

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

**Thursday, March 14, 2019**

**1:15-2:45 P.M.**

**CSU 203**

**Present: President Davenport, Jamie Van Boxel, Sara Granberg-Rademacker, Marilyn Wells, Henry Morris, David Jones, Steve Barrett, Rick Straka, Rachel Tanquist, Carolyn Nelson, Mel Iverson, Lynn Akey, Tracy Stokes-Hernandez, Deb Schulz, Amanda Weister**

**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)**

- 6 weeks left before the end of the semester
- The agenda is heavy with all the projects and initiatives we have going on.
- Our major focus is on student success. Dr. Akey will share the latest on how we want to approach this.
- We say it's everyone's problem, we need to focus on what individuals can do.

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

- Busy time of the season for our members.
- Our members are already working on 2019-2020. We're enrolling students, booking residence halls, hiring staff/graduate staff for next year, serving on search committees, etc.
- The end of the semester brings feelings of renewal and looking ahead to next year.

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

- This semester FTE down 1% compared to last year, which totals 59 students.
- Our enrollment is at 13,766 students, which is down .3% (difference 40 students) compared to this point last year. We are the envy of the system.
- Our undergraduate applications for fall are down 8.6%, overall applications down 7.2%.
- New students' intent to enroll is up 2.9%. This number has decreased over the last two months but is still positive.
- Transfer numbers are dead even, which is surprising considering two year enrollment has been down.
- Fetty Wap did not show for homecoming. We are working with legal counsel to recuperate the costs we've spent and have initial settlement negotiations. Fetty Wap offered to come back but we declined.
- We're hiring a Dean of Students. Mary Dowd is retiring this summer. Sandi Schoenberg will be chairing the search, one of our members will be serving for ASF. Other ASF members are serving due to their job duties.
- The Dean of Students will manage the student conduct process.
- They are also looking at reducing GAs to fund a full time hearing officer, since they could manage training new staff and do outreach and support.
- The Dean of Students will also stay on top of divisional assessment. This role can also be a supervisor since it's classified as MMA.

**II. Discussion Items**

#### A. Budget (R. Straka)

- R. Straka states that there will be challenges in the next biennium. The surplus has been reduced from 1.5 billion to 1 billion. There is also an 11 million dollar deficit coming up, however these numbers don't recognize inflation due to changes in reporting under Governor Pawlenty.
- There is not a lot of money for the legislature to spend in the 2 year biennium. We're in a break even state budget.
- The system asked for a 3% increase in spending each year and 20 million due to our current structural deficit. Governor counted with a 2% appropriation increase each year. Governor Walz has been silent on tuition increases.
- Legislators are currently proposing bills to fulfil campaign promises knowing they won't pass.
- One bill would ban MN State schools for charging more for online classes than face-to-face classes. A second bill would freeze tuition for two years.
- We were given 10 million fewer dollars this year vs. last year. We also lost 1.2 million dollars in tuition revenue.
- We will need to address graduate assistantship stipends since we pulled their cost out of one time money last year. We will also need to add the advising director position into the base budget, as well as athletics changes, purchasing orders through marketplace, transfer evaluation and job descriptions software, enrollment management costs, and utility rate increases.
- We're looking at 9.4 million dollars in inflation.
- Our consistent vacancy rate creates savings of approximately .4 million a year if it continues as it has.
- Our cash reserves do not need to grow more than they are.
- We had a \$2,318,000 overage last year vs. \$3,928,000 deficit this year due to our funding differential. We will apply this overage to our deficit. The overage would have gotten us close to covering our current years' expenses if it weren't for the \$1,700,000 tuition shortfall.
- R. Straka suggested open budget forums for the University community where he will share some concepts or tools that we have for how we may approach our upcoming deficits regarding revenue enhancements or reallocations.
- We're about a year behind what our colleagues were doing with their budgets. We have set ourselves up to do better this decade than our colleagues have.
- This is a common conversation for most Universities across the nation.
- R. Davenport added that we will not be looking at an across the board cut. We're going to be much more tactical and we will have more discussions on strategic investments. We will need to make reductions, but we need to invest in items as well to increase on student success.

#### B. Legislative Update (R. Davenport)

- We only got 25% of our request from the legislature, which puts us in a dubious position to either make significant cuts or raise tuition.
- Our student government recommends a 0% tuition increase. Students United and Lead Minnesota will lobby the legislature for a 0% increase.

#### C. HR Topics (S. Barrett)

- Human Resource Vacancies
  - Vacancy List attached.
  - One position correction: the Dean Of Students was moved to MMA
  - Please let S. Barrett know if there are other errors.
  - The vacancy volume is almost identical to this time last year.
- Human Resources Investigation Process

- Dashboard attached.
- S. Barrett wants to get the investigation time to the 30 day range. Volume is lower this year than last year.
- We always expect a spring uptick in workplace environment complaints.
- He expects the timeline to go back down shortly.
- TSM Updates
  - Summary tables attached
  - All payroll transactions are transitioning to the service center.
  - Please pay attention to your paystub. If anything looks off, go to your supervisor to make sure things were entered correctly. If things are still off go to local HR who can work with the service center to get it corrected.
  - So far, we've made a lot of progress transitioning to the service center. HR and the service center are working through problems very efficiently.
  - M. Iverson asked if things outside of paychecks like leave balances are also being affected. S. Barrett answered that they are. One employee took time off, but it wasn't deducted from their vacation bank.
  - J. Van Boxel asked about the positions listed with an incorrect supervisor. S. Barrett answered that they are working towards 0 so every supervisor is designated correctly, but 6 isn't bad for an organization our size
  - Supervisors can delegate changes for new employees to HR. Sometimes a supervisor can't enter 200 employees themselves, since takes up too much of their time. HR's interest is that it's entered accurately.
  - R. Davenport asked if other institutions are delegating less to HR than we are. S. Barrett answered that based on our size we are delegating similar amounts.
  - We are currently ahead of the system and region with giving more to the service center.
  - D. Schulz asked who we should contact for timesheet issues. S. Barrett answered to still contact local HR who will work with the service center to facilitate.
- FLSA –Dept. of Labor is considering changing the salary threshold
  - The current salary threshold is at \$23,660/year, the Department of Labor is proposing to increase this to \$35,308/year. Almost every ASF position is higher than this.
  - This change will be open for comment for 60 days starting this week. Then the Department of Labor decides if they want to go forward.
  - The Department of Labor is also proposing that the salary threshold be reviewed and updated every four years.
  - The last time the salary threshold was updated was 2004.

#### D. Formal Policy Review (L. Akey)

- Policy handout attached.
- Expedited review ending tomorrow, the rest of the reviews are ending March 29<sup>th</sup>. Please provide feedback.
- Policy drafters will then make revisions for review and recommendations.
- M. Iverson asked if any changed will be posted after the formal review. L. Akey answered that they will be posted for one additional week for comments, and the comments will then go to the policy custodian to review as a secondary window for final comments.

#### E. Student Success (L. Akey)

- Handout attached
- We've put in a tremendous amount of time and energy into student success
- We have to believe that this is having an impact on our students, but we need to be more successful in strategically enrolling and retaining our students to get to our retention goals.
- L. Akey is looking at what other institutions have done and how we bring our initiatives together to get the impact we desire.

- L. Akey wants to increase our use of analytics to help drive insights. What actions do we need to take right now to engage our students?
- Over the next 60 days, L. Akey will be looking for engagement and feedback from students, faculty, and staff on what's working and what are our challenges.
- We need to look at expected impact vs. cost.
- L. Akey asks us to continue to make a difference in student success, and to continue to have meaningful conversations with students. Please see the handout for a website to provide knowledge, ideas, and insights (either anonymously or otherwise).
- L. Akey also asks us to be open to "New Ways" since we have to do what we're doing differently to get to the next level.
- R. Davenport is optimistic. We are reviewing research at other institutions that are working to change the student success ratio. Since we're a lead state university we need to be on the cutting edge.
- R. Davenport had his annual evaluation last July where he was evaluated based on how the University is doing and how he is doing as a President. The Chancellor said if any college can figure this issue out we can. We have the right leadership but it requires everyone.
- Budget reduction will continue if we don't get this under control.
- L. Akey is happy to meet with other groups and come to other meetings to present more.

