

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

Thursday, April 5, 2018

1:15-2:45 P.M.

CSU 203

Present: President Davenport, Sara Granberg-Rademacker, Bobby Fleischman, David Jones, Marilyn Wells, Steve Barrett, Rick Straka, Jean Clarke, Jamie Van Boxel, Kristel Seth, Ramon Pinero, Rachel Tanquist, Rich Wheeler, Mark Johnson

Meeting Chair – Sara Granberg-Rademacker, MSUAASF President

I. Information Items

A. Review of Notes

- The last bullet point under Section I. Part D. should have referenced StarRes not Starfish (see meeting notes from 3/1/2018).

B. MSU President's Report

- This has been a productive year for MSU in every aspect. We are in a wonderful position as a state university.
- Bargaining units have done well in their contracts.
- The governor's proposal is positive for us in higher education.
- R. Davenport is expecting a short legislative session since it's an election year.
- M. Wells and R. Davenport are working together to wrap up the year. They are planning a fundraising campaign to highlight what we are known for at our institution. They will be asking for input on this in the future.
- The Leadership Council met on Monday and Tuesday. D. Malhotra received a spontaneous standing ovation. Everyone is glad he accepted the role because he understands who we are as MN State since he has been so closely involved in our organization. This makes it easier to talk about challenges since he has more empathy.
- R. Davenport addressed what is happening to the Charting the Future plan that was started under Chancellor Rosenstone. This plan hasn't gone away, but it has instead evolved with a more specific focus on student success, financial sustainability, and equity and diversity issues/challenges. Charting the Future prepared us to be more specific on what we are focusing on.
- The Board of Trustees are focusing on student success. They are working out how to create a financially stable system. The solution lies in student success: getting students to graduation, and helping with financial issues. Stay tuned for more information.
- The leadership team, faculty, and staff are continuing to work on student success and enrollment management over the summer. It is a good time to get a lot of work done before the President's Retreat in August. A lot of the work done over the summer will be geared towards this retreat.
- R. Davenport mentioned that Chancellor Malhotra meets with MSUAASF every month. S. Granberg-Rademacker clarified that with our limited ASF release time only our State President gets half release time so they are not currently meeting monthly. MSUAASF leaders did have a meeting with Chancellor Malhotra and Ron Anderson regarding student success.

C. MSUAASF President's Report

- State board met earlier this week. Concerns were raised with the pending Janus v. AFSCME case being decided. State board members are operating under concerns that removing fair share dues will reduce involvement in the union and our ability to participate in system wide discussions.
- Next week our local membership will vote on leadership changes and constitution changes. Our pending constitution changes would stagger our leadership terms to increase continuity and allow for more sharing of the workload since many ASF positions are changing to hourly.
- FLSA concerns are rising since FLSA position changes have increased. There are big implications for our members being changed from salary to hourly.
- S. Granberg-Rademacker thanked the expanded cabinet for planning lunch with MMB attorney Dori Leland when she visits May 2nd so that the cabinet can have a better understanding of FLSA changes. MSUAASF and MSUAASF supervisors should also attend this meeting.
- State Board also discussed the pending legislative bills such as pay increases or decreases due to performance reviews and the legislative coordinating commission.
- Our union's Lobby Day is scheduled for April 17th. Over ½ of the ASF members who RSVP'd are from Mankato. MSUAASF members are making our voices heard with our legislatures.

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

- Overall applications for fall are up .5%. Undergraduate applications are down 1.4%, but this decline is largely due to the decrease in international students. Domestic student applications are up but D. Jones is estimating that we are down 200 international students. He does not see this changing due to the current national conversations.
- Graduate applications are also up but this is likely due to the new graduate application processing system. Next year will allow us to have a better comparison.
- First year students' intent to enroll is up 14%. This is a good indicator since it has been up all spring. This number is 4% higher than our largest ever class two years ago.
- April 10th is the student body election. This is the first year that students will be voting on the required referendum to approve student fees above 2%. Student Activities is requesting a 3.89% increase and athletics is requesting a 4.04% increase. They are voted on individually due to the System Office's interpretation of the statute. If the referendum does not pass Student Activities and/or Athletics would then have to drop their fee increases below 2% each.
- Since this is a new referendum there has been a lot of dialogue across campus. Please direct students with questions to MSSA.
- The weather has impacted campus activities. Spring intermural softball was cancelled due to weather.
- The annual wiffleball game against students will Wednesday April 11th in the Schellberg Gym at 4:30pm.

II. Discussion Items

A. Budget (R. Straka)

- MN State put forward supplemental budget request to the legislature for a 10 million dollar one time request for supplemental funds. The Governor recommended this in his budget. Since next year we can't increase tuition and we will receive less in appropriations this money would greatly help with the 2-3 million dollar deficit we will be contending with next year. Our share would be approximately \$900,000.
- Since one of the bargaining units has a smaller salary increase the first year, this salary savings will help with the deficit.
- We were awarded 25 million dollars of support for ISRS Next Generation. Thank you to MSUAASF members who volunteered or were elected to serve. We will have a busy 4-6 years ahead of us.
- Now that most contracts have passed R. Straka is better able to project our budget for the next year.

- MNSU was approached by a local healthcare organization for a possible collaboration to provide athletic training for us since the athletic training certification has now moved to a graduate certification instead of an undergraduate one.
- Since all athletic training staff are currently ASF staff there will be continued conversations going forward of what this partnership will be.
- If MNSU were to enter into the agreement we would do a RFP process before entering into a contractual agreement. Bemidji and Moorhead already do collaborations similar to this.

B. HR Topics (S. Barrett)

- Human Resource Vacancies
 - Two Attachments. One sorted by search status and one by bargaining unit.
 - Two summary tables also attached.
 - S. Barrett is taking a look at our vacancy rate. MNSU's is around 3%. The state average of educational institutions is 2.5% and the state average for all occupations is 4%.
 - He will be tracking the vacancy rate to see how it grows, ebbs, and flows. If the vacancy rate is too high it will affect how we deliver services to our students and staff.
 - We will always have some vacancy rate but S. Barrett would like us to get to an optimal vacancy rate so that we can be effective.
 - R. Straka added that some staffing situations are difficult to plan for, such as a two week notice if someone is retiring.
 - S. Barrett mentioned looking at the statistics of how much notice we are getting when staff leave or retire.
 - Please contact S. Barrett if you have any specific questions.
- Human Resources Investigation Process
 - The numbers look good. HR is currently at 26 days on average per investigation (30 is the goal).
 - Framework has now been in place for 6 months.
 - The expected spring uptick of complaints is happening but HR already put measures in place to address this.
- FLSA, May 2 Expert Visit
 - The MMB attorney Dori Leland is coming to campus May 2nd. There will be 3 sessions. The schedule is attached.
 - B. Fleischman suggested lunch with cabinet to make sure that all leaders in the university are on the same page with what the implications are. S. Granberg-Rademacker thanked them for planning to attend this lunch.
 - D. Leland has been going to all MN State campuses. Her presentations have been well received. There will be two sessions for employees in Ostrander.
 - S. Barrett stated that communications will be going to MSUAASF members shortly now that the times have been set.
 - All of our positions are now at System Office. Angie Johnson handled all of the audits.
 - 20 positions have recently returned but there are still a large number left. The system office assured us that they will be returned in the same order that they were sent. Timeline for review is still extended to January 1, 2019.
 - J. Van-Boxel asked if the supervisor meeting was limited to just those in Range D and E as the handout states or if Range C supervisors can also attend. M. Iverson asked if non-ASF Academic Affairs supervisors could attend. S. Barrett answered that anyone who supervises MSUAASF employees is welcome to attend.
- Professional Excellence Award
 - S. Barrett would like to breathe new life into the award since there was a call for nominations this year but no nominations were submitted. There is now a standing committee that met for the first time two weeks ago and will start meeting more regularly. S. Barrett will give regular updates.

