

Eastern Ad Hoc Budget Committee  
Minutes  
October 19, 2021  
Via Web Ex  
9:30 a.m.

**Attendance:**

Karyl Bulmer, Brendan Cunningham, Julia DeLapp, Michelle Delaney, Kenneth DeLisa, Stephen Ferruci, James Howarth, Nicole Krassas, David Mariasi, Diane Moore, Steve Muchiri, Elsa Núñez, Lori Runksmeier, William Salka, Timothy Viens, Janice Wilson

**Absent:**

Cynthia Brokaw, Drew Hyatt, Nathan Fontaine, Andrew White

Meeting commenced at 9:30 a.m.

1. Approval of Previous Meeting Minutes

The minutes of the April 29, 2021, meeting were approved.

2. Welcome and General Update – E. Núñez

E. Núñez welcomed the committee and thanked them for their work. She presented the following updates:

- The University Senate's Budget & Resource Committee has become more active in advising the President on the budget. BRAC also is working with COFE III on the Strategic Plan.
- The Governor recently visited campus to meet with students. If/when he comes back, E. Núñez will ask if he would like to meet with faculty and staff.
- The CSU President visited campus briefly to talk about open admission. He will return in December to meet with faculty, staff, and students.

3. COFE – Strategic Plan – W. Salka

W. Salka explained that BRAC is working with COFE III on the Strategic Plan implementation as well as estimating costs and setting priorities for each initiative.

M. Delany and J. DeLapp gave presentation (Attachment A) on COFE III's implementation of the Strategic Plan.

4. Eastern Connecticut State University Financial Update – J. Howarth

J. Howarth reviewed Attachment B, FY22 Original Budget vs. Revised Budget. The revised budget shows a revenue increase of \$1,388,484 and the details for the new projection. While the original budget projected an additional use of funds in the amount of \$1,416,623, the new projection shows \$0 use of additional funds.

J. Howarth reviewed Attachment C, FY22 Revised Budget (Breakeven) versus Original (Use of \$1.4m Reserves), which details how the University went from using \$1.4 million in reserves to \$0 reserves.

E. Núñez informed the committee that there will be a presentation on the distribution model at the next Ad Hoc meeting.

J. Howarth reviewed Attachment D, FY22 Revised Budget Less One-Time Adjustments, which shows the FY 22 revised budget with one-time items removed. This leaves a \$10 million overfill for next year. Ben Barnes has submitted a request to OPM for additional funding for state colleges and universities to offset the loss of one-time revenue and for various public safety programs mandated by the state.

In response to a question on current enrollment numbers, W. Salka said the fall enrollment is down 6.6% for first-time/full-time, down 7.5% for continuing, and flat for transfer students. Admissions is addressing this. E. Núñez said our financial viability depends on increasing enrollment.

The committee discussed the importance of tuition increases. E. Núñez has argued that it is not in Eastern's interest to not have a modest tuition increase. Eastern cannot sustain giving raises every year without tuition increases.

B. Cunningham proposed the idea of a graduated tuition increase.

5. Human Resources Update – K. DeLisa

K. DeLisa reviewed Attachment E, Personnel Changes Since 4-29-21. He stated that there have been thirty-three new hires, twenty-one resignations, nineteen retirements, six end-of-temporary appointments, and one death. There are currently two AAUP, five SUOAF, and nine Classified searches.

K. DeLisa thanked everyone for meeting vaccination mandate and stated that Eastern is 100 percent compliant.

6. New Business: General Discussion

E. Núñez encouraged B. Cunningham to propose graduated tuition rates to Ben Barnes.

J. Howarth said we are stronger than other schools with the budget, and we have done this without reserves.

D. Mariasi thanked E. Núñez and staff for holding a 2020 graduation ceremony.

The meeting adjourned at 10:30 a.m.

