

ASF Meet and Confer Notes
Wednesday, April 6th 2016

Meeting Chair –MSUAASF President, Jean Clarke

I. Information Items

A. Review of Notes

- 1.No changes suggested.

B. MSU President's Report (R. Davenport)

1. Leadership Council Meeting topic was online learning, related to best practices. Online learning is a great vehicle to be considered to reach students we aren't reaching. They are looking into a joint proposal to work together with other MnSCU campuses. We are the highest institution related to actual count (not percentage). There will be continued discussion on this.

1. We didn't talk about the cell phone policy.
2. We also talked about MnSCU and the State working more closely and efficiently together, recognizing there are a lot of barriers and issues.
3. 25% of the MnSCU Presidents are people of color. They have raised concern that they are not being heard as much as wanted. This was a great discussion.
4. There was only a little discussion about the budget.
5. There was a discussion about the Star Tribune article related to President Potter up in St. Cloud, and the request by the IFO for a vote of no confidence against President Potter. The conversation at the IFO Delegates Assembly on the vote of "no confidence" started with a Mankato faculty person, which drew attention to our university.
6. It was announced by the IFO that Chancellor Rosenstone announced that he would be retiring later in July, this came as a huge shock. There was a lot of "pushback" on this. The Chancellor didn't make this announcement, which was a concern that reflected on Mankato to some degree.
7. President Potter and President Davenport needed to mend fences as a result of some of these issues, and met to discuss.

2. Legislative Update: The governor supports a 21 million dollars supplemental budget for MnSCU. There is no guarantee that this will pass.

- 3.Branding Discussion: There was large attendance, and it was recommended to the board by Noelle Hawton that this would move forward even though there was a lack of support by Presidents and those coming to the various listening sessions. Minnesota State is the brand they are going forward with. President Davenport will be at the next meeting related to this topic.

C. MSUAASF President's Report (J. Clarke)

1. Elections will happen next week to elect President, Vice-President, Secretary, Treasurer, and Negotiator.
- 2.Many members in this room were at Monday's Contract Training.
- 3.Teamsters Lobby Day is next Wednesday to help lobby for the 21 million supplemental funding.
- 4.This is a busy time for advising, recruiting, and keeping students on track for success.

D. Vice President Student Affairs & Enrollment Management Report (D. Jones)

1. Enrollment Update:

1. Overall applications are up 10%.
2. Admitted students are up 2.3%
 - a. International Admits are up 38% from a year ago—very strong
3. Intent to enroll is up about 60 students from a year ago.
4. We are down about 15 transfer students from a year ago.
5. Perspective student event is coming up (B. Jones).
6. International Student yield rate is in decline compared to the past. Some visa challenges are occurring in some countries (Nigeria). We'll likely continue to be up, but more incrementally. (B. Jones).

7. Phone calls and text messaging from current students to help recruit new students is taking place (B. Jones).
8. Thank you for the investment in media dollars recently, to help us do web-based media buys. We are excited about this pilot in the fall (B. Jones).
9. (H. Morris). Has the diversity numbers been calculated yet? (Not yet—D. Jones).
10. Student Activities expects 1500-2000 students coming on campus to see a lawyer form a popular Netflix documentary: Making a Murderer. This should impact intellectual conversations on campus.
11. House Party was recognized for an award by ACPA.

II. Discussion Items

A. Budget (R. Straka)

- Allocation Framework Redesign Update (MSUAASF)
 - i. Not a lot of updates.
 - ii. They are trying to find data that will accurately reflect changes related to performance funding.
 - iii. There is discussion of which model library expenditures should fall.
- No major changes since presentation to members at last MSUAASF meeting.
- \$21,000,000 is supported by Governor, but there is significant republican pushback, who want more budget cuts. This decision wouldn't likely come until the end of the session.
- Joint budget and assessment meeting focused on laying out the process for next year in order to look forward at resource allocation.

B. HR Topics (S. Sargent—D. Anderson filled in.)

- Human Resource Vacancies
 - i. There were 2 people on the fixed term list, and the date has passed.
- Holiday Calendar (MSUAASF)
- Holiday Update from Human Resources (any progress on 2018 date)
 - i. We are asking for consideration on the day off after the New Year's holiday given timing regarding orientation (J. Clarke)

C. Parking and Transportation Presentation (D. Cowan)

- See handouts from the Parking Advisory and Transportation Committee.
- Public hearing took place to receive feedback.
- There was some talk about the future of the "free lot 23" and if this will always be free given the evolution of physical campus.
- (R. Davenport)—Given future parking needs, it seems unlikely that this lot will always be free.
- The focus is on support for the 3% increase.

