

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

Thursday, September 5, 2019

1:15-2:45 P.M.

CSU 203

Present: President Davenport, Melissa Iverson, Marilyn Wells, David Jones, Steve Barrett, Rick Straka, Lynn Akey, Henry Morris, Bobby Fleischman, Mark Johnson, Brian Martensen, Steven Stoyhoff, Sandi Schnorenberg, Rachel Tanquist, Carolyn Nelson, Debra Schulz, Amanda Weister, Gina Maahs-Zurbey

Meeting Chair – President Davenport

I. Information Items

A. Review of Notes

- No changes noted. If changes are needed, they can be recommended to the MSUAASF President.

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

- The convocation address R. Davenport and M. Wells gave was predicated on MNSU's success over the next 150 years. Student success is our number one priority.
- L. Akey's new role speaks directly to student success.
- R. Davenport hopes that ASF members will be pleased at the upcoming and ongoing student success solutions.
- R. Davenport will be working hard this year to get state support for our bonding bill projects. The size of the projects makes this difficult.
- The two big projects are the new College of Business and Student Service building and our football stadium

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

- Our members have been hard at work during the summer and the start of fall serving our students. ASF members are at the heart of student success. Our main focus is to help students create belonging and navigate the university process. We are excited to be a part of the solution.
- R. Davenport sees the benefit of the work we did this summer with students visiting campus and preparing for fall term.

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

- As of 9/4/19 we were at 13,810 students, which is down .4% from last year.
- Our continuing student population has remained steady. Our retention rates have been improving which has helped our enrollment overall.
- We have 2287 entering freshman which is 103 students lower than last year. It is still our 10th largest class in MNSU history.
- 7 out of the last 10 entering classes have been in the top 10 enrollment numbers.
- The biggest decrease has been with our international student population, since the state department has become more stringent on granting visas.
- We're approximately 30 students less this year from Blue Earth County. D. Jones would like to find out why that difference is.
- The University of Minnesota accepted its largest class in 50 years with 6,200 entering students. This is noteworthy because we share more apps with them than anyone else in the state. They've grown by 900 more entering students in the last 9 years. They did large increases last year too, which correlated with our enrollment dip in domestic students.

- R. Davenport stated that it would be good to look at the data of the high school graduates that are going out of state so we can better market to local students who are considering moving out of state.
- H. Morris asked about the U of M's new student enrollment profile. D. Jones stated that it will be interesting to see the final numbers, but that the data currently speaks to increases in quantity, not quality.
- B. Martensen asked in there has been a trend in U of M's retention rate for continuing students. D. Jones doesn't know for sure, but that they stay fairly consistent at 85% for first year retention.
- As of 9/4/19 MN State System report, we are down .9% in enrollment. Moorhead is down 1.3%, Metro is down 2.2%, Winona is down 2.3%, Bemidji is down 5.7%, Southwest is down 7.8%, and St. Cloud is down 8.7% (which equals 413 students for fall, over 800 for the full academic year)
- R. Straka noted that all North Dakota state schools are down in enrollment as well.
- The Maverick All Sports Dome's support buildings will be popping up the next week. The field will be added in late September and the dome will be added in October.
- MNSU's new tailgating procedures are located on the athletic department's website.

II. Discussion Items

A. Budget (R. Straka)

- Last spring, the President asked the cabinet to find 6 million dollars of reductions. Some of these reductions was the consolidation of the Dean of Students position in ResLife and 4-5 BESIs from a number of bargaining units. Not all final decisions have been made.
- There have also been investments in advising, aviation, student success, etc.
- This year's legislative budget allowed us to raise undergraduate tuition.
- If our enrollment had been steady we would have broken even on the budget, but since enrollment was down the budget is in a slight deficit
- There are also 4 new online programs, with tuition from these programs being dedicated to pay for the program expenses as they grow.
- We need to be successful in our recruitment and retention. 150-200 FYE would eliminate our deficit.
- Our legislative budget was split 40/60 this year, which means that we have more money up front but a smaller funding base moving forward. R. Davenport states that this is a legislative decision and a shift that has happened over the last 8 years and tends to happen when the Republican Party has control of the Legislature, since they see it as limiting government growth.
- Front loading appropriations is also a challenge since salary increases are backloaded.
- R. Strake doesn't know what inflation will be yet since we're waiting on bargaining contracts.
- Our reserve is at a good level. We moved some money for the seasonal dome to fund last year but we still have the highest percentage of our general fund revenue in a cash reserve. We're in a solid position, but we will need to plan for going forward.
- R. Davenport states that we still have a budget challenge. We currently have way too many academic programs to support the number of students we have. There will be a planned reduction over time, and we will begin making tough decisions on which programs need to go until we see a market change.
- M. Wells stated that students run into decision paralysis with too many options. Some of our programs have not been well enrolled for a long time. We need to focus on what students want and employers need.

B. HR Topics (Steve Barrett)

- Human Resource Vacancies
 - Please see attachment
- Human Resources Investigations
 - Please see attachment

C. Coordinated Advising & Student Support (L. Akey)

- Handout attached.
- We need to move our focus to what happens before the outcomes by focusing on the “means” instead of the “ends”.
- There are key structures in place to support student success. Our roundtable group, leadership team, administrative team, and MavConnect team meet regularly. We have new roles on campus to also focus on student success.
- There are four key strategies to increase student success
 - Reduce Institutional Barriers (ex. Common Bell)
 - Make initiatives focused on student success (ex. Supplemental instruction, learning communities, financial aid portal)
 - Network of data analytic reporting (how do we make our data actionable to student success)
 - Further coordinating student advising and support (this is a big challenge since we need to think of how to do things differently versus in the past)
- MSUAASF Exec Team mentioned confusion since many positions have the title of “advisor” but they all have different roles. Students are confused of who to go to, and there is not enough staff to meet the needs of our students. L. Akey states that these concerns are reflected in what she has heard from other staff and students.
- L. Akey states that there are lots of places student can go to get aid or assistance, but this requires the student to know where to go and reach out.
- R. Davenport states that we’ve learned from other universities that the most significant things we can demonstrate to our students is that we care.
- L. Akey proposes a coordinated care approach to student advising and support with a rich campus resource and referral model. In this model, every student will have an academic/faculty advisor, possibly a support advisor, and if needed would also utilize the University Advising Center.
- MavConnect can help us do this coordination and connection by alerting us of students who need a higher amount of support to achieve success.
- R. Davenport asked M. Johnson if our app will become more integrated with MavConnect. M. Johnson stated that the app is an infrastructure that we can continue to build on. The app will help us coordinate messaging to both students and faculty/staff. L. Akey added that the app is a new data source to help coordinate action.
- H. Morris states that the best structure only works with the right people. We need student centered faculty and staff to help our student navigate the university system.
- M. Iverson stated that we will need to understand expectations and how we respond within the new model. We will need professional development and communications on what we do as we roll out this new process.
- M. Wells agreed on the importance of coordinated training to best serve our students.
- C. Nelson asked about the data analytic coordinators. L. Akey answered that they are academic faculty on .25 reassigned time. C. Nelson asked if there could be an ASF call in the future for our members to potentially be a part of this team. C. Nelson also asked about the rest of the staff in L. Akey’s office. L. Akey answered that there are two new staff positions, both are MSUAASF.
- M. Wells added that there is value in the data analytic coordinators being faculty since there is value in faculty taking ownership for data in their colleges which increases faculty engagement.

D. Fixed-Term Positions (MSUAASF)

- M. Iverson reminded the cabinet that fixed term contracts can be extended to 24 months, but after that it requires State ASF approval and there needs to be a 60-day calendar notice of why it needs to go beyond the extended period.
- 4 of our fixed-term positions are going into their second year. There needs to be a plan to hire into permanent roles since extensions are rarely approved.
- S. Barrett states that there are currently safeguards in place to catch these situations.

E. Meet & Confer Purpose Reminder, Page 6-Subd. 2 (MSUAASF)

- M. Iverson states that we appreciate our positive relationship with management and how healthy our relationship is. Some of our sister institutions are struggling with their relationships with management.
- Page 6 of our contract outlines the role of Meet and Confer.
- R. Davenport asked for examples of what other campuses are experiencing. M. Iverson answered that some other campuses are not having a formal meet and confer, and that others have not been notified of upcoming reorganizations.

F. Staffing/Updates in Academic Affairs & Advising Changes (MSUAASF)

- M. Iverson asked for an email update due to time constraints in the meeting.

G. IT Solutions Update (M. Johnson)

- MavLife is live and 4600+ students are engaging with the product with 150-200 students adding the app per day.
- The app works as a launching pad to other things, such as the bus tracker, e-services, and MavMail.
- There was an article about MavLife in the campus paper today
- M. Johnson would love any input we have on the app.
- They are looking to integrate the app with D2L.
- Zoom is now available for students, staff, and faculty. Great for two-way interactive video.
- Every academic college is on or almost on the new website platform.
- M. Iverson asked if there is a coordinated approach to monitoring the app and responding to student questions. M. Johnson answered that we don't yet have a consolidated or coordinated way to answer questions from the wall.
- M. Wells states that we need to look at how we can use this data for continuous improvements.

H. Graduate Education Update (S. Stoyloff)

- S. Stoyloff stated they are improving the processes and procedures for graduate assistantship awards. A quarter of all graduate students receive graduate assistantships, with approximately 500 per year awarded. We need policies, procedures, and practices to get awards conferred to make sure that students' paperwork is accurate and that students are assigned to the correct places.
- They are looking to make this process into an electronic form process instead of a paper process.
- S. Stoyloff commends M. Johnson and his team for creating a workflow process that moves paperwork in a timely way.
- They will be piloting the new e-form process in the next couple of months with spring GA assignments so they can test it with a smaller subgroup.
- Since the form is going to electronic, it is even more important to enter information correctly because it will be harder to correct after items are entered.
- S. Stoyloff stated that the affinity groups have exceeded expectations. The teams were well represented by ASF. 9.9 million in funding was received where affinity members were a part of the team and 10.25 million in funding is still under consideration.
- External resources allow us to subsidize GA appointments.
- R. Davenport asked what our dollar goal is. S. Stoyloff states that his target is to grow funding by 15% year over year. St. Stoyloff added that it is equally important to look at what it does for people being a part of a team with a shared commitment.
- Affinity groups give individuals the ability to interface across units and disciplines. 125 individuals are currently participating in 6 affinity groups. S. Stoyloff is looking to expand these groups going forward.
- M. Wells states that the other goal for affinity groups is curricular innovations and how to achieve our institutional priorities to elevate our impact.
- W. Schuh is an example of how affinity groups bring together faculty and ASF unit members. M. Wells states that many MSUAASF members are a part of affinity groups.

- C. Nelson noted that applying for grants are additional work, which means its difficult for some of our members to do on top of a 40-hour work week. R Davenport asked about release time for ASF. S. Stoyhoff states that there is currently a pilot program for faculty that subsidizes their grant writing time, and this program could be used for other bargaining units.
- B. Martensen adds that sometimes ASF members take on additional roles outside of their normal duties for additional pay.

