

**METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES**

Committee Meetings and Board Meeting
Student Success Building (SSB)
890 Auraria Parkway, Denver, 4th Floor

Tuesday, April 14, 2015

9:00 a.m. – 10:00 a.m.	Academic & Student Affairs Committee Meeting SSB 440A (Trustees Boardroom)
10:00 a.m. – 11:00 a.m.	Finance Committee Meeting SSB 440A (Trustees Boardroom)
11:00 a.m. – 1:30 p.m.	Board Meeting SSB 400 (Foundation Boardroom) <i>To-Go Lunches provided for Trustees</i>

**METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES**

Business Meeting

Tuesday, April 14, 2015

Public Meeting: 11:00 a.m. – 1:30 p.m., SSB 400A

Student Success Building – 890 Auraria Parkway

- I. CALL TO ORDER**
- II. CHAIR’S WELCOME & REPORT:**
 - A. New Trustee Oath of Office (Barbara Barnes Grogan and Elaine Gantz Berman)
 - B. Committee Assignments
- III. CONSENT AGENDA:**
 - A. Approval of February 19, 2015 Board Meeting Minutes
 - B. Office of Human Resources report of personnel actions which have occurred since the last Board Meeting on December 5, 2014
- IV. PRESENTATIONS:**
 - A. Board Oversight of Educational Quality
 - i. Student Success and Retention (Vicki Golich)
 - B. FY 2014-15 Budget Update and 2015-16 Budget Planning Process (Steve Kreidler)
- V. REPORTS & ACTION ITEMS:**
 - A. President’s Report: *President Stephen Jordan*
 - B. State Legislative Report: *Christine Staberg, Capstone Group, LLC*
 - C. Federal Legislative Report: *Mike Dino, Patton Boggs*
 - D. Academic & Student Affairs Committee: *Trustee Terrance Carroll*
 - i. Short Presentation and Approval of Sabbatical Recommendations: *Vicki Golich, Provost; Ann Williams, Professor of French; and Allison Cotton, Professor of Criminal Justice & Criminology*
 - E. Finance Committee: *Trustee Jack Pogge*
 - F. Faculty Trustee Report: *Trustee Kenn Bisio*
 - G. Student Trustee Report: *Trustee Joe Boss*
 - H. Alumni Report: *Alumni Representative Judy George*
 - I. Faculty Senate Report: *Sheila Rucki, President*
 - J. Student Government Report: *Patricia Ordaz, President*
 - K. AHEC Report: *Vice Chair Dawn Bookhardt*
 - L. Foundation Report: *Trustee Bill Hanzlik*
 - M. Shared Governance Task Force Report: *Braelin Pantel and Winston Willis-Grady, Co-Chairs*
- VI. INFORMATION ITEMS:**

- A. Human Resources report of personnel actions for the Board's information which have occurred since the last meeting on December 5, 2014

VII. PUBLIC COMMENT:

VIII. ADJOURNMENT

**METROPOLITAN STATE UNIVERSITY of DENVER
BOARD OF TRUSTEES MEETING MINUTES
Thursday, February 19, 2015**

CALL TO ORDER:

The Board of Trustees meeting was **called to order** at 7:35 a.m. by Chairwoman Michelle Lucero. She was joined by Vice Chair Dawn Bookhardt, Past Chair Rob Cohen, Trustee Jack Pogge, Trustee Elaine Berman, Trustee Terrance Carroll, Trustee Barb Grogan, and Trustee Bill Hanzlik. Faculty Trustee Kenn Bisio, Student Trustee Joe Boss and Alumni Representative Judy George were also in attendance, along with President Stephen Jordan, Board Secretary Loretta Martinez, Assistant Secretary Carrie Warren, and various administrators.

CHAIR'S WELCOME & REPORT:

Chair Lucero welcomed new Trustees Barb Grogan and Elaine Berman and explained that both are still awaiting final confirmation with the Senate Education Committee. Secretary Martinez further explained that both will be sworn in during the April 14, 2015 board meeting.

