

**MINNESOTA STATE UNIVERSITY ASSOCIATION
OF ADMINISTRATIVE AND SERVICE FACULTY MEET and CONFER NOTES
Thursday, February 4, 2021 | 1:15-2:45 p.m.**

PRESENT: David Jones, Mark Johnson, Mandy Weister, Shirley Murray, Richard Davenport, Jennifer Velstos, Marie Slotemaker, Liz Steinborn-Gourley, Debra Schulz, Melissa Iverson, Matt Cecil, Steve Barrett, Henry Morris, Oscar Gonzalez, Tracy Stokes Hernandez, Rick Straka, Lynn Akey, Brian Martensen, Katie Hodgden,

SPECIAL GUESTS: Daardi Mixon, Chris Corley

Meeting Chair – President Davenport

A. Review of Notes-No changes requested

B. MSU President's Report-

R.Davenport:

- I've been in a lot of meetings with legislatures and city leaders in last few days for managing the pandemic, working with a lot of frustration with vaccines getting ready to roll as well as on the budget and bonding project.
- Bonding Project: want to mention we do have support at this stage for the bonding project and a sponsor for Armstrong Hall.
 - Given the state of the economy that is a positive, but warn you that could all change.
 - This is a very different legislative year and it's hard to know how the 2 parties will interact and work together to solve our budget.
 - Feeling positive but want to caution everyone and will work hard to promote that.
- Even though you have probably read my message to you regarding Matt Cecil's departure, want to say what an outstanding job he has done for us.
 - He came in a difficult situation with the previous provost leaving mid-year, took leadership in largest division while helping us move forward.
 - The role he has played has been incredible as we have managed to weave our way through the pandemic and I don't know how we would have done it without him. Managing the different opinions is not always easy and he has done an excellent job.
 - I hate to lose someone of your talent but certainly support you in your endeavor. Round of applause.
 - He will be around through June 30th and he and I will leave on same day: July 1st.
- As for the budget, I will leave most of that discussion to Rick. We have been working hard on reductions; what has really helped is the efforts of everybody.
- Give D. Jones credit—for brining the students, more than any other University in the system, as well as Dr. Akey in putting together a student success program to support our students and Dr. Morris to closing the gap and increase retention students of diversity at our institution.
- Given all those accomplishments, it does not change the fact we have significant budget problems that we will need to face and take steps. With a new president coming on board, we want to make sure he/she has a balanced budget. Not only we *want* that, but it is required by the board of trustees.
- Continuing to invest in the University, not just going to cut, we are going to reinvest which we need to spend as much time on.
- Wanted to lay the groundwork with you on relying heavily on our shared governance, we have always been proud of, and we do stand out as a University as going forward. We will talk about everything on how we can solve our problems, we are the institution that all other public MinnState institutions look up to and the chancellor likewise. We have a lot to be proud of and want to maintain our lead.

C. MSUAASF President's Report-

M.Weister:

- Thank you for that update and look forward to hearing more about that as our meeting goes on.
- To all of the scholars & esteemed researchers in the room, please forgive me, as I am about to reference information I have pulled from.....Wikipedia.
 - “*The show must go on*” is a phrase in show business, meaning that regardless of what happens, the **show that has been planned** still has to be staged for the waiting **patrons**.

- The saying and principle are traditional in the **theater**, but they originated in the 19th century with **circuses (!)**. If an animal got loose or a performer was injured, the ringmaster and the band tried to keep things going so that the crowd would not panic because *“it is a point of honor not to let the other players down by deserting them when no understudy is available.”*

- Later on, the phrase was more broadly applied to the **hotel** business and **show** business in general. Eventually the phrase was used to convey the idea that an event or activity must continue even if there are problems or difficulties.

