

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

Thursday, March 1, 2018

1:15-2:45 P.M.

CSU 203

Present – President Davenport, Sara Granberg-Rademacker, Marilyn Wells, Rick Straka, Bobby Fleishman, Steve Barrett, Mark Johnson, Henry Morris, Brian Jones, Lynn Akey, Jamie Van Boxel, Ramon Pinero, Rachel Tanquist, Jean Clarke, Kristel Seth, Oscar Gonzalez

Meeting Chair – President Davenport

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)

- R. Davenport spent the last 3 days involved with the Presidents Leadership Council and the Chancellor interviews.
- While he is not at liberty to share the presidents' recommendations on each of the three candidates, he can say that the presidents thought every candidate had their strengths and weaknesses. Some candidates were more controversial than others. The presidents put forth their clear candidate recommendation. The Board of Trustees will have a difficult decision that will be forthcoming.
- R. Davenport took part in a comprehensive workforce solutions group. In our region there was a lot of debate on how our region's customized training and continuing education work together. There is a proposal to have one leader of customized training and continuing education in each region and all employees working in those areas across our region would report to that one leader. After discussing this proposal, one institution in particular did not want to participate in this model but there is nothing in the bylaws to allow for opting out if this model takes into effect.
- There has been a change to funding approaches for new bonding projects, renovations, and new construction. The prior system had that once the state approves a funding project, the state pays 2/3 of the cost, the college pays 1/6, and the system office pays 1/6. This was how the clinical science building was funded. The new model has the college provide the full 1/3 remaining cost instead of having the system office's support. There was no warning on this change. There was pushback from colleges and universities wanting to go back to old way. 2/3 of MN State Colleges were in favor of going back to the old funding model, 1/3 wanted the new model.
- R. Straka, explained why some schools would vote for the new model. If an institution doesn't see a major capital project coming they don't necessarily want to pay for other institutions to get projects. These schools tend to be the smaller two year schools struggling with their budgets.
- How the current system is set up there are 15 million dollars set aside right now with 20 years of bonds in place. This money will trickle back to allocation model 1 million dollars at a time. Since every school will get a project over the next 20 years this model makes it easier for them to afford it.
- R. Straka voiced his concern that the next time colleges have to balance a budget, that they won't set aside enough of their structural budget for future projects.
- R. Straka gave a funding example of the old and new funding models. Under the old funding model, if there is a 4.5 million dollar project, we currently pay 750,000. Under the new model we would pay 1.5 million. We would have to find this difference out of our operating budget. Our operating budget is between 1.3 and 1.4 million dollars per year. We'd be doubling that if this changes.
- R. Davenport stated that since we are continuing to grow we want the old model whereas schools struggling to balance their current budget (ex. MN West) won't be putting up new buildings so they are prefer the new model.

- C. MSUAASF President's Report (S. Granberg-Rademacker)
- Our members are shifting to looking ahead to the upcoming school year while still continuing to serve our current students.
 - At the local level we are working on constitution updates and our upcoming election.
 - At the State Level transfer pathways implementation was discussed. There is talk of bringing Dori Leland, the MMB expert on FLSA, to campus to talk to us more about FLSA implementation.
 - ASF's legislative agenda is set for Lobby Day on April 17th.
 - Next week the state board will be meeting with Chancellor Malhotra to discuss student success measures.
 - ASF members are interested in the Chancellor search results and we are looking forward to hearing more.
- D. Vice President Student Affairs & Enrollment Management Report (B. Jones reporting for D. Jones)
- Enrollment trends are continuing. FYE total enrollment is down 2.4%
 - Only 2 state universities are doing better than us (Bemidji and Moorhead). Other state schools are down a higher percentage of students. St. Cloud is down 3.6%.
 - For the upcoming school year undergraduate applications are down .8%, FYE admissions are down 3.1%, and transfer student admissions are up 1%.
 - The good news is that while we are down in FYE admissions, we are up in the amount of committed enrollments (13.8%). B. Jones stated that he believes it is likely that we will level off at some point this spring, but so far the committed enrollment trend has continued.
 - Graduate applications received are up 25.1%. It is difficult to draw comparisons to prior years since the new graduate application process is in place this year. They will have more data in late spring/early summer once department admissions deadlines pass and students are chosen.
 - Orientation sign ups have increased. Per J. Clarke learning community enrollment has increased as well. Housing sign-ups are unknown due to a delay with migrating data to starfish, but they are tentatively up. B. Jones is cautiously optimistic.

II. Discussion Items

A. Budget (R. Straka)

- MMB is projecting a budget surplus of 329 million. Since the spending budget is 45.8 billion, this is a less than 1% surplus. The money could be spent, put in a rainy day fund, or used by decreasing revenues through tax reduction. This surplus will not mean a great change for us.
- The surplus was primarily related to the federal tax changes. Economists expect that there will be a bump to consumer spending in 2018 and 2019 which will result in positive revenues for the state. This will turn negative in 2020 due to increased debt and other federal issues. There was an expected 167 million decline in spending due to the federal government potentially not renewing a child healthcare program. Luckily the program has been renewed at the federal level so it no longer needs to be covered by the state.
- Our structural budget for the upcoming years does not take inflation into account. A 2.1 to 2.8% inflation would cause a slight deficit in our budget for the next biennium.
- MNSU's budget is still tracking where R. Straka though it would. Salary savings with vacant positions and other things are helping. We are still looking at a structural deficit of 2.5 and 3 million next year. R. Straka hopes we can build in some salary savings since we will need to look at how to solve this deficit next year. The strategic budget plan will help us to make the decisions for what positions don't get renewed after they become vacant.
- The strategic budget plan preliminary categorizations have been released. Departments or areas have 30 days to appeal and another 30 days to get a ruling back. The categorizations will help us to strategically look at vacant positions, institutional equipment, etc.
- As we move forward there will be no major changes like what other institutions have seen. Winona eliminated 4.4% of their workforce through not filling vacant positions. MNSU is not at that level since we've been chipping away at our budget issues for a while now.

- Strategic budget planning is a way to make investments 5-7 years out even with eliminated or reduced resources.

