

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

Thursday, December 5, 2019

1:15-2:45 P.M.

CSU 203

Present: Melissa Iverson, Marilyn Wells, David Jones, Steve Barrett, Rick Straka, Brian Martensen, Mark Johnson, Henry Morris, Rachel Tanquist, Deb Schulz, Tracy Stokes-Hernandez, Amanda Weister, Gina Maahs-Zurbey, Bobby Fleischman, Carolyn Nelson, Sara Granberg-Rademacker, Sarah Frazier, Marie Slotemaker, Chris Corley

Meeting Chair –Mel Iverson, 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 (D. Jones on behalf of R. Davenport)

- R. Davenport apologized that he had to miss the meeting due to an emergency phone call.
- MNSU hosted an environmental conference on Tuesday. R. Davenport introduced governor and talked with the governor on his degree of support for Armstrong Hall. Governor told R. Davenport that he will put the Armstrong project in in his budget proposal. However, political parties may use this project as a bargaining chip and the governor will need to negotiate for things across the state.
- R. Davenport expresses his appreciation for all the work M. Wells has done during her time here. A celebration will be held on January 8th.
- Invitations to serve on the provost search committee will be sent out. Five people have expressed interest to serve in the interim role. R. Davenport will speak with them soon so that he can make a decision in the next week or two.
- M. Wells thanked ASF members for their collaboration over the last few years.
- M. Wells added that the College of Business Dean national search has begun. R. Straka and B. Martensen will be co-chairing. D. Cedars will be representing ASF. Members as quickly as possible. The search will be concluded by July 1st. There will not be business community representatives on the search committee since searches are confidential, but there will likely be an opportunity for finalists to have a luncheon with select members of the Mankato business community.

C. MSUAASF President's Report (M. Iverson)

- Our members have been working hard to serve our students and many members are staying busy over winter break.
- Our members have taken an active role providing feedback in the proposed colleges, institutes, and schools conversation.
- Chancellor Malhotra and Vice Chancellor R. Anderson discussed Equity 2030 at the state board meeting and there will be continuing conversations on this topic.

- Our statewide Lobby Day will be held March 31, 2020. We will discuss important member and MinnState issues with our legislators. Please let us know if there are things you would like us to bring to the table.

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

- The dome is up and a community open house will be held on Monday 12/9 from 5:30-8pm.
- There will also be a groundbreaking ceremony in January once student leaders are back from winter break.
- Football leagues, soccer leagues, and children's activities are already taking place in the dome.
- There will be additional signage on the physical dome and street signage shortly.
- R. Straka added that the dome is purposefully opaque so that light pollution does not harm astronomy building viewings.
- October and November were busy months with lots of visitors.
- For fall semester we are at 14,347 students as of this morning, which is down .3% from a year ago (47 students down).
- We are down .9% (approx. 59.7 students)
- Spring registration is open. We are currently down 72.3 FYE. We need everyone's help to get students to re-enroll and re-register for spring.
- Fall undergraduate applications are up 3.2% which is promising. B. Jones met recently with his peers and many are not enjoying the same experience. MNSU has continuing momentum.

II. Discussion Items

A. Budget (R. Straka)

- MMB released the November revenue forecast with a 1.332 billion budget surplus. They plan on putting some towards the US Bank Stadium reserve and to replenish the state reserve. The final amount the legislature can act on comes in February.
- There are some concerns over geopolitical risk, trade risk, and consumer confidence. As long as nothing major happens in those areas we should still see a budget surplus.
- Legislature may be open to MinnState 54 million dollar Supplemental Budget Request. We are hoping that they will fund NextGen so that we do not have to take 1.1 million dollars out of our reserve over the next five years and that we can instead free up this money to use towards other investments.
- While a tuition buy down would be helpful for our students, it doesn't get MNSU any more dollars for our local budget.
- NextGen funding and direct appropriation for campus support would be helpful for our budget.
- R. Straka expects to hear more on this in March and April.
- M. Iverson asked if MinnState was hopeful that the legislature would grant the supplemental budget request. R. Straka answered that he is more hopeful after seeing the surplus numbers. Rarely does the legislature leave money unspent with a replenished reserve, so it will be used through either tax cuts or spending.

B. HR Topics (S. Barrett)

- Human Resource Vacancies
 - Please see attached list and let S. Barrett know if you see any errors.

- The volume of positions is lower than it was last year. This is partially due to a different process of releasing positions. Vacancies will likely happen as waves instead of a steady volume.
- Workplace Environment Investigations
 - Please see attachment.
 - The volume is lower than last year and the process is taking an average of 18 days. A few cases had a longer investigation period and a few cases are sitting with the decision makers.
 - The small sample size causes the numbers to fluctuate.
 - M. Iverson asked for the Board of Trustees award update. S. Barrett answered that the survey was completed last week and the committee meeting will be scheduled soon to review the nominees and select 3-4 to then recommend to the president. The process is on track with the timeline.
 - H. Morris added that the committee is looking at characteristics of past winners to inform our decision of the finalists chosen so that we have a better chance of winning the overall award.

C. Graduate Tuition Outcome (D. Jones)

- Handout attached.
- This document is based on the feedback received from last spring through summer. The eight outcomes on the document are mostly continuations of things we are doing already.
- Graduate enrollment across the country has declined, and ours has equally declined even though we removed nonresident graduate tuition rates
- The recommendation is to create a non-resident tuition rate of 1.5% the resident rate. There will also be an international rate that is equal to the non-resident rate since the term “non-resident” does not translate well internationally.
- GA, RA, and TA rates will be left the same regardless of residency.
- We have reciprocity agreement with several states and the Midwest compact, which means that these students will have different rates.
- These additional tuition dollars will support the graduate enrollment management plan including marketing and growing graduate programs. The additional dollars could also support students in their thesis work and capstone projects and to provide funding for students to attend conferences and present their research.
- If we had this in place now we’d have an additional \$500,000. The goal is to have \$1,000,000 to go towards the graduate enrollment plan and then any additional tuition dollars brought in will go towards the general fund.
- M. Iverson asked if the \$1,000,000 would be a total number or per fiscal year. D. Jones answered that the \$1,000,000 would be per fiscal year. The plan is to implement this tuition differential in Fall 2021.
- Some programs have been concerned with enrollment. While there is a risk, the financial risk is not large since there are currently only 126 domestic and 64 international students that aren’t GAs, RAs, or TAs.
- M. Weister asked what kind of data we currently have to support this decision. D. Jones answered that there is national data to support this since price is second or third in graduate student decision making. R. Staka also answered that we can compare our enrollment to St. Cloud’s for a direct comparison and that the tuition differential has not been shown to impact enrollment there.

- M. Iverson asked if we are going to grandfather in prior graduate students. D. Jones answered that it will depend on if ISRS is able to grandfather tuition rates. R. Strak answered that this is all manual with ISRS and that ISRS is currently running out of instructional unit types. If the decision is made to not grandfather in current students in there is plenty of time to inform the effected students.
- S. Barrett asked if our online fee differential is common for graduate schools. D. Jones answered that competition in the market is making this fee less common. R. Straka also answered that there is a chance that there will be legislation to remove this fee differential.
- C. Nelson asked about 100% online students. R. Straka answered that we'll need to separate the online verses on the campus students.
- M. Iverson asked about 3+2 programs on campus and where a student would a student fall with the rate plan. B. Martensen answered that they're still considered undergrad until they get their diploma. T. Tinney does a manual override for students who are starting graduate courses during their undergraduate programs.
- D. Jones stated that the timeline will need board approval and it will be brought to them in April. D. Jones does not expect any issues since our rates will be similar to St. Cloud and Winona.

D. Policies Under Review (B. Martensen)

- Handout attached.
- The university policy process is underway. The policy sub-meet committee has looked at all the policy requests that came in this year to be reviewed. The sub-meet has also looked at new policies and policies up for their automatic review in the seven-year cycle.
- 18 policies will be under review. Each policy has a vice president assigned as its custodian. The custodian assigns a drafter to create the new policy. The policy then goes out to the campus for a 30-day informal review. After feedback is received, the policy is revised. The revised policy then goes out to the campus for a 45-day formal review. Final revisions are made, and the policy is sent to the president for approval.
- The informal review will start on January 8th and end on February 10th. The formal review is anticipated to start on March 1st.
- Seven or eight policies are up for review in the seven-year cycle. The other eleven were requested, often due to an external change (such as a federal or state law). Three new policies were suggested, but they may be combined with existing policies.
- The policy website is transitioning to the new website. This will hopefully be completed in time for the review process.
- The goal is to have the online form running for feedback via the website. Comments will be public, but names will remain anonymous.
- M. Iverson added that we received feedback and concerns last year since some policies were not ready for the informal review and did not show the drafters' initial changes until the formal review when there were significant unexpected changes. Members felt there wasn't enough time for feedback.
- D. Schulz added that the policy drafter chosen is not always a content expert and that it is important for drafters to confer with people working in that area so they understand the actual practice.
- M. Wells answered that drafters do not have to complete policies by themselves and that they should be consulting with others. Please let B. Martensen know if you want to be involved with policy drafting.

E. Feedback on New Colleges & Structures (M. Wells)

- Five open forums were held and the website was open for feedback. Over 300 people participated and M. Wells received twelve pages of online comments. The feedback for phase one was due by today.
- M. Iverson added that our members have been submitting feedback individually.
- There has been great interest in the process. There have been some strong supporters, some individuals who are neutral, and some that disagree.
- The College of Applied Ag and the School of Global Education both had the strongest support, whereas the Polytech Institute and the University College had more feedback for improvement.
- Many individuals have requested more information with a detailed plan.
- One suggestion was to create an organizing committee, workgroup, or team to explore gaps and work through implementation.
- Another suggestion was to decouple phase two from phase one.
- A third question was regarding resources and staffing.
- M. Iverson has heard similar themes from our members in terms of concerns with timeline and phase two. Many of our members are looking ahead to phase two since it is a fast timeline. We agree with the feedback on separating the phases since there are more concerns with phase two of the process.
- M. Iverson added that she received feedback that transparency is desired. She had also received member concerns about resources and how this project is cost neutral since there are administrative costs any time schools/institutes are added. M. Iverson expects more member feedback on phase two since it impacts our members more directly.
- M. Wells agrees that it is reasonable to separate phase two. She saw a tone shift from the first open forum to the last forum and even within forums as things were discussed and people felt heard.

F. Student Worker Work Limits (R. Straka)

- Payroll supervisors will get communication regarding international students' work limitations during the term (20 hours) and limitations outside of the term (40 hours).
- International students can't work overtime, or it could hurt their visa status. This sometimes happens if a student gets a job at multiple departments and goes over hours between those jobs.
- R. Straka is trying to figure out how we can communicate and coordinate this moving forward. The department will be notified if students are over hours.
- R. Straka is also looking at how we discuss this with students who are working unauthorized overtime.
- Graduate student workers are limited to 14 hours per week per statute.

G. Diversity & Inclusion Plan Update (H. Morris)

- The webpage will be updated this spring on how our overall university and individual divisions/colleges are doing with retention and whether our changes are making a difference.
- H. Morris has signs to give to staff that show that each student is important to us and that we need to continually work to retain students semester by semester. Please contact H. Morris if you would like a sign for your office.

- The Minnstate Equity 2030 initiatives were started locally at MNSU years earlier. We want to make sure we continue to push to close the opportunity gap.
- We closed the opportunity gap 9.1% to 5.6% last year, but we need to keep doing this and be diligent so that it doesn't go back to where it was.
- S. Barrett added that the challenge is always improving on our new baseline.
- The goal is for the university to not be the reason they weren't successful here and that we're not the ones standing in the way of student success.

