

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

**Thursday, January 10, 2019
1:15-2:45 P.M.
CSU 204**

Present: President Davenport, Jamie Van Boxel, Marilyn Wells, Sara Granberg-Rademacker, David Jones, Steve Barrett, Rick Straka, Rachel Tanquist, Carolyn Nelson, Mark Johnson, Deb Schulz, Henry Morris

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)

- Dr. Wells joined R. Davenport at the state chamber dinner. MN legislators and business leaders met to kick off the new legislative season. Governor Walz was the keynote speaker.
- R. Davenport stated that it will be a major undertaking to bring the parties together, but the response in the room was positive.
- R. Davenport thinks that at the state level there is a willingness to come to the table and compromise that is not currently present at the federal level.
- Legislators recognize that they need to prioritize state spending for the year ahead.
- MNSU was one of only three or four colleges represented at this event. Our presence there was extremely important.
- M. Wells agreed that there was a lot of optimism and enthusiasm at the event. M. Wells stated that the political parties have the same goals but disagree on how to accomplish these goals to create One Minnesota.
- M. Wells noted that the event moderator noted the unusually high number of first year legislators compared to last year. Many of the new legislators are from the millennial generation. The moderator also noted that the younger legislators use aps and change the dynamics of communication and collaborations.
- There was a lot of respect for the wisdom of individuals who have been there as well as excitement for the new ideas of the younger legislators.
- Gov. Walz talked about postsecondary education and how the array of post-secondary options have changed over time. Gov. Walz asked how we can make sure we have a talented workforce that we can retain.
- There is currently a large workforce shortage in Minnesota that is only projected to increase.
- There is bipartisan understanding that Minnesota is driving businesses away since we have a large number of rules and regulations compared to other states and high business taxes.
- For example, a large 86 acre shrimp farm chose to open in South Dakota instead of Minnesota due to Minnesota regulations being too onerous.
- M. Wells. stated that many of our labor standards also vary from city to city and county to county, which is challenging for companies to navigate.
- Gov. Walz also focused on student debt since it impacts other spending that fuels the Minnesota economy.

C. MSUAASF President's Report (J. Van Boxel)

- Our members are engaged in assisting new international, domestic, and transfer students.

- Friday morning on-campus students move back in.
- ASF members enjoyed the holiday and are excited to get back and start the spring term.

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

- Handout attached regarding spring registration as of Monday. Our university is color coded in yellow
- We are down 2.3% FYE (121.2 students).
- Graduate enrollment is slightly up.
- All universities and two year schools are slightly down in enrollment.
- Second page shows high school graduation capture rates. Overall high school students have declined, which also means that high school graduates enrolling in college have declined.
- University of Minnesota, Twin Cities has grown the most, which hurts our enrollment. Fall 2017 was the largest incoming class the U of M has had since the 70s.
- We are typically the #2 choice of high school graduates, University of Minnesota, Duluth surpassed us last year but we are expected to take that back this year.
- This table shows the difficulties of recruiting and the difficulties of retaining.
- University of Minnesota Twin Cities and University of Minnesota Duluth are twice MNSU's price.
- H. Morris asked if students attending North Dakota get reciprocity. D. Jones answered that they do.
- D. Schulz asked what programs NDSU has that we do not that may draw students to North Dakota. M. Wells answered that it is not necessarily majors, but how they market to students.
- M. Wells stated that many parents are now looking at four year graduation rates to determine where students are going to college.
- R. Davenport stated that last year our capture rate was around 12%. We need to look at how we can increase our market share.
- D. Jones stated that 51-52% of college bound high school graduates stay in Minnesota, the other half go out of state.
- S. Barrett added that private institutions also take a market share.
- S. Barrett asked how the system office looks at marketing efforts that may take students away from St. Cloud or Winona. R. Davenport answered that there are not a lot of restrictions on marketing outside of legal considerations. S. Barrett was curious on if competition will be fiercer as enrollment declines.
- D. Jones states we capture the most market share within the MN State system since we have not decreased enrollment to the same extent as some of our peer institutions.
- C. Nelson states that we work hard to compete and distinguish ourselves through our academics and facilities.
- M. Wells stated that curriculum barriers may hurt entrance to degree programs and make students consider other colleges.

II. Discussion Items

A. Budget (R. Straka)

- Final spring enrollment will be recorded after next week.
- R. Straka is projecting 250-300 FYE down from last year, which equals a 2 million dollar tuition shortage on top of the 1 million dollar shortage last year. R. Straka states this will need to be taken into consideration later this spring when we look at our structural deficit.
- R. Straka does not see anything out of control with spending.
- MinnState is asking 37 million dollars for NextGen. We need a finalized finance plan for the RFP so we can negotiate and sign off on a contract.
- We will ask for a 3% increase from the legislature. There is a change the legislature will freeze tuition and not fully fund us as they have in prior years.

B. Legislative Update (R. Davenport)

- Minnesota has a 1.5 billion surplus, but 2/3 of that is in one biennium and it is one time money
- The Governors' budget will be coming out in a few weeks so we can see what his priorities are
- Bringing MN tax code up to the state tax code is a 500 million dollar fix which eats into the surplus.
- We are asking for 37 million for NextGen, 169 million for the 3% increase plus catch up funds
- R. Davenport stated that this is a non-bonding year, but there may be a project approved by the legislature to play catch up from next year.

C. HR Topics (S. Barrett)

- Human Resource Vacancies
 - Vacancy list attached.
 - Vacancy rate is at 4% which is higher than normal.
 - ASF and faculty positions take longer to hire which is why there are more of them still working their way through the process.
 - The vacancy volume will pick up in February and March as expected.
- Human Resources Investigation Process
 - Dashboard attached.
 - Holiday season hurts the timeline.
 - Holiday break allows HR staff to catch up on reports and get reports to decision makers.
 - S. Barrett hopes timelines will improve now that spring semester is starting.
- Professional Development Day Review
 - Attachment included.
 - Attendance is down again this year. Attendance has trended downward for the last 6 years.
 - Sessions in the library were not as well attended as sessions in Morris and Armstrong.
 - Morning sessions were more heavily attended than afternoon sessions.
 - Committee will look at future professional development days to look at possibilities such as a national keynote speaker to talk about overarching higher education topics instead of smaller presentations on niche topics.
 - M. Wells states that there have been an increase in the number of prestigious external professional development programs our staff takes part in, such as Luoma Leadership Academy, HERS, RFY, etc. M. Wells states that we do a lot of professional development throughout the year.
 - M. Wells wonders if we fully leverage individuals' new knowledge after their leadership trainings.
 - M. Wells asked S. Granberg-Rademacker her experience with Reimagining the First Year. S. Granberg-Rademacker stated that they had a presenter (David Yeager) who spoke about narrowing the opportunity gap with social belonging and growth mindset in a practical way. He broke it down into operational chunks that people can do.
 - S. Granberg-Rademacker recommended having a workshopping event and not just a presentation.
 - The idea was also raised to bring back Summits on different topics.
 - R. Davenport asked the ASF executive team what topics they think would be relevant and interesting to staff.
 - J. Van Boxel states that most ASF members would likely support reimagining professional development day to make it more relevant and exciting to faculty and staff.
 - R. Davenport stated that student success is everyone's responsibility. R. Davenport wonders if everyone believes this because it is a broad concept.

- S. Barrett states that he wants to add to our onboarding program to socialize new employees on how their role impacts student success and institutional success.
- Holiday Calendars
 - Holidays fall on a Wednesday for 2019. Christmas Eve is a holiday for ASF members. Flexing the two other holidays will create a broken work week. Classified groups are engaging their members to see what they would like to do. President's Day and Veteran's Day are school days.
 - Our members chose December 26th and December 31st as our holidays for the 2019-2020 academic calendar.
- BOT Professional Excellence Award Update
 - There were 16 nominees this year.
 - K. Seth, K. Clennon, H. Morris, and S. Barrett are on the BOT committee. The committee will reach out to top candidates to see if they would be willing to put a packet together with their supervisor. Once the committee has a candidate they will make their recommendation to the President to then move forward to the System Office.
 - The top candidates will be chosen next week.
 - Committee is also looking at how they can support the top candidate putting together their packet.