B. HR Topics (S. Barrett)

- Human Resource Vacancies
 - Handout attached.
 - Volume is ticking up which is expected in spring. Most of the increase is IFO/Faculty positions. 156 positions are currently in the process somewhere between not started and hired/no longer searching.
 - A lot of our fixed term positions are scheduled to be up in May/June. S. Granberg-Rademacker noted that there is no search information posted for some of these positions. She notes that anyone managing a fixed term employee will need to be on top of their searches to make sure the positions are renewed in a timely fashion and there are no lapses. S. Granberg-Rademacker adds that fixed term positions can be renewed up to 24 months, and after that it has to go to the state board for approval.
 - S. Barrett is going to look at the positions set to expire later this spring. The process is that they will go through the cabinet first for approval before starting the rest of the search process.
 - Any questions on the search process can be sent to S. Barrett.
- Human Resources Investigation Process
 - Handout attached.
 - HR is 4 months into the new framework and things are going well.
 - There have not been a lot of investigations from ASF.
 - From the time of the complaint to the investigation starting it has taken 6 days on average. Completing the investigation (interviewing witnesses, writing report, submitting to decision makers) is averaging 15 days (20 is goal). Decision makers are averaging 4 days. Total timeline is 26 days on average (goal is 30 days).
 - HR is living up to the process and meeting their timeline goals.
 - Staffing and investigation totals always seem to pick up in the spring.
 - The HR team is also developing a protocol for communicating to respondents and the person filing the complaint where the complaint is in the investigation timeline to increase transparency.
- FLSA
 - Handout attached.
 - 137 positions have been submitted to the system office. 49 have been returned (average of 5-6 per month). The system office is not keeping up with the volume of positions submitted. 42 of the 49 positions that have been returned have been switched to non-exempt. There are just over 40 positions left to send to the system office. All positions will be at the system office by the end of March.
 - The system office's original deadline for review was June 30th. Since there is no chance of them meeting this deadline they have formally extended the deadline to December 31st. Local HR is still submitting all of our positions based on the original timeframe. By the next Meet and Confer there will likely be over 100 positions at system office waiting for review.
 - S. Barrett is concerned that many positions at the system office will be returned to local HR in bulk. Since local HR only has until the next pay period to implement the change from salary to hourly this would not allow for a smooth transition for staff or supervisors.
 - System HR turnover and other changes have bogged down the review process.
 - S. Barrett is proposing that the system office return the position reviews to local HR during the summer and give local HR until the start of fall to implement the employee transitions at times that make sense for our university. S. Barrett does not want our members to have to transition to hourly during April/May when we are already busy dealing with the end of the academic year.
 - S. Barrett is going to discuss this idea more with System HR at the conference in April.

- S. Barrett is going to send a communication to MSUAASF members and supervisors to discuss the deadline being extended.
- Attorney from MMB, Dori Leland, is a resident expert on FLSA. She has been going to campuses to meet with employees and supervisors to discuss the changes. S. Barrett is hoping to get her to visit our campus soon.
- S. Barrett also would like to share with MSUAASF employees what HR has sent to system office to increase transparency and have a better idea of what to expect. S. Barrett hopes to make this as smooth of a transition as possible.
- J. Clarke stated that her position recently changed to hourly. She received an email stating that her position would change over on March 20th, but her current timesheet is now asking her to report hours. S. Barrett asked J. Clarke to send him an email regarding this so that he can look into it and resolve it.
- R. Davenport added that the presidents discussed the HR regional centers and not one institution was in favor of going forward with the current model since the campuses cannot see the benefits. There have not been any cost savings to the campuses and the regional centers have not been acting as an HR backup system for campuses since they are not currently functional.
- S. Barrett hopes that there will be an honest conversation about the service centers at the conference he is attending in April since what we were promised is not becoming a reality.
- R. Davenport believes that the state board will probably want some form of a centralized service center so they will likely not be going away completely.
- R. Straka added that the University is billed ¼ million dollars with the assumption that it would save us 2.5/3 FTE's worth of work. We have not seen any reduction in local HR's work and other campuses have reported that it has increased their workload.
- The argument of using the central service centers as a backup has also not been shown as effective. The central service center did not do a pre-audit or review or post-audit of payroll and instead assumed that the information submitted was correct.
- Professional Development Day
 - Handout attached.
 - A handful of presentations from Professional Development Day will be brought back this spring by popular demand.
 - There were 321 attendees. Attendance overall is trending downward.
 - The Professional Development Committee is having good conversations on how to address this. Our current model is to put out a call for presentation proposals. The new model would reach out to employees to ask what we want to learn about and then finding people to present on these topics. S. Barrett plans on bringing more information about this at the next Meet and Confer.
- Professional Excellence Award
 - HR put out a call for nominations but no nominations were received.
 - The committee that reviews the nominations is going to meet quarterly to discuss how to breathe new life into the award and how to market the award better to get a good set of nominations so that we can provide system wide recognition for the work our members are doing on campus.

C. IT Solutions Architect (M. Johnson)

- Handout attached.
- Last year IT moved their solutions center to Wissink Hall to be closer to students. Instead of being behind a counter, IT employees now stand next to students and employees to help them directly, similar to the Apple Genius Bar model.
- This year IT will further this model by taking the Technology Director role and combining it with the Business Analyst role. Under the new model, IT staff will imbed themselves within an area to create relationships to best understand their unit needs.
- This new model will create a project management style where the IT staff for each area will identify a need, turn the needs into projects that they will then schedule and complete as a project manager. The

IT staff will plan, execute, and complete what their unit needs. This is an imbedded IT design and concept.

- Each unit will have a tech director. The department will either split the cost with IT for a full time tech director or else they can split the tech director's duties with another unit.
- The Top 10 IT Issues of 2018 are listed on page 2 of the handout. This new IT format would address 4 of them.
- H. Morris asked if the Top 10 IT Issues changes every year. M. Johnson answered that it does change, but not radically from year to year.
- R. Davenport states that this new model provides us the services we need to be successful with greater efficiency.
- S. Granberg-Rademacker asked what would constitute a unit. M. Johnson answered that Student Affairs would be one, Academic Affairs would be another. Colleges would be considered units, otherwise in some cases departments would be a single unit.

D. Feedback on Proposed Strategic Enrollment Management Plan Goals (B. Jones)

- The handout attached details the themes from the feedback we received.
- S. Granberg-Rademacker detailed some of the feedback provided. Our members overall appreciated that peer institutions were used as a measurement for our goals
- Some additional goals to consider would be atypical student success measures such as employment, overall debt, and earnings after graduation.
- S. Granberg-Rademacker also asked what benchmarks we are going to add for our enrollment goals since none are listed. How the goal is currently listed only references to a generic increase in enrollment and not a specific metric. This is particularly important when looking at goals for traditional v. non-traditional students since we know some populations enrollment is growing while others are declining.
- H. Morris stated that he is meeting with D. Jones to help set specific numerical goals for these enrollment goals.
- The overall goal of the Strategic Enrollment Management plan is to define our peer group and try to rank in the top 75% for both retentions and recruitment.
- B. Jones stated that we are in a better position to reach our retention goals than we were during the last plan. Our plan is to identify and impact student groups, such as graduate students, international students, and online populations since these groups are where we primarily identify demand for our programs and an opportunity to grow.
- S. Granberg-Rademacker also asked about action steps. Our members see the goals for retention and completion, but we want to know how we are going to move the dial towards improving our numbers.
- R. Davenport answered that the Strategic Enrollment Plan is currently a set of goals without the plan attached yet. The variables, analytics, and components used to reach our goals have not been included in this yet. The items on our Strategic Enrollment Plan will change as we evolve what tactics we're using to reach our goals.
- R. Davenport gives B. Jones and his team credit for bringing students to campus, our problem is with retaining them.
- Our current admissions policy was put in place to set ourselves up for success for retention since recruitment and retention go hand in hand. We want students to be successful since we want them to complete their degrees but we need to do more.
- B. Jones added that there are more enrollment strategies out there now than there have ever been before. There are integrated academic plans incredibly detailed with recommendations.
- R. Davenport contributed that we haven't utilized our Institutional Research Office enough for enrollment and retention help and that we will use them more with this plan.
- R. Davenport stated that this plan will be a group effort since it is an important discussion of our future.

E. Policies Form Review (L. Akey)

- Universities policies consultation and review process.

