

**MINNESOTA STATE UNIVERSITY ASSOCIATION
OF ADMINISTRATIVE AND SERVICE FACULTY MEET and CONFER NOTES
Thursday, March 2, 2023 | 1:15-2:45 p.m., via zoom and in person**

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.

Attendees: Katie Hodgden, Lynn Akey, Lindsay Smith, David Jones, Marie Slotemaker, Carolyn Nelson, Mark Johnson, Margaret Hesser, Liz Steinborn-Gourley, Sheri Sargent, Edward Inch, David Hood, Mandy Weister, Tracy Stokes Hernandez, Anne Dahlman, Rick Straka, Riley Devenport

Meeting Chair – Marie Slotemaker, MSUAASF President

Documents Referenced in Meeting:

[ASF Meet Confer Agenda-3.2.23.docx](#)

[MSUAASF Meet and Confer Notes 02 02 2023.pdf](#)

[MSUAASF President Report March 2 2023.docx](#)

[AASCU Consultant Report - ASF Feedback.docx](#)

[Projections FY24-25 Appropriation Tuition Inflation Gov Budget Jan 25 2023.xlsx](#)

[Projections FY24 Appropriation Tuition Inflation November 28 2022.xlsx](#)

[ITS March Meet & Confer 2023 revised.pdf](#)

[General Fund Staffing FTE Analysis \(FY2013 - FY2023\) - 20221206.pdf](#)

[Human Resources Update Mar. 2023 Meet and Confer.pdf](#)

[Vacancies List - March 2023.pdf](#)

[Enrollment Report for MC 030223.docx](#)

[FY2012-2025 Master FYE February 2023.xlsx](#)

[Draft Destination 2030 Strategic Plan Mar MC.pdf](#)

[february-2023-forecast-presentation.pdf](#)

[ASF Statewide Survey Infographic Mankato.pdf](#)

Standing Items:

Welcome

Reorder/Additions: None voiced

Review of [Prior Meeting Notes](#): no changes voiced

MSU President's Report [E. Inch]

- Had a colleague on campus recently and hearing what they shared about what they saw in our campus helps to be a reminder that we see things a certain way that moves an agenda forward depending on your lenses
 - we talked about we need to teach people to dialogue;
 - We have remarkable spaces for student engagement;

- There are opportunities on our campus to have conversations about difficult issues and strategic planning is an example of that---so many divergent points of view, look at multiple perspectives and come to a set of goals and trajectory to move forward;
- We want to work on this together as a community.
- Last week the Chronicle published an assessment of where higher ed is going (worth reading)we are not withering because we have great people that are working hard and we need to make sure we are cutting edge and adapt to which is one of the challenges for enrollment, the work you all do—focusing on student success, etc.
 - That will make the difference in us feeling successful or not; sister campuses have struggled—we have not (NDSU huge lay-offs) and that’s because this place has been well cared for
- The AASCU Report—there has been lots of feedback and I have enjoyed reading it; it’s helpful to hear and I have appreciated people’s approach
 - we need to do better with our resources
 - What are the communication aspects you need most access to? We are working on communication and creating a page that I hope this page is the first-place people would log in to view—it’s a central and vibrant
- Thank you for your work, been so impressed in looking at pictures recently—the work you all do is so unique and so special
 - you engage your students at all levels
 - who makes the decision to do these things? The answer is it’s not just 1 person

ASF (Vice) President’s Report [M. Slotemaker]

View Report: [MSUAASF President Report March 2 2023.docx](#)

Vice President Student Affairs & Enrollment Management [D. Jones]