#### F. Common Bell Update (R. Straka/L. Akey)

- Attachment included.
- The Common Bell project launched in the fall. L. Akey thanked ASF members for serving on teams this year.
- Proposals for the common scheduling framework were developed from 3 different teams and will be combined into one draft, next Friday March 22. It will then be available for comments through April 19<sup>th</sup>. There will also be open forums for comments and feedback. Please submit feedback when it becomes available.
- A work group will make revisions based on feedback received and submit recommendations to the cabinet.
- R. Straka noted that there were a lot of commonalities between the three groups' proposals. For Mankato, it makes the most sense to have common bell during the week days since we have ½ the amount of classes in the evenings and 10am-2pm are our busiest times.
- Telepresence will need to prioritize instructional use over administrative use during busy times.
- Fall 2019 we will start to shape the fall 2020 schedule.

#### G. Strategic Budget Process Update (R. Straka/L. Akey)

- The process work group, academic work group, and non-academic workgroup got together last week. The non-academic work group is making changes to the criteria and processes for the next cycle to add a separate section to explain who you are and what you do to give some context for the evaluator.
- The academic workgroup is moving through metrics. L. Akey anticipates full recommendations for revision in about a week or so.
- There will be more updates at Meet and Confer in April and May.
- R. Davenport states that we want this process to be as transparent as possible with as many members of the university committee involved as possible. Please let us know if you don't find something transparent.

#### H. Tuition & Fee Study Group (D. Jones)

- Mankato was well represented, D. Jones, S. Smith, and F. Rayani were all part of subgroups.
- With the creation of the International category, campuses now have authority to set international student tuition rates. This is very helpful since the term nonresident does not translate well in foreign languages and is often confusing.

- We used to have resident and nonresident graduate tuition, but we eliminated it in 2011-2012 to try to drive non-resident enrollment. However, it did not significantly change non-resident enrollment.
  - The committee came up with 4 recommendations:
    - 1) Maintain differential graduate tuition because they reflect the accurate costs to maintain these programs
    - 2) Reinstitute non-resident graduate tuition rate. The committee is currently proposing 1.5x residential rate and a separate International graduate tuition rate. This additional revenue would go towards the budget deficit.
    - 3) Online graduate degrees should be given a market based rate.
    - 4) Clarify that there is no banded tuition at the graduate level to reduce confusion.
  - Comparison data between us and sister institutions shows that we are currently the third cheapest for graduate nonresidents. The proposed rates would put us in the middle of the pack with our competitors.
  - The approval for this change would come from the board.
  - D. Jones states that they're hoping to implement this in fall 2020 with new graduates. This will give us time to advertise what the new rates will be.
  - S. Granberg-Rademacker asked about tuition remission through graduate assistantships. D. Jones answered that the tuition and fee study group thought a different group should address that since they thought they weren't the right forum to do so.
  - C. Nelson asked if we knew the cost comparisons between us and for-profit institutions. D. Jones answered that it depends on the field of study.
  - The student government seemed to understand the change, there were no graduate students in the room.
  - The goal is for there not to be a sticker shock and for current students to be grandfathered into their current tuition rate.
  - There are still details to work out between masters and doctoral rates. Doctoral programs have significant differentials so they're not sure how it will apply.
  - R. Straka stated that we do not know if this will significantly reduce nonresident graduate students or not. M. Wells stated that some programs have a lot of nonresidents whereas others do not.
  - Our quality of education and services takes revenue and resources to achieve.
- I. Iron Range Bell Program (M. Wells/R. Straka)
- We are expanding our Iron Range Engineering program in Virginia, MN. This program is currently targeted towards two year students in Northern MN, but we are looking to expand it to recruit two year engineering students nationally.
  - They created a summer boot camp to do a project based learning co-op. This boot camp is more expensive since it has individual learning projects with different companies. The first cohort was supported by a grant, but next summer tuition for this program will be \$7,000 for the summer, and \$12,000 for the school year.
  - This program and the tuition differential need to be approved by the board.
  - This is our program under our accreditation. It will be financially stable if we're able to have three cohorts of 75 students apiece.
  - M. Wells states that this program has the potential to bring new students to our university, especially students of color and women in engineering. Our program is currently 40% female, which is fairly unheard of for engineering programs. We're doing things innovatively.
  - MIT named us one of the top 10 emerging leaders in engineering.

- We're serving a population of working adults in Northern Minnesota who couldn't otherwise do an engineering education. Some employers may provide or reimburse tuition. We are working on recruiting and hiring faculty.
- R. Davenport stated that we haven't put money into this because the funding came from the Iron Range tax fund. There is no downside for us, however, we need to start looking elsewhere for funds to make this program sustainable since they won't want to fund this program forever.
- Right now the program doesn't list our name on it, so we need to make sure to add it.
- The iron range coordinators are ASF positions. S. Granberg-Rademacker asked what the coordinators do. M. Wells answered that the coordinators work with employers and students to make sure their projects meet the program competencies.
- The motivation is to keep the younger population from moving away from the iron range and to meet that geographic area's engineering needs since they currently have a sparse and aging population. The iron range engineering program is successful because students are coming from there and can then gain employment and stay there.
- There is a board meeting coming up, more details to come.

#### J. Diversity Update (H. Morris)

- Two handouts attached.
- ID works to make MNSU Mankato more welcoming to all members of our community, including students, faculty, and staff.
- 6 students of color met with police leadership from MNSU, Mankato, and North Mankato to discuss their experiences. This is a positive beginning step for open and honest communications.
- We have issues with closing the opportunity gap since this is a consistent issue. We understand the gap better than we did two years ago. There are academic, financial, and environmental aspects at play.
- There is currently a 10% success gap, which breaks down to 44 students of color. H. Morris breaks this down further to list what each college and department needs to do to retain more student. This creates manageable bites so everyone can be a part of the solution
- Academically, we need to look at high fail rate classes that are affecting our students of color.
- Financially, R. Straka and his staff have been very helpful with looking at revising policies to help students stay in school longer.
- Employees list issues such as not feeling supported, not being able to advance, housing issues, and troubles with school districts.
- R. Davenport states that our diversity initiatives do not happen in a vacuum since they are a part of our university wide student success initiatives.
- Over the next 20 years there will be a dramatic increase in our diverse student populations.
- H. Morris stated that when he started here 29 years ago, students of color only made up 3% of the population. This number has now grown to 17%.
- J. Van Boxel asked what Strive for 5 is. H. Morris answered that it is an initiative for colleges to retain five more students.
- M. Wells added that as we increase retention for majority students, we need to increase retention for students of color even more so the gap shrinks instead of widens.
- R. Straka added a general safety reminder to walk carefully due to the re-freeze since there have been slips and falls outside in the parking lots and outdoor stairs.

#### FY19 Meeting Dates

<i>April 4, 2019</i>	<i>CSU203</i>
<i>May 2, 2019</i>	<i>CSU203</i>

Position Vacancies by Status  
 Meet-and Confer, Thursday, March 14, 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 Center for English Language Programs	ASSOC/ASST PROF		8/20/18
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	ASF	PROB	Educational Talent Search	C		3/1/19
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	Interim Assistant Director	AA19205	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Kearney International Student Services	C		1/15/19
U	Professor or Associate Professor	AA19206	NEW	EXISTING	GENERAL	IFO	PROB	Integrated Engineering University	PROF / ASSOC PROF		5/15/19
C	Advising Center Office Assistant	AA19209	NEW	NEW	GENERAL	AFSCME	UNLIM	Undergraduate Advising Center	TBD		1/28/19
C	Administrative Assistant for Undergrad Programs	AA19216	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS INT		2/20/19
C	Transfer Evaluator & Academic Specialist	AA19217	NEW	NEW	GENERAL	MAPE	UNLIM	Registrar's Office	TBD		3/1/19
U	Child Welfare Program Student Support Coordinator	AA19219	NEW	EXISTING	NON-GEN	ASF	PROB	Social Work	TBD		4/1/19

C	Office Coordinator/Advising Assistant	AA19220	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	College of Business	OAS INT	3/11/19
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
C	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	MAPE	UNLIM	Dean's Office	ITS3	7/1/19
U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF	8/19/19
U	Theatre Teacher / Movement Specialist	AA20046	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASST PROF	8/12/19
U	Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASSOC / ASST PROF	08/12/19
U	Assistant Professor	AA20060	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	AMET	ASST PROF	8/19/19
U	Director of ECoE	AA20064	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Engineering Center of Excellence	7	1/2/19
U	Instructor	AA20069	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering & Technology	ASSOC / ASST PROF	8/19/19
U	Ecologist	AA20073	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Biological Sciences	ASST PROF / INSTR	8/19/19
U	Instructor	AA20074	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/20