- The 15 policies (listed below) are under their formal review that lasts for 45 days beginning on February 5th and ending on March 30th. Individuals and bargaining groups are open to provide feedback.
- 13 of the policies are existing, 1 is recommended for termination, 1 is a new policy.
- R. Davenport asked if this amount is typical. L. Akey answered that this amount is fairly standard since she's started in 2011.
- There has only been one other policy that got terminated (the HVAC policy) because it was moved to a procedure.
- R. Davenport also asked how many policies we have. L. Akey was not sure of the exact amount but she estimates around 85 policies. We are not prolific with our policies because we already have system wide policies that we have to follow so we try not to duplicate those.
- R. Straka stated that the system gives guidance under operating instructions which are more defined than system procedures.

Comments Requested: University Policies for Formal Review (Akey)

The following policy drafts are presented for Formal Review (February 5, 2018 to March 30, 2018).

A. Revised Policies

- Acceptance and Evaluation of Undergraduate Transfer Credits
- Building Access
- Emergency Closing
- English Composition Placement
- Mathematics Placement
- Parking and Transportation
- Raffles
- State Vehicle Usage
- Student Financial Aid Eligibility: Satisfactory Academic Progress (SAP) Standards
- Undergraduate Admissions
- University Policy Development
- University Sponsored Education Abroad Programs
- Workplace Environment Policy

B. New Policies

- Undergraduate Student Program of Declaration

C. Policies Recommended for Termination

- International Student English Speech Placement

Copies of all policies under review may be accessed at <http://www.mnsu.edu/policies/whatis/review/>, within the "Policies Under Review" section. Comments may be provided electronically (lynn.akey@mnsu.edu) or in writing (Lynn Akey, Office of Institutional Research, Planning and Assessment, 315 Wigley Administration Center). **Please submit comments no later than March 30, 2018.**

F. Athletic Naming Opportunity (R. Straka)

- There is a system policy in place to bring forth name proposals to the campus community before the naming takes place. The proposal is to name the pathway/roadway from Lot 21 to behind Blakeslee Stadium "McCarthy Way" for the baseball coach and Professor emeritus Jean McCarthy.
- Since there was no opposition from the group, once all Meet and Confers have commenced, the President will write letter to the Chancellor listing the reasons why the name should be approved or denied.
- Jean McCarthy coached 13 seasons, 7 post seasons, and brought the team to a 4th place national ranking.

G. Blakeslee Stadium Review (R. Straka)

- A structural engineer was brought in to review the deterioration on the face of Blakeslee Stadium. The primary concern voiced was the lack of handrails. We would be able to widen the aisles to accommodate handrails.
- The engineer noticed some other structural issues, such as cracks where the basic foundation starts stretching to the top of the stadium. The recommendations is to put supports up or to not seat people on the top 6 rows of the stadium.

- It was apparent after this review that the stadium not build to the design. We will embark on further study to see what further shoring is recommended for the short term. This review has pushed Blakeslee Stadium up in athletic facilities plan. The structure is not going to last for another 40 years.
- R. Straka states that we need to look at the different funding mechanisms to get this project funded such as different fundraising opportunities or partnerships (ex. amateur sports commission).
- The results of this study were just received this month and we are moving forward on how to address this.
- There are no imminent safety concerns with the structure.

H. Other

- M. Wells stated S. Stoyloff has hit the ground running and will be putting together a group from the graduate sub-meet, the research sub-meet, graduate coordinators, and ASF representation to discuss the graduate enrollment management plan. S. Stoyloff will be sending call to us for representation.
- S. Stoyloff made a successful enrollment plan for international students and can now use these strategies when crafting a plan for our graduate student population.

FY18 Meeting Dates

April 5, 2018

May 3, 2018

MSUAASF Feedback on the Strategic Enrollment Plan –

Is this an appropriate peer group for us to measure ourselves? If no, then what is an appropriate peer group?

- I appreciate that we are measuring against institutions other than Minn State. It demonstrates that although we might be doing well in the system, it doesn't necessarily mean we are performing as well with our peer institutions. I feel that this allows us the opportunity to improve more than just being the best in Minn State.
- These institutions seem to be a good match except comparing data indicates there are significant differences resulting in significantly different results. Do we need a better match? Isn't it generally accepted we should do better if improvement is possible and these simple examples indicate improvement is possible? Doesn't the university have an established peer group for these types of planning sessions? Does the university sometimes use "stretch" comparisons?
- I wonder if the question should be looked at: where are our students in MN selecting to go to school? Then, from there, look at those schools and see their retention metrics. For example, NDSU and UND have the highest # of MN students per year (1500+). Why are those 1500+ students going to ND instead of choosing us? And, are they staying in ND? What are those retention stats looking like?

Do the goals speak to the student success measures that you value?

- I feel that that goal 2 is of utmost importance and highlights that we do a decent job of recruiting new students, but we have a lot of work to do with progress towards a degree at MSU. I also believe that for goal one to be successful, there needs to be a significant shift in our classrooms to change how learning occurs. It feels as if Colleges place the weight of retention and success on the weight of the student support and advisors in their Colleges.
- Why not ask students what success means to them? The State of Minnesota measures employment after graduation as an indication of success. Should this be considered? What about the earnings of graduates? Can student debt be used to measure success? Wouldn't less debt be a desirable goal for all involved? Do we have programs marked for expansion which significantly influence these goals? What are we promising during the Admissions process?
- I suppose they do, but I would measure student success by our flexibility to maneuver students through our University when the major they are studying doesn't work out or how readily accessible we are to the student who is frustrated and confused. How closely are we monitoring our students each semester to see where they are in the pace of the program? How clearly are we communicating the real workload of taking certain classes together? If a student starts to feel that an area of study isn't for them, how easy is it for that student to switch gears? And, are we doing a good enough job spinning that good news story of 'if this isn't for you it's okay, here are your options?' Even the current Chancellor is asking if the metrics we are using for measuring student success. Maybe it's time to redefine success. Do we ask our students and graduates what success is to them?
- The lack of measurable outcomes (i.e. we will increase this rate from X% to Y% by Z date) is quite alarming. I would think/hope that they'll be added later, but I don't want to assume that.

For Goal 3, are there other student groups you suggest we target as a goal? If so, which ones

- I think the list is robust. However, we have discussed that the population of first time new students will be smaller in the coming years, particularly for undergraduates. Why not focus our recruitment efforts on increasing the other populations while maintaining our current first time undergraduate students.
- Why not increase student's social belonging and grit? How can we improve students ability to pay for college? Let's increase student learning and increase internships and increase study abroad and increase community volunteering and attendance at campus sponsored events (sports, theater, etc.). Increase the average number of academic advising sessions students experience.

- For recruitment goals, I would LOVE to see us recruit in North Minneapolis, South Minneapolis, the West Side of St. Paul, recruit adult learners looking to earn their BA/BS ONLINE (one of my best friends is currently doing that. It took some nudging, but he's fully on board). What makes MSU, Mankato the university of choice in MN? What makes us the University of choice in our region? I would love to see our departments take the ideas around Transfer Pathways and blow it WIDE open...disrupt the status quo and such. We are not going to see success and gains if we keep repeating our old patterns and we are not going to grow if we can't offer more online.
- Given that we know that our traditional population of students where we've recruited is dropping, why include them as a measure? Instead, could we add specific growth measures to particular populations. For example, members suggested:
- I agree wholeheartedly about strategically growing enrollment and expanding retention rates in areas and among populations where there is room for growth. I would argue that we think about this from a programmatic perspective; for example, there is extensive literature discussing the positive increase in retention rates when students are engaged in high-impact practices (i.e. honors, learning communities, service-learning). Honors – and I'm sure many other high impact practices as well – has data that shows this trend at our institution. Honors retention rates for students who entered in Fall 2015 and were retained to Fall 2016 was 98% compared to 81% at the institution. The Honors Fall 2010 NEF cohort had a 52.8% 4 year graduation rate compared to 21.1% among all 2010 NEF and a 88.9% 6 year graduation rate compared to 51.4% among all 2010 NEF. I'm willing to bet that other high-impact practices on campus have similar numbers. Doesn't it make sense to increase these programs on campus that already foster high retention rates?
- With goal 3, I would offer that we set particular percentages of increases – to recognize that our traditional student population has little to no room for growth so we need to focus efforts on other students.

