

Eastern Ad Hoc Budget Committee
Minutes
April 4, 2019
Connecticut Room
9:00 a.m.

Attendance:

Cynthia Brokaw, Karyl Bulmer, Kenneth DeLisa, Kedan He, Jennifer Horner, James Howarth, Drew Hyatt, Nicole Krassas, David Mariasi, Diane Moore, Elsa Núñez, William Salka, Timothy Viens, Janice Wilson

Absent:

Daniel Castillo, James Diller, Michelle Ferrer, Jianhua Lin, Francesco Ricigliano, Andrew Utterback, Andrew White

Meeting commenced at 9:30 a.m.

1. Approval of Previous Meeting Minutes

D. Moore moved and D. Hyatt seconded that the minutes of the November 16, 2018, meeting be approved. The motion passed.

2. Welcome and General Update – E. Núñez

E. Núñez provided an update on the proposed merger of the community colleges. Overall, the process is moving forward. The committee discussed concerns if the state universities were to merge in the future.

E. Núñez informed the committee that the 2020 program is ending. The Governor has said there will be no more bonding. Among other things, this affects the design and building of our new Sports Center, repair and maintenance of facilities, and new and replacement equipment. E. Núñez asked the committee to let the rank and file know that if the Governor's plan is approved, there will be no new equipment or computers at Eastern.

3. Enrollment Update – W. Salka

W. Salka reviewed Attachment A, FY 19 Admissions Application Activity Report: A 3-Year Comparison as of April 2, 2019. The number of applications for full-time undergraduate and out-of-state is down, NEBHE is up, and international is flat. Tuition deposits are down for first year, out-of-state, and NEBHE students, but these numbers should increase as students are taking longer to decide. Eastern has 20 fewer Opportunity Scholars because there is a college in Georgia now accepting them. W. Salka said the average SAT scores are up this year for students with paid deposits.

The committee discussed ways of increasing enrollment which include offering more weekend programming, using the shuttle more on weekends, and hosting a reception in the fall for out-of-state students.

4. Tuition and Fees – J. Howarth

J. Howarth reviewed Attachment B, Impact of FY 2019-20 Tuition and Fees. Tuition and fees for commuting, in-state students will increase by \$490 and for resident in-state students by \$878. K. Bulmer and J. Howarth have met with SGA to discuss tuition and the budget.

J. Howarth reviewed Attachment C, CSUS FY 2018-19 & FY 2019-20 Tuition and Fees. Tuition increased by 5 percent and the University General Fee by 4.5 percent. There is no increase in the University and Student Activities Fees.

M. Ojakian set the increase in housing at 2.5 percent after discussing this with students only. Staff was not asked for input on the increase.

J. Howarth has offered to present tuition and fees to SGA and is waiting to hear back from their president. E. Núñez said students understand the tuition and fees and are knowledgeable about decisions we have to make in that regard.

5. Mid-Year Update – J. Howarth

J. Howarth reviewed Attachment D, Financial Comments for FY 2019 Mid-Year Projection. The current projection for FY 2019 is a surplus of \$0.8 million and no longer requires the use of reserves to balance the budget.

J. Howarth reviewed Attachment E, ECSU Draft Pre Budget. We expect \$766,250 left over at the end of FY 19. If the proposed tuition rates are approved, this document shows the FY 20 pre budget and projects a \$1.8 million loss. J. Howarth and K. Bulmer will be meeting with the vice presidents to review their budgets with the goal of creating a break-even budget.

E. Núñez asked committee members to share the proposed budget with their colleagues.

6. Human Resources Update – K. DeLisa

K. DeLisa reviewed Attachment F, Personnel Changes Since 12-4-18. There have been 14 new hires, 3 resignations, 12 retirements, and 1 end of appointments. There are ongoing searches for 2 coaches, 10 tenure track positions, 7 SUOAF positions, and several classified positions.

7. New Business: General Discussion – President Núñez

E. Núñez thanked the committee. If you want anything on the agenda for the fall, email J. Howarth or K. Bulmer.

The meeting adjourned at 10:37 a.m.