Submitted by,  
Rebecca Davis



# COFFE III's IMPLEMENTATION OF THE 2020 – 2025 STRATEGIC PLAN

Ad Hoc Budget Committee Meeting

October 19, 2021

# Strategic Plan Objectives and Areas of Emphasis

- **Objective I: Maximize the Value of an Eastern Degree**
  - *Emphasis: promote academic excellence and relevance*
- **Objective II: Ensure that Programs are Relevant, Effective and Challenging**
  - *Emphasis: Support Evidence-Based Decision Making*
- **Objective III: Expand Integrative Learning on Campus and in the Community**
  - *Emphasis: Support our Students' Academic and Career Preparation*
- **Objective IV: Ensure that Students, Staff, and Faculty Achieve their Full Potential**
  - *Emphasis: Ensure adequate resources for all*
- **Objective V: Increase Public Awareness of Eastern's Unique Mission and Community**
  - *Emphasis: Tell Our Story Effectively*

# COFE III Working Groups

- **Objective I: Maximize the Value of an Eastern Degree**
  - Brendan Cunningham, Niti Pandey, Kristi Salters-Pedneault, Patty Szczys
- **Objective II: Ensure that Programs are Relevant, Effective and Challenging**
  - Amy Bataille, Jennifer Brown, Barbara Murdoch
- **Objective III: Expand Integrative Learning on Campus and in the Community**
  - Amy Bataille, Michelle Delaney
- **Objective IV: Ensure that Students, Staff, and Faculty Achieve their Full Potential**
  - Damali Abbensetts, Scott Moore, Patty Szczys
- **Objective V: Increase Public Awareness of Eastern's Unique Mission and Community**
  - Michelle Delaney, Joe McGann, Emiliano Villanueva

# 2020-2025 Strategic Plan Implementation Report

## Academic Year 2020/2021

**Explanation:** COFE III Working groups will serve as liaisons between the leadership for each initiative and the larger COFE III committee. Working groups may provide consultative or oversight roles as needed and will update the COFE III committee on progress made on each initiative monthly during the academic year. Updates will be added to this document one week before the monthly COFE III meeting, to ensure that all committee members can review progress prior to the meeting.

Objective I. Maximize the value of an Eastern degree Priority Area #1: Promote processes to review and revise curriculum as discipline and employer needs change	Leadership		Perform. Measures
	Primary	Secondary	
1. LACLOR has reduced the number of student learning outcomes in the LAC to five, developed definitions of those outcomes, and developed tools to assess each outcome.	Provost	Academic Deans	LACLOR has developed the new student learning outcomes (see Senate Bill 19/20-07) 1
2. The Employability Council has incorporated the revised learning outcomes into the Employability Plan.	Provost	Academic Deans	Reviewed the Employability Plan and confirmed that it has incorporated the revised learning outcomes 1



## COFE III's Connection to the Budget & Resource Allocation Committee (BRAC)

COFE III has been charged with working with BRAC to identify the cost and priorities of the initiatives in the Strategic Plan

COFE III's Liaison to BRAC is Scott Moore, Associate Professor of History

# 2020-2025 Strategic Plan Priority Report

## Academic Year 2021/2022

**Explanation:** COFE III Working groups will identify each initiative as either high, medium or low priority and as either high, medium or low cost. The purpose of this document is to provide guidance for the Administration with regard to the Strategic Plan when funds become available.

Objective I. Maximize the value of an Eastern degree	Leadership		Priority	Cost
	Primary	Secondary		
Priority Area #1: Promote processes to review and revise curriculum as discipline and employer needs change.			(High, Medium, Low)	(High, Medium, Low)
1. LACLR has reduced the number of student learning outcomes in the LAC to five, developed definitions of those outcomes, and developed tools to assess each outcome.	Provost	Academic Deans		
2. The Employability Council has incorporated the revised learning outcomes into the Employability Plan.	Provost	Academic Deans		



## COFE III/BRAC Timeline

- Fall 2021:
  - COFE III Working Groups identify expected costs and priority level for each initiative under their Objective
  - COFE III Reviews input from each Working Group and prepares a draft Priorities List for the Strategic Plan
  - Draft Priorities List is shared with the President and Senior Staff for input
  - The Priorities List is shared with BRAC
  - BRAC leads a campus-wide discussion of the Priorities List to solicit feedback. Shares feedback with COFE III

## COFE III/BRAC Timeline (Continued)

- Spring 2022:
  - BRAC continues to solicit feedback from the campus community in January and early February
  - Feedback is shared with the President in mid-February
  - Vice Presidents consider this input while working with the President to build the Fiscal Year 2023 budget

Questions?