General Feedback (that came in before the new questions were shared) –

I am writing to share my feedback regarding the proposed new Strategic Enrollment Mgmt plan. It appears to be very basic framework so without seeing the specifics on how we are going to achieve those goals it seems a bit slim. I'm also a little confused around the line of demarcation between Student Affairs, Academic Affairs and where the new Director of Advising position sits. Will that person be reporting to both Academic and Student Affairs? It feels like a lot of what is outlined in items 1 & 2 will fall on that person's shoulders. If that person is reporting to Academic Affairs, is it right for those items to be included in a Student Affairs plan?

Secondly, the plan just barely focuses on our efforts for student recruitment. It would be wonderful to see a concrete and executable plan for recruitment including locations, specific demographics, outreach, and how our recruitment plans compare to the other schools listed in the IPEDS Peer Group (perhaps minus out IL schools since many of those are in a steep downward spiral due to the State's ongoing budget crisis). Additionally, the plan hints at the growth of online programming, but again, that really sits under a different umbrella of IFO and program planning (again, Academic Affairs). Is it right that marker live in this plan?

Thanks for the opportunity to read and provide feedback on the draft of the Strategic Enrollment Mgt Plan. I appreciate the carefully researched goals in the document but there is nothing about how to accomplish these (somewhat lofty at times) goals. Goals are a great way to begin working on a plan but goals by themselves are not a plan. Can these draft goals be finalized without identifying clear changes in policies and procedures?

The "Lens of student success" still seems to be a measure of institutional success but without a clear plan on how to accomplish these significant changes.

There are 4 goals around retention, and 8 goals around recruitment. Because we're only expected to maintain or lose high school graduates in upcoming years, shouldn't we focus more efforts around retention – not less? As it currently stands, it feels like these goals oppose each other. We need to be careful not to sacrifice our retention goals by opening the recruitment floodgates.

Solutions Architect Overview

Direction Statement

Our original Tech Director model needs to evolve to match our current organizational needs and future strategic direction. Specifically, these roles must have an understanding the context of the broader institution goals, objectives of the individual functional units they represent, and understanding the service offerings and capabilities of IT Solutions. There are three primary roles that we desire these positions to perform moving forward:

- Project Management
- Business Analysis
- Business Relationship Management

IT Solutions is striving to integrate with all division and college units, ensuring that our service offerings and initiatives align with the strategic and tactical needs of the campus community. In support of this direction, we will be moving to a model in which all divisions and colleges receive attention from a Solutions Architect.

Cost & Organizational Structure

Units desiring dedicated service can continue to maintain/acquire this enhanced level through cost sharing. Vice Presidents and Deans interested in this option can continue to provide a 50/50 split for personnel costs and maintain dedicated staffing attention to projects related to initiatives within their organizational unit.

IT Solutions will provide Solutions Architects for those units without a dedicated resource. IT will move to fulfill this function using a combination of existing personnel and through funding vacant staff positions. Time will not be dedicated to these business units on an individual basis, however team members will have regular assignments to ensure they have the opportunity to develop the continuous operational context and relationships necessary to be successful in these roles.

Key Performance Indicators

The success of this organizational change will be measurable by the following metrics and KPIs:

- Increase in number of Business Requested projects in comparison to IT projects within the project portfolio pipeline
- Increased level of satisfaction with project completion/status by campus partners
- Improvement in % of completed projects within sprints
- Increased awareness/adoption of service offerings and IT capabilities by campus partners
- Increased demand on IT for Business Process Improvement and related services
- Improved satisfaction of IT Service Operations & DevOps staff with Tech Director performance
- Increased customer contact measures
- Percentage in University IT expenses tied to Projects/Service Requests

EDUCAUSE

Top 10 IT Issues, 2018: The Remaking of Higher Education

1. *Information Security*: Developing a risk-based security strategy that keeps pace with security threats and challenges
2. *Student Success*: Managing the system implementations and integrations that support multiple student success initiatives
3. *Institution-wide IT Strategy*: Repositioning or reinforcing the role of IT leadership as an integral strategic partner of institutional leadership in achieving institutional missions
4. *Data-enabled Institutional Culture*: Using BI and analytics to inform the broad conversation and answer big questions
5. *Student-centered Institution*: Understanding and advancing technology's role in defining the student experience on campus (from applicants to alumni)
6. *Higher Education Affordability*: Balancing and rightsizing IT priorities and budget to support IT-enabled institutional efficiencies and innovations in the context of institutional funding realities
7. *IT Staffing and Organizational Models*: Ensuring adequate staffing capacity and staff retention in the face of retirements, new sourcing models, growing external competition, rising salaries, and the demands of technology initiatives on both IT and non-IT staff
8. (tie) *Data Management and Governance*: Implementing effective institutional data governance practices
8. (tie) *Digital Integrations*: Ensuring system interoperability, scalability, and extensibility, as well as data integrity, standards, and governance, across multiple applications and platforms
10. *Change Leadership*: Helping institutional constituents (including the IT staff) adapt to the increasing pace of technology change

HR Investigation Dashboard

March 2018



Starting the Investigation

Previous Average: 14 days

Goal: 5 days

Current 4-month average is 6.18 days, which is a decrease from 8.50 days last month



Completing the Investigation

Previous Average: 66 days

Goal: 20 days

Current 4-month average is 15.88 days, which is higher than the 8.00 day average last month



Decision-Maker Makes a Decision

Previous Average: 28 days

Goal: 5 days

Current 4-month average is 4.00 days, which is consistent with the average last month



Total Investigation Timeline

Previous Average: 108 days

Goal: 30 days

Current 4-month average is 26.29 days, which is higher than the 20.75 day average last month



STATUS REPORT
FLSA REVIEW OF MSUAASF POSITIONS
 MSUAASF Meet and Confer
 Thursday, March 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
March 1, 2018	137	88	49	---	43