Submitted by,

Rebecca Davis

Eastern Connecticut State University

Fall 2019 Admissions Application Activity Report: A 3-Year Comparison As of April 2, 2019

| Full-time Undergraduate Total | Activity Fall 2017 4/2/2017 | Activity Fall 2018 4/2/2018 | Activity Fall 2019 4/2/2019 | % Difference 2018 vs 2019 | 2019 Goals | % of Goal Met |
|-------------------------------|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------|------------|---------------|
| Applied (Total) | 5981 | 5739 | 5677 | -1.1% | 5000 | 114% |
| FT Freshmen | 5507 | 5279 | 5283 | 0.1% | | |
| Transfer | 457 | 442 | 376 | -14.9% | | |
| Readmit | 17 | 22 | 18 | -18.2% | | |
| Admitted | 3686 | 3776 | 3665 | -2.9% | | |
| Active/Pending | 1848 | 1663 | 1716 | 3.2% | | |
| Admitted Withdrawn | 79 | 69 | 69 | 0.0% | | |
| Rejected/Denied Admission | 451 | 316 | 380 | 20.3% | | |
| Tuition Deposits Paid | 377 | 378 | 367 | -2.9% | 1400 | 26% |
| FT Freshmen | 314 | 319 | 300 | -6.0% | 930 | 32% |
| Transfers | 61 | 56 | 63 | 12.5% | 440 | 14% |
| Readmits | 2 | 3 | 4 | 33.3% | 30 | 13% |

| Out-of State Full-time Undergraduate Total | Activity Fall 2017 4/2/2017 | Activity Fall 2018 4/2/2018 | Activity Fall 2019 4/2/2019 | % Difference 2018 vs 2019 | 2019 Goals | % of Goal Met |
|---|-----------------------------------|-----------------------------------|-----------------------------------|------------------------------|------------|---------------|
| Applied (Total) | 414 | 375 | 345 | -8.0% | | |
| FT Freshmen | 377 | 338 | 320 | -5.3% | | |
| Transfer | 37 | 38 | 23 | -39.5% | | |
| Readmit | 0 | 0 | 2 | #DIV/0! | | |
| Admitted | 275 | 273 | 243 | -11.0% | | |
| Active/Pending | 91 | 77 | 61 | -20.8% | | |
| Admitted Withdrawn | 5 | 8 | 8 | 0.0% | | |
| Rejected/Denied Admission | 48 | 26 | 41 | 57.7% | | |
| Tuition Deposits Paid | 49 | 55 | 41 | -25.5% | 27 | 152% |
| FT Freshmen | 39 | 42 | 35 | -16.7% | 17 | 206% |
| Transfers | 10 | 13 | 6 | -53.8% | 10 | 60% |
| Readmits | 0 | 0 | 0 | #DIV/0! | 0 | #DIV/0! |

| NERSP Full-time Undergraduate Total | Activity Fall 2017 4/2/2017 | Activity Fall 2018 4/2/2018 | Activity Fall 2019 4/2/2019 | % Difference 2018 vs 2019 | 2019 Goals | % of Goal Met |
|-------------------------------------|-----------------------------|-----------------------------|-----------------------------|---------------------------|------------|---------------|
| Applied (Total) | 301 | 273 | 285 | 4.4% | | |
| FT Freshmen | 290 | 261 | 271 | 3.8% | | |
| Transfer | 11 | 12 | 14 | 16.7% | | |
| Readmit | 0 | 0 | 0 | #DIV/0! | | |
| Admitted | 224 | 209 | 212 | 1.4% | | |
| Active/Pending | 39 | 34 | 47 | 38.2% | | |
| Admitted Withdrawn | 3 | 7 | 7 | 0.0% | | |
| Rejected/Denied Admission | 38 | 30 | 26 | -13.3% | | |
| Tuition Deposits Paid | 15 | 30 | 24 | -20.0% | 57 | 42% |
| FT Freshmen | 14 | 30 | 22 | -26.7% | 47 | 47% |
| Transfers | 1 | 0 | 2 | #DIV/0! | 10 | 20% |
| Readmits | 0 | 0 | 0 | #DIV/0! | 0 | #DIV/0! |

