

**MINNESOTA STATE UNIVERSITY ASSOCIATION
OF ADMINISTRATIVE AND SERVICE FACULTY MEET and CONFER**

**Thursday, February 1, 2018
1:15-2:45 P.M.
CSU 203**

Present – President Davenport, Sara Granberg-Rademacker, Marilyn Wells, Rick Straka, David Jones, Steve Barrett, Bobby Fleischman, Paul Hustoles, Henry Morris, Jamie Van Boxel, Ramon Pinero, Rachel Tanquist, Melissa Iverson, Kristel Seth, Oscar Gonzalez

Meeting Chair – Sara Granberg-Rademacker, MSUAASF President

I. Information Items

A. Review of Notes

- No changes noted. If changes are needed they can be recommended to the MSUAASF President.

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

- The State Governor submitted a proposal that would greatly aid the higher education system but it is not likely to get approved by the legislature.
- On Monday, 1/22/18 R. Davenport attended the Presidents' Meeting with the Board of Trustees. Chair of Board Mike Vekich and Chancellor Malhotra are trying to bring groups together more to increase system wide transparency and the sharing of big ideas. The Board of Trustees want to meet with Presidents more often to get a better idea of what is going on on the campus level.
- The reality is that we have a lot of tough years ahead. The system at all levels is not successful on student success. We need to do a better job of graduating our students and we can do so much better.
- A conclusion made from the President's Meeting with the Board of Trustees is that we have a tendency to think of ourselves from the teaching paradigm but we are a learning institution.
- The search committee and the Chair of the Board of Trustees are working to find the next chancellor for the MN State System. R. Davenport will bring future search updates to Meet and Confer.

C. MSUAASF President's Report (S. Granberg-Rademacker)

- Chancellor Malhotra reached out for more information on student success metrics at State Meet and Confer.
- State Board met last week to improve our vision and mission statement based on work done by members attending the MSUAASF Professional Development Day last October.
- ASF is working to finalize our legislative agenda in tandem with other bargaining organizations. The plan is to support the supplemental budget, HEAPR request, and campus level autonomy with legislative requirements/mandates.
- Yesterday local MSUAASF leadership sat down with some of our members who may be interested in future leadership positions to start cultivating candidates for our upcoming spring elections.
- Local MSUAASF is considering some constitutional changes to increase mentoring and efficiency in our executive team.

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

- We are down 171 FYE (2.9%). All MN State Colleges are down spring enrollment. Bemidji is down .4%, Moorhead is down 1%, Southwest is down 3%, St. Cloud is down 3.9%. We're in the middle of the pack.
- Fall applications are up .6%. The undergraduate 1st time acceptance rate is down 2.8%.
- Intent to enroll for fall is up 11.2% compared to last year and up 10.5% compared to two years ago. We are doing well with domestic students.
- There was difficulty with international enrollment from spring term. There is hope that these students who were unable to start in the spring will enroll for fall term. International enrollment will be tougher to predict in the future.
- The Chronicle of Higher Ed cited that this is the first time in 14 years that international enrollment in the United States has decreased.
- February is a busy time in admissions with campus visits. Admissions will be doing college specific campus visits where students who are interested in certain colleges will be invited to attend certain visits. This is a new idea for campus visits this year. D. Jones hopes that this will allow colleges to provide more pointed communications to students.
- Everyone is invited to attend Bowling with MSSA next Wednesday (02/07/2018).

II. Discussion Items

A. Budget (R. Straka)

- S. Smith and R. Straka reviewed the end of January tuition budget. Last fall there was a half a million dollar deficit and they were projecting a one million dollar deficit for this year. The deficit for spring ended up being closer to \$800,000.
- All other colleges in the system have dropped their student enrollment numbers from September as well. R. Straka plans on a drop of 35 FYE and 50 FYE for the next two years. R. Straka believes that it is better to be conservative in these numbers. Winona reported a drop of 100 students. Southwest reported a drop of 200 students. Both of these campuses had admissions turnover and it shows in their numbers.
- The Pioneer Press published an article last week based on information they gathered at the Board of Trustees meeting while the board was reviewing audits and financial statements. The system did not know there was reporter in the board room. The board was going over audits and financial statements. The information reflected in the article was accrual based financial statements that factor in depreciation. R. Straka believes that this is not the best metric to review our fiscal sustainability. R. Straka states that our unrestricted net assets and change of cash balances would be more important to track. We improved our cash position and net position with the clinical sciences building.
- Last week guidance from system office stated that the board would entertain up to a 4% graduate tuition increase. A 3.99% increase in graduate tuition would bring graduate tuition to \$411.40 per credit. Most other schools are also looking to make this increase.
- Currently, only Bemidji State, Southwest State, and MNSU Mankato have in-state and out-of-state graduate tuition at the same rate. Metro State and Moorhead charge out-of-state tuition as twice the amount of in-state. St. Cloud and Moorhead charge out-of-state graduate students 50% more than in-state graduate students.
- Out-of-state graduate tuition was changed to be the same as in-state at MNSU Mankato in 2012. MNSU is in the minority of peers across the country doing this. R. Straka stated that it is worth reviewing to see if having the tuition rates the same is accomplishing what we want it to accomplish.
- Our undergraduate non-resident tuition rate is over twice what our resident rate is.

- R. Straka is having open discussions with the students about this going forward.
- S. Granberg-Rademacker asked why we originally decided to make graduate resident and non-resident tuition rates the same. R. Straka answered that it was so that MNSU would have a recruiting advantage. R. Straka stated that we need to look at the data to see if this is indeed the case. R. Straka stated that having resident and non-resident rates the same at his prior institution did not drive recruiting or enrollment trends.
- Graduate assistantships will still have in-state tuition rates since it will be covered through their stipend.
- The Tuition and Fee Committee proposed separate resident, non-resident, and international rates. This would allow for opportunities to look at all of these categories separately.
- S. Granberg-Rademacker asked what amount of our graduate students have graduate assistantships. M. Wells answered that approximately 1 out of 4 graduate students have an assistantship.
- S. Granberg-Rademacker also asked what the students' reaction has been. D. Jones answered that no graduate students were in the room at the last student meeting and that the undergraduate students did not provide a reaction.
- M. Wells added that increasingly education is being paid for by employers. Students are less likely to be writing the check themselves. We need to give a good value for our tuition.

B. HR Topics (S. Barrett)

- Human Resource Vacancies
 - 2 lists attached. There are 139 positions in the hiring process. This is a spike that is typical of spring months. HR is currently busy reviewing applications and selecting finalists. S. Barrett expects that this wave will work its way through over the next month.
 - S. Barrett stated that if any members have questions on why a position is in a selected finalist stage for a while or any other questions on the process they can reach out to him and he will get them an answer as soon as he can.
- Human Resources Investigation Process
 - Summary table (attached). This is the third month of the new paradigm and the HR team is still well within the 30 day goal. The chart is based on 11 cases.
 - IFO requested high and low review numbers instead of just the averages. There is a lot of variance.
 - Time to start investigations can sometimes take longer but when this happens the team completes the other steps more efficiently to stay within the goal timeline. This allows for more heightened focus and collaborative goals.
 - S. Granberg-Rademacker thanks HR. Their hard work on keeping the investigations timeline short helps our members know that we as an institution value the importance of our workplace climate.
- FLSA
 - Summary table attached.
 - We have received 6 positions back but this includes range reviews.
 - When a position goes up for a range review it is also getting reviewed for FLSA.

