

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

Thursday, April 4, 2019

1:15-2:45 P.M.

CSU 203

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

Meeting Chair –Jamie Van Boxel, MSUAASF President

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)

- Governor Walz's speech was persuasive but the legislative outcomes will determine its effectiveness.
- Both parties applauded getting things done this session.
- The proposed gas tax is one way to solve our road, highway, and transportation issues. Governor Walz proposed 20 cents per gallon. This will be a negotiating point to bring to the table. The gas tax is a hard one to get support for.
- R. Davenport hopes this results in more funding for higher ed. It is not likely that we will be able to raise tuition and we will likely need to cut 4-6 million from our budget. How we go about this will differ depending on our deficit. When the time comes input will be needed from faculty, staff, and bargaining units. R. Davenport is hopeful but realistic.
- Board of Trustees member Louise Sundin will be at Mankato for commencement. She has only been at MNSU commencement once in 20 years. She is a huge supporter of labor unions and two year colleges.

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

- Our members participated in Lobby Day yesterday and brought our legislative priorities to our representatives.
- 9 members represented from Mankato, and 30 members total came across all campuses. We have labor friendly representatives from Mankato, but other members do not have labor friendly representatives.
- Our members met with the Lieutenant Governor, who stated that Teamsters engagement with the governor's office was a factor in revising the budget the second time in favor of MinnState. This highlights that the bargaining unit has a lot of the same priorities as management
- MSUAASF President Tracy Rahim shared ASF's legislative priorities with the Chair of the Higher Education committee.
- C. Nelson stated that it was a well put together event. While we may not have been able to change some legislator's minds, it makes a difference to meet them face to face to humanize the issues.
- S. Granberg-Rademacker shared with her representatives why is NextGen important and how it impacts our work and our students.
- R. Davenport stated that he found it effective to turn the tables on representatives who are against funding higher education to ask them what their solution would be to the dilemma because it puts the onus on them.
- Our university is important to the overall economy, and we are one of the few universities in the state.
- MSUAASF negotiations team is at work to prepare for the new contract year starting July 1st.

- MSUAASF will vote on a new President Elect and Treasurer in April.

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

- M. Altomari helped rebound spring term enrollment. We are down .3% compared to a year ago, which equates to 38 students.
- FYE are down 1%. The rest of the system has lost more FYEs than us, most are 2% down or more.
- We are 7% down on applications for fall, which equates to over 1000 applications.
- Graduate is up 9%.
- Intent to enroll is up 1.1% compared to last year.
- Transfer is down 6.3% (equals 30 students).
- There is a new social media initiative called Maverick Moments. When students land their jobs or declare their majors they can go to the Career Development Center to receive a t-shirt, share their story, and get a photo taken with Stomper. Please send students to the Career Development Center to participate.
- M. Iverson asked what our orientation numbers are. D. Jones stated they are running slightly down as of two weeks ago.
- Every first year class has a different personality. This year seems to be a bunch of early deciders.

II. Discussion Items

A. Budget (R. Straka)

- FY19
 - We have a 4 million dollar structural problem. There have been planning retreats to discuss this. R. Straka has been tasked with planning for a 6 million dollar deficit. The plan is not complete yet, but there will be public forums to update the campus on April 17th and April 18th in CSU 245, time TBD. They will offer Adobe connect so that individuals not located on campus can attend virtually and ask questions via the chat feature.
 - S. Granberg-Rademacker asked what information will be shared. R. Straka stated that similar budget information will be shared as our last meeting with some information on FY20.
 - The strategies used to balance our budget will be similar to last year.
- FY20
 - There is a wide difference between the Senate and the House proposals. We asked for 246 million. The governor's proposal is at 164 million, but the proposal is silent on tuition increases. The Senate offered 65.7 million to all higher education and the house proposed 149 million dollars to MinnState. However, the house bill currently has many restricted items including language regarding a tuition freeze. These restricted items may move to unrestricted in conference committees. The Senate bill has language to protect students and families by making college affordable, which is also language that speaks to a tuition freeze.
 - The House is currently proposing 10 million for the first year and 8 million for the second year for Next Gen.
 - The house bill is closer to funding an increase in inflation.
 - R. Davenport states that the GOP is not united on a tuition freeze and that a stalemate is not an option. Governor Walz is a huge supporter of education. There is a change we could get a 1-2% tuition increase. Our 2 year colleges are at the 99th percentile across the country so as a part of MinnState we have to backfill dollars for them.
 - MinnState Colleges always give a 3% funding increase to two year colleges, which has a long term impact shifting appropriations from four year colleges.
 - A 1% tuition increase equals approx. 140 FYE or 1 million dollars.
 - We pay approx. 120 million in compensation. A 1% change in compensation is 1.2 million.
 - An appropriation increase of 1% is 1 million.
 - There is a big difference between our best case and worst case budget scenario. We won't know until the end of May.

- The crux of whole session is the ability for Board of Trustees to set tuition or if the Legislature will freeze tuition.
- Our state's 2022-2023 biennium shows a significant state budget deficit.
- At MNSU, we can look at reassigned time, the value of adjunct/fixed term employees, and sabbaticals.
- Under Academic Affairs we can look a under enrolled sections or classes with multiple under enrolled sections in a course.
- We are trying to have as little impact on the students as we can
- Between our enrollment loss and reduced appropriations we are not keeping up with inflation. This is a national issue in higher education.
- Winona recently went through a 10 million dollar reduction and they are 2/3 our size.
- V. Hansen will send out an all campus invitation by early next week with the budget forum details.
- C. Nelson has heard from other campuses that they lack long term planning and not being interested in declaring reductions. C. Nelson states that this disproportionately affects ASF members since we have a shorter notification period than faculty. This also affects students since we are student facing. If we don't plan for the long term, the individuals most impacted in terms of faculty are our members.
- R. Davenport states that a lot of our academic programs do not have high enrollment. We need to redirect funds to programs in higher demand. He hopes to lessen impact on any union. We need to meet both the student and the labor market needs.
- Regarding longer lead times it takes a while to realize long term decisions
- S. Granberg-Rademacker added that our members are here during the summer. For feedback we are flexible with the time, and whether it's formal or informal. J. Van Boxel states that we'll have a clearer answer on feedback after we get our heads around it.
- Potential BESI
 - Plans approved and signed valid through June 30th. Timing will be similar to that in the past. A two part process to determine what will be given if a position is not replaced. They will also look at possible cost savings when a position is replaced (ex. full professor vs. assistant professor).
 - ASF incoming salaries depend on work experience of someone coming in since they could earn just as much if not more as the incumbent.
 - We will see where else we can get savings Academic Affairs is looking at the Strategic Budget Planning Process to see what savings we can come up with.
 - We are looking at incentives first.
 - There is money to bridge in the reserve, we've been very frugal. We will know more of what is going on end of May to June. There will be a July summer update on what happened at the legislature, open forum.

B. Legislative Update (R. Davenport)

- We likely won't hear more about the bonding project until towards the end of the session since bonding is not in this appropriation year. Next year we will discuss Armstrong Hall.
- The Board of Trustees has not weighed in. The Board of Trustees has to approve the capital list.
- D. Schulz asked when the NextGen funding plan will finalize. R. Straka answered that we know the gross magnitude, but we don't yet have a long term funding plan in ISRS. There are political reasons why there isn't a published plan because it could influence or set in stone how much funding we can get from the legislature. We're trying to figure out what it will cost and what our share will be. Our share will be significant if we don't get funding. The legislature is not excited about NextGen. MNSU alone will need 6-7 digits of funding per year.

C. HR Topics (S. Barrett)

- Human Resource Vacancies

- Handout attached.
 - Volume is the same as last year. Vacancy rate at 4%.
- Human Resources Investigation Process
 - Handout attached.
 - Dashboard similar to last month. Volume is down compared to last year, but we anticipate a few more cases coming this spring.
 - Working to getting timeline below 30 days.
- TSM Updates
 - Transaction Service Model.
 - R. Davenport and S. Barrett receive a dashboard from the system office every two weeks. MinnState universities are starting to share dashboards with each other. We are doing well compared to other schools. We turn over fewer transactions, we have a high degree of accuracy, and fewer pay issues to clean up. We delegate fewer transactions to HR percentagewise compared other MinnState schools.
 - S. Barrett says HR is gearing up for the fall to make sure our fall assignments are entered correctly.
 - J. Van Boxel stated that we had a member mention that there was an issue uploading documents in the online system to apply for an MMA position. S. Barrett had not heard of a problem with the system, but he will look into it and see what's going on.
- Workplace Environment Training
 - As part of our workplace environment policy, we need to make a training available. S. Barrett will send an email announcement Monday for a training on Wednesday April 24th at Ostrander Auditorium. The training will cover what is expected of you as an employee and what employees should expect of each other.
 - There will also be a D2L course for employees. There will be a refresher training every three years for all employees.
 - There will also be a training for supervisors and the cabinet about what we expect of our supervisors.