H. Mav Card & Banking Services Update (R. Straka)

- There has been increased federal oversight of banking relationships and the removal of closed markets means that financial institutions no longer want to pay a fee to be linked to student IDs.
- Using their student ID as a charge card is no longer driving students' banking decisions.
- We will be discontinuing our relationship with Wells Fargo. We received publicity last spring regarding our banking relationship with Wells Fargo and fees students paid (these were mostly due to wire transfers from international students that drove up the average). The relationship between Mankato and Wells Fargo often meant that students would get a better checking account deal than they'd find elsewhere.
- Banking institutions are also moving away from physical locations due to online banking and Wells Fargo's lease ends in March.
- We are the last of the seven state universities to have a financial institution on campus (two others do still have a bank on their ID card).
- Employees at Wells Fargo have been notified that their branch is closing. Affinity will still be located on campus.
- This opens up possibilities for digital student IDs and being on the leading edge of technology for ID cards. This will partially depend on ISRS NextGen capabilities.
- Other vendors are also concerned about the viability of ATMs on campus since they are expensive to upkeep. We may need to reduce the rent charged to keep them on campus
- Wells Fargo has been a good partner and they've treated our students well.
- M. Iverson asked if we would be losing money with the loss of this partnership. R. Straka answered that we would be losing a little under \$100,000/year, but we can potentially recuperate some of the loss with electronic IDs and other things we can increase efficiency on.
- G. Maahs-Zurbey asked about the physical space. R. Straka has heard a couple of suggestions and will work with M. Considine and the cabinet to discuss how the space should be used.

FY20 Meeting Dates

January 30, 2020

March 5, 2020

April 2, 2020

May 7, 2020

Position Vacancies by Bargaining Unit/Employee Group
DECEMBER 2019

Administrators

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Consultant -ABET Preparation	AA19235	NEW	EXISTING	GENERAL	AT WILL	NOT YET STARTED	CSET Dean's Office	9		06/03/19

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	CTRl Administrative Assistant	AA20165	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Center for Transportation Research and Implementation	OAS INT		10/16/19
C	Office and Administrative Specialist	AA20166	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Accessibility Resources	OAS Int	Beth Eaton	11/07/19
C	Administrative Assistant	AA20180	EXISTING	EXISTING	GENERAL	UNLIM	OFFEREE APPROVED	School of Nursing	OAS, SR		10/28/19
C	Administrative Assistant	AA20186	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Children's House Water Resources	OAS INT		12/13/19
C	Office Manager	AA20188	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Center/Institute for Regenerative Resources & AgriSciences	OAS SR		11/25/19
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	GENERAL	TEMP	NO LONGER BEING FILLED	Grounds	GRDS INT		3/1/19
C	General Maintenance Worker	FA19078	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		
C	General Maintenance Worker	FA19079	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW		

C	General Maintenance Worker	FA19080	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Building Services	GMW	
C	Groundskeeper Intermediate	FA19082	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Grounds	GRDS	4/15/19
C	Athletics Insurance Coordinator/Admin Asst.	FA19085	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Intercollegiate Athletics	OAS SR	4/15/19
C	OAS Intermediate	FA19094	EXISTING	NEW	GENERAL	UNLIM	FINALISTS SELECTED	Office Support Services	OAS INT	6/11/19
C	General Maintenance Worker	FA19095	EXISTING	EXISTING	GENERAL	UNLIM	ON HOLD	Building Services	GMW	6/17/19
C	Groundskeeper Intermediate - Snow Plow	FA20030	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Grounds	GRDS	Eric Miller 11/04/19
C	Groundskeeper Intermediate - Snow Plow	FA20031	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Grounds	GRDS	Levi Zimmerman 11/05/19
C	Groundskeeper Intermediate - Snow Plow	FA20032	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Grounds	GRDS	Steven Horner 11/05/19
C	Groundskeeper Intermediate - Snow Plow	FA20033	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Grounds	GRDS	Jesse McCabe 11/14/19
C	Groundskeeper Intermediate - Snow Plow	FA20034	EXISTING	EXISTING	GENERAL	EMERGE NCY	HIRED	Grounds	GRDS	Jesse Wieland 11/21/19
C	Groundskeeper Intermediate - Snow Plow	FA20035	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS	11/1/19
C	Groundskeeper Intermediate - Snow Plow	FA20036	EXISTING	EXISTING	GENERAL	EMERGE NCY	NOT YET STARTED	Grounds	GRDS	11/1/19
C	Painter	SA19048	NEW	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Physical Plant	PAINTER	6/17/19
C	Campus Security Officer	SA20011	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	Security	SECURIT	12/1/19
C	General Maintenance Worker	SA20013	EXISTING	EXISTING	NON-GEN	TEMP	NOT YET STARTED	Residential Life	GMW	11/26/19
C	Campus Communications Officer	SA20016	NEW	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	Security	SECURIT	12/02/19

C Campus Communications
 Officer SA20016 EXISTING EXISTING NON-GEN UNLIM INTERNAL BID Security Y COMM 11/25/19
 SYS MNTR

C Office Assistant SS20007 EXISTING EXISTING GENERAL TEMP NOT YET Registrar's Office OAS INT 12/2/19
 STARTED

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
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U Interim Educational Advisor AA19202 EXISTING EXISTING NON-GEN EXT FUNDED NOT YET Educational Talent Search B 2/1/19
 STARTED Kearney

U Interim Assistant Director AA19205 EXISTING EXISTING GENERAL FIXED NOT YET International Student Services C 1/15/19
 TERM STARTED

U Child Welfare Program Student Support Coordinator AA19219 NEW EXISTING NON-GEN PROB REVIEWING APPLICATIONS Social Work B 4/1/19
 UNIVERSITY

U Academic Success Advisor AA20098 NEW NEW GENERAL PROB FAILED SEARCH Undergraduate Advising Center B 7/15/19

U Laboratory Coordinator AA20138 EXISTING EXISTING GENERAL PROB HIRED Biological Sciences C Stephanie Zojanc 11/4/19

U Associate Dir. of Graduate Recruitment and Retention AA20148 EXISTING EXISTING GENERAL PROB ADVERTISEMEN T OPEN Graduate Studies Office C 1/6/20

U Student Success Coach AA20150 NEW NEW GENERAL FIXED ON HOLD Dean's Office A 8/15/19
 TERM Kearney Center

U Interim International Recruiter AA20154 NEW EXISTING NON-GEN FIXED ON HOLD for ISS; Center for English Language Programs U 8/15/19
 TERM Center for

U Acting Director - Center for Education Abroad and Away AA20163 EXISTING EXISTING GENERAL FIXED CALL OUT TO Education Abroad and Away D 8/26/19
 TERM ASF

U Interim Director of Student Success AA20167 EXISTING EXISTING GENERAL FIXED NOT YET OASIS C 11/1/19
 TERM STARTED

U	Director of Student Success	AA20168	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	OASIS	C	1/2/20
U	Director, Latino and Multicultural Affairs	AA20169	EXISTING	EXISTING	GENERAL	PROB	FAILED SEARCH	Multicultural Center	C	1/1/20
U	Interim Diversity Recruitment & Retention Coord.	AA20170	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	OASIS	B	Bianca Alvarez 10/28/19
U	Academic Advisor for Pre-Professional Tracks	AA20175	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	CSET Advising	B	11/18/19
U	Academic Advisor	AA20176	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	CSET Advising	B	5/4/20
U	Educational Advisor	AA20181	EXISTING	EXISTING	NON-GEN	EXT FUNDED	NOT YET STARTED	Educational Talent Search	B	11/13/19
U	Assistant Director for Immigration & Compliance	AA20182	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Kearney Center for International Student Services	C	1/6/20
U	Education Abroad Advisor	AA20187	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Center for Education Abroad and Away	B	12/2/19
U	Director, Asian American & Multicultural Affairs	AA21023	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Multicultural Center	C	7/1/20
U	Assistant Athletic Trainer	FA20019	EXISTING	EXISTING	GENERAL	INTMT	NOT YET STARTED	Intercollegiate Athletics	B	7/1/19
U	Assistant Athletic Trainer	FA20025	EXISTING	EXISTING	GENERAL	INTMT	EXPERIENCE COMPLETED	Intercollegiate Athletics	B	8/19/19
U	Assistant Athletic Trainer Intermittent	FA20027	EXISTING	EXISTING	GENERAL	INTMT	EXPERIENCE COMPLETED	Intercollegiate Athletics	B	9/3/19
U	Student Success Coordinator and Conduct Officer	SA20001	NEW	EXISTING	GENERAL	PROB	NOT YET STARTED	Student Conduct	B	8/1/19
U	Asst. Director for Communications and Testing Center	SA20006	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	New Student and Family Programs	C	10/1/19

C	Assistant Director for Environment	SA20008	EXISTING	EXISTING	NON-GEN	UNLIM	ADVERTISEMEN T OPEN	Residential Life	ASST DIR ENVR	1/13/20
U	Hall Director	SA20014	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Residential Life	B	1/2/20
U	Hall Director	SA20015	EXISTING	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Residential Life	B	1/2/20
U	Academic Success Advisor	SS20004	NEW	EXISTING	GENERAL	FIXED TERM	HIRED	University Advising	B	Lina Wang 10/9/19
U	Director of University Advising	SS20005	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	University Advising	E	Sara Granberg- Rademacker 11/28/19
U	Director of Student Support and Record Data Governance	SS20006	EXISTING	EXISTING	GENERAL	UNLIM	NOT YET STARTED	Student Success	E	

Commissioners Plan

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Dentist	AA20134	NEW	EXISTING	NON-GEN	INTMT	HIRED	Dental Education	DENTIST	Dr. Nisha Jain	01/13/20
C	Dental Hygienist	AA20177	NEW	EXISTING	NON-GEN	INTMT	ADVERTISEMEN T OPEN	Dental Education	DENTAL HYGIENI ST		01/09/20
C	Dental Hygienist	AA20178	NEW	EXISTING	NON-GEN	INTMT	ADVERTISEMEN T OPEN	Dental Education	DENTAL HYGIENI ST		01/09/20
C	Dental Hygienist	AA20179	NEW	EXISTING	NON-GEN	INTMT	ADVERTISEMEN T OPEN	Dental Education	DENTAL HYGIENI ST		01/09/20

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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	NO LONGER BEING FILLED	Human Performance	ASSOC/A SST PROF		8/20/18
U	Associate/Assistant Professor	AA20111	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMEN T OPEN	Dental Hygiene	ASSOC/ ASST PROF		1/1/20

U	Associate or Assistant Professor	AA20153	NEW	NEW	GENERAL	FIXED TERM	NOT YET STARTED	AM/ET	ASSOC / ASST PROFESSOR OR	8/19/19
U	Associate/Assistant Professor	AA20164	EXISTING	NEW	GENERAL	PROB	FINALISTS SELECTED	Human Performance-Athletic Training	ASSOC/ ASST PROF	1/8/20
U	Professor or Associate Professor	AA20174	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Integrated Engineering/Personnel Range Engineering	PROF/ ASSOC PROF	01/08/20
U	Assistant Professor	AA20183	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Special Education	ASST PROF	1/11/20
U	Associate or Assistant Professor	AA21001	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	Counseling & Student Personnel	ASSOC/ ASST PROF	08/17/20
U	Assistant Professor	AA21002	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Elementary and Literacy Education	ASST PROF	08/17/20
U	Assistant Professor	AA21003	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Finance	ASST PROF	08/24/20
U	Associate/Assistant Professor	AA21004	NEW	NEW	GENERAL	PROB	ADVERTISEMENTS OPEN	Dental Hygiene	ASSOC/ ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21006	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Automotive and Manufacturing Engineering Tech.	ASSOC/ ASST PROF	8/17/20
U	Associate/Assistant Professor	AA21007	NEW	NEW	NON-GEN	PROB	REVIEWING APPLICATIONS	School of Nursing	ASSOC/ ASST PROF	8/17/20
U	Assistant Professor	AA21008	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENTS OPEN	Social Work	ASST PROF	8/17/20
U	Associate/Assistant Professor	AA21009	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	School of Nursing	ASSOC/ ASST PROF	8/17/20