- As I reviewed the work ASF has done this month, and as we round the corner to performing our roles in a virtual environment for a full year– that phrase came to my mind. “The show must go on!” As I read the brief history on Wikipedia, I chuckled to myself at how relevant it seemed upon even further definition. But for my own sake, this is where I will stop the analogy – *I won’t try to name who among us compares to the monkey that got loose at the circus. (Haha!)* But nonetheless, despite “injured performers” and “loose circus animals” and whatever other unpredictable hurdles this academic year has thrown at us (eh hem, global pandemic, societal division, navigating a virtual education landscape, mental health, inequities & gaps highlighted by circumstances just mentioned, etc), I think we have all proven our commitment to the phrase. For example:

- ASF Member John Bulcock continues to work with our Annual Fraternity & Sorority Life Awards program which recognized the accomplishments of individual members within the community. They honor outstanding faculty/staff members as well, past honorees have included ASF members. Applications and nominations for these annual awards are submitted by the Fraternity & Sorority community and reviewed by faculty, staff, and GAs – several of which are volunteers from ASF. Honorees are recognized at annual awards banquet at completion of Greek Week.
- Faculty colleagues in Engineering have partnered with ASF members in the Career Development Center to offer the annual Engineering Career & Internship Fair Virtually this year on Feb 11, 2021. Over 200 students are registered to attend as of this week!
- Despite Academic Advisors admitting to actually losing sleep over being worried about their student’s struggle with online learning, student athletes ended Fall semester with 2nd highest GPA in department history – 3.30. 44.1% of student-athletes made the Dean’s List, also a second-highest in departmental history and 108 student athletes earned perfect 4.0 GPAs. In total over 69% of student athletes are coming off of earning at least 3.0 GPA last semester. Credit to ASF members Karey Kalakian and Shane Drahota for the many the alternations in academic advising that they did to be in compliance and support student-athletes in achieving these milestones.
- ASF member Deb Schulz and her staff in the Registration and Academic Records Office did their usual amazing job in assisting student-athletes from remote locations. It’s incredibly inconvenient, but they found a way to continue to service our student-athletes and the department in their typically fantastic manner.
- The Department of Theatre and Dance has successfully opened and closed five theatre productions so far, and the fall dance concert was streamed online. ASF member and Director of Public Relations Corrie Eggimann has been working to help communicate schedule changes and COVID guidelines to patrons, as well as working with the other department faculty and students to ensure a safe environment for live performances. Staff work to keep the costume shop safe for students while continuing to offer them an in-person learning and production environment, while accommodating their needs for virtual learning when appropriate.
- Student Activities is preparing to recognize the resilience, innovation, and exemplary leadership of students through the Student Leadership Awards. This award program was one of the first online events hosted after everything moved online almost a year ago, where they recognized over 80 student leaders for their contributions to the campus and community. Additionally, Student Activities has reimaged their Student Leadership Retreat to maximize use of an online format, converted their Leadership in Pop Culture workshop series to work with both online and in-person delivery, and developed a new co-curricular leadership certificate program for students, which will officially launch Fall 2021.
- Advisors in the Division of Student Success in addition to other Student Success Coaches (many ASF members) are currently doing Early Alert outreach to students who received academic alerts.

This is an important outreach to help make sure our students are getting the resources and support they need to be successful.

- ASF members continue to perform and provide across campus, but there is a growing concern for vaccine availability, newer strains with lesser known properties, and ever changing regulations do create varying levels of anxiety.
 - And despite committed calendars and the change to a more challenging virtual format, ASF leadership on our campus remains committed to our State Strategic Plan & Priorities, participating in our campus Presidential Interview Sessions, welcoming Provost Cecil & VP Johnson to our next virtual General Membership meeting – thank you for your attendance –, continuing conversations of campus hiring practices, and we hosted a Steward Panel for general membership in late January.
- So, “the show must go on!” **And GO ON it has.** What I shared today isn’t even all of the first act!!! All of which speaks to the resilience and determination of our community- staff, students, faculty, and administrators. Whatever disruption is to come, and we know that’s a given, I feel confident we will do what we need to do to go on. Appreciation to each ASF member working for student success that I am unable to list in full here. I am in awe of the efforts my ASF colleagues and co-workers continue to make this year so that our “patrons,” aka students, and “other players,” aka our coworkers from every division and department of campus, are not let down and can achieve their educational goals. They have *risen to the point of honor* captured in the phrase. AND.....after this meeting today, I think I’ll log on to Wikipedia myself, and update that article to include **the phrase** stretching into the 21st century as related to not only theatre, and circus, and show business, but also to institutions of higher education and our ability to adapt and move beyond.
- Thank you – happy to elaborate or answer any questions.