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

- MSUAASF did not submit graduate tuition feedback. D. Jones only received feedback from one academic department chair and one faculty member.
- Handout attached details undergraduate tuition recommendations.
- There are four recommendations total, but only one is actionable at this point
- The first is to create an international tuition rate for international students. This would be identical to the nonresident tuition rate but it would increase transparency and reduce confusion.
- The second discusses the tuition differential and cultural contribution scholarship. The 10% differential has been extremely helpful as we've grown enrollment since it has gone to the recruiting and support of students. The tuition recommendation suggests increasing it to 20% with the additional going towards the general fund.
- The cultural contribution scholarship currently requires 25 volunteer hours, but with 1300 students we are running out of volunteer opportunities and it is becoming a checkbox. Dean Dahlman is discussing reducing this requirement.
- The third discusses adding a price difference for classes with higher program costs or classes with a greater demand for smaller seats. We currently do this at the graduate level but not with undergraduate classes. The examples of the handout are just an illustration, they're not earmarked for a cost increase.
- Regarding student success, students taking 12 credits per term for 4 years doesn't equal the amount of credits needed for a bachelors degree. We need to look at how to guide students towards better decisions. One idea is to change banded tuition to 15 to 18 credits instead of 12 to 18.
- ISRS is currently not built to support this. We won't be able to move on this until NextGen is in place.

- M. Iverson stated that we will need to operationally look at if differential tuition would take place once students declare a major or are admitted to a major.
- M. Wells stated that regarding declaration vs. admissions James Madison University is a model to look at. Differentials are typically based on cost and capacity.
- The feedback date is listed on the handout.

E. Diversity and Inclusion Plan (H. Morris)

- H. Morris will send the 2019-2022 Diversity and Inclusion Plan to leadership across campus to spread to the rest of the campus community. This plan is proactive on closing the opportunity gap. If we retained 44 more students we would eliminate the gap which is a manageable number.
- The Strive for 5 and Diversity and Inclusion Plan look at how to keep students here and progressing towards their degrees.
- We hope our entire university increases retention which means we need to increase retention from our lowest numbers at twice the speed. We can increase overall retention, but still have a big achievement gap.
- This plan also looks at quality of life for diverse faculty, staff, and employees on both the campus and within the Greater Mankato community.
- Regarding community climate, 60 students of color and police leadership in Mankato and North Mankato met. It was an extremely positive interaction to move forward on improving the environment.
- This plan also addresses high fail rate classes.
- J. Van Boxel is concerned about members and workplace environment. He asked if H. Morris had any golden nuggets to share on improving this. H. Morris states that in a lot of ways student and employee concerns are no different. Employees are concerned about their ability to move up in the organization. Members also may feel poorly when they're the only minority in the department. This seems to be less of an issue with ASF than other bargaining units on how they're treated in the group. J. Van Boxel states that there is work to do. J. Van Boxel referenced a recent incident where some of our students had the n word yelled at them from car on a city road near campus. H. Morris said this example highlights that students don't live in a bubble on campus.
- The Strive for Five plan adds accountability. H. Morris will send the plan out every semester as we go forward. We need to address how we are doing and how we can help each other.
- R. Davenport attended a global engagement event where he heard from a graduate student from South Africa. The student stated that international students are told to connect with Minnesota students, but Minnesota students are not told to connect with them. We need to more explicitly share with our domestic students the value of connecting with our international students. Interacting with international students can help domestic students in their careers, since employers are looking at how they can interact with individuals different from them in our global economy.
- M. Wells discussed scaling up the first year experience expansion for next semester.
- D. Schulz asked if first year experience classes still require student to attend a certain amount of cultural events. M. Wells answered that it is still included. T. Hernandez-Stokes added that first year seminars are partnering with the College of Education to pair FYE with diversity centered courses so students can experience more diversity and inclusion.

F. NextGen Update (M. Johnson)

- Focus is on change management. Dr. Kearns was hired as the Director of Change Management. Dr. Kearns used to be the Chancellor's speech writer. Dr. Kearns will work with us to get the communications out that we need. Molly Miller was hired as the Communication and Events Coordinator.
- We are currently in the awareness state. One the product is selected the team will look at how to motivate people to engage with the change. Then the team will need to plan and implement the change

- RFP published end of June.
- Vendor selection will be completed by March 2020. We'll know what product can do at that time.
- Finance implementation by July 2022 and student implementation by Spring 2024.
- More information will be posted as we learn more.

G. Parking & Transportation (D. Cowan)

- Handout attached.
- A. Paladini is a good advocate for MSUAASF. She carried the flag on the platinum parking rate and won the battle with the committee to remove the extra \$20 charge for residence hall staff to park in the Platinum Lot.
- There was a 3% across the board increase for parking permits except for the Platinum Lot. The Platinum Lot is only 19 stalls and this decision is addressed in a narrative in the handout.
- Fixing Lot 1 will cost 1 million dollars. Pothole season is upon us and Lot 1 is overdue.
- Students have come through with extra money for the bus service.
- The city indicated that we are eligible for some grant money for our busing service, but the person who promised the grant has now retired so it is slow to arrive. We will see what the invoice shows once it arrives to determine the grant total.
- The bus gives 500,000 rides, very stable over the years. The bus is funded by \$350,000 out of the Student Activity Fee which breaks down to \$1.10 per credit hour. This is a great program.
- J. Van Boxel thanks the Parking and Transportation committee for taking A. Paladini's perspective into account to give our on campus members the ability to respond in a timely manner to student issues.

H. Common Bell and Coordinated Scheduling (L. Akey)

- Proposal for campus feedback and consultation. Two campus open forums were held to provide information and take feedback. You can provide feedback online as well. It will be available through April 19th.
- The workgroup will reconvene after the feedback window closes to review the feedback received and to rework the proposal.
- S. Granberg-Rademacker stated that this change is exciting and long overdue. The model makes sense. This will benefit our members during summer orientation since registration days will be shorter since it will be easier to put a schedule together. We haven't heard any negative feedback from our members.
- R. Straka stated they've heard some feedback that there are some issues with not having standard 3 or 4 credit classes which may preference blocking several 3 credit classes together. Another piece of feedback is that it's hard to schedule vertical and horizontal classes together. Doctoral and graduate courses are also a concern since they're hard to fit in with other classes that need the space. S. Granberg-Rademacker hopes graduate programs can move more towards evening and weekend hours to increase accessibility. Since some programs have moved towards daytime hours it makes scheduling more creative.
- M. Iverson hopes this won't make classes move away from in-person to hybrid or online since students don't want to lose in-person opportunities.
- M. Wells states that she's heard feedback from students who express that they specifically signed up for programs that are face to face and get frustrated when a class is only offered online.
- M. Wells thanked everyone for their feedback.
- We are currently at the preplanning and early exploration stage.
- L. Akey thanks everyone for their feedback and asks for continued feedback. She will be back at next month's meet and confer.

I. General Fund Strategic Review Recommendation (L. Akey)

- Revision recommendations the academic and nonacademic processes.

- Campus forums and online feedback through April 19th.

FY19 Meeting Dates
May 2, 2019 *CSU203*

Position Vacancies by Bargaining Unit/Employee Group
Meet-and Confer, Thursday, April 4, 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	Acting Dean, CSET	AA19221	EXISTING	EXISTING	GENERAL	AT WILL	NOT YET STARTED	CSET	12		4/1/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	AT WILL	FINALISTS SELECTED	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	REVIEWING APPLICATIONS	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	HIRED	Library Services	LIB TECH	Diane Lochner	03/18/19
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Electrical and Computer Engineering and Technology	OAS INT		11/19/18
C	Administrative Assistant	AA19208	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Elementary and Literacy Education	OAS INT	Sara Sletten	04/08/19
C	Advising Center Office Assistant	AA19209	NEW	NEW	GENERAL	UNLIM	HIRED	University Undergraduate Advising Center	OAS INT	Robin Langemo	04/01/19
C	Administrative Assistant	AA19210	EXISTING	EXISTING	GENERAL	UNLIM	FAILED SEARCH	University Extended Education	OAS SR		2/11/19

C	Graduation Evaluator	AA19211	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Registrar's Office	OAS SR	3/1/19
C	Administrative Assistant	AA19212	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Biological Sciences	OAS SR	06/05/19
C	Administrative Assistant	AA19213	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Aviation	OAS INT	2/1/19
C	Administrative Assistant for Undergrad Programs	AA19216	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	School of Nursing	OAS INT	2/20/19
C	Office Coordinator/Advising Assistant	AA19220	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	INTERNAL BID STAGE	College of Business	OAS INT	3/11/19
C	Advising Assistant	AA19222	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	CSET Advising Center	OAS SR	03/29/19
C	Administrative Assistant	AA19223	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	MN State Engineering Center of Excellence	OAS INT	4/1/19
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	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	10/03/18
C	Groundskeeper Intermediate - Snow Plower	FA19044	EXISTING	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS INT	11/15/18
C	Refrigeration Mechanic	FA19050	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	WRITTEN OFFER EXTENDED	Physical Plant	REFRIG MECH	10/31/18
C	General Repair Worker	FA19052	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	Physical Plant	GRW	11/16/18
C	General Maintenance Worker	FA19058	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	03/07/19
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Campus Hub	CSS SR	03/18/19