U	Associate/Assistant Professor	AA21010	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	School of Nursing	ASSOC/ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21013	NEW	EXISTING	GENERAL	PROB	POSITION DRAFTED	Automotive and Manufacturing Engineering Tech.	ASSOC/ASST PROF	8/17/20
U	Professor, Associate or Assistant Professor	AA21014	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Integrated Engineering- IRE	PROF/ASSOC/ASST PROF	8/17/20
U	Assistant Professor	AA21018	EXISTING	EXISTING	GENERAL	PROB	REVIEWING APPLICATIONS	Elementary & Literacy Education	ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21024	NEW	NEW	GENERAL	PROB	POSITION DRAFTED	Biological Sciences	ASSOC/ASST PROF	8/17/20
U	Assistant Professor or Instructor	AA21026	EXISTING	NEW	GENERAL	FIXED TERM	POSITION DRAFTED	Computer Information Science	ASST PROF/INSTR	8/17/20
U	Associate or Assistant Professor	AA21027	EXISTING	EXISTING	GENERAL	PROB	POSITION DRAFTED	Computer Information Science	ASSOC/ASST PROF	8/17/20
U	Associate, Assistant Professor or Instructor	AA21028	EXISTING	EXISTING	GENERAL	FIXED TERM	POSITION DRAFTED	Automotive and Manufacturing Engineering Technology	ASSOC/ASST PROF/INSTR	8/17/2020
U	Assistant Professor	AA21030	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	ME & CIVE	ASST PROF	8/17/20
U	Assistant Professor	AA21034	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Chemistry and Geology	ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21041	EXISTING	EXISTING	GENERAL	PROB	NOT YET STARTED	Family Consumer Science	ASSOC/ASST PROF	8/17/20

U	Assistant Professor	AA21042	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Recreation, Parks and Leisure Services	ASST PROF	8/17/20
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C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
	None										

MAPE

C	Director of Communications and Events	AA20137	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	CAHN	INFO OFFICER	AmyJo Lennartson	11/15/19
C	Lead Applications Project Manager/Analyst	IT20003	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	IT Solutions - Application Development	ITS4		09/07/19
C	Leads Applications Project Manager/Analyst	ITS20003	EXISTING	EXISTING	GENERAL	UNLIM	FINALISTS SELECTED	IT Solutions Center	ITS4		9/23/19
C	Solutions Center Consultant	ITS20004	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	IT Solutions Center	ITS1		9/23/19
C	Director of Strategic Communications	ITS20005	NEW	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	IT Solutions	INFO OFFICER		12/30/19
C	Assistant Director for Safety & Services	SA20005	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Residential Life	PRG ADMIN		8/5/19

MGEC

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

MMA

None

C/U	POSITION TITLE	PRE	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
	TOTAL POSITIONS:	209	246	246	80	86	93				
		JUL 19	AUG 19	SEP 19	OCT 19	NOV 19	DEC 19				
	ADMINISTRATORS	8	9	9	2	1	1				
	AFSCME	52	59	59	19	26	26				
	ASF	47	66	66	34	28	30				
	COMMISSIONERS PLAN	6	8	8	4	7	4				
	IFO	81	85	85	13	16	26				
	MANAGERIAL PLAN	1	1	1	0	0	0				
	MAPE	13	17	17	7	7	6				
	MGEC	0	0	0	0	0	0				
	MMA	1	1	1	1	1	0				

Position Vacancies by Status
DECEMBER 2019

Search Not Started

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPT	RANGE	NAME	START
U	Interim Educational Advisor	AA19202	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search Kearney	B		2/1/19
U	Interim Assistant Director	AA19205	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	International Student Services	C		1/15/19
C	Consultant -ABET Preparation	AA19235	NEW	EXISTING	GENERAL	ADMIN	AT WILL	CSET Dean's Office	9		06/03/19
U	Associate or Assistant Professor	AA20153	NEW	NEW	GENERAL	IFO	FIXED TERM	AMET	ASSOC / ASST PROFESSOR		8/19/19
U	Interim Director of Student Success	AA20167	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	C		11/01/19
U	Director of Student Success	AA20168	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	C		1/2/20
U	Educational Advisor	AA20181	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search	B		11/13/2019
U	Assistant Director for Immigration & Compliance	AA20182	EXISTING	EXISTING	GENERAL	ASF	PROB	Kearney Center for International Student Services	C		1/6/20
U	Assistant Professor	AA20183	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Special Education Center for	ASST PROF		1/11/20
U	Education Abroad Advisor	AA20187	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Education Abroad and Away	B		12/2/19

U	Associate or Assistant Professor	AA21006	EXISTING	EXISTING	GENERAL	IFO	PROB	Automotive and Manufacturing Engineering Tech.	ASSOC/ ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21013	NEW	EXISTING	GENERAL	IFO	PROB	Automotive and Manufacturing Engineering Tech.	ASSOC/ ASST PROF	8/17/20
U	Professor, Associate or Assistant Professor	AA21014	EXISTING	EXISTING	GENERAL	IFO	PROB	Integrated Engineering- IRE	PROF/ ASSOC/ ASST PROF	8/17/20
U	Director, Asian American & Multicultural Affairs	AA21023	EXISTING	EXISTING	GENERAL	ASF	PROB	Multicultural Center	C	7/1/20
U	Associate or Assistant Professor	AA21024	NEW	NEW	GENERAL	IFO	PROB	Biological Sciences	ASSOC/ ASST PROF	8/17/20
U	Assistant Professor or Instructor	AA21026	EXISTING	NEW	GENERAL	IFO	FIXED TERM	Computer Information Science	ASST PROF/ INSTR	8/17/20
U	Associate or Assistant Professor	AA21027	EXISTING	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC/ ASST PROF	8/17/20
U	Associate, Assistant Professor or Instructor	AA21028	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Automotive and Manufacturing Engineering Technology	ASSOC/ ASST PROF/ INSTR	8/17/2020
U	Assistant Professor	AA21030	EXISTING	EXISTING	GENERAL	IFO	PROB	ME & CIVE	ASST PROF	8/17/20
U	Assistant Professor	AA21034	EXISTING	EXISTING	GENERAL	IFO	PROB	Chemistry and Geology	ASST PROF	8/17/20
U	Associate or Assistant Professor	AA21041	EXISTING	EXISTING	GENERAL	IFO	PROB	Family Consumer Science	ASSOC/ ASST PROF	8/17/20

U	Assistant Professor	AA21042	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Recreation, Parks and Leisure Services	ASST PROF	8/17/20
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	Groundskeeper Intermedlate	FA19082	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Grounds	GRDS INT	4/15/19
C	Athletics Insurance Coordinator/Admin Asst.	FA19085	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Intercollegiate Athletics	OAS SR	4/15/19
U	Assistant Athletic Trainer Groundskeeper	FA20019	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	7/1/19
C	Intermediate - Snow Plow	FA20035	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/1/19
C	Intermediate - Snow Plow	FA20036	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	11/1/19
C	Painter Student Success	SA19048	NEW	EXISTING	NON-GEN	AFSCME	UNLIM	Physical Plant	PAINTER	6/17/19
U	Coordinator and Conduct Officer	SA20001	NEW	EXISTING	GENERAL	ASF	PROB	Student Conduct	B	8/1/19
C	Assistant Director for Safety & Services	SA20005	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Residential Life	STATE PRG ADMIN SR	8/5/19
C	General Maintenance Worker	SA20013	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	11/26/19
U	Hall Director	SA20014	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	01/02/20
U	Hall Director Director of Student	SA20015	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	01/02/20
U	Support and Record Data Governance	SS20006	EXISTING	EXISTING	GENERAL	ASF	UNLIM	Student Success	E	

C Office Assistant SSS20007 EXISTING EXISTING GENERAL AFSCME TEMP Registrar's Office OAS INT 12/2/19

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Associate/Assistant Professor	AA20111	EXISTING	EXISTING	GENERAL	IFO	PROB	Dental Hygiene	ASSOC/ ASST PROF		1/1/20
U	Associate Dir. of Graduate Recruitment and Retention	AA20148	EXISTING	EXISTING	GENERAL	ASF	PROB	Graduate Studies Office	C		01/06/20
U	Acting Director - Center for Education Abroad and Away	AA20163	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Education Abroad and Away	D		08/26/2019
C	Dental Hygienist	AA20177	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTAL HYGIENIST		01/09/20
C	Dental Hygienist	AA20178	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTAL HYGIENIST		01/09/20
C	Dental Hygienist	AA20179	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTAL HYGIENIST		01/09/20
C	Administrative Assistant	AA20186	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Children's House	OAS INT		12/13/19
C	Office Manager	AA20188	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Water Resources Center/Institute for Regenerative Resources & Agrisciences	OAS SR		11/25/19
U	Associate or Assistant Professor	AA21001	EXISTING	EXISTING	GENERAL	IFO	PROB	Counseling & Student Personnel	ASSOC/ ASST PROF		08/17/20
U	Associate/Assistant Professor	AA21004	NEW	NEW	GENERAL	IFO	PROB	Dental Hygiene	ASSOC/ ASST PROF		8/17/20
U	Assistant Professor	AA21008	EXISTING	EXISTING	GENERAL	IFO	PROB	Social Work	ASST PROF		8/17/20

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Director of Strategic Communications	ITSS20005	NEW	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions	INFO OFFICER 3		12/30/19
C	Assistant Director for Environment	SA20008	EXISTING	EXISTING	NON-GEN	ASF	UNLIM	Residential Life	ASST DIR ENVR		01/13/2020
C	Campus Communications Officer	SA20016	NEW	EXISTING	GENERAL	AFSCME	UNLIM	Security	SECURITY COMM SYS MNTR		12/02/19
C	Campus Communications Officer	SA20016	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Security	SECURITY COMM SYS MNTR		11/25/19
U	Child Welfare Program Student Support Coordinator	AA19219	NEW	EXISTING	NON-GEN	ASF	PROB	Social Work	B		4/1/19
C	CTRI Administrative Assistant	AA20165	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Center for Transportation Research and Implementation	OAS INT		10/16/19
U	Academic Advisor for Pre-Professional Tracks	AA20175	EXISTING	EXISTING	GENERAL	ASF	PROB	CSET Advising	B		11/18/19
U	Academic Advisor	AA20176	EXISTING	EXISTING	GENERAL	ASF	PROB	CSET Advising	B		5/04/2020
U	Assistant Professor	AA21002	EXISTING	EXISTING	GENERAL	IFO	PROB	Elementary and Literacy Education	ASST PROF		08/17/20
U	Assistant Professor	AA21003	EXISTING	EXISTING	GENERAL	IFO	PROB	Finance	ASST PROF		08/24/20
U	Associate/Assistant Professor	AA21007	NEW	NEW	NON-GEN	IFO	PROB	School of Nursing	ASSOC/ ASST PROF		8/17/20
U	Associate/Assistant Professor	AA21009	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC/ ASST PROF		8/17/20
U	Associate/Assistant Professor	AA21010	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC/ ASST PROF		8/17/20

Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Assistant Professor	AA21018	EXISTING	EXISTING	GENERAL	IFO	PROB	Elementary & Literacy Education	ASST PROF		8/17/20
C	Solutions Center Consultant	ITS20004	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions Center	ITS1		9/23/19
U	Associate/Assistant Professor	AA20164	EXISTING	NEW	GENERAL	IFO	PROB	Human Performance- Athletic Training	ASSOC/ ASST PROF		1/8/20
C	Administrative Assistant	AA20180	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	School of Nursing	OAS, SR		10/28/19
C	OAS Intermediate	FA19094	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Office Support Services	OAS INT		6/11/19
U	Assistant Athletic Trainer	FA20025	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B		8/19/19
U	Assistant Athletic Trainer Intermittent	FA20027	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B		09/03/2019
C	Lead Applications Project Manager/Analyst	IT20003	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions - Application Development	ITS4		09/07/19
C	Leads Applications Project Manager/Analyst	ITS20003	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions Center	ITS4		9/23/19
U	Asst. Director for Communications and Testing Center	SA20006	EXISTING	EXISTING	GENERAL	ASF	PROB	New Student and Family Programs	C		10/01/2019
C	Campus Security Officer	SA20011	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	SECURITY OFFICER		12/1/19

