

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

Supplemental Documents Discussed: <https://link.mnsu.edu/march2021mcsd>

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

Meeting Chair – Mandy Weister, MSUAASF President

President's Report

R. Davenport:

- Positive news: formal announcement on March 17th for the new president that will replace me. Looking forward to it. I think you will be really happy. I have been having many conversations with the Chancellor—he is thrilled and believe you will all be thrilled. The input you provided was taken seriously and we are on track.
- Biennial Budget: Positive news considering the challenges we have. We have listened to our faculty, staff and students and assure you it has played a major role. Even if it's not something you agree or like—I feel the shared governance paid off. The input you provided, in helping us reach this point, we are not done but we have a plan now and we are looking for more input. It has passed my approval level to get to you and definitely open to your ideas. If we can enhance with your input, we appreciate that.
- Spring break: stay safe as you take some time off. Meeting with student government went well.

Review of Notes: No suggestions for changes mentioned at this time.

MSUAASF President's Report:

A. Weister:

It's a little hard for me to believe I am already giving our MARCH report. Without the *typical syncopations & occasions* of an academic calendar that my internal clock has grown accustomed to over the years that mark time passing, I am afraid my internal sense of which season I am living in has become a bit distorted. And yet, a full year has passed in this *alternative rhythm of living and working* and we find ourselves facing Spring Break directly, just next week. It's a thought-provoking anniversary of how we have functioned over the last year and all that has occurred. Our world, our nation, and our own university will be forever changed by what we have been through. But alas, the calendar that greets me this week indeed says "March 2021" so time continues to pass as adages of past ancestral beliefs echo in my mind as I come to realize the truth to the time of year I find myself in. And when you saw the calendar turn to March, you also may have thought of an old adage; "in like a lion, out like a lamb." Ancient beliefs often included ideas that there should be balance in weather and life. So if a month came in bad, roaring like a lion, the HOPE was that it should go out calm, like a docile lamb. With March being such an unpredictable month for weather, it's reasonable to understand how this saying could hold true in some years. However, there's no evidence that this saying is scientifically based, but instead the key word is HOPE. And that hope of a better balance in both our weather and life, rings very true right now.

If March came in like a lion for ASF members, the best comparison would be our recent stats on mental health that came from our Statewide Membership Survey. We had a record response rate of over 60% of ASF membership across the state completing the survey, and I'm proud to report Mankato led the way with the most respondents. However, alarmingly 49.8% of respondents indicated that they have experienced or had an increase in mental health challenges due to COVID in recent months. Another 37.5% indicate an increase in mental health strain due to their work environment, 34.1% of members are experiencing stress due to workload, and only 9.5% reported they have utilized the Employee Assistance Program. These stats from across the state translate to our local campus through several anecdotal examples. My members have shared with me the concern for being asked to do more within their weekly 40 hours. Use of flex time and comp time may be routes they need to utilize to squeeze it all in, but at a dangerous cost of burn-out. While I will continue to promote the usage of the Employee Assistance Program to my membership as it seems under-utilized according to our stats, we must not forget the strain the world has taken on the balance in our lives the past year. How helpful are assistance programs if you don't feel safe in public due to being immunocompromised? Or if you don't have the luxury of time or child care to participate? If your partner lost their job and you're trying to get by on 1 income, starting a therapeutic relationship you cannot afford to maintain seems futile. If you're just getting by at work and home and can't imagine adding 1 more thing to your plate, even if it is supposed to be good for you? While national news of lower case reports and sunnier days give us glimpses of that **HOPE**, it's important to acknowledge that some of us, are still in survival mode in more ways than one. And we must not over correct in the face of hope and lose all ground lost. I ask you to consider this data as we look at our priorities and goals through the end of the semester, fiscal year, and as we prepare to launch a summer and fall term in 2021. Are there ways we could better serve the mental health of the humans, the colleagues we work with? How could a moment of appreciation or relief be offered? Is it possible to refocus priorities to lighten an unnecessarily heavy load that might do more damage than good? Are there ways we could recognize the outstanding work that's been done?

In regards to recognition, I am pleased to share that this last month our local ASF Mankato membership recognized Megan Heutmaker as the EnRICHment Award Winner. Her nominator cited her work with the Mankato Wacipi and American Indian Heritage month and her leadership in the launching of the Maverick Food Pantry. Congratulations and thank you to Megan for her dedicated and continued service!

