



June 21, 2023 Re: Board of Trustees Written Remarks

Honorable Chair Moe and Vice Chair Soule, esteemed Chancellor Malhotra, esteemed Chancellor Designate Olson and respected members of the Board of Trustees,

ASF employees serve at MN State universities in academic, administrative and student service roles with the primary responsibility of supporting student access, engagement and success. ASF employees work in admissions, alumni relations, career services, financial aid, diversity and inclusion offices, residence halls, student activities, advising, health services, athletics, etc. ASF positions require at least a bachelor's degree with a significant number of employees holding master's degrees and some with terminal degrees.

Regrettably, a concerning trend has emerged over the last 10-15 years. MSUAASF (ASF) members specifically have fallen significantly behind our counterparts in the MN State system in regards to earning a livable and respectful wage. **Thirty percent (30%) of ASF employees earn under \$51,000 annually.** Since 2010, ASF has had an average annual increase of 2.16% while MAPE has had an average annual increase of 5.66%. MAPE student affairs colleagues serve in similar types of roles at two-year institutions; however, compensation is not equitable. This discrepancy in compensation raises concerns of equity and fairness within our institutions.

We commend MAPE for their ongoing efforts to advocate for their members and achieve equitable compensation. We sincerely hope that MN State will extend this commitment to all its employees, addressing issues of parity and equity comprehensively.

It is disheartening to note that this spring, **over 76% of ASF employees were actively seeking or contemplating leaving their positions in pursuit of better wages.** The potential loss of these dedicated professionals would have severe repercussions for our MN State universities. Recruitment and retention efforts would suffer, leading to compromised access for over 41,000 students. Lower persistence and graduation rates, along with increased stop-out rates, would become significant challenges faced by our student population.

In order to gain a deeper understanding of the challenges faced by our members, we extend an invitation to explore the [asfrising.com website](https://asfrising.com). By visiting this webpage, you will have the opportunity to explore firsthand experiences shared by ASF employees and access insightful presentations including the 2023 ASF Salary Study Results and the influence of inflation on ASF compensation.

In light of these pressing concerns, we kindly request your support in allocating substantial funding to rectify salary disparities. While we acknowledge that resolving this issue entirely may not be feasible in a single round of negotiations, we firmly believe that initiating this process is of paramount importance. We implore you to prioritize budgetary resources specifically for salary increases dedicated to ASF members.

By investing in the fair compensation of ASF employees, MN State will demonstrate their commitment to the invaluable contributions of ASF professionals and safeguard the quality of education and support provided to our students. We eagerly await your support and look forward to working collaboratively to address these disparities.

Sincerely,

Kristy Modrow,
MSUAASF State President



June 21, 2023

Dear Esteemed Chancellor Malhotra,

I wanted to take a moment to express our deepest gratitude for your remarkable service to ASF members and MN State students. I extend my warmest congratulations on your well-deserved retirement. Our members have enjoyed working with you during your tenure at St. Cloud State University, Metropolitan State University as well as at MN State System Office.

As I reflect upon the incredible accomplishments achieved during your tenure, I acknowledge your exceptional qualities as a leader. Your ability to listen, empathize, and engage with diverse perspectives has fostered an environment that encourages inclusivity and innovation.

Our members look forward to continuing work towards Equity 2030 and closing educational equity gaps across race and ethnicity, socioeconomic status, and geographic location.

I wish you happiness and fulfillment in the next chapter of your life. May your retirement be filled with well-deserved relaxation, quality time with loved ones, and new adventures.

Congratulations!

Kristy Modrow
MSUAASF State President