

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

Thursday, December 13, 2018

1:15-2:45 P.M.

CSU 203

Present: President Davenport, Jamie Van Boxel, Marilyn Wells, Sara Granberg-Rademacker, Bobby Fleischman, David Jones, Steve Barrett, Rick Straka, Rachel Tanquist, Carolyn Nelson, Mel Iverson, Steven Stoyhoff, Chris Mickle, Kristel Seth, Tracy Stokes-Hernandez, Cathy Hughes, Deb Schulz

Meeting Chair – Jamie Van Boxel, MSUAASF President

• **Information Items**

A. Review of Notes

- If changes are needed they can be recommended to the MSUAASF President.

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

- R. Davenport congratulated R. Straka for the All Star Next-Gen award he received for the work that he's been doing on Next-Gen. R. Straka stated that it is better to be involved in the process than not involved
- R. Davenport wishes everyone safe travels and a good holiday break.
- Saturday is commencement. R. Davenport is pleased MN State Trustee chair Michael Vekich selected our commencement to attend and speak at.

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

- Members are looking forward to winter break. This has been a successful semester managing transitions from salary to hourly. Over 60% of our members have transitioned to non-exempt which creates a new reality on how we work. We are excited that we made it through the change.
- This is our first semester in a post-Janus working environment. We are working to maintain every member that we have and showing our value
- We are successfully maintaining membership rates. Teamsters is at an 85% membership rate across the union.
- J. Van Boxel welcomes alternate negotiator T. Hernandez-Stokes who will join C. Nelson as a part of the negotiating team.
- R. Wheeler resigned from the Meet and Confer Team.
- B. Fleishman asked if R. Wheeler will still be meeting with him monthly. J. Van Boxel was not sure.
- J. Van Boxel attended the state board conference call. ASF is remaining engaged in Reimagining Minnesota State. A number of our members joined the online forum. J. Van Boxel and ASF state president T. Rahim joined the meeting. We feel it is important to have a listening coordinator to make sure ASF is always at the table to hear what the conversation is and to contribute.
- Lobby Day is on April 3rd and a part of our message is to promote funding for MN State at the capital.

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

- Spring enrollment is down 1.9% FYE (of those who are registered), which amounts to 94.5 FYE. All MN State schools are down. St. Cloud is down 5.6% FYEs.
- Looking ahead to fall: overall applications are down 6.4% (undergraduate and graduate combined). With the new graduate application process admissions will be able to compare numbers of graduate applications of this year vs. last year in January.
- We are up 9.7% in traditional students. D. Jones thinks this is likely due to a change in recruiting approach. Transfers are up 14.3% for next fall.
- Competition from other schools will continue to be stronger and stronger.

- There is a study group chaired by D. Jones and R. Straka that will look at tuition revenue opportunities.
- System formed two groups to study the system policies and procedures relating to tuition and fees.
- Increased autonomy of campuses regarding tuition and fees.
- A part of our strategic enrollment management is how we structure tuition and fees. Looking at if we have things structured in a way that encourages success.
- Our new policies and procedures introduced an international tuition rate. Past policy was silent on this and just listed resident and non-resident tuition rates.
- International students were often confused by the term “non-resident” in this context due to language barriers. The new international rate will help with transparency and recruiting efforts.
- There are also looking to develop market rates for all graduate and 100% online programs to look at the costs associated with delivering the programs to determine what market rates are appropriate. This would allow us a lot more flexibility for what we want to do with our online and graduate program.
- Now is the window of time to set these rates because we need to get our tuition rate requests in by spring. Now is also the time to do this because we get locked into whatever rate we did last year plus maybe 3% or frozen tuition. There is thus a limited opportunity to make these changes.
- R. Straka states that we should lead that conversation for how the board interprets the new language in the policy to see what opportunities are there for us.
- This doesn’t replace the board mandate for what tuition will be overall, just the tuition rates for these special groups.
- If the new rates are successful we will have additional revenues to put towards student success, increased retention, and increased graduation rates.
- There will be more to come.
- D. Jones recognized S. Granberg-Rademacker’s incredible effort to put together an online tool to help with retention at our university. She sent the final version to D. Jones and it is expected to be rolled out in January.

- **Discussion Items**

- A. Budget (R. Straka)

- MN State plans to submit a 3% increase in spending for inflation to the legislature (169 million). MN State says they will freeze tuition if the legislature funds the 3%. R. Straka is worried the legislature will both freeze tuition and not fund the 3%. The legislature has frozen tuition for the last 6 years.
 - MMB revenue forecasts a 1.5 billion surplus in 2021. The dampening news is that the stimulus provided by the Trump administration tax cuts will start to wear off the following year with a 400 million projected surplus. The 1.5 billion surplus is thus one time money.
 - Tax conformity to make Minnesota tax law match the new federal tax laws had a 1/2 billion dollar price tag which eats into this surplus.
 - 2009-2014 were tough financial years in the state of Minnesota.
 - Worst case scenario for the spending budget is a small funding increase with frozen tuition. Best case scenario is a 4-5% funding increase with increased tuition. Best would be 4-5% increase with increases of tuition.
 - Once spring semester starts we will have a better idea on how much the reduced enrollment will affect our budget.
 - So far we haven’t picked up any Saudi students from the Canada.
 - Losing 220 FYE students=1.6-1.7 million tuition loss.
 - R. Davenport stated that student success efforts are critical and that cuts have to be made when enrollments start to suffer.
 - R. Davenport adds that while we are better off than our peer institutions, we are still down in enrollment.
 - R. Straka states that we will likely build some salary savings through position vacancies, failed searches, and turnover.
 - R. Davenport states that any funding we get from this legislative session will be one time funding we can use, but we need to look at what we need to fund to have us moving forward smoothly.
 - The Armstrong Hall capital replacement request needs to be approved by the system office. It is a sizable project projected to take 6 years.