| International Full-time Undergraduate Total | Activity Fall 2017 4/2/2017 | Activity Fall 2018 4/2/2018 | Activity Fall 2019 4/2/2019 | % Difference 2018 vs 2019 | 2019 Goals | % of Goal Met |
|---|-----------------------------|-----------------------------|-----------------------------|---------------------------|------------|---------------|
| Applied (Total) | 74 | 79 | 75 | -5.1% | | |
| FT Freshmen | 57 | 73 | 70 | -4.1% | | |
| Transfer | 17 | 6 | 5 | -16.7% | | |
| Readmit | 0 | 0 | 0 | #DIV/0! | | |
| Admitted | 23 | 18 | 18 | 0.0% | | |
| Active/Pending | 22 | 55 | 51 | -7.3% | | |
| Admitted Withdrawn | 1 | 1 | 1 | 0.0% | | |
| Rejected/Denied Admission | 28 | 6 | 6 | 0.0% | | |
| Tuition Deposits Paid | 2 | 1 | 1 | 0.0% | 20 | 5% |
| FT Freshmen | 0 | 1 | 1 | 0.0% | 10 | 10% |
| Transfers | 2 | 0 | 0 | #DIV/0! | 10 | 0% |
| Readmits | 0 | 0 | 0 | #DIV/0! | 0 | #DIV/0! |

| SAT COMPARISON: | Fall 2017 4/2/2017 | Fall 2018 4/2/2018 | Fall 2019 4/2/2019 |
|------------------------|--------------------|--------------------|--------------------|
| Ave. SAT of Applied: | 1086 | 1070 | 1085 |
| Ave. SAT of Accepted | 1123 | 1129 | 1126 |
| Ave. SAT of Pd Deposit | 1113 | 1110 | 1120 |

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**Eastern Connecticut State University
Impact of FY 2019 - 2020 Tuition and Fees**

| Under Graduate | | | | | | |
|-----------------------|-------------|---------------------|-------------|---------------|------------------|-------------|
| In State | | Out of State | | | NE Region | |
| \$ | % | \$ | % | \$ | % | % |
| \$ 490 | 4.3% | \$ 942 | 3.9% | \$ 600 | | 4.4% |
| \$ 878 | 3.5% | \$ 1,330 | 3.6% | \$ 988 | | 3.6% |
| \$ 27 | 5.1% | \$ 27 | 5.1% | \$ 27 | | 5.1% |

Commuting Student
Resident Student
Part Time / Per Credit Hour

| Graduate | | | | | | |
|-----------------|-------------|---------------------|-------------|-----------------|------------------|-------------|
| In State | | Out of State | | | NE Region | |
| \$ | % | \$ | % | \$ | % | % |
| \$ 559 | 4.4% | \$ 1,004 | 4.0% | \$ 696 | | 4.5% |
| \$ 947 | 3.6% | \$ 1,392 | 3.6% | \$ 1,084 | | 3.7% |
| \$ 30 | 5.0% | \$ 30 | 5.0% | \$ 30 | | 5.0% |

Commuting Student
Resident Student
Part Time / Per Credit Hour

CONNECTICUT STATE UNIVERSITY SYSTEM
 Eastern Connecticut State University
 FY2018-19 & FY2019-20 Tuition and Fees