D. Update Move to MinnState Office 365 Single Tenant (M. Johnson)

- R. Davenport thanked our local IT team for their spectacular job implementing the Office 365 transition. It took us only a few days whereas a different university took a month.
- M. Johnson is thankful for the system team that worked well with our local team.
- The transition only took 30 hours compared to the projected 72 hours.
- Many systems had to be integrated and over 300 tasks had to be completed.
- There were a couple things that didn't quite come together. An email went out that detailed how to clean up shared calendar issues and other challenges.
- IT is going to continue to communicate any problems that arise.
- IT did three implementations this fall. We changed our voicemail system, changed many computers to Windows 10 and newest Mac operating system, and did the Office 365 change.
- The IT helpdesk missed 94 messages during the transition they are now working to resolve.
- The IT Kiosk and Solutions Center have extended hours and IT can also help students in the room next to Jazzmans.
- M. Johnson states the most common issue he hears is "I can't get on my email". 90% of time this can be resolved by the instructions on the website.
- J. Van Boxel had lunch with student leaders and he heard a lot of speculation regarding students thinking they have a new email address. M. Johnson appreciates the feedback and will get another message out to students on Monday.
- M. Johnson is planning on re-adding the banner to the website and a message in e-services to remind students about the transition. J. Van Boxel asked for the banner and message to be added tomorrow since students are moving in then. M. Johnson states that he will try to get it up tomorrow instead of Monday.
- M. Johnson states that the words MNSU and MinnState are confusing for students. M. Johnson and the IT team are trying to simplify the instructions for students.
- R. Davenport raised the idea of having the next communication address the common myths and misconceptions students are running into with the email transition. M. Johnson agreed this was a great idea.
- S. Granberg-Rademacker talked about narrowing the address book to MNSU instead of the entire system. M. Johnson stated that sadly Macs can't do that.
- M. Johnson said there was a lower volume of calls today than expected.

- Level 1 IT support are student workers and they are not treated as well as they should be. M. Johnson gave a reminder that Level 1 IT are students and they are not the ones who made the decisions.

E. Update MinnState NextGen ERP (M. Johnson)

- Transition team to keep everyone informed of the process through 2024.
- The NextGen team is working on RFPs. The RFPs were informed by the process work we have all been doing so we can chose the right product.
- July 2019, the RFP will happen as long as the funding comes through. Please encourage your legislators to fund the project.
- 4 people from MNSU are involved in the RFP evaluation committee.
- The finance implementation will happen in 2022 and the student services implementation will happen in 2024.
An integration hub will keep two systems in sync in the two years.
- Higher Ed systems on the market are vastly superior to ISRS.

FY19 Meeting Dates

<i>February 14, 2019</i>	<i>CSU238</i>
<i>March 14, 2019</i>	<i>CSU203</i>
<i>April 4, 2019</i>	<i>CSU203</i>
<i>May 2, 2019</i>	<i>CSU203</i>

Data taken from MN Dept. of Ed. SLEDS report - http://sleds.mn.gov/#collegeActivity/orfId--999999000_groupType--state_collegeActivityCOHORTID--21

Year	MN HS grads enrolled in college	MN grads enrolled at MSU	% of college-bound MN grad class enrolled at MSU
Fall 2017	39,901	1,612	4.0400%
Fall 2016	40,003	1,792	4.4797%
Fall 2015	40,062	1,831	4.5704%
Fall 2014	40,004	1,761	4.4021%
Fall 2013	41,070	1,873	4.5605%
Fall 2012	40,522	1,691	4.1730%
Fall 2011	41,147	1,883	4.5763%
Fall 2010	42,015	1,778	4.2318%

Year	MN HS grads in college	MN grads enrolled at UM TC	% of college-bound MN grad class enrolled at UM TC
Fall 2017	39,901	3,678	9.2178%
Fall 2016	40,003	3,571	8.9268%
Fall 2015	40,062	3,394	8.4719%
Fall 2014	40,004	3,304	8.2592%
Fall 2013	41,070	3,431	8.3540%
Fall 2012	40,522	3,105	7.6625%
Fall 2011	41,147	3,043	7.3954%
Fall 2010	42,015	3,118	7.4212%

Year	MN HS grads in college	MN grads enrolled at UMD	% of college-bound MN grad class enrolled at UMD
Fall 2017	39,901	1,846	4.6265%
Fall 2016	40,003	1,706	4.2647%
Fall 2015	40,062	1,661	4.1461%
Fall 2014	40,004	1,772	4.4296%
Fall 2013	41,070	1,683	4.0979%
Fall 2012	40,522	1,445	3.5660%
Fall 2011	41,147	1,593	3.8715%
Fall 2010	42,015	1,853	4.4103%

Year	MN HS grads in college	MN grads enrolled at NDSU	% of college bound MN grad class enrolled at NDSU
Fall 2017	39,901	1,363	3.4160%
Fall 2016	40,003	1,273	3.1823%
Fall 2015	40,062	1,279	3.1926%
Fall 2014	40,004	1,249	3.1222%
Fall 2013	41,070	1,349	3.2846%
Fall 2012	40,522	1,205	2.9737%
Fall 2011	41,147	1,141	2.7730%
Fall 2010	42,015	1,167	2.7776%

Year	MN HS grads in college	MN grads enrolled at SCSU	% of college-bound MN grad class enrolled at SCSU
Fall 2017	39,901	1,038	2.6014%
Fall 2016	40,003	1,248	3.1198%
Fall 2015	40,062	1,399	3.4921%
Fall 2014	40,004	1,289	3.2222%
Fall 2013	41,070	1,308	3.1848%
Fall 2012	40,522	1,438	3.5487%
Fall 2011	41,147	1,495	3.6333%
Fall 2010	42,015	1,683	4.0057%

Year	MN HS grads in college	MN grads enrolled at WSU	% of college-bound MN grad class enrolled at WSU
Fall 2017	39,901	983	2.4636%
Fall 2016	40,003	928	2.3198%
Fall 2015	40,062	1,023	2.5535%
Fall 2014	40,004	1,006	2.5147%
Fall 2013	41,070	984	2.3959%
Fall 2012	40,522	980	2.4184%
Fall 2011	41,147	1,009	2.4522%
Fall 2010	42,015	899	2.1397%

Year	Total MN HS graduates	% of grads enrolled in college
Fall 2017	58,374	68.35%
Fall 2016	58,023	68.94%
Fall 2015	57,996	69.08%
Fall 2014	57,428	69.66%
Fall 2013	58,272	70.48%
Fall 2012	57,523	70.44%
Fall 2011	59,251	69.45%
Fall 2010	59,589	70.51%