- We also need to remodel the library and finalize the clinical science building.
- The new Armstrong Hall is projected to be 100,000 sq. which is 44,000 sq. than the current building.
- We are requesting over 7 million dollars this year. R. Straka believes if we can get funding this year we'll be on track to complete the project since it's easier to keep moving forward once we start.
- This will be a slightly larger project than the Trafton building.
- The first year biennium is for planning money to update clinical sciences. Second year is for building the new Armstrong building. Third year is for renovation and demolishing. We are asking for 7 million the first year, 59 million the second year, and 28 million the third year. This will be 3 asks over 6 years.
- All MN State schools typically receive 150 million per year including HEAPR to put this in context so we need to be realistic about what we expect.

B. HR Topics (S. Barrett)

- Human Resource Vacancies
 - Vacancy list attached. Please direct any questions to S. Barrett.
 - Volume this year is higher compared to last year. There is a bubble of ASF positions working their way through the process. The current vacancy rate is between 3-4% which is typical for us at MNSU.
- Human Resources Investigation Process
 - Handout attached.
 - Time to complete investigation and decision making process took longer for various reasons.
 - Point of the dashboard tool is to let HR know where to focus on and intervene to reduce timelines.
 - S. Barrett meeting with HR Generalist tomorrow morning to discuss how to address current process delays.
 - Volume this year the same compared to last year.
- BOT Excellence Award
 - Last year there were no nominations
 - Thanks to K. Seth and C. Clennon for their help.
 - 16 quality nominations this year and there will be a tough decision ahead.
 - The committee will begin to narrow down list next week to make their recommendation to the president.
 - J. van Boxel thanked S. Barrett for his leadership and thanked members of the committee. This award is a great opportunity to recognize ASF members and this award has turned a corner compared to last year.
- Update on D2L Module for Supervisors
 - HR is designing a course of items people need to know to be a successful supervisor.
 - The module will discuss transitions from salary to hourly and workplace environment training.
 - HR is mapping this out with IT.
 - Some modules will be required and some will be optional.
 - J Van Boxel asked when the module will launch. S. Barrett answered late winter or early spring.
 - J. Van Boxel asked how it will be communicated to members. S. Barrett said he will request feedback through Meet and Confer and he's open to attend membership meetings.
- Professional Development Day, Monday, December 17, 2018
 - S. Barrett will send out reminder today and an updated schedule.
 - Summary of Professional Development day sessions attached.
 - Most topics relate to serving students and helping students succeed.
 - Professional Development day is using a different approach this year. There will be a limited number of sessions, but most sessions will be offered multiple times.

- The sessions wrap around holiday luncheon.
- J. Van Boxel, D. Jones, and S. Barrett will be presenting.
- Lot of good opportunities for personal development and different approaches to be successful.
- D. Schulz asked about the supervisor training held last Friday. S. Barrett answered that there will be a makeup session during professional development day in the afternoon. If individuals can't make it they can schedule other makeup sessions. S. Barrett will send a reminder to supervisors to attend that session.
- S. Barrett stated that close to 100 supervisors attended the first session.

C. Update MinnState NextGen ERP (C. Hughes)

- The current phase of the NexGen process is wrapping up where we listed out things that we do now and things that we would like to do with our new system.
- RFP teams are being put together and things will take off from there.
- The process is only two years away.

D. Move to MinnState Office 365 Single Tenant (C. Hughes)

- The Office 365 transition is happening on December 19th.
- Your email address will not change and you will not lose your emails, calendar events, or OneDrive files. All of these items will move over automatically.
- If you need to use your calendar during the outage either print a copy, screenshot a copy, or export a copy to your computer to save your events.
- You will not lose access to D2L or eservices.
- Word, Excel, and PowerPoint are okay to use as long as you don't try to access them in the cloud.
- The process should take 72 hours. Everything should be restored by December 23rd.
- You (faculty and staff) will now log in using StarID@minnstate.edu. Students have a different log in.
- You may need to re-authenticate log in on your computer and phone. On your phone you may need to delete your current account and log back in with your new log in.
- There are instructions on the website for how to do so.
- There will be extended support and extended hours at the Solutions Center and Kiosks.
- R. Davenport asked if IT will be sending instructions now to all employees and students for how to log back in so that they have them before the holidays and are prepared on December 23rd.
- C. Hughes plans on sending a last email reminder at the beginning of the outage to students and staff so it's the first thing they see when they get back into their email.
- R. Davenport also raised the idea of using StarAlert to alert students and staff of the outage.
- M. Iverson added that communications will need to be sent that individuals (especially faculty) who may need to re-enter their out of office message after the outage.
- The OneDrive transition will start on December 15th. Please stop using OneDrive on the 15th.
- IT will run a catchup process after the 15th, but it's better not to have to rely on that process to catch all changes.
- D. Schulz asked if we will see anything different after the transition. C. Hughes answered that the biggest difference will be that we can access all MN State employee emails through our address book which makes it easier to email individuals from other campuses.
- D. Jones asked what will happen if there is someone with the same name in the system. C. Hughes answered that the emails would be david.jones-1, david-jones-2, etc.
- Eventually the dashes (-) will be transitioned to dots (.)
- M. Iverson asked if wireless login will be impacted. C. Hughes said that it will not be impacted.
- J. Van Boxel asked if individuals who use an older version of Windows than Windows 10 will be adversely impacted. C. Hughes said that it won't be a problem and IT will transition you after winter break.
- IT has spent a lot of time planning and preparing for whatever may happen.
- There was an email outage on Tuesday. Faculty staff were unable to get into Office 365. This was related to getting ready for transition. As soon as IT figured out that caused the glitch with Microsoft they resolved the issue and Office 365 was restored.