I. 9/18/19 Emergency Exercise (S. Schnorenberg)

- There will be a full-scale emergency exercise on Wednesday, September 18th in the performing arts lawn from 12-3pm.
- This will simulate a mass casualty event where a person drives a car into a volleyball game.
- Our security team is partnering with Mayo, Mankato police, fire, etc.
- The ambulance service will be conducting their own exercise on “injured” people.
- This is an opportunity for us to exercise our emergency plans and responses and how we work together with community partners. This exercise helps our security team prepare for an event in case something were to happen.
- There will be a cabinet debrief the Monday after the exercise.
- They need victims. Contact S. Schnorenberg if you are interested in participating.
- Ellis Street will close at 10am on Wednesday, September 18th and reopen once the event is done.
- There will be a news release on Monday, with a reminder the following Monday. There will be signs placed on campus and StarAlerts will go out.
- The media is invited to attend.
- M. Weister asked about coordinating with the counseling center. S. Schnorenberg answered that will be going over information and resources with the victims and D. Jones added that the counseling center has already adjusted their schedule for additional walk-ins that day.

FY20 Meeting Dates

October 3, 2019
 October 31, 2019
 December 5, 2019
 January 30, 2020
 March 5, 2020
 April 2, 2020
 May 7, 2020

Position Vacancies by Bargaining Unit/Employee Group
SEPTEMBER 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	HIRED	IRRA and WRC	7	Jeremy Geske	09/03/19
U	Acting Associate Dean	AA19230	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	CSET Dean's Office	9	Hongxia Yin	08/05/19
C	Consultant -ABET Preparation	AA19235	NEW	EXISTING	GENERAL	AT WILL	NOT YET STARTED	CSET Dean's Office	9		06/03/19
U	Interim Dean of Library & Learning	AA19236	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Library & Learning	10	Christopher Corley	07/01/19
U	Acting Dean of Institutional Diversity	AA19239	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Institutional Diversity	10	Kelly Meier	06/04/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Dean's Office	10	Matthew Loayza	05/15/19
U	Associate VP for Research and Dean of Graduate Education	AA20018	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Office of the Provost	11	Stephen Stovynoff	05/29/19
U	Director of ECoE	AA20064	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Engineering Center of Excellence	7	Jason Bruns	07/03/19
U	Assoc VP for Undergraduate Education	AA20160	EXISTING	EXISTING	GENERAL	AT WILL	HIRED	Office of the Provost	8	Jennifer Veltsos	9/3/19

AFSCME

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Electrical and Computer Engineering and Technology	OAS INT	Jeni Muehlbauer	05/13/19
C	Transfer Evaluator & Academic Specialist	AA19217	NEW	NEW	GENERAL	UNLIM	HIRED	Registrar's Office	TBD	Shawn Matteson	06/03/19
C	Office Coordinator/Advising Assistant	AA19220	EXISTING	EXISTING	GENERAL	TEMP	NO LONGER BEING FILLED	College of Business MN State	OAS INT		3/11/19
C	Administrative Assistant	AA19223	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Engineering Center of Excellence	OAS INT	Molly Engebretson	06/16/19

C	Administrative Assistant	AA19225	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	CSET Dean's Office	OAS SR	Kate VanErdewyk	05/20/19
C	Administrative Coordinator	AA19226	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Office of Field and International Experience	OAS SR	Kacie Lamont	06/26/19
C	Administrative Assistant - Student Services Specialist	AA19228	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	NO LONGER BEING FILLED	Student Center	OAS SR		5/1/19
C	Executive Assistant	AA19231	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Global Education	OAS SR	Katherine Nelson	06/12/19
C	Laboratory Manager	AA19232	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Chemistry & Geology	CLA-1	Carson Lilly	08/19/19
C	Office Coordinator	AA19233	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Center for Academic Success	OAS INT	Kristin Janssen	08/12/19
C	Internship Support Assistant	AA19234	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	College of Business	OAS INT	Mikaela Fischer	05/13/19
C	Advising Assistant	AA19241	NEW	EXISTING	EXISTING	GENERAL	TEMP	HIRED	College of Business	OAS	Haley Fogarty	06/03/19
C	OAS Senior	AA19242	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Office of the Provost	OAS SR	Judy Leivermann	08/05/19
C	Office Coordinator	AA20107	EXISTING	EXISTING	NEW	GENERAL	UNLIM	HIRED	Center for Excellence in Teaching & Learning	OAS INT	Hannah Radcliff-Hoy	08/14/19
C	Administrative Assistant - Student Services Specialist	AA20140	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	COB Student Center	OAS INT		8/26/19
C	Office Coordinator	AA20149	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Theatre & Dance	OAS SR		8/7/19
C	Administrative Assistant	AA20151	EXISTING	EXISTING	EXISTING	GENERAL	SEAS	INTERNAL BID STAGE	Military Science & Leadership	OAS INT		8/13/19
C	Corporate Partnerships Support Assistant	AA20158	NEW	EXISTING	EXISTING	GENERAL	TEMP	HIRED	College of Business	OAS	Sahayata Rayamajhi	08/12/19
C	General Maintenance Worker	FA19037	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Building Services	GMW	Sedric Gahler	06/10/19
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Building Services	GMW	Abdulkadir Seid	05/13/19
C	Groundskeeper Intermediate - Snow Plower	FA19044	EXISTING	EXISTING	EXISTING	GENERAL	EMERGE NCY	NO LONGER BEING FILLED	Grounds	GRDS INT		11/15/18
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	ON HOLD	Grounds	GRDS INT		3/1/19
C	Groundskeeper Intermediate	FA19068	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Grounds	GRDS INT	Bradley Becker	03/04/19
C	General Maintenance Worker	FA19076	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Building Services	GMW	Jack Brown	06/10/19
C	General Maintenance Worker	FA19077	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Building Services	GMW	Taylor Flanagan	07/29/19

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 INT	4/15/19
C	General Maintenance Worker	FA19083	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Todd PqImquist 05/13/19
C	General Maintenance Worker	FA19084	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Tyler Swanson 06/05/19
C	Athletics Insurance Coordinator/Admin Asst.	FA19085	EXISTING	EXISTING	GENERAL	TEMP	NOT YET STARTED	Intercollegiate Athletics	OAS SR	4/15/19
C	General Maintenance Worker	FA19086	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Alejandro Huerta Martinez 06/17/19
C	General Maintenance Worker	FA19089	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Richard Wegner 05/29/19
C	General Maintenance Worker	FA19090	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Facilities Management	GMW	James Hansen 06/10/19
C	General Maintenance Worker	FA19091	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Mary Curtis 07/01/19
C	General Maintenance Worker	FA19092	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Building Services	GMW	Lisa Clark 06/26/19
C	OAS Intermediate	FA19094	EXISTING	NEW	GENERAL	UNLIM	REVIEWING APPLICATIONS	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	Stationary Engineer	FA20024	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Physical Plant	STATIONARY ENG	Tom Kroenke 08/27/19
C	Cashier	FA20026	EXISTING	EXISTING	BOTH	UNLIM	INTERNAL BID STAGE	Cashier's Office	CSHR	10/01/2019
C	Groundskeeper Intermediate	FA20029	EXISTING	EXISTING	GENERAL	SEAS	NOT YET STARTED	Grounds	GRNDSKPR INT	9/15/19
C	Student Records Specialist	PO19013	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Registrar's Office	OAS INT	Karisa Glade 08/05/19
C	Campus Security Officer	SA19024	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Security	CSO	Jacob Rollings 06/11/19
C	University Test Center Coordinator	SA19029	NEW	NEW	GENERAL	UNLIM	ON HOLD	New Student & Family Programs	OAS SR	5/1/19
C	Lab Technician	SA19033	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Student Health Services	MED LAB TECH 2	Jessica Ash 05/06/19
C	Pharmacy Technician	SA19034	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Student Health Services	PHARM TECH	Jessica Peterson 08/06/19
C	Office Coordinator	SA19035	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	New Student & Family Programs	OAS INT	Sarah Plath 09/04/19

C	General Maintenance Worker - Rover	SA19038	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Residential Life	GMW	Andrew Sherwood	05/13/19
C	General Maintenance Worker	SA19039	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	GMW	Evan Bergemann	05/16/19
C	General Maintenance Worker	SA19040	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	GMW	Carly Kruse	05/13/19
C	General Maintenance Worker	SA19041	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	GMW	Robert Dickinson	05/16/19
C	General Maintenance Worker	SA19044	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	GMW	Taylor Mack	07/15/19
C	Campus Security Officer	SA19045	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	Security	SECURITY OFFICER	Sydney Baldwin	07/05/19
C	Campus Security Officer	SA19046	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	NO LONGER BEING FILLED	Security	SECURITY OFFICER		7/31/19
C	Painter	SA19048	NEW	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Physical Plant	PAINTER		6/17/19
C	General Maintenance Worker / Rover	SA20003	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Residential Life	GMW	Scott Mutch	08/12/19
C	Graduation Evaluator	SS19002	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Registrar's Office	OAS SR	Joy Hansen	
C	Graphic Designer	UA19016	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	HIRED	Printing & Photocopying Services	GRAPH DES	Vanessa Knewton	09/11/19

ASF

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	PROB	HIRED	Center for English Language Programs	C	Olga Nelson	08/15/19
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	EXT FUNDED	HIRED	Internships and Strategic Partnerships	B	Samantha Campa	07/29/19
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	REVIEWING APPLICATIONS	Educational Talent Search	B		2/1/19
U	Academic Advisor	AA19204	EXISTING	EXISTING	GENERAL	PROB	FAILED SEARCH	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	REVIEWING APPLICATIONS	Social Work	TBD		4/1/19
U	Laboratory Coordinator	AA19227	EXISTING	EXISTING	GENERAL	PROB	HIRED	Biological Sciences	C	Jacob Fose	08/19/19

U	Interim International Student Advisor	AA19229	NEW	EXISTING	NON-GEN	FIXED TERM	HIRED	Kearney Center for International Student Services	B	Erika Duley	06/20/19
U	Interim Academic Advisor	AA19243	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	CSET Advising Center	B	Sara Hausladen	08/05/19
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	PROB	HIRED	Aviation	C	Kathleen Ferrero	06/03/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	GENERAL	PROB	HIRED	OASIS	B	Benjamin Thao	07/15/19
U	Coordinator, Social Studies Program	AA20080	NEW	EXISTING	GENERAL	FIXED TERM	FAILED SEARCH	History	TBD		8/19/19
U	Simulation Center Coordinator	AA20086	EXISTING	EXISTING	GENERAL	PROB	HIRED	School of Nursing	B	Ashley Engebretson	08/19/19
U	Interim Recruitment & Retention Advisor	AA20095	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	OASIS	B	Rosalin Cobb	07/01/19
U	Interim Recruitment & Retention Advisor	AA20096	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	OASIS	B	Pakou Lee	07/01/19
U	Academic Success Advisor	AA20098	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	University Undergraduate Advising Center	B		7/15/19
U	Academic Success Advisor	AA20099	NEW	NEW	GENERAL	PROB	HIRED	University Undergraduate Advising Center	B	Ebru Ilhan	08/26/19
U	Academic Success Advisor	AA20100	NEW	NEW	GENERAL	PROB	REVIEWING APPLICATIONS	University Undergraduate Advising Center	B		7/15/19
U	Academic Success Advisors	AA20101	NEW	NEW	GENERAL	PROB	HIRED	University Undergraduate Advising Center	B	Margo Druschel	08/19/19
U	Bell Program Facilitator	AA20105	NEW	EXISTING	GENERAL	PROB	HIRED	Integrated Engineering: Iron Range Engineering	B	Kaitlyn Mann	08/06/19
U	RN Completion Program Advisor	AA20114	NEW	NEW	GENERAL	PROB	HIRED	School of Nursing	TBD	Marie Slotemaker	09/04/19
U	Interim Programming and Retention Advisor	AA20131	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Kearney Center for International Student Services	B	Alissa Morson	07/01/19
U	Interim Associate Director of Graduate Recruitment and Retention	AA20132	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Graduate Studies Office	C	Jennifer Chelstrom	07/24/19
U	Acting Director of Center for Education Abroad & Away	AA20133	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Center for Education Abroad & Away	D	Jill Fischer	07/08/19

