

**Minnesota State University Association of  
Administrative and Service Faculty Meet & Confer  
Thursday, October 2, 2025 | 1:15 – 2:45 pm  
CSU 238**

*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.*

**Meeting Chair:**    ☐ MSU President: Edward Inch        ☒ Alissa Morson

**Attendees:**

<input checked="" type="checkbox"/> Amy Cooney	<input checked="" type="checkbox"/> Linda Meidl
<input checked="" type="checkbox"/> Shauna Elbers	<input checked="" type="checkbox"/> Michelle Moosally
<input checked="" type="checkbox"/> Jill Fischer	<input checked="" type="checkbox"/> Henry Morris
<input checked="" type="checkbox"/> Tressa Flo	<input checked="" type="checkbox"/> Alissa Morson
<input checked="" type="checkbox"/> Anne Gillespie	<input checked="" type="checkbox"/> Sergio Salgado
<input checked="" type="checkbox"/> Lindsay Henderson	<input checked="" type="checkbox"/> Sheri Sargent
<input checked="" type="checkbox"/> David Hood	<input checked="" type="checkbox"/> Kristel Seth
<input checked="" type="checkbox"/> Edward Inch	<input checked="" type="checkbox"/> Sam Steiger
<input checked="" type="checkbox"/> Brian Jones	<input checked="" type="checkbox"/> Liz Steinborn-Gourley
<input checked="" type="checkbox"/> Joe Kmietch	<input checked="" type="checkbox"/> Travis Thul

**Guests:** None noted

**Documents Referenced in the Meeting:**

Found on THE FOUNTAIN: ASF Meet and Confer [October 2025](#)

**AGENDA**

**Meeting Chair – Alissa Morson, MSUAASF President**

**1. Standing Items:**

- A. Welcome & Introductions
  - Introductions around the room.
- B. Reorder/Additions
  - ASF requests moving DEI listening sessions discussion to next month
- C. Review of Prior Meeting Notes – no changes noted
- D. MSU President's Report [**Edward Inch**]
  - Welcome to October. September went fast. Some good things happened, some hard things happened. Reminded us of our shared mission. When we do our jobs well, tremendous things happen: Homecoming, community and school pride; The Future state announcement, community connections and opportunities; closed out best year yet in fundraising – our community and alumni want to invest in us.
  - Good things/Kudos:
    - ♦ 1/3 of 34 million raised in 24-25 went to direct student support – donors and alumni know that their support is an investment into our students and our future economy. 11 million went into budget.
    - ♦ *Oklahoma* theatre production donor event last night – big hit. Also announced a large gift/endowment to the grad program to our theatre so that it will continue to be world class. Caution: dark show. Stunningly good and stunningly frightening.

- ◆ We will get an endowment for the sims labs so that they always stay up to date. Just announced.
- All of these things talk about our work and value. Talked to a family with four kids all in different Universities in Minnesota/South Dakota. We have the best campus. “You take exceptional care of our students”.
- Hard things:
  - ◆ What made the last couple of weeks particularly tough is on-going concerns about a member of our university community making comments about Charlie Kirk, which some believe are celebrating political violence.
  - ◆ Everyone has a right to free speech and our administration/leadership fully support this person’s right / entire community to voice their opinion.
  - ◆ We do not have the right to use university channels or equipment to voice personal opinions.
  - ◆ Worrisome is that there are implications for free speech, and that consequences get paid for by someone. In this case they are getting paid for by our staff and our students.
  - ◆ Resources shifted to manage the situation: 210 messages come into the University; majority unhappy that we are not firing the professor. Comms area and Pres office has been managing all of these messages. Fielding angry and intense messages. Some parents are asking questions at admissions. This has impacted our legislators as well and their support of us and, in particular, funding of Armstrong hall. We have lost some support, we have lost meetings with those senators. Loss of bonding support.
    - i. Challenge – figure out how to get Armstrong bonding in a new scenario. Asking ASF help to sort out implications with what Plan B is. 40% of our classes are in Armstrong.
  - ◆ Questions: Liz SG: do you think this one faculty member is the cause of not getting funding after trying for 10 years? Pres Inch: I don’t think this one item is the single cause, no. But nonetheless, we have this challenge made harder now. We need to come up with a Plan B. Arguments were getting traction over summer; but now we’ve lost some of that. We have to have a unified community response saying this is important. Is this the only thing, no, but it doesn’t help. Anne G: Armstrong is the largest ask in state history, and this allows them to bypass it. Inch: we are no longer on the bonding tour as was originally suggested by two legislators who were at convocation.
  - ◆ Comment: Jill F: Thank you for supporting free speech and this professor. Inch: Without free speech we don’t have a University, but it has been a drain on resources; 100% of time for two weeks. Want everyone to be aware of the consequences of free speech.
  - ◆ Comment: Alissa M. Thank you for sharing your experience, and for your support. Very proud to say she works at MSU-Mankato. Especially considering other Universities letting people go, not being supportive of free speech.