- On Saturday, Sunday, and Monday, unrelated to the 365 transition, there was a disruption of service to our website due to a cyber-attack.
- We pay the System Office for protection and it confusing how our website was hacked. The System Office is working to figure out what happened so that it doesn't happen again. Since we haven't seen it again our security protections should be working better.

E. Strategic Enrollment Management Plan Feedback (D. Jones)

- D. Jones solicited feedback from the executive team regarding the Strategic Enrollment Management Plan. J. Van Boxel stated that that has not received additional feedback at this time but can reach out to members.
- Individuals have reached out directly to D. Jones with feedback.

F. Proposed Graduate Enrollment Management Plan (C.Mickle/K. Seth)

- C. Mickle and K. Seth presenting for S. Stoyloff
- The proposed Graduate Enrollment Management Plan Draft was distributed through Meet and Confers and on the web.
- There were at least 12 open sessions, with 2 sessions only for graduate students.
- The report on the webpage now includes all comments, both positive and constructive.
- The updated report will be presented at the next cabinet meeting as early as next week.
- Once the Graduate Enrollment Plan is approved, they will be looking to implement the plan in the spring.
- S. Granberg-Rademacker asked if any themes came out of the graduate enrollment sessions. K. Seth stated that many graduate students asked about graduate assistantships and recording hours. While these items weren't in the plan it is good to know what is being talked about and how it may shape future orientations and best practices.
- C. Mickle stated that the graduate students who attended the open sessions asked a lot of good questions.
- D. Jones is excited that the Graduate Strategic Enrollment Plan fits into the overall Strategic Enrollment Plan.
- D. Jones states that we are maximizing tuition revenue to fund these aspirations and he's excited about work that group has done.

G. 2+2 Baccalaureate Fee Pilot (R. Straka)

- We piloted the new fee program with our 2+2 baccalaureate programs at Normandale starting spring 2019.
- The pilot students will pay Normandale's student fees and not ours, except for the Students United Fee.
- This will impact our student fee budget since we will not be receiving fees from those estimated 3,100 credits.
- Some students will be paying more in fees and some will be paying less since we cap fees at 12 credits, but Normandale does not. Students may provide feedback in spring due to the different amount of fees being charged.
- This program may be expanded to our Iron Range Engineering and Enriched Nursing programs in the future.
- Campus Hub, Accounts Receivable, and the Registrar's Office all aware.
- Students will receive an email regarding the fee change.
- Students paying Normandale fees will now have access to Normandale services such as expanded library access, IT access, and the ability to participate in student government, although it is not clear whether they can be a voting member or not.
- R. Davenport states that we do lose a little bit of revenue from student fees but it does make the most sense for students since they shouldn't be paying fees on a campus they aren't on.
- M. Wells added this will make our HLC process easier since we do not have to show how we deliver these services to our students on Normandale campus.

- This pilot will very likely be spreading to the rest of the MN State system shortly, since the system would like us to have a single approach for how we work with students.
- Our revenue share with Normandale has decreased from 15% to 5%, which is an estimated savings of \$45,000. However, we still have to negotiate non-classroom space and office space.
- R. Davenport is meeting with D. Malhotra to discuss office space. The rates are currently too high for the space being used. MNSU would agree to pay incremental costs, but Normandale currently wants a full accounting cost for space they're not using.
- S. Barrett asked if the faculty teaching this program at Normandale are our faculty. Yes, they are MNSU faculty.
- The first two years of the 2x2 program they are Normandale students, the second two years they're ours.

II. Sports Dome Referendum (D. Jones and R. Straka)

- R. Davenport pleased that over 2,900 students turned out for the election, which was 900 more students than turned out for the spring election. Student government put in a lot of work to educate the campus on the dome.
- R. Straka will work with board of trustees to get the dome on their agenda at the end of January.
- R. Straka will compile a packed of information for the board including a student consultation letter, the president's letter to the chancellor, and the re-design plan.
- The project is projected to be completed on November 1st.
- This project is unique because students who voted for the dome will be able to use it the first semester the fees are applied, unlike other fee based projects that students have approved with the pay it forward mindset.
- D. Jones requested that MSUAASF members help to combat misinformation regarding the Dome's public use. The Mankato community can access the dome and we need community access for this project to work. If you see any leads that would like to use the dome, please contact R. Straka or D. Jones.
- D. Schulz asked if Bethany College plans on renting the dome. D. Jones says they're in communication with Bethany but that Bethany plans on constructing their own dome or fieldhouse.
- D. Jones does not see the Bethany dome as competition because they mostly intent it's use for Bethany students. We can also possibly partner with them for multiple location dome sporting events.
- R. Davenport states that there will be plenty of usage to go around. North Mankato also plans to add a practice turf, but it may or may not be covered.
- R. Davenport states that our campus landscape will look different with the dome. The dome helps to promote the health and fitness in the community.