- Thanks to all your members; spring good time to confirm for those who applied

Administrative Reports

- *ITS Update [M. Johnson]*
- **View Report:** [ITS March Meet & Confer 2023 revised.pdf](#)
- *Budget Update [R. Straka]*
- **View Reports:** [Projections FY24-25 Appropriation Tuition Inflation Gov Budget Jan 25 2023.xlsx](#)
- [Projections FY24 Appropriation Tuition Inflation November 28 2022.xlsx](#)
 - Question was raised by ASF member to speak to the 5% Salary increase projected
 - R. Straka—just best guess only on what our budget might be –you can’t just look at cost of living adjustments, there’s also step increases, (faculty also factor in promotion and tenure, career steps, salary inequity study)—we’re trying to take into considerations in all of those costs, bumped it up from what it’s been previously; we’ve been between 3.75-5%; really hard areas to project, again just best guesses
- [General Fund Staffing FTE Analysis \(FY2013 - FY2023\) - 20221206.pdf](#)
 - This document came from a request in another bargaining unit

- Looking at the actual FTE from our system....could we look at this by division
 - this is data from FY12-FY 22
 - It's important to note there are some nuances—
 - we've re-organized (ie. Student Success division),
 - changes in cost centers,
 - the 23rd column take it for what it is-- it was pulled in December; just a way to say what is the staff changes
 - go to the bottom of that report and you can see:
 - 2013: FYE versus staffing: 14,194 FYE enrollment versus 1,391 positions coming from the general fund
 - 2022: 13,067 students and 1,451 positions from the general fund.
 - Down in enrollment and higher in staffing in comparison
 - We are funded primarily on tuition (70%) so in a time period when we've lost students, we have increased staffing which is a question about long term sustainability—that is something we have to look at—that's the big picture from that report which is why enrollment is so important because it impacts our staffing
 - As we get into academic staffing—when you go into Lynn's area there are academic summaries-through FY 21, hopefully FY 22 soon—usually 9-11 months behind
- **Enrollment Update [D. Jones]**
 - **View Report:** [Enrollment Report for MC 030223.docx](#)
 - [FY2012-2025 Master FYE February 2023.xlsx](#)
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- **Human Resources [S. Sargent]**
 - **View Reports:** [Vacancies List - March 2023.pdf](#)
 - [Human Resources Update Mar. 2023 Meet and Confer.pdf](#)
 - T. Hernandez had questions about 2 positions stating no longer being filled as a status: Director of Accessibility Resources & ADA Compliance Officer and Student Success Coordinator and Conduct Officer
 - H. Morris- The Accessibility Resources position has been filled but it is going for a Range Review –currently a D, to CEC on March 20th
 - S. Sargent—I will look into both of those and get back to you
- **Equity 2030 [H. Morris]**
 - **View Reports:**
 - We are implementing the climate studying-March 20th-April 17th, letter from the president encouraging people to take it
 - both for students and employees
 - we will ask other people at the institution to help encourage those you have connections with to take the survey
 - 20% is common response rate
 - The more people that fill it out the better information we have;
 - We know a lot but a survey adds nuances to our data and it might also add focus

- Not all institutions across the state are doing this right away;
- President Inch: we would have done earlier but waited on contract and kudos to our DEI team

Discussion Items:

AASCU Consultants' Report [Edward Inch]

- Note about the passing of first Women's Center Director, Neala Schleuning. She was a "thorn in many peoples' sides" and has done incredible lasting work that continues to affect our campus community.
- Want to recognize your work in contributing on the first draft of the report
- We have so many different perspectives on this campus that is useful
- Some have asked if I regret sharing the report—I do not
- I invite any thoughts/comments, etc. that you think leadership ought to know
- Not ready to make a decision on multiple things; I will work on fixing communication
- Spent a lot of time looking at enrollment structure and best practices around institutions that do smart DEI work
- Personal goal: retain a lot more than 50% of our students
- This is just information gathering
- Lots of passion
- M. Slotemaker- Overall theme: the report shows push back to a traditional model of 2 divisions
- H. Morris- Example of how individuals from historically marginalized will read something different than those who are not. It's not about wrong or right but just different interpretations of the information
- M. Slotemaker- A lot of very strong feedback on recommendation 3—"to push the diverse student centers outside of DEI would be catastrophic" "result of the report is 'endemic of institutionalized racism'" "DEI is the emerging national trend that the consultants were not equipped to understand coming from a lens of white privilege" "this report is not putting students first"
- E. Inch The process of feedback for this is important—we need to talk through things; 4 action steps: 1- review resources for division 2 – is current location promoting student success 3 – university needs wider DEI responsibilities (featured in strategic plan) 4 – align admissions efforts
 - Opportunity is important. Point is correct: we approach all these conversations from a lens. Maybe we do something about funding and integrating admissions
- M. Weister – historically marginalized groups, how do you heal that? Needs to be trust. There isn't trust because it hasn't been experienced. How do we build trust moving forward? Transparency, communication.
- D. Hood – struggling, understands intent of the report – simply a report of one person's thinking. Reflect to determine is "this what we want to do for the next 10 years" never saw as directive. Feels like misperception was to take us a step back, but we have opportunity to maximize future planning.
- L. Smith – member asked why now? It feels personal.
- M. Slotemaker – upset and recommendations, fear that we could come back in August and have decisions made.