U	Laboratory Coordinator	AA20138	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Biological Sciences	C	8/19/19
U	Assistant Director	AA20139	EXISTING	EXISTING	GENERAL	PROB	ADVERTISEMENT OPEN	Office of Field & International Experience	C	8/1/19
U	Customized English Language Trainer	AA20141	NEW	EXISTING	NON-GEN	FIXED TERM	HIRED	Center for English Language Program	B	08/19/19
U	Customized English Language Trainer	AA20142	NEW	EXISTING	NON-GEN	FIXED TERM	HIRED	Center for English Language Program	B	08/05/19
U	Customized English Language Trainer	AA20143	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Program	B	08/19/19
U	Customized English Language Trainer	AA20144	NEW	EXISTING	NON-GEN	INTMT	WRITTEN OFFER EXTENDED	Center for English Language Program	B	8/26/19
U	Customized English Language Trainer	AA20145	EXISTING	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Program	B	08/19/19
U	Customized English Language Trainer	AA20146	NEW	EXISTING	NON-GEN	INTMT	WORK EXPERIENCE COMPLETED	Center for English Language Program	B	8/19/19
U	Customized English Language Trainer	AA20147	NEW	EXISTING	NON-GEN	INTMT	HIRED	Center for English Language Program	B	08/19/19
U	Customized English Language Trainer	AA20152	NEW	EXISTING	NON-GEN	INTMT	WORK EXPERIENCE COMPLETED	Center for English Language Programs	B	8/19/19
U	Interim International Recruiter	AA20154	NEW	EXISTING	NON-GEN	FIXED TERM	NOT YET STARTED	Kearney Center for ISS; Center for English Language Programs	TBD	8/15/19
U	Interim Education Abroad Advisor	AA20162	EXISTING	EXISTING	GENERAL	FIXED TERM	NOT YET STARTED	Global Education	B	09/09/19
U	Acting Director - Center for Education Abroad and Away	AA20163	EXISTING	EXISTING	GENERAL	FIXED TERM	CALL OUT TO ASF	Center for Education Abroad and Away	D	08/26/2019
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	GENERAL	PROB	HIRED	Intercollegiate Athletics	B	08/05/19
U	Head Athletic Trainer	FA19067	EXISTING	EXISTING	GENERAL	PROB	HIRED	Intercollegiate Athletics	C	06/03/19
U	Financial Aid Advisor	FA19075	EXISTING	EXISTING	GENERAL	PROB	HIRED	Student Financial Services	B	06/07/19

U	Assistant Athletic Trainer	FA19093	EXISTING	EXISTING	GENERAL	INTMT	NO LONGER BEING FILLED	Intercollegiate Athletics	B	6/1/19
U	Assistant Athletic Trainer	FA20016	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20017	NEW	EXISTING	NON-GEN	EXT FUNDED	FINALISTS SELECTED	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20018	NEW	EXISTING	NON-GEN	EXT FUNDED	FINALISTS SELECTED	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20019	EXISTING	EXISTING	GENERAL	INTMT	NOT YET STARTED	Intercollegiate Athletics	B	7/1/19
U	Assistant Athletic Trainer	FA20020	EXISTING	EXISTING	GENERAL	INTMT	HIRED	Intercollegiate Athletics	B	Bethany Walters 07/01/19
U	Director of Marketing & Community Engagement	FA20022	EXISTING	EXISTING	GENERAL	PROB	FINALISTS SELECTED	Intercollegiate Athletics	C	8/12/19
U	Assistant Athletic Trainer	FA20023	EXISTING	EXISTING	GENERAL	PROB	OFFEREE APPROVED	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20025	EXISTING	EXISTING	GENERAL	INTMT	NOT YET STARTED	Intercollegiate Athletics	B	8/19/19
U	Assistant Athletic Trainer Intermittent	FA20027	EXISTING	EXISTING	GENERAL	INTMT	NOT YET STARTED	Intercollegiate Athletics	B	09/03/2019
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Residential Life	B	Jesse Heath 07/11/19
U	Regional Admissions Officer	SA19032	EXISTING	EXISTING	GENERAL	PROB	HIRED	Admissions	B	Sara Aguilar 06/10/19
U	Student Success Coordinator	SA19036	EXISTING	EXISTING	NON-GEN	PROB	HIRED	Residential Life	C	Peter Hausladen 07/15/19
U	Admissions Officer	SA19037	NEW	NEW	GENERAL	PROB	HIRED	Admissions	B	David Cox 08/05/19
U	Interim Area Director: Margaret Preska & Stadium Heights	SA19042	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Residential Life	C	Emily Ender 07/08/19
U	Admissions Officer	SA19043	EXISTING	EXISTING	GENERAL	PROB	HIRED	Admissions	B	Emily Albright 08/19/19
U	Interim Admissions Officer	SA19049	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Admissions	B	Kayla Pauly 06/25/19
U	Interim Hall Director	SA20000	EXISTING	EXISTING	NON-GEN	FIXED TERM	HIRED	Residential Life	B	Garce Riggert 08/12/19
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	ADVERTISEMENT OPEN	New Student and Family Programs	C	10/01/2019
U	Event Building Coordinator	SA20007	EXISTING	EXISTING	NON-GEN	FIXED TERM	ADVERTISEMENT OPEN	Centennial Student Union	B	09/03/2019
C	Assistant Director for Environment	SA20008	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Residential Life	ASST DIR ENVR	01/13/2020
U	Director of Student Success Initiatives and Effectiveness	SS19001	NEW	EXISTING	GENERAL	FIXED TERM	HIRED	Student Success	D	Hollie Stanley 06/14/19

U	Director of Development	UA19010	EXISTING	EXISTING	GENERAL	PROB	HIRED	University Development	D	Brian Zins	05/08/19
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	GENERAL	PROB	HIRED	KMSU Radio	C	Dwayne Megaw	07/01/19

Commissioners Plan

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	UNLIM	HIRED	Office of the Provost	OAS SR	Judy Leivermann	04/22/19
C	Executive Assistant	AA19214	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Office of the Provost	OAS PRIN	Amanda Frie	07/01/19
C	Dentist	AA20134	NEW	EXISTING	NON-GEN	INTMT	FINALISTS SELECTED	Dental Education	DENTIST		9/3/19
C	Dental Hygienist	AA20135	NEW	EXISTING	NON-GEN	INTMT	FINALISTS SELECTED	Dental Education	HYGIENIS T		9/3/19
C	Administrative Assistant	AA20161	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Office of the Provost	OAS SR		08/19/2019
C	Stationary Engineer Intermittent	FA20028	EXISTING	EXISTING	GENERAL	UNLIM	ADVERTISEMENT OPEN	Physical Plant	STNRY ENGR		10/02/2019
C	Leaves and Benefits Specialist	PO19014	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Human Resources	HR TECH 2	Arielle Schmitz	07/01/19
C	Graphics Designer	UA19001	EXISTING	EXISTING	NON-GEN	INTMT	HIRED	Printing Services	S ARTS SPEC	Kylie Beran	06/06/19

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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	NOT YET STARTED	Human Performance	ASSOC/A SST PROF		8/20/18
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	PROB	HIRED	Integrated Engineering	ASST/ASS OC/PROF	Dennis Rogalsky	08/05/19
U	Professor or Associate Professor	AA19206	NEW	EXISTING	GENERAL	PROB	NO LONGER BEING FILLED	Integrated Engineering	PROF / ASSOC PROF		5/15/19
U	Assistant Professor	AA19237	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Communication Studies	ASST PROF	Emily Sauter	08/19/19
U	Instructor	AA19238	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Communication Studies	INSTR	Yusaku Yajima	08/19/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	PROB	HIRED	Political Science	ASST PROF	Amella Pride more	08/19/19
U	Assistant Professor	AA20005	EXISTING	EXISTING	GENERAL	PROB	FAILED SEARCH	Mathematics & Statistics	ASST PROF		8/19/19

U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	PROB	HIRED	Mathematics & Statistics	ASST PROF	Dat Cao	08/19/19
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	PROB	HIRED	Mechanical and Civil Engineering	ASST PROF	Basak Aldemir Bektas	08/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	PROB	HIRED	School of Nursing	ASSOC / ASST PROF	Maya Bastian	08/19/19
U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	PROB	HIRED	School of Nursing	ASSOC / ASST PROF	Leslie Darmofal	08/19/19
U	Associate or Assistant Professor	AA20010	EXISTING	EXISTING	GENERAL	PROB	HIRED	School of Nursing	ASSOC / ASST PROF	Sujatha Shanmugasu	08/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	PROB	HIRED	Marketing & International Business	ASSOC/A SST PROF	Chandrasekhar Valluri	08/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	PROB	HIRED	Geography	ASST PROF	Sudarshana Bordoloi	08/19/19
U	Assistant Professor	AA20024	NEW	EXISTING	GENERAL	PROB	HIRED	Social Work	ASST PROF	Omotola Akinsola	08/19/19
U	Assistant Professor	AA20025	NEW	EXISTING	GENERAL	FIXED TERM	HIRED	Government - URSI	ASST PROF	Gilvert Angervil	08/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	PROB	FAILED SEARCH	Aviation	ASST PROF		8/19/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	PROB	HIRED	Speech, Hearing & Rehab Svcs.	PROF	William Strong	08/19/19
U	Assistant Professor	AA20035	NEW	NEW	GENERAL	FIXED TERM	HIRED	Speech, Hearing & Rehab Svcs	ASST PROF	Jessica Jones	08/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	FIXED TERM	FAILED SEARCH	Special Education	ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	GENERAL	PROB	HIRED	Human Performance	ASSOC / ASST PROF	Jennifer Zdroik	08/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	GENERAL	PROB	HIRED	Mass Media	ASST PROF	Jennifer Tiernan	08/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	GENERAL	PROB	HIRED	Mass Media	ASST PROF	Maria Kalvaki	08/19/19
U	Assistant Professor - Composition and Rhetoric	AA20045	NEW	NEW	GENERAL	PROB	HIRED	English	ASST PROF	Kelly Moreland	08/19/19
U	Theatre Teacher / Director / Movement Specialist	AA20046	EXISTING	EXISTING	GENERAL	PROB	FAILED SEARCH	Theatre and Dance	ASST PROF		8/12/19

U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	GENERAL	PROB	HIRED	Theatre and Dance	ASST PROF	Matthew Caron	08/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	GENERAL	PROB	HIRED	Mechanical Engineering & Civil Engineering	ASST PROF	Jinyuan Zhai	08/19/19
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	GENERAL	PROB	HIRED	Biological Sciences	ASSOC/ ASST PROF	Michael Mincozzi	08/19/19
U	Assistant Professor	AA20051	EXISTING	EXISTING	GENERAL	PROB	HIRED	Physics and Astronomy	ASST PROF	Andrew Clough	08/19/19
U	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	PROB	FAILED SEARCH	Integrated Engineering - Iron Range	ASSOC/ ASST PROF		8/19/19
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	PROB	FAILED SEARCH	Biological Sciences	ASSOC/ ASST PROF	N/A	8/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	GENERAL	PROB	HIRED	Computer Information Science	ASSOC/ ASST PROF	Suboh Alkushayni	08/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	PROB	FAILED SEARCH	Automotive & Manufacturing Engineering Tech	ASSOC/ ASST PROF	N/A	8/19/19
U	Associate or Assistant Professor	AA20056	NEW	EXISTING	GENERAL	PROB	FAILED SEARCH	Computer Information Science	ASSOC/ ASST PROF		8/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	GENERAL	PROB	HIRED	Electrical & Computer Engineering and Technology	ASST PROF	Qiang Ye	08/19/19
U	Instructor	AA20059	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Electrical & Computer Engineering & Technology	INSTR	Ryan Shirk	08/19/19
U	Assistant Professor	AA20062	NEW	EXISTING	GENERAL	PROB	HIRED	Chemistry and Geology	ASST PROF	Beth Fisher	08/19/19
U	Instructor	AA20069	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	Sourya Banerjee	08/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Electrical & Computer Engineering & Technology	ASSOC/ ASST PROF	Bhushan Dharmadhikari	08/19/19

