and Service Faculty Master Agreement, as detailed in the meeting materials.

The meeting materials for this item begin on page 17.

*The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees adopt the following motion:*

*The Board of Trustees approves the terms of the 2021-2023 labor agreement between Minnesota State Colleges and Universities and the Minnesota State University Association of Administrative and Service Faculty (MSUAASF) and authorizes Chancellor Devinder Malhotra to sign the agreement on behalf of the Board of Trustees.*

**Agenda Item 3: Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators**

Committee Chair Soule invited Vice Chancellor Eric Davis along with Senior System Director for Labor Relations Chris Dale to present Approval of 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators, as detailed in the meeting materials.

The meeting materials for this item begin on page 21.

*The Workforce and Organizational Effectiveness Committee recommends that the Board of Trustees adopt the following motion:*

*The Board of Trustees approves the terms of the 2021-2023 Minnesota State Colleges and Universities Personnel Plan for Administrators.*

Trustee Moe made the motion to approve agenda items 1, 2, and 3 which lists the two agreements and the personnel plan. Trustee Rodriguez seconded. A roll call vote was conducted. The vote was as follows:

Trustee Ajogun	Yes
Trustee Erlandson	Yes
Trustee Moe	Yes
Trustee Rodriguez	Yes
Trustee Sheran	Yes
Trustee Tefer	Yes

The committee voted to approve the recommended motions.

**Adjournment**

The committee chair adjourned the meeting at 10:41a.m.