

**Minnesota State University Association of
Administrative and Service Faculty Meet & Confer
Thursday, March 26, 2026 | 1:15 – 2:45 pm
CSU 238**

AGENDA

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 type="checkbox"/> Amy Cooney | <input 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 (online) | <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 type="checkbox"/> Sheri Sargent |
| <input checked="" type="checkbox"/> David Hood (online) | <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 Kmiech | <input checked="" type="checkbox"/> Travis Thul |

Guests: Kelly Meier

Meeting Materials can be found on [The Fountain, ASF site](#)

1. Standing Items:

- A. Welcome & Introductions – none noted
- B. Reorder/Additions – none noted
- C. Review of Prior Meeting Notes – none noted
- D. MSU President's Report [**Edward Inch**]
 - a) 3 buildings need to come down: Armstrong, Blakesly, Carkoski commons.
 - i) Carkoski area – food pantry and clinic moves to FS building.
 - b) Three Primary Updates
 - i) Armstrong: continue to talk with legislators. ASF had a great showing at Lobby Day. Legislators all reflected that we did a good job making the case, and now message is more about how to help people find the funding streams. Armstrong is the only building we can ask for general funds for. Looking at General obligation funds – only need to repay 1/6 of the bond. Feeling better about it; odds have probably improved. "Cautiously-optimistic.
 - ii) Future State (FS) – picking up steam.
 - (1) Both Armstrong, FS, and all other projects - Strong system scorecard for Advancement Operations which credit also given to the many areas of partnership. We've been able to generate more fundraising than system averages.
 - (2) Normal year 13 – 15 million. Last year – up to \$35 mil

- (3) For every dollar we spend on Advancement, we generate \$18. System high, industry high. ROI is high.
- (4) Your support and all of our connections are helping to get the resources we need to support students.
- iii) Budget – been a focal point for some time. We are underfunded by the system and Minnesota State. Asking system to reconsider three things:
 - (1) System allocation & framework – change to be more fair- ongoing conversation. Asking them to reimagine their allocation and framework as we are being unduly taxed.
 - (2) Mankato budget - We are out of balance right now nearly \$23 mil – if nothing changes. See Spreadsheet in the file about how we can reduce. Students do NOT want a tuition increase. Review spreadsheet – looking at personal, non-personnel, etc.
 - (3) Additional Revenue to consider – e.g. credit card transaction fees to the payer, to be considered. Want more ideas. Also, see materials shared.
 - (4) Asks that ASF review and provide ideas or questions.**
 - (5) Hope is to engage as many people as possible to find an avenue to cover the deficit. A tuition increase is likely even though students don't want it – but doesn't seem possible without it. Process of figuring out what we can do, and hoping that we continue to have opps w/ system about keeping all campuses open. What is the best use of resources.
- c) **Thank you for your work** – students are energized. **Trustees called out that Mankato ASF with positive comments. He** appreciates honest assessment of what we might want to do.
- E. ASF President's Report [**Alissa Morson**]
 - a) End of March! Where has time gone.? Countdowns to end of the semester. Indicative of the 'hardness' of this year. Lobby Day was very exciting for us. Big impact but hard to come back to classes. Biggest change in the last month: *Fear of uncertainty*. Budget crunch and rumor mill is making members anxious. Members are really hopeful for more info on potential strategies to get us in a better position next year. Every ASF member she has spoken to has indicated that they are doing way more with far less than ever. Members are getting to a breaking point. Asking for help but not receiving it as supervisors are not able to extend their help (also at breaking point). Alissa is a helper, so is trying to help members by listening and has an open door, but it's a difficult time. Members want to know what is on the horizon. Want to know we are stable. Alissa, as a union leader, is really worried that we are going to start losing our important staff here.
 - b) Hiring is an additional crunch point. Worried about what will happen when people start to leave. Will members be able to hold everything up or will we start to hear about what can be left. Out. We need to hear from all of you about what you want us to be doing in that work.
 - c) Budget Survey – put out to members – and got a lot of feedback. Majority of our members are asking that individuals at the upper level not take pay increase and even take pay cuts. ASF raises do not cover the cost of living. A lot of call for changes to be made at the upper levels of the university. ASF staff are squeezed mentally and emotionally. Tressa and Alissa will be at AA budget meeting Friday, would like to see similar convos in all areas. Acknowledge that upper admin are doing their best and careful with what's being shared for good reason, but now is the time for sharing. Layoffs biggest concern for members. Asking for transparency.
- F. Acting Vice President Student Affairs & Enrollment Management [**Brian Jones**]
 - a) RFP for dining vendor process has finished. Sodexo has been chosen and approved by BOT. Now will negotiate final terms.
 - b) Highlight – MSU Reporter 100 year celebration! Many alums came. Great keynote; resonated well with students, and provided excellent real-world example of how his experience here helped in the world, and he's a proud Maverick: Myron Medcalf (Star Trib, ESPN).
 - c) Acknowledge – staff and divisions are stressed, stressful time of year for students as well.