U	Instructor	AA20075	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	B	7/1/19
U	TBD	AA20080	NEW	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	History	TBD	8/19/19
U	Assistant Professor	AA20084	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	School of Nursing	ASST PROF	8/19/19
U	Simulation Center Coordinator	AA20086	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	School of Nursing	B	8/19/19
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	7/1/18
C	General Maintenance Worker	FA19035	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19036	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19037	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	10/03/18
C	Groundskeeper	FA19044	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/15/18
U	Head Athletic Trainer	FA19067	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	C	4/1/19
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	1/22/18
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/27/18
C	General Maintenance Worker	SA19022	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	12/5/18
U	Dean of Students	SA19026	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	Student Affairs	D	7/1/19
C	University Test Center Coordinator	SA19029	NEW	NEW	NEW	GENERAL	AFSCME	UNLIM	New Student & Family Programs	OAS SR	5/1/19

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Interim Asst. Director for Student Success & Communication	SA19030	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	New Student and Family Programs	C		3/4/19
U	Regional Admissions Officer	SA19032	EXISTING	EXISTING	GENERAL	ASF	PROB	Admissions	B		7/1/19
C	Lab Technician	SA19033	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Student Health Services	MED LAB TECH 2		5/1/19
C	Pharmacy Technician	SA19034	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Student Health Services	PHARM TECH		4/1/19
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	AFSCME	INTMT	Printing Services	GRAPHICS ARTS SPEC		9/5/18
U	Director of Content Marketing	UA19012	NEW	NEW	GENERAL	MAPE	PROB	Integrated Marketing	TBD		4/1/19
U	Director of Visual Content Strategies	UA19013	NEW	NEW	GENERAL	MAPE	PROB	Integrated Marketing	TBD		4/1/19
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	GENERAL	ASF	PROB	KMSU Radio	C		7/1/19

## Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
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
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	ASST PROF		8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	IFO	PROB	Geography	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	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	C		8/19/19

U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	IFO	PROB	Aviation	ASST 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	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	Technical Communications Assistant Professor -	AA20044	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	8/19/19
U	Composition and Rhetoric	AA20045	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	IFO	PROB	Integrated Engineering - Iron Range Integrated	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Engineering: Twin Cities Engineering	ASSOC / ASST PROF	8/26/19
C	Groundskeeper Intermediate	FA19065	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Grounds	GRDS INT	3/1/19
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Grounds	GRDS INT	3/1/19
C	Groundskeeper Intermediate Seasonal	FA19069	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Grounds	GRDS INT	3/1/19
C	General Maintenance Worker	FA19070	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	2/24/19
C	General Maintenance Worker	FA19071	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	2/25/19
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	7/11/19

C	Technology & Data Specialist	SA19028	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Career Development Center	MGMT ANYL 2	3/6/19
C	Emergency Management & Security Coordinator	SA19031	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	University Security	IPC-1	5/1/19
U	Director of Development	UA19010	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D	3/18/19

## Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
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	Academic Advisor	AA19204	EXISTING	EXISTING	GENERAL	ASF	PROB	Engineering	B		4/1/19
C	Administrative Assistant	AA19210	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	CSET Advising University	OAS SR		2/11/19
C	Administrative Assistant	AA19212	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Extended Education	OAS SR		6/1/19
C	Administrative Assistant	AA19213	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Biological Sciences	OAS INT		2/1/19
C	Executive Assistant	AA19214	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Aviation	OAS PRIN		2/20/19
U	Associate or Assistant Professor	AA20012	EXISTING	EXISTING	GENERAL	IFO	PROB	Office of the Provost	ASSOC/ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	IFO	PROB	Biological Sciences	ASSOC/ASST PROF		8/19/19
U	Assistant Professor	AA20021	EXISTING	EXISTING	GENERAL	IFO	PROB	Marketing & International Business	ASSOC/ASST PROF		8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	IFO	PROB	Social Work	ASST PROF		8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Speech, Hearing & Rehab Svcs.	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	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media Mechanical	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering & Civil	ASST PROF	8/19/19
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering Physics and Astronomy	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	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	ASF	PROB	CSU & Student Activities	B	1/7/19
C	Campus Security Officer	SA19024	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	CSO	1/13/19

# Finalists Selected / Offer Approvals

## Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	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	Library Technician/Public Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH		9/1/18
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	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	ASF	PROB	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	ASF	PROB	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	ASF	PROB	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	ASF	PROB	Integrated Engineering: Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	ASF	PROB	Integrated Engineering: Iron Range	B		01/09/19

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	Dentist	AA19201	NEW	EXISTING	NON-GEN	COMMS	UNLIM	Dental Hygiene	Dentist	1/14/19
C	Administrative Assistant	AA19208	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Elementary and Literacy Education	OAS INT	2/1/19
C	Graduation Evaluator	AA19211	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR	3/1/19
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	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical and Civil Engineering	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	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 Engineering	ASST PROF	8/19/19
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	8/19/19
U	Instructor	AA20068	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/19
U	Assistant Professor	AA20072	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mechanical Engineering & Civil Engineering	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	General Maintenance Worker	FA19058	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	12/17/18
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Campus Hub	CSS SR	1/7/19
C	General Maintenance Worker	FA19061	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Facilities Management	GMW	1/28/19
C	Groundskeeper Intermediate	FA19064	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Grounds	GRDS INT	3/1/19
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Scheduling & Conference Services	OAS INT	11/28/18
C	Assistant Director, Equal Opportunity & Title IX	PO19008	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Equal Opportunity & Title IX	AAO3	3/1/19
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	MMA	UNLIM	University Security	CSS	12/1/18
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	IFO	PROB	Counseling Center	ASST PROF	8/19/19
C	Administrative Assistant	UA19011	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Alumni Relations	OAS INT	2/15/19

## Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Director of Retention	AA19128	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	C	Ann Swartz-Beckius	02/01/19
C	Administrative Assistant	AA19190	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Educational Leadership	OAS INT	Gabrielle Caron	02/20/19
C	Office Coordinator	AA19194	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Communication Studies	OAS INT	Kaori Seavey	03/11/19
U	Interim Educational Advisor	AA19195	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Educational Talent Search	B	Blair, Alex	02/25/19



C	Administrative Assistant	AA19199	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS SR	Cynthia Friesen	02/05/19
U	Interim Director of Student Success	AA19200	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	C	Dennis Beale	04/02/19
U	Interim Associate VP for Faculty Affairs	AA19215	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	13	Brian Martensen	03/18/19
C	Communications and Events	AA19218	EXISTING	EXISTING	GENERAL	MAPE	TEMP	Office of the Provost	INFO OFF 3		
U	Assistant Professor	AA20001	EXISTING	EXISTING	GENERAL	IFO	PROB	Law Enforcement	ASST PROF	John Reed	08/19/19
U	Assistant Professor or Instructor	AA20058	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Computer Information Science	ASST PROF / INSTR	David Clisbee	08/19/19
U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering and Technology	INSTR	Ryan Shirk	08/19/19
U	Instructor	AA20061	EXISTING	EXISTING	NON-GEN	IFO	FIXED TERM	Philosophy	INSTR	Kathryn Swanson	08/19/19
U	Instructor	AA20065	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	Matthew Priem	08/19/19
U	Instructor	AA20066	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	Sarah Lanand	08/19/19
U	Instructor	AA20067	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	Weidong Chen	08/19/19
C	Groundskeeper	FA19043	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Christian Blommel	02/18/19
U	Intermediate - Snow Plower	FA19048	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Amanda Kruse	02/15/19
C	Athletic Training Assistant	FA19062	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	Rae Barbknecht	02/20/19
C	General Maintenance Worker	FA19063	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Building Services	GMW	Debora Sanford	03/06/19