U	Ecologist	AA20073	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Biological Sciences	ASST PROF / INSTR	Zachary Chejanovski	08/19/19
U	Instructor	AA20074	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	FAILED SEARCH	Mathematics and Statistics	INSTR	N/A	8/19/20
U	Instructor	AA20075	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	Tyler Metzger	08/19/19
U	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Integrated Engineering: Twin Cities Engineering	ASSOC / ASST PROF	Libin Babu	08/19/19
U	Assistant Professor	AA20084	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	School of Nursing	ASST PROF	Julie Frederick	08/19/19
U	Assistant Professor	AA20088	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Accounting and Business Law	ASST PROF	Sean Finland	08/19/19
U	Assistant Professor	AA20092	NEW	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Marketing/International Business	ASST PROF	Rodney Hiel	08/19/19
U	Assistant Professor - Marketing	AA20093	NEW	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Marketing and International Business	ASST PROF	Kristi Maruska	08/19/19
U	Assistant Professor	AA20094	NEW	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Management	ASST PROF	Melissa Diegnau	08/19/19
U	Assistant Professor	AA20102	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	ME & CIVE	ASST PROF	Fatih Bektas	08/19/19
U	Assistant Professor	AA20103	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Elementary & Literacy Education	ASST PROF	Dawn Castagno-Dysart	08/19/19
U	Assistant Professor	AA20106	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	CSP	ASST PROF	Oleksandr Komarenko	08/19/19
U	Assistant Professor	AA20112	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Dental Hygiene	ASST PROF	Pamela Briese	08/19/19
U	Assistant Professor or Instructor	AA20113	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Biological Sciences	ASST PROF / INSTR	Angela Feder	08/19/19
U	Associate or Assistant Professor	AA20116	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Human Performance - Exercise Science	ASSOC / ASST PROF	Amy Brugge	8/19/19
U	Microbiologist	AA20117	NEW	NEW	NEW	GENERAL	FIXED TERM	HIRED	Biological Sciences	ASST PROF / INSTR	Lauren Eberhart Parejko	08/26/19
U	Assistant Professor or Instructor	AA20119	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	English - Technical Communication	ASST PROF / INSTR	Ashley Fitter	08/19/19

U	Assistant Professor	AA20120	NEW	EXISTING	GENERAL	FIXED TERM	HIRED	English - Creative Writing	ASST PROF	Michael Torres	08/19/19
U	Director of Center for Innovation and Entrepreneurship	AA20121	EXISTING	EXISTING	BOTH	FIXED TERM	HIRED	Management	ASST PROF	Yvonne Cariveau	08/19/19
U	Associate or Assistant Professor	AA20124	EXISTING	EXISTING	GENERAL	PROB	HIRED	Aviation	ASSOC / ASST PROF	Jeffrey S. Peterson	08/19/19
U	Assistant Professor	AA20125	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Ethnic Studies	ASST PROF	Lu Yan	08/19/19
U	Associate or Assistant Professor	AA20126	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	AMET	ASSOC / ASST PROF	Sergio Gamarra	08/19/19
U	Instructor	AA20127	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics & Statistics	INSTR	Aaron Olirich	08/19/19
U	Interim Director of Forensics	AA20128	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Communication Studies	ASST PROF	Katie Brunner	08/19/19
U	Soil Ecologist	AA20129	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Biological Sciences	ASST PROF / INSTR	Christopher Fernandez	08/22/19
U	Instructor	AA20130	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Mathematics and Statistics	INSTR	Jordan Cross	08/19/19
U	Assistant Professor	AA20136	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Computer Information Science	ASST PROF	Naseef Mansoor	08/19/19
U	Associate or Assistant Professor	AA20153	NEW	NEW	GENERAL	FIXED TERM	NOT YET STARTED	AMET	ASSOC / ASST PROFESSOR		8/19/19
U	Assistant Professor	AA20156	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	School of Nursing	ASST PROF	Jean Humphries	08/26/19
U	Associate Professor	AA20159	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Integrated Engineering - IRE	ASSOC PROF	Robert Nelson	08/21/19
U	Assistant Track and Field/Cross Country Coach	FA19087	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Benjamin Held	07/01/19
U	Assistant Track and Field Coach	FA19088	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Brian Sebera	07/03/19
U	Men's Basketball Assistant Coach	FA20001	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Patrick Garvin	07/01/19
U	Women's Basketball Assistant Coach	FA20002	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Ketty Paula	07/01/19
U	Men's Football Assistant Coach	FA20003	EXISTING	EXISTING	GENERAL	FIXED TERM	NO LONGER BEING FILLED	Intercollegiate Athletics	INSTR		7/1/19
U	Men's Football Assistant Coach	FA20004	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Austin Dickinson	07/01/19

U	Men's Football Assistant Coach	FA20005	EXISTING	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Lavell Jackson	07/01/19
U	Men's Football Assistant Coach	FA20006	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Collin Prosser	07/01/19	07/01/19
U	Men's Hockey Assistant Coach	FA20007	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	ASST PROF	Darren Blue	07/01/19	07/01/19
U	Women's Hockey Head Coach	FA20008	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	ASST PROF	John Harrington	07/01/19	07/01/19
U	Women's Hockey Assistant Coach	FA20009	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Jeff Giesen	07/01/19	07/01/19
U	Women's Soccer Assistant Coach	FA20010	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Benjamin Jones	07/01/19	07/01/19
U	Women's Volleyball Head Coach	FA20011	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	ASST PROF	Lori Wollmuth	07/01/19	07/01/19
U	Women's Volleyball Assistant Coach	FA20012	EXISTING	EXISTING	GENERAL	FIXED TERM	NO LONGER BEING FILLED	Intercollegiate Athletics	INSTR		7/1/19	
U	Men's Wrestling Assistant Coach	FA20013	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Patrick Garvin	07/01/19	07/01/19
U	Interim Assistant Volleyball Coach	FA20021	EXISTING	EXISTING	GENERAL	FIXED TERM	HIRED	Intercollegiate Athletics	INSTR	Corey Phelps	07/25/19	07/25/19

Managerial

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	ABET Preparation Specialist	AA19235	NEW	EXISTING	GENERAL	TEMP	HIRED	Electrical & Computer Engineering & Technology	ADMIN OFFICER	Susan Ward	06/07/19

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C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Director of Outreach and Programs	AA19240	EXISTING	EXISTING	GENERAL	UNLIM	NO LONGER BEING FILLED	MN State Engineering Center of Excellence	EDUC SPEC 2		5/29/19
C	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	UNLIM	HIRED	Dean's Office	ITS3	Elyse Anderson	7/1/19
C	Director of Center for Communication Sciences & Disorders	AA20110	NEW	EXISTING	GENERAL	UNLIM	HIRED	Speech, Hearing & Rehab Services	CUST TRAIN REP	Katherine Glogowski	08/12/19
C	Support and Training Specialist	AA20122	EXISTING	EXISTING	NON-GEN	UNLIM	FINALISTS SELECTED	PALS	ITS 3		9/1/19

C	Director of Communications and Events	AA20137	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	CAHN	INFO OFFICER	8/1/19
C	Foundation Accountant	FA19056	EXISTING	EXISTING	EXISTING	BOTH	UNLIM	HIRED	Business Services Office	ACCT OFF SR	Susan Jaeger 05/20/19
C	Sr. IT Solutions Center Consultant	IT19002	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	IT Solutions	ITS2	Gloria Mikolaj 08/07/19
C	Solutions Center Consultant	IT19003	EXISTING	EXISTING	EXISTING	GENERAL	TEMP	HIRED	IT Solutions	ITS1	Ira Raber 06/03/19
C	Lead Applications Project Manager/Analyst	IT20003	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	INTERNAL BID STAGE	IT Solutions - Application Development	ITS4	09/07/19
C	Equal Opportunity & Title IX Specialist	PO19012	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Equal Opportunity & Title IX	AAO 2	Maegen Sinclair Usher 07/15/19
C	Technology & Data Specialist	SA19028	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Career Development Center	MGMT ANYL 2	Dan Utterback 07/24/19
C	Emergency Management & Security Coordinator	SA19031	EXISTING	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	University Security	IPC-1	Loren Jansen 05/29/19
C	Assistant Director of Marketing and Campus Visits	SA20002	NEW	EXISTING	EXISTING	GENERAL	UNLIM	REVIEWING APPLICATIONS	Admissions	INFO OFFICER	9/1/19
C	Assistant Director for Safety & Services	SA20004	EXISTING	EXISTING	EXISTING	NON-GEN	TEMP	HIRED	Residential Life	STATE PRG ADMIN	Julie Phelps 09/09/19
C	Assistant Director for Safety & Services	SA20005	EXISTING	EXISTING	EXISTING	NON-GEN	UNLIM	NOT YET STARTED	Residential Life	STATE PRG ADMIN	8/5/19
C	Director of Content Marketing	UA19012	NEW	NEW	NEW	GENERAL	PROB	HIRED	Integrated Marketing	SR	Joseph Tougas 07/01/19
C	Director of Visual Content Strategies	UA19013	NEW	NEW	NEW	GENERAL	PROB	HIRED	Integrated Marketing	SR	Richard Crispo 06/03/19

MGEC

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

MMA

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	TYPE	STATUS	DEPARTMENT	RANGE	NAME	START
C	Director of Printing Services	UA19015	EXISTING	EXISTING	GENERAL	UNLIM	HIRED	Printing Services	PRT SHOP SUPV 2	Ryan Schuh	06/26/19

	209	246	246
TOTAL POSITIONS:	JULY 19	AUG	SEP 19
ADMINISTRATORS	8	9	9
AFSCME	52	59	59
ASF	47	66	66
COMMISSIONERS PLAN	6	8	8
IFO	81	85	85
MANAGERIAL PLAN	1	1	1
MAPE	13	17	17
MGEC	0	0	0
MMA	1	1	1

Position Vacancies by Status
SEPTEMBER 2019

Search Not Started

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPT	RANGE	NAME	START
U	Associate or Assistant Professor	AA19123	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Human Performance	ASSOC/ASST PROF		8/20/18
U	Interim Educational Advisor	AA19202	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
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 International Recruiter	AA20154	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Kearney Center for ISS; Center for English Language Programs	TBD		8/15/19
U	Interim Education Abroad Advisor	AA20162	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Global Education	B		09/09/19
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 Intermediate	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	FA20019	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B		7/1/19
U	Assistant Athletic Trainer	FA20025	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B		8/19/19