Hired

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Dentist Director of	AA20134	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTIST	Dr. Nisha Jain	01/13/20
C	Communications and Events	AA20137	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	CAHN	INFO OFFICER 3	Amylo Lennartson	11/15/19
U	Laboratory Coordinator	AA20138	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences	C	Stephanie Zojonc	11/04/19
C	Office and Administrative Specialist	AA20166	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Accessibility Resources	OAS Int	Beth Eaton	11/07/19
U	Interim Diversity Recruitment & Retention Coord.	AA20170	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	B	Bianca Alvarez	10/28/19
U	Professor or Associate Professor	AA20174	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Integrated Engineering/Iro n Range Engineering	PROF/ ASSOC PROF	Daniel Ewert	01/08/20
C	Groundskeeper Intermediate - Snow Plow	FA20030	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Eric Miller	11/04/19
C	Groundskeeper Intermediate - Snow Plow	FA20031	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Levi Zimmerman	11/05/19
C	Groundskeeper Intermediate - Snow Plow	FA20032	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Steven Horner	11/05/19
C	Groundskeeper Intermediate - Snow Plow	FA20033	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Jesse McCabe	11/14/19
C	Groundskeeper Intermediate - Snow Plow	FA20034	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	Grounds	GRDS INT	Jesse Wieland	11/21/19

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Academic Success Advisor	SS20004	NEW	EXISTING	GENERAL	ASF	FIXED TERM	University Advising	B	Lina Wang	10/09/19
U	Director of University Advising	SS20005	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	University Advising	E	Sara Granberg-Rademacker	11/28/19
U	Associate or Assistant Professor	AA19123	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Human Performance University	ASSOC/ASST PROF		8/20/18
U	Academic Success Advisor	AA20098	NEW	NEW	GENERAL	ASF	PROB	Undergraduate Advising Center	B		7/15/19
U	Student Success Coach	AA20150	NEW	EXISTING	GENERAL	ASF	FIXED TERM	Dean's Office Kearney Center for ISS, Center for English Language Programs	A		08/15/19
U	Interim International Recruiter	AA20154	NEW	EXISTING	NON-GEN	ASF	FIXED TERM				8/15/19
U	Director, Latino and Multicultural Affairs	AA20169	EXISTING	EXISTING	GENERAL	ASF	PROB	Multicultural Center	C		1/1/20
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Grounds	GRDS INT		3/1/19
C	General Maintenance Worker	FA19095	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	GMW		6/17/19

TOTAL POSITIONS:	209	246	246	80	86	93	
	JUL 19	AUG 19	SEP 19	OCT 19	NOV 19	DEC 19	
TOTAL NOT STARTED	41	20	20	38	39	38	
TOTAL OPEN	5	10	10	5	12	15	
TOTAL REVIEWING APPLICANTS	14	9	9	5	3	11	
TOTAL FINALISTS SELECTED	26	12	12	14	8	9	
TOTAL HIRED	107	172	172	13	18	13	
TOTAL ON HOLD/NOT FILLED	16	23	23	5	6	7	

MSUAASF (211) Fixed Term

NAME	TITLE	DEPARTMENT	JOB ENTRY		ASSIGNMENT	
			DATE	BEGIN DATE	END DATE	
Alvarez, Bianca M	Interim Diversity Recruitment & Retention Co	Institutional Diversity	10/28/2019	10/28/2019	06/30/2020	
Castelo Loyo, Adriana Lucia	Customized English Language Trainer	Global Education	08/05/2019	08/05/2019	05/08/2020	
Chelstrom, Jennifer Dawn	Interim Assoc Dir of Graduate Recruitment &	Graduate Studies and Research, Coll.	07/24/2018	07/01/2019	06/30/2020	
Cobb, Rosalin Ashleigh	Interim Recruitment & Retention Advisor	Opp Access Success Intercultural Serv	09/04/2018	07/01/2019	06/30/2020	
Doeden, Benjamin Thomas	Educational Advisor	Educational Talent Search	10/21/2019	10/21/2019	06/30/2020	
Duley, Erika S	Interim International Student Advisor	International Student & Scholar Servic	06/20/2019	07/01/2019	06/30/2020	
Eggimann, Corissa Jaye	Director of Public Relations	Theatre and Dance	01/09/2019	07/01/2019	06/30/2020	
Ferber, Annika	Assistant Athletic Trainer	Intercollegiate Athletics	09/03/2019	09/03/2019	06/30/2020	
Hammond, Heather E.	Student Success Coordinator & Conduct Offc	Student Conduct	09/30/2019	09/30/2019	06/30/2020	
Hausladen, Sara Elaine	Interim Academic Advisor	Science, Engineering & Tech, College	08/05/2019	08/05/2019	05/11/2020	
Johnson, Amanda Michelle	Interim Bldg Events Coordinator	Centennial Student Union	09/09/2019	09/09/2019	06/30/2020	
Lee, Pakou	Interim Dir., Asian American Affairs	Institutional Diversity	10/09/2019	10/09/2019	06/30/2020	
Matthews, Brice J	Acting Associate Director	Residential Life	01/02/2019	01/02/2019	12/20/2019	
Morson, Alissa Marie	Interim Programming & Retention Advisor	Elizabeth & Wynn Kearney Int'l Centre	06/12/2017	07/01/2019	03/11/2020	
Mudroch, Margaret	Assistant Director for Academic Advising Servi	Center for Academic Success	10/21/2019	10/21/2019	06/30/2020	
Nelsen, Scott A	Director of Marketing & Community Engageme	Intercollegiate Athletics	09/30/2019	09/30/2019	06/30/2020	
Sadusky, Matthias Elyjah	Customized English Language Trainer	Center for English Language Programs	08/19/2019	08/19/2019	06/30/2020	
Stanley, Hollie Lynn	Director of Initiatives & Effectiveness	Office of Student Success	06/14/2019	07/01/2019	06/30/2020	
Vang, Mai Xee	Academic Advisor	Student Success, Analytics & Integ Pla	10/14/2019	10/14/2019	06/30/2020	
Wang, Lina C	Academic Success Advisor	University Advising	10/09/2019	10/09/2019	06/30/2020	
Witt, Rachel	Interim Educ Abroad Advisor	Center for Education Abroad and Aw	10/01/2019	10/01/2019	06/30/2020	



Human Resources

SERVICE FACULTY

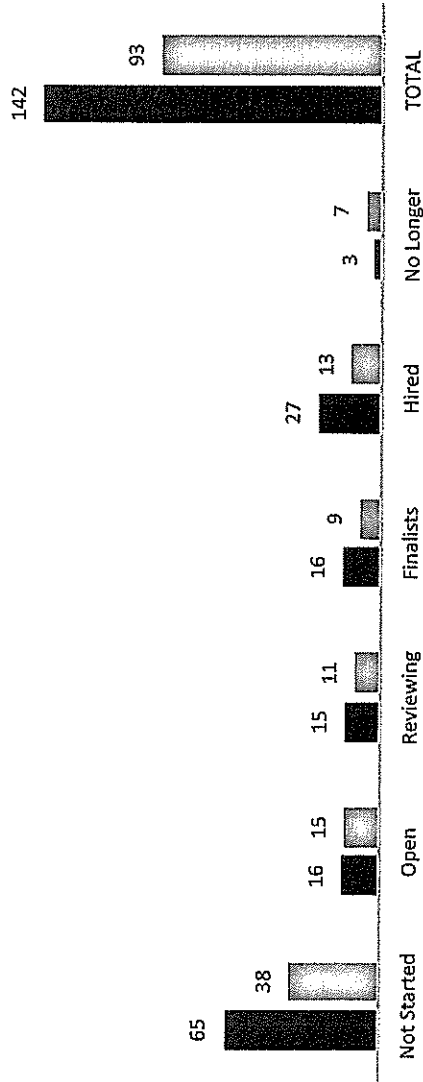
**Meet-and-Confer
Information Packet**

Thursday, December 5, 2019

Vacancy Dashboard - December 2019

VACANCIES BY SEARCH STATUS

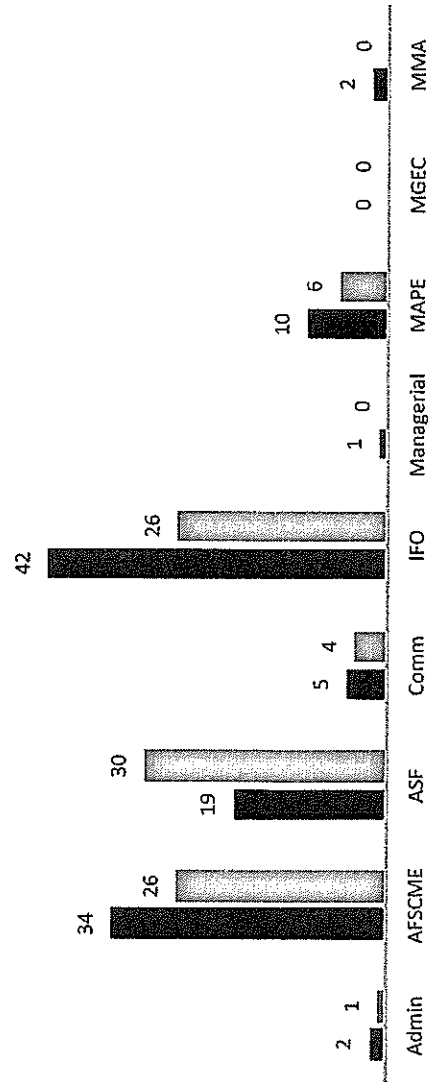
■ DEC 2018 □ DEC 2019



Estimated
Vacancy Rate
3.53%

VACANCIES BY EMPLOYEE GROUP

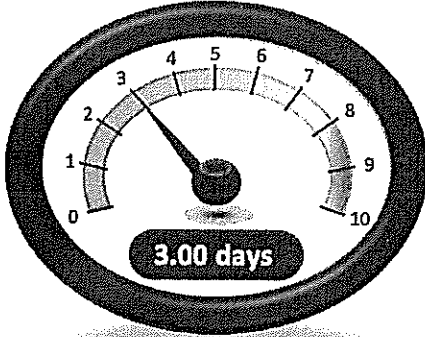
■ DEC 2018 □ DEC 2019



MN Vacancy Rate:
Educational
Organizations
3.70%

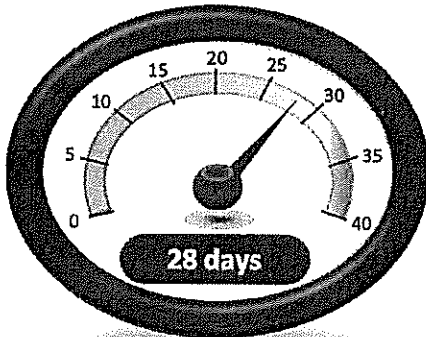
7 Complaints

(Last year at this time: 13 complaints)



