

Eastern Ad-Hoc Budget Committee  
April 13, 2016  
Connecticut Room  
9:30 a.m.

**Attendance:**

David Bachand, Patricia Banach, Karyl Bulmer, Maryanne Clifford, David Cummings, Kenneth DeLisa, Catherine Dubuc, James Howarth, Drew Hyatt, Kristin Jacobi, Gregory Kane, Anita Lee, David Mariasi, Diane Moore, Elsa Núñez, Dimitrios Pachis

**Absent:**

Justin Ahern, Luis Cordon, Thomas Madera, Stephen Nathan, George Whiting

Meeting commenced at 9:30 a.m.

1. Approval of Previous Meeting Minutes

D. Mariasi moved and M. Clifford seconded that the minutes of the January 27, 2016, meeting be approved. G. Kane abstained from voting. The motion passed.

2. General Update – President Núñez

E. Núñez updated the committee as follows:

- The Ad Hoc Committee will continue to meet. The committee's most important role is to share information, including meeting materials, with the campus community.
- E. Núñez said the most recent meetings at the system office have been difficult because President Ojakian has said he cannot bring a dollar to the system. He believes the Governor's budget will prevail.
- M. Ojakian said there will be layoffs with the Governor's proposed budget. They will be announced this summer and occur simultaneously at all CSCUs. M. Ojakian said there will be no raises. He also said campus budgets must be balanced. Human Resources will be contacting employees eligible to retire, and information will be sent to employees about the volunteer furlough program.
- E. Núñez will send an email to the campus community regarding the hiring freeze. Health and safety positions are not included in the freeze. Adjuncts will be hired for the fall and spring. There will be no other hiring. M. Ojakian froze Provost and Human Resources VP positions.

### 3. Eastern Connecticut State University Financial Information– Jim Howarth

- Latest Rescission Information for FY 2016
- Current FY 2017 Budget Information

J. Howarth reviewed Attachment A, Rescission Impacts. The state-approved budget reduced the University's budget by \$151,424. This was followed by a 1% rescission of \$491,216, the first that counted against the Governor's 5%. A budget cut in December reversed that rescission and took \$345,413 directly from the University's reserves. In March, there was a \$247,697 rescission and a \$437,449 reserve transfer. There was also a fringe rate adjustment. The total rescission impact to Eastern for FY 16 is (\$714,355).

J. Howarth reviewed Attachment B which shows the FY 16 projections. On the attachment, areas in yellow show where adjustments have been made. ECSU will net positive, and J. Howarth believes the FY 16 budget will be balanced.

J. Howarth reviewed Attachment C, General Fund and Fringe Paid by State. This shows the distribution of General Fund dollars used to operate the University. The System's FY 16 budget is \$291,661,629. The Governor's proposed FY 17 budget is \$176,887,185, or \$14,774,444 less than FY 16. The Governor's proposed FY 17 budget for Eastern is \$2,149,255 less than FY 16.

J. Howarth reviewed Attachment D, FY 17 Fringe Benefits. We anticipate that medical insurance will increase by 5%, Employer SERS Retirement Regular Employee will increase by 3.58%, Employer SERS Retirement Hazardous Duty will increase by \$10.49%, and Employer Alternative Retirement Program will increase by 5.92%.

J. Howarth reviewed Attachment E, FY 17 Preliminary Budget Estimate. He said that we expect another 5% (\$2.6 million) rescission. This estimate assumes approved BOR tuition and fees (5% increase in tuition and General University Fee, 4% housing, and 3.5% food service), is based upon current enrollment, includes the Governor's appropriation for fringe benefits, and shows housing and food service costs staying pretty much the same. Fringe benefit rates are based upon anticipated increases on Attachment D, but there are no increases for actual pay. We increased institutional and financial aid matching, and we have included the full year of the Fine Arts Instructional Center.

The committee discussed the impacts of the hiring freeze and potential layoffs.