U	Assistant Athletic Trainer Intermittent	FA20027	EXISTING	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	09/03/2019
C	Groundskeeper Intermediate	FA20029	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Grounds	GRNDSKPR INT	9/15/19
C	Painter	SA19048	NEW	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Physical Plant	PAINTER	6/17/19
U	Student Success Coordinator and Conduct Officer	SA20001	NEW	EXISTING	EXISTING	GENERAL	ASF	PROB	Student Conduct	B	8/1/19
C	Assistant Director for Safety & Services	SA20005	EXISTING	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	Residential Life	STATE PRG ADMIN SR	8/5/19
C	Assistant Director for Environment	SA20008	EXISTING	EXISTING	EXISTING	NON-GEN	ASF	UNLIM	Residential Life	ASST DIR ENVR	01/13/2020

Open / Bidding

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Asst. Director for Communications and Testing Center	SA20006	EXISTING	EXISTING	GENERAL	ASF	PROB	New Student and Family Programs	C		10/01/2019
U	Event Building Coordinator	SA20007	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Centennial Student Union	B		09/03/2019
U	Laboratory Coordinator	AA20138	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences	C		8/19/19
U	Assistant Director	AA20139	EXISTING	EXISTING	GENERAL	ASF	PROB	Office of Field & International Experience	C		8/1/19
C	Stationary Engineer Intermittent	FA20028	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Physical Plant	STNRY ENGR		10/02/2019
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	Director of Communications and Events	AA20137	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	CAHN	INFO OFFICER 3		8/1/19
C	Administrative Assistant	AA20151	EXISTING	EXISTING	GENERAL	AFSCME	SEAS	Military Science & Leadership	OAS INT		8/13/19

C	Cashier	FA20026	EXISTING	EXISTING	BOTH	AFSCME	UNLIM	Cashier's Office	CSHR	10/01/2019
Lead Applications										
C	Project Manager/Analyst	IT20003	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Application Development	ITS4	09/07/19

Reviewing Applications

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Interim Educational Advisor	AA19203	EXISTING	EXISTING	NON-GEN	ASF	EXT FUNDED	Educational Talent Search	B		2/1/19
Child Welfare Program											
U	Student Support Coordinator	AA19219	NEW	EXISTING	NON-GEN	ASF	PROB	Social Work	TBD		4/1/19
University											
U	Academic Success Advisor	AA20098	NEW	NEW	GENERAL	ASF	PROB	Undergraduate Advising Center	B		7/15/19
University											
U	Academic Success Advisor	AA20100	NEW	NEW	GENERAL	ASF	PROB	Undergraduate Advising Center	B		7/15/19
Administrative Assistant - Student Services Specialist											
C	Office Coordinator	AA20149	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	COB Student Center	OAS INT		8/26/19
C	Administrative Assistant	AA20161	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Theatre & Dance	OAS SR		8/7/19
Office of the Provost											
C	OAS Intermediate	FA19094	EXISTING	NEW	GENERAL	AFSCME	UNLIM	Office Support Services	OAS INT		6/11/19
Assistant Director of Marketing and Campus Visits											
C	Marketing and Campus Visits	SA20002	NEW	EXISTING	GENERAL	MAPE	UNLIM	Admissions	INFO OFFICER		9/1/19

Finalists Selected / Offer Approvals

Work Experience Completed / Offer Extended

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
C	Support and Training Specialist	AA20122	EXISTING	EXISTING	NON-GEN	MAPE	UNLIM	PALS	ITS 3		9/1/19
C	Dentist	AA20134	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTIST		9/3/19

C	Dental Hygienist	AA20135	NEW	EXISTING	NON-GEN	COMMS	INTMT	Dental Education	DENTAL HYGIENIST	9/3/19
U	Assistant Athletic Trainer	FA20016	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20017	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Intercollegiate Athletics	B	8/1/19
U	Assistant Athletic Trainer	FA20018	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Intercollegiate Athletics	B	8/1/19
U	Director of Marketing & Community Engagement	FA20022	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	C	8/12/19
U	Assistant Athletic Trainer	FA20023	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	8/1/19
U	Customized English Language Trainer	AA20146	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Program	B	8/19/19
U	Customized English Language Trainer	AA20152	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Programs	B	8/19/19
U	Customized English Language Trainer	AA20144	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Program	B	8/26/19

Hired

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	Jeremy Geske	09/03/19
U	Assistant/Associate/Full Professor	AA19158	NEW	EXISTING	NON-GEN	IFO	PROB	Integrated Engineering	ASST/ASSOC/P ROF	Dennis Rogalsky	08/05/19
U	Assistant Director	AA19185	EXISTING	EXISTING	NON-GEN	ASF	PROB	Center for English Language Programs	C	Olga Nelson	08/15/19
U	Talent Programs Specialist	AA19186	NEW	EXISTING	NON-GEN	ASF	EXT FUNDED	Internships and Strategic Partnerships	B	Samantha Campa	07/29/19
C	Office and Administrative Specialist Intermediate	AA19188	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Electrical and Computer Engineering and Technology	OAS INT	Jeni Muehlbauer	05/13/19
C	Administrative Assistant	AA19193	NEW	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS SR	Judy Leivermann	04/22/19

C	Executive Assistant	AA19214	EXISTING	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Office of the Provost	OAS PRIN	Amanda Frie	07/01/19
C	Transfer Evaluator & Academic Specialist	AA19217	NEW	NEW	GENERAL	AFSCME	UNLIM	Registrar's Office	TBD		Shawn Matteson	06/03/19
C	Administrative Assistant	AA19223	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	MN State Engineering Center of Excellence	OAS INT		Molly Engebretson	06/16/19
C	Administrative Assistant	AA19225	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	CSET Dean's Office	OAS SR		Kate VanErdewyk	05/20/19
C	Administrative Coordinator	AA19226	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Office of Field and International Experience	OAS SR		Kacie Lamont	06/26/19
U	Laboratory Coordinator	AA19227	EXISTING	EXISTING	GENERAL	ASF	PROB	Biological Sciences	C		Jacob Fose	08/19/19
U	Interim International Student Advisor	AA19229	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Kearney Center for International Student Services	B		Erika Duley	06/20/19
U	Acting Associate Dean	AA19230	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	CSET Dean's Office	9		Hongxia Yin	08/05/19
C	Executive Assistant	AA19231	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Global Education	OAS SR		Katherine Nelson	06/12/19
C	Laboratory Manager	AA19232	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Chemistry & Geology	CLA-1		Carson Lilly	08/19/19
C	Office Coordinator	AA19233	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Center for Academic Success	OAS INT		Kristin Janssen	08/12/19
C	Internship Support Assistant	AA19234	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	College of Business Electrical & Computer Engineering & Technology	OAS INT		Mikaela Fischer	05/13/19
C	ABET Preparation Specialist	AA19235	NEW	EXISTING	GENERAL	MANGR	TEMP	Computer Engineering & Technology	ADMIN OFFICER		Susan Ward	06/07/19
U	Interim Dean of Library & Learning	AA19236	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Library & Learning	10		Christopher Corley	07/01/19
U	Assistant Professor	AA19237	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Communication Studies	ASST PROF		Emily Sauter	08/19/19
U	Instructor	AA19238	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Communication Studies	INSTR		Yusaku Yajima	08/19/19
U	Acting Dean of Institutional Diversity	AA19239	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Institutional Diversity	10		Kelly Meier	06/04/19

C	Advising Assistant	AA19241	NEW	EXISTING	GENERAL	AFSCME	TEMP	College of Business	OAS	Halley Fogarty	06/03/19
C	OAS Senior	AA19242	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Office of the Provost	OAS SR	Judy Leivermann	08/05/19
U	Interim Academic Advisor	AA19243	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	CSET Advising Center	B	Sara Hausladen	08/05/19
U	Assistant Professor	AA20004	EXISTING	EXISTING	GENERAL	IFO	PROB	Political Science	ASST PROF	Amelia Pridemore	08/19/19
U	Assistant Professor	AA20006	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF	Dat Cao	08/19/19
U	Assistant Professor	AA20007	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical and Civil Engineering	ASST PROF	Basak Aldemir Bektas	08/19/19
U	Associate or Assistant Professor	AA20008	NEW	NEW	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	Maya Bastian	08/19/19
U	Associate or Assistant Professor	AA20009	NEW	NEW	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	Leslie Darmofal	08/19/19
U	Associate or Assistant Professor	AA20010	EXISTING	EXISTING	GENERAL	IFO	PROB	School of Nursing	ASSOC / ASST PROF	Sujatha Shanmugasun daram	08/19/19
U	Associate or Assistant Professor	AA20014	EXISTING	EXISTING	BOTH	IFO	PROB	Marketing & International Business	ASSOC/ASST PROF	Chandrasekhar Vailuri	08/19/19
U	Assistant Professor	AA20015	EXISTING	EXISTING	GENERAL	IFO	PROB	Geography	ASST PROF	Sudarshana Bordoloi	08/19/19
U	Dean, College of Social & Behavioral Sciences	AA20017	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Dean's Office	10	Matthew Loayza	05/15/19
U	Associate VP for Research and Dean of Graduate Education	AA20018	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	11	Stephen Stoyanoff	05/29/19
C	Director of Communication & Events	AA20019	NEW	EXISTING	GENERAL	MAPE	UNLIM	Dean's Office	ITS3	Elyse Anderson	07/01/19
U	Assistant Professor	AA20024	NEW	EXISTING	GENERAL	IFO	PROB	Social Work	ASST PROF	Omotola Akinsola	08/19/19
U	Assistant Professor	AA20025	NEW	EXISTING	GENERAL	IFO	FIXED TERM	Government - URSI	ASST PROF	Gilvert Angervil	08/19/19
U	Aviation Advising and Accreditation Coordinator	AA20030	NEW	EXISTING	GENERAL	ASF	PROB	Aviation	C	Kathleen Ferrero	06/03/19
U	Professor, Associate or Assistant Professor	AA20034	NEW	NEW	GENERAL	IFO	PROB	Speech, Hearing & Rehab Svcs.	PROF	William Strong	08/19/19
U	Assistant Professor	AA20035	NEW	NEW	GENERAL	IFO	FIXED TERM	Speech, Hearing & Rehab Svcs.	ASST PROF	Jessica Jones	08/19/19

U	Associate or Assistant Professor	AA20040	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Human Performance	ASSOC / ASST PROF	Jennifer Zdroik	08/19/19
U	Assistant Professor	AA20042	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media	ASST PROF	Jennifer Tiernan	08/19/19
U	Assistant Professor	AA20043	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Mass Media	ASST PROF	Maria Kalyvaki	08/19/19
U	Assistant Professor - Composition and Rhetoric	AA20045	NEW	NEW	NEW	GENERAL	IFO	PROB	English	ASST PROF	Kelly Moreland	08/19/19
U	Theatre Teacher/Managing Director	AA20047	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Theatre and Dance	ASSOC / ASST PROF	Matthew Caron	08/19/19
U	Assistant Professor	AA20049	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Mechanical Engineering & Civil Engineering	ASST PROF	Jinyuan Zhai	08/19/19
U	Associate or Assistant Professor	AA20050	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC / ASST PROF	Michael Minicozzi	08/19/19
U	Assistant Professor	AA20051	EXISTING	EXISTING	EXISTING	GENERAL	IFO	PROB	Physics and Astronomy	ASST PROF	Andrew Clough	08/19/19
U	Associate or Assistant Professor	AA20054	NEW	EXISTING	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC / ASST PROF	Suboh Alkushayni	08/19/19
U	Assistant Professor	AA20057	NEW	EXISTING	EXISTING	GENERAL	IFO	PROB	Electrical & Computer Engineering and Technology	ASST PROF	Qiang Ye	08/19/19
U	Instructor	AA20059	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering & Technology	INSTR	Ryan Shirk	08/19/19
U	Assistant Professor	AA20062	NEW	EXISTING	EXISTING	GENERAL	IFO	PROB	Chemistry and Geology	ASST PROF	Beth Fisher	08/19/19
U	Director of ECoE	AA20064	EXISTING	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Engineering Center of Excellence	7	Jason Bruns	07/03/19
U	Instructor	AA20069	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	Soumya Banerjee	08/19/19
U	Associate or Assistant Professor	AA20070	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Electrical & Computer Engineering & Technology	ASSOC / ASST PROF	Bhushan Dharmadhikari	08/19/19
U	Ecologist	AA20073	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Biological Sciences	ASST PROF / INSTR	Zachary Chejanovski	08/19/19