| | Undergraduate In-State | | | Undergraduate Out-of-State | | | Undergraduate NE Regional | | |
|--|------------------------|------------|----------|----------------------------|------------|------------|---------------------------|------------|------------|
| | Actual | Actual | Change | Actual | Actual | Change | Actual | Actual | Change |
| | FY 2018-19 | FY 2019-20 | \$ % | FY 2018-19 | FY 2019-20 | \$ % | FY 2018-19 | FY 2019-20 | \$ % |
| Tuition | 5,642 | 5,924 | 282 5.0% | 16,882 | 17,726 | 844 5.0% | 7,824 | 8,216 | 392 5.0% |
| University General Fee | 4,596 | 4,804 | 208 4.5% | 4,596 | 4,804 | 208 4.5% | 4,596 | 4,804 | 208 4.5% |
| University Fee | 918 | 918 | 0 0.0% | 2,186 | 2,076 | -110 -5.0% | 918 | 918 | 0 0.0% |
| Student Activity Fee | 200 | 200 | 0 0.0% | 200 | 200 | 0 0.0% | 200 | 200 | 0 0.0% |
| Media Fee | 0 | 0 | 0 N/A | 0 | 0 | 0 N/A | 0 | 0 | 0 N/A |
| Total - Commuting Student (exc. Sickness Ins.) | 11,356 | 11,846 | 490 4.3% | 23,864 | 24,806 | 942 3.9% | 13,538 | 14,138 | 600 4.4% |
| Housing (Double) | 7,758 | 7,952 | 194 2.5% | 7,758 | 7,952 | 194 2.5% | 7,758 | 7,952 | 194 2.5% |
| Food Service | 5,762 | 5,956 | 194 3.4% | 5,762 | 5,956 | 194 3.4% | 5,762 | 5,956 | 194 3.4% |
| Residence Hall Social Fee | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% |
| Total Tuition and Fees (exc. Sickness Ins.) | 24,916 | 25,794 | 878 3.5% | 37,424 | 38,754 | 1,330 3.6% | 27,098 | 28,086 | 988 3.6% |
| Tuition Part Time | 234 | 246 | 12 5.1% | 234 | 246 | 12 5.1% | 234 | 246 | 12 5.1% |
| General University Fee | 295 | 310 | 15 5.1% | 295 | 310 | 15 5.1% | 295 | 310 | 15 5.1% |
| Extension Fee (Per Credit Hour) | 529 | 556 | 27 5.1% | 529 | 556 | 27 5.1% | 529 | 556 | 27 5.1% |
| Registration Fee (Per Semester) | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% |
| Tuition | 7,027 | 7,378 | 351 5.0% | 18,102 | 19,008 | 906 5.0% | 9,750 | 10,238 | 488 5.0% |
| University General Fee | 4,596 | 4,804 | 208 4.5% | 4,596 | 4,804 | 208 4.5% | 4,596 | 4,804 | 208 4.5% |
| University Fee | 918 | 918 | 0 0.0% | 2,186 | 2,076 | -110 -5.0% | 918 | 918 | 0 0.0% |
| Student Activity Fee | 200 | 200 | 0 0.0% | 200 | 200 | 0 0.0% | 200 | 200 | 0 0.0% |
| Media Fee | 0 | 0 | 0 N/A | 0 | 0 | 0 N/A | 0 | 0 | 0 N/A |
| Total - Commuting Student (exc. Sickness Ins.) | 12,741 | 13,300 | 559 4.4% | 25,084 | 26,088 | 1,004 4.0% | 15,464 | 16,160 | 696 4.5% |
| Housing (Double) | 7,758 | 7,952 | 194 2.5% | 7,758 | 7,952 | 194 2.5% | 7,758 | 7,952 | 194 2.5% |
| Food Service | 5,762 | 5,956 | 194 3.4% | 5,762 | 5,956 | 194 3.4% | 5,762 | 5,956 | 194 3.4% |
| Residence Hall Social Fee | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% |
| Total Tuition and Fees (exc. Sickness Ins.) | 26,301 | 27,248 | 947 3.6% | 38,644 | 40,036 | 1,392 3.6% | 29,024 | 30,108 | 1,084 3.7% |
| Tuition Part Time | 389 | 408 | 19 4.9% | 389 | 408 | 19 4.9% | 389 | 408 | 19 4.9% |
| General University Fee | 216 | 227 | 11 5.1% | 216 | 227 | 11 5.1% | 216 | 227 | 11 5.1% |
| Extension Fee (Per Credit Hour) | 605 | 635 | 30 5.0% | 605 | 635 | 30 5.0% | 605 | 635 | 30 5.0% |
| Registration Fee (Per Semester) | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% | 40 | 40 | 0 0.0% |

Eastern Connecticut State University
Financial Comments for FY 2019 Mid-Year Projection

Projected FY 2019 vs. Budget FY 2019

The current projection for FY 2019 is a surplus of \$0.8 million, and no longer requires the use of reserves to balance our budget.