### 4. Enrollment Update – Dimitrios Pachis

D. Pachis reviewed Attachment F, Connecticut State Colleges and Universities (ConnSCU) – Enrollment, Census Date Comparison. From spring 2015 to spring 2016, enrollment at the Community Colleges declined 6.7%. Eastern's enrollment has increased 1.5% during the same period. Increasing enrollment and filling all beds in residence halls will have a positive impact on our budget. E. Núñez said it is important, also, that Eastern increase its student retention. The committee discussed the use of software and advising as ways to do this.

5. Human Resources Update – Ken DeLisa

K. DeLisa reviewed Attachment G, Personnel Changes Since 1-25-16. We have 9 new hires, 5 terminations, and 7 announced retirements. We have filled the CIO position and frozen the Provost and HR Vice President searches.

6. New Business: General Discussion - All

E. Núñez asked the Committee to distribute the meeting handouts to the campus community.

The meeting adjourned at 10:43 a.m.

Submitted by,

Rebecca Davis

**Eastern Connecticut State University  
Rescission Impacts**

**FY 2016**

	<b>General Funds</b>	<b>Fringe Paid by State</b>	<b>Total</b>	<b>Notes</b>
Approved State Budget	(93,246)	(58,178)	(151,424)	(1)
1st Rescission - 1%	(311,402)	(179,814)	(491,216)	(2)
Adjustment in cuts Dec 15	311,402	179,814	491,216	(3)
Rescission March 2016	(143,078)	(104,619)	(247,697)	(4)
Fringe Rate Adjustment		464,627	464,627	(5)
To date FY 2016	<u>(236,324)</u>	<u>301,830</u>	<u>65,506</u>	
First Transfer of Reserves to General Fund	(342,413)		(342,413)	(3)
March Transfer of Reserves to General Fund	<u>(437,448)</u>		<u>(437,448)</u>	(4)
Total YTD Reserve Transfer	<u>(779,861)</u>		<u>(779,861)</u>	
<b>Total Impact of State Reductions &amp; Reserves</b>			<b>(714,355)</b>	<b>(6)</b>

**Reserve Balance June 30, 2015 was \$12,680,295**

**General Comments**

Cuts in General Fund also impact the Fringe Paid by State  
General Funds follow specific items and % of FTE  
Fringe Paid by State is distributed as % of FTE

**Notes:**

- (1) The university approved budget was reduced when the state approved their budget  
This was due to the late date of the state budget approval
- (2) The 1% reduction is the first that counts against the Governor's 5%
- (3) Budget cut in December reversed the earlier rescission, takes \$345,413 in reserves  
directly from reserves of the university. It has not been determined how to show this  
reserve transfer in our reporting.
- (4) March Rescission and the additional \$437,448 reserve transfer
- (5) Fringe rate adjustment due to experience
- (6) Total Impact to Eastern FY 2016