D. Graduation Ceremony Update (P. Hustoles)

- Various meetings have occurred and progress has been made in a number of initiatives.
- A DJ will do a ½ hour preshow for the audience.
- On Friday, there are various bands playing at the various ceremonies.
- Students will be singing the national anthem.
- There will be an assortment of graduate and undergraduate speakers for the various ceremonies. Auditions have taken place and practice time is forthcoming.
 - i. (J. Clarke): How were students chosen to audition?
 1. Colleges were asked to nominate students. They were invited to audition. There was a 3 person selection committee that picked 6 winners based mostly on comfort of delivery, but also a bit on content.
 2. Suggestions will be made to speakers to improve their speeches (content won't be forced upon the students).
 3. The graduate students being involved will add new elements to the ceremony.
 4. A deaf student will also be a speaker.

- The script is ½ of what it has been in the past.
- There have been staging changes.
- IFO has been challenged to double the number of members in the audience.
- MSUAASF is also challenged to double our attendance.
- There will be a selfie booth, and the President has been invited to attend that!
- There will be an assessment coming out after graduation.

E. HLC Recap (L. Akey)

- The visit is over, but the reaffirmation process continues.
- See handout regarding next steps.
- It could be early fall before a true decision point is reached.
- (B. Jones) Do you get a general sense from the team how it goes? No, they really don't comment in that way.
- (R. Davenport) Thank you to L. Akey—give her applause for what she has done.
- There will be areas of strength and areas where we can grow that will come from in the report.
- There were some prescriptive comments that were concerning given that is not the role of the visit team to prescribe.

F. FLSA Update - MSU/MnSCU Plans (MSUAASF)

- Until there is a decision about how to implement there isn't a lot of information to provide.
- E-Timesheet is not yet equipped to handle this yet (D. Anderson).
- (B. Jones) What clarification can be provided on definitions surrounding travel?
 - i. HR will provide this.
- (S. Murray) There is work that is being done under the confines of salaried employees that have to be considered.
- (B. Jones) Best practices and training to help MSUAASF supervisors hold people accountable to things that we haven't had to do yet would be helpful to prepare for this change. It is requested that HR provide this training.
- (J. Clarke) There should be an effort regarding consistency across MnSCU campuses for people in similar roles on various campuses.

G. Budget- Targets for Each Division and How Places are Decreasing (MSUAASF)

- (R. Straka) Targets are being discussed by departments. We are not planning on the \$21 million dollars, and we'll then react if we do get it.
 - i. The 2017 plans are still being worked on, layoff considerations need to be determined for "next rounds." Layoffs are not imminent. We need to determine how to roll out this information so employees don't find out about their job being reorganized publically.
 - ii. More information at the May's Meet and Confer related to the 2017 budget. Information will be released on April 19th.
 - iii. (B. Fleischman) Academic Affairs faces over a 4 million dollar reduction. We are looking at efficiencies related to course offerings and scaling more upper level course.
 - iv. (R. Davenport) We have to make sure we don't cut the wrong positions, these cuts have implications on mapping, and if done without consideration we could impact student satisfaction and enrollment funds down the road.
 - v. We need to focus on values when making cuts. Human nature suggests that sometimes extreme solutions surface, which we have to watch out for.
 - vi. 95% of what we do we'll always be doing, don't lose sight of that during budget fatigue

H. Third Party Vendor Update (MSUAASF)

- (R. Davenport) I made the decision to close this for the time being (it has been suspended until further notice). Reason number 1, HLC was coming, and our nursing scores were among the lowest. This was an

issue for HLC and also impacts donations. Reason number 2, getting buy-in at the system level was a concern, as well as IFO threatening to go into a long term lawsuit. Having this in the news would not have had a positive impact at this time. We have to fix challenges with the nursing program before we move forward.

- (R. Straka) There is a potential upside to this program in terms of more students that is a loss by not moving forward, but it wasn't certain that this initiative could be financially viable at the same time.

I. Process for Internal Searches (MSUAASF)

- (J. Clarke) We are wondering if there is a written process for internal searches, which according to our contract should be available. Clarification—this is for permanent positions, not fixed terms, interims, etc.

Respectfully Submitted,

Jamie Van Boxel
MSUAASF Secretary