In addition, The Women's Center and American Indian Affairs, in partnership with American Indian Studies hosted a book discussion earlier this month that had over 70 guests across North America attend. They had a rich discussion about indigenous communities with members of many indigenous communities speaking about their experiences with historical trauma and the harm caused by boarding schools in the US and Canada. Overall it was named by one of our members as "one of the best discussion-based events I've been part of at MSU." I'm proud to witness our ASF membership actively participating in furthering their understanding and compassion of how we serve our diverse populations.

In addition to providing excellent programming, members in Diversity and Inclusion have been hard at work making one-on-one student success coaching calls to all diverse undergraduate students to provide encouragement, connect students to resources, and clarify any questions the students may have.

As the Accessibility Resource Office approaches the midpoint of the semester, ASF members there are hard at work advocating for students' accommodations via zoom and over-the-phone appointments. This week alone, they are scheduled to proctor close to 25 exams and midterms, answered many prospective student inquiries, and set up new students with accommodations. Due to COVID restrictions and safety protocols, providing proctoring services to students requires additional planning and the complex execution of staff schedules, securing appropriate rooms, and communicating with faculty to obtain tests/quizzes. They continue to find ways to advocate for our student population, so they have an equal playing field.

These are but a few highlights of the many services ASF members across the campus continuously contribute to student success each month. And they do so this month surrounded by mental health challenges, anxiety of the

unknown related to our campus budget concerns, and a myriad of other personal life circumstances and challenges.

As we look forward to the coming months **with the hope of balance in both weather and life**, ASF members at the state level are making plans to attend virtual lobby day on April 14, continue to prepare for negotiations, and work continuously to represent the interests of members across the state.

If, the old adage “in like a lion, out like a lamb” holds any truth of balance, maybe it can be applied to more than just March. Let’s **hope** it applies to this decade – we could all agree that the first year was in like a lion, and maybe we’re due for a sense of balance & calm to even out the past year we just weathered together.

Thank you and I am happy to answer any questions you may have.

- Vice President Student Affairs & Enrollment Management Report—

M. Johnson:

- Notes attached to agenda for today. Key pieces: FYE and Enrollment numbers, looking pretty good compared to others. Only down 6 FYEs. Although numbers are looking down they are improving, especially international students. If all things can come together to make that work that’s a pretty amazing turn around.

| Institution | Spring 2020 Enrollment | Spring 2021 Enrollment | % Change Spring Enrollment | Spring 2020 FYE | Spring 2021 FYE | % Change Spring FYE |
|--------------------------------------|------------------------|------------------------|----------------------------|-----------------|-----------------|---------------------|
| Winona State University | 6,881 | 6,497 | -5.6% | 3,061 | 2,848 | -7.0% |
| St Cloud State University | 10,002 | 8,966 | -10.4% | 3,980 | 3,428 | -13.9% |
| Southwest Minnesota State University | 5,079 | 5,117 | 0.7% | 1,317 | 1,325 | 0.6% |
| Minnesota State University, Mankato | 13,793 | 14,114 | 2.3% | 5,821 | 5,815 | -0.1% |
| Minnesota State University Moorhead | 5,331 | 4,957 | -7.0% | 2,154 | 1,970 | -8.6% |
| Metropolitan State University | 7,351 | 7,161 | -2.6% | 2,406 | 2,329 | -3.2% |
| Bemidji State University | 4,590 | 4,329 | -5.7% | 1,776 | 1,620 | -8.8% |

Fall 2021

As of 3/2/21, our undergraduate applications are down 8.7% compared to this date last spring. This is an improvement over last month. We are seeing many undergraduate international applications, so much so that it is influencing the overall application numbers. Here is the breakdown:

| | | |
|--|---------------------|---------------------------|
| Overall undergraduate applications | 10,470 applications | -8.7% or -1000 students |
| Domestic undergraduate applications | 9,228 applications | -13.5% or -1,441 students |
| International undergraduate applications | 1,242 applications | +55.1% or +441 students |

As of 3/2/21, our graduate applications received for enrolling in Summer 2021, Fall 2021, Spring 2022, and No Semester Start indicated are up 13.2% compared to this date last spring.

| | | |
|-------------------------------|--------------------|----------------|
| Overall graduate applications | 1,598 applications | +13.2% or +213 |
|-------------------------------|--------------------|----------------|

R. Davenport:

- I would add: think about our underrepresented students and how we struggle to address all their **particular** needs so they can in fact return in the fall. There is a major effort right now to make sure they have the appropriate counseling and focus. Lynn is more heavily involved in that and want you to know that we hope the trend continues but we expect numbers of students of color to increase.