CONNECTICUT STATE UNIVERSITIES - EASTERN CONNECTICUT STATE UNIVERSITY

FY 15-16 Budget		FY 15-16 Proj.		Fav(Unfav)		Comments
Pos.	Total Funds	Pos.	Total Funds	Pos.	Total Funds	
		<b>Revenue:</b>				
	22,586,779		22,168,938		(417,841)	(1) As noted our total enrollment was slightly below the budgeted level. This resulted in lower tuition and related fees for the university.
	1,861,261		1,846,536		(14,725)	
	2,128,216		2,108,828		(19,388)	
	15,508,515		15,194,384		(314,131)	(2) Earlier short falls for part time students have been partly offset by winter session.
	3,695,400		3,616,520		(78,880)	
	2,841,083		2,780,144		(60,939)	
	1,763,284		1,897,210		133,926	
	1,551,913		1,510,451		(41,462)	
	398,720		398,160		(560)	
	31,140,248		30,903,924		(236,324)	(3) State appropriation reflects adjustments Fringe Rate higher than budget offsets rescission Note the governor took additional reserves
	22,759,795		23,061,625		301,830	
	20,548,093		20,407,991		(140,102)	
	7,151,969		6,869,105		(282,864)	
	2,445,951		2,349,435		(96,516)	(4) Housing and food reflect enrollment
	(1,440,251)		(1,413,416)		26,835	
	<u>134,940,976</u>		<u>133,699,835</u>		<u>(1,241,141)</u>	(5) Overall revenue is 1% below budget
		<b>Expenditures:</b>				
		<b>Personnel Services:</b>				
608	46,085,654	600	45,295,386	8	790,268	(6) Savings reflect open and delayed positions
		<b>Total Full Time</b>				
		<b>Part Time:</b>				
279	5,507,035	294	5,700,000	(15)	(192,965)	(7) Slight increase primarily to cover open searches
6	140,475	6	140,475	-	-	
71	1,119,736	68	1,119,736	3	-	
5	80,000	5	80,000	-	-	
1	16,000	-	-	1	16,000	
362	6,863,246	373	7,040,211	(11)	(176,965)	(8) Reflects additional workload and storms
	890,000		1,117,000		(227,000)	
	4,595,200		4,569,888		25,312	
	58,434,100		58,022,485		411,615	
	35,678,147		34,531,535		1,146,612	(9) Reflects lower PS and savings on rates when compared to original budget - insurance
	303,852		377,146		(73,294)	
	<u>94,416,099</u>		<u>92,931,166</u>		<u>1,484,933</u>	
		<b>Total P.S. &amp; Fringe Benefits</b>				
		<b>Other Expenses:</b>				
	7,268,340		7,840,657		(572,317)	(10) Increased funding to assist our students and also to aid in recruiting
	1,349,868		1,341,542		8,326	
	952,493		777,048		175,445	
	21,528,214		21,543,287		(15,073)	(11) Inc utilities less lower food services
	938,720		738,720		200,000	(12) Expected changes by BOR for expenses
	<u>32,037,635</u>		<u>32,241,254</u>		<u>(203,619)</u>	
		<b>Total Other Expenses</b>				
		<b>Library Expenses</b>				
	165,083		161,846		3,237	
	418,200		410,000		8,200	
	254,500		260,000		(5,500)	
	15,300		15,000		300	
	<u>853,083</u>		<u>846,846</u>		<u>6,237</u>	(13) Increased support for Library
		<b>Total Non-P.S. Library Expense</b>				
	<u>550,000</u>		<u>450,000</u>		<u>100,000</u>	
		<b>Total Equipment (Excludes Library)</b>				
		<b>Indirect Cost</b>				
	<u>127,856,817</u>		<u>126,469,266</u>		<u>1,387,551</u>	
	<u>7,084,159</u>		<u>7,230,569</u>		<u>146,410</u>	
		<b>Addition to (Use of) Funds Before Designated Items</b>				
		<b>Designated Transfers per BOT Policies</b>				
(3,695,400)	Debt Service (University Fee)	(3,616,520)		78,880	(14) Direct impact of fees collected	
(2,788,551)	Debt Service Residence Halls	(2,788,551)		-		
(455,168)	Debt Service Parking Garage	(455,168)		-		
(554,001)	Auxiliary Renewal and Replacement( to limit of BOT guideline)	(745,542)		(191,541)	(15) Increased set aside for future replacements	
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
(7,493,120)	<b>Total Designated Transfers</b>	(7,605,781)		(112,661)		
		<b>Other Designated Fund Requests</b>				
-	Debt Service Prefunding	-		-		
-	Additional Funding Transfer In	-		-		
408,961	Other Transfer - Development Education	375,212		(33,749)	(16) Impact of reduction to Transform 2020	
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
-	Other Request - Be Specific	-		-		
408,961	<b>Total Transfers</b>	375,212		(33,749)		
	<b>Addition to (Use of) Funds</b>		(0)		(0)	