Data As Of
01/06/19

Rc Id	Institution Short Formal Name	Level Yrtr Days In	Combined				Udgrg	
			20185 FYE	20195 FYE	Increase FYE	% Increase FYE	20185 FYE	20195 FYE
0070	Bemidji State University	-7.	1,780.1	1,741.2	-38.9	-2.2%	1,674.6	1,640.3
0071	Minnesota State University, Mankato	-7.	5,325.9	5,204.8	-121.2	-2.3%	4,778.0	4,647.4
0072	Minnesota State University Moorhead	-7.	2,176.8	2,117.3	-59.5	-2.7%	1,925.3	1,831.3
0073	St. Cloud State University	-7.	4,259.7	3,932.9	-326.8	-7.7%	3,749.0	3,405.3
0074	Winona State University	-7.	3,130.7	3,032.8	-97.9	-3.1%	2,976.1	2,869.3
0075	Southwest Minnesota State University	-7.	968.4	954.3	-14.1	-1.5%	818.3	794.5
0076	Metropolitan State University	-7.	2,486.0	2,405.5	-80.5	-3.2%	2,243.4	2,184.9
0142	Minnesota State Community and Technical	-7.	1,702.1	1,622.9	-79.2	-4.7%	1,702.1	1,622.9
0144	Itasca Community College	-7.	383.4	336.8	-46.6	-12.2%	383.4	336.8
0147	Vermilion Community College	-7.	177.1	178.1	1.0	0.5%	177.1	178.1
0152	Anoka-Ramsey Community College	-7.	2,248.6	2,203.5	-45.1	-2.0%	2,248.6	2,203.5
0153	North Hennepin Community College	-7.	1,616.1	1,548.0	-68.1	-4.2%	1,616.1	1,548.0
0155	Rainy River Community College	-7.	94.5	87.9	-6.6	-7.0%	94.5	87.9
0156	Normandale Community College	-7.	2,698.7	2,622.6	-76.1	-2.8%	2,698.7	2,622.6
0157	Inver Hills Community College	-7.	1,192.2	1,093.6	-98.6	-8.3%	1,192.2	1,093.6
0163	Fond du Lac Tribal and Community College	-7.	401.0	378.5	-22.5	-5.6%	401.0	378.5
0202	Anoka Technical College	-7.	536.7	501.9	-34.8	-6.5%	536.7	501.9
0203	Alexandria Technical and Community College	-7.	838.1	781.8	-56.3	-6.7%	838.1	781.8
0204	Hennepin Technical College	-7.	1,365.4	1,335.9	-29.5	-2.2%	1,365.4	1,335.9
0205	Pine Technical and Community College	-7.	233.9	232.6	-1.3	-0.5%	233.9	232.6
0206	Saint Paul College	-7.	1,800.9	1,769.3	-31.6	-1.8%	1,800.9	1,769.3
0208	St. Cloud Technical and Community College	-7.	1,330.1	1,301.1	-29.0	-2.2%	1,330.1	1,301.1
0209	Minnesota West Community and Technical	-7.	690.5	760.9	70.4	10.2%	690.5	760.9
0211	Dakota County Technical College	-7.	809.8	779.2	-30.6	-3.8%	809.8	779.2
0213	Minnesota State College Southeast	-7.	436.8	417.8	-19.0	-4.4%	436.8	417.8
0263	Northwest Technical College - Bemidji	-7.	249.3	256.6	7.4	3.0%	249.3	256.6
0301	Central Lakes College	-7.	906.5	906.5	0.0	0.0%	906.5	906.5
0302	Lake Superior College	-7.	1,185.3	1,183.0	-2.3	-0.2%	1,185.3	1,183.0
0303	Northland Community and Technical College	-7.	920.6	900.4	-20.1	-2.2%	920.6	900.4
0304	Century College	-7.	2,477.5	2,431.9	-45.7	-1.8%	2,477.5	2,431.9
0305	Minneapolis Community and Technical College	-7.	1,893.6	1,856.9	-36.7	-1.9%	1,893.6	1,856.9
0306	Rochester Community and Technical College	-7.	1,513.1	1,472.8	-40.3	-2.7%	1,513.1	1,472.8
0307	Riverland Community College	-7.	715.8	759.1	43.3	6.0%	715.8	759.1
0308	Ridgewater College	-7.	1,086.6	1,062.3	-24.2	-2.2%	1,086.6	1,062.3
0309	South Central College	-7.	862.8	868.9	6.1	0.7%	862.8	868.9
0310	Hibbing Community College	-7.	389.1	339.3	-49.8	-12.8%	389.1	339.3
0411	Mesabi Range College	-7.	291.0	296.7	5.6	1.9%	291.0	296.7
Total			51,174.8	49,675.6	-1,499.2	-2.9%	49,212.1	47,659.9

graduate		Graduate			
Increase	% Increase	20185	20195	Increase	% Increase
FYE	FYE	FYE	FYE	FYE	FYE
-34.3	-2.1%	105.5	100.9	-4.6	-4.3%
-130.7	-2.7%	547.9	557.4	9.5	1.7%
-94.0	-4.9%	251.5	286.0	34.5	13.7%
-343.7	-9.2%	510.7	527.6	16.9	3.3%
-106.8	-3.6%	154.6	163.5	8.9	5.8%
-23.8	-2.9%	150.1	159.8	9.7	6.5%
-58.5	-2.6%	242.6	220.6	-22.0	-9.1%
-79.2	-4.7%	0.0	0.0	0.0	
-46.6	-12.2%	0.0	0.0	0.0	
1.0	0.5%	0.0	0.0	0.0	
-45.1	-2.0%	0.0	0.0	0.0	
-68.1	-4.2%	0.0	0.0	0.0	
-6.6	-7.0%	0.0	0.0	0.0	
-76.1	-2.8%	0.0	0.0	0.0	
-98.6	-8.3%	0.0	0.0	0.0	
-22.5	-5.6%	0.0	0.0	0.0	
-34.8	-6.5%	0.0	0.0	0.0	
-56.3	-6.7%	0.0	0.0	0.0	
-29.5	-2.2%	0.0	0.0	0.0	
-1.3	-0.5%	0.0	0.0	0.0	
-31.6	-1.8%	0.0	0.0	0.0	
-29.0	-2.2%	0.0	0.0	0.0	
70.4	10.2%	0.0	0.0	0.0	
-30.6	-3.6%	0.0	0.0	0.0	
-19.0	-4.4%	0.0	0.0	0.0	
7.4	3.0%	0.0	0.0	0.0	
0.0	0.0%	0.0	0.0	0.0	
-2.3	-0.2%	0.0	0.0	0.0	
-20.1	-2.2%	0.0	0.0	0.0	
-45.7	-1.8%	0.0	0.0	0.0	
-36.7	-1.9%	0.0	0.0	0.0	
-40.3	-2.7%	0.0	0.0	0.0	
43.3	6.0%	0.0	0.0	0.0	
-24.2	-2.2%	0.0	0.0	0.0	
6.1	0.7%	0.0	0.0	0.0	
-49.8	-12.8%	0.0	0.0	0.0	
5.6	1.9%	0.0	0.0	0.0	
-1,552.2	-3.2%	1,962.7	2,015.8	53.1	2.7%

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	07/01/2018	06/30/2019	
Aguiar, Sara Patricia	Regional Admissions Officer	Undergraduate Admissions	10/12/2018	10/12/2018	06/30/2019	
Andersen, Gabriela Evelin	Interim Admissions Officer	Undergraduate Admissions	12/03/2018	12/03/2018	06/30/2019	
Benedict, Michael Francis	Interim Director of Hockey Operations	Intercollegiate Athletics	08/01/2018	08/01/2018	06/30/2019	
Campa, Logan T	Interim Recruitment & Retention Advisor	Opp Access Success Intercultural Serv	08/21/2017	07/01/2018	06/30/2019	
Chelstrom, Jennifer Dawn	Interim Assoc Dir of Graduate Recruitment &	Graduate Studies and Research, Coll.	07/24/2018	07/24/2018	06/30/2019	
Cobb, Rosalin Ashleigh	Interim Recruitment & Retention Advisor	Opp Access Success Intercultural Serv	09/04/2018	09/04/2018	06/30/2019	
Cox, David Michael	Acting Director of Recruitment & Retention	Cen for Educator P'ships & Student S	07/02/2018	07/02/2018	06/30/2019	
Eimer, Ashley Ann	Director of Development-SET	University Development	12/04/2017	07/01/2018	06/30/2019	
Engelretson, Ashley N	Simulation Center Coordinator	Nursing, School of	08/27/2018	08/27/2018	05/31/2019	
Gebur, Ryan Michael	Interim Assistant Athletic Trainer	Intercollegiate Athletics	09/14/2018	09/14/2018	05/31/2019	
Granberg-Rademacker, Saraliterin	Director of Academic Advising	New Student and Family Programs	11/28/2018	11/28/2018	06/30/2019	
Hunt, Stephen T	Customized Language Trainer	Center for English Language Programs	01/08/2018	07/01/2018	05/10/2019	
Hyinden, Christopher Allen	Director of Development, CAHN	University Development	11/13/2017	07/01/2018	06/30/2019	
Lee, Pakou	Interim Recruitment & Retention Advisor	Institutional Diversity	08/15/2018	08/15/2018	06/30/2019	
Menk, Emily Anne	Interim Asst Dir RSQ, Leadership	Undergraduate Admissions	07/16/2018	11/12/2018	06/30/2019	
Morson, Alissa Marie	Programming & Retention Advisor	Center for Education Abroad and Aw	06/12/2017	07/01/2018	03/11/2019	
Nelson, Olga	Customized English Language Trainer	Center for English Language Programs	03/01/2018	07/01/2018	06/30/2019	
Ochs, Anna E	Interim Education Abroad Advisor	Center for Education Abroad and Aw	10/31/2018	10/31/2018	06/30/2019	
Schmidt, Matthew A	Interim Head Athletic Trainer	Intercollegiate Athletics	09/14/2018	09/14/2018	03/31/2019	
Steinborn-Gourley, Elizabeth	Asst Dir of the Women's Center	Women's Center	07/06/2015	09/07/2018	05/10/2019	
Swarz-Beckius, Ann Marie	Interim Dir of Student Achievement	Institutional Diversity	02/26/2018	07/01/2018	02/25/2019	