- Audit numbers will be packaged and sent back to systems office. Angie and Steve have a meeting next week to review these items before sending them back.
- Clarity on the academic advising positions will hopefully happening soon.
- J. Van Boxel asked if central HR is still planning on their June 2018 deadline. S. Barrett answered that they are sticking to the deadline. S. Barrett is concerned that we are getting dangerously close to getting all of our position reviews back at once, which will make it difficult for local HR to work with all employees and supervisors at once. S. Barrett has been assured this won't happen but it is becoming more of a likelihood.
- Other campuses are in the same boat.
- S. Granberg-Rademacker asked S. Barrett if the new central HR hire has MMB delegated authority to do reviews. S. Barrett stated that they currently do not have delegated authority. Another person currently needs to sign off on every step of the process that the new hire is doing. S. Barrett hopes that this person will be granted authority in early spring.
- S. Barrett's meeting with S. Appelquist, had to be postponed. S. Barrett would like to discuss this issue and others with her when their meeting is rescheduled.
- On a different note, S. Granberg-Rademacker also asked for an update on what the Professional Development Day Committee found regarding the December event. S. Barrett answered that the group will be meeting next week. S. Barrett will bring an update for us at the next Meet and Confer.
- Holiday Calendars
 - Classified groups coming to decisions on how they want to apply Veterans and Presidents Day. S. Barrett will keep us posted as things get finalized.

C. 2012-2017 Strategic Enrollment Management Plan Report (D. Jones)

- Proposed enrollment goals for the next strategic enrollment management plan attached.
- D. Jones is requesting feedback on this plan from our members at the next Meet and Confer in March.
- The new strategic enrollment plan is centered around student success. There are three primary goals in the new plan.
- D. Jones based the plan off of nationally recognized student success measures. D. Jones is working with L. Akey's team to decide the baselines that we should we measure student success.
- While we have peer groups within University and the President is evaluated based on how he is doing compared to other Universities in our system, D. Jones based our strategic plan goals on our IPEDS (peer group Universities across the country). The schools listed are considered schools most similar to us in 2016.
- D. Jones plans on using the 75th percentile of success compared to these other colleges to serve as the measuring stick for our strategic plan.
- Goal #1 is to place our retention rate in the 75th percentile compared to the schools listed. To reach this goal we must have more than 84% of our first year full time students return. We are currently at 73%.
- There is not a natural IPED comparison for transfer students or other goal items on the plan marked with an asterisk. To mark our progress with these goals we will look at our most recent 5 year performance and set our goal above this. D. Jones will be working with L.

Akey's team to find this goal number. D. Jones is requesting feedback from our membership to see if using the 5 year performance average as a benchmark to create our upcoming enrollment goal makes sense to our members.

- Goal #2 is to increase the number of students completing their degree. Our peer group is currently at 1 in 3 students for 75th percentile. We are at 1 in 4.
- Our transfer goal is to reach 58% (we're at 53%).
- A sub-goal is to reduce the performance gap for minority students.
- R. Davenport gives credit to D. Jones for making aspirational enrollment goals since we are not comparing our enrollment numbers to our system peer group since we score well already within the MN State system.
- S. Granberg-Rademacker asked where we currently rate compared to other IPED colleges? D. Jones answered that we are currently third from last in the IPED peer group.
- J. Van Boxel asked how the faculty and IFO are responding to the new Strategic Enrollment Management Plan since it digs at the heart of what they do. D. Jones answered that he will be presenting the plan to IFO later today, but that he will share their initial response at the next Meet and Confer.
- Goal #3 focuses on total student enrollment. The sub-goals focus on populations the university finds important. D. Jones asked if our members have any additional feedback on what other campus populations we should be focusing on.
- M. Wells met with D. Jones and is highly supportive of the endeavor. She believes this will help us follow through with our overall university planning efforts.
- R. Davenport stated that he thinks they're reachable goals, but that we will need very significant changes on campus. This plan is our way to stay a financially stable institution. If our numbers drop like our peer institutions have we will be in financial trouble. Since we are here to serve students, student success is at the heart of it.
- R. Davenport added that we are successful with initial admissions. We bring in the second largest number of applications in the state compared to both public and private institutions. Mankato is the place to check out, but now we need to retain these students.
- S. Granberg-Rademacker asked if we can list where we currently are for Goal 1 areas that do not have direct IPED comparisons. D. Jones answered that L. Akey is already looking for the numbers to add (5 year averages).

D. Strategic Budget Process Appeal Process (R. Straka)

- MSUAASF members have been at various stages of involvement with this process. R. Straka thanks MSUAASF members who were on the review sub-committee. Program reviews were submitted last week.
- Only two people attended the open forums at the end of January. There was a good discussion.
- The initial category placement will be communicated by next week.
- There will be an appeal process. Information on how to appeal will be provided with the program notification. The link to the appeal information is also listed on the initial document approved last May. Programs will have up to 30 days to file appeal. The appeal can be up to 5 PDF pages (more formatting details online). Program will be notified of the final appeal results within 30 days of when they submit their appeal.
- They have already had feedback on some of the measures, such as listing program trends vs. absolute placement.
- R. Straka has also received questions on whether departments will lose or gain money based on their classification. R. Straka states that this is just informed data to support strategic

initiatives of where we want to be and where we want to invest. This helps make decisions on where we need to balance our budget to be able to fund our investments.

- This review process was put in place before the legislative session ended last year. Even in times of stable finances it helps us decide how we invest in our University.
- S. Granberg-Rademacker asked if there is currently a plan in place for collecting feedback. R. Straka answered that they plan on collecting feedback on the process from September to December 2018. R. Straka is open to ideas on how feedback should be solicited.
- M. Wells adds that the strategic budget reaffirms what is important to us and that the categorization measures have student success lens.
- Non-academic categorization has been more unique to review because they do not have a comparable data set to other departments that can be given from IR so a lot relies on their narratives.
- K. Seth asked if there will be specific training for writing an appeal. R. Straka answered that there will be sessions to ask questions and that it will be a working process. If individuals can't make the session times they can reach out with questions.
- M. Wells has received requests from other universities on our strategic budget process. This process is seen as innovative and forward looking.
- R. Straka gives L. Akey and the co-chairs a lot of credit. This process is steeped in data and metrics. They had the idea to create categories instead of full prioritization.
- Currently the team is at the University of South Dakota because they were invited to give guidance and expertise on the HLC accreditation since we did so well on ours.

E. Sesquicentennial Celebration Update (Paul Hustoles)

- So far there have been 75 Branded Events with 75+ to go. Many of these events have been rebranded but some are unique to the sesquicentennial.
- To become a sesquicentennial event, an event must welcome to individuals to the sesquicentennial event, mention our MNSU heritage and our Native American heritage, and welcome individuals to other sesquicentennial events.
- The book publishing is currently behind schedule. Printing services currently has a postcard book, a coloring book, and t-shirts branded with our different school names throughout history. Each t-shirt includes the school logo of the era. There are 5 different shirt designs for the 5 name changes MNSU has been through.
- The sesquicentennial logo is everywhere. It is on University buses, stationary, etc.
- D. Jones appearing with Dancing with the Stars Mankato to push our sesquicentennial events.
- The homecoming parade will travel down Main Street. Different floats will be themed based on different decades to celebrate the past as well as looking towards the future.
- The celebration week will include a music festival, talent show, Native American event, etc.
- The new Ted Theater seats have obtained their final approval. They will be bigger than any seat on campus. There will be a debut and dedication ceremony.
- On the Saturday of the celebration week there will be a gala. The entire CSU will be reserved for the event. There will be a countdown to the 150th year anniversary and fireworks.

F. 7700 France Facility Update and Grand Opening Plans (MSUAASF)

- Things are moving along well. There will be an open house on March 29th between 4-7pm.
- They are currently working on moving telepresence units, signage, etc.
- Baccalaureate completion programs will stay at the Normandale location.

- There are thoughts of moving all activity over to the France location when the Normandale lease is up in 5 years but this is a continued discussion.