FY16 GF Rev 3/29/16	SO/SW					Total
	CCSU	ECSU	SCSU	WCSU	Office	
State Appropriation	46,697,855	31,047,002	45,321,275	29,886,118	9,535,608	163,237,858
Deficit Mitigation SB 474 as of 3/29/16	(215,204)	(143,078)	(208,860)	(137,728)	(47,400)	(752,270)
<b>State Appropriation to worksheet 7B</b>	<b>46,482,651</b>	<b>30,903,924</b>	<b>45,112,415</b>	<b>29,748,390</b>	<b>9,488,208</b>	<b>162,485,588</b>
<b>Total Fringe Paid by State to worksheet 7B</b>	<b>40,646,187</b>	<b>23,061,625</b>	<b>40,001,167</b>	<b>23,056,886</b>	<b>2,410,176</b>	<b>129,176,041</b>
FY16 Net Funds Received	87,128,838	53,965,549	85,113,582	52,805,276	11,898,384	291,661,629

FY17 Gov's proposed	SO/SW					Total
	CCSU	ECSU	SCSU	WCSU	Office	
State Appropriation	43,575,005	29,450,721	41,946,680	28,015,036	8,582,012	152,219,454
<b>State Appropriation to worksheet 7B</b>	<b>43,575,005</b>	<b>29,450,721</b>	<b>41,946,680</b>	<b>28,015,036</b>	<b>8,582,012</b>	<b>152,219,454</b>
<b>Total Fringe Paid by State to worksheet 7B</b>	<b>39,574,957</b>	<b>22,365,573</b>	<b>38,100,241</b>	<b>22,039,117</b>	<b>2,587,843</b>	<b>124,667,731</b>
FY17 Net Funds	83,149,962	51,816,294	80,046,921	50,054,153	11,169,855	276,887,185

Variance	CCSU	ECSU	SCSU	WCSU	Office	Mandates	Total
FY17 Gov's Proposed vs FY16	(2,907,646)	(1,453,203)	(3,165,735)	(1,733,354)	(906,196)	(100,000)	(10,266,134)
State Appropriation	(1,071,230)	(696,052)	(1,900,926)	(1,017,769)	177,667	-	(4,508,310)
Fringe Benefits	(3,978,876)	(2,149,255)	(5,066,661)	(2,751,123)	(728,529)	(100,000)	(14,774,444)

**Noe:** FY17 Distribution includes funding for New Facilities Funding at CCSU and SCSU (50% of requested expenditures)

**FY17 Fringe Benefits**

	FY15	FY16	FY17 Proj per OSC	% Increase FY17 vs FY16
<b>Fringe Benefits Rates</b>				
<b>AVG Medical Insurance</b>	22.20%	22.87%		in progress
Unemployment Compensation	0.15%	0.12%	0.08%	-33.33%
FICA Social Security	6.20%	5.60%		in progress
FICA Medicare	1.45%	1.30%		in progress
Employer SERS Retirement Regular Employee	50.50%	53.58%	55.50%	3.58%
Employer SERS Retirement Hazardous Duty	62.43%	62.90%	69.50%	10.49%
Employer Alternative Retirement Program	11.70%	11.99%	12.70%	5.92%
Employer Teachers Retirement	50.77%	43.14%		in progress
Workers Comp	1.05%	1.10%	0.70%	-36.36%
<b>Total SERS Fringe Rates (excluding Med Ins)</b>	<b>59.35%</b>	<b>61.70%</b>		
<b>Total SERS Fringe Rates (including Med Ins)</b>	<b>81.55%</b>	<b>84.57%</b>		
<b>Total ARP Fringe Rates (excluding Med Ins)</b>	<b>20.55%</b>	<b>20.11%</b>		
<b>Proj Total ARP Fringe Rates (including Med Ins)</b>	<b>42.75%</b>	<b>42.98%</b>		

Note: no data available for medical insurance, FICA SS and Medicare rates (yellow highlighted cells)