CONSENT AGENDA:

The first order of business was the **approval of the Consent Agenda**. Chair Lucero asked for a **motion to approve** the following item:

- A. Approval of December 5, 2014 Board Meeting Minutes

Trustee Carroll **moved for approval, with a second** by Trustee Pogge. The motion was **unanimously approved**.

ACTION ITEMS:

The following items were put forth for approval by Rae Shevalier, Interim Associate Vice President of Curriculum and Academic Effectiveness:

- A. Approval of New Minors:
 - i. **Brewing Science**: This minor allows students currently majoring in Biology, Chemistry or Biochemistry to develop content knowledge in brewing science in order to take advantage of the high demand for trained brewing professionals.
 - ii. **Italian**: Students pursuing a minor in Italian gain both linguistic proficiency and cultural awareness through the study of Italian language, civilization, literature, art and film. The program is suited to complement a wide array of academic concentrations, including but not limited to language and literature,

- cultural studies, business and international relations, hospitality and food, music and opera, art and design.
- iii. **Advertising and Promotion:** This minor is intended for students who have a non-marketing major and who want to add some study of business from a marketing perspective to their degree program. The minor introduces students to the elements of integrated marketing communications such as advertising, sales promotions, personal selling, and public relations, and gives students the opportunity to develop practical skills in advertising and promotional strategies.
 - iv. **Sports Media:** This minor provides skills that will increase employment opportunities in the field of sport media. Students in this minor will take a common core of courses related to Sport Industry Operations and courses related to news media. Students will continue to hone their skills in elective courses in technical communication, journalism, and human performance and sport.

B. Approval to Discontinue Program

- i. **Center for Effective Interventions:** The Center for Effective Interventions was created in December, 2000, and was housed in MSU Denver's Department of Human Services. Operated through a contract with MST Services, LLC, and various client agencies in Colorado, New Mexico, Texas, Arizona and Oklahoma, the mission of the Center for Effective Interventions was to provide agencies with the requisite training for licensing in Multisystemic Therapy, a community-based strategy promoting positive social behavior and decreasing anti-social behavior in chronic, violent or substance-abusing juveniles ages 14-16 who are at risk for out-of-home placement.

Trustee Carroll **moved to approve** the new minors for Brewing, Italian, Advertising and Promotion, and Sports Media and the program discontinuance of Center for Effective Interventions. Vice Chair Bookhardt **seconded the motion**. The motion was **unanimously approved**.

DISCUSSION ITEM: *(appendix attached)*

A. Board Committee Assignments. Chair Lucero reviewed the draft recommended committee assignments for 2015-2016 and explained that the assignments are based on interest and industry expertise and highlighted that new Trustees Elaine Berman is recommended for the Academic and Student Affairs Committee and Barb Grogan for the Finance Committee.

Chair Lucero explained that the Executive Committee, Governance Committee and Presidential Evaluation Committees have been combined since they require oversight by the same Trustees (current chair, vice chair and past chair) and only require meetings as needed.

Chair Lucero also explained there are two vacancies within the Metropolitan State College of Denver Roadrunner Recovery & Reinvestment Act Authority board, serving as an alternate for Past Chair Cohen and Vice Chair Bookhardt. Trustees were asked to alert Chair Lucero if they are interested in serving in this capacity.

Chair Lucero continued with review of the Board of Trustee “champions” that are recommended for the Foundation Board task forces, based on industry expertise. Past Chair Cohen conveyed he might have a conflict for the SWAT P3’s task force since he is an owner in the Tivoli Brewing company. Secretary Martinez clarified that the SWAT P3’s is less about the Tivoli Brewing and more about specialty industries and further offered that she didn’t think Past Chair Cohen’s participation presented a conflict.

Chair Lucero iterated the final committee assignments need to be in place prior to the April 14, 2015 committee meeting and asked for questions, concerns, comments. Trustee Berman asked which committees include discussions pertaining to strategic priorities such as retention and graduation rates. Chair Lucero responded that retention and graduation rate data points will come up in both the Academic and Student Affairs Committee and Finance Committees.

With no further questions, Chair Lucero asked each committee member to contact her (independently) if they would like to discuss an alternate committee assignment. Otherwise, the assignments will stand effective February 19, 2015 as outlined.