## EASTERN CONNECTICUT STATE UNIVERSITY

FY22 Original Budget vs. Revised Budget

	FY22 Original Budget Dollars (\$)	FY22 Revised Budget Dollars (\$)	Revised vs. Original	
			Inc (Dec) Dollars (\$)	Percent %
<b>Revenue:</b>				
Tuition (Gross)	22,268,323	20,983,522	(1,284,801)	-5.80%
PT Part Time Tuition (Gross)	1,680,416	1,610,304	(70,112)	-4.20%
PT General University Fee	1,888,880	1,756,690	(132,190)	-7.00%
University General Fee (excluding Accident Ins.)	17,719,581	16,737,744	(981,837)	-5.50%
University Fee	3,458,356	3,251,650	(206,706)	-6.00%
PT Extension Fee (Gross)	2,575,354	2,456,506	(118,848)	-4.60%
All Other Student Fees	725,015	725,015	-	0.00%
Accident Insurance	183,585	182,514	(1,071)	-0.60%
State Appropriations	30,122,763	28,605,936	(1,516,826)	-5.00%
Additional State Appropriation (Dev Edu, Outcomes Based, etc.)	385,143	387,513	2,370	0.60%
Fringe Benefits Paid By State	26,283,772	31,521,502	5,237,730	19.90%
Housing	18,452,493	18,457,298	4,805	0.00%
Food Service	5,545,132	6,001,102	455,970	8.20%
All Other Revenue	1,285,170	1,285,170	-	0.00%
Less: Contra Revenue	(605,257)	(605,257)	-	0.00%
<b>Total Revenue</b>	<b>131,968,726</b>	<b>133,357,209</b>	<b>1,388,484</b>	<b>1.10%</b>
<b>Expenditures:</b>				
<b>Personal Services:</b>				
<b>Total Full Time</b>	45,722,979	45,501,551	(221,428)	-0.50%
<b>Part Time:</b>				
Lecturers (PTLs)	5,619,176	5,619,176	-	0.00%
Lecturers (NCLs)	337,951	337,951	-	0.00%
Perm/Intermit PT	205,417	205,417	-	0.00%
University Assistants	1,234,935	1,234,935	-	0.00%
Graduate Assistants	272,000	272,000	-	0.00%
Student Labor	2,164,286	2,164,286	-	0.00%
Other Part Time	262,147	262,147	-	0.00%
<b>Total Part Time</b>	<b>10,095,912</b>	<b>10,095,912</b>	<b>-</b>	<b>0.00%</b>
Overtime	835,000	835,000	-	0.00%
All Other Personal Services	1,672,590	2,072,590	400,000	23.90%
<b>Subtotal Personal Services</b>	<b>58,326,481</b>	<b>58,505,053</b>	<b>178,572</b>	<b>0.30%</b>
Fringe Benefits	43,104,174	41,396,465	(1,707,709)	-4.00%
Worker's Comp. Recovery	178,736	178,960	224	0.10%
<b>Total P.S. &amp; Fringe Benefits</b>	<b>101,609,391</b>	<b>100,080,478</b>	<b>(1,528,913)</b>	<b>-1.50%</b>
<b>Other Expenses:</b>				
Inst. Financial Aid/Match	13,000,806	12,861,063	(139,743)	-1.10%
Waivers	1,426,301	1,407,005	(19,296)	-1.40%
Utilities	3,993,440	3,993,440	-	0.00%
All Other Expenses	17,744,626	19,031,871	1,287,245	7.30%
<b>Total Other Expenses</b>	<b>36,165,173</b>	<b>37,293,379</b>	<b>1,128,206</b>	<b>3.10%</b>
<b>Total Expenditures</b>	<b>137,774,564</b>	<b>137,373,857</b>	<b>(400,707)</b>	<b>-0.30%</b>
<b>Addition to (Use of) Funds Before Designated Items</b>	<b>(5,805,838)</b>	<b>(4,016,648)</b>	<b>1,789,191</b>	<b>-30.80%</b>
<b>Designated Transfers Per BOR Policies</b>				
Debt Service (University Fee)	(3,458,356)	(3,251,650)	206,706	-6.00%
Debt Service Residence Halls	(1,694,715)	(1,694,715)	-	0.00%
Debt Service Parking Garage	(479,303)	(479,303)	-	0.00%
Auxiliary Renewal and Replacement	0	(454,013)	(454,013)	NA
Transfer to SO - GF/OF swap	(1,044,101)	(1,044,101)	-	0.00%
<b>Total Designated Transfers</b>	<b>(6,676,475)</b>	<b>(6,923,782)</b>	<b>(247,307)</b>	<b>3.70%</b>
<b>Other Designated Fund Requests</b>				
HEERF II & III Institutional Support	11,065,690	0	(11,065,690)	-100.00%
HEERF II Institutional Support transfer to FY22		4,843,490	4,843,490	NA
HEERF III Institutional Support		6,096,940	6,096,940	NA
CARES Funding Support (GRF)	0	0	-	NA
<b>Total Other Designated Fund Requests</b>	<b>11,065,690</b>	<b>10,940,430</b>	<b>(125,260)</b>	<b>-1.10%</b>
<b>Addition to (Use of) Funds</b>	<b>(1,416,623)</b>	<b>0</b>	<b>1,416,624</b>	<b>-100.00%</b>