Position Vacancies by Status
 Meet-and Confer, Thursday, January 10, 2019

Search Not Started

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPT	RANGE	NAME	START
U	Associate or Assistant Professor	AA19123	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Human Performance	ASSOC/ASST PROF		8/20/18
U	Director of IRRA	AA19136	NEW	EXISTING	GENERAL	ADMIN	AT WILL	IRRA and WRC	7		10/15/18
U	Coordinator - Bell Program Facilitators	AA19165	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	C		01/09/19
U	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B		01/09/19
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	ASF	PROB	English Language Programs	C		3/1/19

U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Internships and Strategic Partnerships Electrical and Computer Engineering and Technology Center for Education Abroad and Away	B	1/7/19
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	AFCSCME	UNLIM	Computer Engineering and Technology Center for Education Abroad and Away	OAS INT	11/19/18
C	Education Abroad Coordinator	AA19198	EXISTING	EXISTING	GENERAL	AFCSCME	TEMP	Education Abroad and Away	OAS INT	12/3/18
U	Interim Director of Student Success	AA19200	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	C	1/14/19
C	Dentist	AA19201	NEW	EXISTING	NON-GEN	COMMS	UNLIM	Dental Hygiene	Dentist	1/14/19
U	Interim Educational Advisor	AA19202	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search	B	2/1/19
U	Interim Educational Advisor	AA19203	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search	B	2/1/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20010	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	IFO	PROB	Geography	ASST PROF	8/19/19
U	Assistant Professor	AA20021	EXISTING	EXISTING	GENERAL	IFO	PROB	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20024	NEW	EXISTING	GENERAL	IFO	PROB	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	IFO	PROB	Aviation	ASST PROF	8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	IFO	PROB	Speech, Hearing & Rehab Svcs.	PROF	8/19/19
U	Assistant Professor	AA20035	NEW	NEW	GENERAL	IFO	FIXED TERM	Speech, Hearing & Rehab Svcs.	ASST PROF	8/19/19

U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Special Education	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF	Spring or Fall 2019
U	Associate or Assistant Professor	AA20041	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise Science	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media	ASST PROF	8/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media	ASST PROF	8/19/19
U	Assistant Professor - Technical Communications	AA20044	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	8/19/19
U	Assistant Professor - Composition and Rhetoric Theatre	AA20045	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	8/19/19
U	Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASSOC / ASST PROF	08/12/19
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	IFO	PROB	Physics and Astronomy	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	IFO	PROB	Integrated Engineering - Iron Range Automotive & Manufacturing	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	IFO	PROB	Manufacturing Engineering Tech Electrical & Computer Engineering and Technology	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	IFO	PROB	Computer Engineering and Technology	ASST PROF	8/19/19

U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering and Technology	INSTR	8/19/19
U	Instructor	AA20061	EXISTING	EXISTING	NON-GEN	IFO	FIXED TERM	Engineering Philosophy	INSTR	8/19/19
U	Director of ECoE	AA20064	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Engineering Center of Excellence	7	1/2/19
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	7/1/18
C	General Maintenance Worker	FA19034	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19035	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19036	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19037	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	Groundskeeper	FA19043	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/15/18
C	Groundskeeper	FA19044	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/15/18
U	Athletic Training Assistant	FA19048	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	10/31/18
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Campus Hub	CSS SR	1/7/19
C	Communications Coordinator	IT19001	EXISTING	EXISTING	GENERAL	MAPE	TEMP	IT Solutions	ITS 2	10/1/18
C	Equal Opportunity & Title IX Specialist	PO19003	EXISTING	EXISTING	GENERAL	MAPE	TEMP	Equal Opportunity & Title IX	AAO 2	08/27/18

C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	1/22/18
U	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	ASF	PROB	CSU & Student Activities	B	1/7/19
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/27/18
U	Acting Assistant Director for Academic Advising Services	SA19019	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	New Student and Family Programs	C	1/2/19
C	General Maintenance Worker	SA19022	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	12/5/18
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	7/11/19
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	AFSCME	INTMT	Printing Services	GRAPHICS ARTS SPEC	9/5/18

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Associate or Assistant Professor	AA19143	EXISTING	EXISTING	GENERAL	IFO	PROB	Teaching & Learning: K-12 & Secondary Programs	ASSOC/ASST PROF		1/9/19 or 8/19/19
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS SR		1/7/19
U	Interim Educational Advisor	AA19195	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Educational Talent Search	B		12/01/18
U	Interim Educational Advisor	AA19196	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Educational Talent Search	B		12/01/18
U	Outreach Coord. for Partnerships & Collaboration	AA19197	EXISTING	EXISTING	GENERAL	ASF	PROB	University Extended Education	C		03/01/19
C	Administrative Assistant	AA19199	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS SR		12/17/18
U	Assistant Professor	AA20005	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF		8/19/19

U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	IFO	PROB	Marketing & International Business	ASSOC/ASST PROF	8/19/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10	8/19/19
U	Associate VP for Research and Dean of Graduate Education	AA20018	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	11	7/1/19
U	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	MAPE	PROB	Dean's Office	IT19000	7/1/19
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	ASF	PROB	Aviation	TBD	8/19/19
U	Assistant Professor	AA20033	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	KSP	ASST PROF	8/19/19
U	Assistant Professor	AA20048	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical & Civil	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering & Mechanical	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	IFO	PROB	Engineering & Civil	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20056	NEW	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC / ASST PROF	8/19/19
C	General Maintenance Worker	FA19054	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Computer Information Science	ASSOC / ASST PROF	8/19/19
C	General Maintenance Worker	FA19057	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	12/4/18
C	General Maintenance Worker	FA19057	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	12/17/18

C	General Maintenance Worker	FA19058	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	12/17/18
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	IFO	PROB	Counseling Center	ASST PROF	8/19/19
C	General Maintenance Worker	SA19020	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	12/12/18
C	Graduate Admissions Coordinator	SA19021	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Admissions	OAS SR	1/7/19

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Office Coordinator	AA19194	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Communication Studies	OAS INT		11/15/18
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical and Civil	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20012	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Biological Sciences	ASSOC/ASST PROF		8/19/19
C	Refrigeration Mechanic	FA19050	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Physical Plant	REFRIG MECH		10/31/18
C	General Repair Worker	FA19052	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Physical Plant University	GRW		11/16/18
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Scheduling & Conference Services	OAS INT		11/28/18
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	MMA	UNLIM	University Security	CSS		12/1/18
U	Military & Veteran Student Success Coordinator	SA19017	EXISTING	EXISTING	GENERAL	ASF	PROB	Veterans Resource Center	B		3/1/19
U	Director of Development, Science, Engineering and Tech.	UA19008	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D		01/09/19