PUBLIC COMMENT: There were no public comments.

ADJOURNMENT:

Chair Lucero asked for a motion to adjourn the Board of Trustees meeting. Trustee Carroll **moved for approval, with a second** by Past Chair Cohen. The motion was **unanimously approved** and the meeting officially adjourned at 7:57 a.m.

AGENDA ITEM: **Office of Human Resources report of personnel actions for the Board's approval which have occurred since the last Board Meeting on December 5, 2014.**

BACKGROUND: Report includes appointments of non-temporary faculty and administrators and sabbatical leaves, which require Board approval.

RECOMMENDATION: It is recommended by Metropolitan State University of Denver that the Board of Trustees approve the following actions.

APPOINTMENTS- Administrative

Mr. Nicholas Pistentis, Director, User Support Services, Annual Salary: \$129,872.00 – Effective March 2, 2015. (ADMINISTRATIVE)

Ms. Leah Parker, Assistant to Dean of School of Education, Annual Salary: \$43,000.00 – Effective February 1, 2015. (ADMINISTRATIVE)

Mr. Isaac Garcia, Coordinator for Transitioning Students, Annual Salary: \$45,000.00 – Effective February 1, 2015. (ADMINISTRATIVE)

Ms. Crystal Harris, Office Coordinator, Annual Salary: \$49,000.00 – Effective January 5, 2015. (ADMINISTRATIVE)

Ms. Jenae McCarty, Admissions Counselor, Annual Salary: \$34,000.00 – Effective February 2, 2015. (ADMINISTRATIVE)

Ms. Hannah Flasch, Operations Assistant, Annual Salary: \$38,500.00 – Effective February 2, 2015. (ADMINISTRATIVE)

Mr. Joshua Trinidad, Excel Retention Coordinator, Annual Salary: \$48,000.00 – Effective February 2, 2015. (ADMINISTRATIVE)

Mr. Liam (Andy) Mai, Accounts Payable Specialist, Annual Salary: \$39,500.00 – Effective January 5, 2015. (ADMINISTRATIVE)

Mr. Christian Caldwell, Net Community Specialist, Annual Salary: \$43,100.00 – Effective January 5, 2015. (ADMINISTRATIVE)

Ms. My-Tien Danh-Tran, Administrative Assistant of Philosophy, Annual Salary: \$39,420.00 – Effective March 2, 2015. (ADMINISTRATIVE)

Mr. Ryan Jones, Learning Spaces Specialist, Annual Salary: \$53,000.00 – Effective March 2, 2015. (ADMINISTRATIVE)

Mr. Nicholas Webb, Learning Spaces Specialist, Annual Salary: \$53,000.00 – Effective March 2, 2015. (ADMINISTRATIVE)

Ms. Stephanie (Simone) Chavous, Systems and Training Accountant, Annual Salary: \$45,000.00 – Effective February 15, 2015. (ADMINISTRATIVE)

Ms. Lori McKinney, Service Learning Specialist, Annual Salary: \$51,000.00 – Effective May 20, 2015. (ADMINISTRATIVE)

Ms. Jody Quintana, Academic Office Assistant, Annual Salary: \$46,114.00 – Effective November 17, 2014. (ADMINISTRATIVE)

Ms. Kelli Frank, Temporary CARE Team Coordinator/Case Manager, Annual Salary: \$52,500.00 – Effective April 1, 2015. (ADMINISTRATIVE)

Ms. Allyson Garcia, Academic Learning Specialist, Annual Salary: \$37,100.00 – Effective January 19, 2015. (ADMINISTRATIVE)

Ms. Katrina McLaughlin, Laboratory Coordinator, Annual Salary: \$49,000.00 – Effective December 19, 2014. (ADMINISTRATIVE)

Mr. Daniel Vaccaro, Assistant Director of Content, Annual Salary: \$61,000.00 – Effective December 4, 2014. (ADMINISTRATIVE)

Ms. Betelehem Tessema, Admissions Counselor, Annual Salary: \$35,000.00 – Effective February 1, 2015. (ADMINISTRATIVE)