R.Davenport:

- I will just say, there are times like it is working at a circus, not just here but many universities in higher ed., because we are such a complex organization in which one thing affects many things.

C. Vice President Student Affairs & Enrollment Management Report

D.Jones:

- Start by sharing enrollment for current: 13,750 students, up 1.4%, down 0.4 % headcount—about 20 student difference last to this spring.
- Fall: down 11.1%, hopefully that will continue, a lot of later deciders and data reflects that.
- Related to summer plans for Orientation and Registration: it will be a fully online experience using lessons from last summer and fall semester.
- Hungry for normality? Take a look at snow sculpture outside, representation of 7 values of the grandfathers of the Dakota people, all female carving team—leading was a national snow carving champion and can also see ice skating rink that is being made. Things have started to open up moving to yellow so been nice to see more students, etc.

M.Iverson:

- Do those numbers include concurrent enrollment?

D.Jones:

- My understanding, it shows some but not all; some school districts are just starting now in their 3rd quarter.

J.Velstos:

- Yes, my understanding as well, there is still a glitch in some of those numbers coming through..

D. HR Topics—

S.Barrett:

- Human Resources Vacancies—If you spot anything, you have questions about our need fixing, let us know.

- One note I forgot to bring up with classified positions, in the hold/failed, etc. there are a number of positions we will take out in next month's report.
- Workplace Environment Investigations- no major updates, continue to go through reports that come in deal with them on a case by case basis

S.Murray:

- I typed into chat box but want to confirm that we did not receive the Fixed Term ASF List....

S. Barrett:

- Will send out the Fixed Term List later today

R.Davenport:

- Did you cover workforce environment as thoroughly as you wished?

S.Barrett:

- Yes

E. Buildings and Landmarks Project—

R.Davenport: Introduces Chris Corley, Daardi Mixon and Kenneth Reid as charged with Buildings and Landmarks project

C. Corley:

- Tasked this summer to conduct a historical examination of our building names and landmarks in wake of murder of George Floyd. Examination of monuments, landmarks, and building names.

D.Mixon:

- As Dean Corley mentioned, we were charged with this project over the summer and we identified a group to work on it. (refer to Slide 1 in ASF Notes)
- Many colleges and universities have been working on this type of process---growing trend in last 10 years to do this process.
- Group is comprised of individual comprised of faculty, staff, students, administrators broken into teams (refer to slides 2 & 3 in ASF Notes)
- Many others have done great work that helped give us a foundation.
- Came up with 4 main recommendations (refer to slide 4 in ASF Notes)
- That's a quick summary of our work in the fall, it was a lot to do but we are proud of work and where we are at today ---2 reports attached to agendas (refer to attachments in ASF Newsletter). Any questions, please let us know.

Slide 1:

Committee Purpose

- Committee charged by President Davenport and Interim Provost Cecil with reviewing building names and landmarks at Minnesota State University, Mankato.
- Colleges and universities across the United States have set out to examine building names and remove monuments that fail to reflect the mission and values of the institution.
- In the wake of the death of George Floyd, protestors called for the removal, relocation or replacement of public monuments and statues that represented constant reminders of state sponsored symbols of institutional racism.
- To our knowledge, Minnesota State University, Mankato has never before conducted a self-assessment of its buildings and landmarks.