C	Groundskeeper Intermediate	FA19068	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Grounds	GRDS INT	Bradley Becker	03/04/19
C	Database Developer	IT19000	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Application Development Equal	ITS 3	Robert Hensley	03/06/19
C	Administrative Assistant	PO19009	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Opportunity & Title IX	OAS INT	Jody Bloemke	02/25/19
C	Administrative Assistant Military & Veteran	SA19013	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life Veterans	OAS INT	Jana Pestka	02/25/19
U	Student Success Coordinator	SA19017	EXISTING	EXISTING	GENERAL	ASF	PROB	Resource Center	B	Timothy Adams	03/06/19
U	Director of Development, Science, Engineering and Tech.	UA19008	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D	Ashley Eimer	02/15/19
U	Director of Development, College of Allied Health and Nursing	UA19009	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D	Christopher Hvinden	02/15/19

## On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS SR		1/7/19

	155	126	139	142	137	163	158	last year = 156
TOTAL POSITIONS:								
	9/6/18	10/11/18	11/1/18	12/13/18	1/10/19	2/14/19	3/14/19	
TOTAL NOT STARTED	18	56	64	65	61	66	49	
TOTAL OPEN	10	10	12	16	24	23	24	
TOTAL REVIEWING APPLICANTS	7	5	4	15	10	18	22	
TOTAL FINALISTS SELECTED	21	11	3	16	24	27	36	
TOTAL HIRED	87	36	48	27	15	25	26	
TOTAL ON HOLD/NOT BEING FILLED	12	8	8	3	3	4	1	

Position Vacancies by Bargaining Unit/Employee Group  
Meet-and Confer, Thursday, March 14, 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	REVIEWING APPLICATIONS	IRRA and WRC	7		10/15/18
U	Interim Associate VP for Faculty Affairs	AA19215	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Office of the Provost	13	Brian Martensen	03/18/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	AT WILL	ADVERTISEMENT OPEN	Dean's Office	10		8/19/19
U	Associate VP for Research and Dean of Graduate Education	AA20018	EXISTING	EXISTING	GENERAL	AT WILL	FINALISTS SELECTED	Office of the Provost	11		7/1/19
U	Director of ECOE	AA20064	EXISTING	EXISTING	GENERAL	AT WILL	POSITION DRAFTED	Engineering Center of Excellence	7		1/2/19

**AFSCME**

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Library Technician/Public Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Library Services	LIB TECH		9/1/18
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEMENT OPEN	Electrical and Computer Engineering and Technology	OAS INT		11/19/18
C	Administrative Assistant	AA19190	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Educational Leadership	OAS INT	Gabrielle Caron	02/20/19
C	Office Coordinator	AA19194	EXISTING	NEW	GENERAL	UNLIM	HIRED	Communication Studies	OAS INT	Kaori Seavey	03/11/19
C	Administrative Assistant	AA19199	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	School of Nursing	OAS SR	Cynthia Friesen	02/05/19
C	Administrative Assistant	AA19208	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Elementary and Literacy Education	OAS INT		2/1/19

C	Advising Center Office Assistant	AA19209	NEW	NEW	GENERAL	UNLIM	NOT YET STARTED	University Undergraduate Advising Center	TBD	1/28/19
C	Administrative Assistant	AA19210	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	University Extended Education	OAS SR	2/11/19
C	Graduation Evaluator	AA19211	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Registrar's Office	OAS SR	3/1/19
C	Administrative Assistant	AA19212	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Biological Sciences	OAS SR	6/1/19
C	Administrative Assistant	AA19213	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Aviation	OAS INT	2/1/19
C	Administrative Assistant for Undergrad Programs	AA19216	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	School of Nursing	OAS INT	2/20/19
C	Office Coordinator/Advising Assistant	AA19220	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	College of Business	OAS INT	3/11/19
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	HIRED	Grounds	GRDS INT	02/18/19
C	Groundskeeper Intermediate - Snow Plower	FA19044	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	Refrigeration Mechanic	FA19050	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Physical Plant	REFRIG MECH	10/31/18
C	General Repair Worker	FA19052	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Physical Plant	GRW	11/16/18
C	General Maintenance Worker	FA19058	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Building Services	GMW	12/17/18
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Campus Hub	CSS SR	1/7/19

C	General Maintenance Worker	FA19061	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Facilities Management	GMW	1/28/19
C	General Maintenance Worker	FA19062	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	02/20/19 Rae Barbknecht
C	General Maintenance Worker	FA19063	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Building Services	GMW	03/06/19 Debora Sanford
C	Groundskeeper Intermediate	FA19064	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	VERBAL OFFER EXTENDED	Grounds	GRDS INT	3/1/19
C	Groundskeeper Intermediate	FA19065	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	ADVERTISEMENT T OPEN	Grounds	GRDS INT	3/1/19
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	ADVERTISEMENT T OPEN	Grounds	GRDS INT	3/1/19
C	Groundskeeper Intermediate	FA19068	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Grounds	GRDS INT	03/04/19 Bradley Becker
C	Groundskeeper Intermediate Seasonal	FA19069	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	ADVERTISEMENT T OPEN	Grounds	GRDS INT	3/1/19
C	General Maintenance Worker	FA19070	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW	2/24/19
C	General Maintenance Worker	FA19071	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW	2/25/19
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	OFFEREE APPROVED	University Scheduling & Conference Services	OAS INT	11/28/18
C	Administrative Assistant	PO19009	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Equal Opportunity & Title IX	OAS INT	02/25/19 Jody Bloemke
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW	1/22/18
C	Administrative Assistant	SA19013	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Residential Life	OAS INT	02/25/19 Jana Pestka
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW	10/27/18
C	General Maintenance Worker	SA19022	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW	12/5/18
C	Campus Security Officer	SA19024	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Security	CSO	1/13/19

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	University Test Center Coordinator	SA19029	NEW	NEW	GENERAL	UNLIM	NOT YET STARTED	New Student & Family Programs	OAS SR		5/1/19
C	Lab Technician	SA19033	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Student Health Services	MED LAB TECH 2		5/1/19
C	Pharmacy Technician	SA19034	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Student Health Services	PHARM TECH		4/1/19
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	INTMT	NOT YET STARTED	Printing Services	GRAPHIC S ARTS SPEC		9/5/18
C	Administrative Assistant	UA19011	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Alumni Relations	OAS INT		2/15/19

## ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Director of Retention	AA19128	EXISTING	EXISTING	GENERAL	PROB	HIRED	OASIS	C	Ann Swartz-Beckius	02/01/19
U	Coordinator - Bell Program Facilitators	AA19165	NEW	EXISTING	NON-GEN	EXT FUNDED	REVIEWING APPLICATIONS	Integrated Engineering; Iron Range Engineering	C		01/09/19
U	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	PROB	FINALISTS SELECTED	Integrated Engineering; Iron Range	B		01/09/19

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	ADVERTISEMEN T OPEN	Internships and Strategic Partnerships	B	1/7/19
U	Interim Educational Advisor	AA19195	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Educational Talent Search	B	Blair, Alex 02/25/19
U	Interim Educational Advisor	AA19196	EXISTING	EXISTING	NON-GEN	FIXED TERM	VERBAL OFFER EXTENDED	Educational Talent Search	B	12/01/18
U	Outreach Coord. for Partnerships & Collaboration	AA19197	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	University Extended Education	C	03/01/19
U	Interim Director of Student Success	AA19200	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	OASIS	C	Dennis Beale 04/02/19
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	Academic Advisor	AA19204	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	CSET Advising	B	4/1/19
U	Interim Assistant Director	AA19205	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Kearney International Student Services	C	1/15/19
U	Child Welfare Program Student Support Coordinator	AA19219	NEW	EXISTING	NON-GEN	PROB	NOT YET STARTED	Social Work	TBD	4/1/19
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Aviation	C	8/19/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	OASIS	B	7/1/19
U	TBD	AA20080	NEW	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	History	TBD	8/19/19
U	Simulation Center Coordinator	AA20086	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	School of Nursing	B	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	HIRED	Intercollegiate Athletics	B	Amanda Kruse	02/15/19
U	Head Athletic Trainer	FA19067	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Intercollegiate Athletics	C		4/1/19
U	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	PROB	REVIEWING APPLICATIONS	CSU & Student Activities	B		1/7/19
U	Military & Veteran Student Success Coordinator	SA19017	EXISTING	EXISTING	GENERAL	PROB	HIRED	Veterans Resource Center	B	Timothy Adams	03/06/19
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	FIXED TERM	ADVERTISEMENT OPEN	Residential Life	B		7/11/19
U	Dean of Students	SA19026	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Student Affairs	D		7/1/19
U	Interim Asst. Director for Student Success & Communication	SA19030	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	New Student and Family Programs	C		3/4/19
U	Regional Admissions Officer	SA19032	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Admissions	B		7/1/19
U	Director of Development, Science, Engineering and Tech. Director of Development, College of Allied Health and Nursing	UA19008	EXISTING	EXISTING	GENERAL	PROB	HIRED	University Development	D	Ashley Eimer	02/15/19
U	Director of Development	UA19009	EXISTING	EXISTING	GENERAL	PROB	HIRED	University Development	D	Christopher Hvinden	02/15/19
U	Director of Development	UA19010	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	University Development	D		3/18/19
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	GENERAL	PROB	CONDUCTING RANGE REVIEW	KMSU Radio	C		7/1/19