**Eastern Connecticut State University**

**FY22 Revised Budget (Breakeven) versus Original (Use of \$1.4m Reserves)**

**(\$1.4m) Use of reserves original budget)**

**Revenue Losses and Expenditure Increases:**

- \$2.8m Tuition and fees – enrollment decrease from budget 6.5%
- \$1.5m State Appropriations – revised distribution model and OPM holdback
- \$0.4m All Other Personal Services – increase estimate for retiree sick/vacation payouts
- \$1.1m Total Other Expenses – increase in food service contract, spring covid testing, IT infrastructure, and maintenance repairs, services & office equipment
- \$0.5m Auxiliary Renewal and Replacement – originally budgeted \$0 now able to provide
- \$0.1m Other Designated Fund Requests – direct use of HEERF III funds for covid personnel support for student health and mental health support

**\$6.4m subtotal negative impact above**

**Savings and Offsets to the Revenue Losses and Expenditure Increases:**

- \$ 5.2m Fringe Benefits Paid by State – revised distribution model, additional Operating Fringe now paid by state
- \$ 0.5m Food Service Revenue– first-year student occupancy greater than expected vs. upper-class students
- \$0.2m Full-time Salaries – net result of delayed refills, retirements, and management increases
- \$1.7m Fringe Benefits – net result of actual rates being slightly lower than budgeted rates, the fringes on the decrease in full-time salaries, plus the increased fringes on retiree payouts
- \$0.2m Debt Service University Fee – savings from lower than expected enrollment, this is a pass through of funds collected by the university and transferred to the System for debt service

**\$7.8m subtotal of favorable impact above**

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**\$ 0 Use of Reserves Revised Budget**

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## EASTERN CONNECTICUT STATE UNIVERSITY