Starting the Investigation

2019-2020 Average: 3 days
Goal: 5 days



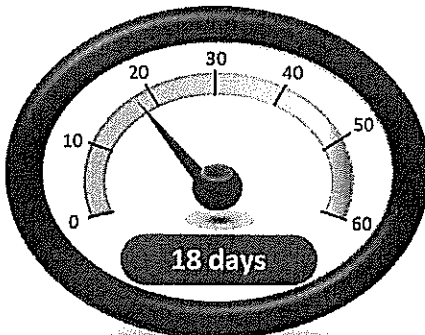
Completing the Investigation

2019-2020 Average: 28 days
Goal: 20 days



Decision-Maker Makes a Decision

2019-2020 Average: 0.50 days
Goal: 5 days



Total Investigation Timeline

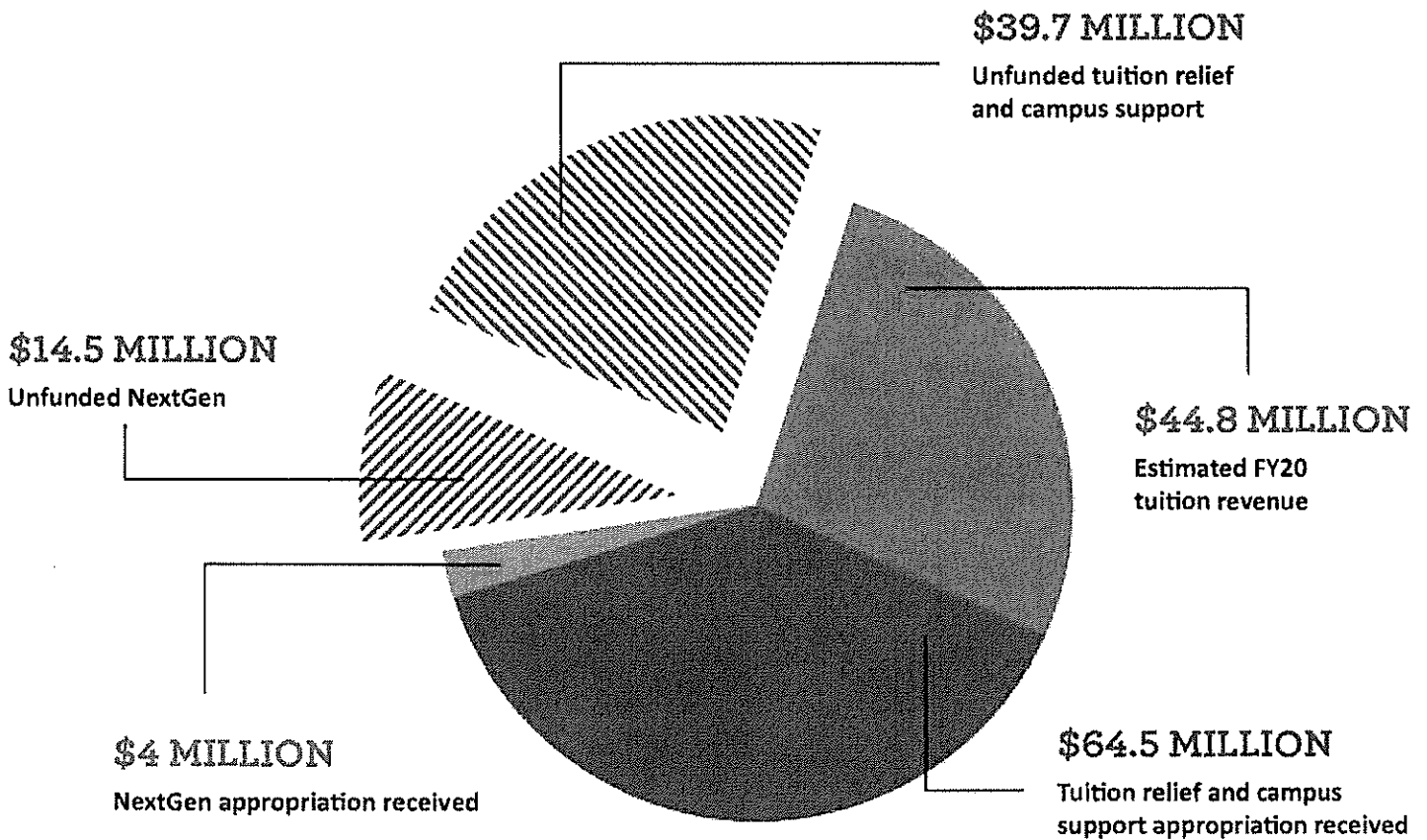
2019-2020 Average: 18 days
Goal: 30 days



FY2020-21 BIENNIAL BUDGET REQUEST vs. FUNDED

MINNESOTA STATE REQUEST	\$167,500,000
Tuition relief and campus support	\$149,000,000
NextGen (annual)	\$18,500,000
MINNESOTA STATE REVENUE	- \$113,300,000
Estimated FY20 tuition revenue	\$44,800,000
Tuition relief and campus support appropriation	\$64,500,000
NextGen appropriation	\$4,000,000
<hr/>	
FUNDING GAP/SUPPLEMENTAL REQUEST	\$54,200,000
Tuition relief and campus support	\$39,700,000
NextGen	\$14,500,000

- » These amounts are for FY21 if tuition would remain at FY20 levels.
- » 1% tuition increase equals \$7.73 million per year. Current law caps FY21 at 3% increase.
- » The NextGen amount would stay the same for future years.
- » The campus support amount would grow with future inflation.





MINNESOTA STATE

MINNESOTA STATE FY2021

\$54 Million Supplemental Budget Request

FY2020-21 SUPPLEMENTAL BUDGET REQUEST

Colleges and Universities	Projected Distribution
Alexandria Technical and Community College	\$897,000
Anoka Technical College / Anoka-Ramsey Community College	\$2,484,000
Bemidji State University / Northwest Technical College	\$2,091,000
Central Lakes College	\$1,169,000
Century College	\$2,252,000
Dakota County Technical College / Inver Hills Community College	\$2,139,000
Fond du Lac Tribal and Community College	\$507,000
Hennepin Technical College	\$1,698,000
Lake Superior College	\$1,382,000
Metropolitan State University	\$2,667,000
Minneapolis Community and Technical College	\$2,039,000
Minnesota State College Southeast	\$696,000
Minnesota State Community and Technical College	\$1,747,000
Minnesota State University Moorhead	\$2,359,000
Minnesota State University, Mankato	\$4,843,000
Minnesota West Community & Technical College	\$1,050,000
Normandale Community College	\$2,240,000
North Hennepin Community College	\$1,581,000
Northeast Higher Education District (NHED)	\$1,667,000
Northland Community and Technical College	\$1,042,000
Pine Technical & Community College	\$463,000
Ridgewater College	\$1,244,000
Riverland Community College	\$975,000
Rochester Community and Technical College	\$1,500,000
Saint Paul College	\$1,677,000
South Central College	\$1,091,000
Southwest Minnesota State University	\$1,705,000
St. Cloud State University	\$4,807,000
St. Cloud Technical & Community College	\$1,215,000
Winona State University	\$2,973,000
Total	\$54,200,000

The campus support request provides critical operating funds to every college and university.

The FY2021 \$54.2 million supplemental budget request:

- » strengthens the state’s commitment to access and affordability,
- » invests in critical technology infrastructure, and
- » supports student success.

NextGen funding supports:

- » NextGen, the largest technology modernization effort in our history, and
- » campus operating budgets, because additional NextGen funding directly reduces the contributions that colleges and universities will need to make.

If fully funded, the campus support request allows the Board of Trustees to hold undergraduate tuition at current levels. The board, after consultation with Minnesota State constituents, will make final budget decisions, including tuition rates, at the conclusion of the legislative session.

Comments Requested: University Policies for Informal Review

The University's policy consultation and approval process includes two review periods during which members of the University community have the opportunity to review policy drafts and suggest modifications. The first period, entitled "informal review," results in revisions of the initial drafts in consideration of the comments received.

The following policy drafts are presented for informal Review (Jan 8, 2020 to Feb 10, 2020).

Revised Policies

- Academic Credit Hour Definition
- Academic Honesty
- Access for Students with Disabilities
- Administrative Drop
- Campus Demonstrations
- Continuance and Completion in a Major
- Credit for Prior Learning for Undergraduate Students
- English Composition Placement
- Grade Appeals
- Grading
- Mathematics and Statistics Placement
- Recognized Student Organizations, Privileges and Responsibilities
- Tobacco and Smoke-Free Campus
- Undergraduate Course Repeat
- University Provided Clothing

New Policies

- Final Exam Policy
- Open Admission and Competitive Admission for Majors¹
- Return of Minnesota State Financial Aid for Official and Unofficial Withdrawals²

Copies of all policies under review will be available at <http://www.mnsu.edu/policies/whatis/review/> by the opening of informal review, within the "Policies Under Review" section. Comments may be provided electronically at the website or in writing (Brian Martensen, Office of the Provost, 315 Wigley Administration Center). **Please submit comments no later than Feb 10, 2020.**

¹ May be combined with Continuance and Completion in a Major Policy

² May be combined with Return of Title IV Federal Aid for Official and Unofficial Withdrawals Policy

Tuition Study Group Graduate Tuition Outcomes (12/5/19)

Graduate Tuition Charge and Review:

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

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

Graduate Enrollment in Fall 2010 = 2,001; in Fall 2014 = 1,992 (31% Non-Resident (NR)); in Fall 2018 = 1,893 (30% NR); in Fall 2019 = 1,847 (29% NR)

Graduate Tuition Feedback:

During the Spring 2019 and Fall 2019 semesters feedback was collected from graduate program coordinators, the Graduate Curriculum and Policy Committee (GCAP), all Meet and Confer meetings, and various individuals. Their feedback helped shaped the following changes to our Graduate Tuition.

Graduate Tuition Outcomes:

The Tuition Study Group recommended the following approaches to graduate tuition to the President's Cabinet and President, which was accepted:

1. Where a differential graduate tuition exists, maintain that differential.
2. *In 2010, the University moved to a singular graduate tuition level, by eliminating non-resident tuition. At that time, the non-resident graduate student paid a graduate tuition 1.65% more than a Minnesota resident graduate student did. With this recommendation, the Tuition Study Group proposed the recreation of the graduate non-resident and the creation of a graduate international tuition rate 1.5% more than a Minnesota resident graduate student. This proposed difference is less than the actual difference between graduate tuition rates had we not made the change to a singular graduate tuition in 2010. We recommend a Spring 2021 or Fall 2021 implementation. We are looking into the possibility of grandfathering in current non-resident graduate students.*

For all Other Graduate Tuition programs, after recognizing reciprocity agreements, create three basic graduate tuition categories (FY20 Graduate Tuition Rates):

- a. Graduate Resident Tuition = X (\$427.45 per credit)
- b. Create a Non-Resident Graduate Tuition rate = X*1.5% (\$641.18 per credit)
- c. Create an International Graduate Tuition rate = X*1.5% (\$641.18 per credit)

Current Tuition collected with GA, RA, or TA paying instate tuition with full-time Graduate students at 6 graduate credits	Total Graduate Students	Fall 2019 GA, RA, or TA	Fall 2019 Not GA, RA, or TA	Fall 2019 Revenue at all Instate Tuition	Fall 2019 Revenue at all GA, RA, & TA at Instate Tuition, reciprocity rates deployed, & others at 150% diff	Fall 2019 Revenue Minnesota residency, reciprocity rates deployed, & all others at 150% diff
International	155	91	64	\$397,528.50	\$479,600.82	\$596,297.40
Nonresident (US Domestic non-Minnesota)	216	90	126	\$553,975.20	\$715,555.08	\$830,969.28
Midwest Compact	57	31	26	\$146,187.90	\$179,529.78	\$219,283.56
North Dakota	15	5	10	\$38,470.50	\$38,470.50	\$57,706.20
South Dakota	17	8	9	\$43,599.90	\$43,599.90	\$65,400.36
Wisconsin	66	27	39	\$169,270.20	\$174,745.80	\$253,907.28
Minnesota Resident	1,324	190	1,134	\$3,395,662.80	\$3,395,662.80	\$3,395,662.80
Total Graduate Revenue	1850	442	1408	\$4,744,695	\$5,027,165	\$5,419,227
	Dollar Increase			\$282,470		\$674,532
	Percentage Increase over current revenue			5.7%		12.5%
<i>Model reflects a six (6) credit graduate load.</i>						
	Domestic Semester tuition = \$427.45 per credit			\$2,564.70		
	Suggested Non-Domestic tuition = \$641.18 (150% diff)			\$3,847.08		
	Suggested International tuition = \$641.18 (150% diff)			\$3,847.08		
	Midwest Student Exch Semester Reciprocity = \$641.18 (150% diff)			\$2,564.70		
	North Dakota Semester Reciprocity = \$427.45			\$2,564.70		
	South Dakota Semester Reciprocity = \$427.45			\$2,564.70		
	Wisconsin Semester Reciprocity = \$450.85			\$2,705.10		
<i>Full-time graduate student is 9 credits</i>						

Midwest Student Exchange Program States: Illinois, Indiana, Kansas, Missouri, Nebraska, Ohio, (Michigan is suspended)

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

- 4. GA, RA, and TA positions will be charged the Minnesota resident rate.
- 5. Non-Resident and International graduate student tuition rates will be the same.
- 6. After implementation, the additional revenue collected will be divided evenly (50% each) between the College of Graduate Studies and the General Fund. These funds will provide dedicated resources to realize the Graduate Enrollment Management Plan. More specifically, the funds will support the elevation and promotion of graduate programs and potentially provide faculty compensation for graduate student capstone experiences. The maximum revenue to the College of Graduate Studies will be \$1 million. Revenues exceeding \$1 million will revert to the General Fund.
- 7. Simplify the display and communication of graduate tuition and fees.