E. ASF President’s Report [**Alissa Morson**]

- ASF is a strong supporter of all these things, free speech, and while we understand that the University cannot take positions, ASF can take position.
- I hope we remember our mission to continue to enroll all kinds of students and support them. We want to do what we can do as a union to support the Pres/Pres office. We want to be partners and can create communication plans to deploy to legislators. Proud to be here as we know that

we/our university will not be bullied. Want students to come here and know that they feel protected, and ASF members are committed to this. We walk the walk.

- ASF Homecoming this week. ASF Founder's Day Sept 29<sup>th</sup>, our 50<sup>th</sup> anniversary. Our own alum, Rich Wheeler, founding father of the union, was at our events. It was inspiring to see members partake in Monday's events. Saw the pure joy of getting together with our friends and colleagues. We can forget that joy as we are bogged down in daily challenges. We made a commitment on Monday that we are going to support ourselves and each other through all of this. Had retirees on campus express their appreciation of their time here and what we are now doing.
- Reminder: ASF member Gina Maahs-Zurbey Celebration of Life, Friday, October 3, 4 – 8pm at The Venue. ASF has made a donation in her honor. Welcome others to do the same.
- Remind ourselves that if we do this together we will be okay. Proud of leadership here, if we stay strong, we can do anything.

F. Acting Vice President Student Affairs & Enrollment Management [**Brian Jones**]

- Leadership have come together regarding Strategic Enrollment plans. Will share more in the later part of agenda.
- Todd Pfingston retiring, moving forward on that search, to cabinet this week.
- The Future State campaign – his division very involved in making this happen and making these facilities successful. Many ASFers will be involved in this; still a lot of unanswered questions.

## 2. Discussion Items:

A. Questions from Administrative Reports [**MSUAASF**]

- Sheri Sargent – HR reports:
  - ◆ Reminder flu shot
  - ◆ Open enrollment day coming up
  - ◆ Email sent this morning – bi-weekly timesheet reminder. This one is important as recently WorkDay did an update to the Absence App. Email reminder today has a link as to how to add the app to your list of apps. There is a link to the knowledge base that walks you through as to how to do that.
- Questions: Liz SG: Vacancies Report: two roles still held in DEI? Shari S. – the excel sheet may not be updated; this is corrected on the Eliminated/Held position pdf just very recently uploaded to Teams site.
- Questions: Linda M: everything on the pdf recently uploaded will be held for the entire year? Alissa M: Eliminated/Held list – these are the 40 positions referred to earlier? Shari S: Yes.
  - ◆ \*The Eliminated/Held list has the 40 positions which have been eliminated (most/all vacant), and those that continue to be on hold
- Comment: Kristel Seth: ASF Steward note - per new contract language, any additional duties assigned to ASF staff now need to be written. Please share with your leaders to encourage support of this to be even more explicit in any additional duties assigned to ASF staff.
- Comment: Linda M: even further, asking HR to share this out to all supervisors, to educate supervisors who may be asking for this. Shari S. is taking note.

B. Budget Update [**Anne Gillespie & Edward Inch**]

- **Anne G:** Not a lot has changed since last month. Continue to work on audit, first-year utilizing WorkDay. Bumpier than normal but making it through. Expect to complete by end of year, i.e normal timeframe. FY26 came in pretty close to projected enrollments, we did get additional tuition with banded tuition rate change.
- Recall FY 26 budget asks were 210 million expenditures; we approved 202 million. This is why we are now seeing some currently held positions be made permanent cuts (Eliminated and Held position pdf). So, we are balanced but haven't added all the union contract implications yet, so we

may still see more changes. Don't have great reporting from WorkDay yet so hard to do the work w/ data and analysis, but they continue moving forward.