L. Akey:

- We are looking closely to see the differential impacts from spring to fall, did and continue to do extensive work to collect as much information as we could for students leaving and why. We have communication efforts now to do outreach to them to make sure get accurate information on advising when to register.
- Looking at those who struggled academically in the fall: returned at a lower in the spring compared to those in the past that struggled in their first semester. In past those that struggled academically, a little over 80% came back (based on SAPS) but only a little over 60% of those students chose came back this time. Intensive work to understand and out reach and support that population.

R. Davenport:

- Yesterday we had a monthly meeting with Presidents at surrounding areas and one of the phenomena from private colleges was that the enrollment numbers were 20% lower for women as for men---- that had them concerned. Ask Dr. Akey if you might have insight on that as well?

L. Akey:

- Our trend for admissions for fall does not match that of privates. Ours is reversed: our male students are lagging in applying and intent to enroll (intent to enroll 10% difference in gender) from what we have observed in prior semesters. Interesting trend. Registration and expression is rapidly changing and will gain speed in March, etc. as coming out of pandemic and more comfortable in making changes.

K. Hodgden:

- Do we know if this trend is comparable to other MinnState schools at all?

L. Akey:

- At this time, we do not have that information. I have not heard of it as a regional, national or trend.

R. Davenport:

- Great question, perhaps we could check with system office to see what they might notice; all kinds of theories.

L. Akey:

- Brian Jones and John Engquist may have additional information they have closely been watching data which includes from our feeder institutions and patterns, how might we want to differentiate our efforts to bring in our class for the fall semester.

HR Topics

S. Barrett:

- **Human Resources Vacancies:** As always if you spot anything with questions or concerns please reach out to me.
- **Workplace Environment Investigations:** 12 complaints into HR, same as last year at this time, averaging completing investigation 40 days, our goal is 30
- **COVID-19 Leave, Accommodations:** Work continues; we are in a holding pattern last couple of months, probably pick up in the next couple of months. Same process throughout in working with supervisors and employees regarding returning to campus. Expecting guidance from MMB and return to campus and adapt our practices to fit the guidance we receive. So far smoothly on that front.
- **BESI Update:** Fresh round of BESIS right now, deadline for employees to express interest is 2 weeks from today (extended it for a lot of reasons, mostly for more time), then will assess all the interested applicants of interest and then decisions will be made on who (Thursday March 25th). If employee is selected they will have 21 days to accept or deny. 23 have expressed interest thus far, 1/3 service employees, (last round 76 expressed and awarded 20-- saved over \$1 million). In this round we don't have a goal, it's let's see what we get. Every BESI, every savings of dollars will benefit, stay tuned.

Discussion Items

M. Cecil:

- **COVID-19 Update:** Big news here is new guidance from MDH that allows us to adjust to 3 feet instead of 6 feet for classrooms. 50% capacity in our fixed classroom, moveable chair classrooms can be near 100%. One caveat: need to have assigned seating. Could be positive: students tend to attend more because they can't hide/it's more noticeable when absent when there is assigned seating. We'll work on that and get guidance out soon. Adds to the momentum that Mandy mentioned in her report that we're heading in the right direction.

R. Straka:

- Safety announcement from Chandler Holland: a lot of positive news but not completely safe. So, just a reminder to follow our masking guidelines if you're inside and not at your work station to follow guidelines in the COVID tracker—each morning follow, if you're exposed just because you get a negative test doesn't mean you're safe to return.

L. Akey:

- Spring break is coming up: we are working on messaging to students, not to travel or increase risk to exposure, take measure to test and lay low, reminding testing resources in community and when we return and encouraging students to take advantage of the resources.