G. Weather-Essential Employees Designation and Expectations (MSUAASF)

- S. Granberg-Rademacker wanted to discuss this topic because we have had questions about expectations for weather essential personnel from our membership. More specifically, who they are and what limitations they have from working at home.
- S. Barrett stated that the HR team is currently looking at we do for weather essential employees vs. what other institutions do. S. Barrett agrees we need to get a clear definition of weather essential employees.
- R. Straka states that there is a board policy of what weather essential is. It is included as part of the policy on closing campuses. Weather essential employees are primarily safety and facilities. The campus must base who we decide weather essential employees are on this policy.
- Currently no ASF or GMWs were listed as weather essential under R. Straka's division. Because of this designation the grounds crew of 2-3 people had to remove 10-15ft of snow in front of the buildings overnight. This is an unrealistic expectation.
- Each vice-president reviews who is weather essential on their list. The employee knows if they are weather essential and what that means. Weather essential does means it is essential that you are here on campus.
- S. Granberg-Rademacker stated that since these events happen so intermittently it is not always on the top of our radar.
- S. Granberg-Rademacker has also received member questions asking about when these events are designated as a vacation day or not because it comes across as unfair for some to work while others do not have to based on geographic location.
- S. Barrett agrees that this is an issue that we want to address. S. Barrett plans to review what other institutions are doing and revise our policy. S. Barrett mentioned that Winona has a clear policy which we may use as a future guideline.
- J. Van Boxel added that the current terminology used when we close the campus isn't clear. Residence hall students and parents called into Residential Life with the assumption that students were being thrown out of their dorms or that they would not have a place to eat. R. Davenport stated that this is the first time that he has heard this concern but that he believes that a separate communication to students living on campus would help to ease this concern.
- J. Clarke added that since the wording is similar to what we use when we close the Residence Halls for winter break she can understand the confusion.
- R. Davenport clarified that Sodexo employees cannot leave during weather emergencies.
- J. Van Boxel shared that Sodexo managers drove around town to pick up and drop off their employees so that the dining hall would be staffed during the snow storm.
- B. Fleischman stated that the emergency policy is currently up for review so input can be sent for what should be added to the policy.

FY18 Meeting Dates

March 1, 2018

April 5, 2018

May 3, 2018

GENERAL FUND STRATEGIC BUDGET PLANNING PROCESS 2017-2018 ACADEMIC YEAR

Strategic Budget Planning Web Site: [HTTPS://WWW.MNSU.EDU/PLANNING/SBP.HTML](https://www.mnsu.edu/planning/sbp.html)

PROCESS/STEPS		SUPPORT POINTS
TIMELINE	Strategic Budget Planning Implementation Phase Aug. to Sept. 2017	
	Data and Information Generation Phase Sept. to Nov. 2017	
	Initial Categorization Phase Nov. 2017 to Jan. 2018	Information Sessions
Nov. 2017 – Jan. 2018	<ul style="list-style-type: none"> Strategic Budget Planning Sub-Committee completes evaluation of narrative portions within the evaluation criteria. Narrative and non-narrative evaluation results merged to produce initial program category outcome (<i>Candidate for Investment, Maintenance, or Reduction</i>). Initial program category result communicated with the Program and respective Dean/VP. 	<ul style="list-style-type: none"> Tuesday, January 23, 2018; 3:00 – 3:50 p.m., CSU 201
	Final Categorization Phase Jan. – Mar. 2018	Information Sessions
Jan. – Mar. 2018	<ul style="list-style-type: none"> Programs can file an appeal (30 business days following notification) for review by the Categorization Appeal Team. Categorization Appeal Team review and decision communicated with the appealing Program and respective Dean/VP (30 business days following appeal submission). Final categorization of programs published internally. 	<ul style="list-style-type: none"> Thursday, February 15, 2018; 12:30 – 1:30 p.m., CSU 238 Tuesday, February 20, 2018; 11:00 a.m. – 12:00 p.m., CSU 201 Thursday, March 22, 2018; 2:00 – 3:00 p.m., CSU 201 Friday, March 23, 2018; 11:00 a.m. – 12:00 p.m., CSU 201
	Process Review and Evaluation Phase Sept. – Dec. 2018	

Position Vacancies by Bargaining Unit/Employee Group
 Meet-and Confer, Thursday, February 1, 2018

Administrators

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Director of MN Institute for Natural Resources, Agriculture and Land Stewardship	AA18117	NEW	NEW	GENERAL	AT WILL	FINALISTS SELECTED	MN Institute for Natural Resources, Agriculture and Land Stewardship (MINRALS)	7		
U	Interim Associate VP for Research and Graduate Dean	AA18167	EXISTING	EXISTING	GENERAL	AT WILL	NOT YET STARTED	Office of the Provost	11		2/1/18
U	Dean CSBS	AA19026	EXISTING	EXISTING	GENERAL	AT WILL	ADVERTISEMEN T OPEN	Dean's Office	10		7/1/18
U	Acting Associate Vice President of University Advancement	UA18005	NEW	EXISTING	GENERAL	AT WILL	ADVERTISEMEN T OPEN	University Advancement	ASSOC VP		2/1/18

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Administrative Assistant	AA18131	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	MIN State Engineering Center of Excellence	OAS, INT	Azzizeh Raddatz	
C	Registration Help Center Assistant	AA18133	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Registrar	OAS INT		10/23/17
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	SEAS	FINALISTS SELECTED	Engineering Center for Excellence	OAS INT		11/10/17
C	DARS Transfer Articulation Specialist	AA18138	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Registrar's Office	OAS SR	Kate VanErdewy	11/27/17

C	Administrative Assistant	AA18140	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	English	OAS INTER	Elizabeth Olmanson	11/6/17
C	Administrative Assistant	AA18141	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Educ Studies: K-12 & Secondary Programs	OAS INTER		11/27/17
C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Accessibility Resources	OAS INT		12/6/17
C	Archives Technician	AA18143	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Library Services	LIB TECH		12/6/17
C	Administrative Assistant	AA18150	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	K-12 & Secondary Programs	OAS INT		12/11/17
C	Library Technician/Late Night Tech	AA18151	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Library Services	LIB TECH		1/8/18
C	Administrative Assistant	AA18152	EXISTING	EXISTING	GENERAL	UNLIM	POSITION DRAFTED	Ethnic Studies & GWS	OAS INT		1/10/18
C	Library Technician - PAT Late Night Supervisor	AA18153	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Library Services	LIB TECH	Neil Musolf	1/8/18
C	Administrative Assistant	AA18155	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Urban & Regional Studies	OAS INT		1/3/18
C	Administrative Assistant	AA18156	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Institutional Diversity	OAS INT		1/8/18
C	Graduation Evaluator	AA18157	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Registrar's Office	OAS SR		1/1/18
C	Administrative Assistant	AA18158	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Family Consumer Science	OAS INT		1/16/18
C	Off-Campus Program Assistant	AA18164	EXISTING	EXISTING	NON-GEN	UNLIM	INTERNAL BID STAGE	University Extended Education Honors	OAS INT		1/16/18
C	Administrative Support Coordinator	AA18166	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Program/URC/O office of University Fellowships	OAS INT		1/12/18
C	General Maintenance Worker	FA18020	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		

C	General Maintenance Worker	FA18021	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	Groundskeeper Intermediate	FA18029	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Facilities Management	GRDS INT	Brandon Wendlandt	11/1/17
C	Data Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Application Development	ITS 4		
C	Administrative Assistant	PO18005	NEW	NEW	GENERAL	UNLIM	OFFEREE APPROVED	Equal Opportunity & Title IX	OAS INT		12/11/17
C	General Maintenance Worker	SA17042	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		
C	General Maintenance Worker	SA17043	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	GMW	Nathan Lonneman	
C	General Maintenance Worker	SA17053	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		
C	General Maintenance Worker	SA18015	NEW	NEW	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		10/9/17
C	Temporary GMW	SA18018	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		10/30/17
C	Temporary GMW	SA18019	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		10/30/17
C	Campus Security Officer	SA18021	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Security	CSO		11/15/17
C	Campus Security Officer	SA18022	EXISTING	EXISTING	NON-GEN	UNLIM	OFFEREE APPROVED	Security	CSO		11/15/17
C	General Maintenance Worker	SA18031	EXISTING	EXISTING	NON-GEN	UNLIM	INTERNAL BID STAGE	Residential Life	GMW		1/8/2018
C	General Maintenance Worker	SA18033	EXISTING	EXISTING	NON-GEN	UNLIM	INTERNAL BID STAGE	Residential Life	GMW		1/8/18
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		1/22/18
C	Graphic Designer	UA18003	EXISTING	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Printing Services	GRAPHIC ARTS SPEC		3/1/18
C	Office Assistant	UA18010	NEW	EXISTING	NON-GEN	TEMP	WRITTEN OFFER EXTENDED	Printing Services	OAS		1/15/18