## FY22 Revised Budget Less One-Time Adjustments

	FY22 Revised Budget Dollars (\$)	One-Time Adjustments Dollars (\$)	Revised vs. Origin FY22 Less Adjustments Dollars (\$)
<b>Revenue:</b>			
Tuition (Gross)	20,983,522	0	20,983,522
PT Part Time Tuition (Gross)	1,610,304	0	1,610,304
PT General University Fee	1,756,690	0	1,756,690
University General Fee (excluding Accident Ins.)	16,737,744	0	16,737,744
University Fee	3,251,650	0	3,251,650
PT Extension Fee (Gross)	2,456,506	0	2,456,506
All Other Student Fees	725,015	0	725,015
Accident Insurance	182,514	0	182,514
State Appropriations	28,605,936	0	28,605,936
Additional State Appropriation (Dev Edu, Outcomes Based, etc.)	387,513	0	387,513
Fringe Benefits Paid By State	31,521,502	0	31,521,502
Housing	18,457,298	0	18,457,298
Food Service	6,001,102	0	6,001,102
All Other Revenue	1,285,170	0	1,285,170
Less: Contra Revenue	(605,257)	0	(605,257)
<b>Total Revenue</b>	<b>133,357,209</b>	<b>-</b>	<b>133,357,209</b>
<b>Expenditures:</b>			
<b>Personal Services:</b>			
<b>Total Full Time</b>	45,501,551	0	45,501,551
<b>Part Time:</b>			
Lecturers (PTLs)	5,619,176	0	5,619,176
Lecturers (NCLs)	337,951	0	337,951
Perm/Intermit PT	205,417	0	205,417
University Assistants	1,234,935	0	1,234,935
Graduate Assistants	272,000	0	272,000
Student Labor	2,164,286	0	2,164,286
Other Part Time	262,147	0	262,147
<b>Total Part Time</b>	<b>10,095,912</b>	<b>-</b>	<b>10,095,912</b>
Overtime	835,000	0	835,000
All Other Personal Services	2,072,590	(500,000)	1,572,590
Subtotal Personal Services	58,505,053	(500,000)	58,005,053
Fringe Benefits	41,396,465	(250,000)	41,146,465
Worker's Comp. Recovery	178,960	0	178,960
<b>Total P.S. &amp; Fringe Benefits</b>	<b>100,080,478</b>	<b>(750,000)</b>	<b>99,330,478</b>
<b>Other Expenses:</b>			
Inst. Financial Aid/Match	12,861,063	0	12,861,063
Waivers	1,407,005	0	1,407,005
Utilities	3,993,440	0	3,993,440
All Other Expenses	19,031,871	(308,000)	18,723,871
<b>Total Other Expenses</b>	<b>37,293,379</b>	<b>(308,000)</b>	<b>36,985,379</b>
<b>Total Expenditures</b>	<b>137,373,857</b>	<b>(1,058,000)</b>	<b>136,315,857</b>
<b>Addition to (Use of) Funds Before Designated Items</b>	<b>(4,016,648)</b>	<b>1,058,000</b>	<b>(2,958,648)</b>
<b>Designated Transfers Per BOR Policies</b>			
Debt Service (University Fee)	(3,251,650)	0	(3,251,650)
Debt Service Residence Halls	(1,694,715)	(860,846)	(2,555,561)
Debt Service Parking Garage	(479,303)	0	(479,303)
Auxiliary Renewal and Replacement	(454,013)	454,013	-
Transfer to SO - GF/OF swap	(1,044,101)	0	(1,044,101)
<b>Total Designated Transfers</b>	<b>(6,923,782)</b>	<b>(406,833)</b>	<b>(7,330,615)</b>
<b>Other Designated Fund Requests</b>			
HEERF II & III Institutional Support	0	0	-
HEERF II Institutional Support transfer to FY22	4,843,490	(4,843,490)	-
HEERF III Institutional Support	6,096,940	(6,096,940)	-
CARES Funding Support (CRF)	0	0	-
<b>Total Other Designated Fund Requests</b>	<b>10,940,430</b>	<b>(10,940,430)</b>	<b>-</b>
<b>Addition to (Use of) Funds</b>	<b>0</b>	<b>(10,289,263)</b>	<b>(10,289,263)</b>

Eastern Connecticut State University  
Personnel Changes since 4-29-21  
As of 10-19-21