U	Instructor	AA20075	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR	Tyler Metzger	08/19/19
U	Associate or Assistant Professor	AA20076	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Integrated Engineering: Twin Cities Engineering	ASSOC / ASST PROF	Libin Babu	08/19/19
U	Recruitment & Retention Advisor	AA20078	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	OASIS	B	Benjamin Thao	07/15/19
U	Assistant Professor	AA20084	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	School of Nursing	ASST PROF	Julie Frederick	08/19/19
U	Simulation Center Coordinator	AA20086	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	School of Nursing	B	Ashley Engebretson	08/19/19
U	Assistant Professor	AA20088	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Accounting and Business Law	ASST PROF	Sean Fingland	08/19/19
U	Assistant Professor	AA20092	NEW	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Marketing/International Business	ASST PROF	Rodney Hiel	08/19/19
U	Assistant Professor - Marketing	AA20093	NEW	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Marketing and International Business	ASST PROF	Kristi Maruska	08/19/19
U	Assistant Professor	AA20094	NEW	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Management	ASST PROF	Melissa Diegnau	08/19/19
U	Interim Recruitment & Retention Advisor	AA20095	EXISTING	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	B	Rosalin Cobb	07/01/19
U	Interim Recruitment & Retention Advisor	AA20096	EXISTING	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	OASIS	B	Pakou Lee	07/01/19
U	Academic Success Advisor	AA20099	NEW	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	B	Ebru Ihan	08/26/19
U	Academic Success Advisors	AA20101	NEW	NEW	NEW	GENERAL	ASF	PROB	University Undergraduate Advising Center	B	Margo Druschel	08/19/19
U	Assistant Professor	AA20102	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ME & CIVE	ASST PROF	Fatih Bektas	08/19/19
U	Assistant Professor	AA20103	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Elementary & Literacy Education	ASST PROF	Dawn Castagno-Dysart	08/19/19
U	Bell Program Facilitator	AA20105	NEW	EXISTING	EXISTING	GENERAL	ASF	PROB	Integrated Engineering: Iron Range Engineering	B	Kaitlyn Mann	08/06/19
U	Assistant Professor	AA20106	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	CSP	ASST PROF	Oleksandr Komarenko	08/19/19

C	Office Coordinator	AA20107	EXISTING	NEW	GENERAL	AFSCME	UNLIM	OAS INT	Hannah Radcliff-Hoy	08/14/19
Center for Excellence in Teaching & Learning										
C	Director of Center for Communication Sciences & Disorders	AA20110	NEW	EXISTING	GENERAL	MAPE	UNLIM	CUST TRAIN REP	Katherine Glogowski	08/12/19
U	Assistant Professor	AA20112	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF	Pamela Briese	08/19/19
U	Assistant Professor or Instructor	AA20113	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF / INSTR	Angela Feder	08/19/19
U	RN Completion Program Advisor	AA20114	NEW	NEW	GENERAL	ASF	PROB	TBD	Marie Slotemaker	09/04/19
U	Associate or Assistant Professor	AA20116	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASSOC / ASST PROF	Amy Brugge	08/19/19
Human Performance - Exercise Science										
U	Microbiologist	AA20117	NEW	NEW	GENERAL	IFO	FIXED TERM	ASST PROF / INSTR	Lauren Eberhart Parejko	08/26/19
U	Assistant Professor or Instructor	AA20119	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF / INSTR	Ashley Fitter	08/19/19
English - Technical Communication										
U	Assistant Professor	AA20120	NEW	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF	Michael Torres	08/19/19
English - Creative Writing										
U	Director of Center for Innovation and Entrepreneurship	AA20121	EXISTING	EXISTING	BOTH	IFO	FIXED TERM	ASST PROF	Yvonne Cariveau	08/19/19
U	Associate or Assistant Professor	AA20124	EXISTING	EXISTING	GENERAL	IFO	PROB	ASSOC / ASST PROF	Jeffrey S. Peterson	08/19/19
U	Assistant Professor	AA20125	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF	Lu Yan	08/19/19
U	Associate or Assistant Professor	AA20126	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASSOC / ASST PROF	Sergio Gamarra	08/19/19
AMET										
U	Instructor	AA20127	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	INSTR	Aaron Ollrich	08/19/19
Mathematics & Statistics										
U	Interim Director of Forensics	AA20128	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF	Katie Brunner	08/19/19
U	Soil Ecologist	AA20129	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	ASST PROF / INSTR	Christopher Fernandez	08/22/19
U	Instructor	AA20130	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	INSTR	Jordan Cross	08/19/19
Mathematics and Statistics										

U	Interim Programming and Retention Advisor	AA20131	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Kearney Center for International Student Services	B	Alissa Morson	07/01/19
U	Interim Associate Director of Graduate Recruitment and Retention	AA20132	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Graduate Studies Office	C	Jennifer Chelstrom	07/24/19
U	Acting Director of Center for Education Abroad & Away	AA20133	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Center for Education Abroad & Away	D	Jill Fischer	07/08/19
U	Assistant Professor	AA20136	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Computer Information Science	ASST PROF	Naseef Mansoor	08/19/19
U	Customized English Language Trainer	AA20141	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Program	B	Matthias Sadusky	08/19/19
U	Customized English Language Trainer	AA20142	NEW	EXISTING	NON-GEN	ASF	FIXED TERM	Center for English Language Program	B	Adriana Castelo	08/05/19
U	Customized English Language Trainer	AA20143	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Program	B	Vesna Bozhnoska	08/19/19
U	Customized English Language Trainer	AA20145	EXISTING	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Program	B	Thomas Maldonado	08/19/19
U	Customized English Language Trainer	AA20147	NEW	EXISTING	NON-GEN	ASF	INTMT	Center for English Language Program	B	Lynn Kovacs	08/19/19
U	Assistant Professor	AA20156	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	School of Nursing	ASST PROF	Jean Humphries	08/26/19
C	Corporate Partnerships Support Assistant	AA20158	NEW	EXISTING	GENERAL	AFSCME	TEMP	College of Business	OAS	Sahayata Rayamajhi	08/12/19
U	Associate Professor	AA20159	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Integrated Engineering - IRE	ASSOC PROF	Robert Nelson	08/21/19
U	Assoc VP for Undergraduate Education	AA20160	EXISTING	EXISTING	GENERAL	ADMIN	AT WILL	Office of the Provost	8	Jennifer Veltsos	9/3/19
U	Coordinator of Hockey and Video Operations	FA19002	EXISTING	EXISTING	GENERAL	ASF	PROB	Intercollegiate Athletics	B	Luke Regner	08/05/19
C	General Maintenance Worker	FA19037	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	Sedric Gahler	06/10/19
C	General Maintenance Worker	FA19038	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Building Services	GMW	Abdulkadir Seid	05/13/19

U	Men's Hockey Assistant Coach	FA20007	EXISTING	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	ASST PROF	Darren Blue	07/01/19
U	Women's Hockey Head Coach	FA20008	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	ASST PROF	John Harrington	07/01/19	
U	Women's Hockey Assistant Coach	FA20009	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Jeff Giesen	07/01/19	
U	Women's Soccer Assistant Coach	FA20010	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Benjamin Jones	07/01/19	
U	Women's Volleyball Head Coach	FA20011	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	ASST PROF	Lori Wollmuth	07/01/19	
U	Men's Wrestling Assistant Coach	FA20013	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Patrick Garvin	07/01/19	
U	Assistant Athletic Trainer	FA20020	EXISTING	EXISTING	GENERAL	ASF	INTMT	Intercollegiate Athletics	B	Bethany Walters	07/01/19	
U	Interim Assistant Volleyball Coach	FA20021	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Intercollegiate Athletics	INSTR	Corey Phelps	07/25/19	
C	Stationary Engineer	FA20024	EXISTING	EXISTING	GENERAL	AFSCME	INTMT	Physical Plant	STATIONARY ENG	Tom Kroenke	08/27/19	
C	Sr. IT Solutions Center Consultant	IT19002	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	IT Solutions	ITS2	Gloria Mikolai	08/07/19	
C	Solutions Center Consultant	IT19003	EXISTING	EXISTING	GENERAL	MAPE	TEMP	IT Solutions	ITS1	Ira Raber	06/03/19	
C	Equal Opportunity & Title IX Specialist	PO19012	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Equal Opportunity & Title IX	AAO 2	Maegen Sinclear Usher	07/15/19	
C	Student Records Specialist	PO19013	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS INT	Karisa Glade	08/05/19	
C	Leaves and Benefits Specialist	PO19014	EXISTING	EXISTING	GENERAL	COMMS	UNLIM	Human Resources	HR TECH 2	Arielle Schmitz	07/01/19	
U	Hall Director	SA19023	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	Jesse Heath	07/11/19	
C	Campus Security Officer	SA19024	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Security	CSO	Jacob Rollings	06/11/19	
C	Technology & Data Specialist	SA19028	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	Career Development Center	MGMT ANYL 2	Dan Utterback	07/24/19	
C	Emergency Management & Security Coordinator	SA19031	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	University Security	IPC-1	Loren Jansen	05/29/19	
U	Regional Admissions Officer	SA19032	EXISTING	EXISTING	GENERAL	ASF	PROB	Admissions	B	Sara Aguilar	06/10/19	
C	Lab Technician	SA19033	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Student Health Services	MED LAB TECH 2	Jessica Ash	05/06/19	
C	Pharmacy Technician	SA19034	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Student Health Services	PHARM TECH	Jessica Peterson	08/06/19	