MINNESOTA STATE UNIVERSITY MANKATO

Slide 2:

Committee Membership

Project Coordinator:

Daardi Mixon, University Archivist

Archival Team:

Jesse Brown, Graduate Student Intern

Qendresa Isnijq, Graduate Assistant

Adam Smith, Archives Technician

Research Team:

Rhonda Dass, Professor of American Indigenous Studies

Chad McCutchen, Assistant Professor of History

Kenneth Reid, Director of African American Affairs

Gwen Westermann, Professor of English

Advisory Team:

Christopher Brown, Acting Dean of Arts and Humanities

Christopher Corley, Interim Dean of Library and Learning

Joniesha Hayes, Student Representative, Social Work, '22

H. Matthew Loayza, Dean of Social and Behavioral Sciences

Michelle Reinhardt, Director of Stewardship and Foundation Relations

Slide 3:

Fall 2020 Work

Advisory Team

- Researched processes and procedures common in other American colleges and universities
- Recommended principles, research questions, and process for research team
- Read research team reports and proposed recommendations for the Office of the Provost

Archival Staff and Research Team

- Archival staff created research checklist for consistent review of each individual.
- Archival staff created rough biography of each individual and scanned relevant documents into database for review by research team
- Conducted preliminary review of all named campus buildings and selected landmarks
- Two research team members reviewed compiled files and discussed them at team meetings (see attached documents).
- The committee recommended further study of Lincoln Statue/Lounge in the Centennial Student Union

Slide 4:

Committee Recommendations

1. Propose recommendations for Lincoln Statue to Academic Affairs by April 30, 2021.
2. Draft a campus naming/renaming policy for consideration in the AY 21-22 policy cycle.
3. Advocate for intentional representation of historically underserved and marginalized groups, and their accomplishments, in future naming opportunities.
4. Continue archival research on remaining buildings and landmarks and provide progress updates.

F. COVID-19 Update (Matt Cecil & Cabinet)—

M.Cecil:

- Talking about fall and summer scheduling: reality of it is planning for summer in yellow which is our current status so a mix of hybrid, in person and online which is an improvement from last summer.
- Working hard to offer online lab science courses—did some last summer and very popular.
- We have some marketing planned from summer through David's team, we had good enrollment and hopefully same kind of news this summer.
- For fall: more complex, Registration and Academic Records has asked us to schedule a normal fall with rooms, etc. because it is a lot easier to step back than to do it the other way and suddenly assign rooms.
- With the vaccines rolling out quickly and other variances, what we might see this fall is a trip of the full spectrum and hope we can move to green.
- Think we can be optimistic for fall, continue to see improvements in our applications over time. Those following closely can tell it will be late deciders. Pretty optimistic on what numbers will look like. We know people question lives and higher ed becomes an option.
- Be prepared, we are going to try and schedule as normal as possible and we will continue to adapt and adjust as we can.

L. Akey:

- Spring guidance: encouraging students to test if traveling and increasing exposure and lay low. Distancing and appropriate action to reduce risk of spread.
- Other piece of discussion: is going out towards end of spring semester and for spring commencement activities—look forward to getting more direction.
- Other area of discussion: is vaccination planning, logistics and communication pass to David.

D. Jones:

- State of Minnesota shifted from health leadership at county level to health coalitions at the state.
- Erick Weller is instructor at SCC, active in our community with training, etc. Great for him to have an understanding of who we are.
- Biggest factor is lack of supply. At county, our allocation was 200, there is still about 1,000 first responder and medical to get first dose so it will take a while.
- Connections continue to benefit us---Mankato Clinic called to say they had doses available and we were able to help give some of our first responded staff to get their first dose. Also, through other partnerships we were able to get athletic staff some of their first doses. When connections are there, we are trying to get people their first doses.
- If you have other opportunities to get vaccines encourage to get through that avenue which may be faster than going through us.
- Biggest thing that has changed—it will be national conversation for a while that will impact us locally.