- This committee will look at what is required to apply for the award, how the award can be marketed differently, how can the application be made easier/all electronic, etc.
- S. Barrett stated that there are a number of worthy applicants out there doing good work on campus that deserve to be recognized.
- New Employee Onboarding
 - There is a new HR workgroup that will look at how we can modernize and improve our new staff onboarding to socialize new employees to the university so that they can contribute to university's strategic direction right away.
 - There are 4 areas to address outlined in the attachment. S. Barrett would like to engage bargaining units and departments to give feedback on how our onboarding process should look like. S. Barrett plans on engaging bargaining units through Meet and Confer in the fall but wanted to get this idea on our radar now.
 - Onboarding best practice takes around 8-12 months to do, not all at the beginning.
 - K. Seth asked how the plan for face to face orientations would happen for members who are not located on campus. S. Barrett answered that we don't know right now and that this is one of the challenges.
 - S. Barrett states that we need to learn not just what higher ed. does but all successful organizations.
 - S. Granberg-Rademacker asked if there is any onboarding for employees who started in one position but moved to another one, especially for people who change bargaining units. S. Barrett answers that this is a common concern HR is seeing and that we are currently not doing much with this group and it is a vulnerability.
 - S. Barrett raised the idea of having a mentor to help socialize into the organization.
- Civility, Respect and Inclusion Presenter on April 19
 - The University is bringing in prominent speaker, Anna Marabela, to present on how to reduce conflict and stress in the workplace. She has been to our campus before as well as other campuses in the system. Her presentation is "Self-Defeating Habits of Otherwise Brilliant People".
 - Extended cabinet will be attending. S. Barrett urges union leaders to attend as well because the content is beneficial.
 - He hopes to discuss what themes resonated, how we can change what we do, and how implement these changes in future Meet and Confer meetings.
 - The President sent out an email with instructions on how to register.
 - K. Seth asked if the event will be live streamed. S. Barrett answered that it will not be live streamed but that they will record it as a podcast for those who can't attend.
 - M. Johnson says we have the technology to live stream. R. Straka stated that we will need to look Anna Marabela's contract to see if it is allowed.
 - B. Fleischman asked if we could WebX it? M. Johnson stated that he was not sure but that we will need to check her contract.
- Employee Resource Fair on Tuesday, September 11
 - The fair will be hosted in the CSU ballroom.
 - It is a big event so it will be beneficial to have it in one place instead of across two rooms like last year.
 - S. Granberg-Rademacker asked when the call for tabling will go out. S. Barrett answered that it will be before the end of the school year.

C. Parking and Transportation (D. Cowan)

- The link <https://www.mnsu.edu/parking/hearing/2018/7-Year%20Parking%20and%20Transportation%20Budget%20Plans%20-%20Amended%203-7-18.pdf> details the Advisory Committee final recommendations. These recommendations don't always get approval.
- The committee submitted their recommendations to the Sub Meet and Confer in January and held a public hearing in March.

- The plan projects 7 years into the future. Column 6 is the biggest year at a 3% increase across the board. This increase would go towards trying to develop a reserve for the big future project of updating Lot #1 (500 stalls) that will cost approximately \$900,000 over several years.
- This summer parking updated Lots 18 and 19 and created the Platinum Lot with 19 stalls. This cost approximately \$300,000 which caused the reserves to be down.
- Since we have no quotas on fines it is not a stable income source. Permit parking is the closest stable income source that parking has.
- Parking also lost Vikings Revenue so expenses had to be cut due to that. S. Granberg-Rademacker asked how much profit was received from Vikings parking. D. Cowan answered around \$40,000 in profits.
- S. Granberg-Rademacker asked D. Cowan to talk more about the development of the Platinum lot. D. Cowan answered that he received many years of complaints from Residential Life 24/7 duty staff who had to park in the green lot where they are not guaranteed close parking from Friday at noon until Sunday at 6pm because that lot becomes a free for all.
- In response to these complaints parking used \$18,000 to develop the platinum lot of 19 revenue stalls. Duty staff are given priority for these 24/7 protected stalls.
- D. Cowan hopes that the lot will pay for itself within three years of the initial investment.
- The first year that this lot was created they charged the same as gold (\$320/year). This year they proposed to raise this to \$350/year. Many residential life staff attended the public hearing on this change and stated that the proposed rate is too much. After the hearing the committee decided to still stick with the proposed raise to \$350/year. The reason the committee kept the lot as a higher cost was because the lot gets 24/7 coverage as promised whereas gold lots do not get 24/7 coverage and are booted out of the lot at 2am.
- S. Granberg-Rademacker raised concerns from our members. The first concern was that the premier parking does not accommodate members who live and work in Julia Sears. The second concern is that most of the members affected are entry level positions and because of the nature of the work that they do and because they are required to live on campus they do not have a choice in buying parking.
- S. Granberg-Rademacker asked what the possibilities are of having continued conversations about these parking concerns after the hearing happened. D. Cowan answered that these points were raised in the hearing so they are unlikely to change the committees' minds because it is not new information. D. Cowan also stated that one of the people on the committee voting was a MSUAASF member and they voted to keep the higher rate.
- D. Cowan stated that these individuals are not required to purchase the platinum parking spaces and that many residential life staff park in the green lots as they have in the past.
- S. Granberg-Rademacker stated that we want to speak up on behalf of our members and sit down with parking and residential life to discuss other possibilities. D. Cowan answered that he is not adverse to the parking committee meeting again.
- R. Davenport raised the concern about timing because we would also need the students involved in this conversation. R. Davenport asked if we can accomplish this in the few weeks before the students leave campus. D. Cowan stated that the students are currently focused on their election that happens in a few weeks.
- D. Cowan stated that the parking report goes to administration. Since the dollar amount being proposed is really small the administration could put the rate increase on suspension for a year until more feedback is gathered in the fall. D. Cowan would prefer this to trying to get everyone together in the next few weeks.
- S. Granberg-Rademacker stated that our parking rate for live-in staff is significantly higher compared to other institutions. Some other institutions even fold it into the staff's benefits through their Residential Life employment package.
- R. Straka stated that due to the advantages of year round parking and the 24 hour lot the 10% increase seems reasonable. The students' room and board increase is significantly more. We will need to look at a more holistic approach and discussion in the future.

- R. Straka also added that in next year's tax law Parking and Transit Pre-Tax accounts are now considered taxable income to the University. Also, if specific employees are given parking discounts it would be considered taxable income.
- K. Seth asked if the lot was being monitored and ticketed 24 hours. R. Wheeler answered that he does not believe there are many tickets in that lot because he does not see many people violating it. J. Clarke added that she does not see security go back there. R. Wheeler answered that he does see the van go around there on the weekends and that he does not see cars parked there that he does not recognize. D. Cowan added that having empty stalls in the lot on Saturdays and Sundays is the real test and there are.
- S. Granberg-Rademacker added that since the platinum lot is a new concept more conversation is warranted and that this is not just a parking issue. Residential Life also needs to look at how they take care of their staff. Their benefits package needs to be compelling to be competitive for future hall director staff.

D. Strategic Enrollment Management Update (D. Jones)

- D. Jones thanked MSUAASF members for their feedback. Members' interest in student success has generated more ideas.
- He appreciates the participation from members to identify strategies to help us make a difference and he appreciates our patience while we move ahead with the plan.