- Budget sub meet – already discussing the “lever to pull” for FY27, which is *tuition*. They have a tuition task force to look at this, and that task force will focus on online, graduate, in-state/outstate tuition. We no longer have big buckets of money to cut – we have already done this. So, looking at tuition increases, and we are asking for earlier guidance from the State office. We will continue to advocate with the system for more equity with allocation. A committee has been formed out of Presidents at system office. Not sure where this will go. Even if the entire system doesn't change, Mankato needs some special consideration.
  - When we have lobby days, we need to be more present. Can be more intentional: “Minnesota Proud” vs “Minnesota Nice”. Students are choosing us, enrollments are solid but state still lumps us in. Anne G that we are more present to help us continue to make the case of inequity in our allocation model. The larger you are the more expense you pay, but also the larger you are the less you get from the system. Need to tell the inspiring stories of our wins and whys.
  - Budget coming; will get us data as needed but may take a little more time.
- C. Expansion of the in-state tuition scholarship [Brian Jones]
- Working with Budget sub meet – planning to expand in-state tuition scholarships to South Dakota residents to gain back some of the students we lost when South Dakota took away reciprocity (this was our first fall without reciprocity agreement in place.)
- D. DEI Listening Sessions – ASF initial feedback regarding DEI on campus [ASF Leadership]
- Tabled until next Meet & Confer

### 3. Information Items:

#### A. Mavericks Doing Amazing Things [VP Reports]

- Future State Update [VP Amy Cooney, Edward Inch] **Time Certain – 2:00 PM**
  - ◆ Amy C.: Donor appreciation event at the theatre, production of *Oklahoma*. Go see it! Very good. 320 donors were there. Fun event and great opportunity to showcase the University.
  - ◆ Launched *The Future State* campaign last Wednesday. Recorded and available for viewing. Exciting to move it from the silent phase to the public phase. Raised already 30 of 60 million needed for the campaign. Great example of the community and University working together.
    - i. Started to think bigger than just a University need. Started to wonder how it could engage and support the community as well. Looking to engage many demographics – young, old, college level, etc.
    - ii. Impact study – multi-use stadium could bring in 127,000 additional visitors to our campus. Opens up new opportunities: large scale concerts, festival and fairs, expos, trade shows, expand the career fair, host competitions, also an opportunity enhance our green spaces for disconnection and reconnections.
    - iii. First floor of student housing building likely will house campus health and wellness areas and/or retail. We have already been approached by businesses wanting to open up some more food options. Feedback encouraged us to think this is not just a stadium – this is much more. How to get more use out of some of these spaces.
    - iv. Student housing survey – found we have a need for around 370 more spaces; but it also looks a bit different. Will be managed similar to Stadium Heights. Could also house upper classmen and grad students.

- v. Big changes all around, but adding bleachers to our track so we can then host some other events: HS state meets, etc.
    - vi. Stadium Naming – Taylor Family Field, Becky and Glen Taylor Stadium, Theilen Front Gate and ISG Secondary Gate.
  - ◆ ASF is invited to walk beside them to the future state. Share any community contacts we may have.
  - ◆ **Funding clarifications** – Stadium will be fundraised fully. The state system will not fund athletics. Mixed use spaces: the Real Estate foundation is helping fund this. We will use non-profit bonding and rental bonding to support that. Will save those funds for Armstrong, etc.
  - ◆ Questions: Sergio S: Works in admissions, is supportive, wonders how to talk to non-athletes to sell this? Amy C: It will benefit a broad array of students. Some real-life experiential learning opps to engage in the build, but also can put events, concerts, showcase events, pop up stores, sculpture walks, etc.
  - ◆ Questions: Jill F: Outdoor vs Indoor venue spaces: we are in Minnesota: Pres Inch: Outdoor concerts but sports areas are four seasons. Amy C: Will be a club space and retreat space inside areas but larger scale concerts, etc., will happen when weather is warmer.
  - ◆ Question: Liz SG: Carkoski going away, what about food pantry? Cooney/Inch: Food pantry will move into new stadium area along with a new grocery. Brian J.: Carkoski – may or may not be around a while - their actual shut-down date is still TBD. He apologizes for any confusion about Carkoski.
  - ◆ Question: Will new housing be res life run? Inch/Cooney/Jones – more like Stadium Heights management. No RDs. Now we can try to figure out all the details. Reminder that none of this is set in stone. More details to come. Will be a collab (if all goes through) between management company and Res Life. Conversations are really getting going now. Anthony in Res Life been involved for some time as well.
  - ◆ Comment Brian J: this is a big lift. But this continues our history of being innovative in revenue generating ideas. A lot of people in this community are excited about this; we would be wise to capitalize on that.
    - i. Liz SG: doing this will expand the human resources needed to run a new space, but we just discussed the list of eliminated positions. How do we do this? Pres Inch: economic impact study has said that the Univ would hire between 22 – 30 people to manage the complex that would be paid for out of the revenues.
  - ◆ Question: Henry M: Carkoski end date will be communicated? Brian J: Yes.
  - Homecoming 2025 **[VP Jones]** - Homecoming parade participation was high, very successful homecoming. Lip Sync was very successful! The Mavians! Maverick Dance Team! The Carnival – sounds like it went very well, complimented fireworks/bonfire. SAC team will continue to evaluate. Parade and Mavericks on the mall – great success, Pres Pancakes! Thanks to all of ASF who put so much into Homecoming 2025
    - ◆ Comments: Lindsay H – feedback, mavericks on the mall – spread the tables out wider – not accommodating to strollers, etc. Otherwise great!
  - Esports Kato Clash **[VP Kmiech]** – Holding the event right now through November. Online competition. 22 schools from 11 different states. Championship Nov 22 and 23. Streamed on MSU Twitch. Varsity Esports = 90 try out, 60 on the team. Club program 490 students involved. ASF member Levi coach and the entire crew are doing great things.
- B. Strategic Enrollment Management Planning **[Brian Jones]**
- See SEM draft plan in Teams site for full details.