Ms. Angela Ballou, Payroll Accountant, Annual Salary: \$45,000.00 – Effective January 5, 2015. (ADMINISTRATIVE)

Mr. Cory Phare, Academic Advisor- Undeclared, Annual Salary: \$45,407.00 – Effective January 6, 2015. (ADMINISTRATIVE)

Ms. Theresa Anderson, Academic Advisor- Undeclared, Annual Salary: \$44,500.00 – Effective January 21, 2015. (ADMINISTRATIVE)

Ms. Debbie Magana, HR Generalist, Annual Salary: \$40,000.00 – Effective January 1, 2015. (ADMINISTRATIVE)

Ms. Patricia Hakala, ITS Linux Systems Administrator, Annual Salary: \$55,000.00 – Effective December 1, 2014. (ADMINISTRATIVE)

Ms. Janis Christopher, Assistant Cross Country Track Coach, Annual Salary: \$3,353.00 – Effective January 6, 2015. (ADMINISTRATIVE)

Mr. Joshua Noel, Administrative Assistant of Aviation & Aerospace Science, Annual Salary: \$34,586.00 – Effective December 1, 2014. (ADMINISTRATIVE)

Ms. Jacintha Knox, Gift Processor, Annual Salary: \$40,000.00 – Effective January 5, 2015. (ADMINISTRATIVE)

Mr. Dean Wilson, Financial Aid Counselor, Annual Salary: \$40,000.00 – Effective February 2, 2015. (ADMINISTRATIVE)

Mr. Terian Turner, Interim Academic Coordinator, Annual Salary: \$35,000.00 – Effective April 1, 2015. (ADMINISTRATIVE)

Ms. Raquel Jimenez, Interim Academic Advisor/Office Coordinator, Annual Salary: \$37,214.00 – Effective March 1, 2015. (ADMINISTRATIVE)

Ms. Margaret Emerson, Student Teaching & Special Project Specialist, Annual Salary: \$37,500.00 – Effective March 2, 2015. (ADMINISTRATIVE)

APPOINTMENTS- Category I Faculty

Ms. Tonya Hunt, Assistant Professor of Nursing, Annual Salary: \$59,071.00 – Effective January 20, 2015. (CATEGORY I FACULTY)

RECOMMENDATIONS FOR SABBATICAL (20)

Dr. Pamela Ansborg	Psychology
Dr. Angelica Bahl	Marketing
Ms. Lynann Butler	Human Services
Dr. Margaret Fraser	Elementary Education and Literacy
Dr. Bill Henry	Psychology
Dr. Ibon Izurieta	Modern Language
Dr. Elizabeth Kleinfeld	English
Dr. Daniel A. Krasner	Philosophy
Dr. Robert Todd Laugen	History
Dr. Letitia M. Pleis	Accounting
Dr. Robert Preuhs	Political Science
Dr. Carol Quinn	Philosophy

Dr. Ella Maria Ray
Dr. Bruce Rengers
Dr. David Ruch
Dr. Robert Schatz
Dr. Linda Sundbye
Dr. Jefferey Taylor
Dr. Brian Weiser
Dr. Michael Wray

Africana Studies
Nutrition
Math & Computer Sciences
Psychology
Math & Computer Sciences
English
History
Hospitality, Tourism & Events

AGENDA ITEM: Student Success and Retention

BACKGROUND:

The national conversation surrounding student success is rapidly shifting from one that is narrowly focused on first-year retention to one dominated by intense scrutiny over degree completion and efficiency. In response, many institutions are now looking beyond the first-year to adopt progressive comprehensive strategies that better support students from pre-collegiate preparation and matriculation through to graduation and beyond as alumni. This may be accomplished by using advanced analytics and leveraging the amassed wealth of student data in order to better pinpoint student risk, surface systemic roadblocks, and accelerate the path to completion.

ANALYSIS:

The Office of Academic and Student Affairs has been working aggressively on implementing a series of projects and programs designed to enhance the work of many faculty and staff in reaching out to pre-collegiate student cohorts to improve their likelihood of attending four-year institutions of higher education, and MSU Denver in particular. Our continued success with programs such as the High School and Veteran's Upward Bound programs, summer science camps, after school enrichment programs at K-12 schools in our region are examples of these efforts.