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Director, Academic Advising	AA18082	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	Undergraduate Education	E		
U	Laboratory Coordinator for Biological Sciences	AA18128	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Biological Sciences	C		
U	Interim International Student Services Advisor	AA18139	EXISTING	EXISTING	NON-GEN	FIXED TERM	NO LONGER BEING FILLED	International Student & Scholar Services	B		12/1/17
U	Interim Customized English Language Trainer	AA18159	NEW	EXISTING	NON-GEN	FIXED TERM	CALL OUT TO ASF	Center for English Language Programs	B		1/6/18
U	Director of Student Achievement	AA18162	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	OASIS	C		2/1/18
U	Advisor	AA18163	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Allied Health & Nursing University	ADVISOR		5/15/18
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Extended Education - TCE	C		3/12/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	Dean's Office	A		7/1/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Economics	ASST PROF		8/20/18
U	Director of OASIS	AA19063	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	OASIS	C		7/1/18
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Intercollegiate Athletics	B		6/1/18
U	Athletic Training Assistant	FA19000	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Intercollegiate Athletics	B		9/1/18
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Student Health Services	E		
U	Hall Director	SA18027	EXISTING	EXISTING	NON-GEN	PROB	REVIEWING APPLICATIONS	Residential Life	B		7/12/18
U	Program Advisor	SA18028	EXISTING	EXISTING	NON-GEN	PROB	REVIEWING APPLICATIONS	Residential Life	B		5/29/18

U	Hall Director	SA18029	EXISTING	EXISTING	NON-GEN	PROB	REVIEWING APPLICATIONS	Residential Life	B		7/12/18
U	Interim Coordinator of Alcohol and Drug Sanction Education	SA18030	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Student Health Services	C	Natalie Schuette	1/8/18
U	Physician	SA18035	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Student Health Services	E		2/1/18
U	Industry Relations Director	SP17007	EXISTING	EXISTING	GENERAL	PROB	NO LONGER BEING FILLED	University Extended Education - TCE	C		
U	Interim Senior Director of Administration	UA18007	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	University Development	D	Nick Linde	1/3/2018

Commissioners Plan

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Dental Hygienist	AA17206	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienis t		
C	Dental Hygienist	AA17207	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienis t		
C	Dental Hygienist	AA17208	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienis t		
C	Dental Hygienist	AA17209	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienis t		

IFO

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Assistant Professor	AA18057	NEW	EXISTING	NON-GEN	FIXED TERM	WORK EXPERIENCE COMPLETED	Nursing	Asst Prof		
U	Instructor	AA18074	NEW	NEW	NON-GEN	FIXED TERM	REVIEWING APPLICATIONS	Philosophy	INSTR		
U	Research Professor	AA18087	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Integrated Engineering	Prof	Jennifer Karlin	
U	Associate / Assistant Professor	AA18116	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Automotive & Manufacturing Engineering Technology	ASSOC ASST PROF		

U	Assistant Professor / Research Scientist	AA18130	NEW	EXISTING	NON-GEN	FIXED TERM	HIRED	Physics/Astronomy	ASST PROF	Ka-Wah Wong	1/3/18
U	Instructor	AA18160	NEW	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	English	INSTR		1/8/18
U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Chemistry and Geology	Asst Prof		
U	Associate / Assistant Professor	AA19002	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	K-12 & Secondary Programs	Assoc/Asst Prof		
U	Associate / Assistant Professor	AA19004	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Biological Sciences	ASSOC ASST PROF		
U	Assistant Professor	AA19005	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Management	ASST PROF		
U	Assistant Professor	AA19006	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Management	ASST PROF		
U	Associate / Assistant Professor	AA19007	EXISTING	EXISTING	GENERAL	PROB	VERBAL OFFER EXTENDED	Computer Information Science	ASSOC ASST PROF		
U	Associate / Assistant Professor	AA19008	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Computer Information Science	ASSOC ASST PROF		
U	Associate/Assistant Professor	AA19009	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	School of Nursing	SST PROF		8/20/18
U	Assistant Professor	AA19013	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Physics and Astronomy	ASST PROF		
U	Assistant Professor	AA19014	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Mass Media	ASST PROF		
U	Assistant Professor	AA19015	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Music	ASST PROF		
U	Assistant Professor	AA19016	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	WLC/Spanish	ASST PROF		
U	Assistant Professor	AA19017	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mathematics and Statistics	ASST PROF		
U	Assistant Professor	AA19018	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	English	ASST PROF		8/20/18

U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Educational Leadership	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19021	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance	ASST PROF ASSOC	1/3/18
U	Associate / Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Aviation	ASST PROF	8/20/18
U	Assistant Professor	AA19023	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19024	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19025	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Physics and Astronomy	ASST PROF	8/20/18
U	Assistant Professor	AA19027	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Marketing & International Business	ASST PROF	8/20/18
U	Assistant Professor	AA19028	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	English	ASST PROF	8/20/18
U	Associate / Assistant Professor	AA19029	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Biological Sciences	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19030	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19031	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19032	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance - Exercise Science	ASST PROF	8/20/18

U	Assistant Professor	AA19034	NEW	NEW	GENERAL	PROB	ADVERTISEMEN T OPEN	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19035	NEW	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Associate / Assistant Professor	AA19036	EXISTING	EXISTING	GENERAL	PROB	HIRED	Educational Studies: K-12 & Secondary	ASSOC ASST PROF	Rick Lybeck 8/20/18
U	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Mathematics & Statistics	ASST PROF	8/20/18
U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Accounting/Busi ness Law	ASSOC PROF	8/20/18
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	School of Nursing	ASSOC ASST PROF	8/13/18
U	Associate or Assistant Professor	AA19040	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19041	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	URS/ Governme nt: Public Admin.	ASST PROF	8/20/18
U	Assistant Professor	AA19042	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Sociology & Corrections	ASST PROF	8/20/18
U	Assistant Professor	AA19043	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Psychology	ASST PROF	8/20/18
U	Assistant Professor	AA19044	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Sociology & Corrections: NPL	ASST PROF	8/20/18
U	Assistant Professor	AA19045	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Political Science	ASST PROF	8/20/18
U	Assistant Professor	AA19046	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Law Enforcement	ASST PROF	8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Law Enforcement	ASST PROF	8/20/18

U	Assistant Professor	AA19048	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Gender & Women's Studies	ASST PROF		8/20/18
U	Assistant Professor	AA19049	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Ethnic Studies	ASST PROF		8/20/18
U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Sociology & Corrections: AOS	ASST PROF		8/20/18
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	English	ASST PROF		8/20/18
U	Assistant Professor	AA19054	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	English	ASST PROF		8/20/18
U	Instructor	AA19057	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics & Statistics	INSTR	Jacob Westman	1/8/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMENT T OPEN	ME & CVE	ASSOC/A SST/INSTR		8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	FIXED TERM	ADVERTISEMENT T OPEN	Elementary & Early Childhood	ASST PROF		8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Geography	ASST PROF		8/20/18
U	Assistant Professor	AA19061	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Geography	ASST PROF		8/20/18
U	Assistant Professor	AA19065	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Chemistry and Geology	ASST PROF		8/20/18
U	Assistant Professor	AA19067	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Library - Technical Services	ASST PROF		8/20/18
U	Assistant Volleyball Coach	FA18034	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Joseph Klein	1/5/18
U	Counselor	SA18024	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Counseling Center	INSTR	Jaime Zander	1/8/18

Managerial

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Director of College Operations	AA18079	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	CSET Dean's Office	Admin. Officer		