## Commissioners Plan

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	UNLIM	ON HOLD	Office of the Provost	OAS SR		1/7/19
C	Dentist	AA19201	NEW	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	Dental Hygiene	Dentist		1/14/19
C	Executive Assistant	AA19214	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Office of the Provost	OAS PRIN		2/20/19

# 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	FINALISTS SELECTED	Teaching & Learning: K-12 & Secondary Programs	ASSOC/A SST PROF		1/9/19 or 8/19/19
U	Assistant/Associate/Full Professor	AA19156	NEW	EXISTING	NON-GEN	EXT FUNDED	WRITTEN OFFER EXTENDED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	EXT FUNDED	WRITTEN OFFER EXTENDED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	EXT FUNDED	VERBAL OFFER EXTENDED	Integrated Engineering	ASST/AS SOC/PR OF		1/9/19
U	Professor or Associate Professor	AA19206	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Integrated Engineering	PROF / ASSOC PROF		5/15/19
U	Assistant Professor	AA20001	EXISTING	EXISTING	GENERAL	PROB	HIRED	Law Enforcement	ASST PROF	John Reed	08/19/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Political Science	ASST PROF		8/19/19
U	Assistant Professor	AA20005	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mathematics & Statistics	ASST PROF		8/19/19
U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mathematics & Statistics	ASST PROF		8/19/19
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mechanical and Civil Engineering	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	PROB	POSITION DRAFTED	School of Nursing	ASSOC / ASST PROF		8/19/19

U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	PROB	POSITION DRAFTED	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/ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	PROB	REVIEWING APPLICATIONS	Marketing & International Business	ASSOC/ASST PROF	8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Geography	ASST PROF	8/19/19
U	Assistant Professor	AA20021	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20024	NEW	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Aviation	ASST PROF	8/19/19
U	Assistant Professor	AA20033	EXISTING	EXISTING	GENERAL	FIXED TERM	FINALISTS SELECTED	KSP	ASST PROF	8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	Speech, Hearing & Rehab Svcs.	PROF	8/19/19
U	Assistant Professor	AA20035	NEW	NEW	GENERAL	FIXED TERM	ADVERTISEMENT OPEN	Speech, Hearing & Rehab Svcs.	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Human Performance	ASSOC/ASST PROF	8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Special Education	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Human Performance	ASSOC/ASST PROF	Spring or Fall 2019

U	Associate or Assistant Professor	AA20041	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Human Performance - Exercise Science	ASSOC/ ASST PROF	8/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Mass Media	ASST PROF	8/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mass Media	ASST PROF	8/19/19
U	Assistant Professor - Technical Communications	AA20044	NEW	NEW	GENERAL	PROB	ADVERTISEMEN T OPEN	English	ASST PROF	8/19/19
U	Assistant Professor - Composition and Rhetoric	AA20045	NEW	NEW	GENERAL	PROB	ADVERTISEMEN T OPEN	English	ASST PROF	8/19/19
U	Theatre Teacher / Director / Movement Specialist	AA20046	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Theatre and Dance	ASST PROF	8/12/19
U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Theatre and Dance	ASSOC/ ASST PROF	08/12/19
U	Assistant Professor	AA20048	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mechanical & Civil Engineering	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mechanical Engineering & Civil Engineering	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Biological Sciences	ASSOC/ ASST PROF	8/19/18
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Physics and Astronomy	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	PROB	ADVERTISEMEN T OPEN	Integrated Engineering - Iron Range	ASSOC/ ASST PROF	8/19/19
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Biological Sciences	ASSOC/ ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Computer Information Science	ASSOC/ ASST PROF	8/19/19

U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Automotive & Manufacturing Engineering Tech	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20056	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Computer Information Science Electrical &	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Computer Engineering and Technology	ASST PROF	8/19/19
U	Assistant Professor or Instructor	AA20058	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Computer Information Science Electrical &	ASST PROF / INSTR	08/19/19
U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Computer Engineering and Technology	INSTR	08/19/19
U	Assistant Professor	AA20060	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	AMET	ASST PROF	8/19/19
U	Instructor	AA20061	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Philosophy	INSTR	08/19/19
U	Instructor	AA20065	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	08/19/19
U	Instructor	AA20066	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	08/19/19
U	Instructor	AA20067	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	08/19/19
U	Instructor	AA20068	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Mathematics and Statistics	INSTR	8/19/19
U	Instructor	AA20069	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Mathematics and Statistics	INSTR	8/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Electrical & Computer Engineering & Technology	ASSOC / ASST PROF	8/19/19

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Assistant Professor	AA20072	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	Mechanical Engineering & Civil Engineering	ASST PROF		8/19/19
U	Ecologist	AA20073	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Biological Sciences	ASST PROF / INSTR		8/19/19
U	Instructor	AA20074	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Mathematics and Statistics	INSTR		8/19/20
U	Instructor	AA20075	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Mathematics and Statistics	INSTR		8/19/19
U	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMENT OPEN	Integrated Engineering: Twin Cities	ASSOC / ASST PROF		8/26/19
U	Assistant Professor	AA20084	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	School of Engineering	ASST PROF		8/19/19
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Nursing 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	Transfer Evaluator & Academic Specialist	AA19217	NEW	NEW	GENERAL	UNLIM	CONDUCTING RANGE REVIEW	Registrar's Office	TBD		3/1/19
C	Director of Communications and Events	AA19218	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Office of the Provost	INFO OFF 3		4/1/19
C	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Dean's Office	ITS3		7/1/19
C	Database Developer	IT19000	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Application Development	ITS 3	Robert Hensley	03/06/19
C	Assistant Director, Equal Opportunity & Title IX	PO19008	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Equal Opportunity & Title IX	AAO3		3/1/19

C	Technology & Data Specialist	SA19028	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Career Development Center	MGMT ANYL 2	3/6/19
C	Emergency Management & Security Coordinator	SA19031	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	University Security	IPC-1	5/1/19
U	Director of Content Marketing	UA19012	NEW	NEW	NEW	GENERAL	PROB	NOT YET STARTED	Integrated Marketing	TBD	4/1/19
U	Director of Visual Content Strategies	UA19013	NEW	NEW	NEW	GENERAL	PROB	NOT YET STARTED	Integrated Marketing	TBD	4/1/19

## 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
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	University Security	CSS		12/1/18

TOTAL POSITIONS:	155	126	139	142	137	163	158				
	9/6/18	10/11/18	11/1/18	12/13/18	1/10/19	2/14/19	3/14/19				
ADMINISTRATORS	8	2	2	4	5	5	5				
AFSCME	48	46	49	43	35	51	45				
ASF	39	48	57	47	38	38	35				
COMMISSIONERS PLAN	3	2	2	2	3	5	3				
IFO	48	20	20	37	48	58	60				
MANAGERIAL PLAN	0	0	0	0	0	0	0				
MAPE	8	7	8	7	6	6	9				
MGEC	0	0	0	0	0	0	0				
MMA	1	1	1	2	2	2	1				

# 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
Aguilar, 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
Eggmann, Corissa Jaye	Director of Public Relations	Theatre and Dance	01/09/2019	01/09/2019	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
Fischer, Jill Suzanne	Interim Education Abroad Advisor	Global Education	01/22/2019	01/22/2019	06/30/2019
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	Academic Affairs	11/28/2018	11/28/2018	06/30/2019
Hanegmon, Andrew	Interim Bell Program Facilitator	Integrated Engineering	01/02/2019	01/02/2019	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
Maki, Brandy R	Interim Bell Program Facilitator	Science, Engineering & Tech., College	01/02/2019	01/02/2019	06/30/2019
Mann, Cody	Interim Bell Program Facilitator	Integrated Engineering	01/02/2019	01/02/2019	06/30/2019
Matthews, Brice J	Acting Associate Director	Residential Life	01/02/2019	01/02/2019	06/30/2019
Menik, Emily Anne	Interim Asst Dir RSO, Leadership	Undergraduate Admissions	07/16/2018	11/12/2018	06/30/2019
Morson, Alissa Marie	Programming & Retention Advisor	Elizabeth & Wynn Kearney Int'l Cente	06/12/2017	07/01/2018	06/30/2019
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