- d) Making progress w/ emergency planning for campus. *Emergency Ops Center* – defining it post COVID. Both a group of people and physical location. Training protocol being put together. Prep people who would be called in case of emergency, and physical space in lower library, working with IT to outfit it.

2. Discussion Items:

A. Questions from Administrative Reports [MSUAASF] – no comments

B. Budget Update [Anne Gillespie & Edward Inch]

- a) State level – February forecast showed improvement. Moved from deficit to almost a surplus, but no increases for HE were proposed. Our funding starts at state level, and we are under-funded. We are special and unique and have a different value proposition. Also, no changes were made in allocation framework. Believe we need to continue to evaluate the framework. Allocation model – see all the docs on this – will be in The Fountain. Instructional cost study was limited. Minn State froze components of the allocation model due to issues with WD. Not final but won't know our impacts until after this term.
- b) Tuition increase – can not go above 6.25%. We had requested more but unless someone else goes lower than 6.25, we will not be able to go above that. So, likely we will bring in less than formerly anticipated in tuition.
- c) We don't have the answers, haven't made decisions, but we are going to be more transparent. Have received feedback from the survey form and budget sub-meet, and continue to collect input. Preference is to not cut further as we are extremely lean. We should lean into the revenue side but we are being tasked and challenged with doing something that systemically will be hard. The spreadsheet being shown was put in M&C this morning. Looking at open positions, held positions, if we eliminate what do we do with the work, lots of TBDs because we don't know. Look at all three tabs: Summary, reductions, add'l rev. **NO DECISIONS have been made – this the time to be more transparent.** Major considerations right now are likely OPEN positions, however there are some things in non-personnel areas (e.g. credit card service charges, etc.)
- d) There are some personnel options that have come up within divisions. BESIs last year – still trying to determine where that work goes. None are necessarily great, all pose challenges, but some are less impactful than others (equipment, CC fees, etc.)
- e) Last tab – tuition increases – biggest lever we have.
- f) ROI among development officers (see earlier note), there is data for a return on that investment (\$18 for every \$1 invested). May be a place to invest in. Combination of a variety of things; always changing. This is a DRAFT running list, not final, but looking for feedback. These are hard conversations. Feedback will be considered.
- g) Depts / divisions are still having meetings. AA is very complex because of the nature of academic programs. Non-personnel costs are already low. Inflation / need for higher wages continue.
- h) Let's position ourselves for future state support with Governor and elections.
- i) Must consider everything but no decisions have been made.
- j) CFI recovery strategy meeting with Chancellor (earlier this year) – it's known we can't keep pulling out of reserves, but we do HAVE pockets of money that we can't necessarily pull fund. Our budget focus is on our General Fund. Can fee-funded or NAI areas help general fund? This is another question.
- k) As we are talking with members about items which have risen to the pile, let us know. Looking for returns in next 12 – 18 months.
- l) **Comments and questions:**
 - i) Is this the way of things to come? Seems like the budget forecast is not optimistic looking forward. What is our long-term game? What can Mankato do now so that we are strategic now and it puts us in a good place in 5 years. What is our strategy? What is the five and 10-year vision for University?