We are also in the final stages of implementing a suite of technology services that will help us serve our incoming and current students more effectively:

Ellucian Recruiter is an electronic process for potential students and is tentatively scheduled to go live this month after working on it for over a year. Recruiter is a comprehensive solution that supports the entire recruiting and admissions lifecycle streamlining admissions operations while providing an engaging, personalized web experience for prospective students.

Student Success Collaborative: Under the direction of Provost Vicki Golich, Dean Sandra Haynes and CIO James Lyall are leading an initiative to explore implementing these comprehensive strategies at MSU Denver. A committee was formed and discovered that the Education Advisory Board (EAB) has developed the only end-to-end product that both horizontally and vertically integrates student academic success as measured by retention and graduation—the Student Success Collaborative (SSC). Horizontally SSC provides students and advisors with real-time assessment of academic performance and future success throughout their tenure at MSU Denver, including the ability to target alternative academic strategies (from course selection to different majors). Vertically SSC allows University administrators to access real-time performance of advising and student engagement units to know which programs or advisors are having success and which are in need of adjustments.

MSU Denver recently became a member of the SSC and has been collaborating with EAB consultants in preparation for an on-campus kick-off scheduled for March 12–13, 2015. Ned

Muhovich and advisors from the Office of Academic Advising, along with advisors from the College of Professional Studies, will be involved in the initial pilot program, which will be conducted during the spring and summer semesters. After the pilot program has been successfully completed, all advisors, chairs, deans, and senior administrators will be trained in the use of SSC in preparation for a possible University-wide rollout in fall 2015.

This initiative will benefit MSU Denver by

- Supporting the focus on retention and student success among advisors, academic departments, schools and colleges.
- Leveraging “big data” by analyzing past student performance at MSU Denver with the goal of identifying where students tend to struggle on their way to graduation, and to find the pathways and support services that most enable a student to be successful.
- Fostering a change in how advising is performed, shifting to a proactive intervention-based approach predicated on current behavioral outcome measures (academic performance) and future course requirements (success rate within upcoming courses by student’s ability and academic program cohort peers).
- Providing students and advisors course and academic major success metrics, including alternative course and academic major trajectories.

This information also can help University leadership answer questions such as

- Which degree programs have the most students at risk for not graduating?
- Where do we focus our efforts—colleges, schools, departments, cohorts or sub-populations of students—to achieve the greatest return on investment?
- How can technology help advisors be more efficient and strategic?
- How do we implement a culture of accountability as we track advising efforts?
- How can data support our efforts to help students make more informed academic decisions on their path to a degree?
- Can we use data to better diagnose the root-causes of programmatic barriers to completion?
- Are we on track to hit our tactical and strategic student success goals?

The SSC program is completely customized to MSU Denver’s academic programs and degree requirements and includes the flexibility of future customization as academic programs change. We also have an EAB support team dedicated to our project. Furthermore, as a member of the Collaborative, MSU Denver has access to a collection of services—from peer benchmarking to live webinars to national student success summits—designed to facilitate cross-membership learning and best-practice sharing.

The SSC program complements other tools we will be using on campus.

New “Connect U” Site has links to the services on the university website. There will be one log in instead of several to reach different parts of the website. The website can recognize if the user is a student, faculty, or staff. This is Phase 1 where it is simplifying the process. Changes will be available in April and content will be built through the summer.

Degree works is a web-based system that enables students and advisors to review past, present, and future academic coursework to evaluate which degree requirements are complete and which degree requirements are remaining. Students in the current catalog would begin using the degree works environment when they register for Spring 2016. Eventually this would replace CAPP, but there will be two systems for a while. Students from 2015 forward will be in degree works; we will start working back cohort by cohort getting prior catalogs worked into it.

New Email/Collaboration Suite (Office 365) is complete. Students have access to Microsoft Office and staff and faculty have access to several copies of the program.

These all replace some of the older, less user-friendly tools and should enhance the efficiency and effectiveness of our faculty and staff as they work with students to help them graduate in their chosen degree program.