**EASTERN CONNECTICUT STATE UNIVERSITY**  
**FY17 Preliminary Budget Estimate**

Attachment E  
**DRAFT**

		FY 16-17 Estim.	
Account Name	Total Funds		
<b>Revenue:</b>			
Tuition (Gross)	23,519,426		Enrollment held @ FY 16
Part Time Tuition (Gross)	2,023,450		
General University Fee	2,299,898		
University General Fee (excluding Accident Ins)	16,107,710		
University Fee	3,713,698		BOR Approved level
Extension Fee (Gross; exclude Info. Tech. Fee)	2,919,151		
All Other Student Fees	1,897,210		
Accident Insurance	1,526,988		
Telecom Revenue	395,641		
State Appropriations (incl. RIP )	29,450,721		Based On March Governor's
Fringe Benefits Paid By State (incl. RIP )	22,365,573		Based On March Governor's
Housing	21,017,264		Based on early estimates
Food Service	7,210,125		Same level
All Other Revenue	2,349,435		
Less: Contra Revenue	(1,590,852)		
<b>Total Revenue</b>	<b>135,205,438</b>		
<b>Expenditures:</b>			
<b>Personnel Services:</b>			
Total Full Time	45,636,036		Annualization of positions
<b>Part Time:</b>			
Lecturers	5,700,000		Current Level
Perm/Intermit PT	140,475		Current Level
University Assistants	1,119,736		Current Level
Graduate Assistants	80,000		Current Level
Other Part Time	-		
Total Part Time	7,040,211		
Overtime	1,017,000		
All Other Personnel Services ( Sick, Vac, Accr Abs)	4,234,888		
Subtotal Personnel Services	57,928,135		
Fringe Benefits	36,844,955		Preliminary Rates
Worker's Comp. Recovery	405,497		
<b>Total P.S. &amp; Fringe Benefits</b>	<b>95,178,587</b>		
<b>Other Expenses:</b>			
Inst. Fin Aid/Malch	8,760,657		Requested increase \$920k
Waivers	1,219,522		
Bad Debt Expense (current year)	826,306		
All Other Expenses	21,581,357		Full year FAIC Expenses
Telecom Expense	738,720		
<b>Total Other Expenses</b>	<b>33,126,562</b>		
<b>Library Expenses</b>			
Books	161,846		
Periodicals	410,000		
Electronic Periodicals	260,000		
All Other Library Equipment	15,000		
<b>Total Non-P.S. Library Expense</b>	<b>846,846</b>		
<b>Total Equipment (Excludes Library)</b>	<b>450,000</b>		
<b>Indirect Cost</b>			
<b>Total Expenditures</b>	<b>129,601,995</b>		
<b>Addition to (Use of) Funds Before Designated Items</b>	<b>5,603,443</b>		
<b>Designated Transfers per BOT Policies</b>			
Debt Service (University Fee)	(3,713,698)		Pass Through
Debt Service Residence Halls	(2,788,551)		Existing Debt
Debt Service Parking Garage	(455,168)		Existing Debt
Auxiliary Renewal and Replacement( to limit of BOT g	(564,548)		Minimial Level
Other Request - Be Specific	-		
Other Request - Be Specific	-		
Other Request - Be Specific	-		
Other Request - Be Specific	-		
Other Request - Be Specific	-		
<b>Total Designated Transfers</b>	<b>(7,521,965)</b>		
<b>Other Designated Fund Requests</b>			
Debt Service Prefunding	-		
Additional Funding Transfer In	-		
Other Transfer - Development Education	442,565		Based On March Governor's
Other Request - Be Specific	-		
Other Request - Be Specific	-		
Other Request - Be Specific	-		
<b>Total Transfers</b>	<b>442,565</b>		
<b>Addition to (Use of) Funds</b>	<b>(1,475,957)</b>		



**Connecticut State Colleges and Universities (ConnSCU) - Enrollment, Census Date Comparison**  
 Enrollment as of Census Spring 2016 Compared to Census Spring 2015