E. Other

- R. Davenport gave an update on the status of the regional HR centers. The Leadership Council is interested in the future of them and the cost. The Leadership Council did not receive any news that the regional centers would be limited in the future to reduce the University's inherited cost.
- The regional HR center audit came out well. Some campuses have limited complaints with the centers. S. Barrett added that there were some items for them to work on but nothing major from the audit. The east and west regions are doing okay, whereas the north and south region has more issues. We are located in the south region which includes two other universities.
- S. Barrett states the HR regional centers are already engaged on improvements in governance of the services centers and phasing of when we turn things over. The service centers are planning to delay phase 2 of turning over all payroll transactions from the campuses to the service centers. This shift will likely not happen by their original July 1st deadline.
- Pulling the plug on the regional HR centers is not likely to happen but there will likely be more campus involvement in their governance
- R. Davenport is a liaison to the board of their audit committee. The interim director met with them and while the report had some extremely negative aspects these were not yet presented to the President's Council. There is more to the picture than what was revealed.
- Vice Chancellor of HR wants to work to address the negative items in the draft report now before report goes out to be ahead of the game.
- R. Davenport asked S. Granberg-Rademacker to ask what the status of the regional center audit is and if there will be a consultant at her next state Meet and Confer on Monday so that they can compare notes.
- R. Davenport also let us know that the search for the Vice President for Strategic Planning and the Dean of Libraries will be held off until the next academic year. R. Davenport thanked M. Johnson for stepping in.
- For the Dean of Libraries position, R. Davenport stated that we need time to think over how we want our libraries to look given their role in student success and how that role will play out in our future initiatives.
- M. Wells added that the current Dean retiring in July predicated these conversations. There will be a call for nominations for an Interim Dean but there will not be a permanent search until more conversations are held.

- The library is an important part of the University since it is at the heart of campus with many student facing services. It will also be a part of the Armstrong solution.

FY18 Meeting Dates

May 3, 2018



Self-Defeating Habits of Otherwise Brilliant People®

Presented by Anna Maravelas, Psychologist Emeritus and President of Thera Rising International

The Offices of the President and Human Resources are pleased to announce Anna Maravelas, Psychologist Emeritus and President of Thera Rising International, will be on campus Thursday, April 19, to present *Self-Defeating Habits of Otherwise Brilliant People*®. Anna (<http://thera-rising.com/about-us/our-team/anna-maravelas/>) has resolved more than 300 workplace conflicts. She is the author of the best-selling book, *How to Reduce Workplace Conflict and Stress* (Career Press). Her organization, *Thera Rising International*, is located in the Twin Cities and has associates across the United States and in Finland, Norway, Switzerland, South Africa, and England. Her strategies have been featured in dozens of publications including *New York Times*, *Oprah Magazine*, *Harvard Management Update* and *MSNBC*. Discover why *The New York Times* named her, "The best source on workplace tension and mistrust."

This transformative session on civility, respect and inclusion will focus on how simple mistakes can spell the difference between a lifetime of disappointment and lasting success. How you react to frustration and disagreement shapes your career in countless subtle yet powerful ways. Learn how to compensate for the negativity bias of the brain, and forge powerful bonds of camaraderie and trust. Safeguard your career – and your sanity – from the corrosive effects of mistrust, anger, and depression.

This session will be offered at two different times to accommodate faculty and staff schedules and encourage as many as possible to attend. Details are as follows:

Thursday, April 19th

Session 1 – Ostrander Auditorium

9:00 – 10:30 a.m.

Session 2 – Ostrander Auditorium

1:00 – 2:30 p.m.

Refreshments will be served at both sessions.

For accommodation of a disability, please contact the Office of the President at 507.389.1111 (V) or 800.627.3529 (TTY) a minimum of three (3) working days in advance



Vacancy Data

Meet and Confer, Thursday, April 5, 2018

Position Vacancies by Search Status

	10/05/17	11/02/17	12/07/17	01/04/18	02/01/18	03/01/18	04/05/18
Total Positions	103	103	115	157	139	156	164
Not started	27	40	39	35	47	59	34
Open	21	10	18	16	21	21	16
Reviewing Applicants	8	14	20	12	23	24	20
Finalists Selected	17	8	21	53	28	31	53
Hired	13	25	13	31	15	17	31
Not being filled	17	6	4	10	5	4	10

Position Vacancies by Bargaining Unit

	10/05/17	11/02/17	12/07/17	01/04/18	02/01/18	03/01/18	04/05/18
Administrators	2	2	2	3	4	6	4
AFSCME	28	34	34	42	36	40	34
ASF	17	15	19	17	20	20	30
Commissioners	15	5	5	4	4	5	5
IFO	26	31	42	40	60	70	74
Managerial	1	1	1	1	1	1	1
MAPE	13	13	10	11	11	12	14
MGEC	1	1	0	0	0	0	0
MMA	0	0	2	3	3	2	2

Estimated Vacancy Rate:	3.16%
Avg. Vacancy Rate: (MN Education and Library Occupations)	2.40%
MN Avg. Vacancy Rate: (All occupations)	4.20%

HR Investigation Timeline

April 2018



Starting the Investigation

Goal: 5 days

Current 6-month average is 5.69 days, which is consistent with last month

High: 29 days Low: 0 days



Completing the Investigation

Goal: 20 days

Current 6-month average is 15.29 days, which is consistent with last month

High: 63 days Low: 0 days



Decision-Maker Makes a Decision

Goal: 5 days

Current 6-month average is 4.00 days, which is consistent with last month

High: 7 days Low: 0 days



Total Investigation Timeline

Goal: 30 days

Current 6-month average is 26.33 days, which is consistent with last month

High: 64 days Low: 1 day



FLSA Training for MSUAASF Employees and Supervisors Wednesday, May 2, 2018

Dori Leland, Minnesota Management and Budget (MMB,) and Jim Jorstad, MinnState Labor Relations, have graciously agreed to come to MSU, Mankato to provide training on the Fair Labor Standards Act (FLSA) to MSUAASF employees, supervisors and University leaders.

We have three (3) tentative sessions scheduled:

Group	Time	Location
MSUAASF employees	10:30 – 11:30 AM	Ostrander Auditorium
Expanded Cabinet	12:00 – 1:00 PM	Heritage Room (lunch provided)
Supervisors and MSUAASF Range D and E employees	1:30 – 2:30 PM	Ostrander Auditorium

The sessions will cover the effects of changing an employee's status from exempt (salaried) to non-exempt (hourly,) and the implications for supervisors on scheduling, overtime and compensatory time.



STATUS REPORT
FLSA REVIEW OF MSUAASF POSITIONS

MSUAASF Meet and Confer
 Thursday, April 5, 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
April 5, 2018	172	103	69	---	0



59 = non-exempt
 10 = exempt

Position Vacancies by Bargaining Unit/Employee Group
 Meet-and Confer, Thursday, April 5, 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	Acting Dean	AA18171	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Global Education	10	Anne Dahlman	2/15/18
U	Dean, College of Social & Behavioral Sciences	AA19026	EXISTING	EXISTING	GENERAL	AT WILL	FINALISTS SELECTED	Dean's Office	10		8/20/18
U	Acting Associate VP of University Advancement	UA18011	EXISTING	NEW	GENERAL	AT WILL	ADVERTISEMNT OPEN	University Advancement	8		4/1/18

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Dental Assistant Clinic Manager	AA18135	NEW	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Dental Hygiene MN State	DENTAL ASST		11/1/17
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	SEAS	HIRED	Engineering Center for Excellence	OAS INT	Shveta Agarwal	11/10/17
C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Accessibility Resources K-12 &	OAS INT	Brianna Rosenau	12/6/17
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	HIRED	Ethnic Studies & GWS	OAS INT	Angie Navejas	1/10/18
C	Administrative Assistant	AA18155	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Urban & Regional Studies	OAS INT	Lilian Nakijoba	1/3/18
C	Administrative Assistant	AA18156	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Institutional Diversity	OAS INT		1/8/18
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	OFFEREE APPROVED	Program/URC/ Office of University Fellowships	OAS INT		1/12/18
C	Administrative Assistant	AA18170	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Registrar's Office	OAS INT		2/26/18
C	Office Manager/Communications Assistant	AA18173	EXISTING	EXISTING	NON-GEN	UNLIM	REVIEWING APPLICATIONS	Educational Talent Search	OAS INT		2/26/18
C	Administrative Assistant	AA18174	EXISTING	NEW	GENERAL	UNLIM	INTERNAL BID STAGE	Computer Information Science	OAS INT		2/19/18
C	Administrative Assistant	AA18175	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Math & Statistics	OAS INT		3/1/18
C	Transcript Coordinator	AA18176	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Registrar's Office	OAS INT	Dayna Aslesen	2/26/18
C	General Maintenance Worker	FA18020	EXISTING	EXISTING	GENERAL	TEMP	VERBAL OFFER EXTENDED	Building Services	GMW		
C	General Maintenance Worker	FA18021	EXISTING	EXISTING	GENERAL	TEMP	VERBAL OFFER EXTENDED	Building Services	GMW		
C	General Maintenance Worker	FA18036	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Building Services	GMW		2/1/18