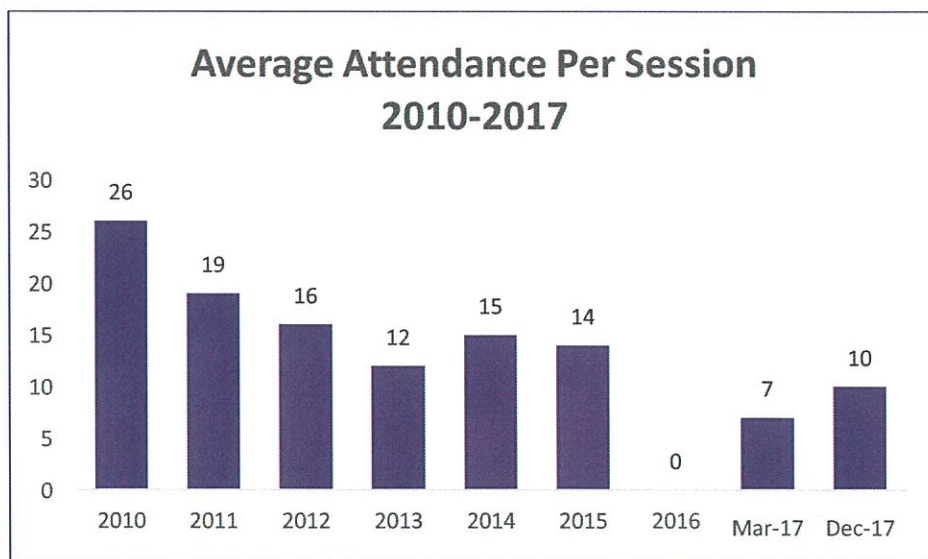
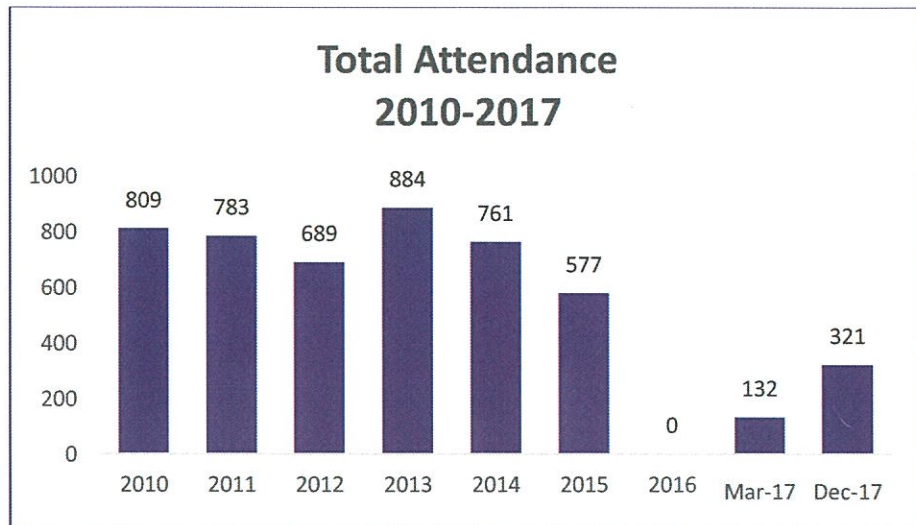
42 of the 49 positions returned from the system office switched from exempt to non-exempt. 7 positions remained exempt



Professional Development Day

MSUAASF Meet-and-Confer

March 1, 2018



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 Yosim	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	
Carlson, Matthew D	Acting Director	Career Development Center	02/01/2018	02/01/2018	05/31/2018	
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	
Hvinden, Christopher Allen	Director of Development, CAHN	University Development	11/13/2017	11/13/2017	06/30/2018	
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, Calley Marie	Intermittent Athletic Training Asst	Intercollegiate Athletics	10/17/2017	12/15/2017	05/04/2018	
Swartz-Beckius, Ann Marie	Interim Recruitment & Retention Advisor	Institutional Diversity	02/26/2018	02/26/2018	06/30/2018	
Valencia, Xochil 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	

Position Vacancies by Bargaining Unit/Employee Group
 Meet-and Confer, Thursday, March 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 & Graduate Dean Education	AA18167	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Office of the Provost	11	Stephen Stoyoff	02/07/18
U	Acting Dean, Global Education	AA18171	EXISTING	EXISTING	GENERAL	AT WILL	NOT YET STARTED	Global Education	AT WILL		2/15/18
U	Dean, SBS	AA19026	EXISTING	EXISTING	GENERAL	AT WILL	REVIEWING APPLICATIONS	Dean's Office	10		8/20/18
U	Acting Associate Vice President of University Advancement	UA18005	NEW	EXISTING	GENERAL	AT WILL	FAILED SEARCH	University Advancement	ASSOC VP		2/1/18
U	Acting Associate VP of University Advancement	UA18011	NEW	EXISTING	GENERAL	AT WILL	NOT YET STARTED	University Advancement	ASSOC VP		4/1/18

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C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Registration Help Center Assistant	AA18133	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Registrar	OAS INT	Andrea Martin	02/28/18
C	Dental Assistant Clinic Manager	AA18135	NEW	EXISTING	NON-GEN	UNLIM	ADVERTISEME NT OPEN	Dental Hygiene MN State	DENTAL ASST		11/1/17
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	SEAS	FINALISTS SELECTED	Engineering Center for Excellence	OAS INT		11/10/17

C	Administrative Assistant	AA18141	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Educ Studies: K-12 & Secondary Programs	OAS INTER	Brenda Andre	02/20/18
C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Accessibility Resources	OAS INT		12/6/17
C	Archives Technician	AA18143	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Library Services K-12 &	LIB TECH	Adam Smith	02/26/18
C	Administrative Assistant	AA18150	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	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	FINALISTS SELECTED	Ethnic Studies & GWS	OAS INT		1/10/18
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	REVIEWING APPLICATIONS	Institutional Diversity	OAS INT		1/8/18
C	Graduation Evaluator	AA18157	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Registrar's Office	OAS SR		02/16/18
C	Administrative Assistant	AA18158	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Family Consumer Science	OAS INT	Jennifer Brady	02/12/18
C	Off-Campus Program Assistant	AA18164	EXISTING	EXISTING	NON-GEN	UNLIM	REVIEWING APPLICATIONS	University Extended Education Honors	OAS INT		1/16/18
C	Administrative Support Coordinator	AA18166	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Program/URC/ Office of University Fellowships	OAS INT		1/12/18
C	Administrative Assistant	AA18170	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEME NT OPEN	Registrar's Office	OAS INT		2/26/18

C	Office Manager/Communications Assistant	AA18173	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Educational Talent Search	OAS INT	2/26/18
C	Administrative Assistant	AA18174	EXISTING	NEW	GENERAL	UNLIM	NOT YET STARTED	Computer Information Science	OAS INT	2/19/18
C	Administrative Assistant	AA18175	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Math & Statistics	OAS INT	3/1/18
C	Transcript Coordinator	AA18176	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Registrar's Office	OAS INT	2/26/18
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	General Maintenance Worker	FA18036	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISESEME NT OPEN	Building Services	GMW	2/1/18
C	Temp Groundskeeper Intermediate	FA18038	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Physical Plant - Grounds	GRDS INT	3/15/18
C	Temp Groundskeeper Intermediate	FA18039	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Physical Plant - Grounds	GRDS INT	3/15/18
C	General Maintenance Worker	FA18041	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW	2/7/18
C	Data Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Application Development	ITS 4	
C	Administrative Assistant	PO18005	NEW	NEW	GENERAL	UNLIM	HIRED	Equal Opportunity & Title IX	OAS INT Schmahl	02/12/18
C	General Maintenance Worker	SA17042	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW	
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	HIRED	Residential Life	GMW	Jared Kral	02/01/18
C	General Maintenance Worker	SA18033	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Residential Life	GMW	Kevin Hughes	02/07/18
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	OFFEREE APPROVED	Printing Services	C ARTS SPEC		3/1/18
C	Office Assistant	UA18010	NEW	EXISTING	NON-GEN	TEMP	HIRED	Printing Services	OAS	Logan Ellinghuysen	01/29/18