- (1) A: part of answer is off-setting state revenue – need to get a little more independent. (e.g. Coursera). The Future State is set to open in 2029 and it will start to generate revenue that year. Projections are that it will bring in 4 – 6 million. We are also working to get a 200 million endowment so that we can spin off funds from that. E.g clinic expansion, state tourneys, rent out housing over summer.
 - (2) B: we need to look at infrastructure as well. Physical footprint is important. We have to remain relevant. What does the footprint look like? How do we stay attractive to students? Need a long-term strategy for success. For long-term success, Mankato needs appropriate funding from state. Online is increasing, and all 33 systems have online – that seems unhelpful.
 - ii) Question: RIF = reduction in force? Yes.
 - iii) Questions about spreadsheet and targets, help with math. There are scholarships and debt services are a part of some figures, but not others. Need to make sure we are not double cutting. Need to be thoughtful about ‘saving money’ between two dept vs a reduction in costs. People want more details but hard to share across 1000s of accounts, etc., so trying to provide more info without being overwhelming. We may still choose to invest in areas.
 - iv) Question: What is the comms plan moving forward? It’s been top-up. But once decision is made will do a broader comms plan – town hall, and will likely be a combo of supervisors letting staff know, etc.
 - v) Question: Are there cost savings been discussed about France Ave and other external sites? 7700 France programming need to move, need to find a place. Goal is to have programming moved before end of lease.
- C. Differential Rate Overview [**Michelle Moosally**]
- a) See presentation on the Fountatin - Regular Tuition vs Differential Tuition (grad programs). Also have Course Fees (something a student can take with them, etc.) Differential allows us to cover other kinds of things: extraordinary cost of offering a program – i.e. clinical experiences, etc.
 - b) We have not to-date done a course-based differential...but there are some lab-based courses, etc., which cost more, such as costs of consumables.
 - i) Bio, Chem – focused on lab courses
 - ii) IE – high design/lab courses
 - iii) COB – Bus 295.
 - iv) Q: looking for next academic year? Yes.
 - v) Q: how will it impact PSEO? They are typically not doing lab classes.
 - vi) Comment: Women and students of color – feels like a tax potentially which will have percent increases on those students in particular. A: understood, and only raising this now due to our budget situation. Also another reason to continue to fight for NorthStar scholarship.
- D. Jet Simulator Laboratory Naming Request [**Edward Inch**]
- a) No feedback and approved.
- E. Moonshot Phase Two Recommendations [**Henry Morris and Kelly Meier**] **Time Certain – 1:30 PM**
- a) Review of process, Phase one,
 - b) MoonShot brings people together from across institutions. Three Phase 2 work groups – see details in file.
 - i) Change Management – how to best resource all faculty and staff to have what they need to make change. Will more widely distribute survey to all bargaining units. Will use the info internally. Will help them plan. Will work on training for expanded cabinet and cabinet this year.
 - ii) Credit for Prior Learning – This summer will have more concrete list of recommendations
 - (1) MyCPL
 - (2) Work with Fac
 - (3) Mainting data/report

- (4) Fac/Student comms and training
- iii) Academic Degree MAPS – charged w/ creating maps for all programs, look at consistency, availability, pull together materials. We have lots of variations. Create a single academic map combining academic checklists w/ career info for each degree program. Will also look at interactive softwares, etc. Will discuss how to keep them updated, etc.
- iv) Will have another townhall this summer for further updates. It's MoonShot Student Success for All. Pres has discussed making higher ed more affordable. Two of these ideas could impact that – smoother transfer routes and CPL.
 - (1) Question: is there overlap on transfer pathways? Yes – transfer has their own workgroup as well.
 - (2) Comment there is a difference between ASF member and people in ASF positions – please continue to update us on staffing so we can ensure ASF membership is represented. A: The Fountain has a MoonShot tab which show members. We can adjust if there is a group which doesn't have an ASF member
 - (3) Comment: consider showing where we will grow/bridge gaps.

3. Information Items:

A. Mavericks Doing Amazing Things [VP Reports]

- a) Board of Trustees Service Faculty of the Year Award [Edward Inch] – Jean Clarke – nomination letter read (partial). Will be awarded April 22. CONGRATS, Jean!
- b) Donor Engagement / Advancement Events [Edward Inch] – Kudos to University Advancement has been on the road, doing more group work. Events coming up, try to get general support for scholarships. Endowment from 70 million to 110 million. Currently we are way above average in donors (compared to peers), we are way over average of our peers on endowment figures, and we are getting an larger return on our investment in Advancement.
- c) Student Government Capital Bonding & Funding Advocacy [Anne Gillespie] - MSU students have been amazing! Student Gov't has done incredible work with meeting and educating legislature, etc. Seen for the first time in her tenture, movement in Armstrong. Legislature listens to students and staff. Students United and SGA - big kudos. Need to keep the pedal to the medal.
- d) CDC Director Recognition [Travis Thul] – Katie Jolicoeur – was recently profiled in St. Cloud alumin mag.

B. Multi-modal Teaching Update [Michelle Moosally]

- a) FA – established new limits on multi-modal options. See presentation for full details.

C. Proposed Divisional Name Change [Travis Thul]

- a) Newest Division – Moving to *Student and Industry Success*. Hoping to see these changes this summer.

D. Update on CHSS Dean Search [David Hood]

- a) Made an offer to candidate and negotiating. Dean of AHN in interviews.

E. AI Task Force Proposal –final feedback [see report in Teams, communicate feedback to VP Kmiech]

- a) Please provide feedback to proposal in folder.

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]

E. Diversity, Equity & Inclusion [Henry Morris]

Closing - meeting adjourned at 2:45 pm. Will move items not addressed (highlighted) 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.

2025-26 Meet and Confer Dates

September 4, 2025

October 2, 2025

November 6, 2025

December 4, 2025

January 29, 2026

February 26, 2026

March 26, 2026

April 30, 2026