MAPE

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Research Analyst Intermediate / Research Database Developer	AA17201	NEW	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Anthropology	h Analyst	Research	
C	Library Systems ITS 1	AA18134	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Library Services	ITS 1		12/1/17
C	Support and Training Specialist	AA18144	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	PALS	LIB DEV		1/10/18
C	Computer Store Technical Specialist	IT17001	EXISTING	EXISTING	NON-GEN	UNLIM	ON HOLD	Campus Computer Store	ITS 1		
C	Desktop Software Manager	IT17002	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Academic Technology	ITS 3		
C	ITS 3 / Instructional Technologist	IT17005	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Academic Technology	ITS 3		
C	Systems Supervisor/ACIO	IT17007	EXISTING	EXISTING	GENERAL	UNLIM	ON HOLD	IT Solutions	Systems Supervis or		
C	Data Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Application Development	ITS 4		
C	Equal Opportunity & Title IX Specialist	PO18004	NEW	NEW	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Equal Opportunity & Title IX	AAO2		12/11/17
C	Technology & Information Specialist	SA18001	EXISTING	EXISTING	GENERAL	TEMP	NO LONGER BEING FILED	Career Development Center	MGMT ANAL 2		
C	State Program Administrator Intermediate	SA18032	EXISTING	EXISTING	NON-GEN	UNLIM	REVIEWING APPLICATIONS	Student Health Services	PRG ADM		3/5/2018

MGEC

NONE

MMA

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Physical Plant Director	FA18035	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Physical Plant	DIR	Donal Duehring	1/8/2018
C	Building Services Foreman	SA18025	EXISTING	EXISTING	NON-GEN	UNLIM	OFFEREE APPROVED	Residential Life	FOREMAN		1/2/18
C	Senior Director of Advancement Services	UA18006	NEW	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Advancement Services	SR DIR		2/1/18

TOTAL POSITIONS:	103	103	115	121	139						
	10/5/17	11/2/17	12/7/17	1/4/18	2/1/18						
ADMINISTRATORS	2	2	2	3	4						
AFSCME	28	34	34	42	36						
ASF	17	15	19	17	20						
COMMISSIONERS PLAN	15	5	5	4	4						
I/O	26	31	42	40	60						
MANAGERIAL PLAN	1	1	1	1	1						
MAPE	13	13	10	11	11						
MGEC	1	1	0	0	0						
MMA	0	0	2	3	3						

Position Vacancies by Status
 Meet-and Confer, Thursday, February 1, 2018

Search Not Started

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPT	RANGE	NAME	START
C	Dental Hygienist	AA17206	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	Hygienist		
C	Dental Hygienist	AA17207	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	Hygienist		
C	Dental Hygienist	AA17208	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	Hygienist		
C	Dental Hygienist	AA17209	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	Hygienist		
C	Administrative Assistant	AA18150	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Secondary Programs	OAS INT		12/11/17
C	Administrative Assistant	AA18152	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Ethnic Studies & GWS	OAS INT		1/10/18
C	Administrative Assistant	AA18155	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Urban & Regional Studies	OAS INT		1/3/18
C	Graduation Evaluator	AA18157	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR		1/1/18
U	Instructor	AA18160	NEW	EXISTING	GENERAL	IFO	FIXED TERM	English	INSTR		1/8/18
U	Director of Student Achievement	AA18162	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	C		2/1/18
U	Advisor	AA18163	EXISTING	EXISTING	GENERAL	ASF	PROB	Allied Health & Nursing University	ADVISOR		5/15/18
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	ASF	PROB	Extended Education - TCE	C		3/12/18
U	Interim Associate VP for Research & Graduate Dean	AA18167	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	11		2/1/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	ASF	PROB	Dean's Office	A		7/1/18
U	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF		8/20/18

U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	IFO	PROB	Accounting/Business Law	ASSOC PROF	8/20/18
U	Associate or Assistant Professor	AA19040	EXISTING	EXISTING	GENERAL	IFO	PROB	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19041	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	URSI/Government: Public Admin.	ASST PROF	8/20/18
U	Assistant Professor	AA19042	EXISTING	EXISTING	GENERAL	IFO	PROB	Sociology & Corrections	ASST PROF	8/20/18
U	Assistant Professor	AA19043	EXISTING	EXISTING	GENERAL	IFO	PROB	Psychology	ASST PROF	8/20/18
U	Assistant Professor	AA19044	EXISTING	EXISTING	GENERAL	IFO	PROB	Sociology & Corrections:	ASST PROF	8/20/18
U	Assistant Professor	AA19045	EXISTING	EXISTING	GENERAL	IFO	PROB	NPL	ASST PROF	8/20/18
U	Assistant Professor	AA19046	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Political Science	ASST PROF	8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	IFO	PROB	Law Enforcement	ASST PROF	8/20/18
U	Assistant Professor	AA19048	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Law Enforcement Gender & Women's Studies	ASST PROF	8/20/18
U	Assistant Professor	AA19049	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Ethnic Studies	ASST PROF	8/20/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Economics	ASST PROF	8/20/18
U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	IFO	PROB	Sociology & Corrections:	ASST PROF	8/20/18
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	IFO	FIXED TERM	AOS	ASST PROF INSTR	8/20/18
U	Assistant Professor	AA19054	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	English	ASST PROF	8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	English Geography	ASST PROF	8/20/18
U	Assistant Professor	AA19061	EXISTING	EXISTING	GENERAL	IFO	PROB	Geography	ASST PROF	8/20/18
U	Director of OASIS	AA19063	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	C	7/1/18

U	Assistant Professor	AA19065	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Chemistry and Geology	ASST PROF	8/20/18
U	Assistant Professor	AA19067	EXISTING	EXISTING	GENERAL	IFO	PROB	Library - Technical Services	ASST PROF	8/20/18
C	General Maintenance Worker	FA18020	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	General Maintenance Worker	FA18021	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	6/1/18
U	Athletic Training Assistant	FA19000	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	9/1/18
C	ITS 3 / Instructional Technologist	IT17005	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academic Technology	ITS 3	
C	General Maintenance Worker	SA17042	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	
C	General Maintenance Worker	SA17053	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	
C	General Maintenance Worker	SA18015	NEW	NEW	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/9/17
C	Temporary GMW	SA18018	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/30/17
C	Temporary GMW	SA18019	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/30/17
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	1/22/18
U	Physician	SA18035	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Student Health Services	E	2/1/18

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Library Systems ITS 1	AA18134	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Library Services	ITS 1		12/1/17
C	Administrative Assistant	AA18156	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Institutional Diversity	OAS INT		1/8/18
C	Administrative Assistant	AA18158	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Family Consumer Science Center for English Language Programs University Extended Education Honors	OAS INT		1/16/18
U	Interim Customized English Language Trainer	AA18159	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	English Language Programs	B		1/6/18
C	Off-Campus Program Assistant	AA18164	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Extended Education Honors	OAS INT		1/16/18
C	Administrative Support Coordinator	AA18166	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Program/Urc/O fice of University Fellowships	OAS INT		1/12/18
U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	IJO	PROB	Educational Leadership	ASSOC ASST PROF		8/20/18
U	Associate / Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	IJO	PROB	Aviation	ASSOC ASST PROF		8/20/18
U	Assistant Professor	AA19023	EXISTING	EXISTING	GENERAL	IJO	PROB	Mechanical & Civil	ASST PROF		8/20/18
U	Assistant Professor	AA19024	EXISTING	EXISTING	GENERAL	IJO	PROB	Engineering Mechanical & Civil	ASST PROF		8/20/18
U	Assistant Professor	AA19025	EXISTING	EXISTING	GENERAL	IJO	PROB	Engineering Physics and Astronomy	ASST PROF		8/20/18
U	Dean CSBS	AA19026	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10		7/1/18

U	Assistant Professor	AA19034	NEW	NEW	GENERAL	IFO	PROB		Mechanical & Civil	ASST PROF		8/20/18
U	Assistant Professor	AA19035	NEW	EXISTING	GENERAL	IFO	PROB		Engineering Mechanical & Civil	ASST PROF		8/20/18
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	IFO	PROB		Engineering School of Nursing	ASSOC ASST PROF		8/13/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM		ME & CIVE	ASSOC/ASST/INSTR		8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	IFO	FIXED TERM		Elementary & Early Childhood	ASST PROF		8/20/18
C	General Maintenance Worker	SA18031	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM		Residential Life	GMW		1/8/2018
C	General Maintenance Worker	SA18033	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM		Residential Life	GMW		1/8/18
U	Acting Associate Vice President of University Advancement	UA18005	NEW	EXISTING	GENERAL	ADMIN	AT WILL		University Advancement	ASSOC VP		2/1/18
C	Senior Director of Advancement Services	UA18006	NEW	EXISTING	GENERAL	MMA	UNLIM		Advancement Services	SR DIR		2/1/18