R.Davenport:

- It's very complex, all you have to do is listen to news to see that there is a lot of confusion right now. It will come together but many differences in opinion depending on which sector you are listening to.
- On legislation call this morning: saying it is number one problem right now. We need to encourage everyone, while knowing not everyone has bought into the vaccination. Looking at all of you and our students wanting to take the safest route possible.

G. Budget—

R.Davenport:

- Challenge for all Universities
- We have been fortunate last 9 years since last major budget reduction where we had to layoff people and one of the reasons is because we continue to reinvest in our community. We are not about cutting programs—how do we make our programs more attractive, give people jobs, meet competition out there.
- I think we have landed in a pretty good position. With president outgoing there is the requirement to balance the budget. We are at a point right now where we have some significant and important challenges ahead.

R.Straka:

- Step back a little bit for big picture view.
 - Start out by saying, with the presidential transition: directive by chancellor and board of trustees—need to allow new president coming in with a balanced budget.
 - Over the past we have had times where we can bridge in time for cuts but we are not allowed to do that this time because of the directive.
 - 2 separate biennium.
 - FY 20-21-current: \$3 million deficit,
 1. When we finished the 2019 legislative session, we knew the way they gave us money and appropriation in the first year and exact and a little less in the second year. But, our expenses are still rising with 1/3 in the first year and 2/3 in second year which creates a wild swing in cash flow.
 2. State put in a budget supplement request that recognized a 30 million budget.
 3. We knew we would have \$1.5 million- \$2 million structural deficit.
 4. In mean time we have made significant investments—student support and analytics and advising areas, MavPass and other areas—nursing, other instructional programs that have had growth. So now it's at about \$3 million.
 5. Both Winona and Moorehead have had to address recently last year.
 - Project deficit of \$1.4 future biennium deficit
 1. In the past, the state has asked us to take the burden because we can shift costs (usually tuition)
 2. Governor support shows increase in support but also significant revenue/tax increases but the Senate says not realistic.
 3. We have a Democratic led House of Reps. and Republican led Senate –the combination of how they will solve is unknown and will determine our support. Senate will focus likely on reductions of revenues and House would focus on equalizing ground—need to meet in middle.
 4. Perhaps 3% undergrad tuition increase and 3.9 graduate tuition increase—pressure to increase to help but also pressure of value and increase in tuition so another pressure to lower it. 3% only gives us 2% for inflation. Our inflation has been running 3.5-4%--as I try to project, legitimate to plan for another \$2 million.
 - So looking at \$5 million dollars (\$3 million from current biennium, \$2 million from future biennium)
 - We looked at how to address some of that with BESI---\$1.7 million (cost of \$124k) savings start collecting next year.
 - Approximately \$1 million in not replacing vacant positions and reducing adjunct budgets. Still have about another \$2 million dollars to reduce to go.
 - As an institution we have to figure out how to cover that gap and look at all options available.
 - Retrenchments are very difficult. We understand it affects people and services.
 - We want to do this in a way that we don't forget about investment.
 - We know mental health is important—we know in this pandemic environment and with an equity lense, we need to support our body best we can.

- We have some difficult decisions ahead of us.
- March we hope to give a more specific plan.
- We're here to say nothing can be taken off the table.
- Would we consider a 2nd round of BESIs? We will look at and may consider in the upcoming weeks.
- The investments we have made, have allowed us to be in a better position that would it could be right now.
 1. From 100-200 F.Y.E. up in fall to slightly down in spring which is consistent across the system.
 2. We don't know what's happening—could in person create a boom?
 3. I, like Provost Cecil, am optimistic that the vaccine will help us get closer back to normal.
- Still have a responsibility to put our President on as firm as financial footing.
- The great work your division and others on campus, to not in a much more difficult situation than how our peer institutions are looking right now.

M. Weister:

- So we are looking at about \$2 million that we're trying to make up at this point based on what we have already done/put into place. At the next Meet and Confer what type of information will you be bringing and what can we expect?