C	General Maintenance Worker	FA19061	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Facilities Management	GMW	Abby Michel	03/21/19
C	Groundskeeper Intermediate	FA19064	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	HIRED	Grounds	GRDS INT	Jacob Sukalski	03/18/19
C	Groundskeeper Intermediate	FA19065	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	REVIEWING APPLICATIONS	Grounds	GRDS INT		3/1/19
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	REVIEWING APPLICATIONS	Grounds	GRDS INT		3/1/19
C	Groundskeeper Intermediate Seasonal	FA19069	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	NO LONGER BEING FILLED	Grounds	GRDS INT		3/1/19
C	General Maintenance Worker	FA19070	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Building Services	GMW		2/24/19
C	General Maintenance Worker	FA19071	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	David DeYonge	03/25/19
C	General Maintenance Worker	FA19073	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Building Services	GMW		3/18/19
C	General Maintenance Worker	FA19074	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Building Services	GMW		4/3/19
C	General Maintenance Worker	FA19076	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	General Maintenance Worker	FA19077	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	General Maintenance Worker	FA19078	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	General Maintenance Worker	FA19079	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	General Maintenance Worker	FA19080	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	Scheduling Assistant	PO19006	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	University Scheduling & Conference Services	OAS INT	Lindsey Kruse	03/28/19
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW		1/22/18
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	FINALISTS SELECTED	Security	CSO	1/13/19
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	INTERNAL BID STAGE	Student Health Services	MED LAB TECH 2		5/1/19
C	Pharmacy Technician	SA19034	EXISTING	EXISTING	NON-GEN	UNLIM	INTERNAL BID STAGE	Student Health Services	PHARM TECH		4/1/19
C	Office Manager	SA19035	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	New Student & Family Programs	OAS INT		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	HIRED	Alumni Relations	OAS INT	Jana Finken	03/18/19

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Coordinator - Bell Program Facilitators	AA19165	NEW	EXISTING	NON-GEN	EXT FUNDED	VERBAL OFFER EXTENDED	Integrated Engineering; Iron Range Engineering	C		01/09/19
U	Bell Program Facilitator	AA19166	NEW	EXISTING	NON-GEN	PROB	VERBAL OFFER EXTENDED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19167	NEW	EXISTING	NON-GEN	PROB	VERBAL OFFER EXTENDED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19168	NEW	EXISTING	NON-GEN	PROB	VERBAL OFFER EXTENDED	Integrated Engineering; Iron Range	B		01/09/19
U	Bell Program Facilitator	AA19169	NEW	EXISTING	NON-GEN	PROB	VERBAL OFFER EXTENDED	Integrated Engineering; Iron Range	B		01/09/19

U	Bell Program Facilitator	AA19173	NEW	EXISTING	NON-GEN	PROB	VERBAL OFFER EXTENDED	Integrated Engineering: Iron Range Center for English Language Programs	B	01/09/19
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	PROB	ADVERTISEMENTS OPEN	English Language Programs	C	3/1/19
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	EXT FUNDED	REVIEWING APPLICATIONS	Internships and Strategic Partnerships	B	1/7/19
U	Interim Educational Advisor	AA19196	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Educational Talent Search	B	03/13/19
U	Outreach Coord. for Partnerships & Collaboration	AA19197	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	University Extended Education	C	03/01/19
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	FINALISTS SELECTED	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	REVIEWING APPLICATIONS	Aviation	C	8/19/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	OASIS	B	7/1/19
U	Coordinator, Social Studies Program	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	Interim Recruitment & Retention Advisor	AA20095	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	OASIS	B	7/1/19

U	Interim Recruitment & Retention Advisor	AA20096	EXISTING	EXISTING	GENERAL	GENERAL	FIXED TERM	NOT YET STARTED	OASIS	B	7/1/19
U	Academic Success Advisor	AA20098	NEW	NEW	GENERAL	GENERAL	PROB	NOT YET STARTED	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisor	AA20099	NEW	NEW	GENERAL	GENERAL	PROB	NOT YET STARTED	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisor	AA20100	NEW	NEW	GENERAL	GENERAL	PROB	NOT YET STARTED	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisors	AA20101	NEW	NEW	GENERAL	GENERAL	PROB	NOT YET STARTED	University Undergraduate Advising Center	TBD	7/15/19
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	GENERAL	GENERAL	PROB	NOT YET STARTED	Intercollegiate Athletics	B	7/1/18
U	Head Athletic Trainer	FA19067	EXISTING	EXISTING	GENERAL	GENERAL	PROB	ADVERTISEMENT OPEN	Intercollegiate Athletics	C	4/1/19
U	Financial Aid Director	FA19075	EXISTING	EXISTING	GENERAL	GENERAL	PROB	NOT YET STARTED	Student Financial Services	B	5/15/19
U	Asst. Director - RSO, Leadership & Nontraditional Students	SA19008	EXISTING	EXISTING	NON-GEN	NON-GEN	PROB	FINALISTS SELECTED	CSU & Student Activities	B	1/7/19
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	NON-GEN	FIXED TERM	REVIEWING APPLICATIONS	Residential Life	B	7/11/19
U	Dean of Students	SA19026	EXISTING	EXISTING	GENERAL	GENERAL	PROB	ADVERTISEMENT OPEN	Student Affairs	D	7/1/19
U	Interim Asst. Director for Student Success & Communication	SA19030	EXISTING	EXISTING	GENERAL	GENERAL	FIXED TERM	HIRED	New Student and Family Programs	C	03/25/19
U	Regional Admissions Officer	SA19032	EXISTING	EXISTING	GENERAL	GENERAL	PROB	ADVERTISEMENT OPEN	Admissions	B	7/1/19
U	Student Success Coordinator	SA19036	EXISTING	EXISTING	NON-GEN	NON-GEN	PROB	NOT YET STARTED	Residential Life	C	6/3/19
U	Director of Development	UA19010	EXISTING	EXISTING	GENERAL	GENERAL	PROB	REVIEWING APPLICATIONS	University Development	D	3/18/19
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	GENERAL	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	REVIEWING APPLICATIONS OFFEREE APPROVED	Office of the Provost	OAS SR		1/7/19
C	Dentist	AA19201	NEW	EXISTING	NON-GEN	UNLIM		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
C	Benefits Specialist	PO19011	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Human Resources	HR TECH 2		4/3/19

I/O

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	WORK EXPERIENCE COMPLETED	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	HIRED	Integrated Engineering	ASST/AS SOC/PR OF	Catherine McGough	08/19/19
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Integrated Engineering	ASST PROF	Emilie Siverling	08/19/19
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	AA20004	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	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	VERBAL OFFER EXTENDED	Mechanical and Civil Engineering	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	PROB	ADVERTISEMEN T OPEN	School of Nursing	ASSOC/ ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	PROB	ADVERTISEMEN T OPEN	School of Nursing	ASSOC/ ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20010	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	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	REVIEWING APPLICATIONS	Marketing & International Business	ASSOC/A SST PROF	8/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	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	REVIEWING APPLICATIONS	Social Work	ASST PROF	8/19/19
U	Assistant Professor	AA20025	NEW	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Government - URSI	ASST PROF	8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Aviation	ASST PROF	8/19/19
U	Assistant Professor	AA20033	EXISTING	EXISTING	GENERAL	FIXED TERM	WRITTEN OFFER EXTENDED	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	ADVERTISEMEN T OPEN	Speech, Hearing & Rehab Svcs.	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Human Performance	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	FIXED TERM	FINALISTS SELECTED	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	REVIEWING APPLICATIONS	Human Performance - Exercise Science	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Mass Media	ASST PROF	8/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Mass Media	ASST PROF	8/19/19
U	Assistant Professor - Technical Communications	AA20044	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	English	ASST PROF	8/19/19
U	Assistant Professor - Composition and Rhetoric	AA20045	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	English	ASST PROF	8/19/19
U	Theatre Teacher / Director / Movement Specialist	AA20046	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Theatre and Dance	ASST PROF	8/12/19
U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	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	FINALISTS SELECTED	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	FINALISTS SELECTED	Physics and Astronomy	ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	PROB	REVIEWING APPLICATIONS	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	FINALISTS SELECTED	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	FINALISTS SELECTED	Computer Information Science	ASSOC/ ASST PROF	8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Electrical & Computer Engineering and Technology	ASST PROF	8/19/19
U	Assistant Professor	AA20060	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	AMET	INSTR	Samuel Ertl 08/19/19
U	Assistant Professor	AA20062	NEW	EXISTING	GENERAL	GENERAL	ADVERTISEMEN T OPEN	Chemistry and Geology	ASST PROF	8/26/19
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	ADVERTISEMEN T OPEN	Mathematics and Statistics Electrical &	INSTR	8/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMEN T OPEN	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	ADVERTISEMENT OPEN	Mathematics and Statistics	INSTR		8/19/20
U	Instructor	AA20075	EXISTING	EXISTING	GENERAL	FIXED TERM	ADVERTISEMENT OPEN	Mathematics and Statistics	INSTR		8/19/19
U	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	GENERAL	FIXED TERM	REVIEWING APPLICATIONS	Integrated Engineering: Twin Cities Engineering	ASSOC / ASST PROF		8/26/19
U	Assistant Professor	AA20084	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	School of Nursing	ASST PROF		8/19/19
U	Assistant Professor	AA20102	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	ME & CIVE	ASST PROF		8/19/19
U	Counselor/Assistant Professor	SA19012	EXISTING	EXISTING	GENERAL	PROB	WORK EXPERIENCE COMPLETED	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 Communication & Events	AA20019	NEW	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Dean's Office	ITS3		7/1/19
C	Foundation Accountant	FA19056	EXISTING	EXISTING	BOTH	UNLIM	FINALISTS SELECTED	Business Services Office	ACCT OFF SR		12/12/18