C	Temp Groundskeeper Intermediate	FA18038	EXISTING	EXISTING	NON-GEN	TEMP	OFFEREE APPROVED	Physical Plant - GRDS Grounds	INT		3/15/18
C	Loan Coordinator (formerly Financial Aid Program Support)	FA18039	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Financial Services	OAS INT		3/1/18
C	Temp Groundskeeper Intermediate	FA18039	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Physical Plant - GRDS Grounds	INT		3/15/18
C	General Maintenance Worker	FA18041	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Building Services	GMW		2/7/18
C	Groundskeeper Intermediate snow plower	FA18042	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Grounds	GRDS INT	Steve Horner	3/19/18
C	General Maintenance Worker	FA18043	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW		4/4/18
C	College Lab Assistant 1 / Chemical Hygiene Officer	FA18044	NEW	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Health and Safety & Risk Management	CLA1		7/1/18
C	General Maintenance Worker	SA17042	EXISTING	EXISTING	NON-GEN	TEMP	NO LONGER BEING FILLED	Residential Life	GMW		
C	General Maintenance Worker	SA17053	EXISTING	EXISTING	NON-GEN	TEMP	NO LONGER BEING FILLED	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	HIRED	Security	CSO	Bunsaovir a Lek	11/15/17
C	Campus Security Officer	SA18022	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Security	CSO	Jody Habnick	11/15/17
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		1/22/18

ASF

C Graphic Designer UA18003 EXISTING EXISTING NON-GEN UNLIM HIRED Hired Printing Services GRAPHI James 3/1/18
 C ARTS Mackey
 SPEC

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
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U Director, Academic Advising AA18082 NEW NEW GENERAL PROB HIRED Undergraduate Education E Allen Thompson

U Laboratory Coordinator for Biological Sciences AA18128 EXISTING EXISTING GENERAL PROB HIRED Biological Sciences C Tanya Simms

U Interim Customized English Language Trainer AA18159 NEW EXISTING NON-GEN FIXED TERM HIRED English Language Programs B Olga Nelson 1/6/18

U Access Specialist AA18161 NEW NEW GENERAL PROB NOT YET STARTED Accessibility Resources B 3/20/18

U Advisor AA18163 EXISTING EXISTING GENERAL PROB FINALISTS SELECTED Allied Health & Nursing University B 5/15/18

U Industry Relations Director AA18165 EXISTING EXISTING GENERAL PROB NOT YET STARTED Extended Education - TCE C 3/12/18

Kearney

U Interim Programming and Re tention Advisor AA18168 EXISTING EXISTING NON-GEN FIXED TERM HIRED Center for International Student Services B Alissa Morson 2/14/18

Center for English Language Programs

U Customized English Language Trainer AA18172 NEW EXISTING NON-GEN FIXED TERM HIRED B Stephen Hunt 3/1/18

U	Customized English Language Trainer	AA18177	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Diane Helvig	3/12/18
U	Customized English Language Trainer	AA18178	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Matthias Sadusky	3/12/18
U	Customized English Language Trainer	AA18179	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Thomas Tacheny	3/12/18
U	Customized English Language Trainer	AA18182	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Hyeju Dorek	3/12/18
U	Customized English Language Trainer	AA18183	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Lynn Kovacs	3/12/18
U	Director of Communication and Events	AA18184	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	College of Business	C		5/1/18
U	Acting Educational Advisor	AA18185	EXISTING	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Educational Talent Search	B		5/1/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	College of Arts & Humanities	A		7/1/18
U	Director of OASIS	AA19063	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	OASIS	C		7/1/18
U	Acting Director of Recruitment and Retention	AA19082	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Center for Educator Partnerships	C		7/16/18
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Intercollegiate Athletics	B		6/1/18

U	Athletic Training Assistant	FA19000	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Intercollegiate Athletics	B		9/1/18
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	PROB	FAILED SEARCH	Student Health Services	E		
U	Hall Director	SA18027	EXISTING	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Residential Life	B		7/12/18
U	Program Advisor	SA18028	EXISTING	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Residential Life	B		5/29/18
U	Hall Director	SA18029	EXISTING	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	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 Officer	SA18036	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Admissions	B	Xochitl Valencia	2/26/18
U	Admissions Officer	SA18039	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Admissions	B		7/1/18
U	Interim Director of Annual Giving Program	UA18012	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Development - Annual Giving	D		6/1/18
U	Interim Director of Development for Allied Health & Nursing	UA18013	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	University Development	D		7/1/18
U	Interim Director of Development for Science, Engineering & Technology	UA18014	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	University Development	D		7/1/18

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	NO LONGER BEING FILLED	Dental Hygiene	Hygieni st		
C	Dental Hygienist	AA17207	NEW	EXISTING	NON-GEN	INTMT	NO LONGER BEING FILLED	Dental Hygiene	Hygieni st		
C	Dental Hygienist	AA17208	NEW	EXISTING	NON-GEN	INTMT	NO LONGER BEING FILLED	Dental Hygiene	Hygieni st		

IFO

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Dental Hygienist	AA17209	NEW	EXISTING	NON-GEN	INTMT	NO LONGER BEING FILLED	Dental Hygiene	Hygieni st		
C	Benefits Specialist	PO18006	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Human Resources	HR Tech 2	Sarith Phan	2/28/18
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	HIRED	English	INSTR	Nigna Bolraeva	1/8/18
U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	PROB	HIRED	Chemistry and Geology	Asst Prof	Samantha Katner	
U	Associate / Assistant Professor	AA19002	EXISTING	EXISTING	GENERAL	PROB	HIRED	K-12 & Secondary Programs	Assoc/A sst Prof	Bernadett e Castillo	
U	Associate / Assistant Professor	AA19004	EXISTING	EXISTING	GENERAL	PROB	HIRED	Biological Sciences	ASSOC ASST PROF	Yongtao Zhu	
U	Assistant Professor	AA19005	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Management	ASST PROF		
U	Assistant Professor	AA19006	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED WORK	Management	ASST PROF		
U	Associate / Assistant Professor	AA19007	EXISTING	EXISTING	GENERAL	PROB	EXPERIENCE COMPLETED	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	FINALISTS SELECTED	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	OFFEREE APPROVED	Mass Media	ASST PROF		
U	Assistant Professor	AA19015	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Music	ASST PROF		
U	Assistant Professor	AA19016	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	WLC/Spanish	ASST PROF		
U	Assistant Professor	AA19017	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mathematics and Statistics	ASST PROF		
U	Assistant Professor	AA19018	EXISTING	EXISTING	GENERAL	PROB	HIRED	English	ASST PROF	Kristie Smith	8/20/18
U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	PROB	HIRED	Educational Leadership	ASSOC ASST PROF	Natalie Rasmussen	8/20/18
U	Assistant Professor	AA19021	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Human Performance	ASST PROF		1/3/18
U	Associate / Assistant Professor	AA19022	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Aviation	ASSOC ASST PROF		8/20/18
U	Assistant Professor	AA19023	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical & Engineering	ASST PROF		8/20/18
U	Assistant Professor	AA19024	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	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	OFFEREE APPROVED	English	ASST PROF	8/20/18
U	Associate / Assistant Professor	AA19029	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Biological Sciences	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19030	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19031	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19032	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Human Performance - Exercise Science	ASST PROF	8/20/18
U	Assistant Professor	AA19034	NEW	NEW	GENERAL	PROB	FINALISTS SELECTED	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19035	NEW	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mechanical & Civil Engineering	ASST PROF	8/20/18
U	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mathematics & Statistics	ASST PROF	8/20/18
U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Accounting/Business Law	ASSOC PROF	8/20/18
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMNT OPEN	School of Nursing	ASSOC ASST PROF	8/13/18