The updated revenue projection includes a decrease \$0.2 million from the amount originally budgeted. While full-time enrollment is higher than budgeted, the decrease in tuition and fees is due to a decline in part-time enrollment resulting in a \$0.3 million departure from budgeted. Combined housing and food services is expected to be lower than budgeted by \$0.4 million. The shortfalls in revenue are partially offset by a combined increase of \$0.2 million in state appropriation and fringe benefits paid by state, \$0.2 million in other revenue, and a \$0.1 million reduction in contra revenue waivers.

Two significant factors have eliminated the need to use reserves to balance our budget for FY 2019. The first factor is that personal services and fringe benefits are projected to contribute \$2.7 million to the surplus and the second is the transfer in of the \$2.6 million set aside in FY 2018.

Projected savings of \$0.9 million in personal services represents a combination of savings from vacancies due to retirements and the continued difficulty to fill several full-time positions that are being searched, but are not resulting in hires. The projected savings of \$1.8 million in the fringe benefits, reflects the lower staffing levels, as well as the difference between the actual fringe benefit rates versus the System Office provided higher budgeted rates. The University has strategically chosen to use a portion of the combined savings in personal services and fringe benefits, to provide additional funding for financial aid to needy students.

We have also provided for \$1.5 million for Auxiliary Renewal and Replacement that was not in our original budget. This represents the Board of Regents mandated funding for replacing equipment and refurbishing for housing and food services that we were not able to include in our original budget due to our required use of reserves. Additionally, the transfers increased by \$1.9 million to include the transfer in of the \$2.6 million reserve that was set aside in FY 2018, to provide for the FY 2019 payments of the delayed April longevity and the \$2,000 lump sum payments.

These actions have resulted in our ability to contribute to our reserves and continue to operate with a focus on the education of our students and the safety of our students and staff.