FY19 Meeting Dates

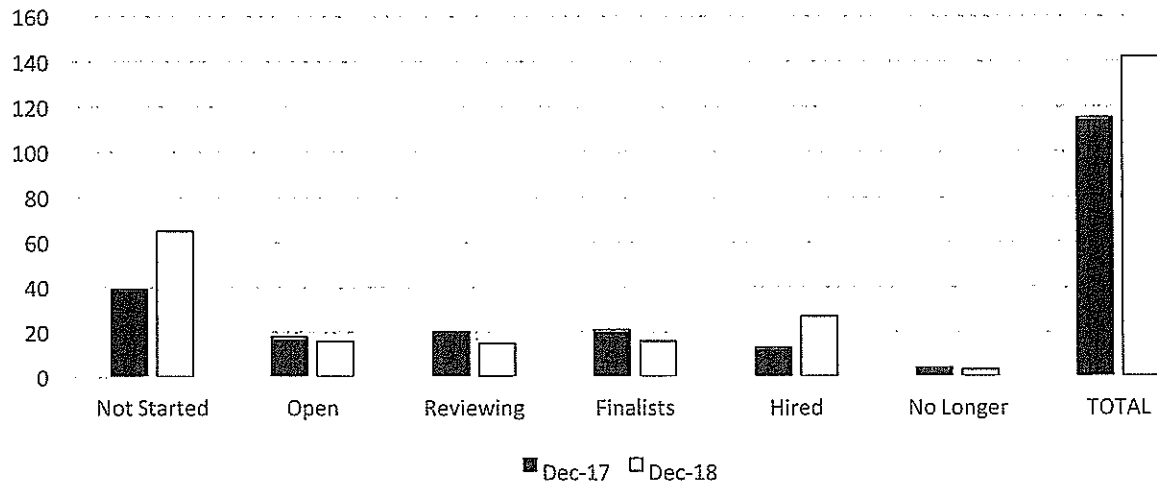
<i>January 10, 2019</i>	<i>CSU203</i>
<i>February 14, 2019</i>	<i>CSU238</i>
<i>March 14, 2019</i>	<i>CSU203</i>
<i>April 4, 2019</i>	<i>CSU203</i>
<i>May 2, 2019</i>	<i>CSU203</i>



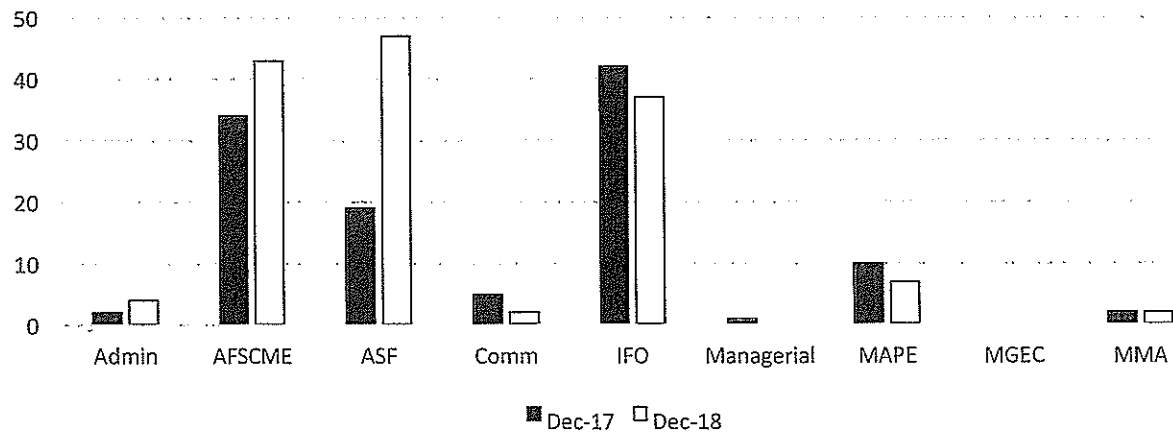
Vacancy Data

Meet and Confer, Thursday, December 13, 2018

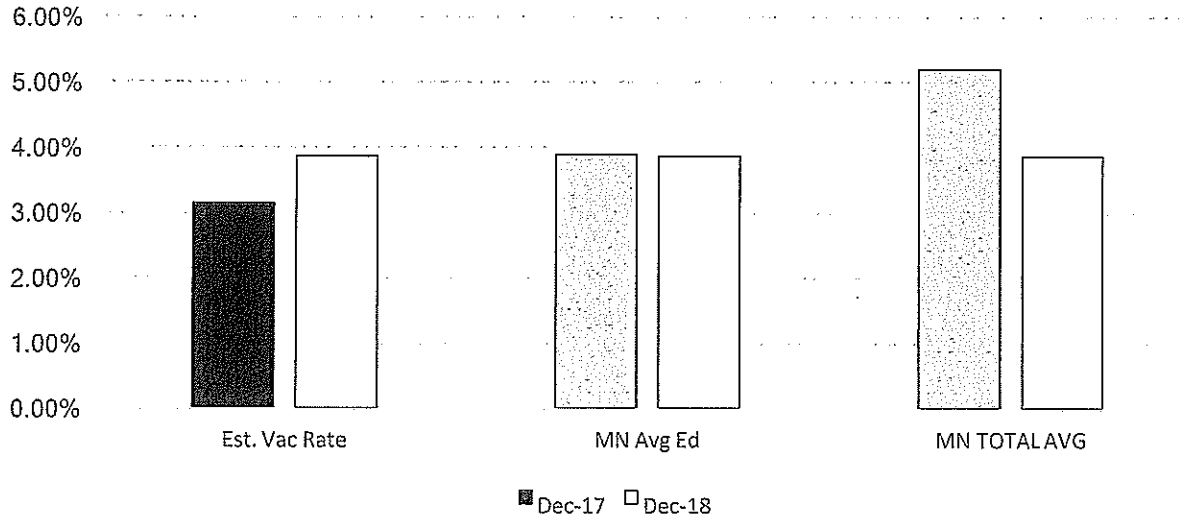
Vacancies by Search Status
DEC 2017 - DEC 2018



Vacancies by Employee Group
DEC 2017 - DEC 2018



Estimated Vacancy Rate



13 Complaints

(Last year at this time: 14 complaints)