***HOW DID WE DO IT AND WHAT ARE THE CHALLENGES AHEAD? (1) CT median incomes flat or declining; (2) # of CT high school graduates declining, and more are from poorer families; (3) colleges discount tuition to grab students from a shrinking pool of candidates; (4) State support is declining***

Start Date -> Census Date ->	Community Colleges												Charter Oak State College*				State Universities				Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	Asnuntuck			Capital			Gateway			Housatonic			Manchester			Middlesex			Naugatuck Valley			Northwestern CT			Norwalk			Quinebaug Valley			Three Rivers			Tuxis			Total																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																								
	1/21/16 2/28/16	1/21/16 2/5/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16		1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16	1/21/16 2/10/16																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																												
Census Spring 2016	529	634	1,953	1,428	1,892	915	1,871	379	1,840	460	1,100	1,270	14,271	318	7,556	<b>4,066</b>	7,118	3,926	22,666	37,255	928	2,601	5,073	3,508	4,592	4,314	959	3,690	1,006	2,814	2,364	33,618	1,314	3,737	969	2,753	1,552	9,011	43,943	1,457	3,235	7,026	4,836	6,484	2,684	6,185	1,338	5,530	3,914	3,634	47,889	1,632	11,293	5,035	9,871	5,478	31,677	81,198	7,417	8,210	25,897	18,890	25,197	12,344	24,894	5,285	24,636	6,129	15,017	16,566	190,471	4,063	106,998	60,014	100,439	56,190	323,640	518,174	5,240	17,392	32,604	21,724	28,965	11,004	28,045	5,592	24,117	5,953	17,744	14,840	213,219	7,109	21,961	4,418	15,285	9,354	51,017	271,345	12,657	25,602	58,501	40,514	54,161	23,348	52,939	10,847	48,753	12,082	32,761	31,426	403,690	11,172	128,959	64,432	115,724	65,544	374,657	789,519	494	547	1,726	1,259	1,680	823	1,660	350	1,642	409	1,001	1,106	12,698	271	7,209	4,010	6,837	3,760	21,816	34,785	349	1,159	2,174	1,448	1,931	734	1,870	373	1,608	397	1,183	989	14,215	474	1,590	303	1,137	659	3,688	18,376	844	1,707	3,900	2,708	3,811	1,557	3,529	723	3,250	805	2,184	2,095	26,913	745	8,799	4,313	7,974	4,419	25,504	53,162																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																											