- M. Weister – read that they were recommendations, observation of a lot for units but not in academic affairs
- D. Hood – academics is a bunch of interims so there is no set structure, structure has been dissolved already. 3 or 4 different areas of responsibility per dean. New strategic plan plays into that. Beef up curriculum and innovation space. One person who drives curriculum development, to transform how we teach and learn is going to require a massive overhaul for how we develop curriculum.
- H. Morris – don't believe centers will be closed. Should we continue to look at how we evolve as an institution. Distrust never gets explored, President wants transparency. Difficult reports are challenging. Need to have conversation. Good area for further conversation.
- L. Steinborn-Gourley – As member of one of the offices in DEI, seeing national trends of defunding Women's Centers and undervaluing. Moving identity centers out of DEI would make voices quieter. Nothing "historic" about marginalized people experiencing discrimination – happening on campus today. Breaking up DEI would weaken the division, and hurt our students.
- H. Morris – university-wide participation in next DEI strategic plan
- E. Inch – we have smart people

Draft Destination 2030 Strategic Plan [Lynn Akey]

- [Draft Destination 2030 Strategic Plan Mar MC.pdf](#)
- Focus on where we're at today.
- Task force picked up on futuring work to help our institution move towards where higher ed is going in next 15 years. 4 strategic issues:
 - Enrollment
 - Diversity, equity, and inclusion
 - Student success
 - Constraining resources
- Open forums, town halls, one on one, foundation board, GMG membership, national advisory board. Task force actively seeking and recording feedback.
- Review goal statements and strategies – a lot more detail.
- High impact practices and engagement early in academic journey, engaging partners, think deeply on our learning environment
- Community of care built on diversity, inclusion, and belonging.
- Nimble and innovative steward of resources, also how are we generating external revenue
- Next steps – implementation to develop tasks, people, resources. Looking for individuals to lead action plans and developing teams.
- Strategic plan task force is wrapped up. Areas will be engaged who are doing the work and need to do the work. Lists of action plan items will go to appropriate stakeholder
- H. Morris – continued and ongoing conversations between Destination 2030 and Equity 2030 to continue efforts to address marginalized communities

Information Items:

COVID 19 Update [no changes]

Legislative Update [Edward Inch & Rick Straka]

- [february-2023-forecast-presentation.pdf](#)
- Governor funded campus stabilization. Not much money for tuition freeze workforce development. Good energy to get Armstrong done.
- R. Straka – would legislature fund a tuition freeze?

ASF Salary Survey [Marie Slotemaker, Mandy Weister, Liz Steinborn-Gourley]

- [ASF Statewide Survey Infographic Mankato.pdf](#)
- 76.25% have considered leaving position for better wages. Concerning when we see small applicant pools.
- M. Weister – good staff are leaving us. Good response rate of nearly 60%.

2022-23 Meet and Confer Dates

September 1, 2022

October 6, 2022

November 3, 2022

December 8, 2022

February 2, 2023

March 2, 2023

April 6, 2023

May 4, 2023