Starting the Investigation

2017-2018 Average: 3.53 days

Goal: 5 days



Completing the Investigation

2017-2018 Average: 28.40 days

Goal: 20 days



Decision-Maker Makes a Decision

2017-2018 Average: 5.09 days

Goal: 5 days

We had two (2) decision-makers who needed additional time and information before reaching their decision



Total Investigation Timeline

2017-2018 Average: 34.71 days

Goal: 30 days



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

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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

HUMAN RESOURCES

336 WIGLEY ADMINISTRATION CENTER, MANKATO, MN 56001

1.800.627.3529 or 711 (MRS/TTY)

A member of the Minnesota State system and an Affirmative Action/Equal Opportunity University

MSUAASF (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	07/01/2018	06/30/2019
Aguiar, Sara Patricia	Regional Admissions Officer	Undergraduate Admissions	10/12/2018	10/12/2018	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 Su	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
Engbretson, 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, Sarah	Interim 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
Hvinden, 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 RSO, 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	Interim Asst Dir of the Women's Center	Women's Center	07/06/2015	09/07/2018	05/10/2019
Swartz-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, December 13, 2018

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 MNRALS	AA19136	NEW	EXISTING	GENERAL	ADMIN	AT WILL	MNRALS 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	AA19170	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering; Iron Range	B		10/03/18
U	Bell Program Facilitator	AA19171	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering; Iron Range	B		10/03/18

U	Bell Program Facilitator	AA19172	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Integrated Engineering: Iron Range	B	10/03/18
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	Center for English Language Programs	TBD	3/1/19
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Internships and Strategic Partnerships	B	1/7/19
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Electrical and Computer Engineering and Technology	OAS INT	11/19/18
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS SR	1/7/19
C	Office Coordinator	AA19194	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Communication Studies	OAS INT	11/15/18
U	Outreach Coord. for Partnerships & Collaboration	AA19197	EXISTING	EXISTING	GENERAL	ASF	PROB	University Extended Education	C	03/01/19
C	Education Abroad Coordinator	AA19198	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Center for Education Abroad and Away	OAS INT	12/3/18
C	Administrative Assistant	AA19199	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS SR	12/17/18
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	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	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	IFO	PROB	Marketing & International Business	ASSOC/ASST PROF	8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	IFO	PROB	Geography	ASST PROF	8/19/19
U	Assistant Professor	AA20016	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Law Enforcement	ASST PROF	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	ASF	PROB	Dean's Office	TBD	7/1/19
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	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	ASF	PROB	Aviation	TBD	8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	IFO	PROB	Aviation	ASST PROF	8/19/19
U	Assistant Professor	AA20033	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	KSP	ASST PROF	8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Special Education	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	AA20050	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Biological Sciences	ASSOC / ASST PROF	8/19/18
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	ASSOC / ASST PROF	8/19/19

U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	IFO	PROB	Automotive & Manufacturing Engineering Tech	ASSOC / 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
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	IFO	PROB	Electrical & Computer Engineering and Technology	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
U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering and Technology	INSTR	8/19/19
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 Intermediate - Show Plower	FA19043	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/15/18
C	Groundskeeper Intermediate - Show Plower	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	Foundation Accountant	FA19056	EXISTING	EXISTING	BOTH	MAPE	UNLIM	Business Services Office	ACCT OFF SR	12/12/18
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
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	IFO	PROB	Counseling Center	ASST PROF	8/19/19
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/27/18
U	Interim Area Director	SA19018	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	C	1/2/19
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	SA19020	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	12/12/18
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	AA19152	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	CSBS Advising Center	OAS INT		10/1/18
U	Interim Education Abroad Advisor	AA19159	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Education Abroad & Away	B		10/1/18
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	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	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	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10		8/19/19
C	General Maintenance Worker	FA19054	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW		12/4/18
C	Database Developer	IT19000	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Application Development	TBD		11/15/18
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Scheduling & Conference Services	OAS INT		11/28/18

U	Military & Veteran Student Success Coordinator	SA19017	EXISTING	GENERAL	ASF	PROB	Veterans Resource Center	B				3/1/19
U	Director of Development, Science, Engineering and Tech.	UA19008	EXISTING	GENERAL	ASF	PROB	University Development	D				01/09/19
U	Director of Development, College of Allied Health and Nursing	UA19009	EXISTING	GENERAL	ASF	PROB	University Development	D				01/09/19

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Dental Hygienist	AA18193	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Hygiene	DENTAL HYGIENIST		8/21/18
C	Library Technician / Reference Services	AA19150	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/19/18
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	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	Director of Communications & Events	AA19192	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Office of the Provost	IO3		12/17/18
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical and Civil Engineering	ASST PROF		8/19/19

U	Associate or Assistant Professor	AA20012	EXISTING	EXISTING	GENERAL	IFO	PROB	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	GRW	11/16/18
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	MMA	UNLIM	University Security	CSS	12/1/18
C	Administrative Assistant	SA19013	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	OAS INT	10/17/18

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
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/Maps & Government Documents	AA19149	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/5/18
U	Director of Public Relations	AA19151	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Theatre and Dance	B		9/3/18
U	Interim Outreach Coordinator for Partnerships & Collaboration	AA19153	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Extended Education	C		09/10/18
U	Student Relations Coordinator	AA19178	EXISTING	EXISTING	GENERAL	ASF	PROB	Academic Advising	C		02/1/19