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Assistant Director, Equal Opportunity & Title IX	PO19008	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Equal Opportunity & Title IX	AAO3	Laura Diaz	04/15/19
C	Technology & Data Specialist	SA19028	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEM T OPEN	Career Development Center	MGMT ANYL 2		3/6/19
C	Emergency Management & Security Coordinator	SA19031	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEM T OPEN	University Security	IPC-1		5/1/19
U	Director of Content Marketing	UA19012	NEW	NEW	GENERAL	PROB	ADVERTISEM T OPEN	Integrated Marketing	TBD		4/1/19
U	Director of Visual Content Strategies	UA19013	NEW	NEW	GENERAL	PROB	ADVERTISEM T OPEN	Integrated Marketing	TBD		4/1/19

MGEC

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	HIRED	University Security	CSS	Adam Kruger	05/28/19
C	Director of Printing Services	UA19015	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Printing Services	PRT SHOP SUPV 2		6/4/19

TOTAL POSITIONS:	155	126	139	142	137	163	158	157
	9/6/18	10/11/18	11/1/18	12/13/18	1/10/19	2/14/19	3/14/19	4/4/19
ADMINISTRATORS	8	2	2	4	5	5	5	5
AFSCME	48	46	49	43	35	51	45	46
ASF	39	48	57	47	38	38	35	36
COMMISSIONERS PLAN	3	2	2	2	3	5	3	4
IFO	48	20	20	37	48	58	60	56
MANAGERIAL PLAN	0	0	0	0	0	0	0	0
MAPE	8	7	8	7	6	6	9	8
MGEC	0	0	0	0	0	0	0	0
MMA	1	1	1	2	2	2	1	2

MSUAASF (211) Fixed Term

NAME	TITLE	DEPARTMENT	JOB ENTRY DATE	ASSIGNMENT BEGIN DATE	ASSIGNMENT END DATE
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	Gen 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
Engebretson, 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, Saraltherin	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
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	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 & Away Advisor	Center for Education Abroad and Aw	10/31/2018	10/31/2018	06/30/2019
Pomeranke, William Alan	Acting Assistant Director for Academic Advisin	Student Affairs & Enrollment Manage	01/25/2019	01/25/2019	06/30/2019
Schmidt, Matthew A	Interim Head Athletic Trainer	Intercollegiate Athletics	09/14/2018	09/14/2018	04/30/2019

Position Vacancies by Status
 Meet-and Confer, Thursday, April 4, 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 Educational Talent Search	ASSOC/ASST PROF		8/20/18
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	PROF / ASSOC PROF		5/15/19
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
U	Acting Dean, CSET	AA19221	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	CSET	12		4/1/19
C	Administrative Assistant	AA19223	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	MN State Engineering Center of Excellence	OAS INT		4/1/19
U	Assistant Professor	AA20025	NEW	EXISTING	GENERAL	IFO	FIXED TERM	Government - URSI	ASST PROF		8/19/19
U	Ecologist	AA20073	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Biological Sciences	ASST PROF / INSTR		8/19/19
U	Coordinator, Social Studies Program	AA20080	NEW	EXISTING	GENERAL	ASF	FIXED TERM	History	TBD		8/19/19

U	Assistant Professor	AA20084	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	School of Nursing	ASST PROF	8/19/19
U	Simulation Center Coordinator	AA20086	EXISTING	EXISTING	GENERAL	ASF	PROB	School of Nursing	B	8/19/19
U	Interim Recruitment & Retention Advisor	AA20095	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	B	7/1/19
U	Interim Recruitment & Retention Advisor	AA20096	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	B	7/1/19
U	Academic Success Advisor	AA20098	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisor	AA20099	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisor	AA20100	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	TBD	7/15/19
U	Academic Success Advisors	AA20101	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	TBD	7/15/19
U	Assistant Professor	AA20102	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ME & CIVE	ASST PROF	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	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	FA19044	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/15/18

C	General Maintenance Worker	FA19074	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	4/3/19
U	Financial Aid Director	FA19075	EXISTING	EXISTING	GENERAL	ASF	PROB	Student Financial Services	B	5/15/19
C	General Maintenance Worker	FA19076	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	General Maintenance Worker	FA19077	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	General Maintenance Worker	FA19078	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	General Maintenance Worker	FA19079	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	General Maintenance Worker	FA19080	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	
C	Benefits Specialist	PO19011	EXISTING	EXISTING	GENERAL	COMMS	TEMP	Human Resources	HR TECH 2	4/3/19
C	General Maintenance Worker	SA18034	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	1/22/18
C	General Maintenance Worker	SA19015	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	10/27/18
C	General Maintenance Worker	SA19022	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	12/5/18
C	University Test Center Coordinator	SA19029	NEW	NEW	GENERAL	AFSCME	UNLIM	New Student & Family Programs	OAS SR	5/1/19
C	Office Manager	SA19035	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	New Student & Family Programs	OAS INT	4/1/19
U	Student Success Coordinator	SA19036	EXISTING	EXISTING	NON-GEN	ASF	PROB	Residential Life	C	6/3/19
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	AFSCME	INTMT	Printing Services	GRAPHICS ARTS SPEC	9/5/18
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	GENERAL	ASF	PROB	KMSU Radio	C	7/1/19

C Director of Printing Services

UA19015

EXISTING

EXISTING

GENERAL

MMA

UNLIM

Printing Services

PRT SHOP
SUPV 2

6/4/19

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	ASF	PROB	Center for English Language Programs	C		3/1/19
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	Assistant Professor	AA20035	NEW	NEW	GENERAL	IFO	FIXED TERM	Speech, Hearing & Rehab Svcs.	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20038	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF		8/19/19
U	Theatre Teacher / Director / Movement Specialist	AA20046	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASST PROF		8/12/19
U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASSOC / ASST PROF		08/12/19
U	Assistant Professor	AA20062	NEW	EXISTING	GENERAL	IFO		Chemistry and Geology	ASST PROF		8/26/19

U	Instructor	AA20069	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics and Electrical &	INSTR	8/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Computer Engineering & Technology	ASSOC / ASST PROF	8/19/19
U	Instructor	AA20074	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/20
U	Instructor	AA20075	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	8/19/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	B	7/1/19
U	Head Athletic Trainer	FA19067	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	C	4/1/19
C	General Maintenance Worker	FA19073	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	3/18/19
U	Dean of Students	SA19026	EXISTING	EXISTING	GENERAL	ASF	PROB	Student Affairs	D	7/1/19
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	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
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

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	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Internships and Strategic Partnerships Electrical and Computer Engineering and Technology	B		1/7/19
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Office of the Provost	OAS INT		11/19/18
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS SR		1/7/19
C	Executive Assistant	AA19214	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS PRIN		2/20/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20012	EXISTING	EXISTING	GENERAL	IFO	PROB	Biological Sciences	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	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	C		8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	IFO	PROB	Aviation	ASST PROF		8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	IFO	PROB	Speech, Hearing & Rehab Svcs.	PROF		8/19/19
U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF		Spring or Fall 2019

U	Associate or Assistant Professor	AA20041	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance - Exercise Science	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media	ASST PROF	8/19/19
U	Assistant Professor - Technical Communications	AA20044	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	8/19/19
U	Assistant Professor - 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 Automotive & Manufacturing Engineering Tech	ASSOC / ASST PROF	8/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	IFO	PROB	Manufacturing Engineering	ASSOC / 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	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Integrated 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	General Maintenance Worker	FA19070	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	2/24/19
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	7/11/19
U	Director of Development	UA19010	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D	3/18/19

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
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/ PROF		1/9/19
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	PROB	Integrated Engineering	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	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
U	Academic Advisor	AA19204	EXISTING	EXISTING	GENERAL	ASF	PROB	CSET Advising	B		4/1/19

C	Graduation Evaluator	AA19211	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR	3/1/19
C	Administrative Assistant	AA19212	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Biological Sciences	OAS SR	6/1/19
C	Administrative Assistant	AA19213	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Aviation	OAS INT	2/1/19
C	Administrative Assistant for Undergrad Programs	AA19216	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS INT	2/20/19
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	Dean, College of Social & Behavioral Sciences Associate VP for Research and Dean of Graduate Education	AA20017	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10	8/19/19
U	Assistant Professor	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	AA20039	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Special Education	ASST PROF	8/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media Mechanical & Civil Engineering	ASST PROF	8/19/19
U	Assistant Professor	AA20048	EXISTING	EXISTING	GENERAL	IFO	PROB	Civil Engineering Mechanical	ASST PROF	8/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	IFO	PROB	Engineering & Civil	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	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	AA20056	NEW	EXISTING	GENERAL	IFO	PROB	Computer Information Science Electrical &	ASSOC / ASST PROF	8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	IFO	PROB	Computer Engineering and Technology	ASST PROF	8/19/19
U	Instructor	AA20068	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics Mechanical	INSTR	8/19/19
U	Assistant Professor	AA20072	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	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	Foundation Accountant	FA19056	EXISTING	EXISTING	BOTH	MAPE	UNLIM	Business Services Office	ACCT OFF SR	12/12/18
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	Campus Security Officer	SA19024	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	CSO	1/13/19