C	Office Coordinator	SA19035	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	New Student & Family Programs	OAS INT	Sarah Plath	09/04/19
U	Student Success Coordinator	SA19036	EXISTING	EXISTING	EXISTING	NON-GEN	ASF	PROB	Residential Life	C	Peter Hausladen	07/15/19
U	Admissions Officer	SA19037	NEW	NEW	NEW	GENERAL	ASF	PROB	Admissions	B	David Cox	08/05/19
C	General Maintenance Worker - Rover	SA19038	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	Andrew Sherwood	05/13/19
C	General Maintenance Worker	SA19039	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Evan Bergemann	05/16/19
C	General Maintenance Worker	SA19040	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Carly Kruse	05/13/19
C	General Maintenance Worker	SA19041	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Robert Dickinson	05/16/19
U	Interim Area Director: Margaret Preska & Stadium Heights	SA19042	EXISTING	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	C	Emily Ender	07/08/19
U	Admissions Officer	SA19043	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	Admissions	B	Emily Albright	08/19/19
C	General Maintenance Worker	SA19044	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	TEMP	Residential Life	GMW	Taylor Mack	07/15/19
C	Campus Security Officer	SA19045	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	Security	SECURITY OFFICER	Sydney Baldwin	07/05/19
U	Interim Admissions Officer	SA19049	EXISTING	EXISTING	EXISTING	GENERAL	ASF	FIXED TERM	Admissions	B	Kayla Pauly	06/25/19
U	Interim Hall Director	SA20000	EXISTING	EXISTING	EXISTING	NON-GEN	ASF	FIXED TERM	Residential Life	B	Garce Riggert	08/12/19
C	General Maintenance Worker / Rover	SA20003	EXISTING	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Residential Life	GMW	Scott Mutch	08/12/19
C	Assistant Director for Safety & Services	SA20004	EXISTING	EXISTING	EXISTING	NON-GEN	MAPE	TEMP	Residential Life	STATE PROG ADMIN SR	Julie Phelps	09/09/19
U	Director of Student Success Initiatives and Effectiveness	SS19001	NEW	NEW	EXISTING	GENERAL	ASF	FIXED TERM	Student Success	D	Hollie Stanley	06/14/19
C	Graduation Evaluator	SS19002	EXISTING	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Registrar's Office	OAS SR	Joy Hansen	
C	Graphics Designer	UA19001	EXISTING	EXISTING	EXISTING	NON-GEN	COMMS	INTMT	Printing Services	GRAPHICS ARTS SPEC	Kylie Beran	06/06/19
U	Director of Development	UA19010	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	University Development	D	Brian Zins	05/08/19
C	Director of Content Marketing	UA19012	NEW	NEW	NEW	GENERAL	MAPE	PROB	Integrated Marketing	10	Joseph Tougas	07/01/19
C	Director of Visual Content Strategies	UA19013	NEW	NEW	NEW	GENERAL	MAPE	PROB	Integrated Marketing	10	Richard Crispo	06/03/19
U	General Manager of KMSU	UA19014	EXISTING	EXISTING	EXISTING	GENERAL	ASF	PROB	KMSU Radio	C	Dwayne Megaw	07/01/19

C	Director of Printing Services	UA19015	EXISTING	EXISTING	GENERAL	MMA	UNLIM	Printing Services	PRT SHOP SUPV 2	Ryan Schuh	06/26/19
C	Graphic Designer	UA19016	EXISTING	EXISTING	NON-GEN	AFSCME	UNLIM	Printing & Photocopying Services	GRAPH DES	Vanessa Knewton	09/11/19

On Hold / No Longer Being Filled / Failed Search

C/U	POSITION TITLE	PRF	POSITION	FUNDS	SOURCE	BU	TYPE	DEPARTMENT	RANGE	NAME	START
U	Academic Advisor	AA19204	EXISTING	EXISTING	GENERAL	ASF	PROB	CSET Advising	B		4/1/19
U	Assistant Professor	AA20005	EXISTING	EXISTING	GENERAL	IFO	PROB	Mathematics & Statistics	ASST PROF		8/19/19
U	Assistant Professor	AA20031	NEW	EXISTING	GENERAL	IFO	PROB	Aviation	ASST PROF		8/19/19
U	Assistant Professor	AA20039	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Special Education	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	Associate or Assistant Professor	AA20052	EXISTING	EXISTING	NON-GEN	IFO	PROB	Integrated Engineering - Iron Range	ASSOC / ASST PROF		8/19/19
U	Soil Ecologist	AA20053	NEW	EXISTING	GENERAL	IFO	PROB	Biological Sciences	ASSOC / ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20055	NEW	EXISTING	GENERAL	IFO	PROB	Automotive & Manufacturing Engineering Tech	ASSOC / ASST PROF		8/19/19
U	Associate or Assistant Professor	AA20056	NEW	EXISTING	GENERAL	IFO	PROB	Computer Information Science	ASSOC / ASST PROF		8/19/19
U	Instructor	AA20074	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	Mathematics and Statistics	INSTR		8/19/20
U	Coordinator, Social Studies Program	AA20080	NEW	EXISTING	GENERAL	ASF	FIXED TERM	History	TBD		8/19/19
U	Professor or Associate Professor	AA19206	NEW	EXISTING	GENERAL	IFO	PROB	Integrated Engineering	PROF / ASSOC PROF		5/15/19
C	Office Coordinator/Advising Assistant	AA19220	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	College of Business	OAS INT		3/11/19
C	Administrative Assistant - Student Services Specialist	AA19228	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Student Center	OAS SR		5/1/19

C	Director of Outreach and Programs	AA19240	EXISTING	EXISTING	GENERAL	MAPE	UNLIM	EDUC SPEC 2	5/29/19
								MN State Engineering Center of Excellence	
C	Groundskeeper Intermediate - Snow Plower	FA19044	EXISTING	EXISTING	GENERAL	AFSCME	EMERGENCY	GRDS INT	11/15/18
U	Assistant Athletic Trainer	FA19093	EXISTING	EXISTING	GENERAL	ASF	INTMT	B	6/1/19
U	Men's Football Assistant Coach	FA20003	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	INSTR	7/1/19
U	Women's Volleyball Assistant Coach	FA20012	EXISTING	EXISTING	GENERAL	IFO	FIXED TERM	INSTR	7/1/19
C	Campus Security Officer	SA19046	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	SECURITY OFFICER	7/31/19
C	Groundskeeper Intermediate	FA19066	EXISTING	EXISTING	GENERAL	AFSCME	TEMP	GRDS INT	3/1/19
C	General Maintenance Worker	FA19095	EXISTING	EXISTING	GENERAL	AFSCME	UNLIM	Building Services	6/17/19
C	University Test Center Coordinator	SA19029	NEW	NEW	GENERAL	AFSCME	UNLIM	New Student & Family Programs	5/1/19

TOTAL POSITIONS:	209	246	246	
	JUL 19	AUG	SEP 19	
TOTAL NOT STARTED	41	20	20	
TOTAL OPEN	5	10	10	
TOTAL REVIEWING APPLICANTS	14	9	9	
TOTAL FINALISTS SELECTED	26	12	12	
TOTAL HIRED	107	172	172	
TOTAL ON HOLD/NOT FILLED	16	23	23	

MSUAASF (211) Fixed Term

NAME	TITLE	DEPARTMENT	JOB ENTRY DATE	ASSIGNMENT BEGIN DATE	ASSIGNMENT END DATE
Beale, Dennis Karl	Interim Director of Student Success	Opp Access Success Intercultural Serv	04/15/2019	07/01/2019	04/14/2020
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
Dufley, 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
Granberg-Rademacker, Sarah	Interim Director of Academic Advising	University Advising	11/28/2018	07/01/2019	11/27/2019
Lee, Pakou	Interim Recruitment & Retention Advisor	Institutional Diversity	08/15/2018	07/01/2019	06/30/2020
Matthews, Brice J	Acting Associate Director	Residential Life	01/02/2019	01/02/2019	12/20/2019
Morson, Alissa Marie	Programming & Retention Advisor	Elizabeth & Wynn Kearney Int'l Cente	06/12/2017	07/01/2019	06/30/2020
Pomerrenke, William Alan	Acting Assistant Director for Academic Advisin	New Student and Family Programs	01/25/2019	07/01/2019	11/28/2019
Sadusky, Matthias Elyjah	Customized English Language Trainer	Center for English Language Programs	08/19/2019	08/19/2019	12/13/2019
Stanley, Hollie Lynn	Director of Initiatives & Effectiveness	Office of Student Success	06/14/2019	07/01/2019	06/30/2020



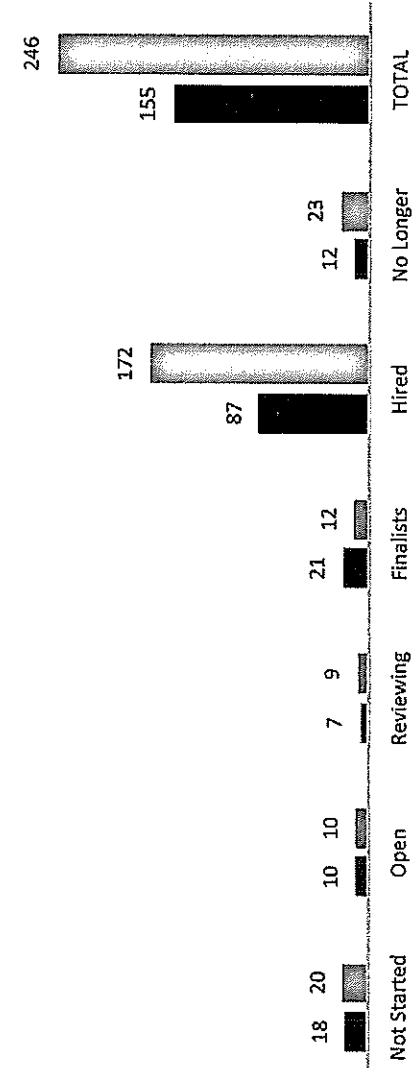
Human Resources

**SERVICE FACULTY
Meet-and-Confer
Information Packet
Thursday, September 5, 2019**

Vacancy Dashboard - September 2019

VACANCIES BY SEARCH STATUS

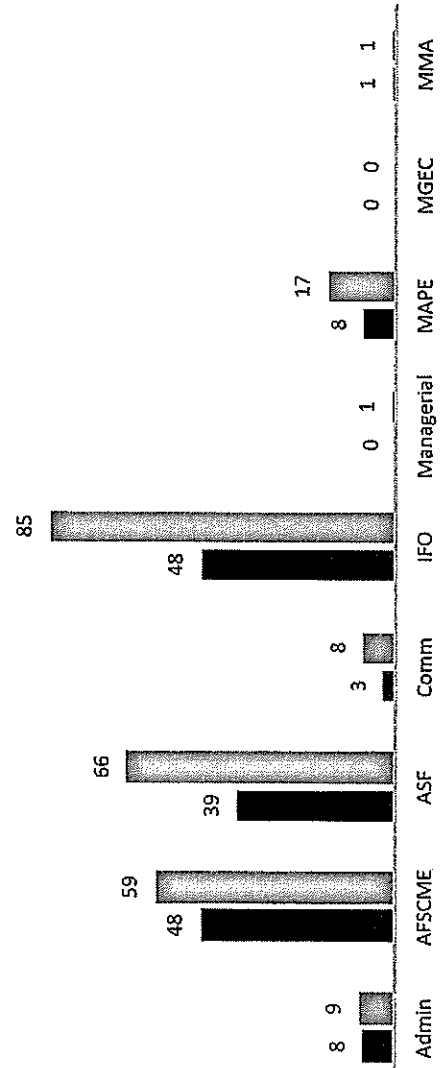
■ SEP 2018 □ SEP 2019



Estimated
Vacancy Rate
4.10%

VACANCIES BY EMPLOYEE GROUP

■ SEP 2018 □ SEP 2019



MN Vacancy Rate:
Educational
Organizations
3.00%

Student Success: Key Strategies and a Coordinated Approach

Meet and Confer
Thursday, September 5, 2019
Dr. Lynn Akey

1

Student Success

How are we held accountable?