- Continue to work on fall semester about how that might take shape including the other side. Students want to come back in a more engaged way—consider what it might mean for our first year and 2nd year students (half of our under graduates!) first time to experience campus and work on helping navigate.
- Additional follow-up work around spring commencement, I know there is disappointment and we are working on how we will handle that and how to make that a meaningful moment.

H. Morris:

- In the past year, I've been a part of a statewide task force for MDH from all sectors of higher ed, non profit, etc. and the goal was to learn how the virus is affecting our diverse communities in MN. Put together a survey that believe has been released asking how students were affected and how the University responded, in the process and that information will be combined and sent back out to see how students of color are being affected same by the virus. Imagine/know there are socioeconomic reasons. It will be interesting to see results. Mankato was on the forefront of responding early.

In the Chat Box:

From Tracy Stokes Hernandez to Everyone: 01:51 PM

Did students recently receive a payment of emergency funding from the second wave of care money? IF yes, which students received payment?

From Rick Straka to Everyone: 01:51 PM

I will address under CRRSA Act

M. Weister:

- With the new guidance on 3 ft. versus 6 ft., etc. does that mean there is no max. capacity (second layer of number)?

M. Cecil:

- Not right now, awaiting official written guidance (introduced to us last week and suspect they will tell us more which will help clarify). Expectation is that if we have a room that exceeds current limit that we can do that under the fall guidance.

M. Iverson:

- Students for re-enrollment: excited to come back but also housing arrangement questions. To what degree of certainty are we confident in our classroom offerings? Anticipating HyFlex?

M. Cecil:

- Fall for sure is pretty certain we will stick with what's in the schedule: if it is Flex/Sync in the schedule it is Flex for sure.

-

L. Akey:

- It is an active conversation, we are encouraging Flex Sync which gives us the most variety to address our students. No perfect package.

M. Weister:

- As our students make plans for summer and our colleagues make plans, in the past student help needed 1 credit to be employed—last summer that was waived, what about this summer?

R. Straka:

- Question we need to bring it to cabinet. Not opposed but FICA will be withdrawn from their paycheck because not here for academic reasons, plus a match that the dept. would have to pay. Concern it would impact enrollment if we chose to do that but we didn't see that last year but it was a late decision. We owe you an answer fairly quick.

Budget

R.Straka:

- Budget Plan for FY22-23

| | FY22 | FY23 | Total | |
|---------------------------------------|----------------|----------------|----------------|----------------|
| 5 SCENARIO 2 | | | | |
| 6 .5% Increase in State Appropriation | \$ 95,178.07 | \$ 190,356 | \$ 285,534 | |
| 7 - IF Given in Biennial Mode | | | | |
| 8 | | | | |
| 9 Other factors to Still Consider: | | | | |
| 0 1. Inflation (Compensation) | \$ (2,812,500) | \$ (4,473,438) | \$ (7,285,938) | |
| 1 - \$125M at 2.25% FY22, 3.5% FY23 | | | | |
| 2 2. Tuition Increase | \$ 3,000,000 | \$ 3,090,000 | \$ 6,090,000 | |
| 3 - 3% increase per year | | | | |
| 4 3. Enrollment Change Impacts | | | | |
| 5 - FY22 (-125), FY 23 Level | \$ (1,000,000) | \$ - | \$ (1,000,000) | |
| 6 | | | | |
| 7 Total Changes in Assumptions | \$ (717,322) | \$ (1,193,081) | \$ (1,910,403) | \$ (1,910,403) |
| 8 | | | | |
| 9 | | | | |
| 0 | | | | |
| 1 Note Assumption Impacts Below" | | | | |
| 2 Tuition - 1% change approximately | \$ 1,000,000 | | | |
| 3 Appropriation - 1% Change Aprox. | \$ (570,000) | | | |
| 4 Compensation - 1% Change Approx. | \$ (1,250,000) | | | |
| 5 Enrollment - 133 FYE Change Approx. | \$ (1,000,000) | | | |
| 6 | | | | |

M. Cecil:

- The key is that this is a draft plan. Budget Reduction Plan, first public conversation on where this should go.
- Agenda: Target and Tools, Current Biennium Cuts, The Process, The Plan, and What's Next?

Target: What you take as a cut does not equal to a surplus is what we mean we when we say it is not linear.