- SEM = Strategic Enrollment Management plan
- Goals (draft status)
  - ◆ Track/project enrollment, retention, and graduation targets for all students and by various demographics.
- Elements of Success – working group areas
  - ◆ Financial Stability
  - ◆ Student support
  - ◆ Marketing and comms
    - i. Will identify working groups for these areas.
- Leadership Groups – current members, may expand as needed but content area specialists will be part of working groups noted above.
  - ◆ Brian Jones
  - ◆ Lin Chase
  - ◆ Michelle Moosally
  - ◆ Gwen Schimek-Tishler
  - ◆ Jen Besl
  - ◆ Amy Carmack
- Question: Jill F: where is SS&E and Office of SS involved in this planning given our direct and indirect involvement in University reenrollment and retention efforts? Brian J.: SS&E will be involved in the work groups area, and SS&E leadership are members of the Enrollment Management committee from where much of this work and feedback comes.
- Comment: Kristel S: area around scholarship, etc. make sure that's represented connected to research and scholarship. Please include the language. Jones: will add this language and will be made explicit in the grad space, etc., but may not have a big role in the SEM. Importance of language around research and scholarship tbd.
- C. Armstrong Hall project advocacy and status update **[Edward Inch, Anne Gillespie]**
  - Anne G: We have been working on the Armstrong plan for last 10 years
  - We will be spending 3 million of what we have to build out the basement of Clinical Sciences building; nursing will move there.
  - FY2026 Armstrong now – 97million. Not being on the bonding tour will be a challenge for us to get this ask, but working on getting Governor and other key state people to campus; will ask us all to come out to support if visits are made. Working on a comms plan to market the emotional side of the Armstrong need. Trying to share the story of getting the value and ROI. Business leaders have stepped up for why it's important to Mankato and is critical to long-term success to Mankato.
- D. Summer Registration Window Update **[Brian Jones] – did not cover**
- E. Accreditation Visit is October 13-14, 2025. Please review summary [materials.](#) - did not cover
- F. EAB Moonshot Update **[Henry Morris] – did not cover**
- G. Mid-semester Start for Undergraduate International Students **[Alissa Morson] – did not cover**

#### 4. Administrative Reports [See Teams Site for Written Reports]

- A. ITS Update **[Joe Kmiech]**
- B. Finance & Facilities Update **[Anne Gillespie]**
- C. Enrollment Update **[Brian Jones]**
- D. Administrative Services **[Sheri Sargent]**
  - vacancy list and any held positions
- E. Diversity, Equity & Inclusion **[Henry Morris]**

Closing - meeting adjourned at 2:49pm. Will move items not addressed to next meeting.

**MSUAASF Meet & Confer Follow-Up Questions, Thoughts or Concerns from MSUAASF members or eligible members can be directed to: MSUAASF President: Alissa Morson, [Alissa.morson@mnsu.edu](mailto:Alissa.morson@mnsu.edu)**

**2025-26 Meet and Confer Dates**

<i>September 4, 2025</i>	<i>October 2, 2025</i>
<i>November 6, 2025</i>	<i>December 4, 2025</i>
<i>January 29, 2026</i>	<i>February 26, 2026</i>
<i>March 26, 2026</i>	<i>April 30, 202</i>