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C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Director, Academic Advising	AA18082	NEW	NEW	GENERAL	PROB	FINALISTS SELECTED	Undergraduate Education	E		
U	Laboratory Coordinator for Biological Sciences	AA18128	EXISTING	EXISTING	GENERAL	PROB	VERBAL OFFER EXTENDED	Biological Sciences	C		
U	Interim Customized English Language Trainer	AA18159	NEW	EXISTING	NON-GEN	FIXED TERM	WRITTEN OFFER EXTENDED	Center for English Language Programs	B		1/6/18
U	Access Specialist	AA18161	NEW	NEW	GENERAL	PROB	NOT YET STARTED	Accessibility Resources	B	Ann	3/20/18
U	Interim Director of Student Achievement	AA18162	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	OASIS	C	Ann Swartz-Beckius	02/26/18

U	Advisor	AA18163	EXISTING	EXISTING	GENERAL	PROB	ADVERTISESEME NT OPEN	Allied Health & Nursing University	B	5/15/18
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Extended Education - TCE Kearney	C	3/12/18
U	Interim Programming and Re tention Advisor	AA18168	EXISTING	EXISTING	NON-GEN	FIXED TERM	WRITTEN OFFER EXTENDED	Center for International Student Services	B	2/14/18
U	Customized English Language Trainer	AA18172	NEW	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Center for English Language Programs	B	3/1/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	Dean's Office	A	7/1/18
U	Director of OASIS	AA19063	EXISTING	EXISTING	GENERAL	PROB	ADVERTISESEME NT OPEN	OASIS	C	7/1/18
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	PROB	ADVERTISESEME NT OPEN	Intercollegiate Athletics	B	6/1/18
U	Athletic Training Assistant	FA19000	EXISTING	EXISTING	GENERAL	PROB	ADVERTISESEME NT OPEN	Intercollegiate Athletics	B	9/1/18
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	PROB	OFFEREE APPROVED	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	Physician	SA18035	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Student Health Services	E	2/1/18

U Interim Regional Admissions SA18036 EXISTING EXISTING GENERAL FIXED NOT YET Admissions B 2/26/18
 Officer STARTED TERM

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	Hygienist		
C	Dental Hygienist	AA17207	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienist		
C	Dental Hygienist	AA17208	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienist		
C	Dental Hygienist	AA17209	NEW	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Dental Hygiene	Hygienist		
C	Benefits Specialist	PO18006	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Human Resources	HR Tech 2		2/28/18

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	FINALISTS SELECTED	Philosophy	INSTR		
U	Associate / Assistant Professor	AA18116	NEW	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Automotive & Manufacturing Engineering Technology	ASSOC ASST PROF		
U	Instructor	AA18160	NEW	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	English	INSTR		1/8/18
U	Assistant Professor	AA18169	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Marketing and International Business	ASST PROF	Jennifer Tierman	1/3/18

U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	PROB	VERBAL OFFER EXTENDED	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	VERBAL OFFER EXTENDED	Biological Sciences	ASSOC ASST PROF	
U	Assistant Professor	AA19005	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	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	FINALISTS SELECTED	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	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19013	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Physics and Astronomy	ASST PROF	
U	Assistant Professor	AA19014	EXISTING	EXISTING	GENERAL	FIXED TERM	FINALISTS SELECTED	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	OFFEREE APPROVED	English	ASST PROF	8/20/18

U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Educational Leadership	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19021	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance	ASST PROF	1/3/18
U	Associate / Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEME NT OPEN	Aviation	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19023	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19024	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19025	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	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 - 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	REVIEWING APPLICATIONS	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19035	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT NT OPEN	Mathematics & Statistics	ASST PROF	8/20/18
U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Accounting and Business Law	ASSOC PROF	8/20/18
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT NT OPEN	School of Nursing	ASSOC ASST PROF	8/13/18
U	Associate or Assistant Professor	AA19040	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT NT OPEN	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19041	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	URSI/Governm ent: Public Admin.	ASST PROF	8/20/18
U	Assistant Professor	AA19042	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Sociology & Corrections	ASST PROF	8/20/18
U	Assistant Professor	AA19043	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT NT OPEN	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	ADVERTISEMENT NT OPEN	Political Science	ASST PROF	8/20/18

U	Assistant Professor	AA19046	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEME NT OPEN	Law Enforcement	ASST PROF	8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEME NT OPEN	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	ADVERTISEME NT OPEN	Ethnic Studies	ASST PROF	8/20/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Economics	ASST PROF	8/20/18
U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	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 INSTR	8/20/18
U	Assistant Professor	AA19054	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	English	ASST PROF	8/20/18
U	Instructor	AA19055	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Management	INSTR	8/20/18
U	Assistant Professor	AA19056	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Accounting and Business Law	ASST PROF	8/20/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEME NT OPEN	ME & CIVE	ASSOC/ ASST/IN STR	8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Elementary & Early Childhood	ASST PROF	8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Geography	ASST PROF	8/20/18
U	Assistant Professor	AA19061	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Geography	ASST PROF	8/20/18

U	Associate or Assistant Professor	AA19062	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	ECET	ASSOC ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19064	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	ECET	ASSOC 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	Instructor	AA19066	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	ECET	INSTR	8/20/18
U	Assistant Professor	AA19067	EXISTING	EXISTING	GENERAL	PROB	ADVERTISESEMI NT OPEN	Library - Technical Services	ASST PROF	8/20/18
U	Assistant Professor	AA19068	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Accounting and Business Law	ASST PROF	8/20/18
U	Assistant Professor	AA19069	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Marketing and International Business	ASST PROF	8/20/18
U	Assistant Professor	AA19070	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	School of Nursing	ASST PROF	8/20/18
U	Assistant Professor or Instructor	AA19071	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Computer Information Science	PROF/INSTR	8/20/18
U	Assistant Professor or Instructor	AA19072	EXISTING	NEW	GENERAL	FIXED TERM	NOT YET STARTED	Computer Information Science	ASST PROF/INSTR	8/20/18
U	Instructor	AA19073	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19074	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19075	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Math & Statistics	INSTR	8/20/18

U	Instructor	AA19076	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19077	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Math & Statistics	INSTR	8/20/18

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	HIRED	CSET Dean's Office	Admin. Officer	Skye Dauer	02/19/18

MAPE

C	Research Analyst Intermediate / Research Database Developer	AA17201	NEW	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Anthropology Int.	Research Analyst		
C	Library Systems ITS 1	AA18134	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEMNT OPEN	Library Services	ITS 1		12/1/17
C	Support and Training Specialist	AA18144	EXISTING	EXISTING	GENERAL	UNLIM	VERBAL OFFER EXTENDED	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	HIRED	Academic Technology	ITS 3	Brian Anderson	01/29/18
C	ITS 3 / Instructional Technologist	IT17005	EXISTING	EXISTING	GENERAL	UNLIM	NO LONGER BEING FILLED	Academic Technology	ITS 3		
C	Systems Supervisor/ACIO	IT17007	EXISTING	EXISTING	GENERAL	UNLIM	ON HOLD	IT Solutions	Systems Supervisor		
C	Data Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Application Development	ITS 4		