New Hires		Name	Title	Department	Eff Date	Union
		Carroll, Sara N.	Assistant Professor	Health Science	8/27/2021	AAUP
		Hartley, Timothy J.	Assistant Professor	Computer Science	8/27/2021	AAUP
		Jiang, Yuanyuan	Assistant Professor	Management and Marketing	8/27/2021	AAUP
		Nardi, Jonathan J.	Instructor	Education	8/27/2021	AAUP
		Delgado, Peter	Custodian	Facilities Management 1	7/2/2021	Maintenance
		Mooney, Gregory L.	Landscape Tech	Facilities Management 1	9/24/2021	Maintenance
		Quintana, Osiris M.	Custodian	Housekeeping	7/2/2021	Maintenance
		Sanchez, Valerie	Custodian	Housekeeping	7/16/2021	Maintenance
		Santos-Caquias, Aida E	Custodian	Facilities Management 1	4/23/2021	Maintenance
		Muppidi, Sundeep R.	Assoc. Provost Spec Programs	Academic Affairs	7/2/2021	Mgmt/Conf
		Tavares, Stephen K.	Director of Public Safety	Public Safety	8/27/2021	Mgmt/Conf
		Francois, Nathalie G.	PostDocPostGradCounselor	Counseling & Psychological Svcs	8/24/2021	NonUnion
		Glaude, Kari M.	Detective	Public Safety	9/10/2021	Protective Serv
		Acevedo-Corona, Britney J	Admissions Assistant	Admissions	9/3/2021	SUOAF
		Augustin, Emmanuel	Residence Hall Director	Shafer Hall	8/2/2021	SUOAF
		Belda, Justine M	Residence Hall Director	High Rise	8/2/2021	SUOAF
		Bowersett, Sabrina	Teacher Associate	Child & Family Development	7/30/2021	SUOAF
		Callis, Ashley N.	Residence Hall Director	Niejadlik Hall	8/30/2021	SUOAF
		Cameron, Dwayne Andre	Interim Dir of Stud Conduct	Judicial Affairs	6/18/2021	SUOAF
		Cerino, Elisabeth N.	Admissions Assistant	Admissions	8/30/2021	SUOAF
		Charette, Coreene Lynn	Teacher Associate	Child & Family Development	8/2/2021	SUOAF
		Corey, Alexander	Residence Hall Director	Burnap Hall	8/2/2021	SUOAF
		Dancy, Christina D.	Residence Hall Director	Laurel Hall	8/2/2021	SUOAF
		Decker, Holly A.	Billing Administrator	Bursar	5/7/2021	SUOAF
		Dilone, Ailyn	Univ Oppor Prog Spec	Opportunity Programs	9/10/2021	SUOAF
		Fisher, Blaine Christine Marie	Assoc. Dir of Housing	Housing	7/30/2021	SUOAF
		Flores-Gonzales, Sandra G	Asst. Dir Accessibility Serv.	Accessibility Services	8/27/2021	SUOAF
		Formiglio, Christina M.	Computer Support Trainee	CIT	8/13/2021	SUOAF
		Karim, Khalifa S	Admissions Assistant	Admissions	8/30/2021	SUOAF
		Knight, Nathan L.	Residence Hall Director	Mead Hall	8/23/2021	SUOAF
		Rivera, Rita C	Assoc Dir Health Serv	Health Services	8/9/2021	SUOAF
		Valliere, Rachel Nicole	Asst Dir Annual Fund&Adv Syst	Institutional Advancement	5/7/2021	SUOAF
		Wursthorn, Diana Lynn-Carbone	Teacher Associate	Child & Family Development	8/27/2021	SUOAF