Other Graduate Programs	Resident Tuition	Non-Resident & International Tuition	Fees
1-12 credits	\$427.45 per credit	\$641.18 per credit	\$43.34 per credit to a max of \$521.95
13 or more credits (overload permission required)	\$427.45 per credit	\$641.18 per credit	\$521.95 + \$0.61 per credit*
Online courses	additional \$36.25 per credit	additional \$36.25 per credit	

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

- 8. The Tuition and Fees Study Group recommends that the Associate Vice President for Research and Dean of Graduate Studies conducts a study of the allocation, value, and structure of Graduate Assistantships, Research Assistantships, Teaching Assistantships, and any other graduate student assistantships to inform changes to our current approaches.

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Select Non-resident Tuition Rates FY2020

Universities	FY2020 Non-Resident Graduate Tuition per Credit	Proposed Rate	Notes
Minnesota State, Moorhead	\$404.45		Differential rates from \$404.45-\$575.00
Southwest Minnesota State	\$414.50		Singular rate
Minnesota State, Mankato	\$427.45	\$641.18	Currently a singular rate
Bemidji State	\$432.15		Singular rate
Northern Iowa Univ.	\$509.00		
North Dakota State Univ.	\$561.92		MN residents is \$475.76
Winona State	\$627.35		Does reciprocity for ND & SD at \$415.80. WI is \$450.85
Saint Cloud State	\$629.65		Does reciprocity for ND, SD, & Manitoba \$414.45. WI is \$450.85
South Dakota State Univ.	\$647.55		MN residents is \$467.65
Metropolitan State	\$808.19		
Univ. of Minnesota-Duluth	\$969-\$1,099		
Univ. of Wisconsin-Lacrosse	\$1,133.09		MN residents is \$653.39
Iowa State	\$1,361		

**Graduate Coordinators' Questions and Concerns
Regarding Proposed Non-Resident Graduate Tuition Increase**

Questions

1. What is the projected net revenue gain from the proposed tuition increase?
2. Does data show that increasing tuition will not impact enrollment negatively?
3. Did the in-state tuition rate protect MSU Mankato from a larger decline in graduate enrollment?
4. What is the number of out-of-state and international students who do not have a GA, work study, or scholarship that cover tuition costs?
5. How would MSU Mankato non-resident rates compare to regional competitors?
6. How is administration planning on judging whether the tuition increase has a net benefit or harm? Some programs will be impacted more than others. Will larger programs be given stronger consideration? Will quality of program be considered?
7. Has administration considered how to help recruit students for programs that will likely be hit hard by the tuition increase?
8. Would the anticipated additional revenue go back into the general fund, graduate education fund, or portion of both?

Concerns

1. The proposed tuition increase would go against the "affordable education" that is promoted by the MinnState System Office.
2. An increase in tuition will result in less graduate enrollment overall in out-of-state and international students, which will hurt a number of graduate programs who draw extensively from these two pools.
3. An increase in tuition will result in more student debt.
4. It appears administration is trying to monetize graduate educational opportunities.
5. Given the current lack of marketing efforts directed at graduate education, increasing tuition rates does not appear to be a good strategy at this time.
6. Adding non-resident tuition rates may result in incestuous programs due to lack of recruiting potential across country and internationally.
7. Why potentially jeopardize a growth area for the university? Many graduate students are price sensitive, and will look for other options.
8. There is a lack of clarity in some areas (e.g., There is no mention of doctoral rates.; Who are the comparison universities?).

6.

Fall 2019 Graduate Enrollment (30th Day)

Part-Time / Full-Time Status, College and Major	Credit Category		Total
	6 or less	7 or more	
Part Time (Less than 9 credits)	1,004	232	1,236
Education	498	92	590
EARLY CHILDHOOD SPECIAL EDUCATION - MS	45	15	60
SPECIAL ED AUTISM SPECTRUM DISORDER - MS	11	13	24
SPECIAL EDUCATION - MS	17	12	29
COUNSELING AND STUDENT PERSONNEL - MS	12	8	20
SPECIAL ED AUTISM SPECTRUM DISORDER - GC	10	6	16
SPECIAL ED: EARLY CHILDHOOD SP EDUCATION - GC	23	6	29
EDUCATIONAL LEADERSHIP - MS	37	4	41
SPEC ED: LEARNING DISABILITY - MS	6	4	10
SPECIAL ED: DEVELOPMENTAL DISABILITIES - GC	5	4	9
SPECIAL EDUCATION - GC	6	3	9
EDUCATION - MAT	19	3	22
EDUCATIONAL LEADERSHIP - EDD	37	2	39
SPECIAL EDUCATION: EMOTIONAL/BEHAVIORAL - GC	1	2	3
SPEC ED: LEARNING DISABILITY - GC		2	2
SPECIAL EDUCATION: DEVELOPMENTAL COG - MS	4	2	6
EDUCATION TECHNOLOGY - MS	29	1	30
ELEMENTARY EDUCATION - MS	45	1	46
THEORY AND PRACTICE IN SPECIAL EDUCATION - GC		1	1
STANDARDS OF EFFECTIVE PRACTICE FOR TEAC - GC	3	1	4
SCHOOL LIBRARY and INFORMATION STUDIES - MS	21	1	22
TEACHING & LEARNING - MS	20	1	21
DATA INFM:DECIS MAKING TO IMPRV STDT LRN - GC	1		1
EDUCATIONAL LEADERSHIP- TWIN CITIES - SPEC	2		2
EDUCATIONAL LEADERSHIP - SPEC	73		73
SUPERINTENDENT of SCHOOLS - GC	2		2
ELEMENTARY EDUCATION - CERT	1		1
COUNSELOR EDUCATION & SUPERVISION - EDD	15		15
INSTRUCTIONAL TECHNOLOGY AND DESIGN - GC	1		1
READING - MS	34		34
POST-BACCALAUREATE TEACHER LICENSURE - GC	2		2
COMPUTER, KEYBOARD, AND OTHER TECHNOLOGY - GC	1		1
READING - GC	15		15
Allied Health and Nursing	74	44	118
NURSING SCIENCE - MSN	18	17	35
ATHLETIC TRAINING - MS		14	14
SPORT & EXERCISE PSYCHOLOGY - MA		4	4
PHYSICAL EDUCATION - MA	10	3	13
EXPERIENTIAL EDUCATION - MS	7	2	9
NURSING PRACTICE (from BSN) - DNP	4	2	6
COMMUNITY HEALTH EDUCATION - MS	7	1	8
EXERCISE PHYSIOLOGY - MS		1	1
SCHOOL HEALTH EDUCATION - MS	1		1
NURSING - MSN	1		1
SPORT MANAGEMENT - MA	5		5
COMMUNICATION DISORDERS - MS	1		1

7.

Fall 2019 Graduate Enrollment (30th Day)

Part-Time / Full-Time Status, College and Major	Credit Category		Total
	6 or less	7 or more	
REHABILITATION COUNSELING - MS	4		4
NURSING PRACTICE from MSN - DNP	6		6
EXERCISE SCIENCE - BS	1		1
HEALTH SCI: SCHOOL HEALTH - MS	2		2
WELLNESS COACHING AND DISEASE PREVENTION - MS	5		5
COMMUNICATION DISORDERS - BS	1		1
POST-BACCALAURATE SCHOOL HEALTH EDUCATIO - GC	1		1
Sci, Engineering & Technology	55	37	92
BIOLOGY - MS	5	11	16
INFORMATION TECHNOLOGY - MS	10	7	17
MATHEMATICS AND STATISTICS - MS	6	4	10
ENGINEERING MANAGEMENT - PSM	2	3	5
ELECTRICAL ENGINEERING - MS	2	3	5
APPLIED STATISTICS - MS	5	3	8
ENGINEERING - MS	4	2	6
DATA SCIENCE - MS	3	1	4
MATHEMATICS - MA	1	1	2
PHYSICS - MS	6	1	7
AUTOMOTIVE ENGINEERING TECHNOLOGY - MS		1	1
MATHEMATICS - BS	1		1
MATHEMATICS - MS	1		1
INFORMATION SECURITY & RISK MANAGEMENT - PSM	3		3
MANUFACTURING ENGINEERING TECH - MS	5		5
ENVIRONMENTAL SCIENCE - MS	1		1
Arts and Humanities	149	27	176
ENGLISH - MA	53	10	63
CREATIVE WRITING - MFA	10	4	14
TECHNICAL COMMUNICATIONS - GC	2	4	6
ART - MA	6	2	8
COMMUNICATION STUDIES - MS	7	2	9
Teaching English as a Second Language - GC	6	1	7
SPANISH - MS	3	1	4
COMMUNICATION & COMPOSITION - MS	14	1	15
THEATRE ARTS - MA	1	1	2
THEATRE ARTS - MFA	2	1	3
FRENCH - MS	1		1
TEACHING WRITING - GC	11		11
COMMUNICATION EDUCATION - GC	8		8
COMMUNICATION STUDIES - MA	5		5
COMMUNICATION STUDIES - GC	2		2
SPANISH FOR PROFESSIONALS - GC	2		2
SPANISH FOR THE PROFESSIONS - MS	12		12
ENGLISH LITERATURE - MA	1		1
FORENSICS - MFA	3		3
Social & Behavioral Sciences	76	19	95
ANTHROPOLOGY - MS	7	4	11
SCHOOL PSYCHOLOGY - MS		2	2

Fall 2019 Graduate Enrollment (30th Day)