C	Instructional Technologist	IT18003	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISE NT OPEN	Academy Technology	ITS 3		4/1/18
C	Equal Opportunity & Title IX Specialist	PO18004	NEW	NEW	GENERAL	UNLIM	HIRED	Equal Opportunity & Title IX	AAO2	Quenter Ramogi	03/12/18
C	State Program Administrator Intermediate	SA18032	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Student Health Services	PRG ADM	Natalie Schuette	02/21/18
C	Communications and Event Coordinator	SA18037	NEW	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Career Development Center	INFO OFF 2		6/1/18

MGEC

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
	NONE										

MMA

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Building Services Foreman	SA18025	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Residential Life	FOREM AN	Perry Conrad	02/07/18
C	Senior Director of Advancement Services	UA18006	NEW	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Advancement Services	SR DIR		2/1/18

TOTAL POSITIONS:	103	103	115	121	139	156
	10/5/17	11/2/17	12/7/17	1/4/18	2/1/18	3/1/18
ADMINISTRATORS	2	2	2	3	4	6
AFSCME	28	34	34	42	36	40
ASF	17	15	19	17	20	20
COMMISSIONERS PLAN	15	5	5	4	4	5
IPO	26	31	42	40	60	70
MANAGERIAL PLAN	1	1	1	1	1	1
MAPE	13	13	10	11	11	12
MGEC	1	1	0	0	0	0
MMA	0	0	2	3	3	2

Position Vacancies by Status
 Meet-and Confer, Thursday, March 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 Urban & Regional Studies	OAS INT		12/11/17
C	Administrative Assistant	AA18155	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Regional	OAS INT		1/3/18
U	Instructor	AA18160	NEW	EXISTING	GENERAL	IFO	FIXED TERM	English	INSTR		1/8/18
U	Access Specialist	AA18161	NEW	NEW	GENERAL	ASF	PROB	Accessibility Resources	B		3/20/18
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	ASF	PROB	University Extended Education - TCE	C		3/12/18
U	Acting Dean, Global Education	AA18171	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Global Education	AT WILL		2/15/18

U	Customized English Language Trainer	AA18172	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Programs	B	3/1/18
C	Office Manager/Communications Assistant	AA18173	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Educational Talent Search	OAS INT	2/26/18
C	Administrative Assistant	AA18174	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Computer Information Science	OAS INT	2/19/18
C	Administrative Assistant	AA18175	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Math & Statistics	OAS INT	3/1/18
C	Transcript Coordinator	AA18176	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Registrar's Office	OAS INT	2/26/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	ASF	PROB	Dean's Office	A	7/1/18
U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	IFO	PROB	Accounting/Business Law	ASSOC 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	AA19044	EXISTING	EXISTING	GENERAL	IFO	PROB	Sociology & Corrections: NPL	ASST PROF	8/20/18
U	Assistant Professor	AA19048	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Gender & Women's Studies	ASST PROF	8/20/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Economics	ASST PROF	8/20/18

U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	I FO	PROB	Sociology & Corrections: AOS	ASST PROF	8/20/18
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	I FO	FIXED TERM	English	ASST PROF INSTR	8/20/18
U	Assistant Professor	AA19054	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	English	ASST PROF	8/20/18
U	Instructor	AA19055	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Management Accounting	INSTR	8/20/18
U	Assistant Professor	AA19056	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	and Business Law	ASST PROF	8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Geography	ASST PROF	8/20/18
U	Assistant Professor	AA19061	EXISTING	EXISTING	GENERAL	I FO	PROB	Geography	ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19062	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	ECET	ASSOC ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19064	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	ECET	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19065	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Chemistry and Geology	ASST PROF	8/20/18
U	Instructor	AA19066	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	ECET	INSTR	8/20/18
U	Assistant Professor	AA19068	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Accounting and Business Law	ASST PROF	8/20/18
U	Assistant Professor	AA19070	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	School of Nursing	ASST PROF	8/20/18
U	Assistant Professor or Instructor	AA19071	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Computer Information Science	ASST PROF/ INSTR	8/20/18
U	Assistant Professor or Instructor	AA19072	EXISTING	NEW	GENERAL	I FO	FIXED TERM	Computer Information Science	ASST PROF/INSTR	8/20/18
U	Instructor	AA19073	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Math & Statistics	INSTR	8/20/18

U	Instructor	AA19074	EXISTING	EXISTING	GENERAL	IJO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19075	EXISTING	EXISTING	GENERAL	IJO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19076	EXISTING	EXISTING	GENERAL	IJO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19077	EXISTING	EXISTING	GENERAL	IJO	FIXED TERM	Math & Statistics	INSTR	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	
C	Temp Groundskeeper Intermediate	FA18038	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Physical Plant - Grounds	GRDS INT	3/15/18
C	Temp Groundskeeper Intermediate	FA18039	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Physical Plant - Grounds	GRDS INT	3/15/18
C	Benefits Specialist	PO18006	EXISTING	EXISTING	GENERAL	COMMS	TEMP	Human Resources	HR Tech 2	2/28/18
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

U	Interim Regional Admissions Officer	SA18036	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Admissions	B			2/26/18
C	Communications and Event Coordinator	SA18037	NEW	EXISTING	GENERAL	MAPE	UNLIM	Career Development Center	INFO OFF 2			6/1/18
C	Senior Director of Advancement Services	UA18006	NEW	EXISTING	GENERAL	MMA	UNLIM	Advancement Services	SR DIR			2/1/18
U	Acting Associate VP of University Advancement	UA18011	NEW	EXISTING	GENERAL	ADMIN	AT WILL	University Advancement	ASSOC VP			4/1/18
U	Assistant Professor	AA19069	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Marketing and International Business	ASST PROF			8/20/18

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	Dental Assistant Clinic Manager	AA18135	NEW	EXISTING	NON-GEN	AFSCME	UNLIM	Dental Hygiene	DENTAL ASST		11/1/17
U	Advisor	AA18163	EXISTING	EXISTING	GENERAL	ASF	PROB	Allied Health & Nursing	B		5/15/18
C	Administrative Assistant	AA18170	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS INT		2/26/18
U	Associate / Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	IFO	PROB	Aviation	ASSOC ASST PROF		8/20/18
U	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF		8/20/18
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC ASST PROF		8/13/18

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	AA19043	EXISTING	EXISTING	GENERAL	IFO	PROB	Psychology	ASST PROF	8/20/18
U	Assistant Professor	AA19045	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	ASST PROF	8/20/18
U	Assistant Professor	AA19046	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Law Enforcement	ASST PROF	8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	IFO	PROB	Law Enforcement	ASST PROF	8/20/18
U	Assistant Professor	AA19049	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Ethnic Studies	ASST PROF	8/20/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ME & CIVE	ASSOC/ASST /INSTR	8/20/18
U	Director of OASIS	AA19063	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	C	7/1/18
U	Assistant Professor	AA19067	EXISTING	EXISTING	GENERAL	IFO	PROB	Library - Technical Services	ASST PROF	8/20/18
C	General Maintenance Worker	FA18036	EXISTING	EXISTING	GENERAL	AESCME	UNLIM	Building Services	GMW	2/1/18
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	6/1/18
C	General Maintenance Worker	FA18041	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	2/7/18
U	Athletic Training Assistant	FA19000	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	9/1/18
C	Instructional Technologist	IT18003	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academy Technology	ITS 3	4/1/18