U	Associate or Assistant Professor	AA19040	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Educational Studies: K-12 & Secondary Programs	ASSOC ASST PROF		8/20/18
U	Assistant Professor	AA19041	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMNT OPEN	URSJI/Governm ent: Public Admin.	ASST PROF		8/20/18
U	Assistant Professor	AA19042	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Sociology & Corrections	ASST PROF		8/20/18
U	Assistant Professor	AA19043	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Psychology	ASST PROF		8/20/18
U	Assistant Professor	AA19044	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMNT OPEN	Sociology & Corrections: NPL	ASST PROF		8/20/18
U	Assistant Professor	AA19045	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Political Science	ASST PROF		8/20/18
U	Assistant Professor	AA19046	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Law	ASST PROF		8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Law Enforcement	ASST PROF		8/20/18
U	Assistant Professor	AA19048	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Gender & Women's Studies	ASST PROF	Jaime Madden	8/20/18
U	Assistant Professor	AA19049	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Ethnic Studies	ASST PROF		8/20/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMNT OPEN	Economics	ASST PROF		8/20/18
U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMNT OPEN	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	NO LONGER BEING FILLED	Management	INSTR	8/20/18
U	Assistant Professor	AA19056	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Accounting and Business Law	ASST PROF	8/20/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	ME & CIVE	ASSOC/ASST/INSTR	8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Elementary & Early Childhood	ASST PROF	8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Geography	ASST PROF	8/20/18
U	Assistant Professor	AA19061	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMIE NT OPEN	Geography	ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19062	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMIE NT OPEN	ECET	ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19064	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMIE NT OPEN	ECET	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19065	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Chemistry and Geology	ASST PROF	8/20/18
U	Instructor	AA19066	EXISTING	EXISTING	GENERAL	FIXED TERM	VERBAL OFFER EXTENDED	ECET	INSTR	8/20/18
U	Assistant Professor	AA19067	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Library - Technical Services	ASST PROF	8/20/18
U	Assistant Professor	AA19068	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMIE NT OPEN	Accounting and Business Law	ASST PROF	8/20/18

U	Assistant Professor	AA19069	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	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	ADVERTISESEME NT OPEN	Computer Information Science	PROF/ INSTR	8/20/18
U	Assistant Professor or Instructor	AA19072	EXISTING	NEW	GENERAL	FIXED TERM	ADVERTISESEME NT OPEN	Computer Information Science	ASST PROF/I NSTR	8/20/18
U	Instructor	AA19073	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19074	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19075	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19076	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19077	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Math & Statistics	INSTR	8/20/18
U	Assistant Professor	AA19078	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Social Work	ASST PROF	8/20/18
U	Instructor (Assistant Director of Forensics)	AA19080	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Communicatio n Studies	INSTR	8/27/18
U	Instructor (Assistant Director of Forensics)	AA19081	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Communicatio n Studies	INSTR	8/27/18
U	Counselor	SA18040	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Counseling Center	INSTR	8/20/18

U Counselor SA18041 EXISTING EXISTING GENERAL FIXED NOT YET Counseling INSTR 8/20/18
 SA18041 EXISTING EXISTING GENERAL TERM STARTED Center

Managerial

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Director of College Operations Trainer	AA18180	NEW	EXISTING	GENERAL	TEMP	CONDUCTING RANGE REVIEW	CSET Dean's Office	ADMIN OFFICE		3/5/18

MAPE

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Research Analyst						WRITTEN		Research		
C	Intermediate / Research Database Developer	AA17201	NEW	EXISTING	NON-GEN	UNLIM	OFFER EXTENDED	Anthropology	h Analyst Int.		
C	Library Systems ITS 1	AA18134	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	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	Systems Supervisor/ACIO	IT17007	EXISTING	EXISTING	GENERAL	UNLIM	ON HOLD	IT Solutions, Systems Supervisor			
C	Data Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	UNLIM	HIRED	Application Development	ITS 4	Addisu Adera	
C	Data Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Application Development	ITS 4		
C	Instructional Technologist	IT18003	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Academy Technology	ITS 3		4/1/18

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Technology Buyer	IT18004	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Campus Computer Store	BUYER 1		4/4/18
C	Solutions Center Consultant	IT18005	NEW	EXISTING	GENERAL	TEMP	NOT YET STARTED	IT Solutions	ITS1		4/3/18
C	Solutions Architect	IT18007	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Strategic Operations	ITS 3		5/1/18
C	Solutions Architect	IT18008	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Strategic Operations	ITS 3		5/1/18
C	Solutions Architect	IT18009	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Strategic Operations	ITS 3		5/1/18
C	Communications and Event Coordinator	SA18037	NEW	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	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	Systems Director	IT18006	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	IT Solutions	ACIO		5/16/18
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	164
	10/5/17	11/2/17	12/7/17	1/4/18	2/1/18	3/1/18	4/5/18
ADMINISTRATORS	2	2	2	3	4	6	4
AFSCME	28	34	34	42	36	40	34
ASF	17	15	19	17	20	20	30
COMMISSIONERS PLAN	15	5	5	4	4	5	5
IFO	26	31	42	40	60	70	74
MANAGERIAL PLAN	1	1	1	1	1	1	1
MAPE	13	13	10	11	11	12	14
MGEC	1	1	0	0	0	0	0
MMA	0	0	2	3	3	2	2

Position Vacancies by Status
 Meet-and Confer, Thursday, April 5, 2018

Search Not Started

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPT	RANGE	NAME	START
C	Administrative Assistant	AA18150	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	K-12 & Secondary Programs	OAS INT		12/11/17
U	Access Specialist	AA18161	NEW	NEW	GENERAL	ASF	PROB	Accessibility Resources University	B		3/20/18
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	ASF	PROB	Extended Education - TCE	C		3/12/18
U	Director of Communication and Events	AA18184	EXISTING	EXISTING	GENERAL	ASF	PROB	College of Business	C		5/1/18
U	Acting Educational Advisor	AA18185	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search	B		5/1/18
U	Director of Communication and Endowed Programs	AA19033	EXISTING	EXISTING	NON-GEN	ASF	PROB	College of Arts & Humanities	A		7/1/18
U	Associate Professor	AA19038	EXISTING	EXISTING	GENERAL	IFO	PROB	Accounting/Bu siness Law	ASSOC PROF		8/20/18
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	IFO	FIXED TERM	English	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	AA19070	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	School of Nursing	ASST PROF		8/20/18
U	Assistant Professor	AA19078	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Social Work	ASST PROF		8/20/18

U	Instructor (Assistant Director of Forensics)	AA19080	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Communication Studies	INSTR	8/27/18
U	Instructor (Assistant Director of Forensics)	AA19081	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Communication Studies	INSTR	8/27/18
U	Acting Director of Recruitment and Retention	AA19082	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Educator Partnerships	C	7/16/18
C	Loan Coordinator (formerly Financial Aid Program Support)	FA18039	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Student Financial Services	OAS INT	3/1/18
C	Temp Groundskeeper Intermediate	FA18039	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Physical Plant Grounds Environmental	GRDS INT	3/15/18
C	College Lab Assistant 1 / Chemical Hygiene Officer	FA18044	NEW	EXISTING	GENERAL	AFSCME	UNLIM	Health and Safety & Risk Management Campus	CLAI	7/1/18
C	Technology Buyer	IT18004	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Computer Store	BUYER 1	4/4/18
C	Solutions Center Consultant	IT18005	NEW	EXISTING	GENERAL	MAPE	TEMP	IT Solutions	ITS1	4/3/18
C	Systems Director	IT18006	EXISTING	EXISTING	GENERAL	MMA	UNLIM	IT Solutions	ACIO	5/16/18
C	Solutions Architect	IT18007	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Strategic Operations	ITS 3	5/1/18
C	Solutions Architect	IT18008	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Strategic Operations	ITS 3	5/1/18
C	Solutions Architect	IT18009	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Strategic Operations	ITS 3	5/1/18
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	Health Services	E	2/1/18
U	Admissions Officer	SA18039	EXISTING	EXISTING	GENERAL	ASF	PROB	Admissions	B	7/1/18
U	Counselor	SA18040	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Counseling Center	INSTR	8/20/18
U	Counselor	SA18041	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Counseling Center	INSTR	8/20/18
C	Senior Director of Advancement Services	UA18006	NEW	EXISTING	GENERAL	MMA	UNLIM	Advancement Services	SR DIR	2/1/18
U	Interim Director of Annual Giving Program	UA18012	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Development - Annual Giving	D	6/1/18
U	Interim Director of Health & Nursing	UA18013	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Development	D	7/1/18
U	Interim Director of Development for Science, Engineering & Technology	UA18014	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Development	D	7/1/18