Part-Time / Full-Time Status, College and Major	Credit Category		Total
	6 or less	7 or more	
HISTORY - MA	1	2	3
GEOGRAPHY - MS	5	2	7
HISTORY - MS	2	2	4
SOCIOLOGY: GENERAL - MA	4	1	5
SCHOOL PSYCHOLOGY - PSYD	11	1	12
PUBLIC ADMINISTRATION - MPA	9	1	10
GENERAL PSYCHOLOGY - GC	1	1	2
SOC: HUMAN SERV PLAN & ADM - MS	1	1	2
HISTORY - GC	4	1	5
AGING STUDIES - MS	5	1	6
GENDER AND WOMEN STUDIES - MS	4		4
CLINICAL PSYCHOLOGY - MA	2		2
SOCIOLOGY - BS	1		1
GEOGRAPHIC INFORMATION SCIENCE - PSM	2		2
Ethnic And Multi-Cultural Studies - MS	2		2
URBAN PLANNING - GC	1		1
CULTURAL DIVERSITY - GC	2		2
GENDER AND WOMEN STUDIES - MA	2		2
POL SCI: GENERAL - MA	1		1
URBAN AND REGIONAL STUDIES - MA	1		1
INDUSTRL/ORGANIZATL PSYCHOLOGY - MA	1		1
URBAN PLANNING - MA	4		4
MUSEUM STUDIES - CERT	1		1
NON-PROFIT LEADERSHIP CERTIFICATE - GC	2		2
Business	54	7	61
BUSINESS ADMINISTRATION - MBA	42	7	49
BUS AD: GENERAL - BS	1		1
ACCOUNTING - BS	1		1
ACCOUNTING - MACC	10		10
No College	98	6	104
No Major (Non-Degree Seeking)	95	6	101
GENERAL PSYCHOLOGY- ONLINE - GC	2		2
ENGLISH- ONLINE - MA	1		1
Full Time (9 credits or more)		611	611
Allied Health and Nursing		165	165
COMMUNICATION DISORDERS - MS		45	45
SPORT MANAGEMENT - MA		28	28
SPORT & EXERCISE PSYCHOLOGY - MA		24	24
EXERCISE PHYSIOLOGY - MS		16	16
NURSING PRACTICE (from BSN) - DNP		15	15
ATHLETIC TRAINING - MS		14	14
REHABILITATION COUNSELING - MS		8	8
EXPERIENTIAL EDUCATION - MS		8	8
SCHOOL HEALTH EDUCATION - MS		3	3
COMMUNITY HEALTH EDUCATION - MS		2	2
COMMUNICATION DISORDERS - BS		2	2
Social & Behavioral Sciences		154	154

Fall 2019 Graduate Enrollment (30th Day)

Part-Time / Full-Time Status, College and Major	Credit Category		Total
	6 or less	7 or more	
SOCIAL WORK - MSW			41 41
INDUSTRIAL/ORGANIZATIONAL PSYCHOLOGY - MA			21 21
SCHOOL PSYCHOLOGY - PSYD			20 20
CLINICAL PSYCHOLOGY - MA			19 19
PUBLIC ADMINISTRATION - MPA			13 13
SOCIOLOGY: GENERAL - MA			10 10
URBAN PLANNING - MA			6 6
Ethnic And Multi-Cultural Studies - MS			4 4
GEOGRAPHY - MS			4 4
GENDER AND WOMEN STUDIES - MA			3 3
SOC: HUMAN SERVICES PLAN & ADM - MS			2 2
URBAN AND REGIONAL STUDIES - MA			2 2
ANTHROPOLOGY - MS			2 2
AGING STUDIES - MS			2 2
HISTORY - MA			2 2
HISTORY - MS			1 1
GEOGRAPHIC INFORMATION SCIENCE (GISc) - GC			1 1
GENDER AND WOMEN STUDIES - MS			1 1
Education			145 145
COUNSELING AND STUDENT PERSONNEL - MS			59 59
EDUCATION - MAT			28 28
EDUCATIONAL LEADERSHIP - MS			12 12
SPECIAL EDUCATION - MS			8 8
COUNSELOR EDUCATION & SUPERVISION - EDD			6 6
EDUCATIONAL LEADERSHIP - SPEC			5 5
READING - MS			4 4
EARLY CHILDHOOD SPECIAL EDUCATION - MS			3 3
SPECIAL ED: EARLY CHILDHOOD SPECIAL EDUCATION - GC			3 3
EDUCATION TECHNOLOGY - MS			3 3
SPECIAL ED AUTISM SPECTRUM DISORDER - MS			3 3
SPECIAL ED: LEARNING DISABILITY - GC			2 2
ELEMENTARY EDUCATION - MS			2 2
SPECIAL EDUCATION - GC			1 1
SPECIAL ED: LEARNING DISABILITY - MS			1 1
SCHOOL LIBRARY and INFORMATION STUDIES - MS			1 1
SPECIAL EDUCATION: DEVELOPMENTAL COGNITIVE - MS			1 1
TEACHING & LEARNING - MS			1 1
SPECIAL ED: DEVELOPMENTAL DISABILITIES - GC			1 1
EDUCATIONAL LEADERSHIP - EDD			1 1
Arts and Humanities			71 71
CREATIVE WRITING - MFA			24 24
THEATRE ARTS - MFA			13 13
COMMUNICATION STUDIES - MS			8 8
COMMUNICATION STUDIES - MA			6 6
ENGLISH - MA			6 6
FORENSICS - MFA			3 3
COMMUNICATION & COMPOSITION - MS			3 3

Fall 2019 Graduate Enrollment (30th Day)

Part-Time / Full-Time Status, College and Major	Credit Category		Total
	6 or less	7 or more	
SPANISH - MS		3	3
ART - MA		2	2
TEACHING WRITING - GC		1	1
MUSIC - MM		1	1
SPANISH FOR THE PROFESSIONS - MS		1	1
Sci, Engineering & Technology	48	48	48
INFORMATION TECHNOLOGY - MS	11	11	11
APPLIED STATISTICS - MS	7	7	7
ELECTRICAL ENGINEERING - MS	7	7	7
MATHEMATICS - MA	4	4	4
DATA SCIENCE - MS	4	4	4
MATHEMATICS AND STATISTICS - MS	4	4	4
BIOLOGY - MS	4	4	4
ENGINEERING MANAGEMENT - PSM	3	3	3
ENGINEERING - MS	1	1	1
INFORMATION SECURITY & RISK MANAGEMENT - PSM	1	1	1
MANUFACTURING ENGINEERING TECH - MS	1	1	1
MATHEMATICS - BS	1	1	1
Business	20	20	20
ACCOUNTING - MACC	14	14	14
BUSINESS ADMINISTRATION - MBA	5	5	5
MANAGEMENT - BS	1	1	1
No College	8	8	8
No Major (Non-Degree Seeking)	8	8	8
Total	1,004	843	1,847

Domestic Graduate Student GA, RA or TA Enrollment and MN Residency
 (Final day for Fall 2018; as of 10/4/19 for Fall 2019)

MN Residency Status	Fall 2018	Fall 2019
MN Resident	97	188
Non-MN Resident	94	153
Total	191	341

Department and MN Residency Status	Fall 2018		Fall 2018 Total	Fall 2019		Fall 2019 Total
	MN Resident	Non-MN Resident		MN Resident	Non-MN Resident	
Human Performance	8	11	19	20	27	47
PSYCHOLOGY	5	6	11	23	23	46
Counseling and Student Personnel	5	3	8	17	18	35
English	5	26	31	12	22	34
Mathematics & Statistics	14	5	19	12	8	20
Biological Sciences	9	5	14	7	7	14
Theatre and Dance	1	11	12	2	12	14
Communication Studies	4	7	11	6	7	13
SOCIAL WORK	1	1	2	9	1	10
Educational Leadership	7	3	10	7	2	9
GEOGRAPHY		4	4	4	4	8
Ed. Studies: Elem & Early Childhood	9		9	7		7
Ed. Studies: K-12 & Secondary Pgrms	6	1	7	4	3	7
Recreation, Parks and Leisure Services				3	4	7
SOCIOLOGY & CORRECTIONS	1		1	5	2	7
Speech, Hearing and Rehabilitation Serv.				7		7
ANTHROPOLOGY	5	2	7	3	4	7
HISTORY				5	1	6
Art	3		3	6		6
Accounting and Business Law	2		2	3	2	5
Physics & Astronomy	3	3	6	3	2	5
GENDER AND WOMEN'S STUDIES				4	1	5
Health Science	1	1	2	3	1	4
School of Nursing				3		3
World Languages and Cultures	4	2	6	2	1	3
Computer Information Science				1	1	2
Elec. & Computer Engineering	2		2	2		2
(blank)	1		1	2		2
ETHNIC STUDIES				1		1
GOVERNMENT				1		1
Special Education				1		1
Auto & Manufacturing Engineering Te	1		1	1		1
Music				1		1
Master of Business Admin				1		1
URBAN AND REGIONAL STUDIES		2	2			
SOCIAL & BEHAVIORAL SCIENCE, COLLEGE OF		1	1			
Total	97	94	191	188	153	341

Current Fall 2019 Graduate Students

Residency and Home State at Application	GA, RA or TA Status		
	GA, RA or TA	Not a GA, RA or TA	Total
MN Resident	190	1,134	1,324
Minnesota	183	1,093	1,276
South Dakota		8	8
Unknown		6	6
Wisconsin	1	5	6
International	1	4	5
North Dakota		3	3
Texas	2	3	5
Washington		2	2
Illinois	1	2	3
Iowa		2	2
Colorado		1	1
Virginia		1	1
Arizona		1	1
California		1	1
Maryland		1	1
Michigan		1	1
Alabama	1		1
Tennessee	1		1
Total	190	1,134	1,324

Residency and Home State at Application	GA, RA or TA Status		
	GA, RA or TA	Not a GA, RA or TA	Total
Non-MN Resident	253	275	528
International	100	69	169
Wisconsin	27	39	66
Minnesota	7	32	39
Iowa	23	19	42
Illinois	12	14	26
Texas	1	11	12
North Dakota	5	10	15
South Dakota	8	9	17
Colorado	2	6	8
Massachusetts		4	4
California	3	4	7
New York	6	4	10
Missouri	6	4	10
Georgia	3	3	6
Nevada	1	3	4
Washington	1	3	4
Michigan	5	3	8
Florida	3	3	6
Oregon	1	2	3
Arkansas		2	2
Utah		2	2
Arizona		2	2
Oklahoma		2	2
Montana	2	2	4
Pennsylvania	1	2	3
Nebraska	1	2	3
Virginia	1	2	3
New Jersey	2	2	4
Indiana	1	2	3
North Carolina	3	2	5
Unknown	3	1	4
Idaho	2	1	3
Wyoming		1	1
Armed Forces Pacific		1	1
Maryland	1	1	2
New Hampshire		1	1
Louisiana	3	1	4
Alabama		1	1
Ohio	2	1	3
Hawaii	1	1	2
Kansas	6	1	7
New Mexico	1		1
Alaska	1		1
South Carolina	1		1
Connecticut	2		2
Tennessee	2		2
Puerto Rico	1		1
Kentucky	2		2
Total	253	275	528

Current Fall 2019 GA, RA or TA Graduate Students

Residency and Home State at Application	GA, RA or TA Funding Status		
	External	Internal	Total
GA, RA or TA	38	405	443
MN Resident	23	167	190
Minnesota	23	160	183
Texas		2	2
Wisconsin		1	1
Tennessee		1	1
International		1	1
Illinois		1	1
Alabama		1	1
Non-MN Resident	15	238	253
International	10	90	100
Wisconsin	2	25	27
Iowa	1	22	23
Illinois		12	12
South Dakota		8	8
Minnesota		7	7
Missouri		6	6
New York	1	5	6
Kansas		6	6
Michigan		5	5
North Dakota	1	4	5
North Carolina		3	3
Florida		3	3
Louisiana		3	3
Georgia		3	3
California		3	3
Unknown		3	3
Ohio		2	2
Tennessee		2	2
New Jersey		2	2
Connecticut		2	2
Colorado		2	2
Idaho		2	2
Kentucky		2	2
Montana		2	2
Nevada		1	1
Washington		1	1
Texas		1	1
Alaska		1	1
Hawaii		1	1
Nebraska		1	1
Indiana		1	1
Oregon		1	1
Virginia		1	1
Pennsylvania		1	1
New Mexico		1	1
Puerto Rico		1	1
Maryland		1	1
South Carolina		1	1
Total	38	405	443

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International Graduate Student Enrollment
 (Final day for Fall 2018; as of 10/2/19 for Fall 2019)

GA, RA or TA Status	Fall 2018	Fall 2019
GA, RA or TA	63	101
Not a GA, RA or TA	126	75
Total	189	176