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Instructor	AA18074	NEW	NEW	NON-GEN	IFO	FIXED TERM	Philosophy	INSTR		
U	Director, Academic Advising	AA18082	NEW	NEW	GENERAL	ASF	PROB	Undergraduate Education	E		
U	Associate / Assistant Professor	AA18116	NEW	EXISTING	GENERAL	IFO	PROB	Automotive & Manufacturing Engineering Technology	ASSOC ASST PROF		
C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Accessibility Resources	OAS INT		12/6/17
C	Library Technician/Late Night Tech	AA18151	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		1/8/18

U	Assistant Professor	AA19005	EXISTING	EXISTING	GENERAL	IFO	PROB	Management	ASST PROF	
U	Associate/Assistant Professor	AA19009	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC/ASST PROF	8/20/18
U	Assistant Professor	AA19013	EXISTING	EXISTING	GENERAL	IFO	PROB	Physics and Astronomy	ASST PROF	
U	Assistant Professor	AA19014	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mass Media	ASST PROF	
U	Assistant Professor	AA19015	EXISTING	EXISTING	GENERAL	IFO	PROB	Music	ASST PROF	
U	Assistant Professor	AA19016	EXISTING	EXISTING	GENERAL	IFO	PROB	W/LC/Spanish	ASST PROF	
U	Assistant Professor	AA19017	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics and Statistics	ASST PROF	
U	Assistant Professor	AA19021	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASST PROF	1/3/18
U	Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	IFO	PROB	Marketing & International Business	ASST PROF	8/20/18
U	Assistant Professor	AA19028	EXISTING	EXISTING	GENERAL	IFO	PROB	English	ASST PROF	8/20/18
U	Associate / Assistant Professor	AA19029	EXISTING	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19030	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19031	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19032	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Hall Director	SA18027	EXISTING	EXISTING	NON-GEN	ASF	PROB	Residential Life	B	7/12/18
U	Program Advisor	SA18028	EXISTING	EXISTING	NON-GEN	ASF	PROB	Residential Life	B	5/29/18
U	Hall Director	SA18029	EXISTING	EXISTING	NON-GEN	ASF	PROB	Residential Life	B	7/12/18
C	State Program Administrator Intermediate	SA18032	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Student Health Services	PRG ADM	3/5/2018

Finalists Selected / Offer Approvals

Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
	Research Analyst										
C	Intermediate / Research Database Developer	AA17201	NEW	EXISTING	NON-GEN	MAPE	UNLIM	Anthropology	Research Analyst Int.		
U	Assistant Professor	AA18057	NEW	EXISTING	NON-GEN	IFO	FIXED TERM	Nursing	Asst Prof		
C	Director of College Operations	AA18079	EXISTING	EXISTING	GENERAL	MANGRL	UNLIM	CSET Dean's Office	Admn. Officer		
U	Director of MN Institute for Natural Resources, Agriculture and Land Stewardship	AA18117	NEW	NEW	GENERAL	ADMIN	AT WILL	MN Institute for Natural Resources, Agriculture and Land Stewardship (MINRALS)			
U	Laboratory Coordinator for Biological Sciences	AA18128	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences	C		
C	Registration Help Center Assistant	AA18133	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar	OAS INT		10/23/17
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	MN State Engineering Center for Excellence	OAS INT		11/10/17
C	Administrative Assistant	AA18141	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Educ Studies: K- 12 & Secondary Programs	OAS INTER		11/27/17
C	Archives Technician	AA18143	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		12/6/17
C	Support and Training Specialist	AA18144	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	PALS	LIB DEV		1/10/18
U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	IFO	PROB	Chemistry and Geology	Asst Prof		

U	Associate / Assistant Professor	AA19002	EXISTING	EXISTING	GENERAL	I FO	PROB	K-12 & Secondary Programs	Assoc/Asst Prof	
U	Associate / Assistant Professor	AA19004	EXISTING	EXISTING	GENERAL	I FO	PROB	Biological Sciences	ASSOC ASST PROF	
U	Assistant Professor	AA19006	EXISTING	EXISTING	GENERAL	I FO	PROB	Management	ASST PROF	
U	Associate / Assistant Professor	AA19007	EXISTING	EXISTING	GENERAL	I FO	PROB	Computer Information Science	ASSOC ASST PROF	
U	Associate / Assistant Professor	AA19008	EXISTING	EXISTING	GENERAL	I FO	PROB	Computer Information Science	ASSOC ASST PROF	
U	Assistant Professor	AA19018	EXISTING	EXISTING	GENERAL	I FO	PROB	English	ASST PROF	8/20/18
C	Desktop Software Manager	IT17002	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academic Technology	ITS 3	
C	Data Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	MAPE	UNLIM	Application Development	ITS 4	
C	Data Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	A FSCME	UNLIM	Application Development	ITS 4	
C	Equal Opportunity & Title IX Specialist	PO18004	NEW	NEW	GENERAL	MAPE	UNLIM	Equal Opportunity & Title IX	AAO2	12/11/17
C	Administrative Assistant	PO18005	NEW	NEW	GENERAL	A FSCME	UNLIM	Opportunity & Title IX	OAS INT	12/11/17
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	ASF	PROB	Student Health Services	E	
C	Campus Security Officer	SA18021	EXISTING	EXISTING	GENERAL	A FSCME	UNLIM	Security	CSO	11/15/17
C	Campus Security Officer	SA18022	EXISTING	EXISTING	NON-GEN	A FSCME	UNLIM	Security	CSO	11/15/17
C	Building Services Foreman	SA18025	EXISTING	EXISTING	NON-GEN	MMA	UNLIM	Residential Life	FOREMAN	1/2/18
C	Graphic Designer	UA18003	EXISTING	EXISTING	NON-GEN	A FSCME	UNLIM	Printing Services	GRAPHIC ARTS SPEC	3/1/18
C	Office Assistant	UA18010	NEW	EXISTING	NON-GEN	A FSCME	TEMP	Printing Services	OAS	1/15/18

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Research Professor	AA18087	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	Prof	Jennifer Karlin	
U	Assistant Professor / Research Scientist	AA18130	NEW	EXISTING	NON-GEN	IFO	FIXED TERM	Physics/Astronomy MN State	ASST PROF	Ka-Wah Wong	1/3/18
C	Administrative Assistant	AA18131	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Engineering Center of Excellence	OAS, INT	Azzizeh Raddatz	
C	DARS Transfer Articulation Specialist	AA18138	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR	Kate VanErdewyk	11/27/17
C	Administrative Assistant	AA18140	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	English	OAS INTER	Elizabeth Olmanson	11/6/17
C	Library Technician - PAT Late Night Supervisor	AA18153	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Library Services	LIB TECH	Nell Musolf	1/8/18
U	Associate / Assistant Professor	AA19036	EXISTING	EXISTING	GENERAL	IFO	PROB	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF	Rick Lybeck	8/20/18
U	Instructor	AA19057	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics & Statistics	INSTR	Jacob Westman	1/8/18
C	Groundskeeper Intermediate	FA18029	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Facilities Management	GRDS INT	Brandon Wendlandt	11/1/17
U	Assistant Volleyball Coach	FA18034	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Joseph Klein	1/5/18
C	Physical Plant Director	FA18035	EXISTING	EXISTING	GENERAL	MMA	TEMP	Physical Plant	DIR	Donal Duehring	1/8/2018
C	General Maintenance Worker	SA17043	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Nathan Lonneman	
U	Counselor	SA18024	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Counseling Center	INSTR	Jaime Zander	1/8/18