Director of Development,
 College of Allied Health and Nursing UA19009 EXISTING EXISTING GENERAL ASF PROB University Development D 01/09/19

Finalists Selected / Offer Approvals

Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Program Coordinator	AA18181	NEW	EXISTING	GENERAL	ASF	PROB	University Extended Education	C		7/1/18
C	Dental Hygienist	AA18193	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	DENTAL HYGIENIST		8/21/18
U	Director of Retention	AA19128	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	C		02/1/19
C	Library Technician/Public Access Team/Circulation	AA19147	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/1/18
C	Library Technician/Public Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/1/18
C	Library Technician / Reference Services	AA19150	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/19/18
C	Administrative Assistant	AA19152	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	CSBS Advising Center	OAS INT		10/1/18
U	Assistant/Associate/Full Professor	AA19155	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/ PROF		1/9/19
U	Assistant/Associate/Full Professor	AA19156	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/ PROF		1/9/19
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/ PROF		1/9/19
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/ PROF		1/9/19

U	Interim Education Abroad Advisor	AA19159	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Education Abroad & Away	B	10/1/18
U	Academic Advisor	AA19183	EXISTING	EXISTING	GENERAL	ASF	PROB	Dean's Office	B	11/1/18
C	Administrative Assistant	AA19184	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Office of the Provost	OAS SR	12/3/18
C	Office & Administrative Specialist Intermediate	AA19189	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Health Science	OAS INT	11/05/18
C	Administrative Assistant	AA19190	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Educational Leadership	OAS	12/3/18
U	Assistant Professor	AA20001	EXISTING	EXISTING	GENERAL	IFO	PROB	Law Enforcement	ASST PROF	8/19/19
U	Assistant Professor or Instructor	AA20058	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Computer Information Science	ASST PROF / INSTR	8/19/19
C	Director of Environmental Health, Safety & Risk Management	FA19053	EXISTING	EXISTING	GENERAL	MMA	UNLIM	Environmental Health, Safety & Risk Management	SPA Supervisor, Principal	11/28/18
C	Database Developer	IT19000	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Application Development	TBD	11/15/18
U	Equal Opportunity and Title IX Director	PO19005	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Equal Opportunity and Title IX	5	1/2/19
C	Administrative Assistant	SA19013	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	OAS INT	10/17/18
U	Interim Area Director	SA19018	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	C	1/2/19
U	Director of Stewardship & Foundation Relations	UA19002	EXISTING	EXISTING	GENERAL	ASF	PROB	Stewardship & Advancement Services	C	12/1/18

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
Library Technician/Maps											
C	& Government Documents	AA19149	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH	Nicole Smith	01/09/18
U	Director of Public Relations	AA19151	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Theatre and Dance Integrated	B	Corrie Eggmann	01/09/19
U	Bell Program Facilitator	AA19170	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Engineering: Iron Range Integrated	B	Cody Mann	01/02/19
U	Bell Program Facilitator	AA19171	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Engineering: Iron Range Integrated	B	Andrew Hangmon	01/02/19
U	Bell Program Facilitator	AA19172	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Engineering: Iron Range	B	Brandy Maki	01/02/19
U	Student Relations Coordinator	AA19178	EXISTING	EXISTING	GENERAL	ASF	PROB	Academic Advising	C	Tracy Stokes-Hernandez	01/08/19
C	Customized Training Representative	AA19179	NEW	EXISTING	GENERAL	MAPE	UNLIM	School of Nursing Center for	CUST TRN REP	Tiffany Gordon	12/12/18
U	Customized English Language Trainer	AA19182	EXISTING	EXISTING	NON-GEN	ASF	INTMT	English Language Programs	B	Thomas Tacheny	01/14/18
U	Assistant Professor	AA19187	NEW	EXISTING	GENERAL	IFO	FIXED TERM	Management	ASST PROF	Melissa Diegnau	08/20/18
C	Director of Communications & Events	AA19192	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Office of the Provost	IO3	Taylor Schmahl	12/26/18
U	Assistant Professor	AA20016	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Law Enforcement	ASST PROF	Carl Bock	08/20/19
C	General Maintenance Worker	FA19047	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	Christopher Lattimore	01/07/19

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Athletic Training Assistant	FA19049	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Maxwell Page1	12/07/18
C	Technology Buyer	IT18004	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Campus Computer Store	BUYER 1	Jordan Foix	10/15/18
C	Office Coordinator	UA19003	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Printing Services	OAS INT	Courtney Baer	01/09/18

U	Interim Outreach Coordinator for Partnerships & Collaboration	AA19153	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Extended Education	C		09/10/18
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC / ASST PROF		8/19/18
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC / ASST PROF		8/19/18

TOTAL POSITIONS:											
		155	126	139	142	137	last year: 109				
		9/6/18	10/11/18	11/1/18	12/13/18	1/10/19					
TOTAL NOT STARTED											
		18	56	64	65	61					
TOTAL OPEN											
		10	10	12	16	24					
TOTAL REVIEWING APPLICANTS											
		7	5	4	15	10					
TOTAL FINALISTS SELECTED											
		21	11	3	16	24					
TOTAL HIRED											
		87	36	48	27	15					
TOTAL ON HOLD/NOT BEING FILLED											
		12	8	8	3	3					

Position Vacancies by Bargaining Unit/Employee Group
 Meet-and Confer, Thursday, January 10, 2019

Administrators

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Director of IRRA	AA19136	NEW	EXISTING	GENERAL	AT WILL	POSITION DRAFTED	IRRA and WRC	7		8/19/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	AT WILL	ADVERTISEMEN T OPEN	Dean's Office	10		7/1/19
U	Associate VP for Research and Dean of Graduate Education	AA20018	EXISTING	EXISTING	GENERAL	AT WILL	ADVERTISEMEN T OPEN	Office of the Provost	11		1/2/19
U	Director of EcoE	AA20064	EXISTING	EXISTING	GENERAL	AT WILL	NOT YET STARTED	Engineering Center of Excellence	7		1/2/19
U	Equal Opportunity and Title IX Director	PO19005	EXISTING	EXISTING	GENERAL	AT WILL	FINALISTS SELECTED	Opportunity and Title IX	5		10/15/18

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Library Technician/Public Access Team/Circulation	AA19147	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Library Services	LIB TECH		9/1/18
C	Library Technician/Public Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Library Services	LIB TECH		9/1/18
C	Library Technician/Maps & Government Documents	AA19149	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Library Services	LIB TECH	Nicole Smith	01/09/18
C	Library Technician / Reference Services	AA19150	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Library Services	LIB TECH		9/19/18
C	Administrative Assistant	AA19152	EXISTING	EXISTING	GENERAL	SEAS	FINALISTS SELECTED	CSBS Advising Center	OAS INT		10/1/18
C	Administrative Assistant	AA19184	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Office of the Provost	OAS SR		12/3/18

C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Electrical and Computer Engineering and Technology	OAS INT	11/19/18
C	Office & Administrative Specialist Intermediate	AA19189	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Health Science	OAS INT	11/05/18
C	Administrative Assistant	AA19190	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Educational Leadership	OAS	12/3/18
C	Office Coordinator	AA19194	EXISTING	NEW	GENERAL	UNLIM	REVIEWING APPLICATIONS	Communication Studies	OAS INT	11/15/18
C	Education Abroad Coordinator	AA19198	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Center for Education Abroad and Away	OAS INT	12/3/18
C	Administrative Assistant	AA19199	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEMENTS OPEN	School of Nursing	OAS SR	12/17/18
C	General Maintenance Worker	FA19034	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19035	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19036	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19037	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	Groundskeeper Intermediate - Snow Plower	FA19043	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	Groundskeeper Intermediate - Snow Plower	FA19044	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	General Maintenance Worker	FA19047	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Christopher Latimore 01/07/19
C	Refrigeration Mechanic	FA19050	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Physical Plant	REFRIG MECH	10/31/18
C	General Repair Worker	FA19052	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Physical Plant	GRW	11/16/18
C	General Maintenance Worker	FA19054	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW	12/4/18