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START	
	Library Technician/Public											
C	Access Team/Educational Resource Center	AA19148	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Library Services	LIB TECH	Diane Lochner	03/18/19	
U	Assistant/Associate/Full Professor	AA19156	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST/ASSOC/PROF	Catherine McGough	08/19/19	
U	Assistant/Associate/Full Professor	AA19157	NEW	EXISTING	NON-GEN	IFO	EXT FUNDED	Integrated Engineering	ASST PROF	Emilie Siverling	08/19/19	
U	Interim Educational Advisor	AA19196	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Educational Talent Search	B	Kathleen Ferrero	03/13/19	
C	Administrative Assistant	AA19208	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Elementary and Literacy Education	OAS INT	Sara Sletten	04/08/19	
C	Advising Center Office Assistant	AA19209	NEW	NEW	GENERAL	AFSCME	UNLIM	University Undergraduate Advising Center	OAS INT	Robin Langemo	04/01/19	
C	Advising Assistant	AA19222	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	CSET Advising Center	OAS SR	Heather Bunde	03/29/19	
U	Assistant Professor	AA20060	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	AMET	INSTR	Samuel Ertl	08/19/19	
C	General Maintenance Worker	FA19058	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	Bjorn Spore	03/07/19	
C	Financial Services Specialist	FA19059	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Campus Hub	CSS SR	Andrea Martin	03/18/19	
C	General Maintenance Worker	FA19061	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Facilities Management	GMW	Abby Michel	03/21/19	
C	Groundskeeper Intermediate	FA19064	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Grounds	GRDS INT	Jacob Sukalski	03/18/19	
C	General Maintenance Worker	FA19071	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW	David DeYonge	03/25/19	

C	Scheduling Assistant	PO19006	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	University Scheduling & Conference Services	OAS INT	Lindsey Kruse	03/28/19
C	Assistant Director, Equal Opportunity & Title IX	PO19008	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Equal Opportunity & Title IX	AAO3	Laura Diaz	04/15/19
C	Campus Security Supervisor	SA19011	EXISTING	EXISTING	GENERAL	MMA	UNLIM	University Security	CSS	Adam Kruger	05/28/19
U	Interim Asst. Director for Student Success & Communication	SA19030	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	New Student and Family Programs	C	Sadie Anderson	03/25/19
C	Administrative Assistant	UA19011	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Alumni Relations	OAS INT	Jana Finken	03/18/19

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	AA19210	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	University Extended Education	OAS SR		2/11/19
C	Groundskeeper Intermediate Seasonal	FA19069	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Grounds	GRDS INT		3/1/19

	155	126	139	142	137	163	158	157
	9/6/18	10/11/18	11/1/18	12/13/18	1/10/19	2/14/19	3/14/19	4/4/19
TOTAL POSITIONS:								
TOTAL NOT STARTED	18	56	64	65	61	66	49	44
TOTAL OPEN	10	10	12	16	24	23	24	26
TOTAL REVIEWING APPLICANTS	7	5	4	15	10	18	22	28
TOTAL FINALISTS SELECTED	21	11	3	16	24	27	36	39
TOTAL HIRED	87	36	48	27	15	25	26	18
TOTAL ON HOLD/NOT BEING FILLED	12	8	8	3	3	4	1	2

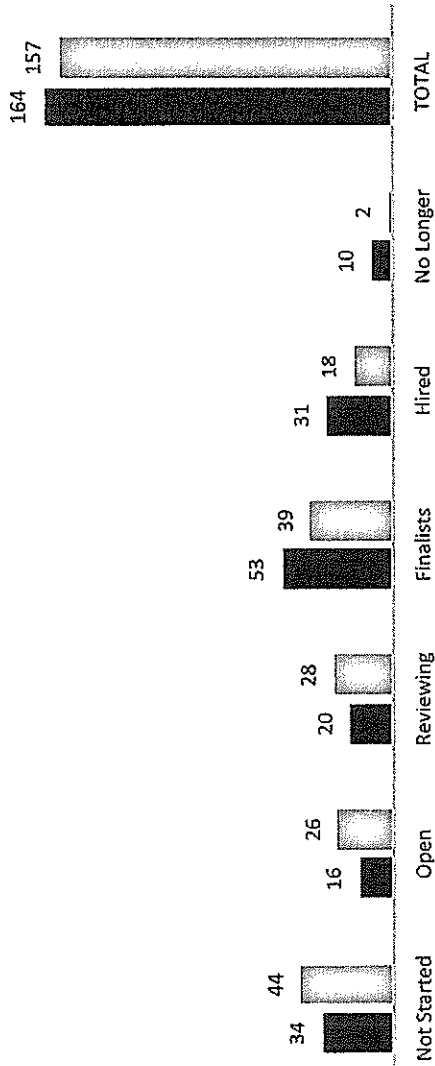


Human Resources

**Service Faculty
Meet-and-Confer
Information Packet**
Thursday, April 4, 2019

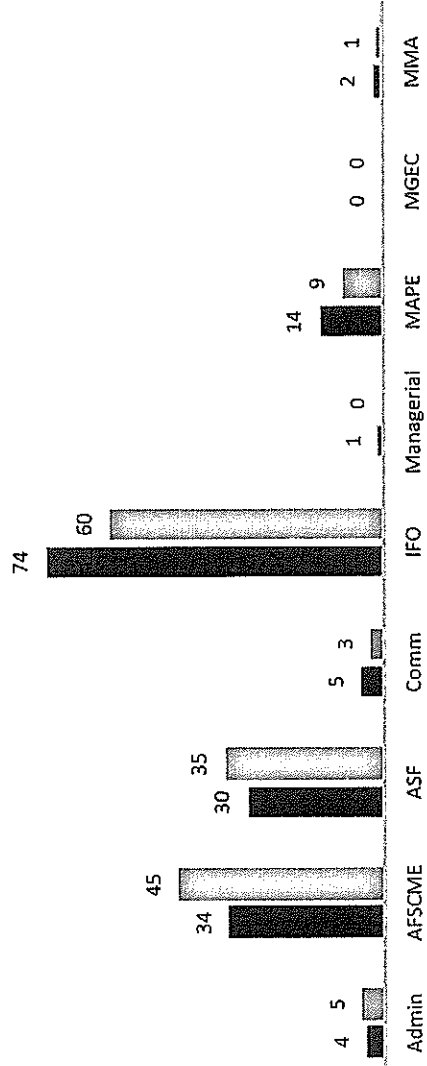
Vacancy Dashboard - April 2019

VACANCIES BY SEARCH STATUS
 ■ APR 2018 □ APR 2019



Estimated
 Vacancy Rate
4.31%
 3.16% in April 2018

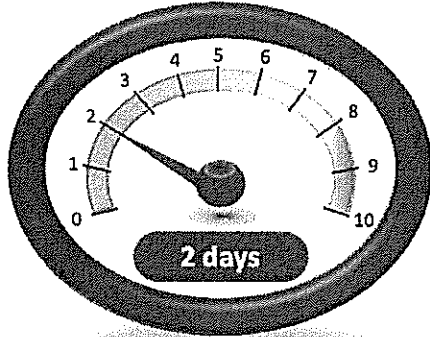
VACANCIES BY EMPLOYEE GROUP
 ■ APR 2018 □ APR 2019



MN Vacancy Rate:
 Educational
 Organizations
4.58%

15 Complaints

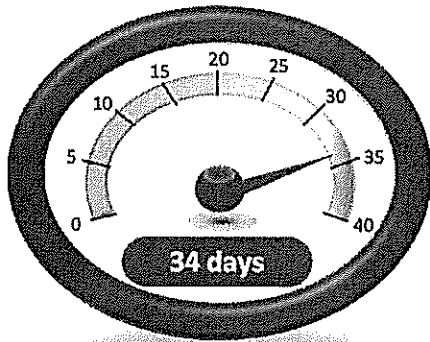
(Last year at this time: 22 complaints)



Starting the Investigation

2017-2018 Average: 3.53 days

Goal: 5 days



Completing the Investigation

2017-2018 Average: 28.40 days

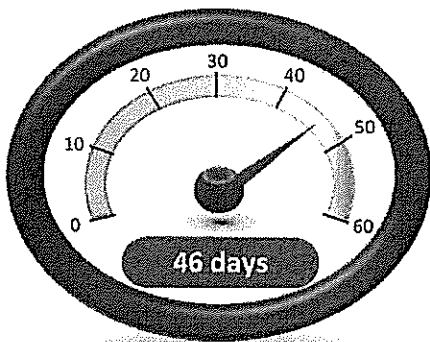
Goal: 20 days



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 April 2019

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

Our Progress

MSU's Spring 2019 FWM transactions are 13% better than our south region average, and 5% better than the system average

We are partnering with the system office and our regional service center to improve on-time payment accuracy from 96% to 99.80%

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

Our Progress

HR is actively cleaning the data in our SEMA4 system to accurately reflect supervisors for all employees. The number is expected to be 0.00 by Friday, April 5

Our SEMA4 access will be read-only starting in mid-April

Supervisor Delegations to HR Staff		
	MSU	System Average
Delegations to HR Staff	98.00	22.00

Our Progress

MSU has a ratio of 6 delegations per 100 employees (6:100.) With 5 universities' reporting, MSU has by far the fewest supervisor delegations to HR staff in relation to the number of employees

The next closest to MSU among the 5 universities reporting is Winona State at 9:100, with Bemidji State (11:100) delegating virtually all transactions to HR

Tuition Study Group Undergraduate Tuition Recommendations 0.9 (4/3/19)

Undergraduate 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.

The review of the undergraduate tuition structure at Minnesota State University, Mankato confirmed that our undergraduate tuition structures provide transparency and are organized in a manner that generally supports the University's mission. While no major changes are proposed, there are a couple of minor changes and future areas to study as recommendations.

Undergraduate Tuition Recommendations:

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

1. Create an undergraduate international tuition rate equal to the non-resident tuition rate. This will provide clarity in marketing for our prospective and current international students.
2. In 2019-2020, propose a change in the value of the Cultural Contribution Scholarship that would increase the differential from approximately 10% to 20%. At the same time, propose a change in the administration of this program to reduce the number of required volunteer hours.