AGENDA ITEM: Approval of Sabbatical Recommendations

BACKGROUND:

The processes for the granting of Sabbatical Leaves have been concluded, and we therefore submit the following recommendations for approval, pursuant to §3.3 of the Trustees Policy Manual.

ANALYSIS:

It is recommended by Metropolitan State University of Denver that the Board of Trustees approve the following:

RECOMMENDATIONS FOR SABBATICAL (20)

Dr. Pamela Ansburg (Fall)	Psychology
Dr. Angelica Bahl (Fall)	Marketing
Ms. Lynann H. Butler (Fall)	Human Services
Dr. Margaret Fraser (Spring)	Elementary Education and Literacy
Dr. Bill C. Henry (Spring)	Psychology
Dr. Ibon Izurieta (Fall)	Modern Language
Dr. Elizabeth Anne Kleinfeld (Fall)	English
Dr. Daniel A. Krasner (Year)	Philosophy
Dr. Robert Todd Laugen (Spring)	History
Dr. Letitia M. Pleis (Fall)	Accounting
Dr. Robert R. Preuhs (Spring)	Political Science
Dr. Carol Quinn (Year)	Philosophy
Dr. Ella Maria Ray (Spring)	Africana Studies
Dr. Bruce D. Rengers (Fall)	Nutrition
Dr. David K. Ruch (Spring)	Math & Computer Sciences
Dr. Robert T. Schatz (Fall)	Psychology
Dr. Linda Sundbye (Fall)	Math & Computer Sciences
Dr. Jefferey H. Taylor (Spring)	English
Dr. Brian S. Weiser (Year)	History
Dr. Michael L. Wray (Spring)	Hospitality, Tourism & Events

RECOMMENDATION:

The Academic and Student Affairs Committee recommend that the Board of Trustees approve the Sabbatical Leave requests.

AGENDA ITEM: **Office of Human Resources report of personnel actions for the Board's information, which have occurred since the last Board Meeting on December 5, 2014.**

BACKGROUND: Report includes appointments, retirements, resignations, promotions, reassignments, reclassifications and salary adjustments, which are delegated to the President and do not require approval by the Board of Trustees.

INFORMATION: The following personnel items are presented to the Board of Trustees as information.

APPOINTMENTS

Ms. Natascha Seideneck, Lecturer of Art, Semester Salary: \$24,590.00 – Effective January 20, 2015. (CATEGORY II FACULTY)

Ms. Meenakshi Venkataraman, Lecturer of Social Work, Semester Salary: \$24,250.00 – Effective January 20, 2015. (CATEGORY II FACULTY)

Ms. Tara Hammar, Lecturer of Human Services, Semester Salary: \$26,026.00 – Effective January 20, 2015. (CATEGORY II FACULTY)

Mr. Jerry Davidson, Lecturer of Computer Information Systems, Semester Salary: \$35,045.00 – Effective January 20, 2015. (CATEGORY II FACULTY)

Ms. Erin Bissell, Lecturer of Biology, Semester Salary: \$23,910.00 – Effective January 20, 2015. (CATEGORY II FACULTY)

APPOINTMENTS (Category I to Category II- Multi Year)

Mr. James Furrer, Lecturer of Communication, Arts & Sciences, Annual Salary: \$54,180.00 – Effective August 12, 2014.

RESIGNATIONS

Ms. Elisa Klitzke, Assistant Professor of Aviation & Aerospace Science, Effective May 31, 2015.
(Personal Reasons)

Ms. Cathryn Spangler-Hamer, Healthcare Reform/Benefits Specialist, Effective March 12, 2015.
(Personal Reasons)

Ms. Sarah Julion, HR Generalist, Effective January 9, 2015.
(Personal Reasons)

Ms. Angelina Ramos, Assistant Cross Country Coach, Effective January 5, 2015.
(Personal Reasons)

Ms. Julianna Hernandez, Coordinator, New Student Orientation, Effective January 2, 2015.
(Accepted position outside of University)

Ms. Kia Cha, Administrative Assistant, Effective December 31, 2014.
(Grant ended)