C	General Maintenance Worker	FA19057	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW			12/17/18
C	General Maintenance Worker	FA19058	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW			12/17/18
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Campus Hub	CSS SR			1/7/19
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	UNLIM	REVIEWING APPLICATIONS	University Scheduling & Conference Services	OAS INT			11/28/18
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW			1/22/18
C	Administrative Assistant	SA19013	EXISTING	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Residential Life	OAS INT			10/17/18
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW			10/27/18
C	General Maintenance Worker	SA19020	EXISTING	EXISTING	NON-GEN	UNLIM	INTERNAL BID STAGE	Residential Life	GMW			12/12/18
C	Graduate Admissions Coordinator	SA19021	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Admissions	OAS SR			1/7/19
C	General Maintenance Worker	SA19022	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW			12/5/18
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Printing Services	GRAPHIC S ARTS SPEC			9/5/18
C	Office Coordinator	UA19003	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Printing Services	OAS INT	Courtney Baer		01/09/18

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Program Coordinator	AA18181	NEW	EXISTING	GENERAL	PROB	OFFEREE APPROVED	University Extended Education	C		7/1/18
U	Director of Retention	AA19128	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	OASIS	C		02/1/19
U	Director of Public Relations	AA19151	EXISTING	EXISTING	NON-GEN	EXT FUNDED	HIRED	Theatre and Dance	B	Carrie Eggmann	01/09/19

U	Interim Outreach Coordinator for Partnerships & Collaboration	AA19153	EXISTING	EXISTING	GENERAL	FIXED TERM	ON HOLD	University Extended Education	C	09/10/18
U	Interim Education Abroad Advisor	AA19159	EXISTING	EXISTING	GENERAL	FIXED TERM	VERBAL OFFER EXTENDED	Center for Education Abroad & Away Integrated	B	10/1/18
U	Coordinator - Bell Program Facilitators	AA19165	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Engineering Integrated	C	01/09/19
U	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Integrated	B	01/09/19
U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Integrated	B	01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Integrated	B	01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Integrated	B	01/09/19
U	Bell Program Facilitator	AA19170	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Engineering: Iron Range Integrated	B	01/02/19
U	Bell Program Facilitator	AA19171	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Engineering: Iron Range Integrated	B	01/02/19
U	Bell Program Facilitator	AA19172	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Engineering: Iron Range Integrated	B	01/02/19
U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Engineering: Iron Range Integrated	B	01/09/19
U	Student Relations Coordinator	AA19178	EXISTING	EXISTING	GENERAL	PROB	HIRED	Academic Advising	C	01/08/19

U	Customized English Language Trainer	AA19182	EXISTING	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Programs	B	Thomas Tacheny	01/14/18
U	Academic Advisor	AA19183	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Dean's Office	B		11/1/18
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	Center for English Language Programs	C		3/1/19
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Interships and Strategic Partnerships	B		1/7/19
U	Interim Educational Advisor	AA19195	EXISTING	EXISTING	NON-GEN	FIXED TERM	SW CANDIDATE NOT IDENTIFIED	Educational Talent Search	B		12/01/18
U	Interim Educational Advisor	AA19196	EXISTING	EXISTING	NON-GEN	FIXED TERM	SW CANDIDATE NOT IDENTIFIED	Educational Talent Search	B		12/01/18
U	Outreach Coord. for Partnerships & Collaboration	AA19197	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	University Extended Education	C		03/01/19
U	Interim Director of Student Success	AA19200	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	OASIS	C		1/14/19
U	Interim Educational Advisor	AA19202	EXISTING	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Educational Talent Search	B		2/1/19
U	Interim Educational Advisor	AA19203	EXISTING	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Educational Talent Search	B		2/1/19
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	PROB	CONDUCTING RANGE REVIEW	Aviation	TBD		8/19/19
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Intercollegiate Athletics	B		7/1/18
U	Athletic Training Assistant	FA19048	EXISTING	EXISTING	GENERAL	INTMT	NOT YET STARTED	Intercollegiate Athletics	B		10/31/18
U	Athletic Training Assistant	FA19049	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Intercollegiate Athletics	B	Maxwell Page1	12/07/18
U	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	PROB	POSITION DRAFTED	CSU & Student Activities	B		1/7/19

U	Military & Veteran Student Success Coordinator	SA19017	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Veterans Resource Center	B			3/1/19
U	Interim Area Director	SA19018	EXISTING	EXISTING	NON-GEN	FIXED TERM	WORK EXPERIENCE COMPLETED	Residential Life	C			1/2/19
U	Acting Assistant Director for Academic Advising Services	SA19019	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	New Student and Family Programs	C			1/2/19
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Residential Life	B			7/11/19
U	Director of Stewardship & Foundation Relations	UA19002	EXISTING	EXISTING	GENERAL	PROB	WORK EXPERIENCE COMPLETED	Stewardship & Advancement Services	C			12/1/18
U	Director of Development, Science, Engineering and Tech. Director of Development,	UA19008	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	University Development	D			01/09/19
U	College of Allied Health and Nursing	UA19009	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	University Development	D			01/09/19

Commissioners Plan

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Dental Hygienist	AA18193	NEW	EXISTING	NON-GEN	INTMT	FINALISTS SELECTED	Dental Hygiene	HYGIENI ST		8/21/18
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	UNLIM	CONDUCTING RANGE REVIEW	Office of the Provost	OAS SR		1/7/19
C	Dentist	AA19201	NEW	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Dental Hygiene	Dentist		1/14/19

IFO

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Associate or Assistant Professor	AA19123	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Human Performance	ASSOC/A SST PROF		8/20/18

U	Associate or Assistant Professor	AA19143	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Teaching & Learning: K-12 & Secondary Programs	ASSOC/A SST PROF		1/9/19 or 8/19/19
U	Assistant/Associate/Full Professor	AA19155	NEW	EXISTING	NON-GEN	EXT FUNDED	OFFEREE APPROVED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19156	NEW	EXISTING	NON-GEN	EXT FUNDED	FINALISTS SELECTED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	EXT FUNDED	FINALISTS SELECTED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	EXT FUNDED	FINALISTS SELECTED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant Professor	AA19187	NEW	EXISTING	GENERAL	FIXED TERM	HIRED	Management	ASST PROF	Melissa Diuegnau	08/20/18
U	Assistant Professor	AA20001	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Law Enforcement	ASST PROF		8/19/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Political Science	ASST PROF		8/19/19
U	Assistant Professor	AA20005	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mathematics & Statistics	ASST PROF		8/19/19
U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mathematics & Statistics	ASST PROF		8/19/19
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical and Civil Engineering	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	PROB	NOT YET STARTED	School of Nursing	ASSOC / ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	PROB	NOT YET STARTED	School of Nursing	ASSOC / ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20010	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	School of Nursing	ASSOC / ASST PROF		8/19/19

U	Associate or Assistant Professor	AA20012	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Biological Sciences	ASSOC/A SST PROF	8/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	PROB	ADVERTISEMENT OPEN	Marketing & International Business	ASSOC/A SST PROF	8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Geography	ASST PROF	8/19/19
U	Assistant Professor	AA20016	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Law Enforcement	ASST PROF	08/20/19
U	Assistant Professor	AA20021	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20024	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Aviation	ASST PROF	8/19/19
U	Assistant Professor	AA20033	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMENT OPEN	KSP	ASST PROF	8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	PROB	NOT YET STARTED	Speech, Hearing & Rehab Svcs.	PROF	8/19/19
U	Assistant Professor	AA20035	NEW	NEW	GENERAL	FIXED TERM	NOT YET STARTED	Speech, Hearing & Rehab Svcs.	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Human Performance	ASSOC/ ASST PROF	8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Special Education	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Human Performance	ASSOC/ ASST PROF	Spring or Fall 2019
U	Associate or Assistant Professor	AA20041	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Human Performance - Exercise Science	ASSOC/ ASST PROF	8/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Mass Media	ASST PROF	8/19/19