Cost Center	2016	2017	2018	2019
210142 - NAI - Int'l Cultural Contribution Program				
Current Revenue (10% diff.)	\$33,840.31	\$282,544.04	\$485,999.32	\$598,918.10
<i>Potential Revenue (20% diff.)</i>	<i>\$67,680.62</i>	<i>\$565,088.08</i>	<i>\$971,998.64</i>	<i>\$1,197,836.20</i>

3. Consider differential tuition for select programs as defined by cost of instruction to meet the increased demand. Examples might include Aviation, Nursing, Engineering, etc.
4. Study the student success impact of our current banding of undergraduate credits. What is the impact of moving from a 12 credit tuition band to a 13, 14, or 15 credit tuition band to persistence, retention, graduation, and the University budget? Current challenges to changing the band of credits are technological limitations with ISRS and differences between federal and state financial aid programs.

Please provide feedback to David Jones at david.jones@mnsu.edu by May 1, 2019.

For Campus Feedback and Consultation

Common Bell and Coordinated Scheduling Work Group Proposal

In Fall 2018, the University launched an “**Optimizing Learning Spaces and Student Success: Common Bell and Coordinated Scheduling**” initiative. The initiative is focused on ensuring that our students can register for the courses they need, when they need them, and in high-quality spaces.

To move the conversation surrounding the development of a common bell schedule, course offering practices, and room scheduling procedures forward, a work group of 31 appointed representatives was convened. Following six months of effort, a Common Bell Course Framework Proposal is available for campus feedback and consultation at <http://www.mnsu.edu/ipra/commonbell.html>. **Feedback can be submitted online at <http://www.mnsu.edu/ipra/commonbell.html> through Friday, April 19, 2019.**

General Fund Strategic Budget Planning Process Revision Recommendations

In Fall 2017, the University adopted and implemented a **General Fund Strategic Budget Planning** process. In accordance with the process adopted, following every cycle of evaluation, work groups from the membership of the Budget, Planning, and Assessment & Evaluation Sub-Meet and Confers evaluate and bring forward **recommendations for continuous process improvement**. Draft recommendations are now available for campus feedback and consultation at <https://www.mnsu.edu/planning/sbp.html>. **Feedback can be submitted online at <https://www.mnsu.edu/planning/sbp.html> through Friday, April 19, 2019.**

March 19, 2019

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

FROM: David Cowan, Parking & Transportation Advisory Committee Chairperson *DC*

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

The Annual Public Hearing on Parking & Transportation Policies, Budget & Capital Improvements was held 12 Noon, Thursday, March 14th. Nineteen attended the hearing of which 11 were Advisory Committee Voting or Ex-officio Nonvoting Members, 2 were from the independent Parking Citation Appeals Board, 8 folks submitted written comments which were made part of the official record. The hearing concluded at 1:10 PM. The testimony was robust and the follow-up questions and discussions were spirited.

The following recommendations were "endorsed" by the voting members of the Parking & Transportation Advisory Committee at its March 14th meeting immediately following the hearing, and are now formally submitted for review by the Meet & Confer Committees, and the Administration.

1. Post-Hearing Recommendation – FY'20 \$1.79 M Income/\$1.65 M Spending Plans

In its "post-hearing" recommendation the Advisory Committee endorsed a \$1,797,376 overall income plan (parking permits, fine collections, Visitor Paylot receipts, etc.) and a \$1,648,593 spending plan for 2019-20. The predicted June 30, 2019, shortfall of \$168,177 will be applied against the estimated \$148,783 surplus earned in the 12 months of FY'20 leaving a balance of shortfall of \$19,395 6/30/20 - unknown is how increased federal transportation bus subsidies will reduce City bus invoices and parking's \$159,487 share of the \$530,033 busing cost (no 2018 Fall Semester bus invoice has been received). The Advisory Committee understands that the 7 year plan will be examined each year, and our effort will be to try to finance as much of the lot upgrades and repairs as possible. During summer, 2017, \$361,677 was paid out to repair and upgrade parking areas which created year-end red ink carryforward into FY'19.

2020-21 is the first year of a 3-year planned repair of Lot 1 and that first bill will be \$280,000 with two more just like it for 2021-22 and 2022-23. Location of the student endorsed Seasonal Sports Dome will be on the field abutting the south curb of vacant Lot 22 (Orange lot) which will have no adverse impact on Lot 1 usage. [Lot 1 & 2 parking areas had been considered in the past as servicing Dome customers if the structure was put on the west side of the campus.] The Dome site is on the east side of the campus. No parking funds are being committed to the Sports Dome project.

March 19, 2019

(The Parking & Transportation Advisory Committee specifically endorsed the 2019-20 income and spending plans, including the 3% increase in parking permit rates, and recognizes that other years within the 7 year budget spreadsheet would be reviewed annually with budget numbers modified.)

Testimony was presented at the hearing **opposed** to a 3% permit rate increase (\$30,769), arguing that labor contracts were only bumped up 2% - though Advisory Committee members maintained that we should not tie parking and busing needs to whatever increase may be adopted for employee salaries. Wear and tear in the parking lots has no known relationship to salary increment issues and MSU parking permit rates are well within what are charged by other institutions.

On the spending side, Advisory Committee members agreed to ensure a second training review for all new student Traffic Controllers, and will consider eliminating intersection coverage of the Warren Street/Maywood Avenue crosswalk once the City's new concrete island is installed and the existing stop sign removed. Cuts in afternoon coverage will occur at the Library Intersection and well as at the Warrant Street/Maywood Intersection. These adjustments should produce savings of upwards of \$20,000 in FY'20. Traffic Control coverage for large events (commencements, high school regional playoff basketball games, East/West football), will continue with off-campus sponsors charged and billed accordingly by the Scheduling Office. It was noted that more off-campus organization events require parking and though funds are collected for use of the lots, permit enforcement is pulled back

for public relations reasons resulting in a downturn in fine collections – lifting Visitors Paylot gate arm earlier than usual on weekdays allows some “regular customers” to escape when the event participants exit in mass.

2. Post-Hearing Recommendation – FY’20 \$1,159,376 Permit Estimate - Includes \$30,769 from 3% Permit Rate Increase on top of \$1,128,607 FY’19 Estimated Permit Receipt Base

Parking Permit & Citation Areas (1)	Existing (2)	Proposed for Public Hearing held on March 14, 2019 (3)	“Post Hearing” Recommendations of Parking & Transportation Advisory Committee (PTAC) – Approved 5 to 0	
			Recommended Rate Final (4)	Advisory Committee Rationale (5)
Platinum – Lot 13 Only – Between McElroy & Carkoski	\$350	\$340	\$340	Price decrease from past year reflects Advisory Committee endorsement of MSUAASF related appeal for those employees who in residence halls 24/7 and are required by contract to quickly respond to issues with their residential community. Platinum permit allows them to be protected from Residence Hall Green Permit holders who would otherwise swarm in from 12 Noon Fridays to 6 PM Sundays when “free parking” occurs.
Gold – 963 Stalls (12 Months)	\$330	\$340	\$340	Represents a \$28.33 monthly investment for premium close-in parking. Rate needed for looming parking lot repairs. St. Cloud State has \$320-\$500; Southwest \$300-\$415, Bemidji \$323-\$550, Winona \$225, Moorhead \$275.
Universal Gold	\$330 + \$20 Proximity Charge for Eligible Employees	\$340 + \$20	\$340 + \$20 Proximity Charge for Eligible Employees	Universal Gold permits are provided free to significant donors. University employees, who can demonstrate cross-campus traffic needs during a work day, can also apply but must pay. The \$20 Proximity Charge beyond regular Gold reflects the value in this permit – the charge was first implemented in 2017-18.
Purple (Academic Yr.)	\$210	\$216	\$216	Represents a \$27.00 monthly investment for relatively close-in parking. St. Cloud rate at \$189 for “K & Q” lots, Moorhead \$250, Winona \$105. Bemidji \$388.

Orange (Academic Year)	\$148	\$152	\$152	South and 22. Bemidji at \$194, Moorhead \$150, St. Cloud \$189, Winona \$90, Southwest \$73-\$153. A special Fall Only Lot 22 Orange permit for half price did not sell well and is being cut.
Residence Hall Light Green – (Academic Yr.)	\$272	\$280	\$280	Represents a \$35 monthly investment for premium close-in 24 hr. parking renter's residence hall. St. Cloud \$285 to \$500 (ramp), Southwest \$249, Bemidji \$130 to \$300, Winona \$155.
Res. Hall Discount Dark Green (Academic Yr.)	\$210	\$216	\$216	Represents a \$27.00 monthly investment to park over at the Green permit parking areas in Lots 1 & 2. Discount Green is but a short ride using the buses and/or shuttles, or a twelve minute walk from Crawford, McElroy, or Sears.
Blue Handicap Parking Permit (12 Month)	\$148	\$152	\$152	Represents a \$12.66 monthly investment for premium close-in parking for 12 month permit. Rate tied to nine-month Orange permit charge in the past. \$105 Winona.
Silver Motorcycle/ Scooter Permit (Academic Year)	\$62 or \$31 with the purchase of regular vehicle permit	\$64 or \$32 with the purchase of regular vehicle permit.	\$64 or \$32 with the purchase of regular vehicle permit	Represents a \$8.00 monthly outlay for zoned 2- wheeled vehicle parking in Lot 7 (by Tennis Court), Lot 11A (Student Union), Lot 16 (Performing Arts lot), and Lot 15 (front of McElroy). \$3.62 monthly investments if owner already has regular permit for a 4 wheeled vehicle. Advisory Committee believes that existing rate is low enough to support the use of such energy efficient 2-wheeled vehicles.