R. Straka:

- We will be bringing at least broad categories.
- We know service areas and non-instructional areas have taken the bulk of the cuts in the past (cut 6-8 million from service and added 2.5 million all back to academic affairs in previous cuts; 2-3 years ago as well was also non-academic affairs cuts). Do believe academic affairs will likely take the bulk of the budget cuts.

M. Cecil:

- With needing to make up \$3 million this year, \$2-3 issue next year, we really can't say for sure what the target is because it depends on so many factors. We will make our best estimate; Rick has been doing this a long time to give us a pretty good estimate.
- Brian and I are working quite a lot on discussions. Met with many of you as part of this process, meeting with small groups of people, staff, student government on Wednesday. Met with probably 250 people so far—continue to be having those small groups meetings. Anyone who is interested in having us come to a meeting, we would be happy to do so.
- On March 4th---more specific and detailed plan with the understanding it is still a draft and this work will still continue as legislature goes through, then April 8th would take consultation and continue that work throughout the semester and pretty clear plan to present before end of semester for campus community.
- Next big thing is Monday (Feb. 8th): releasing dashboards of academic affairs units. Should be familiar data to department—strategic data for budget points and add a couple new data points from a ton of work in Vice President Akey's division along with Brian to help us measure budget viability for programs and departments.
 - Get a better cost analysis. What does it cost for a dept. to deliver its courses.
 - These are indicators—not real dollars.
 - Useful tool to help us start to figure out where our campus needs to go.
 - This is a start—data does not determine anything, then overlays we put over it (job outlook, student support, etc.) so that we make smart decisions.
- We want to make the smartest decisions for our campus, not fun work and we want to do it as well as we can.
- When you cut \$ 2-3 million, you are reducing your capability of your campus.
 - We want to make sure we don't cut things that contribute to our growth—It's an art and science.
- A big project working on for quite some time. Trying to take input from campus community, will continue to provide other opportunities to provide feedback.
- Want to make sure we do this right to set the University up for success. It's not something we want to do but we have to.
- It's hard to do but we have a track record on our campus of managing our budget well. In part of success is financially sounding ground other things outside of our control—we are just trying to adapt to our reality.
- If you have groups that would like to hear from Brian and I, please let us know.

R. Davenport:

- Did you cover a BESI Update?

R. Straka:

- BESI Update---
 - 10 positions not being replaced,
 - 11 positions will be replaced but can calculate partial savings
 - Generate \$1.7 million in savings and cost us \$150K ,
 - Re-Opening is feedback we have received cabinet is considering; would need the Chancellor's approval to re-open

D. Schulz:

- Is there an update on the CRRSA act update from last meeting?

Rick Straka:

- \$4.5 million dollars in student aid, just received some guidance from MinnState office, needs to be primarily students on highest need. Figure out how to do that—emergency grant, pell eligibility.
- Less emphasis on across the board aid like what we did last time.
- \$10 million in inst. Funds—conflicting guidance from the language and the initial guidance that came out from Dept. of Ed (under Trump)—next Friday coming out with more clarity.
 - Biggest issue is that the law seems to state that we can go back to last March to find lost revenues, etc. but the Dept. of Education says we could only do that with Dec. 27th and moving forward. So that's a major conflict and waiting for government to work it out.
- A lot of money that will be helpful.
- It's 1-time money—it would help us address money spent to help address impact by pandemic (residential, theater, parking, athletics).
- Hope to have more info. in March to have a plan to utilize that money.

R. Davenport:

- We will spend time and have a lot of tools in the tool belt to address the budget.