U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Mass Media	ASST PROF	8/19/19
U	Assistant Professor - Technical Communications	AA20044	NEW	NEW	GENERAL	PROB	NOT YET STARTED	English	ASST PROF	8/19/19
U	Assistant Professor - Composition and Rhetoric	AA20045	NEW	NEW	GENERAL	PROB	NOT YET STARTED	English	ASST PROF	8/19/19
U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Theatre and Dance	ASSOC / ASST PROF	08/12/19
U	Assistant Professor	AA20048	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mechanical & Civil Engineering Mechanical	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Engineering & Civil Engineering	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	GENERAL	PROB	ON HOLD	Biological Sciences	ASSOC / ASST PROF	8/19/18
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Physics and Astronomy Integrated	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	Engineering - Iron Range	ASST PROF	8/19/19
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	PROB	ON HOLD	Biological Sciences	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Computer Information Science	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Automotive & Manufacturing Engineering Tech	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20056	NEW	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Computer Information Science	ASSOC / ASST PROF	8/19/19

U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	PROB	POSITION DRAFTED	Electrical & Computer Engineering and Technology	ASST PROF			8/19/19
U	Assistant Professor or Instructor	AA20058	EXISTING	EXISTING	GENERAL	FIXED TERM	VERBAL OFFER EXTENDED	Computer Information Science	ASST PROF / INSTR			8/19/19
U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Electrical & Computer Engineering and Technology	INSTR			8/19/19
U	Instructor	AA20061	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Philosophy	INSTR			8/19/19
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Counseling Center	ASST PROF			8/19/19

Managerial

None

MAPE

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Customized Training Representative	AA19179	NEW	EXISTING	GENERAL	UNLIM	HIRED	School of Nursing	CUST TRN REP	Tiffany Gordon	12/12/18
C	Director of Communications & Events	AA19192	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Office of the Provost	IO3	Taylor Schmahl	12/26/18
U	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	PROB	INTERNAL BID STAGE	Dean's Office	IT19000		7/1/19
C	Technology Buyer	IT18004	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Campus Computer Store	BUYER 1	Jordan Foix	10/15/18
C	Database Developer	IT19000	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Application Development	TBD		11/15/18
C	Communications Coordinator	IT19001	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	IT Solutions	ITS 2		10/1/18
C	Equal Opportunity & Title IX Specialist	PO19003	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Equal Opportunity & Title IX	AAO 2		08/27/18

MGEC

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

MMA

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
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C	Director of Environmental Health, Safety & Risk Management	FA19053	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Environmental Health, Safety & Risk Management	SPA or, Principal		11/28/18
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	University Security	CSS		12/1/18

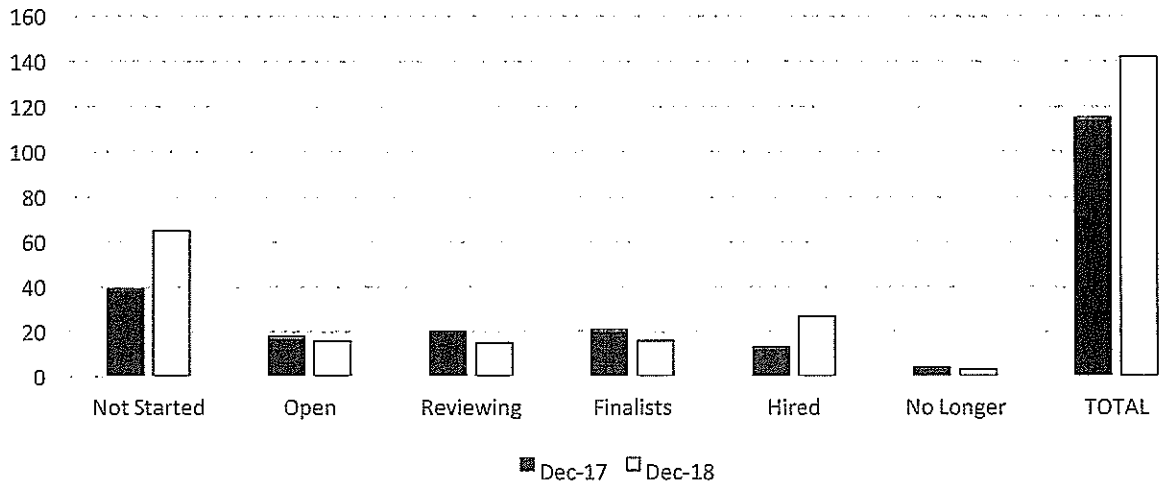
TOTAL POSITIONS:											
		155	126	139	142		137				
		9/6/18	10/11/18	11/1/18	12/13/18		1/10/19				
	ADMINISTRATORS	8	2	2	4		5				
	AFSCME	48	46	49	43		35				
	ASF	39	48	57	47		38				
	COMMISSIONERS PLAN	3	2	2	2		3				
	IFO	48	20	20	37		48				
	MANAGERIAL PLAN	0	0	0	0		0				
	MAPE	8	7	8	7		6				
	MGEC	0	0	0	0		0				
	MMA	1	1	1	2		2				