Census Spring 2015	589	790	2,149	1,434	2,153	968	1,953	380	1,756	552	1,213	1,370	15,307	376	7,647	<b>4,014</b>	7,063	4,136	22,850	38,543	892	2,917	5,510	3,723	4,714	1,919	4,674	1,123	4,098	1,121	2,914	2,577	36,182	1,627	3,678	1,005	2,985	1,528	9,196	47,005	1,481	3,707	7,659	5,157	6,867	2,887	6,627	1,503	5,854	1,673	4,127	3,947	51,489	2,003	11,325	5,019	10,048	5,664	32,056	85,548	8,381	10,226	28,354	18,850	28,844	13,186	26,077	5,189	23,405	7,310	16,444	17,818	203,884	4,876	108,477	59,152	99,688	59,127	326,444	535,204	5,069	19,057	35,167	22,870	30,004	11,997	30,582	6,193	26,686	6,903	18,442	15,846	228,816	9,016	21,168	4,612	16,091	8,939	50,810	288,842	13,450	29,283	63,521	41,720	58,648	25,183	56,659	11,382	50,091	14,213	34,886	33,664	432,700	13,892	129,645	63,763	115,779	68,066	377,253	823,845	559	682	1,890	1,257	1,910	879	1,738	346	1,560	487	1,096	1,188	13,592	325	7,322	3,949	6,788	3,956	22,015	35,932	338	1,270	2,344	1,525	2,000	800	2,039	413	1,779	460	1,229	1,056	15,253	601	1,534	316	1,203	629	3,682	19,536	897	1,952	4,234	2,782	3,910	1,679	3,777	759	3,339	947	2,325	2,244	28,845	926	8,856	4,265	7,991	4,585	25,697	55,468																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																																									
Difference	-10.2%	-19.7%	-9.1%	-0.4%	-12.1%	-5.6%	-4.2%	-0.3%	4.8%	-16.7%	-9.3%	-7.3%	-6.8%	-15.4%	-1.2%	1.3%	0.8%	-5.1%	-3.3%	-0.8%	4.0%	-10.8%	-7.9%	-5.8%	-2.6%	-7.7%	-14.6%	-10.0%	-10.3%	-3.4%	-8.3%	-7.1%	-19.2%	-19.2%	1.6%	-3.6%	-7.8%	1.6%	-2.0%	-6.5%	-1.6%	-12.7%	-8.3%	-4.3%	-5.6%	-7.0%	-6.7%	-11.0%	-5.5%	-12.4%	-5.2%	-7.9%	-7.0%	-18.5%	-0.3%	-1.8%	-3.3%	-1.2%	-5.1%	-11.5%	-19.7%	-8.7%	-2.7%	-12.0%	-6.4%	-4.5%	1.3%	5.3%	-16.2%	-8.7%	-6.8%	-6.6%	-16.7%	-1.4%	1.5%	0.8%	-5.0%	-0.9%	-3.2%	3.4%	-8.7%	-7.3%	-5.0%	-3.5%	-8.3%	-9.7%	-9.6%	-13.8%	-3.8%	-6.3%	-6.8%	-6.7%	-6.7%	-19.6%	-0.5%	1.0%	-0.7%	-0.7%	-4.2%	0.4%	-6.0%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.8%	-4.7%	-2.7%	-15.0%	-6.1%	-6.6%	-6.6%	-16.7%	-1.5%	1.5%	0.7%	-5.0%	-0.9%	-3.2%	-11.5%	-19.7%	-8.7%	-2.7%	-12.1%	-6.4%	-4.5%	1.3%	5.3%	-16.1%	-8.7%	-6.9%	-6.6%	-16.7%	-1.5%	1.5%	0.7%	-5.0%	-0.9%	-3.2%	3.4%	-8.7%	-7.3%	-5.0%	-3.5%	-8.3%	-9.7%	-9.6%	-13.7%	-3.8%	-6.3%	-6.8%	-6.8%	-6.8%	-21.2%	3.6%	-4.2%	-5.5%	4.7%	-5.5%	0.2%	-5.9%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%	-6.1%	-6.6%	-6.6%	-16.7%	-0.6%	1.1%	0.2%	-5.5%	-0.8%	-4.2%	-5.9%	-12.6%	-7.9%	-2.7%	-7.7%	-7.3%	-6.6%	-4.7%	-2.7%	-14.9%