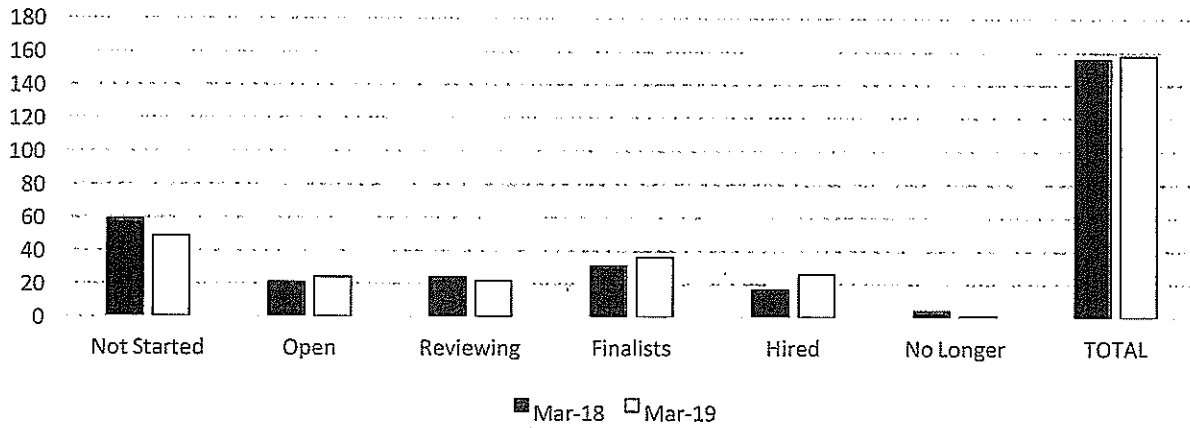




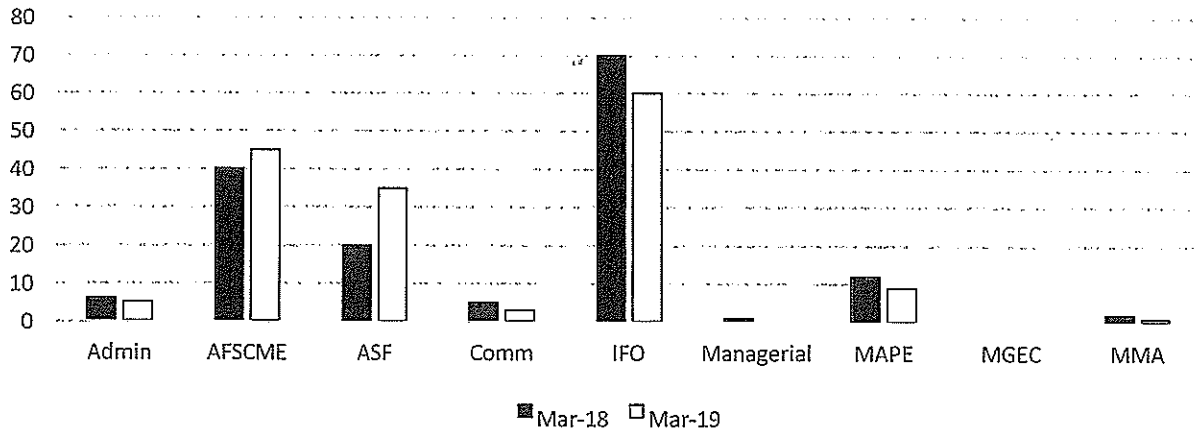
# Vacancy Data

Meet and Confer, Thursday, March 14, 2019

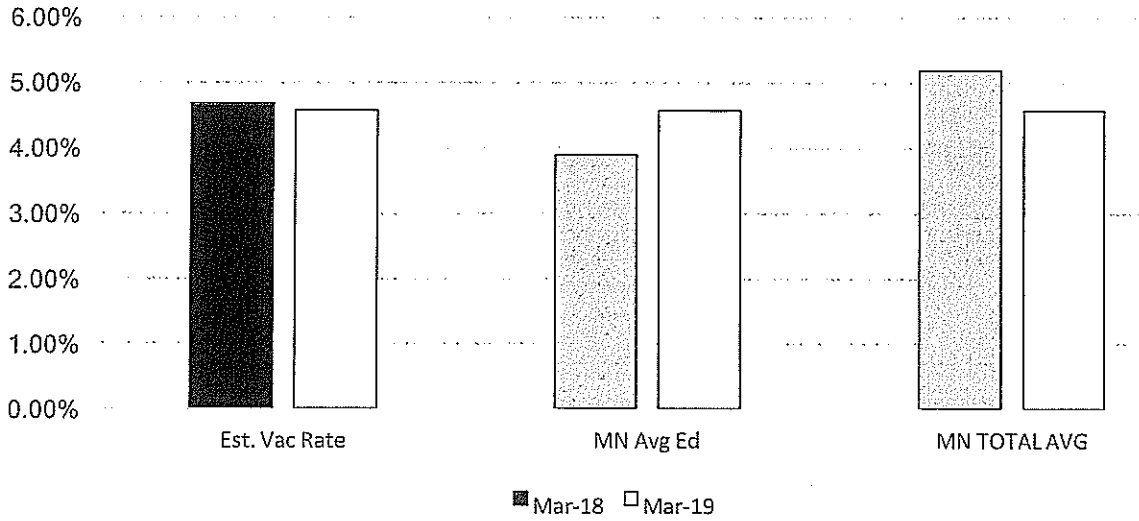
Vacancies by Search Status  
MAR 2018 - MAR 2019



Vacancies by Employee Group  
MAR 2018 - MAR 2019



### Estimated Vacancy Rate



## 15 Complaints

(Last year at this time: 22 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



### Total Investigation Timeline

2017-2018 Average: 34.71 days

Goal: 30 days

# HR-TSM

## Highlighting our Progress

MSU Transaction Processing		
	MSU	Service Center
FWM Fall	34.00%	66.00%
FWM Spring	0.30%	99.70%

### Our Progress

System average is 95%, and the south service center average for institutions in our region is 86%. MSU is outpacing many of our colleagues in turning transactions over to the service center

We are actively partnering with MinnState and the service center to improve our on-time payment accuracy from 94% to 99%

Data Clean-Up		
	March 8	GOAL March 30
Positions with incorrect supervisor	6.00	2.00 or less

### Our Progress

HR is actively reviewing data in our SEMA4 system to accurately reflect supervisors for all employees

Our SEMA4 access will be read-only starting in April

Supervisor Delegations		
	MSU	System Average
Delegations to HR Staff	98.00	22.00

### Our Progress

HR is working with MinnState and the service center to find the right balance of supervisor delegations to HR

We also need to determine the numbers for the other 6 universities to get a better sense of how MSU compares

Our primary interest and responsibility is to ensure transactions are entered accurately for optimal processing by our service center

## **Policies for Review – Meet and Confer Update – March 14, 2019**

### Expedited Review

The University's expedited policy consultation and approval process includes one review period during which members of the University community have the opportunity to review policy drafts and suggest modifications. The current expedited review period will end on March 15, 2019.

- Student Education Records

### Formal Review

The University's standard policy consultation and approval process includes two review periods during which members of the University community have the opportunity to review policy drafts and suggest modifications. The current formal review period will end on March 29, 2019.

- Academic Forgiveness for Undergraduate Students
- Academic Standing for Undergraduate Students
- Undergraduate Admissions for Non-Degree Seeking Students (University Admissions)
- Contracts
- Grade Appeals
- Grading
- Graduate Assistantships
- Hosting Minors on Campus
- Last Day of Attendance
- Lost and Found
- Outdoor Music Events
- Post-Secondary Enrollment Options
- Posting
- Early and Priority Registration
- Statement of Student Responsibilities
- Student Financial Aid Eligibility: SAPS
- Undergraduate Admissions (University Admissions)
- Web Publishing (Electronic Communications Publishing)

Copies of all policies under review may be accessed at <http://www.mnsu.edu/policies/whatis/review/>. Comments may be provided electronically to Dr. Lynn Akey, Vice President for Student Success, Analytics and Integrated Planning at [lynn.akey@mnsu.edu](mailto:lynn.akey@mnsu.edu).