**Terminations**

Name	Title	Department	Eff Date	Union
<b>Resignation</b>				
Anjum, MD Nashid	Assistant Professor	Computer Science	8/23/2021	AAUP
Ferrer, Michelle E.	Associate Professor	Education	9/3/2021	AAUP
He, Hao	Assistant Professor	Acctng & Business Info Sysms	7/30/2021	AAUP
Brown, Christopher M.	Custodian	Housekeeping	7/17/2021	Maintenance
Diaz, Lucinda T.	Custodian	Housekeeping	9/27/2021	Maintenance
Llanes, Jose G.	QCW(Carpy)	Carpentry Shop	5/7/2021	Maintenance
Miklasiewicz Roman, Elzbieta	Custodian	Housekeeping	10/8/2021	Maintenance
Raccio, Paul B.	B&G Patrol Officer	Public Safety B&G	8/7/2021	Protective Serv
Castillo, Carlos L	Student Development Specialist	Continuing Education	5/7/2021	SUOAF
Delisle, Nicholas Joseph	Dev. Database Administrator	Institutional Advancement	7/10/2021	SUOAF
DeWitt, MacKenzie M.	Admissions Assistant	Admissions	7/3/2021	SUOAF
Henry, Sheldon K.	Residence Hall Director	Low Rise	6/2/2021	SUOAF
Lopez, Amie R.	Teacher	Child & Family Development	8/4/2021	SUOAF
Perry, Barnabus	Residence Hall Director	Burnap Hall	8/3/2021	SUOAF
Qiao, Laurie	Comp Supp Trainee	CIT	7/30/2021	SUOAF
Reid, Timberly S.	Residence Hall Director	High Rise	7/31/2021	SUOAF
Sanchez, Maribel	Opportunity Prom Specialist	Opportunity Programs	7/30/2021	SUOAF
Sharp, Erica L.	Residence Hall Director	Noble Hall	8/20/2021	SUOAF
Standish, Heather	Teacher	Child & Family Development	7/27/2021	SUOAF
Tiedemann, Kurt F.	Residence Hall Director	Shafer Hall	6/18/2021	SUOAF
Whyte, Jermaine I.	Residence Hall Director	Laurel Hall	7/10/2021	SUOAF
<b>Retirement</b>				
Murack, Jane	Library Technician	Library	6/1/2021	A&R
Petit, Janice B.	Library Technical Assistant	Library	7/1/2021	A&R
Cavaikapa, Branko	Professor	Management and Marketing	8/1/2021	AAUP
Dawson, Anne E.	Professor	Art and Art History	8/1/2021	AAUP
Petkov, Doncho I.	Professor	Acctng & Business Info Sysms	8/1/2021	AAUP
Switchenko, Daniel Bruce	Professor	Education	8/1/2021	AAUP
Tu, Huan-Yu	SUProfr(10Months)	Computer Science	6/1/2021	AAUP
Allevo, Janine	Administrative Assistant	Health Services	10/1/2021	Clerical
Chaves, Patricia A.	Administrative Assistant	Dean of Arts and Sciences	10/1/2021	Clerical
Martel, Kathleen E.	Unit Supervisor	Bursar	9/1/2021	Clerical
Luond, John Michael	Qual Craft Worker-Electrical	Electrical Shop	9/1/2021	Maintenance
Cid, Carmen Rosa	Dean of Arts and Sciences	Dean of Arts and Sciences	7/1/2021	Mgmt/Conf
Decyk, Doris A.	Associate in HR	Human Resources	7/1/2021	Mgmt/Conf



Garewski, Jeffrey A.	Director of Public Safety	Public Safety	7/1/2021	Mgmt/Conf
Lester, Lisa W.	Buildings & Grounds Patrol Off	Public Safety B&G	7/1/2021	Protective Serv
DeFranco, Kathleen M.	Assistant Bursar	Bursar	6/1/2021	SUOAF
Kowalczuk, Michael Anthony	Bursar	Bursar	7/1/2021	SUOAF
Patry, Janice M.	Asst. Dir of Career Services	Internship & Career Develop	9/1/2021	SUOAF
Sweetland, Claudia J.	Teacher	Child & Family Development	8/1/2021	SUOAF

**End of Temporary Appointment**

Sada, Elena	Instructor	Education	6/1/2021	AAUP
Portella, Jennifer V.	Admissions Assistant	Admissions	8/14/2021	SUOAF
Surprenant, Teresa D.	Project Manager - Early Learn	Center for Early Childhood Edu	9/24/2021	SUOAF
Stevenson, Sara R	PostDocPostGradCounselor	Counseling & Psychological Svcs	8/27/2021	NonUnion

**End of Temporary Appointment**

Chiang, Pamela P.	Assistant Professor	Sociology/Anthro/Social Work	8/27/2021	AAUP
Gibeault, Maggie Murphy	Asst Dir Annual Fund&Adv Syst	Institutional Advancement	4/28/2021	SUOAF

**Death**

Pantoja, Ramon Luis	Landscape Tech	Grounds Department	4/22/2021	Maintenance
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**Search Status**

AAUP searches started: Asst Prof of Public Health, Asst Prof of Allied Health

**Ongoing SUOAF searches:**

- Development Database Administrator
- Technical Director/Production Manager of Theatre
- Social Media/Digital Marketing Coordinator
- Director of Student Conduct
- Director of Housing & Residential Life

**Classified Searches:**

- Ongoing Classified Searches:
- Administrative Assistant in Health Services
- Cash Accounting Clerk
- 2 Building & Grounds Patrol Officers
- 2 Police Officers
- Custodian
- Lead Custodian
- Qualified Crafts Worker - Electrical