Eastern Connecticut State University  
 Personnel Changes since 1-25-16  
 As of 4-13-16

**New Hires**

Name	Title	Department	Eff Date	Union
Morin, Jeremy F.	Custodian	Facilities Management	1/28/2016	Maintenance
Ramirez, Ivonne J.	Custodian	Facilities Management	2/1/2016	Maintenance
Rodriguez, Aneudy	Custodian	Facilities Management	2/1/2016	Maintenance
Alvarado, Jorge L.	Custodian	Facilities Management	2/22/2016	Maintenance
Cerna, Elton	Qual Crafts Worker -HVAC	Facilities Management	3/4/2016	Maintenance
Miller, Patricia J.	Curriculum and Program Coor	Academic Affairs	2/5/2016	SUOAF
RuJoub, Sheila	Fine Arts Events Coordinator	Fine Art Instructional Center	3/4/2016	SUOAF
Rainville, Jessica	Teacher Associate	Child & Family Resources	3/7/2016	SUOAF
Meagher, Kathleen	Accounting Associate	Fiscal Affairs	4/1/2016	SUOAF

**Terminations**

Name	Title	Department	Eff Date	Union
<b>End of Temporary Appointment</b>				
Jansma, Sheriden Elyse	Asst to Dir of Aux Serv	Fiscal Affairs	1/30/2016	SUOAF
Miller, Patricia J.	Curriculum and Program Coor	Academic Affairs	3/31/2016	SUOAF
<b>Resignation</b>				
Morales, Mercedes D.	Custodian	Facilities Management	2/17/2016	Maintenance
<b>Retirement</b>				
Johnson, Cary Michael	Building Superintendent 2	Facilities Management	2/1/2016	Maintenance
Tanger, Leah P.	Secretary 2	World Lang & Cultures	4/1/2016	Clerical

**Retirement Announced (since last meeting)**

Name	Title	Department	Eff Date	Union
Jones-Bamman, Richard	Associate Professor	Performing Arts	6/1/2016	AAUP
Silkoff, Richard	Professor	Business Administration	6/1/2016	AAUP
Tannahill, Catherine	Professor	Education	6/1/2016	AAUP
Eichner, Ann	Secretary 1	Acad Services Center	8/1/2016	Clerical
Cretella, Irene	Administrative Assistant	Center for Comm Engagement	1/1/2017	Clerical
Bourgeois, Robert	QCW - Plumbing	Facilities	7/1/2016	Maintenance
Snow, Kevin	Detective	Public Safety	7/1/2016	Protective Serv

**Search Status**

**Management**

Chief Information Officer, filled, starting 5/6/16  
 Provost and VP for Academic Affairs, frozen  
 Vice President for Human Resources, frozen

**SUOAF**

Dir of Counseling, filled, starting 4/29  
 Campus Architect, filled, starting 4/15  
 4 Residence Hall Directors, searches ongoing  
 2 Teachers and 3 Teacher Associates, searches ongoing  
 3 Support Assistants/IT, frozen  
 Associate Registrar, frozen

**AAUP**

9 teaching faculty and 1 Counselor positions have been filled

Other anticipated appointments are listed below (per Dr. Pachis, 4/12/16)

<b>DEPARTMENT AND FACULTY POSITION</b>	<b>UPDATE ON FACULTY APPOINTMENTS for 2016-2017</b>
Physical Sciences – Assistant Professor – Chemistry	Carey S. Reed for 2 <sup>nd</sup> year Temp Appointment
Physical Sciences – Assistant Professor – Physics	Full-time temp (candidate TBD)
Political Science, Philosophy and Geography – Assistant Professor – Comparative Philosophy	Full-time temp (candidate TBD)
Sociology, Anthropology and Social Work –Assistant Professor in Social Work # 1	Full-time temp (candidate TBD) to replace Zoe C. Meleo-Erwin
Sociology, Anthropology and Social Work – Assistant Professor in Social Work # 2	Full-time temp (candidate TBD)
Business Administration – Assistant or Associate Professor- Entrepreneurship	Full-time temp to replace Paul W. Gilson (candidate TBD)
Business Administration – Assistant or Associate Professor – Accounting # 1	Tenure Track – Offer extended to Dr. Candace Deal
Business Administration – Assistant or Associate Professor – Accounting # 2	Full-time temp to replace Mr. Gregory Bucci (candidate TBD)
Business Administration – Assistant or Associate Professor – Accounting	Harold H. Hartmann for 2 <sup>nd</sup> year Temp Appointment
Business Administration – Assistant Professor – Marketing	Kevin C. Synnott for 2 <sup>nd</sup> year Temp Appointment
Education – Assistant Professor – Special Education	Full-time temp (candidate TBD)
English - Assistant Professor	Full-time temp to replace anticipated resignation (candidate TBD)

#### **Classified Searches**

1 Custodian and 1 Lead Custodian: frozen

2 Sec 2 searches frozen (Performing Arts Department and the School of Edu & Prof Studies)  
Office Assistant in Registrar, frozen