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
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
U	Associate or Assistant Professor	AA19039	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC ASST PROF		8/13/18

U	Assistant Professor	AA19041	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	URSI/Governm ent: Public Admin.	ASST PROF	8/20/18
U	Assistant Professor	AA19044	EXISTING	EXISTING	GENERAL	I FO	PROB	Sociology & Corrections: NPL	ASST PROF	8/20/18
U	Assistant Professor	AA19050	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Economics Sociology & Corrections: AOS	ASST PROF	8/20/18
U	Assistant Professor	AA19051	EXISTING	EXISTING	GENERAL	I FO	PROB	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	AA19068	EXISTING	EXISTING	GENERAL	I FO	FIXED TERM	Accounting and Business Law	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
C	General Maintenance Worker	FA18043	EXISTING	EXISTING	GENERAL	A FSCME	UNLIM	Building Services	GMW	4/4/18
C	Communications and Event Coordinator	SA18037	NEW	EXISTING	GENERAL	MAPE	UNLIM	Career Development Center	INFO OFF 2	6/1/18
U	Acting Associate VP of University Advancement	UA18011	EXISTING	NEW	GENERAL	ADMIN	AT WILL	University Advancement	8	4/1/18

Reviewing Applications

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	Library Technician/Late Night Tech	AA18151	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		1/8/18
C	Off-Campus Program Assistant	AA18164	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Extended Education	OAS INT		1/16/18
C	Office Manager/Communications Assistant	AA18173	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Educational Talent Search	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	AA19023	EXISTING	EXISTING	GENERAL	IFO	PROB	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	Assistant Professor	AA19027	EXISTING	EXISTING	GENERAL	IFO	PROB	Marketing & International Business	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	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	AA19049	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Ethnic Studies	ASST PROF		8/20/18

U	Assistant Professor	AA19056	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Accounting and Business Law	ASST PROF	8/20/18
U	Associate or Assistant Professor or Instructor	AA19058	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ME & CIV	ASSOC/ASST /INSTR	8/20/18
U	Assistant Professor	AA19060	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Geography	ASST PROF	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
U	Assistant Professor	AA19069	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Marketing and International Business	ASST PROF	8/20/18
C	Instructional Technologist	IT18003	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Academy Technology	ITS 3	4/1/18

Finalists Selected / Offer Approvals

Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Research Analyst										
	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		
U	Instructor	AA18074	NEW	NEW	NON-GEN	IFO	FIXED TERM	Philosophy	INSTR		
								Automotive & Manufacturing	ASSOC		
U	Associate / Assistant Professor	AA18116	NEW	EXISTING	GENERAL	IFO	PROB	Engineering Technology	ASST PROF		

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)	7	
C	Dental Assistant Clinic Manager	AA18135	NEW	EXISTING	NON-GEN	AFSCME	UNLIM	Dental Hygiene	DENTAL ASST	11/1/17
C	Support and Training Specialist	AA18144	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	PALS	LIB DEV	1/10/18
C	Administrative Assistant	AA18156	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Institutional Diversity	OAS INT	1/8/18
U	Advisor	AA18163	EXISTING	EXISTING	GENERAL	ASF	PROB	Allied Health & Nursing Honors	B	5/15/18
C	Administrative Support Coordinator	AA18166	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Program/URC/ Office of University Fellowships Registrar's Office	OAS INT	1/12/18
C	Administrative Assistant	AA18170	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	CSET Dean's Office	OAS INT	2/26/18
C	Director of College Operations Trainer	AA18180	NEW	EXISTING	GENERAL	MANGRL	TEMP	ADMIN OFFICER		3/5/18
U	Assistant Professor	AA19005	EXISTING	EXISTING	GENERAL	IFO	PROB	Management Management	ASST PROF ASST PROF	
U	Assistant Professor	AA19006	EXISTING	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC ASST PROF	
U	Associate / Assistant Professor	AA19007	EXISTING	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC ASST PROF	
U	Associate / Assistant Professor	AA19008	EXISTING	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC 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	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	AA19024	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical & Engineering	ASST PROF	8/20/18
U	Dean, College of Social & Behavioral Sciences	AA19026	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10	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	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	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	Assistant Professor	AA19037	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Mathematics & Statistics Educational	ASST PROF	8/20/18
U	Associate or Assistant Professor	AA19040	EXISTING	EXISTING	GENERAL	IFO	PROB	Studies: K-12 & Secondary Programs	ASSOC ASST PROF	8/20/18
U	Assistant Professor	AA19047	EXISTING	EXISTING	GENERAL	IFO	PROB	Law Enforcement Elementary & Childhood	ASST PROF	8/20/18
U	Assistant Professor	AA19059	NEW	EXISTING	GENERAL	IFO	FIXED TERM	Early Childhood	ASST PROF	8/20/18
U	Assistant Professor	AA19065	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Chemistry and Geology	ASST PROF	8/20/18
U	Instructor	AA19066	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ECET	INSTR	8/20/18
U	Instructor	AA19073	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19074	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19075	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19076	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Math & Statistics	INSTR	8/20/18
U	Instructor	AA19077	EXISTING	EXISTING	GENERAL	IFO	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	General Maintenance Worker	FA18036	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW		2/1/18
U	Athletic Training Assistant	FA18037	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B		6/1/18
C	Temp Groundskeeper Intermediate	FA18038	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Physical Plant - Grounds	GRDS INT		3/15/18
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	Data Warehouse/Database Developer	IT18002	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Application Development	ITS 4		
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

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Director, Academic Advising	AA18082	NEW	NEW	GENERAL	ASF	PROB	Undergraduate Education	E	Allen Thompson	
U	Laboratory Coordinator for Biological Sciences	AA18128	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences	C	Tanya Simms	
C	Science Fair Coordinator	AA18136	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Engineering Center for Excellence	OAS INT	Shiveta Agarwal	11/10/17

C	Accessibility Resources Office Manager	AA18142	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Accessibility Resources	OAS INT	Brianna Rosenau	12/6/17
C	Administrative Assistant	AA18152	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Ethnic Studies & GWS	OAS INT	Angie Navejas	1/10/18
C	Administrative Assistant	AA18155	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Urban & Regional Studies	OAS INT	Lillian Nakijoba	1/3/18
U	Interim Customized English Language Trainer	AA18159	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Programs	B	Olga Nelson	1/6/18
U	Instructor	AA18160	NEW	EXISTING	GENERAL	IFO	FIXED TERM	English	INSTR	Nigina Boltaeva	1/8/18
U	Interim Programming and Re tention Advisor	AA18168	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Kearney Center for International Student Services	B	Alissa Morson	2/14/18
U	Acting Dean	AA18171	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Global Education Center for	10	Anne Dahlman	2/15/18
U	Customized English Language Trainer	AA18172	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	English Language Programs	B	Stephen Hunt	3/1/18
C	Transcript Coordinator	AA18176	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Registrar's Office	OAS INT	Dayna Aslesen	2/26/18
U	Customized English Language Trainer	AA18177	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	Diane Helvig	3/12/18