Target

- Initial \$2.5 million target for FY22, FY23
 - February forecast improved
 - \$2 million target
- Variables
 - Tuition: ?
 - Enrollment: ?
 - Allocation: ?
 - BESIs?

Tools

- Administration cuts
- Reassign time/duty days
- Adjuncts/fixed-terms
- Funding source/givebacks
- Departures/BESIs
- Cancelled searches
- Eliminate vacant positions
- Reorganization
- Retrenchment/Layoffs

- These are the tools we have to address the budget. We have done or will be doing everything on this list except one. We have done some of the administration cuts, asked how do we fund things, we have departures we don't know about or we do know, we can cancel searches—more preferable than to eliminate someone on our campus same logic with eliminate vacant positions, we can reorganize and there is a significant plan for that. **There is no retrenchment in this plan, a potential for classified layoffs, no ASF Layoffs without disrupting significantly.**

Current Biennium Cuts

- FY20, FY21
 - Eliminated 27 faculty positions
 - Fixed-term hires
 - Net -2 excluded administrators
 - \$350,000 savings
 - Administrative salaries frozen
 - Investments in student support
 - Classified positions flat or slightly increased
- \$2.8 million net reduction so far

- Have reinvested those positions in other places, mostly as fixed-terms for flexibility as much as possible. Eliminated 27, in the last 14 months, whether from BESIS, someone left or cancelled searches.
- We have reduced administrative in the last year—recall in last summer did not replace VP for Strategic Partnerships, Director in Strategic Partnership---we did hire 1 person to cover all that—Teri Wallace. Right now we are hiring VP for Marketing and Communication to be better in that area. Down 2 administrative positions, plus additional and frozen salaries.
- Invest in areas of essential, primarily in student support, primarily in ASF, invested in advisors, MavPass—supplemental instruction because we see an enormous return.
- All together resulted in \$2.8 for current biennium

The Process

• Both Art and Science

- Council of Deans
- Shared governance
- Dashboards
- Overlays
- 42 listening meetings
- Result:
 - Broad based cuts
 - Long-term strategy

- Council of Deans this last fall---when we started what we were going to do about this budget shortfall
- Shared Governance—sub meets and meet and confers
- Released data on dashboards—very interesting, not new data points. There are 2 new and they are both financial. Make it clear it is just data, no computer programs saying what the cuts should be and overlay it with qualitative data. Don't want it to impact Equity 2030 and student success, missions with centrality is considered.
- VP Martenson and I have done 42 listening meetings and those continue. If you would like us to come to you, happy to come and we have learned a lot, including those overlays factors. Result is what you will see is broad based, cuts from academic affairs –advancement and administrative, this is also a long term strategy. There are lots of ways to do budget cuts. If we did 75% as employees that's a short term solution and we didn't want to do it that way. There are some employee cuts, but it's not the lay off and retrenchment.

The Plan

• Today's Draft Plan

- "Final" plan in May
- Adjustments throughout FY22, FY23
 - Tuition
 - Enrollment
 - Departures/BESIs

- We continue to adjust every day for budget. It's a way forward, a good and creative way to damage in least way as possible. And start of the work of where we are going as a campus.

The Plan

• Three categories of cuts

- Departures/Canceled Searches/Administration (34%)
- Funding Source Changes/Givebacks (34%)
- Reorganization (32%)

- We did everything we could creatively to avoid personnel reductions.

The Plan

• Departures/Canceled Searches/Administrative cuts (34%)

- Canceled searches, CoE, CSET, CoB
- Library, CAH departures, BESIs, duty days, grad assistants
- \$150,000 in additional administration cuts (net -\$500k in FY21, FY22)

• Category/Running total: **\$748,220**

- Many are in places not performing well. Back filling with fixed terms for the short run. May look at an additional targeted lucrative BESIs, reduced duty days, grad. Assistants.
- Due to the sensitivity, we don't want people to find out what we're doing in a public meeting so no specific details will be shared. So we are sharing general plans. No significant administrative cuts.