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

The subject of maintaining Lot 23 as a “free lot” came up at the Annual Hearing March 14th. In a unanimous decision following the hearing, voting members of the Advisory Committee agreed that for 2019-20 the University should continue the existing status of Lot 23 as a “non-permit” lot. Along with that position, the Advisory Committee agreed to actively explore options for future years.

Student Government President MeMe Cronin make it very clear that the “subsidized lot” (a.k.a. “lot 23 free lot”) is very important in the minds of students. Most of the 7,000 parking permits are owned by

students and they would support the relatively little it takes to maintain the lot. Other students in the public hearing felt that now was not the time to pull back on the free parking alternative for students trying to cover their bills. The "subsidized or free lot" makes the campus seem more affordable and accessible for those parking in the Free Lot and jumping on the bus for a ride to the campus core. Others on the Advisory Committee discounted those arguments asking that some low permit rate be charge even if it drives students who refused to buy to park on nearby street curbs.

It was noted that nearby homeowners would probably find a lot of unwanted cars on curbs in front of their houses if Lot 23 turned into a permit lot. [Not on the Annual Hearing Docket was any reference to converting the Free Lot to a Permit Lot, hence neighboring businesses and residents would not have known that the issue was going to be brought up again in open testimony at the Annual Hearing.] Concern was expressed that property owners would be calling the police as well as the University every time their driveways were blocked or curbside parking was stuffed with ex-Free Lot users. City policing of illegal parking could be effective in the long run, however, was the counter argument.

The **Advisory Committee voted 5 to 0 to keep Lot 23 open and free, with no permit required.** The potential of a negative impact on the University's neighbors was of concern, and the strong position of the Student Government in opposition to a change, were contributing factors in the Advisory Committee's recommendation to maintain the status quo.

U-Zone Busing Routes Examined – Ridership Statistics Collection Need Upgrade

Matt Kasen brought to the attention of the Advisory Committee, that the nighttime Stomper Express, one of 10 bus routes within the U-Zone, had lost ridership compared to prior years. All of U-Zone routes are financed in some part by parking, residential life, and the Student Senate's Green Transportation Fee (\$1.10 per credit hour).

The 19,018 rides reported for 2017-18 for the Stomper Express were down notwithstanding its expansion last year to cover Monday, Tuesday, and Wednesday nights from its original limited coverage of Thursday, Friday and Saturday nights 6 PM to 11 PM. Stomper Express is more heavily subsidized than other routes and is projected to cost \$72,320 with parking slated for \$4,990, \$24,008 from the MSU Administration, and \$43,322 picked up by the Green Transportation Fee.

Others at the meeting opposed eliminating the nighttime Stomper Express because it was the only bus on the road until 11 PM at night touching the Union, Stadium Heights, Summit, Live Active Apts., Wal-Mart Hy-Vee, and River Hills Mall. It is true that stores like Old Navy and some in the River Hills Mall are closed to the public by that late hour, but student workers might still need to return to campus.

Advisory Committee members voted to examine all ridership statistics and work with Greater Mankato Transit to better determine what times seem to be more popular – present data collection is by day only and not by hour of the day.

Implementation of Recommendations

The Advisory Committee is prepared to meet with Bargaining Unit "Meet & Confers" to better explain its recommendations. With the Annual Spring Gold Permit Drawing just weeks away (registration 4/20 to 4/18/19; Drawing 4/23/19) it is recommended to proceed with the recommended Gold Permit rate of \$340 for next year (full payment or \$124 deposit + \$216 before August 1, 2019). Should the Administration not approve the rate increase and stay with today \$330 rate, the \$10 will be refunded.

7 Year Parking and Transportation Budget Plans - 1-19-19 Reviewed by P and T Advisory Committee

7 - Year Budget Planning Forecasts

Parking & Transportation Advisory Committee Recommended 3/15/18 following Annual Public Hearing on Parking & Transportation Policies, Capital Improvements & ...

	2019-20	2020-21	2021-22	2022-23	2023-24	2024-25	2025-26
(6)	(7)	(8)	(9)	(10)	(11)	(12)	
(\$168,177)	(\$19,395)	\$56,009	(\$44,062)	(\$150,120)	(\$347,562)	(\$471,970)	

2018-19 Financial Activity

2017-18 Actuals	FY19 Parking & Transportation Budget	Deposits & Outlays as of 03-12-19	Pending Activity and Encumbrances	Column 2 less 3 & 4 = Col. 5 Difference
(1)	(2)	(3)	(4)	(5)
\$ 90,784	(\$ 203,957)	\$ (203,957)		\$ -

Prior Year Carry Forward Balance	\$ 847,948	873,366	899,588	926,575	954,372	983,004	1,012,494
Current Year Receipts							
337830 General Parking (permits & specialty stalls; Doesn't include Residence Hall permits, CSU Event Parking (University Scheduling), temporary permit sales.	\$ 796,060	\$ 823,250	\$ 806,209	\$ 1,013	\$ 1,013	\$ 1,013	\$ 16,028
337831 Residence Hall Parking Permits (Exempt from State and Local Sales Tax.)	\$ 293,940	\$ 302,957	\$ 316,118				\$ (13,761)
337840 Traffic & Parking Services (citation fine receipts; 10,000 tickets)	\$ 253,656	\$ 290,000	\$ 170,911	\$ 38,969	\$ 80,120	\$ 6,767	\$ 80,120
337850 Timed Stall Parking - 49 Meters	\$ 19,513	\$ 20,000	\$ 13,293				\$ 6,767
337850 Timed Stall Parking - 100 Visitors Paylot Stalls. Existing Visitor Paylot rates: \$4 first hour, \$2 per hour thereafter.	\$ 262,905	\$ 285,000	\$ 176,853	\$ 110	\$ 108,037		\$ 108,037
337865 Dispatch & Patrol Supervisors	\$ 644						
337865 Intersection Traffic Control & Event Parking.	\$ 28,959	\$ 30,000	\$ 32,326				\$ (2,326)
337860 Vikings Parking Miscellaneous. \$10 per parking space to visit Vikings Village.	\$ 95,955						\$ -
Current Year Receipts	\$ 1,751,632	\$ 1,750,607	\$ 1,515,650	\$ 40,092	\$ 194,865	\$ 40,092	\$ 194,865
	\$ 1,797,376	\$ 1,829,984	\$ 1,866,763	\$ 1,919,646	\$ 1,968,666	\$ 2,003,856	\$ 2,050,251

Assumptions and Footnotes - Permit rates increase 3% annually and permit sales are constant. Salaries & Fringe Benefits increase 3.5% annually. Student Payoff will also increase consistent with Minnesota's new Minimum Wage Schedule.

Permit Type	2018-19 Existing Price	2019-20 Proposed Price	Increase Amount	Observation
Platinum- Lot 13 Only - Between McElroy & Cartoski - 24/7 Special Enforcement - 19 Stalls	\$350	\$340	(\$10)	Price change from past year reflected Advisory Committee endorsement of MSUASSF related appeal for those employees who live in residence halls 24/7 and are required by contract to quickly respond to issues within their residence hall community.
Gold	\$330	\$340	\$10	3% Increase. Cost equivalent: $\$340 \div 12 \text{ months} = \28.33 Per Month
Purple	\$210	\$216	\$6	3% Increase. Cost equivalent: $\$216 \div 8 \text{ months} = \27 Per Month
Orange	\$148	\$152	\$4	3% Increase. Cost Equivalent: $\$152 \div 8 \text{ months} = \19 Per Month
Res. Hall Light Green Closer-in	\$272	\$280	\$8	3% Increase. Cost Equivalent: $\$280 \div 8 \text{ months} = \35 Per Month.
Res. Hall Dark Green (Lots 1 & 2)	\$210	\$216	\$6	3% Increase. Cost Equivalent: $\$216 \div 8 \text{ months} = \27 Per Month
Blue Handicap	\$148	\$152	\$4	3% Increase. Cost Equivalent: $\$152 \div 12 \text{ months} = \12.66 Per Month
Silver - Motorcycle	\$62	\$64	\$2	3% Increase. Cost Equivalent: $\$64 \div 8 \text{ months} = \8 Per Month

FALL SEMESTER 2018 - 77 Days

76 Class Days + 1 Day Classes Not in Session (Wednesday, November 21, 2018).

Campus Express Nighttime

165 Hours = 15 Fridays x 11 hrs. (7 AM to 6:00 PM Fridays)
 248 Hours = 62 Days x 4 hrs (6:00 PM to 10:00 PM Monday-Thursday) - Includes 11/21/18, a non-class day.