## Student Life Cycle and Integrated Student Success Components Map

\*Illustrative examples not intended to be all-encompassing.

### Outreach

**Student Recruitment\***

- Admissions
- Scholarships
- Course Placement/Testing Services
- Transcript/Credit Evaluations
- Orientation

### Transition

### Enrollment

**Student Success Services\***

- Financial Planning/Counseling
- Early Alert
- Case Management
- Academic Advising
- Registration
- Career Services
- Academic Support (tutoring/supplemental instruction/mentoring, etc.)

**Student Academic Achievement\***

- Academic Degree/Majors Program
- Admission Requirements
- Academic Program Polls
- Course Completion & Success
- Graduation Requirements
- Developmental Education

**Student Support and Engagement\***

- Financial Aid
- Student Conduct
- Security
- Housing
- Union/Student Activities
- Health Services
- Internships & Recreation
- Counseling Services
- Diversity, Equity & Inclusion
- Study Away & Abroad
- Accessibility Services

**Student Academic Engagement\***

- First Year Seminar
- Learning Communities
- Honors
- Undergraduate Research

### Completion

### Alumni

### Student Success Management\*

- Technology Platforms and Communications
- Procedures and Practices
- Student Data Analytics

## Going Beyond Right Now

- Continue to Make a Difference in Student Success
- Contribute Your Knowledge, Ideas and Insights
  - <http://link.mnsu.edu/studentsuccess>
- Be Open to “New Ways”

*We have to create the change  
we want to see in Student Success*

 MINNESOTA STATE UNIVERSITY MANKATO

 MINNESOTA STATE UNIVERSITY MANKATO



## Student Success

*Going Beyond What We Currently Find Possible*

Big ideas. Real-world thinking.

## Going Beyond

- Cross-Divisional Coordination
- Cross-Functional Collaboration
- Analytics and Insights
- Student Success Centered Processes, Practices and Communications
- Problem-Solving Tough Barriers and Gaps

## The Next 60 Days

- Engagement and Feedback
  - Students, Faculty and Staff
- Shared Understanding of Initiatives
  - Push Initiatives with Highest Expected Impact to Cost Ratio
- Roles that Support and Enable
  - Process Improvement and Initiative Coordination
  - Data Analytics and Outreach
  - Communication and Technology-Enabled Support
- Use Traditional Structures and New Ones
- Foundation for Mid- and Long-Range Action



# Student Success

*Going Beyond What We Currently Find Possible*

Dr. Lynn Akey

Vice President for Student Success,  
Analytics and Integrated Planning

Big ideas. Real-world thinking.

## Our Current State

- Tremendous Effort and Work
- Numerous Initiatives and Strategies Undertaken
- \$\$ Invested

Certainly our efforts have made a positive impact on some of our students. Yet, we believe that more students could be successful at Minnesota State Mankato:

- Enrollment Management Goals
- Student Learning and Educational Goals

**COMMON BELL AND COORDINATED SCHEDULING WORK GROUP  
SHARING AND CONSULTATION TIMELINES**

- Common Bell Work Group Meeting – March 12
- Council of Deans Update – March 20
- Common Bell Work Group Meeting – March 20
- Post Draft Common Bell Recommendation for Campus Feedback – March 22-April 19
- Department Chairs' and Division Directors' Update – April 1
- Joint Budget, Planning, and Assessment & Evaluation Sub-Meet Meeting – April 2
- Meet and Confer Update/Consultation – April 4
- Campus Open Forum(s) – April 2, 8:00-9:00 a.m. in Johnson Alumni Rm.  
April 3, 2:00-3:00 p.m. in Johnson Alumni Rm.
- Common Bell Work Group Meeting – week of April 22
- Meet and Confer Update/Consultation – May 2
- Common Bell Work Group Meeting (as needed) – week of May 6
- Common Bell Recommendation Submitted to Cabinet for Recommendation to the President for Adoption.

## Tuition Study Group Graduate Tuition Recommendations 0.9 (3/13/19)

### Graduate Tuition Charge and Review:

At the December 10, 2018, President Davenport charged Vice President for Student Affairs & Enrollment Management and Vice President for Finance and Administration to lead a Tuition & Fees Study Group to review our approach to tuition and fees, as the Minnesota State System has revised the Tuition & Fees Policy and Procedures. The Study Group included Provost & Senior Vice President, Vice President for Student Success, Analytics & Integrated Planning, Acting Dean of Global Education, and Interim Associate Vice President for Research and Graduate Dean. Additionally Amanda Eekhoff, a Financial Analyst for Institutional Analytics & Strategic Effectiveness, provided data and analysis support.

After reviewing the history of graduate tuition rates at Minnesota State Mankato and graduate enrollment, the Tuition Study Group found that the move to a singular graduate tuition rate did not correspond with an increase in graduate enrollment.

**Graduate Enrollment in Fall 2010 = 2,001; in Fall 2014 = 1,992 (31% NR); in Fall 2018 = 1,893 (30% NR)**

### Graduate Tuition Recommendations:

The Tuition Study Group recommends the following approaches to graduate tuition:

1. Where a differential graduate tuition exists, maintain that differential.
2. *In 2010, the University moved to a singular graduate tuition level, by eliminating non-resident tuition. At that time, the non-resident graduate student paid a graduate tuition 1.65% more than a Minnesota resident graduate student did. With this recommendation, the Tuition Study Group is proposing the recreation of the graduate non-resident and the creation of a graduate international tuition rate 1.5% more than a Minnesota resident graduate student. This proposed difference is less than the actual difference between graduate tuition rates had we not made the change to a singular graduate tuition in 2010. We recommend a Spring 2020 or Fall 2020 implementation while grandfathering in current non-resident graduate students.*

For all Other Graduate Tuition programs, create three graduate tuition categories:

- a. Graduate Resident Tuition = X (\$411.40 per credit)
- b. Create a Non-Resident Graduate Tuition rate = X\*1.5% (\$617.10 per credit)
- c. Create an International Graduate Tuition rate = X\*1.5% (\$617.10 per credit)

CURRENT	2014	2015	2016	2017	2018
<b>Existing / Actual</b>					
International	\$ 1,092,792	\$ 1,419,486	\$ 1,573,395	\$ 1,335,936	\$ 1,312,111
Nonresident	\$ 1,118,122	\$ 1,227,711	\$ 1,193,165	\$ 1,112,202	\$ 1,351,910
Resident	\$ 8,025,802	\$ 8,368,406	\$ 8,561,609	\$ 8,877,826	\$ 8,992,615
<b>Total Graduate Revenue</b>	<b>\$ 10,236,716</b>	<b>\$ 11,015,603</b>	<b>\$ 11,328,170</b>	<b>\$ 11,325,963</b>	<b>\$ 11,656,636</b>
Change in Revenue Year-over-year		7.07%	2.76%	-0.02%	2.84%

Please provide feedback to David Jones at [david.jones@mnsu.edu](mailto:david.jones@mnsu.edu) by April 1, 2019.

Suggested Change	2014	2015	2016	2017	2018
International (150% diff)	\$ 1,639,188	\$ 2,129,229	\$ 2,360,093	\$ 2,003,903	\$ 1,968,167
Nonresident (150% diff)	\$ 1,677,183	\$ 1,841,566	\$ 1,789,748	\$ 1,668,302	\$ 2,027,864
Resident	\$ 8,025,802	\$ 8,368,406	\$ 8,561,609	\$ 8,877,826	\$ 8,992,615
<b>Total Graduate Revenue</b>	<b>\$ 11,342,173</b>	<b>\$ 12,339,201</b>	<b>\$ 12,711,451</b>	<b>\$ 12,550,032</b>	<b>\$ 12,988,647</b>
Dollar Increase	\$ 1,105,457	\$ 1,323,598	\$ 1,383,280	\$ 1,224,069	\$ 1,332,011
Percentage Increase over current revenue	10.80%	12.02%	12.21%	10.81%	11.43%

3. For online Graduate degrees, let the program pro forma define the needed graduate tuition level using the System's Market-based rate.