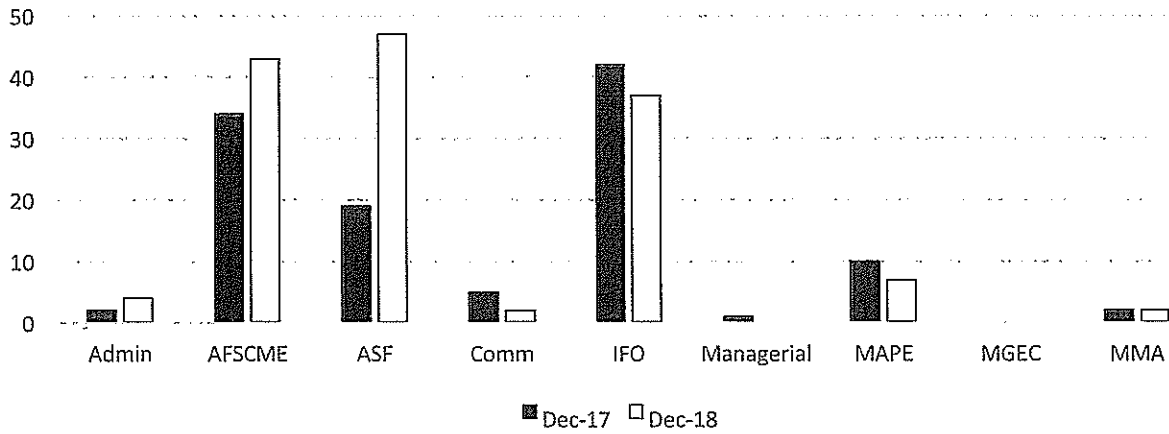
Vacancy Data

Meet and Confer, Thursday, December 13, 2018

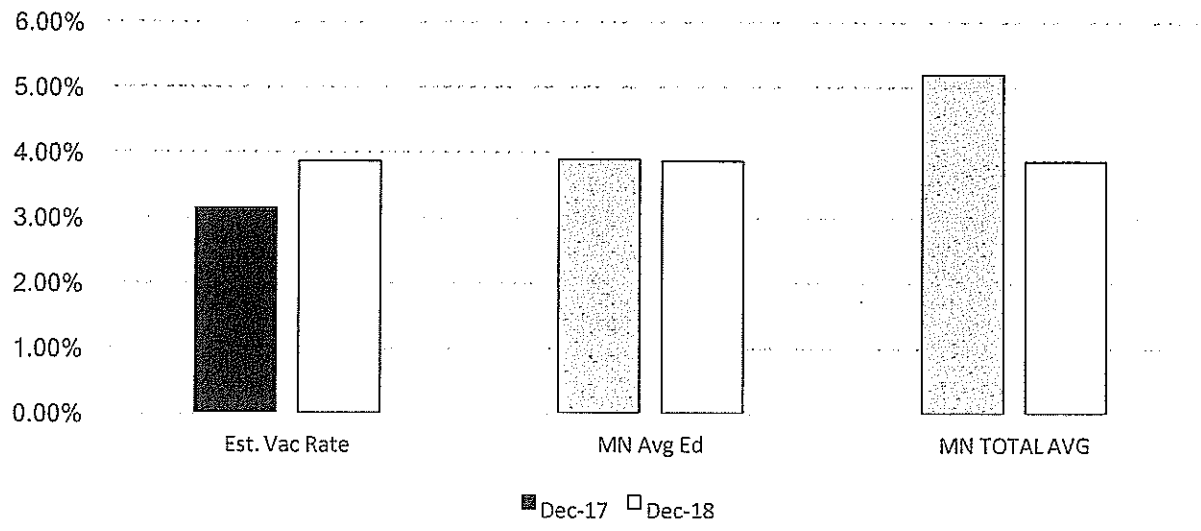
Vacancies by Search Status
DEC 2017 - DEC 2018



Vacancies by Employee Group
DEC 2017 - DEC 2018



Estimated Vacancy Rate





Professional Development Day 2018

Monday, December 17, 9:00 am – 3:30 pm

It's Not Your Mother's Juicing: The Latest Update on E-Cigarettes

The latest data-based updates on the effects of E-cigarettes and their impact on student health and success.

Mary Kramer, Department of Health Science
Memorial Library, #81
9:00 – 10:00 am, 1:00 – 2:00 pm

Ensuring a Good Student Experience Through Universal Design

How we can better ensure an inclusive experience for students. We will work through a checklist which details things you may never have thought of to keep your students engaged.

Julie Snow and Beth Clausen, Accessibility Resources
Memorial Library, #105
9:00 – 10:00 am, 2:30 – 3:30 pm

Standards of Competencies for Online Learning

Discussing the "Purple Standard" for online course design and pedagogical, technical and administrative competencies for online teaching.

Jenifer Veltsos, CETL
Memorial Library, #45
9:00 – 10:00 am, 2:30 – 3:30 pm

Responding to Student Concerns About Sexual Harassment and Violence

Join the Office of Equal Opportunity and Title IX for an interactive workshop focused on faculty and staff response to student concerns about sexual harassment and violence.

Linda Alvarez, Office of Equal Opportunity and Title IX
Nelson Hall, #3
10:30 – 11:30 am, 2:30 – 3:30 pm

Concurrent Enrollment 101

This presentation will provide basic information about our concurrent enrollment program, our future goals, enrollment trends, and benefits to our departments.

Michael Altomari, Academic Affairs
Memorial Library, #47
9:00 – 10:00 am, 1:00 – 2:00 pm

Overview of MSU, Mankato's Workplace Environment Policy

This session provides an overview of the Workplace Environment Policy and what is expected of all employees.

Steve Barrett, Human Resources
Morris Hall, #102
9:00 – 10:00 am

Rock Star Advising for International Students

International students must navigate their degree programs, plus federal regulations impacting their academic status. This session provides a basic understanding of federal requirements that will help advisors recognize red flags.

Daniel Schwartz, Kearney International Center
Morris Hall, #103
9:00 – 10:00 am, 1:00 – 2:00 pm

The Importance of Supporting Family Caregivers

Attendees will learn about the challenges of being a family caregiver, the importance of being proactive with self-care, and gain an understanding of how to thrive and not just survive as a caregiver.

Elaine Spain, Minnesota River Area Agency on Aging
Armstrong Hall, #101
9:00 – 10:00 am, 1:00 – 2:00 pm

Flourish: Addressing Mental Health Needs in the Classroom

MSU developed a pilot course called LEAD-Mankato that combines academic skills instruction with wellness coping strategy development. It is a class to help students improve their mental health and well-being, and increase awareness of their academic strengths, values and resources.

Lindsay Murn & Kimberly Sommers, Counseling Center
Armstrong Hall, #102
9:00 – 10:00 am, 1:00 – 2:00 pm

Best Practices in Classroom Management: A Roundtable Discussion

This session explores how can higher education faculty best cultivate classroom environments that discourage disruptive behavior and encourage student learning.

Rachel Teresa-Hanel, Interdisciplinary Studies
CSU, #201
9:00 – 10:00 am, 1:00 – 2:00 pm

Pardon Our Mess: A Sneak Peak at the New Library Search Tool and How it May Change How MSU Faculty, Staff and Students Research

This session provides an introduction to the new MavScholar, timeline for change, new functionality, and accessing library materials.

Jennifer Turner & Casey Duevel, Memorial Library
Memorial Library, #81
10:30 – 11:30 am, 2:30 – 3:30 pm

Assistive Technology for Learning at MSU

Exploring a wide range of tools that can enhance learning for all students.

Neal Sorensen, Accessibility Resources
Memorial Library, #105
10:30 – 11:30 am, 1:00 – 2:00 pm

The Importance of Supporting Family Caregivers

Attendees will learn about the challenges of being a family caregiver, the importance of being proactive with self-care, and gain an understanding of how to thrive and not just survive as a caregiver.

Elaine Spain, Minnesota River Area Agency on Aging
Armstrong Hall, #101
9:00 – 10:00 am, 1:00 – 2:00 pm

The Strategic Enrollment Plan, 2018-2023

This session will provide an opportunity to learn about how we can help students succeed. Attendees will be asked to share their Big Ideas to improve student success.

David Jones, Academic Affairs
Memorial Library, #47
10:30 – 11:30 am

HERS Institute Alumnae Panel

Experiences with the Higher Education Leadership Development Program from HERS alumnae, and how the program informed their leadership at MSU.

Elizabeth Steinborn-Gourley, Women's Center
Memorial Library, #45
10:30 – 11:30 am, 1:00 – 2:00 pm

Mastering the Art of Self Care

Focusing on understanding the physical and psychological effects of stress and anxiety, and how prioritizing self-care builds resiliency, combats burnout and increases one's efficacy in daily life.

Priscilla Diane Coffee, Refresh & Refuel, Christian Counseling Services
Morris Hall, #102
10:30 – 11:30 am, 2:30 – 3:30 pm

Internet-Less Global Education: The Power of Small Data and Virtual Machines

Demonstrating the use of open source applications that can positively affect education regardless of internet impediments. This session includes an introduction to offline applications that can store information on various types of hardware.

Michael Hart, College of Science, Engineering and Technology
Memorial Library, #105
10:30 – 11:30 am, 2:30 – 3:30 pm

Preventing Sexual Harassment

This session for supervisors provides an overview of MMB's policy on sexual harassment and tools for supervisors to prevent and respond to allegations of harassment.

Steve Barrett, Human Resources
Morris Hall, #102
1:00 – 2:00 pm

Exploring the Impact of Service Faculty Becoming Hourly Employees

Discussing the results of qualitative research throughout the MinnState system to explore the impact on worker performance resulting from the transition of salaried employees to hourly.

Jamie Van Boxel, Residential Life
Armstrong Hall, #101
10:30 – 11:30 am, 2:30 – 3:30 pm

Using Social Media to Promote Your Programs

This session will explore how you can use social media platforms as a cost-effective way to promote and market your events, department, programs and staff.

Paul Allan, Athletics
Armstrong Hall, #102
10:30 – 11:30 am, 2:30 – 3:30 pm

Interdisciplinary Opportunities at MSU, Mankato

What do you know about the Interdisciplinary Studies degree at MSU? If you have ever thought about working across departments and colleges to offer unique programming for students, Interdisciplinary Studies is a way to offer the programming right now as a "trial run"

Rachel Teresa-Hanel, Interdisciplinary Studies
CSU, #201
10:30 – 11:30 am, 2:30 – 3:30 pm