DRAFT PRE BUDGET @ 5% Tuition

Eastern Connecticut State University

| | Mid-Year FY19 Projection Dollars (\$) | FY 20 Pre Budget Dollars (\$) | Incr/(Decr) Dollars (\$) | % |
|--|---|----------------------------------|-----------------------------|----------------|
| Revenue: | | | | |
| Tuition (Gross) | 24,422,448 | 25,398,788 | 976,340 | 4.0% |
| PT Part Time Tuition (Gross) | 1,643,537 | 1,778,254 | 134,717 | 8.2% |
| PT General University Fee | 1,833,815 | 2,006,964 | 173,149 | 9.4% |
| University General Fee (excluding Accident Ins.) | 18,978,624 | 19,832,662 | 854,038 | 4.5% |
| University Fee | 3,991,804 | 3,979,704 | (12,100) | -0.3% |
| PT Extension Fee (Gross) | 2,799,205 | 2,799,205 | 0 | 0.0% |
| All Other Student Fees | 1,068,846 | 1,068,846 | 0 | 0.0% |
| Accident Insurance | 251,040 | 251,040 | 0 | 0.0% |
| State Appropriations | 29,083,397 | 29,287,193 | 203,796 | 0.7% |
| Additional State Appropriation (Dev Edu, Outcomes Based, etc.) | 387,513 | 387,513 | 0 | 0.0% |
| Fringe Benefits Paid By State | 24,735,375 | 26,214,469 | 1,479,094 | 6.0% |
| Housing | 22,114,077 | 22,649,914 | 535,837 | 2.4% |
| Food Service | 7,222,845 | 7,410,232 | 187,387 | 2.6% |
| All Other Revenue | 2,200,857 | 2,200,857 | 0 | 0.0% |
| Less: Contra Revenue | (1,365,301) | (1,413,146) | (47,845) | 3.5% |
| Total Revenue | 139,368,082 | 143,852,495 | 4,484,413 | 3.2% |
| Expenditures: | | | | |
| Personnel Services: | | | | |
| Total Full Time | 43,818,137 | 45,140,165 | 1,322,028 | 3.0% |
| Part Time: | | | | |
| Lecturers (PTLs) | 5,326,738 | 5,357,441 | 30,703 | 0.6% |
| Lecturers (NCLs) | 297,721 | 311,118 | 13,397 | 4.5% |
| Perm/Intermit PT | 138,898 | 145,148 | 6,250 | 4.5% |
| University Assistants | 1,458,347 | 1,458,347 | 0 | 0.0% |
| Graduate Assistants | 233,022 | 233,022 | 0 | 0.0% |
| Student Labor | 2,862,306 | 2,933,864 | 71,558 | 2.5% |
| Other Part Time | 224,070 | 234,153 | 10,083 | 4.5% |
| Total Part Time | 10,541,102 | 10,673,093 | 131,991 | 1.3% |
| Overtime | 1,175,360 | 1,228,251 | 52,891 | 4.5% |
| All Other Personnel Services | 1,833,096 | 1,510,125 | (322,971) | -17.6% |
| Subtotal Personnel Services | 57,367,695 | 58,551,634 | 1,183,939 | 2.1% |
| Fringe Benefits | 38,355,152 | 41,564,359 | 3,209,207 | 8.4% |
| Worker's Comp. Recovery | 163,951 | 167,977 | 4,026 | 2.5% |
| Total P.S. & Fringe Benefits | 95,886,798 | 100,283,970 | 4,397,172 | 4.6% |
| Other Expenses: | | | | |
| Inst. Financial Aid/Match | 11,839,282 | 11,500,000 | (339,282) | -2.9% |
| Waivers | 1,396,332 | 1,442,777 | 46,445 | 3.3% |
| Utilities | 4,689,277 | 5,036,509 | 347,232 | 7.4% |
| All Other Expenses | 17,840,072 | 18,638,924 | 798,852 | 4.5% |
| Total Other Expenses | 35,764,963 | 36,618,210 | 853,247 | 2.4% |
| Total Expenditures | 131,651,761 | 136,902,180 | 5,250,419 | 4.0% |
| Addition to (Use of) Funds Before Designated Items | 7,716,321 | 6,950,315 | (766,006) | -9.9% |
| Designated Transfers Per BOR Policies | | | | |
| Debt Service (University Fee) | (3,955,221) | (3,943,232) | 11,989 | -0.3% |
| Debt Service Residence Halls | (2,730,719) | (2,768,130) | (37,411) | 1.4% |
| Debt Service Parking Garage | (381,862) | (363,215) | 18,647 | -4.9% |
| Auxiliary Renewal and Replacement | (1,466,846) | 0 | 1,466,846 | -100.0% |
| Transfer to Required per BOT Fund Guidelines | (995,602) | (1,055,338) | (59,736) | 6.0% |
| Total Designated Transfers | (9,530,250) | (8,129,915) | 1,400,335 | -14.7% |
| Other Designated Fund Requests | | | | |
| FY18 LVGT Set Aside for FY19 | 600,771 | 0 | (600,771) | -100.0% |
| FY18 \$2k Set Aside for FY19 | 1,979,408 | 0 | (1,979,408) | -100.0% |
| Other Request - Be Specific | 0 | 0 | 0 | 0.0% |
| Total Other Designated Fund Requests | 2,580,179 | - | (2,580,179) | -100.0% |
| Addition to (Use of) Funds | 766,250 | (1,179,600) | (1,945,850) | -253.9% |

Eastern Connecticut State University
Personnel Changes since 12-4-18
As of 4-4-19