C	U	U	C	U	C	U	U	C
Customized Training Representative	Customized English Language Trainer	Assistant Professor	General Maintenance Worker	Assistant Professor	Director of Environmental Health, Safety & Risk Management	Equal Opportunity and Title IX Director	Director of Stewardship & Foundation Relations	Office Coordinator
AA19179	AA19182	AA20001	FA19047	AA19187	FA19053	PO19005	UA19002	UA19003
NEW	EXISTING	EXISTING	EXISTING	NEW	EXISTING	EXISTING	EXISTING	EXISTING
EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING
GENERAL	NON-GEN	GENERAL	GENERAL	GENERAL	GENERAL	GENERAL	GENERAL	NON-GEN
MAPE	ASF	IFO	AFSCME	IFO	MMA	ADMIN	ASF	AFSCME
UNLIM	INTMT	PROB	UNLIM	FIXED TERM	UNLIM	AT WILL	PROB	UNLIM
EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING	EXISTING
School of Nursing Center for English Language Programs	Law Enforcement	Building Services	Management	Environmental Health, Safety & Risk Management	Equal Opportunity and Title IX	Stewardship & Advancement Services	Printing Services	
CUST TRN REP	B	ASST PROF	GMW	ASST PROF	SPA Supervisor, Principal	5	C	OAS INT
11/9/18	1/1/19	8/19/19	10/29/18	1/9/19	11/28/18	1/2/19	12/1/18	09/05/18

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	ASF	PROB	University Extended Education - TCE COB	C	Molly Schaefer	11/12/18
C	Internship Assistant	AA18202	NEW	EXISTING	GENERAL	AFSCME	TEMP	Partnerships and Internships	OAS INT	Allison Brady	05/07/18
C	Administrative Assistant - Budgets, Grants and Contracts Specialist	AA19126	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	College of Business	OAS SR	Angie Hager-Travaille	11/01/18

C	Administrative Assistant	AA19141	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Center for Excellence in Teaching & Learning	OAS INT	Miaread Small Staid	10/31/18
U	Assistant Professor	AA19142	EXISTING	EXISTING	GENERAL	IFO	PROB	Elementary and Literacy Education	ASST PROF	Rebekah Degener	01/09/19
U	Interim Education Abroad Advisor	AA19160	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Education Abroad & Away Integrated	B	Anna Ochs	10/31/18
C	Administrative Assistant	AA19175	NEW	EXISTING	GENERAL	AFSCME	UNLIM	Engineering - AMET & ME/CIVE	OAS Int	Loralea Baldwin	11/12/18
U	Interim Director of Academic Advising	AA19177	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Academic Affairs	E	Sara Granberg-Rademacker	11/28/18
U	Customized English Language Trainer	AA19180	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Programs	B	Olga Nelson	01/01/19
U	Customized English Language Trainer	AA19181	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Programs	B	Stephen Hunt	01/01/19
C	Coordinator for Workforce Professional Development & Family Nurse Practitioner Clinical Experiences	AA19191	NEW	EXISTING	GENERAL	MAPE	TEMP	School of Nursing	CUST TRN REP	Tiffany Gordon	11/14/18
U	Athletic Training Assistant	FA18060	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Tara Martinez	06/18/18
C	Automobile Driver	FA19027	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Delivery & Receiving	AUTO DRIVER	Kevin Hughes	11/14/18

C	Groundskeeper Intermediate - Snow Plower	FA19040	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Steven Horner	11/14/18
C	Groundskeeper Intermediate - Snow Plower	FA19041	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Jacob Sukalski	10/26/18
C	Groundskeeper Intermediate - Snow Plower	FA19042	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Brandon Wendlandt	11/14/18
C	Groundskeeper Intermediate - Snow Plower	FA19045	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Jesse McCabe	11/15/18
U	Athletic Training Assistant	FA19046	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Bethany Walters	11/09/18
U	Athletic Training Assistant	FA19049	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Maxwell Pagel	12/07/18
C	Technology Buyer	IT18004	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Campus Computer Store	BUYER 1	Jordan Foix	10/15/18
U	Interim Asst. Director - RSO, Leadership & Nontraditional Students	SA19007	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	CSU & Student Activities	B	Emily Menk	11/12/18
U	Regional Admissions Officer	SA19009	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Admissions	B	Sara Aguilar	10/12/18
U	Acting Associate Director	SA19010	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	D	Brice Matthews	01/02/19
C	General Maintenance Worker Lead	SA19014	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GM LEAD	Matthew Sherwood	12/17/18
U	Interim Admissions Officer	SA19016	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Admissions	B	Gabriela Andersen	12/03/18
U	Interim Director of Development, CAHN	UA19004	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Development	D	Christopher Hvinden	11/13/18
U	Interim Director of Development, CSET	UA19005	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Development	D	Ashley Eimer	12/04/18

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Special Events Coordinator	AA18208	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Office of the Provost	OAS, Principal		5/18/18
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	IFO	FIXED TERM	English	ASST PROF INSTR		8/20/18
C	Machinery Repair Worker	FA19051	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Physical Plant	MRW		10/29/18

TOTAL POSITIONS:	155	126	139	142	last year: 115	
	9/6/18	10/11/18	11/1/18	12/13/18		
TOTAL NOT STARTED	18	56	64	65		
TOTAL OPEN	10	10	12	16		
TOTAL REVIEWING APPLICANTS	7	5	4	15		
TOTAL FINALISTS SELECTED	21	11	3	16		
TOTAL HIRED	87	36	48	27		
TOTAL ON HOLD/NOT BEING FILLED	12	8	8	3		

Position Vacancies by Bargaining Unit/Employee Group
Meet-and Confer, Thursday, December 13, 2018