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Research Professor	AA18087	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	Prof	Jennifer Karlin	
U	Assistant Professor / Research Scientist	AA18130	NEW	EXISTING	NON-GEN	IFO	FIXED TERM	Physics/Astronomy MN State	ASST PROF	Ka-Wah Wong	1/3/18
C	Administrative Assistant	AA18131	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Engineering Center of Excellence	OAS, INT	Azzizeh Raddatz	
C	DARS Transfer Articulation Specialist	AA18138	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR	Kate VanErdewyk	11/27/17
C	Administrative Assistant	AA18140	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	English	OAS INTER	Elizabeth Olmanson	11/6/17
C	Library Technician - PAT Late Night Supervisor	AA18153	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Library Services	LIB TECH	Nell Musolf	1/8/18
U	Associate / Assistant Professor	AA19036	EXISTING	EXISTING	GENERAL	IFO	PROB	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF	Rick Lybeck	8/20/18
U	Instructor	AA19057	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics & Statistics	INSTR	Jacob Westman	1/8/18
C	Groundskeeper Intermediate	FA18029	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Facilities Management	GRDS INT	Brandon Wendlandt	11/1/17
U	Assistant Volleyball Coach	FA18034	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Joseph Klein	1/5/18
C	Physical Plant Director	FA18035	EXISTING	EXISTING	GENERAL	MMA	TEMP	Physical Plant	DIR	Donal Duehring	1/8/2018
C	General Maintenance Worker	SA17043	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Nathan Lonneman	
U	Counselor	SA18024	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Counseling Center	INSTR	Jaime Zander	1/8/18

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Interim Coordinator of Alcohol and Drug Sanction Education	SA418030	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Student Health Services	C	Natalie Schuette	1/8/18
U	Interim Senior Director of Administration	UA18007	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Development	D	Nick Linde	1/3/2018
U	Interim International Student Services Advisor	AA18139	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	International Student & Scholar Services	B		12/1/17
C	Computer Store Technical Specialist	IT17001	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Campus Computer Store	ITS 1		
C	Systems Supervisor/ACIO	IT17007	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions	Systems Supervisor		
C	Technology & Information Specialist	SA18001	EXISTING	EXISTING	GENERAL	MAPE	TEMP	Career Development Center	MGMT ANAL 2		
U	Industry Relations Director	SP17007	EXISTING	EXISTING	GENERAL	ASF	PROB	University Extended Education - TCE	C		
TOTAL POSITIONS:			103	103	115	121	139				
			10/5/17	11/2/17	12/7/17	1/4/18	2/1/18				
TOTAL NOT STARTED			27	40	39	40	47				
TOTAL OPEN			21	10	18	21	21				
TOTAL REVIEWING APPLICANTS			8	14	20	12	23				
TOTAL FINALISTS SELECTED			17	8	21	28	28				
TOTAL HIRED			13	25	13	15	15				
TOTAL ON HOLD/NOT BEING FILLED			17	6	4	5	5				

MSUAASF (211) Fixed Term

NAME	TITLE	DEPARTMENT	JOB ENTRY		ASSIGNMENT	
			DATE	BEGIN DATE	END DATE	
Adams, Timothy W	Military & Veteran Success Coordinator	Student Affairs & Enrollment Manage	06/05/2017	07/01/2017	06/30/2018	
Aguilar Javier, Sergio Yosimlinterim	Director of OASIS	Multicultural Center	10/01/2017	10/01/2017	06/30/2018	
Allen, Kelly R	Hall Director	Residential Life	07/17/2017	07/17/2017	06/30/2018	
Campa, Logan T	Interim Admissions Officer	Undergraduate Admissions	08/21/2017	08/21/2017	06/30/2018	
de Ruiter, Frederick P	Program Advisor & Summer Operations Coord	Residential Life	08/15/2017	08/15/2017	01/31/2018	
Gruenzner, Beverly Jean	Interim Athletic Training Assistant	Intercollegiate Athletics	08/25/2015	12/15/2017	05/04/2018	
Hansen, Jared W	Industry Relations Director	University Extended Education	06/22/2017	07/01/2017	06/21/2018	
Linde, Kasey Richelle	Director of Annual Giving Programs	University Advancement	06/01/2017	07/01/2017	05/31/2018	
Linde, Nicholas M	Interim Senior Dir of Administration	University Advancement	10/17/2013	07/01/2017	06/30/2018	
Olsen, Morgan Laux	Intermittent Athletic Training Asst	Intercollegiate Athletics	11/09/2017	11/09/2017	06/30/2018	
Power, Amber Joy	Director of Communication & Endowed Progra	Arts and Humanities, College of	09/12/2017	09/12/2017	06/30/2018	
Priem, Caley Marie	Intermittent Athletic Training Asst	Intercollegiate Athletics	10/17/2017	12/15/2017	05/04/2018	
Schuette, Natalie	SPF/PFS Project Coordinator	Student Health Services	01/08/2018	01/08/2018	03/09/2018	
Swartz-Beckius, Ann Marie	Interim Recruitment & Retention Advisor	Institutional Diversity	02/21/2017	07/01/2017	06/30/2018	
Valencia, Xochitl R	Interim Education Abroad Advisor	Center for Education Abroad and Aw	10/19/2015	08/21/2017	06/30/2018	
Vorwerk, Daniel A	Hall Director	Residential Life	08/03/2017	08/03/2017	06/30/2018	



STATUS REPORT

HUMAN RESOURCES INVESTIGATION TIMELINE

Meet and Confer
Thursday, February 1, 2018

	Starting the Investigation	Completing the Investigation Report	Decision-maker Makes a Decision	TOTAL Time to Complete Investigation
PREVIOUS AVERAGE	14 days	66 days	28 days	108 days
GOAL	5 days	20 days	5 days	30 days
December 2017	2 days	6.33 days	2.33 days	10.67 days
January 2018	6 days	11 days	4.67 days	18 days

February 2018	8.50 days	8 days	3.50 days	20.75 days
	High: 29 Low: 0	High: 20 Low: 0	High: 7 Low: 0	High: 29 Low: 1



STATUS REPORT
FLSA REVIEW OF MSUAASF POSITIONS

MSUAASF Meet and Confer
 Thursday, February 1, 2018

	Positions Audited by HR	Positions at the System Office	Positions Returned by System Office	Positions on Hold (Academic Exemption)	Positions Remaining to Audit
Dec. 7, 2017	96	53	33	10	72
Jan. 11, 2018	124	77	37	10	54
Feb. 1, 2018	131	78	43	---	59

1/30/18

Minnesota State University, Mankato
Strategic Enrollment Management Plan 2018-2023

PROPOSED Focus:

Where the last Strategic Enrollment Management (SEM) Plan focused strictly on measures of retention, graduation, and enrollment growth, the new SEM will have a similar focus, however it will be framed through the lens of Student Success.

PROPOSED SEM Measures:

Where the last SEM Plan drew upon statewide competitors for numerical goals for measures and aspirational goals for improvement and growth, this SEM Plan will root its goals based on the University's Strategic Plan Directions of *Enhancing Student Success and Completion* and *Advancing a Culture of Evidence and Innovative Organizational Designs*. More specifically, this SEM Plan will set to surpass the 75th percentile of our IPEDS Peer Group for the following three goals. This would place us in the top quartile of our peers. Not all of our measures have comparable data with our IPEDS Peer Group. In cases where that exists (noted with *), an improvement over the most recent five-year average for that measurement is the goal.

Our IPEDS Peer Group from the 2016 IPEDS Data Feedback Report included:

- California State University-Chico (Chico, CA)
- Eastern Kentucky University (Richmond, KY)
- Grand Valley State University (Allendale, MI)
- Missouri State University-Springfield (Springfield, MO)
- Saint Cloud State University (Saint Cloud, MN)
- Southern Illinois University-Edwardsville (Edwardsville, IL)
- University of Northern Iowa (Cedar Falls, IA)
- Western Illinois University (Macomb, IL)
- Western Kentucky University (Bowling Green, KY)
- Western Washington University (Bellingham, WA)

PROPOSED Enrollment Management Goals and Strategies:

Minnesota State University, Mankato has identified the following three goals based on our Strategic Plan, Integrated Academic Plan, Re-Imagining the First Year of College AASCU project, Minnesota State System Strategic Framework, shifting state demographics, historical trend data, and our aspirations. The following goals and measures will use 2016 graduation, retention, persistence, and enrollment rates reported in FY2017 as the foundation for measurement.