U	Customized English Language Trainer	AA18178	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	Matthias Sadusky	3/12/18
U	Customized English Language Trainer	AA18179	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	Thomas Tachery	3/12/18
U	Customized English Language Trainer	AA18182	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	Hyeju Dorek	3/12/18
U	Customized English Language Trainer	AA18183	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	Lynn Kovacs	3/12/18
U	Assistant Professor	AA19001	EXISTING	EXISTING	GENERAL	IFO	PROB	Chemistry and Geology	Asst Prof	Samantha Katner	
U	Associate / Assistant Professor	AA19002	EXISTING	EXISTING	GENERAL	IFO	PROB	K-12 & Secondary Programs	Assoc/Asst Prof	Bernadette Castillo	
U	Associate / Assistant Professor	AA19004	EXISTING	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC ASST PROF	Yongtao Zhu	
U	Assistant Professor	AA19018	EXISTING	EXISTING	GENERAL	IFO	PROB	English	ASST PROF	Kristie Smith	8/20/18
U	Associate or Assistant Professor	AA19020	EXISTING	EXISTING	GENERAL	IFO	PROB	Educational Leadership	ASSOC ASST PROF	Natalie Rasmussen	8/20/18
U	Assistant Professor	AA19048	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Gender & Women's Studies	ASST PROF	Jaimie Madden	8/20/18
U	Instructor	AA19075	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Math & Statistics	INSTR		8/20/18

C	Groundskeeper Intermediate - snow plower Data	FA18042	EXISTING	EXISTING	GENERAL	AFSCME	INTMT	Grounds	GRDS INT	Steve Hornor	3/19/18
C	Warehouse/Database Developer	IT18001	NEW	EXISTING	GENERAL	MAPE	UNLIM	Application Development	ITS 4	Addisu Adera	
C	Benefits Specialist	PO18006	EXISTING	EXISTING	GENERAL	COMMS	TEMP	Human Resources	HR Tech 2	Sarith Phan	2/28/18
C	Campus Security Officer	SA18021	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	CSO	Bunsaovira Lek	11/15/17
C	Campus Security Officer	SA18022	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Security	CSO	Jody Habnick	11/15/17
U	Interim Regional Admissions Officer	SA18036	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Admissions	B	Xochitl Valencia	2/26/18
C	Graphic Designer	UA18003	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Printing Services	GRAPHIC ARTS SPEC	James Mackey	3/1/18
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		
U	Instructor	AA19055	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Management	INSTR		8/20/18
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		

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
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C	General Maintenance Worker	SA117042	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW
C	General Maintenance Worker	SA117053	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW
U	Physician	SA18011	EXISTING	EXISTING	NON-GEN	ASF	PROB	Student Health Services	E

TOTAL POSITIONS:	103	103	115	157	139	156	164
	10/5/17	11/2/17	12/7/17	1/4/18	2/1/18	3/1/18	4/5/18
TOTAL NOT STARTED	27	40	39	35	47	59	34
TOTAL OPEN	21	10	18	16	21	21	16
TOTAL REVIEWING APPLICANTS	8	14	20	12	23	24	20
TOTAL FINALISTS SELECTED	17	8	21	53	28	31	53
TOTAL HIRED	13	25	13	31	15	17	31
TOTAL ON HOLD/NOT BEING FILLED	17	6	4	10	5	4	10

Estimated Vacancy Rate: 3.16%

State Avg. Vacancy Rate: 2.40%
(Education and Library Occupations)

MN Avg. Vacancy Rate: 4.20%
(All occupations)

MSUJAASF (211) Fixed Term

NAME	TITLE	DEPARTMENT	JOB ENTRY DATE	ASSIGNMENT BEGIN DATE	ASSIGNMENT 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 Yosimaterim	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
Eimer, Ashley Ann	Director of Development-SET	University Development	12/04/2017	12/04/2017	06/30/2018
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
Hunt, Stephen T	Customized Language Trainer	English	01/08/2018	03/12/2018	06/30/2018
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
Morson, Alissa Marie	Programming & Retention Advisor	Center for Education Abroad and Aw	06/12/2017	03/12/2018	06/30/2018
Nelson, Olga	Customized English Language Trainer	Center for English Language Programs	03/01/2018	03/01/2018	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, Cailey Marie	Intermittent Athletic Training Asst	Intercollegiate Athletics	10/17/2017	12/15/2017	05/04/2018
Swartz-Beckius, Ann Marie	Interim Dir of Student Achievement	Institutional Diversity	02/26/2018	02/26/2018	06/30/2018
Valencia, Xochitl R	Interim Regional Admissions Officer	Undergraduate Admissions	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



HR's Action Goals for AY2018

- (1) Use HR's capacity, skills and influence to streamline and improve our hiring processes' and
- (2) Modernize and improve our new employee onboarding process to ensure new employees are set up to succeed and immediately begin to pursue the University's strategic objectives

New Employee Onboarding

Team Charge: Develop an onboarding program that creates a welcoming and inclusive environment for new employees.

Strategies:

1. Ensure compliance by standardizing processes
2. Identify responsible parties for each piece of the onboarding process
3. Ensure new employees understand their new responsibilities and expectations
4. Strengthen connections by fostering relationships and collaboration

Biggest Challenges

Current process lacks clear stewardship and unified vision.

Currently, the onboarding process has shared ownership although there is no clearly defined stewardship in certain key areas. Due to the number and variety of position types on campus, HR can only manage the aspects of onboarding that are applicable to all employees.

Recommendation: A consistent approach is needed to ensure the sustainability of a new program and equitable application of a new program for new hires. The areas of onboarding that are specific to a department or program must be managed within those areas. A responsible party outside of HR should be identified to coordinate those pieces. HR can provide guidance and best practices to those charged with external pieces of the onboarding process.

Employees are hired throughout the year and not at a set schedule.

Hiring dates vary, although there are peak times when we hire faculty. Also, the onboarding requirements for different employee groups are extremely varied.

Recommendation: Offer regularly scheduled bi-weekly face-to-face orientations for all new employees. Sessions could last 2 hours, every other Wednesday, 10:00 am – 12:00 pm. Lunch could be catered in the room with Sodexo at 12:00 noon to allow time for new hires to visit and connect with other new hires.

Participation and engagement in the program is essentially voluntary.

There are existing onboarding processes at the University, but attendance and participation is not required. If new employees do not participate, we cannot achieve our desired outcomes.

Recommendation: The inherent value of an onboarding program is enhanced through ongoing participation by all employees, so accountability is a must. Responsibilities must be clearly defined in HR and supervisor position descriptions.

The current process does not offer opportunities for deeper connection.

The current focus on compliance prioritizes information sharing over building relationships. This in turn limits the ability of new employees to establish a more inclusive organizational culture across faculty, staff, and administrator groups.

Recommendation: Identify opportunities for new employees to engage with the University community, mission and strategic plan. A mentoring program would foster the deeper conversations and connections needed to help the onboarding process become less transactional and more transformational.

Next Steps

1. Identify the roles of HR, supervisors, and departments.
2. Determine what we will expect of new employees in this process.
3. Develop new timelines for executing the new onboarding process.
4. Create evaluation tools and metrics to monitor progress and success.



March 20, 2018

TO: Paul Corcoran, Assistant Vice President for Facilities Management
Rick Straka, Vice President for Finance and Administration

FROM: David Cowan, Parking & Transportation Advisory Committee Chairperson

A handwritten signature in black ink, appearing to be "DRC", written over the "FROM:" line.

RE: "Post-Hearing" Recommendations from Parking & Transportation Advisory Committee

The Annual Public Hearing on Parking & Transportation Policies, Budget & Capital Improvements was held 12 Noon, Thursday, March 15th. Testimony was taken and the hearing concluded at 1:00 PM. The volunteers serving on the Parking & Transportation Advisory Committee were impressed with the comments from the 24 present at the hearing, as well as from three written suggestions received via email by the 11 AM, March 15th deadline. The following recommendations were "endorsed" by the Parking & Transportation Advisory Committee at its March 15th meeting immediately following the hearing, and are now formally submitted for review by the Budget Sub-Meet & Confer Committee, Meet & Confer Committees, and the Administration.