Home Country and GA, RA or TA Status	Fall 2018		Fall 2018 Total	Fall 2019		Fall 2019 Total
	GA, RA or TA	Not a GA, RA or TA		GA, RA or TA	Not a GA, RA or TA	
Nigeria	9	15	24	16	9	25
India	9	10	19	5	11	16
Unknown		3	3	9	6	15
China	4	6	10	10	2	12
Nepal	6	18	24	7	4	11
Ghana	6	3	9	7	1	8
Ivory Coast (Cote D'Ivoire)		11	11	2	5	7
Republic of Korea	5	4	9	4	1	5
Bangladesh	1	3	4	2	3	5
Sri Lanka	2	5	7	4	1	5
Colombia	3	2	5	3	2	5
Japan	1	3	4	2	2	4
Kenya		2	2		3	3
Vietnam	2	1	3	1	2	3
Mexico	2	1	3	3		3
Pakistan		2	2	1	2	3
Mongolia		8	8		3	3
Saudi Arabia		2	2		2	2
Sweden		2	2	1	1	2
South Africa				1	1	2
Rwanda	2		2		2	2
Kosovo		2	2	2		2
Zimbabwe		1	1	1		1
Tanzania, United Republic of		1	1		1	1
Germany	2	1	3	1		1
Iran		1	1		1	1
United Arab Emirates		1	1		1	1
Ireland		1	1	1		1
German Democratic Republic				1		1
Israel		1	1	1		1
Taiwan	1		1	1		1
Burma		1	1	1		1
Turkmenistan					1	1
Jamaica					1	1
Uzbekistan				1		1
Bahamas		1	1		1	1
Gambia		1	1	1		1
Afghanistan		1	1		1	1

Home Country and GA, RA or TA Status	Fall 2018		Fall 2018 Total	Fall 2019		Fall 2019 Total
	GA, RA or TA	Not a GA, RA or TA		GA, RA or TA	Not a GA, RA or TA	
Slovakia		1	1		1	1
Kuwait	1		1	1		1
Brazil				1		1
Malaysia		1	1	1		1
Tajikistan		1	1	1		1
Mali	1		1	1		1
Turkey		1	1	1		1
Mauritania					1	1
Uganda		1	1		1	1
Ecuador	1		1	1		1
United Kingdom (Great Britain)		1	1		1	1
Netherlands	1		1	1		1
Hong Kong	1		1	1		1
Ethiopia	1		1	1		1
Burkina Faso (Upper Volta)					1	1
Indonesia				1		1
Oman		1	1	1		1
Fiji	1		1			
Canada		1	1			
Australia		1	1			
Honduras		1	1			
Morocco		1	1			
France	1		1			
Egypt		1	1			
Total	63	126	189	101	75	176

16.

International Graduate Student Enrollment
 (Final day for Fall 2018; as of 10/2/19 for Fall 2019)

Department and GA, RA or TA Status	Fall 2018		Fall 2018 Total	Fall 2019		Fall 2019 Total
	GA, RA or TA	Not a GA, RA or TA		GA, RA or TA	Not a GA, RA or TA	
Computer Information Science	6	29	35	12	18	30
Elec. & Computer Engineering	4	16	20	11	4	15
Mathematics & Statistics	13	2	15	10	5	15
English	10	3	13	10	3	13
GOVERNMENT	1	15	16	4	8	12
Auto & Manufacturing Engineering Tech		6	6	2	6	8
Master of Business Admin		7	7	4	4	8
Communication Studies	2	5	7	7	1	8
Human Performance	1	3	4	5	2	7
URBAN AND REGIONAL STUDIES		6	6	4	3	7
Educational Leadership		4	4	2	5	7
Biological Sciences	8		8	6		6
GENDER AND WOMEN'S STUDIES	2	4	6	4	1	5
World Languages and Cultures	1		1	3	1	4
ETHNIC STUDIES	3	3	6	4		4
(blank)	1		1	2	1	3
Accounting and Business Law	1	1	2	2	1	3
Theatre and Dance	3	2	5	1	2	3
PSYCHOLOGY		3	3	1	2	3
Physics & Astronomy	3		3	2		2
SOCIAL & BEHAVIORAL SCIENCE, COLLEGE OF		6	6	1	1	2
Ed. Studies: K-12 & Secondary Pgrms	1	1	2		2	2
Health Science	2	1	3	1	1	2
ANTHROPOLOGY	1		1		1	1
GEOGRAPHY		3	3	1		1
Counseling and Student Personnel		1	1	1		1
SOCIAL WORK				1		1
School of Nursing					1	1
SOCIOLOGY & CORRECTIONS		2	2		1	1
Speech, Hearing and Rehabilitation Serv.		2	2		1	1
Management		1	1			
Total	63	126	189	101	75	176

Unduplicated Graduate Student Headcount

AY	Student of Color Status	Unduplicated Graduate Headcount	Unduplicated Graduate Assistant Count (including GA/TA/RA)	Graduate Assistant Percentage
2013-14	Student of Color	260	69	26.5%
2013-14	White Student	1,919	330	17.2%
2013-14	International Student	236	90	38.1%
2013-14	Unknown	300	58	19.3%
2014-15	Student of Color	275	59	21.5%
2014-15	White Student	1,870	314	16.8%
2014-15	International Student	280	115	41.1%
2014-15	Unknown	307	67	21.8%
2015-16	Student of Color	272	56	20.6%
2015-16	White Student	1,894	310	16.4%
2015-16	International Student	312	113	36.2%
2015-16	Unknown	313	60	19.2%
2016-17	Student of Color	293	60	20.5%
2016-17	White Student	1,820	272	14.9%
2016-17	International Student	281	122	43.4%
2016-17	Unknown	303	43	14.2%
2017-18	Student of Color	256	58	22.7%
2017-18	White Student	1,794	249	13.9%
2017-18	International Student	247	120	48.6%
2017-18	Unknown	315	45	14.3%

Tuition Study Group Graduate Tuition Outcomes (12/5/19)

Graduate Tuition Charge and Review:

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

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

Graduate Enrollment in Fall 2010 = 2,001; in Fall 2014 = 1,992 (31% Non-Resident {NR}); in Fall 2018 = 1,893 (30% NR); in Fall 2019 = 1,847 (29% NR)

Graduate Tuition Feedback:

During the Spring 2019 and Fall 2019 semesters feedback was collected from graduate program coordinators, the Graduate Curriculum and Policy Committee (GCAP), all Meet and Confer meetings, and various individuals. Their feedback helped shaped the following changes to our Graduate Tuition.

Graduate Tuition Outcomes:

The Tuition Study Group recommended the following approaches to graduate tuition to the President's Cabinet and President, which was accepted:

1. Where a differential graduate tuition exists, maintain that differential.
2. *In 2010, the University moved to a singular graduate tuition level, by eliminating non-resident tuition. At that time, the non-resident graduate student paid a graduate tuition 1.65% more than a Minnesota resident graduate student did. With this recommendation, the Tuition Study Group proposed the recreation of the graduate non-resident and the creation of a graduate international tuition rate 1.5% more than a Minnesota resident graduate student. This proposed difference is less than the actual difference between graduate tuition rates had we not made the change to a singular graduate tuition in 2010. We recommend a Spring 2021 or Fall 2021 implementation. We are looking into the possibility of grandfathering in current non-resident graduate students.*

For all Other Graduate Tuition programs, after recognizing reciprocity agreements, create three basic graduate tuition categories (FY20 Graduate Tuition Rates):

- a. Graduate Resident Tuition = X (\$427.45 per credit)
- b. Create a Non-Resident Graduate Tuition rate = X*1.5% (\$641.18 per credit)
- c. Create an International Graduate Tuition rate = X*1.5% (\$641.18 per credit)

Current Tuition collected with GA, RA, or TA paying instate tuition with full-time Graduate students at 6 graduate credits	Total Graduate Students	Fall 2019 GA, RA, or TA	Fall 2019 Not GA, RA, or TA	Fall 2019 Revenue at all instate Tuition	Fall 2019 Revenue at all GA, RA, & TA at instate Tuition, reciprocity rates deployed, & others at 150% diff	Fall 2019 Revenue Minnesota residency, reciprocity rates deployed, & all others at 150% diff
International	155	91	64	\$397,528.50	\$479,600.82	\$596,297.40
Nonresident (US Domestic non-Minnesota)	216	90	126	\$553,975.20	\$715,555.08	\$830,969.28
Midwest Compact	57	31	26	\$146,187.90	\$179,529.78	\$219,283.56
North Dakota	15	5	10	\$38,470.50	\$38,470.50	\$57,706.20
South Dakota	17	8	9	\$43,599.90	\$43,599.90	\$65,400.36
Wisconsin	66	27	39	\$169,270.20	\$174,745.80	\$253,907.28
Minnesota Resident	1,324	190	1,134	\$3,395,662.80	\$3,395,662.80	\$3,395,662.80
Total Graduate Revenue	1850	442	1408	\$4,744,695	\$5,027,165	\$5,419,227
	Dollar Increase				\$282,470	\$674,532
	Percentage Increase over current revenue				5.7%	12.5%
<i>Model reflects a six (6) credit graduate load.</i>						
	Domestic Semester tuition = \$427.45 per credit				\$2,564.70	
	Suggested Non-Domestic tuition = \$641.18 (150% diff)				\$3,847.08	
	Suggested International tuition = \$641.18 (150% diff)				\$3,847.08	
	Midwest Student Exch Semester Reciprocity = \$641.18 (150% diff)				\$3,847.08	
	North Dakota Semester Reciprocity = \$427.45				\$2,564.70	
	South Dakota Semester Reciprocity = \$427.45				\$2,564.70	
	Wisconsin Semester Reciprocity = \$450.85				\$2,705.10	
	<i>Full-time graduate student is 9 credits</i>					

Midwest Student Exchange Program States: Illinois, Indiana, Kansas, Missouri, Nebraska, Ohio, (Michigan is suspended)

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

- 4. GA, RA, and TA positions will be charged the Minnesota resident rate.
- 5. Non-Resident and International graduate student tuition rates will be the same.
- 6. After implementation, the additional revenue collected will be divided evenly (50% each) between the College of Graduate Studies and the General Fund. These funds will provide dedicated resources to realize the Graduate Enrollment Management Plan. More specifically, the funds will support the elevation and promotion of graduate programs and potentially provide faculty compensation for graduate student capstone experiences. The maximum revenue to the College of Graduate Studies will be \$1 million. Revenues exceeding \$1 million will revert to the General Fund.
- 7. Simplify the display and communication of graduate tuition and fees.

Other Graduate Programs	Resident Tuition	Non-Resident & International Tuition	Fees
1-12 credits	\$427.45 per credit	\$641.18 per credit	\$43.34 per credit to a max of \$521.95
13 or more credits (overload permission required)	\$427.45 per credit	\$641.18 per credit	\$521.95 + \$0.61 per credit*
Online courses	additional \$36.25 per credit	additional \$36.25 per credit	

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

- 8. The Tuition and Fees Study Group recommends that the Associate Vice President for Research and Dean of Graduate Studies conducts a study of the allocation, value, and structure of Graduate Assistantships, Research Assistantships, Teaching Assistantships, and any other graduate student assistantships to inform changes to our current approaches.

Select Non-resident Tuition Rates FY2020

Universities	FY2020 Non-Resident Graduate Tuition per Credit	Proposed Rate	Notes
Minnesota State, Moorhead	\$404.45		Differential rates from \$404.45-\$575.00
Southwest Minnesota State	\$414.50		Singular rate
Minnesota State, Mankato	\$427.45	\$641.18	Currently a singular rate
Bemidji State	\$432.15		Singular rate
Northern Iowa Univ.	\$509.00		
North Dakota State Univ.	\$561.92		MN residents is \$475.76
Winona State	\$627.35		Does reciprocity for ND & SD at \$415.80. WI is \$450.85
Saint Cloud State	\$629.65		Does reciprocity for ND, SD, & Manitoba \$414.45. WI is \$450.85
South Dakota State Univ.	\$647.55		MN residents is \$467.65
Metropolitan State	\$808.19		
Univ. of Minnesota-Duluth	\$969-\$1,099		
Univ. of Wisconsin-Lacrosse	\$1,133.09		MN residents is \$653.39
Iowa State	\$1,361		