Ms. Vivian Aguirre, Supervisor of MST Systems, Effective December 31, 2014.
(Grant ended)

Mr. William Crockett, System Supervisor, Effective December 31, 2014.
(Grant ended)

Mr. Christopher Mason, System Supervisor, Effective December 31, 2014.
(Grant ended)

Ms. Cheryl King, Assistant Professor of Nursing, Effective December 31, 2014.
(Personal Reasons)

Dr. Ashby Butnor, Senior Lecturer of Philosophy, Effective January 9, 2015.
(Accepted position outside of University)

Ms. Brooke Dilling, Director of University Events, Effective October 10, 2014.
(Accepted position outside of University)

Mr. Frankie Trujillo, Budget and Fiscal Manager, Effective October 16, 2014.
(Personal Reasons)

Ms. Virginia Visconti, Service Learning Coordinator, Effective October 7, 2014.
(Personal Reasons)

Mr. Damen Tidwell, Academic Advisor- Business, Effective September 12, 2014.
(Personal Reasons)

Ms. Demetria Martinez-Andrews, Veteran Military Student Support Services, Effective September 12, 2014.
(Personal Reasons)

Ms. Gina Middleton, Assistant Director- Employment Services, Effective September 19, 2014.
(Contract ended)

Mr. Jacob Barnes, Administrative Assistant of Aviation & Aerospace Science, Effective August 28, 2014.
(Contract ended)

Dr. Tammy Heskeyahu, Staff Psychologist, Effective February 19, 2015.
(Personal Reasons)

Ms. Joan McDermott, Director of Intercollegiate Athletics, Effective March 31, 2015.
(Accepted position outside of University)

Ms. Lucinda Conde, Graduation Evaluator, Effective January 29, 2015.
(Accepted position outside of University)

Mr. Paul Ballard, Acting Associate Vice President of Enrollment Services, Effective March 31, 2015.
(Accepted position outside of University)

Ms. Carmen Mittler, Annual Fund Call Center Manager, Effective January 31, 2015.
(Personal Reasons)

Ms. Heather Lindsay-Carpenter, Assistant Director for Student Outreach and Recruitment, Effective January 9, 2015.
(Personal Reasons)

Ms. Tara McMurtry, Academic Assistant, Effective January 30, 2015.
(Personal Reasons)

Ms. Jessica Walters, Financial Aid Counselor, Effective December 12, 2014.
(Personal Reasons)

Ms. Valerie Villarruel, Admissions Counselor, Effective December 5, 2014.
(Personal Reasons)

Ms. Michele Ewoski, Graduation Evaluator, Effective December 31, 2014.
(Personal Reasons)

Ms. Judi Diaz-Bonacquisti, Associate Vice President of Enrollment Services, Effective January 4, 2015.
(Accepted position outside of University)

Ms. Karina Hultgren, Alternative Licensure Program Coordinator, Effective January 30, 2015.
(Personal Reasons)

Mr. Brian Hultgren, Associate Director of Financial Aid, Effective January 30, 2015.
(Personal Reasons)

Mr. Altaf Siddiqui, Assistant Director of Data and BRM, Effective March 31, 2015.
(Contract ended)

Ms. Cindy Anderson, Assistant Director of Academic Advising, Effective March 31, 2015.
(Contract ended)

Dr. Randy Hyman, Associate Vice President for Student Success, Effective March 31, 2015.
(Contract ended)

Ms. Melissa Gonzales, Systems & Training Accountant, Effective December 2, 2014.
(Personal Reasons)

Ms. Jasmine Nguyen, Records Specialist, Effective January 12, 2015.
(Personal Reasons)

Mr. Jason Doyle, Assistant to the Associate Vice President for Enrollment Services, Effective March 31, 2015.
(Personal Reasons)

Ms. Ryann Horn-Wegrzyn, Student Success Specialist- Immigrant Services Program, Effective February 28, 2015.
(Personal Reasons)

Mr. Christian Caldwell, Community Net Specialist, Effective February 14, 2015.
(Personal Reasons)

RETIREMENTS

Dr. Jane Broida, Professor of Leisure Studies, Effective August 31, 2015.