1. Post-Hearing Recommendation – FY'19 \$1.75 M Income/\$1.6 M Spending Plans

In its "post-hearing" recommendation the PAC endorsed a \$1,750,607 overall income plan (parking permits, fine collections, Visitor Paylot receipts, etc.) and a \$1,597,000 spending plan for 2018-19. The predicted June 30, 2018, shortfall of \$85,105 will be applied against the estimated \$153,607 surplus earned in the 12 months of FY'19 leaving a positive balance of \$68,502 6/30/19. The Advisory Committee understands that the 7 year plan will be examined each year, and our effort will be to try to finance as much of the lot upgrades and repairs as possible. Know that last summer \$361,677 was paid out to repair and upgrade parking areas which created some red ink in FY'18.

2020-21 is the first year of a 3-year planned repair of Lot 1 and that first bill will be \$280,000 with two more just like it for 2021-22 and 2022-23. We should know sooner than later if any part of that lot will be dedicated for purposes other than for parking, and if it is the repair bill will be less.

(The Parking & Transportation Advisory Committee specifically endorsed the 2018-19 income and spending plans, including the 3% increase in parking permit rates, and recognizes that other years within the 7 year budget spreadsheet would be reviewed annually with budget numbers modified.)

Testimony was presented at the hearing **opposed** to a 3% permit rate increase with arguments that the results of collective bargaining unit contracts are unknown but a 3% salary hike may not be in the cards, hence the parking permit rate increase should be kept to 2%. Advisory Committee members maintained that we should not tie parking and busing needs to whatever increase may be adopted for employee salaries. Wear and tear in the parking lots has no known relationship to salary increment issues and MSU parking permit rates are well within what are charged by other institutions.

2. Post-Hearing Recommendation – FY'19 \$1,100,607 Permit Estimate - Includes \$32,057 from 3% Permit Rate Increase on top of \$1,068,550 FY'18 Estimated Permit Receipt Base

Parking Permit & Citation Areas (1)	Existing (2)	Proposed for Public Hearing held on March 15 (3)	"Post Hearing" Recommendations of Parking & Transportation Advisory Committee (PTAC) – Approved 5 to 0	
			Recommended Rate (4)	Advisory Committee Rationale (5)
Platinum – Lot 13 Only – Between McElroy & Carkoski	\$320	\$350	\$350	Special \$350 rate for the 12 month 24/7 coverage and protection for residence hall employees who live in the residence halls. Allows them to be protected from Residence Hall Green Permit holders who would otherwise swarm in from 12 Noon Fridays to 6 PM Sundays.
Gold – 963 Stalls (12 Months)	\$320	\$330	\$330	Represents a \$27.50 monthly investment for premium close-in parking. Rate needed for looming parking lot repairs. St. Cloud State has \$320-\$500; Southwest \$300-\$415, Bemidji \$323-\$550, Winona \$225, Moorhead \$275.
Universal Gold	\$320 + \$20 Proximity Charge for Eligible Employees	\$330 + \$20	\$330 + \$20 Proximity Charge for Eligible Employees	Universal Gold permits are provided free to significant donors. University employees, who can demonstrate cross-campus traffic needs during a work day, can also apply but must pay. The \$20 Proximity Charge beyond regular Gold reflects the value in this permit – the charge was first implemented in 2017-18.
Purple (Academic Yr.)	\$204	\$210	\$210	Represents a \$26.25 monthly investment for relatively close-in parking. St. Cloud rate at \$189 for "K & Q" lots, Moorhead \$225, Winona \$105. Bemidji \$388.
Orange (Academic Year)	\$144	\$148	\$148 \$72 Fall \$72 Spring	Represents \$18.50 monthly investment for more distant Lots 21 South and 22. Bemidji at \$194, Moorhead \$150, St. Cloud \$189, Winona \$90, Southwest \$73-\$153. A \$72 Fall permit purchase option exists to get "Free Lot" users to consider buying an Orange permit, even for a Semester.
Residence Hall Light Green – (Academic Yr.)	\$264	\$272	\$272	Represents a \$34 monthly investment for premium close-in 24 hr. parking renter's residence hall. St. Cloud \$285 to \$500 (ramp), Southwest \$249, Bemidji \$130 to \$300, Winona \$155.
Res. Hall Discount Dark Green (Academic Yr.)	\$204	\$210	\$210	Represents a \$26.25 monthly investment to park over at the Green permit parking areas in Lots 1 & 2. Discount Green is but a short ride using the buses and/or shuttles, or a twelve minute walk from Crawford, McElroy, or Sears.
Blue Handicap Parking Permit (12 Month)	\$144	\$148	\$148	Represents a \$12 monthly investment for premium close-in parking for 12 month permit. Rate tied to nine-month Orange permit charge in the past.
Silver Motorcycle/ Scooter Permit (Academic Year)	\$60 or \$30 with the purchase of regular vehicle permit	\$62 or \$31 with the purchase of regular vehicle permit.	\$62 or \$31 with the purchase of regular vehicle permit	Represents a \$7.75 monthly outlay for zoned 2- wheeled vehicle parking in Lot 7 (by Tennis Court), Lot 11A (Student Union), Lot 16 (Performing Arts lot), and Lot 15 (front of McElroy). \$3.62 monthly investments if owner already has regular permit for a 4 wheeled vehicle. Advisory Committee believes that existing rate is low enough to support the use of such energy efficient 2- wheeled vehicles.

Parking Permit & Citation Areas (1)	Existing (2)	Proposed for Public Hearing held on March 15 (3)	“Post Hearing” Recommendations of Parking & Transportation Advisory Committee (PTAC) – Approved 5 to 0	
			Recommended Rate (4)	Advisory Committee Rationale (5)
Green Transportation Fee – Now included in the overall Student Activity Fee.	\$342,528 [\$1.10 per credit hour yield]	\$342,538 [\$1.10 per credit hour yield]	\$307,538 [\$1.01 per credit hour yield] Based Student Senate Action 3/14/18	Green Transportation Fee, set in motion Fall 2012, was reduced by \$35,000 3/14/18 after the Student Senate was told that federal and state transportation funds are being allocated to the Mankato Transit Authority off-setting some of the costs which had been absorbed by the Green Transportation fee. The City’s per hr. increase from FY’18’s \$98 to FY’19’s estimated \$99 is minimal and should not adversely affect the Senate’s \$35,000 subsidy cut or reduce bus route service. Long term external grant support is not guaranteed, however.

Testimony was received from Residential Life Hall directors worried that the \$350 proposed for the new Lot 13 Platinum Permit was too much and should be priced at the cost of a Gold Permit (\$330) – the Advisory Committee maintains that the protection provided Platinum Permit holders is 24/7 twelve months a year guaranteeing them parking from Green permit holders who might otherwise take over all close-in residence hall stalls on “free” Saturdays and Sundays. That added protection is unique and worth the extra \$20, according to the Advisory Committee’s thinking.

3. Post Hearing Recommendation – Keep Lot 23 as a Non-Permit Lot

The subject of maintaining Lot 23 as a “free lot” came up at the Annual Hearing March 15th. In a unanimous decision following the hearing, voting members of the Advisory Committee agreed that for 2018-19 the University should continue the existing status of Lot 23 as a “non-permit” lot. Along with that position, the Advisory Committee agreed to actively explore options for future years.

Notwithstanding the argument that the 436 stalls in Lot 23 could generate permit revenue to help cover snow removal costs and lot repairs, and that such costs were a burden on other permit holders, student leaders cited various reasons why the University should keep the “free lot free,” among which included making the campus more affordable and accessible to cash strapped students.

During the Advisory Committee’s meeting following the Annual Hearing it was noted that nearby homeowners would probably find a lot of unwanted cars on curbs in front of their houses if Lot 23 turned into a permit lot. [The Advisory Committee voted on February 16th not to include on the Annual Hearing Docket any reference to converting the Free Lot to a Permit Lot, hence neighboring businesses and residents would not have known that the issue was going to be brought up again at the Annual Hearing.] We heard a lot of objections to changing Lot 23 from its current “free” status.

The potential of a negative impact on the University’s neighbors was of concern, and the strong position of the Student Association in opposition to a change, were contributing factors in the Advisory Committee’s final recommendation to maintain the status quo for Lot 23.