Goal One—Increase Student Success of First Year Students.

1.1 Increase the retention rate of new students from first fall to second fall (first-time)

First Time Full Time Student Retention Rate at 75th Percentile = 84% (Mankato 73%)

Transfer Full Time Student Retention Rate *

1.2 Increase course completion rate in the first term of enrollment (first-time and transfer)

First Time Student Course Completion Rate *

Transfer Student Course Completion Rate *

1.3 Increase the percentage of students in academic good standing after first term of enrollment (first-time and transfer)

First Time Student Good Academic Standing Rate *

Transfer Student Good Academic Standing Rate *

- 1.4 Decrease first fall to second fall retention rate gap between historically underrepresented and White students (first-time and transfer)

First Fall to Second Fall First Time Full Time Retention Rate Gap *

First Fall to Second Fall Transfer Full Time Retention Rate Gap *

Goal Two—Increase the number of students completing a degree.

- 2.1 Increase the four-year completion rate (first-time and transfer)

First Time Full Time Student 4 yr. Completion Rate at 75th Percentile = 34% (Mankato 25%)

Transfer Full Time Student 4 yr. Completion Rate at 75th Percentile = 58% (Mankato 53%)

- 2.2 Increase the six-year completion rate (first-time and transfer)

First Time Full Time Student 6 yr. Completion Rate at 75th Percentile = 66% (Mankato 50%)

Transfer Full Time Student 6 yr. Completion Rate at 75th Percentile = 66% (Mankato 61%)

- 2.3 Decrease the four-year completion rate gap between historically underrepresented and White students (first-time)

First Time Full Time Student 4 yr. Completion Rate Gap at 75th Percentile = 9% (Mankato 17%)

Transfer Full Time Student 4 yr. Completion Rate Gap *

- 2.4 Decrease the six-year completion rate gap between historically underrepresented and White students (first-time)

First Time Full Time Student 6 yr. Completion Rate at 75th Percentile = 7% (Mankato 25%)

Transfer Full Time Student 6 yr. Completion Rate *

- 2.5 Decrease average time to degree completion (first-time, transfer and graduate)

First Time Student Average Time to Degree Completion *

Transfer Student Average Time to Degree Completion *

Graduate Student Average Time to Degree Completion *

Goal Three—Increase total student enrollment.

- 3.1 Increase total student enrollment

- 3.2 Increase undergraduate student enrollment/New student enrollment (first time and transfer).

- 3.3 Increase graduate student enrollment.

- 3.4 Increase historically underrepresented student enrollment.

- 3.5 Increase international student enrollment (undergraduate and graduate).

- 3.6 Increase Post-Secondary and Concurrent Enrollment student enrollment.

- 3.7 Increase summer enrollment (undergraduate and graduate).

- 3.8 Increase 100% online degree program enrollment (undergraduate and graduate)

Dear Colleagues,

Over the next several weeks, we will transition our operations on the third floor of the 7700 France Ave. facility and move to our newly redesigned space on the fifth floor. The purpose of this email is to provide an update on the move and to communicate a set of fixed dates relative to transferring our operations. Our goal throughout this project has been to compress the timing of the move as much as possible to avoid disrupting scheduled academic operations at our Edina facility. We will be moving between February 23 and March 9, 2018. Our intent is to accomplish the entire move in two weeks. While planning for this transition has been underway for several months, we plan to accomplish the majority of the move over spring break.

Over the last several weeks, our team has been in communication with faculty and on-site staff to reschedule classes and programs that will be taking place in the facility between February 23 and March 2. Our goal is to make sure that the transition to the fifth floor is as seamless as possible. However, please be aware that during this timeframe you can anticipate significant level of activity taking place on both floors.

Also, during this period, our IT colleagues will continue to update and transfer our data infrastructure and equipment. Work in this area has begun. So far there has been minimal disruption which has primarily involved transitioning video projectors and taking the computer labs offline. The next major part of the move is transferring our telepresence equipment. The telepresence units in 345 and 344 will be moved between February 23 and March 9 and we will keep the other telepresence units operating as long as possible. Another key date will be March 5 when our colleagues in Information Technology will be disconnecting our data access on the third floor and begin reconnecting it on the fifth floor. During that time, there will be limited data access. Planning for your conductivity needs during this time will be important and we will work with our IT colleagues to identify potential solutions.

We have been successful in reusing much the equipment on the third floor and we have identified exactly where that equipment will be relocated. The majority of the furniture move and setting up of individual offices will take place between February 26 and March 2. During this period, existing furniture on the third floor will be moved up to the fifth floor.

With the help of General Office Products, we have mapped the new locations of all the furniture from third-floor. Please note that due to the various dimensions and layout of each room, furniture will be relocated based what equipment optimally fits in those locations. Working with our contractor, we have done our best to relocate specific furniture items that will work for each of the assigned rooms. These efforts have reduced the significant costs associated with buying new office furniture. We will also do our best to provide the same or similar furniture item in staff and faculty workspaces.

In addition, we are arranging to have packing boxes delivered to staff and faculty offices. Staff and faculty will need to pack up their personal items by February 21. As with any move this is a great opportunity to sort through and discard any unwanted materials. We will have completed all office assignments and the labeled materials will be moved to the identified rooms on the fifth floor. We are in the process of contracting with Gen. Office Products to move these materials. Individual office computer equipment and personal belongings will be moved between February 21 and March 9. Please see the attached move calendar for specific dates.

By March 9, we will complete the move and will be ensuring that all classroom technologies and telepresence units are up and operational. During this time, we will have on-site IT presence and that

presence will continue to work with staff between March 12 and 16. At the end of spring break, we will be operational, ready for students and open for classes on March 12.

In addition, we are planning an open house to showcase the new facility on March 29. We are in the process of working out the details and the timing for this event. Currently, the open house is scheduled between 4 and 7 PM on that date. We have formed a campus-wide team to help plan the event including hosting poster sessions designed to highlight existing graduate programming and to celebrate the new graduate and professional development programs that will begin to be offered in fall semester, 2018.

There are many people to thank for their help and support of this initiative. I want to particularly recognize Project Manager, Greg Borchert, On-Site Coordinator MaiChong Lee, Matt CLay and our colleagues in IT for their help and assistance. I also want to express my appreciation for the cooperation from faculty and staff. We will be celebrating those different contributions at our open house but this has been a true team effort. We look forward to both a successful move and commencing operations from our new location on March 12, 2018.

Please feel free to contact me if I can provide you any additional information. Thank you.

Best regards,

Tom

A handwritten signature in black ink that reads "Thomas L. Norman". The signature is written in a cursive style with a long, sweeping underline.

Thomas L. Norman, Ed.D.
Dean University Extended Education
Minnesota State University
120 Alumni Foundation Center
1536 Warren Street, Mankato, MN 56001
thomas.norman-1@mnsu.edu
507-389-1443-Office
651-894-3553-Cell

March 2018

Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday
4	5	6	7	8	9	10
	<p>3/5 Disconnect Wi-Fi/Data on 3rd floor</p>	<p>Move totes from third to fifth floor 2/21 - 3/9/18</p>			<p>Staff to unpack totes 3/9 - 3/16/18</p>	
			<p>2/23 - 3/9 - Telepresence 345 Off-line Move 521 - Telepresence 344 Off-line Move to 518</p>		<p>All computer Telepresence Operational</p>	
11	12	13	14	15	16	17
			<p>Staff to unpack totes through 3/16/18</p>			
			<p>On site IT presence 3/12 - 3/16/18</p>			
18	19	20	21	22	23	24
25	26	27	28	29	30	31
				<p>Edina Open House 4pm - 7pm</p>		