Administrators

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

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Internship Assistant	AA18202	NEW	EXISTING	GENERAL	TEMP	HIRED	COB Partnerships and Internships	OAS INT	Allison Brady	5/7/18
C	Special Events Coordinator	AA18208	EXISTING	EXISTING	GENERAL	TEMP	NO LONGER BEING FILLED	Office of the Provost	OAS, Principal		5/18/18
C	Administrative Assistant - Budgets, Grants and Contracts Specialist	AA19126	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	College of Business	OAS SR	Angie Hager-Travaille	11/01/18
C	Administrative Assistant	AA19141	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Center for Excellence in Teaching & Learning	OAS INT	Miaread Small Staid	10/31/18
C	Library Technician/Public Access Team/Circulation	AA19147	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Library Services	LIB TECH		9/1/18
C	Library Technician/Public Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Library Services	LIB TECH		9/1/18

C	Library Technician/Maps & Government Documents	AA19149	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Library Services	LIB TECH	9/5/18
C	Library Technician / Reference Services	AA19150	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Library Services	LIB TECH	9/19/18
C	Administrative Assistant	AA19152	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	ADVERTISEMENTS OPEN	CSBS Advising Center	OAS INT	10/1/18
C	Administrative Assistant	AA19175	NEW	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Integrated Engineering - AMET & ME/CIVE	OAS Int	11/12/18
C	Administrative Assistant	AA19184	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Office of the Provost	OAS SR	12/3/18
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	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	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Health Science	OAS INT	11/05/18
C	Administrative Assistant	AA19190	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEMENTS OPEN	Educational Leadership	OAS	12/3/18
C	Director of Communications & Events	AA19192	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Office of the Provost	IO3	12/17/18
C	Office Coordinator	AA19194	EXISTING	EXISTING	NEW	GENERAL	UNLIM	NOT YET STARTED	Communication Studies	OAS INT	11/15/18
C	Education Abroad Coordinator	AA19198	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Center for Education Abroad and Away	OAS INT	12/3/18
C	Administrative Assistant	AA19199	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	School of Nursing	OAS SR	12/17/18
C	Automobile Driver	FA19027	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Delivery & Receiving	AUTO DRIVER	11/14/18
C	General Maintenance Worker	FA19034	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19035	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19036	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18

C	General Maintenance Worker	FA19037	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	GENERAL	TEMP	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	Groundskeeper Intermediate - Snow Plover	FA19040	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	HIRED	Grounds	GRDS INT	11/14/18
C	Groundskeeper Intermediate - Snow Plover	FA19041	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	HIRED	Grounds	GRDS INT	10/26/18
C	Groundskeeper Intermediate - Snow Plover	FA19042	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	HIRED	Grounds	GRDS INT	11/14/18
C	Groundskeeper Intermediate - Snow Plover	FA19043	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	Groundskeeper Intermediate - Snow Plover	FA19044	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	Groundskeeper Intermediate - Snow Plover	FA19045	EXISTING	EXISTING	GENERAL	EMERGE NCY	EMERGE NCY	HIRED	Grounds	GRDS INT	11/15/18
C	General Maintenance Worker	FA19047	EXISTING	EXISTING	GENERAL	UNLIM	UNLIM	FINALISTS SELECTED	Building Services	GMW	10/29/18
C	Refrigeration Mechanic	FA19050	EXISTING	EXISTING	GENERAL	UNLIM	UNLIM	REVIEWING APPLICATIONS	Physical Plant	REFRIG MECH	10/31/18
C	Machinery Repair Worker	FA19051	EXISTING	EXISTING	NON-GEN	TEMP	TEMP	NO LONGER BEING FILLED	Physical Plant	MRW	10/29/18
C	General Repair Worker	FA19052	EXISTING	EXISTING	GENERAL	UNLIM	UNLIM	REVIEWING APPLICATIONS	Physical Plant	GRW	11/16/18
C	General Maintenance Worker	FA19054	EXISTING	EXISTING	GENERAL	UNLIM	UNLIM	INTERNAL BID STAGE	Building Services	GMW	12/4/18
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	UNLIM	UNLIM	INTERNAL BID STAGE	Scheduling & Conference Services	OAS INT	11/28/18
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	TEMP	TEMP	NOT YET STARTED	Residential Life	GMW	1/22/18
C	Administrative Assistant	SA19013	EXISTING	EXISTING	NON-GEN	UNLIM	UNLIM	REVIEWING APPLICATIONS	Residential Life	OAS INT	10/17/18
C	General Maintenance Worker Lead	SA19014	EXISTING	EXISTING	NON-GEN	UNLIM	UNLIM	HIRED	Residential Life	GM LEAD	12/17/18
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	NON-GEN	TEMP	TEMP	NOT YET STARTED	Residential Life	GMW	10/27/18

C	General Maintenance Worker	SA19020	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Residential Life	GMW	12/12/18
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	OFFEREE APPROVED	Printing Services	OAS INT	09/05/18

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Industry Relations Director	AA18165	EXISTING	EXISTING	GENERAL	PROB	HIRED	University Extended Education - TCE	C	Molly Schaefer	11/12/18
U	Program Coordinator	AA18181	NEW	EXISTING	GENERAL	PROB	FINALISTS SELECTED	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	OFFEREE APPROVED	Theatre and Dance	B		9/3/18
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	SW CANDIDATE NOT IDENTIFIED	Center for Education Abroad & Away	B		10/1/18
U	Interim Education Abroad Advisor	AA19160	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Center for Education Abroad & Away	B	Anna Ochs	10/31/18
U	Coordinator - Bell Program Facilitators	AA19165	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Integrated Engineering; Iron Range Engineering	C		01/09/19
U	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Integrated Engineering; Iron Range	B		01/09/19