- Developmental education one-year completion rate
- Second fall student persistence and completion rate
- Completion rate
- Licensure exam pass rate
- Related employment rate
- Closing the diversity success gap

Our Vision, Mission and Values

- Promote learning
- Nurturing the passion within students
- Innovative, student-centered learning community

2

Moving Forward on Student Success: Key Themes

Focusing on the "means" (key strategies and actions)
in light of the "ends" (outcomes)

Coordinating, continuously improving, and scaling our work

3

Moving Forward on Student Success: Key Structures

Roundtable/Teams	Positions/Roles
<p>Roundtable - Improve student success through problem identification, monitoring data, policy recommendations, resource advocacy, and recommending solutions.</p>	<p>Student Success Communications and Systems Integrate and implement student success communication and analytic tools.</p>
<p>Leadership Team - Collaborate, align, and integrate the work of student success services across units.</p>	<p>Student Success Initiatives and Effectiveness Coordinate student success initiatives, lead change management efforts, evaluate effectiveness, and advance continuous improvement.</p>
<p>Administrative Team -- Coordinate cross-divisional student retention, persistence, completion, and success initiatives.</p>	<p>Data Analytic Coordinators (Academic Colleges) Provide student success data analytic reporting at the college-level.</p>
<p>MavConnect Team - Expand implementation and integration of MavConnect capability and capacity.</p>	

4

Moving Forward on Student Success: Key Strategies

- Reduction of institutional barriers
- Student success focused initiatives
- Network of data analytic reporting
- Coordinated student advising and support with proactive interventions and communications

Supported by data analytics; technology systems and tools;
and change management practices

5

Student Advising and Support

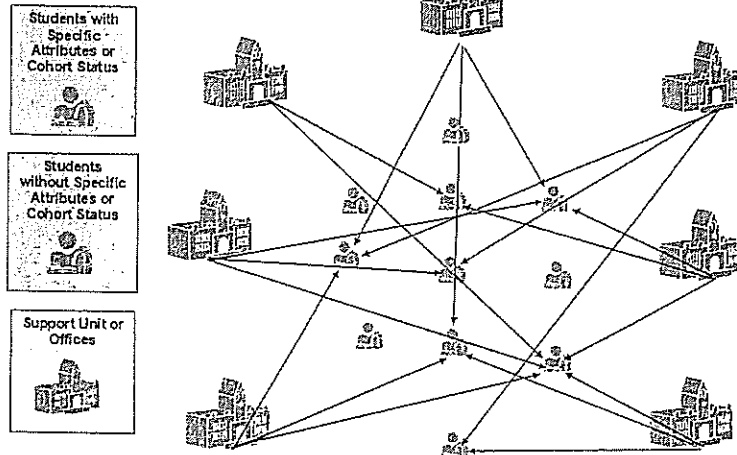
How would you describe our current approach?

What is the experience of our students?

6

Student Advising and Support

Our Current Situation:



7

Coordinated Student Advising and Support

Our Challenge:

*"understanding what a student needs to achieve success
...and then meeting that need"*

Our Approach:

Meaningful Connections

Coordinated Support

Demonstrating Care

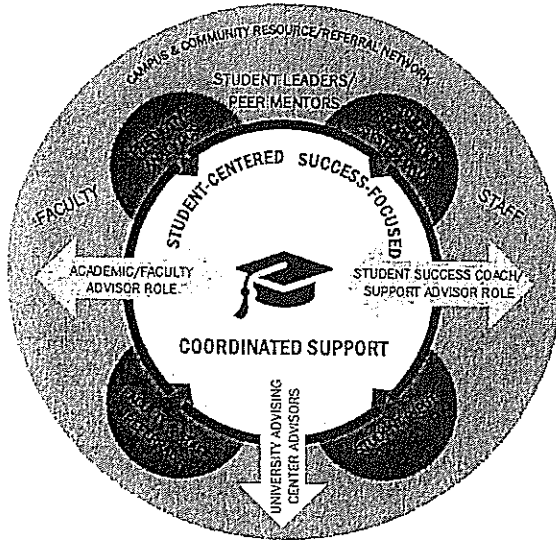
Reducing Barriers

8

Coordinated Student Advising and Support

Supported by
MavConnect

Roles that encompass many different position titles from across the campus impacting the student experience



Advisors within University Advising will join a coordinated support team when a student needs high levels of support (i.e., academic warning, in transition, multiple flags/referrals of concern)

9

Coordinated Student Advising and Support

MavConnect
Transactional
Platform

Student Success Predictive Model
Initially based on Student Attributes (and then refined based on engagement/action triggers)



Student Support Level ↑

Murky Middle

	A	
	B	
	C	
	D	
	E	
	F	
	G	
	H	

Student Support Level and Action Trigger Interaction

Coordinated Support

<p>Academic/Faculty Advisor Role</p> <p>A collaborative educational partnership with a student that clarifies goals, establishes educational plans, and fully uses resources and enrichment opportunities to support students' diverse backgrounds, interests, and abilities, and facilitates students' achievement of education, career and life goals.</p>	<p>Student Success Coach/Support Advisor Role</p> <p>A personalized point of contact and connection that provides a student resources, referrals, and encouragement in navigating the University experience from matriculation to graduation.</p>	<p>University Advising Center Advisor</p> <p>A proactive advising relationship with a student that needs high levels of support and accountability through the development of individualized plans, close monitoring for progress toward critical short-term goals, and barrier identification and reduction.</p>	<p>Campus Resource/Referral Network</p> <p>Campus resources, services, and offices that support student learning, activities, engagement, well-being, and success.</p>
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10

Coordinated Student Advising and Support

Proactive and Responsive Interventions and Communication

- Using actionable data and leading indicators
- Communication that promotes sense of belonging and growth mind-set
- Personalized messages and feedback

Academic/Faculty Advisor Role

- A collaborative educational partnership with a student that clarifies goals, establishes educational plans, and fully uses resources and enrichment opportunities to support students' diverse backgrounds, interests, and abilities, and facilitates students' achievement of education, career and life goals.

Student Success Coach/Support Advisor Role

- A personalized point of contact and connection that provides a student resources, referrals, and encouragement in navigating the University experience from matriculation to graduation.

University Advising Center Advisors

- A proactive advising relationship with a student that needs high levels of support and accountability through the development of individualized plans, close monitoring for progress toward critical short-term goals, and barrier identification and reduction.

11

Coordinated Student Advising and Support

What does a coordinated approach mean for the experience of our students?

- To what extent will students interact with an academic advisor differently than they do today?
- To what extent will students receive the information and resources needed to support success?
- To what extent will students have meaningful connections and an increased sense of belonging?

What does a coordinated approach mean for our faculty and staff?

- How might the clarification and recognition of the various roles supporting student success impact our faculty and staff?
- How might faculty and staff be further engaged in and informed of student success initiatives and reduction of barriers?
- What types of professional development opportunities and/or support might be needed or desired by faculty and staff?

12

Discussion and Questions

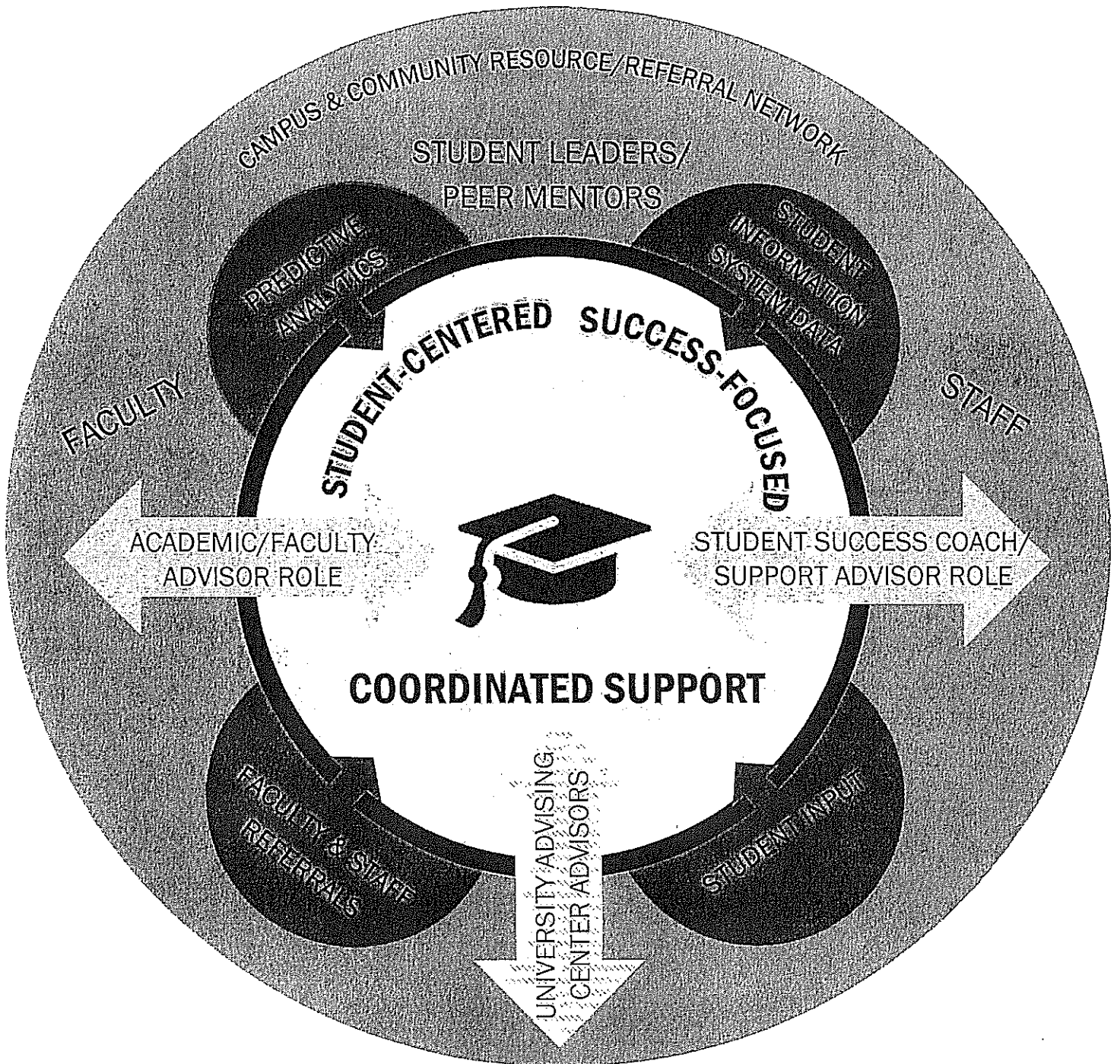
13

Resources and References

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- University Undergraduate Advising Center – Proactive Advising Proposal Executive Summary (2019). Minnesota State University, Mankato

14

Coordinated Student Advising and Support Graphic – MavConnect Roles

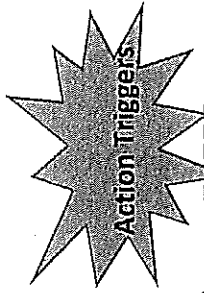


Roles that encompass many different position titles and functions from across the campus impacting the student experience

Advisors within University Advising will join a coordinated support team when a student needs high-levels of support (i.e., academic warning, in transition, multiple flags/referrals of concern):

Minnesota State University, Mankato Coordinated Student Advising and Support Framework

MavConnect Transactional Platform



Student Success Predictive Model
Initially based on Student Attributes (and then refined based on engagement/action triggers)

	A		
	B		
	C		
	D		
	E		
	F		
	G		
	H		

Student Support Level → Murky Middle

Student Support Level and Action Trigger Interaction

Coordinated Support

<p>Academic/Faculty Advisor Role¹</p> <p>A collaborative educational partnership with a student that clarifies goals, establishes educational plans, and fully uses resources and enrichment opportunities to support students' diverse backgrounds, interests, and abilities, and facilitates students' achievement of education, career and life goals.</p>	<p>Student Success Coach/Support Advisor Role</p> <p>A personalized point of contact and connection that provides a student resources, referrals, and encouragement in navigating the University experience from matriculation to graduation.</p>	<p>University Advising Center Advisor</p> <p>A proactive advising relationship with a student that needs high levels of support and accountability through the development of individualized plans, close monitoring for progress toward critical short-term goals, and barrier identification and reduction.</p>
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Campus Resource/Referral Network

Campus resources, services, and offices that support student learning, activities, engagement, well-being, and success.