• Funding Source Changes/Giveback (34%)

- Changed funding source for positions in several programs in three colleges away from base, both faculty lines and adjunct funds.
- Looking for more
- \$100,000 giveback from Academic Affairs summer allocation

• Category total: **\$761,500**

• Running total: **\$1,509,720**

- VP Martenson understands budget really well—discovered funding source may not be the best funding source, base budget should be on differential and pulled back the base—removing money from the areas and looking for more of that found a significant of mismatched funding
- \$100,000 is one position we don't have to remove by giving that back for summer allocation

The Plan

• Reorganization (32%)

- Combine CAH, SBS into a new college, *effective 7/1/2022*
 - *Sensible way to foster additional collaboration, interdisciplinary work in related fields AND cut the budget without major personnel changes
- Classified staffing reductions from vacancies, attrition, BESIs, possible layoffs
- Reduction in extra faculty duty days
- Eliminate vacant Development Officer position from Division of Advancement
- Additional savings in year two based on faculty/staff/student input

• Category total: **\$679,951**

• Running total: **\$2,189,671**

- The largest change is combining the College of Arts and Humanities and the College of Social and Behavioral Sciences
- Sensible and healthy change for our University. Strong programs but the colleges have programs that are struggling and shrinking.
- 13 eliminated came from these colleges. Already struggling in these areas. Great opportunity for collaboration and interdisciplinary work. If we can do that while help cut, it's the right thing to do.
- Not a new idea, national trend and has been a conversation for some time. Very common across the country. Gives that group a larger, bigger voice—it will be a bigger college and bigger colleges have bigger voices.
- Allows us to do classified staffing reductions. There are many programs, especially 1 that is very small, co-located and duplicating services and we can make changes immediately but also later to make it overall effective and efficient. Several situations where we ask faculty to do more than their duty. Cut outside of Academic Affairs so eliminate Development Officer Position which is currently vacant, that is the 1 ASF position that is impacted.
- When you put these complimentary and related areas together we expect we would find additional savings in year 2.

The Plan

- **Reduction for FY22/FY23 (\$2.19 million)**

- Minimized impact on current personnel
- Classified reduction via attrition, departures, BESIs, possibly layoffs
- No IFO retrenchment
- Requires continued hiring discipline in FY22, FY23
- Continue to seek administration efficiencies

- **No lay off of ASF, we eliminate 1 but it is vacant.** We have to continue this kind of hiring discipline in the next 2 years--you will see student support hires.

Next Steps

- Requesting consultation on this plan
 - <https://link.mnsu.edu/budgetplan>
- Small group meetings, open forums
- Program meetings
- Reorganization conversations begin ASAP
- *Strategic Budget Planning next year

- The reorganization conversations begin ASAP.
- This is really based on strategic plan a couple years ago and that plan continues, and currently will help inform moving forward as well. Can't get into great detail because we don't want people to hear specifics about their department in a public meeting. Very small number of possible classified layoffs.

<https://link.mnsu.edu/budgetplan>

M. Iverson:

- When you talk about that we do have, there is overlap and very appreciative of not eliminating but how do we plan to work through those overlapped areas?

M. Cecil:

- Mostly are in Lynn Akey's area for instance: advisors, there will not be any fewer advisors, to have robust advising services, including opening up space, can be a real positive, can make things possible.

L. Akey:

- Want to re-echo what Matt mentioned, it starts the conversation. Like Mel, I expect we will talk about what those innovation ideas might be ahead of us and that way we can move forward together.

M. Cecil:

- It's a lot I know.

M. Weister:

- Dashboards were released to Deans and wondering when will general access be granted?

M. Cecil:

- Dashboards were created for retrenchment purposes, we are going to try to release them next week so all faculty and staff can look at your areas, we have found some things we want to change for "2.0"

B.Martensen:

- Faculty next week see their own dept. also talked about staff as far as related to their dept. which gets more complicated we will do our best to get it mapped out. Over a thousand errors can occur. Appreciate patience and then sometime in April, provide wider more transparent access to the whole data set. Important to contextualize what the data is saying and not saying. Want to make a few changes based on the feedback we have gotten to make data more clear. Etc. April will be more forward facing, to help us with continuous improvement and conversations. How do we use this information and this data that will help us to be more valuable in moving our programs forward?

M. Iverson:

- Very appreciative that ASF was not a part of the cuts

M. Cecil:

- There was 1 but it was vacant; it doesn't mean not ever just not now. Goal is to restore the positions.

L. Steinborn-Gourley:

- When I think about the role of AH and SBS play in gen. eds and equity 2030 and not talking specifics---the courses that live in those 2 colleges and making sure there is still strong support and that they are bolstered in a way that feels good.