4. Simplify the display and communication of graduate tuition and fees.

Other Graduate Programs	Resident Tuition	Non-Resident & International Tuition	Fees
1-12 credits	\$411.40 per credit	\$617.10 per credit	\$41.74 per credit to a max of \$502.65
13 or more credits (overload permission required)	\$411.40 per credit	\$617.10 per credit	\$502.65 + \$0.61 per credit*
Online courses	additional \$36.25 per credit	additional \$36.25 per credit	

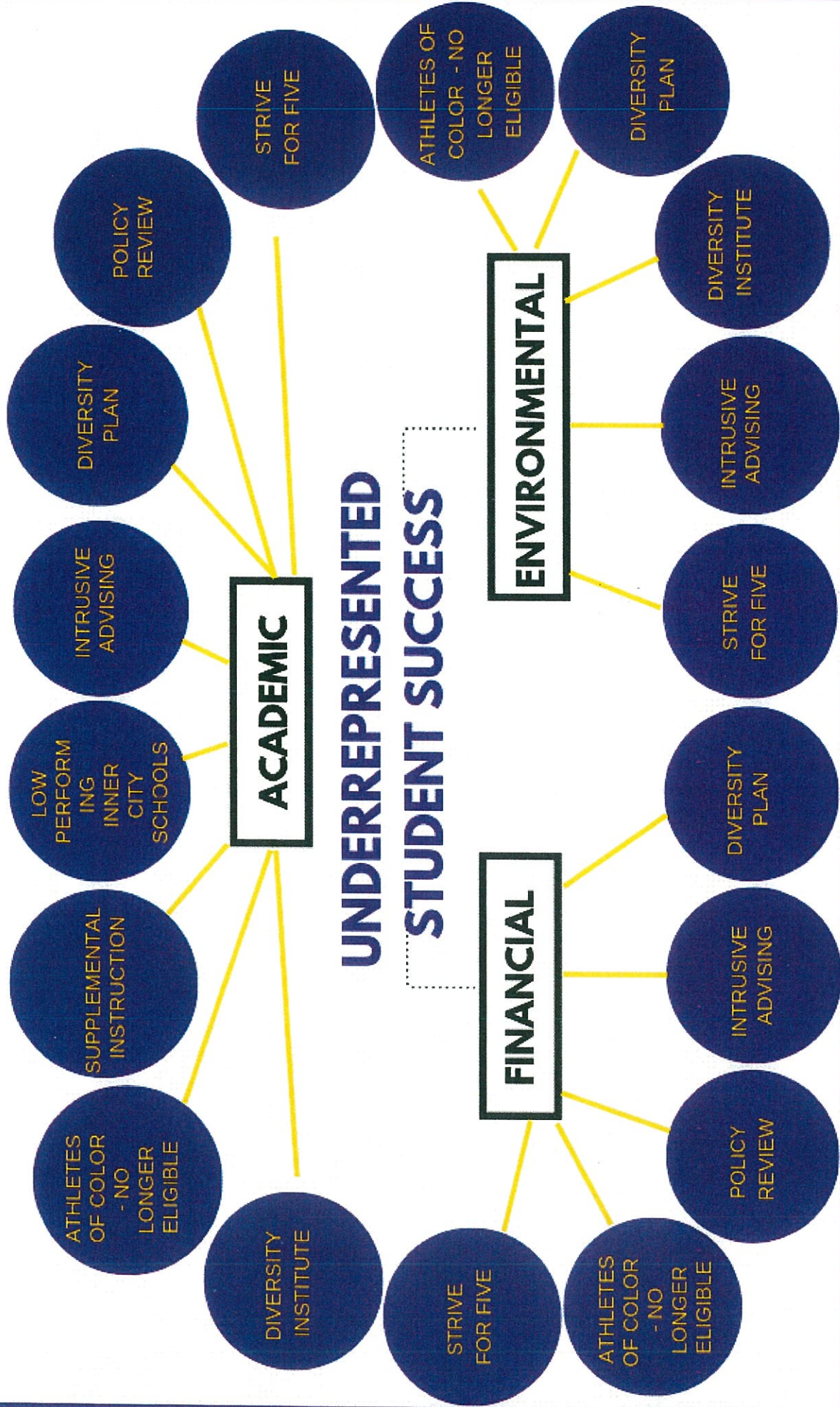
\* The \$0.61 is the required Students United fee.

#### Select Non-resident Tuition Rates FY2019

Universities	FY2019 Non-Resident Graduate Tuition per Credit	Proposed Rate
Bemidji State	\$419.60	
Metropolitan State	\$777.11	
Minnesota State, Mankato	\$411.40	\$617.10
Minnesota State, Moorhead	\$388.90	
Saint Cloud State	\$605.79	
Southwest Minnesota State	\$402.50	
Winona State	\$609.07	
Univ. of Minnesota-Duluth	\$941-\$1,067	
North Dakota State Univ.	\$540.31	
South Dakota State Univ.	\$670.60	
Northern Iowa Univ.	\$1,090.72	
Univ. of Wisconsin-Lacrosse	\$1,110.29	

Please provide feedback to David Jones at [david.jones@mnsu.edu](mailto:david.jones@mnsu.edu) by April 1, 2019.

# Spring Work Plan • 2019 • Institutional Diversity



## Eliminating the Student of Color 2<sup>nd</sup> Fall Student Success Gap

The Fall 2018 entering first-time and transfer, full-time cohort for students of color was 595 students. While retention rates tend to fluctuate from one cohort to another, based on the previous five-year historical averages, we could expect 406 (68.3%) of those students to be retained or graduated by Fall 2019. To eliminate the forecasted gap of 450 students of color of the Fall 2018 cohort or in this case 44 additional first-time and transfer, full-time students of color would need to be retained or graduated by Fall 2019.

Below is how those additional 44 students could proportionally be distributed by college based on the college that these students are currently declared. The 2<sup>nd</sup> Fall Retention or Graduation Goal counts assume an equal 75.7% retained or graduated by college.

### Fall 2018 Undergraduate First-Time and Transfer, Full-Time Students of Color by First Declared College

First Declared College	Fall 2018 Declared Students	Fall 2018 % Declared Students	Forecasted 2nd Fall Retention or Graduation (based on 68.3% 5YR average)	Additional students beyond forecast to eliminate SOC to White Student Gap	2nd Fall Retention or Graduation Goal (based on achieving a 75.7% average)	5YR % of Declared Students	5YR Retention or Graduation % by College
Allied Health and Nursing	163	27.4%	111	12	123	23.7%	67.4%
Arts and Humanities	103	17.3%	70	8	78	22.4%	69.1%
Business	73	12.3%	50	5	55	11.7%	71.9%
Education	26	4.4%	18	2	20	4.3%	76.0%
Sci, Engineering & Technology	149	25.0%	102	11	113	23.4%	65.8%
Social & Behavioral Sciences	81	13.6%	55	6	61	14.4%	67.2%
<b>Total/Avg</b>	<b>595</b>	<b>100.0%</b>	<b>406</b>	<b>44</b>	<b>450</b>	<b>100.0%</b>	<b>68.3%</b>

### Historical 2<sup>nd</sup> Fall 5YR Retention or Graduation for Undergraduate First-Time and Transfer Full-Time Time Students

#### White Students

Entering Term	Sum of Entering Cohort	2nd Fall Retained or Graduated %
Fall 2013	2,469	78.3%
Fall 2014	2,497	74.9%
Fall 2015	2,476	75.0%
Fall 2016	2,463	75.2%
Fall 2017	2,242	75.2%
<b>Total/Avg</b>	<b>12,147</b>	<b>75.7%</b>

#### Students of Color

Sum of Entering Cohort	2nd Fall Retained or Graduated %	SOC to White Ratio	Revised SOC 2nd Fall Retained or Graduated %	Revised SOC to White Ratio
548	72.1%	0.92	78.3%	1.00
534	71.7%	0.96	74.9%	1.00
603	64.0%	0.85	75.0%	1.00
605	67.9%	0.90	75.2%	1.00
585	66.5%	0.88	75.2%	1.00
<b>2,875</b>	<b>68.3%</b>	<b>0.90</b>	<b>75.7%</b>	<b>1.00</b>

Institutional Analytics and Strategic Effectiveness

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