U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	01/09/19
U	Bell Program Facilitator	AA19170	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	10/03/18
U	Bell Program Facilitator	AA19171	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	10/03/18
U	Bell Program Facilitator	AA19172	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	10/03/18
U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	B	Integrated Engineering: Iron Range	01/09/19
U	Interim Director of Academic Advising	AA19177	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	E	Academic Affairs	Sara Granberg-Rademacke 11/28/18
U	Student Relations Coordinator	AA19178	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	C	Academic Advising	02/1/19
U	Customized English Language Trainer	AA19180	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	B	Center for English Language Programs	Olga Nelson 1/1/19
U	Customized English Language Trainer	AA19181	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	B	Center for English Language Programs	Stephen Hunt 1/1/19

U	Customized English Language Trainer	AA19182	EXISTING	EXISTING	EXISTING	NON-GEN	INTMT	WRITTEN OFFER EXTENDED	Center for English Language Programs	B	1/1/19
U	Academic Advisor	AA19183	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Dean's Office	B	11/1/18	
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	PROB	CONDUCTING RANGE REVIEW	Center for English Language Programs	TBD	3/1/19	
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Internships 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	POSITION DRAFTED	University Extended Education	C	03/01/19	
U	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Dean's Office	TBD	7/1/19	
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	PROB	CONDUCTING RANGE REVIEW	Aviation	TBD	8/19/19	
U	Athletic Training Assistant	FA18060	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Intercollegiate Athletics	B	06/18/18	
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	FA19046	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Intercollegiate Athletics	B	11/09/18	
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	12/07/18	

U	Interim Asst. Director - RSO, Leadership & Nontraditional Students	SA19007	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	CSU & Student Activities	B	Emily Menk	11/12/18
U	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	CSU & Student Activities	B		1/7/19
U	Regional Admissions Officer	SA19009	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Admissions	B	Sara Aguilar	10/12/18
U	Acting Associate Director	SA19010	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Residential Life	D	Brice Matthews	1/2/19
U	Interim Admissions Officer	SA19016	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Admissions	B	Gabriela Andersen	12/03/18
U	Military & Veteran Student Success Coordinator	SA19017	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	Veterans Resource Center	B		3/1/19
U	Interim Area Director	SA19018	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	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	Director of Stewardship & Foundation Relations	UA19002	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Stewardship & Advancement Services	C		12/1/18
U	Interim Director of Development, CAHN	UA19004	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	University Development	D	Christopher Hvinden	11/13/18
U	Interim Director of Development, CSET	UA19005	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	University Development	D	Ashley Eimer	12/04/18
U	Director of Development, Science, Engineering and Tech.	UA19008	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	University Development	D		01/09/19
U	Director of Development, College of Allied Health and Nursing	UA19009	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	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	REVIEWING APPLICATIONS	Dental Hygiene	DENTAL HYGIENIST		8/21/18
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Office of the Provost	OAS SR		1/7/19

IFO

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Assistant Professor or Instructor	AA19053	NEW	EXISTING	GENERAL	FIXED TERM	FAILED SEARCH	English	ASST PROF INSTR		8/20/18
U	Associate or Assistant Professor	AA19123	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Human Performance	ASSOC/A SST PROF		8/20/18
U	Assistant Professor	AA19142	EXISTING	EXISTING	GENERAL	PROB	HIRED	Elementary and Literacy Education	ASST PROF	Rebekah Degener	01/09/19
U	Associate or Assistant Professor	AA19143	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT 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	REVIEWING APPLICATIONS	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19156	NEW	EXISTING	NON-GEN	EXT FUNDED	REVIEWING APPLICATIONS	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	EXT FUNDED	REVIEWING APPLICATIONS	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	EXT FUNDED	REVIEWING APPLICATIONS	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19

U	Assistant Professor	AA19187	NEW	EXISTING	GENERAL	FIXED TERM	WORK EXP COMPLETED	Management	ASST PROF	1/9/19
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	ADVERTISEMENT OPEN	Mathematics & Statistics	ASST PROF	8/19/19
U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT 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	AA20010	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	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	NOT YET STARTED	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	NOT YET STARTED	Law Enforcement	ASST PROF	8/19/19
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	NOT YET STARTED	KSP	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	Assistant Professor	AA20048	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Mechanical & Civil Engineering	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Mechanical Engineering & Civil Engineering	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Biological Sciences	ASSOC / ASST PROF	8/19/18
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Physics and Astronomy	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	PROB	NOT YET STARTED	Integrated Engineering - Iron Range	ASSOC / ASST PROF	8/19/19
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Biological Sciences	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	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	NOT YET STARTED	Computer Information Science	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Electrical & Computer Engineering and Technology	ASST PROF	8/19/19
U	Assistant Professor or Instructor	AA20058	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	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	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Counseling Center	ASST PROF	8/19/19

Managerial

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
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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	FINALISTS SELECTED	School of Nursing	CUST TRN REP		11/9/18
C	Coordinator for Workforce Professional Development & Family Nurse Practitioner Clinical Experiences	AA19191	NEW	EXISTING	GENERAL	TEMP	HIRED	School of Nursing	CUST TRN REP	Tiffany Gordon	11/14/18
C	Foundation Accountant	FA19056	EXISTING	EXISTING	BOTH	UNLIM	NOT YET STARTED	Business Services Office	ACCT OFF SR		12/12/18
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	INTERNAL BID STAGE	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
	Director of Environmental Health, Safety & Risk Management							Environmental Health, Safety & Risk Management	SPA		
C	Health, Safety & Risk Management	FA19053	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Health, Safety & Risk Management	Supervis 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							
	9/6/18	10/11/18	11/1/18	12/13/18							
ADMINISTRATORS	8	2	2	4							
AFSCME	48	46	49	43							
ASF	39	48	57	47							
COMMISSIONERS PLAN	3	2	2	2							
IFO	48	20	20	37							
MANAGERIAL PLAN	0	0	0	0							
MAPE	8	7	8	7							
MGEC	0	0	0	0							
MMA	1	1	1	2							