M. Cecil:

- Couldn't agree more, they have a big footprint, we need to have that conversation on the campus about what is general education.

L. Akey:

- Liz to that comment, one of the things I'm excited about, from an academic and curricular point is it can bring in innovative gen. ed. curriculum. We have seen that with schools and I would look for this type of situation to enable that type of conversation and dialogue. I don't see it as limited, but really a platform to do amazing things moving forward.

H. Morris:

- Equity 2030 was one of the decision making factors around budget cuts. And that includes a more diversified work force and employment and continues to be guidelines we continue to honor in this process.

M. Weister:

- It feels very thoughtful, intentional and appreciate how serious you take this process and look forward to continuing the conversation and encourage our members to participate in the conversation.

R. Straka:

- CRRSA Funding: Legislation with many names
- We received portions of the stimulus bill passed in December. One was \$4.5 million for student and \$10 million for institutional support.
- Some of it is up in the air and not official guidance. Now that the Secretary of Education has been appointed, hopefully we can move forward with guidance.
- We are wanting to know: Are we able to look back the beginning of pandemic in March but leg. Signed language only to the start of when the bill was signed. It's been a big case of hurry up and wait. ON the student side.
- Student Side, can't be concurrent, fully online and other verifications. Last time if you qualified, then you received, but this time is different. As we look now, Option 3 was more of an across the board option---don't want to go that way and wont' be going that way. The guidance from MN State point it towards the most needy so rather than a 1 size fits all so we presented 2 options to student government last night and will meet again today.
- First option: those who received a pell disbursement this spring, by receiving pell shows they have high need. Then eligible but did not receive---brings in graduate students. There still shows need. Need a letter of consultation from and for students and get plan to MinnState system for chancellor's office to give us the go ahead and one more thing we have to do and not sure how, students have an opt-in ability so they can apply it to their current outstanding balance. Students will have a choice this time. Identify how much, notify and give them time to opt in and each one will get a different award type because ISRS will process based on type.

2/24/2021

CRRSA Proposals for \$4,544,481 for 12,719 enrolled and eligible students (removed International/DACA)

8,884 FAFSA filers, 3,835 Non-FAFSA filers

Set aside approx. 10% (\$454,448) for Emergency Grants through an Application process

Option 1 - FAFSA Filers

| Award | Per Student Award | # of Students | Criteria |
|-------------|-------------------|---------------|---|
| \$2,542,000 | \$1,000 | 2542 | Recd Pell disbursement Spring 2021 (20215) |
| \$686,400 | \$800 | 858 | Pell-eligible EFC but did not receive Pell disbursement Spring 2021 (UG and Grad) |
| \$843,125 | \$625 | 1349 | Non-Pell EFC b/n \$5,712-\$12,000 (UG and Grad) - still have need |

\$4,071,525 Total

\$472,956 remaining for Emergency Grants

Option 2 - FAFSA Filers

| Award | Per Student Award | # of Students | Criteria |
|-------------|-------------------|---------------|---|
| \$3,400,000 | \$1,000 | 3400 | Pell-eligible EFC (UG and Grad) |
| \$674,500 | \$500 | 1349 | Non-Pell EFC b/n \$5,712-\$12,000 (UG and Grad) |

\$4,074,500 Total

\$469,981 remaining for Emergency Grants

- Will this apply to fall 2021 or spring 2021---goal is to apply ASAP with a goal of end of spring semester.

T. Stokes-Hernandez:

- Did students indicate preference?

R. Straka:

- They were leaning towards option 1 for initial feedback but want more consultation. Goal is aid as soon as possible. Every application reviewing individually and rewarded manually. More manual and cumbersome than the award types that we can run scripts. If we didn't have to do the opt-in we could do it faster.

President Search

S.Barrett:

- All 4 finalists that did their virtual forums, all expressed how much they appreciated and getting to know and thank everyone in ASF. All 4 especially really liked the bargaining unit leader conversations. All 4 had deep appreciation for the work you do. Will know in less than 2 weeks. If you have any questions on the search process or how things go from here contact me or Sheri Sargent as we are the liaisons for the search.

FY21 MSUAASF Meet & Confer

April 1, 2021

May 6, 2021