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Library Technician/Late Night Tech	AA18151	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		1/8/18
C	Administrative Assistant	AA18156	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Institutional Diversity	OAS INT		1/8/18
C	Off-Campus Program Assistant	AA18164	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Extended Education	OAS INT		1/16/18
U	Associate/Assistant Professor	AA19009	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC/ASST PROF		8/20/18
U	Assistant Professor	AA19015	EXISTING	EXISTING	GENERAL	IFO	PROB	Music	ASST PROF		
U	Assistant Professor	AA19016	EXISTING	EXISTING	GENERAL	IFO	PROB	WLC/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	AA19023	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical & Civil	ASST PROF		8/20/18
U	Assistant Professor	AA19024	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Mechanical & Civil	ASST PROF		8/20/18
U	Assistant Professor	AA19025	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Physics and Astronomy	ASST PROF		8/20/18
U	Dean, SBS	AA19026	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10		8/20/18
U	Assistant Professor	AA19027	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	ASST PROF	8/20/18
U	Assistant Professor	AA19031	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise	ASST PROF	8/20/18
U	Assistant Professor	AA19032	EXISTING	EXISTING	GENERAL	IFO	PROB	Performance - Exercise Science Human	ASST PROF	8/20/18
U	Assistant Professor	AA19034	NEW	NEW	GENERAL	IFO	PROB	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19035	NEW	EXISTING	GENERAL	IFO	PROB	Mechanical & Civil Engineering Elementary &	ASST PROF	8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	IFO	FIXED TERM	Early Childhood	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

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	UNLJM	Anthropology	Research Analyst Int.		
U	Assistant Professor	AA18057	NEW	EXISTING	NON-GEN	IFO	FIXED TERM	Nursing	Asst Prof		
U	Instructor	AA18074	NEW	NEW	NON-GEN	IFO	FIXED TERM	Philosophy	INSTR		
U	Director, Academic Advising	AA18082	NEW	NEW	GENERAL	ASF	PROB	Undergrad Education	E		
								Automotive & Manufacturing	ASSOC		
U	Associate / Assistant Professor	AA18116	NEW	EXISTING	GENERAL	IFO	PROB	Engineering Technology	ASST PROF		
								MN Institute for Natural Resources,			
U	Director of MN Institute for Natural Resources, Agriculture and Land Stewardship	AA18117	NEW	NEW	GENERAL	ADMIN	AT WILL	Agriculture and Land Stewardship (MINRALS)	7		
U	Laboratory Coordinator for Biological Sciences	AA18128	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences MN State	C		
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Engineering Center for Excellence	OAS INT		11/10/17
C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	AFSCME	UNLJM	Accessibility Resources	OAS INT		12/6/17

C	Support and Training Specialist	AA18144	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	PALS	LIB DEV	1/10/18
C	Administrative Assistant	AA18152	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Ethnic Studies & GWS	OAS INT	1/10/18
U	Interim Customized English Language Trainer	AA18159	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Programs Honors	B	1/6/18
C	Administrative Support Coordinator	AA18166	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Program/URC/Office of University Fellowships Kearney Center for International Student Services	OAS INT	1/12/18
U	Interim Programming/Retention Advisor	AA18168	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	International Student Services	B	2/14/18
U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	I FO	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	AA19005	EXISTING	EXISTING	GENERAL	I FO	PROB	Management	ASST PROF	
U	Assistant Professor	AA19006	EXISTING	EXISTING	GENERAL	I FO	PROB	Computer Information Science	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	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	AA19018	EXISTING	EXISTING	GENERAL	IFO	PROB	English	ASST PROF		8/20/18
U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	IFO	PROB	Educational Leadership	ASSOC ASST PROF		8/20/18
C	Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	MAPE	UNLIM	Application Development	ITS 4		
C	Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Application Development	ITS 4		
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	ASF	PROB	Student Health Services	E		
C	Campus Security Officer	SA18021	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	CSO		11/15/17
C	Campus Security Officer	SA18022	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Security	CSO		11/15/17
C	Graphic Designer	UA18003	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Printing Services	GRAPHIC ARTS SPEC		3/1/18

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Director of College Operations	AA18079	EXISTING	EXISTING	GENERAL	MANGRL	UNLIM	CSET Dean's Office	Admin. Officer	Skye Dauer	02/19/18
C	Registration Help Center Assistant	AA18133	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar	OAS INT	Andrea Martin	02/28/18
C	Administrative Assistant	AA18141	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Educ Studies: K-12 & Secondary Programs	OAS INTER	Brenda Andre	02/20/18
C	Archives Technician	AA18143	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH	Adam Smith	02/26/18

C	Graduation Evaluator	AA18157	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR		02/16/18
C	Administrative Assistant	AA18158	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Family Consumer Science	OAS INT	Jennifer Brady	02/12/18
U	Interim Director of Student Achievement	AA18162	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	C	Ann Swartz-Beckus	02/26/18
U	Interim Associate VP for Research & Graduate Dean	AA18167	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	11	Stephen Stoyoff	02/07/18
U	Assistant Professor	AA18169	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Marketing and International Business	ASST PROF	Jennifer Tiernan	1/3/18
C	Desktop Software Manager	IT17002	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academic Technology	ITS 3	Brian Anderson	01/29/18
C	Equal Opportunity & Title IX Specialist	PO18004	NEW	NEW	GENERAL	MAPE	UNLIM	Equal Opportunity & Title IX	AAO2	Quenter Ramogi	03/12/18
C	Administrative Assistant	PO18005	NEW	NEW	GENERAL	AFSCME	UNLIM	Equal Opportunity & Title IX	OAS INT	Taylor Schmahl	02/12/18
C	Building Services Foreman	SA18025	EXISTING	EXISTING	NON-GEN	MMA	UNLIM	Residential Life	FOREMAN	Perry Conrad	02/07/18
C	General Maintenance Worker	SA18031	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	Jared Kral	02/01/18
C	State Program Administrator	SA18032	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Student Health Services	PRG ADM	Natalie Schuette	02/21/18
C	General Maintenance Worker	SA18033	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	Kevin Hughes	02/07/18
C	Office Assistant	UA18010	NEW	EXISTING	NON-GEN	AFSCME	TEMP	Printing Services	OAS	Logan Ellinghuysen	01/29/18

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
	Acting Associate Vice										
U	President of University Advancement	UA18005	NEW	EXISTING	GENERAL	ADMIN	AT WILL	University Advancement	ASSOC VP		2/1/18
C	ITS 3 / Instructional Technologist	IT17005	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academic Technology Campus	ITS 3		
C	Computer Store Technical Specialist	IT17001	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Computer Store	ITS 1		
C	Systems Supervisor/ACIO	IT17007	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions	Systems Supervisor		

TOTAL POSITIONS:	103	103	115	124	139	156					
	10/5/17	11/2/17	12/7/17	1/4/18	2/1/18	3/1/18					
TOTAL NOT STARTED	27	40	39	40	47	59					
TOTAL OPEN	21	10	18	20	21	21					
TOTAL REVIEWING APPLICANTS	8	14	20	12	23	24					
TOTAL FINALISTS SELECTED	17	8	21	31	28	31					
TOTAL HIRED	13	25	13	17	15	17					
TOTAL ON HOLD/NOT BEING FILLED	17	6	4	4	5	4					