Subtotal

Route 1A North, Route 1A South, Route 1B South

2,046 Hours = 62 Days x 11 hrs. x 3 routes (7:00 AM to 6:00 PM Monday-Thursday)

Route 1B North

847.0 Hours = 77 Days x 11.0 hrs. (7 :00 AM to 6:00 PM Monday - Friday)

Route 8 - Parking Program's Campus Circulator

165.0 Hours = 15 Fridays x 11.0 hrs. (7:00 AM to 6:00 PM Fridays)

682 Hours = 62 Days X 11 hrs. (7:00 AM to 6:00 PM Monday - Thursday)

Subtotal

Route 12 - James Avenue Nighttime Service - Student Union, James Ave., Stadium Heights

244.0 Hours = 62 Days x 4.0 hrs (6 PM to 10:00 PM Monday - Thursday)

Route 33 - Stomper Express - No Service 9/3/18, 11/22/18, 13/15/18-1/07/18, 1/13/19

495 Hours = 99 Days x 5 Hours (6:00 PM to 11:00 PM Monday - Saturday)

Route 9 - Stadium Heights/Monks/Nelson - 7:00 AM - 10 AM Mon-Fri - 77 days x 3 hrs = 231.0 hrs

Total Hours

	2018-19 Per Hour Rate Charge
	Fall Semester Grand Total of Estimated Bus Lease Charges
	Less Est. State Aid funding (Applies roughly 60% of Campus Express, Route 1 North and South Only)
	Less City of Mankato Funds (Applies to Stomper Nighttime Express Route 33 Only, 25% of the Bill)
	Less \$1.50 Fares (Non-MavCard Holder)
	Less Estimated Bus Advertising Receipts
	Contract Related Buss Fare Revenue Loss Offset
	Estimate - Fall Semester Bill Owed City of Mankato

Exhibit C - 2018-19 Bus Contract Cost Estimates - 7/31/18

Campus Express Nighttime	Route #1A North	Route #1A South	Route #1B North	Route #1B South	Route #8 Campus Circulator	Route #9 Morning Express	Route #12 Nighttime Express	Route #33 Stomper Express Nighttime	Loss Revenue to City because of MaxCard Use beyond U-Zone (e.g. North Mankato, Mankato)	Fall Semester 2018 Estimated Totals
Wigley, McElroy, Briaridge, Southridge, Meadow View, The Quarters/College Town, Heron Drive, Lots 20-23 23 Minutes (1)	CSU, College Station, Southridge, Briaridge, Ellis 18 Minutes (2)	Wigley, McElroy, Maywood/Warren, Lots 20-23, The Quarters/College Town, Heron Drive, Lots 20-23 25 Minutes (3)	CSU Shelter, Stadium Heights, College Station, Southridge Apts., Briaridge Apts, Monks Ave, Myers Field House 25 Minutes (4)	Wigley, McElroy, Maywood/Warren, Lots 20-23, Tanager Rd., The Quarters/College Town, Heron Drive, Lots 20-23 28 Minutes (5)	Campus Core, Summit, Lots 20-23, Wigley 18 Minutes (6)	Nelson Hall, Stadium Heights, Monks, Nelson Hall 14 Minutes (7)	CSU, Southwood Terrace, James Avenue, Summit, Stadium Heights, Monks 28 Minutes (8)	Student Union, Wal-Mart, Old Navy, Hyvac, River Hills Mall 60 Minutes (9)	(10)	(11)
165.0										165.00
248.0										248.0
413.0										413.0
	682.0	682.0		682.0						2,046.0
			847							847.0
					165.0					165.0
					682.0					682.0
					847.0					847.0
						248.0				248.0
								495.0		495.0
										495.0
										231.0
										231.0
										5,127.0
										\$99
										\$49,005
										\$
										\$507,573
										\$
										\$ (190,000)
										\$ (12,250)
										\$ (10)
										\$ (160)
										\$ (1,300)
										\$ (6,116)
										\$ (7,500)
										\$ (7,500)
										\$7,500
										\$506,348
413	682.0	682.0		682.0						2,046.0
\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99
\$40,887	\$67,518	\$67,518	\$89,853	\$57,518	\$99	\$99	\$99	\$99	\$99	\$99
(17,100)	(45,600)	(45,600)	(86,100)	(45,600)	(88,853)	(22,869)	(24,552)	(99)	(99)	(99)
(50)	(50)	(50)	(50)	(50)	(90)	(5)	(10)	(12,250)	(10)	(10)
(190)	(190)	(190)	(150)	(190)	(2,000)	(1,300)	(160)	(1,300)	(1,300)	(1,300)
\$23,547	\$21,678	\$21,678	\$47,513	\$21,678	\$1,863	\$21,564	\$24,382	\$55,445	\$7,500	\$7,500

SPRING SEMESTER 2019 - 80 Days

Route 1 - Campus Express

165 Hours = 15 Fridays x 11.0 hrs. (7:00 AM to 6:00 PM Fridays)

252 Hours = 63 Days x 4 hrs. (6 PM to 10 PM Monday - Thursday)

Route 1A North, Route 1A South, Route 1B South

2,079 Hours = 63 Days x 11 hrs. x 3 Routes (7:00 AM to 6:00 PM Monday-Thursday)

Route 1B North

869.0 Hours = 79 Days x 11.0 hrs. (7:00 AM to 6:00 PM Monday - Friday)

Route 8 - Parking Program's Campus Circulator

176 Hours = 16 Fridays x 11.0 hrs. (7:00 AM to 6:00 PM Fridays)

693 Hours = 63 Days x 11 hrs. (7:00 AM to 6:00 PM Monday - Thurs.)

Route 12 - James Avenue/Stadium Heights/Moaks Nighttime Service

252 Hours = 63 Days x 4.0 hrs (6 PM to 10:00 PM Monday - Thursday)

Route 33 - Stonper Express - No Service 1/21/19, After 5/10/19

500 Hours = 100 Days x 5 Hours (6:00 PM to 11:00 PM Monday - Saturday) Includes Spring

Break in March 4-March 9, 2019.

Route 9 - Stadium Heights/Moaks/Nelson

297 Hours = 79 Days x 3 Hours - 7:00 AM - 10 AM Mon-Fri.

Total Hours

2018-19 Per Hour Rate Charge	2018-19 Per Hour Rate Charge
Less Est. State Aid Funding (Applies roughly 60% of Campus Express, Route 1 North and South Only)	Spring Semester Grand Total of Estimated Bus Lease Charges
Less City of Monrovia Funds (Applies to Stonper Express Route 33 Only, 25% of the Bill)	Less City of Monrovia Funds (Applies to Stonper Express Route 33 Only, 25% of the Bill)
Less \$1.50 Fares (Non-MealCard Holders)	Less \$1.50 Fares (Non-MealCard Holders)
Less Estimated Bus Advertising Receipts	Less Estimated Bus Advertising Receipts
Contract Related Bus Fare Revenue Loss Offset -	Contract Related Bus Fare Revenue Loss Offset -
Spring Semester Bill Owed City of Monrovia	Spring Semester Bill Owed City of Monrovia

Campus Express Nighttime	Route #1A North	Route #1A South	Route #1B North	Route #1B South	Route #8 Campus Circulator	Route #9 Morning Express	Route #12 Nighttime Express	Route #33 Stomper Express Nighttime	Loss Revenue to City	Spring Semester 2019 Estimated Totals
Wigley, McElroy, Briargate, Southridge, Meadow View, College Town, Heron Drive, Lots 20-23 23 Minutes (1)	CSU College Station, Southridge, Briargate, Ellis 18 Minutes (2)	Wigley, McElroy, Maywood/Warren, Lots 20-23, College Town, Heron Drive, Lots 20-23 25 Minutes (3)	CSU Shelter, Stadium Heights, College Station, Southridge Apts., Briargate Apts., Monks Ave, Myers Field House 25 Minutes (4)	Wigley, McElroy, Maywood/Warren, Lots 20-23, Tanager Rd., The Quarters, Heron Drive, Lots 20-23 28 Minutes (5)	Campus Core, Summit, Lots 20-23, Wigley 18 Minutes (6)	Neison Hall, Stadium Heights, Monks, Neison Hall 14 Minutes (7)	CSU, Southwood Terrace, James Avenue, Summit, Stadium Heights, Monks 28 Minutes (8)	Student Union, Wal-Mart, Old Nacy, Hyvce, River Hills Mall 60 Minutes (9)	Loss Revenue to City because of MavCard Use Beyond U-Zone (e.g., North Mankato, Mankato)	(10)
165.0										165.0
252.0										252.0
417.0										417.0

693.0	693.0	693.0	693.0	693.0						2,079.0
			869.0							869.0
					176.0					176.0
					693.0					693.0
					869.0					869.0
							252.0			252.0
								500.0		500.0

417.0	693.0	693.0	869.0	693.0	693.0	237.0	237.0	237.0	237.0	237.0	4,364.0
\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99	\$99
\$ 41,283	\$ 68,607	\$ 68,607	\$ 85,031	\$ 68,607	\$ 86,031	\$ 29,463	\$ 24,948	\$ 49,500	\$	\$ 517,077	
\$ (17,100)	\$ (45,600)	\$ (45,600)	\$ (36,100)	\$ (45,600)	\$ (59,321)	\$ (16,424)	\$ (15,523)	\$	\$	\$ (281,268)	
\$ (75)	\$ (150)	\$ (150)	\$ (150)	\$ (150)	\$ (300)	\$ (9)	\$ (15)	\$ (12,125)	\$	\$ (12,125)	
\$ (750)	\$ (750)	\$ (750)	\$ (750)	\$ (750)	\$ (750)	\$ (750)	\$ (750)	\$ (500)	\$	\$ (1,149)	
\$ 23,358	\$ 22,107	\$ 22,107	\$ 49,031	\$ 22,107	\$ 25,660	\$ 6,280	\$ 8,660	\$ 36,875	\$ 7,500	\$ 7,500	\$ 7,500