New Hires

| Name | Title | Department | Eff Date | Union |
|--------------------|---------------------------------|--------------------------|------------|-------------|
| Raccio, Paul | Bldgs&Grnd Patrol Officer | Public Safety | 12/21/2018 | Prot Serv |
| Stevens, Denise | University Driver | Public Safety | 1/11/2019 | Maintenance |
| Brickner, Patricia | Teacher Associate | Child & Family Resources | 1/18/2019 | SUOAF |
| Desroches, Richard | Assistant Professor | Business Administration | 1/18/2019 | AAUP |
| Moylan, William | Assistant Professor | Business Administration | 1/18/2019 | AAUP |
| Stocker, Karl | Assistant Professor | Poli Sci/Philosophy/Geo | 1/18/2019 | AAUP |
| Thompson, Corrina | Bldgs&Grnd Patrol Officer | Public Safety | 1/18/2019 | Prot Serv |
| Preneta Jr, Robert | Stationary Engineer | Facilities | 2/1/2019 | Maintenance |
| Raymond, Lana | Administrative Assistant | Facilities | 2/15/2019 | Clerical |
| Smith, Michael | Student Dev Spec | Acad Services Center | 2/15/2019 | SUOAF |
| Sabin, Ronald | University Driver | Public Safety | 2/22/2019 | Maintenance |
| Carrell, Gwyneth | Secretary 2 | Business Administration | 3/1/2019 | Clerical |
| Tartsinis, Stephen | Asst. Dir of Telecommunications | Info Tech Services | 3/15/2019 | SUOAF |
| Turgeon, Danielle | Residence Hall Director | Residential Life | 3/21/2019 | SUOAF |

Terminations

| Name | Title | Department | Eff Date | Union |
|--------------------|-------------------------------|------------------------|------------|--------------|
| Resignation | | | | |
| Balogh, Richard | University Driver | Public Safety | 12/17/2018 | Maintenance |
| Maddox, Jason | University Driver | Public Safety | 1/28/2019 | Maintenance |
| Eddy, Lauren | Student Dev Spec | Acad Services Center | 2/1/2019 | SUOAF |
| Retirement | | | | |
| Everton, Wendi | Professor | Psychological Science | 1/1/2019 | AAUP |
| Fitz, Hope | Professor | Poli Sci/Phil/Geo | 1/1/2019 | AAUP |
| Lin, Jian-Zhong | Professor | English | 1/1/2019 | AAUP |
| Tapia, Elena | Professor | English | 1/1/2019 | AAUP |
| Stencel, Jean | Secretary 2 | Business and Economics | 1/1/2019 | Clerical |
| Gonzalez, Marisol | Admin. Assistant | Facilities | 1/1/2019 | Clerical |
| Horbay, Mark | Stationary Engineer | Facilities Management | 1/1/2019 | Maintenance |
| Gerent, Kelly | Police Officer | Public Safety | 1/1/2019 | Proctec Serv |
| Rosado, Heriberto | Custodian | Facilities | 2/1/2019 | Maintenance |
| Weinberger, Maria | E&D Associate | Equity & Diversity | 2/1/2019 | MC |
| CONNELL, PETER | Qual Craft Worker - Carpentry | Facilities | 3/1/2019 | Maintenance |
| Mateo, Roberta | Custodian | Facilities | 3/1/2019 | Maintenance |

End of Appointment

Silva, Pauline Exec. Asst. to the Provost Academic Affairs 1/2/2019

Search Status**AAUP**

10 tenure track searches completed, 2 tenure track and 4 one year faculty searches ongoing
 Head Men's and Women's Swimming Coach, search reopened and ongoing

SUOAF

Media Technology Manager, ongoing
 Coordinator of Gallery and Museum Services, ongoing
 Instructional Design Coordinator, ongoing
 Residence Hall Directors, ongoing
 Campus Architect, ongoing
 Associate Dir of Health Services: Nurse Practitioner, ongoing
 Dir of Judicial Affairs, posted internally

Classified Searches

Building Superintendent 3: will be posted soon
 Custodian (5 positions): reviewing applications
 Police Officer (4 positions): 1 conditional offer made, 3 reposted
 QCW-HVAC: reviewing applications
 Sec 2, Comm Dept: reviewing applications
 Sec 2, Performing Arts Dept: posting closed
 Supervising Stationary Engineer: posting closed