H. Task Force to Explore a Campus Reflection Space—

D. Jones:

- In addition to looking at landmarks, student government is looking at reflection space on 2nd floor in CSU (refer to attachment in ASF Newsletter).
- As we continue to recruit more diversity, need to review our needs as a University for a place of quiet space of reflection for needs of students and employees.
- This taskforce is not selecting a space. If they determine it's needed, we will then work from there.
- Co-chair is Moses Langley, Special Assistant to the Provost , there will be an ASF rep., there is a broad representation of the University (See attachment in ASF Newsletter).

L. Steinborn—Gourley:

- Islamic book series: we have spent some time discussing this last month led by Yalda Nafiseh Hamidi and I would like to put her name forward. She is a strong advocate for the different ways students need experience in reflection. She is an instructor in the Gender and Women Studies Department.

D. Jones:

- Thank you, appreciate that suggestion.

M. Weister:

- Supportive of our critical review: are we providing the space and welcoming atmosphere---non verbal communication are we conveying what we want?
- In a similar vein, in my current role, working through an audit of our diversity lens for everything we are putting out there. So as I'm working through that process, I have 1 perspective---I see this as 2 examples of building task forces—I'm wondering what resources do we have on our campus to make sure I'm doing this—is there a space

or a need for a campus wide committee that made up of diverse individuals—for other things; other overarching things in our communication. Maybe something already exists but how do you think we take what we are doing as an institution at higher level decisions, how can we take that and do it next step down in our depts. and offices with a similar structure that is inclusive and comprehensive?

D. Jones:

- Phenomenal question—I'm going to point it back to VP Morris as it would be part of equity 2030

H.Morris:

- Great question, as we look to become a more equitable place that we figure out how to operational in a way that's inviting and welcoming, we will look at in another meet and confer

R. Davenport:

- We do have a master planning process every 5 years we have to do, probably within that planning process we can dig into some of these processes. Not that hat we can't try other routes, but that already exists there and can utilize that to naturally get that input.

I. Presidential Search—

R. Davenport:

- Before I depart just want to say, I will have an opportunity to meet with each of finalists, may have reading newspaper last night and assist whoever is selected in making the decision for a new interim provost, to be clearly that decision will be made by new president and done with consultation for some continuity. (Departs meeting)

S. Barrett:

- Probably saw press release, 5 finalists have been named.
- Info. with their background and redacted resume is on presidential search website as well as schedule info. next week.
- Interviewing 5 candidates into 3 days because Chancellor and Board of Trustees want to conduct their interviews next week as well. All of it is next week.
- Monday and Tuesday 2 candidates, Wednesday is 1 candidate.
- Session specifically for service faculty to meet and getting to know each of these finalists.
- This is a time, these candidates are not only selling themselves to MSU Mankato, this is also us selling the University to them.
- It's important to note these sessions are not meant to make a statement and grill with questions—want to make them conversational.
- Not only to attend for service but also all campus sessions, there will be a link to a Qualtrics survey to fill out and send them in. Chancellor reads every word of feedback he gets which will help him as he interviews later in the week.
- Come ready for discussion.
- Point out the work of Mandy who served on search committee and Henry who has done great work on advisory committee.
- Very strong list of candidate and good finalists.
- Encourage you to attend. March 16th and 17th in which Board of Trustees and Chancellor will make decision on who will be it—in a little over a month.
- They will all meet 1-1 with current president.
- Once new president is named they will work closely with Chancellor and President Davenport.
- Any questions, encourage you to check out the website or let me or Sheri Sargent know. I think I've covered – any questions?

M. Weister:

- Really important point, we sometimes forget it's a high level and we assume they want that role, they don't get a chance to walk around and interact with students faculty, etc. What they get out of zoom room will leave us and them with an impression. Would an all campus e-mail form Steve or Sheri be helpful to convey that message?

S. Baret:

- It could be helpful. Many, speaking for myself, we don't want any trepidation from the candidate. Sheri and I can get a reminder out.

M. Weister:

- I think it would provide richer preparation, pre-work that might help us put our best foot forward as a campus.

FY21 MSUAASF Meet & Confer

March 4, 2021

April 1, 2021

May 6, 2021