Dr. Monys Hagen, Professor of History, Effective May 31, 2015.

Ms. Barbara Gabriel, Senior Lecturer of History, Effective May 31, 2015.

Mr. Richard Beck, Director, ITS Application Services, Effective January 30, 2015.

Mr. David Bernstein, Director, Center for Effective Interventions, Effective December 31, 2014.

Ms. Paulette McIntosh, Director, TRiO High School Upward Bound, Effective February 28, 2015.

REASSIGNMENTS

Mr. John McDuffie, Advisor, Annual Salary: \$45,000.00 – Effective February 1, 2015. (FROM Administrative Assistant II (\$24,758.00) TO Advisor (\$45,000.00)) (FROM CLASSIFIED TO ADMINISTRATIVE)

Ms. Meghan Hartvigson-McIntyre, Interim Government Relations Coordinator, Annual Salary: \$55,132.00 – Effective January 26, 2015. (FROM Associate Director of Engagement & Campus Partnerships (\$55,132.00) TO Interim Government Relations Coordinator) (NO SALARY CHANGE)

Ms. Angela Bender, Assistant Director- Employment Services, Annual Salary: \$68,000.00 – Effective January 12, 2015. (FROM Interim Assistant Director-Employment Services TO Assistant Director- Employment Services) (NO SALARY CHANGE)

Ms. Linda Sivertson, Equity Assistant Specialist, Annual Salary: \$50,000.00 – Effective November 3, 2014. (FROM Administrative Assistant III (\$42,334.00) TO Equity Assistant Specialist (\$50,000.00)) (FROM CLASSIFIED TO ADMINISTRATIVE)

Ms. Cynthia Gibson, Family Literacy Program Instructor and Parent Facilitator, Annual Salary: \$31,500.00 – Effective March 16, 2015. (FROM Sociology and Anthropology Affiliate Faculty (\$5,700.00) TO Family Literacy Program Instructor and Parent Facilitator (\$31,500.00)) (FROM AFFILIATE TO ADMINISTRATIVE)

Ms. Sarah Hunsinger, Interim Assistant to the Associate Vice President of Enrollment Services, Annual Salary: \$46,100.00 – Effective April 1, 2015. (FROM Director, Student Concierge Desk (\$36,000.00) TO Interim Assistant to the Associate Vice President of Enrollment Services (\$46,100.00)) (FROM ADMINISTRATIVE TO INTERIM ADMINISTRATIVE)

Ms. Diane Watkins, ITS Communications Coordinator, Annual Salary: \$75,000.00 – Effective February 2, 2015. (FROM IT Professional I (\$65,277.00) TO ITS Communications Coordinator (\$75,000.00)) (FROM CLASSIFIED TO ADMINISTRATIVE)

Ms. Kimberly Wendt, Budget and Fiscal Manager, Annual Salary: \$47,000.00 – Effective March 1, 2015. (FROM Accounting Technician III (\$45,124.00) TO Budget and Fiscal Manager (\$47,000.00)) (FROM CLASSIFIED TO ADMINISTRATIVE)

RECLASSIFICATIONS

Ms. Elyse Menard, Administrative Services Coordinator, Annual Salary: \$42,201.00 – Effective March 16, 2015. (FROM BSW/MSW Program Support Staff (\$37,740.00) TO Administrative Services Coordinator (\$42,201.00))

Ms. Cathy Lucas, Associate to the President for Marketing and Communications/Chief of Staff, Annual Salary: \$145,000.00 – Effective January 1, 2015. (FROM Associate to the President for Marketing and Communications/Chief of Staff (\$125,020.00) TO Associate to the President for Marketing and Communications/Chief of Staff (\$145,000.00))

Ms. Amber Mozet, Assistant to the Director//HR Generalist, Annual Salary: \$56,000.00 – Effective March 1, 2015. (FROM Assistant to the Director/Administrative & Faculty Contracts Manager (\$51,000.00) TO Assistant to the Director/HR Generalist (\$56,000.00))

Ms. Megan Webb, Curriculum Manager, Annual Salary: \$57,260.00 – Effective July 1, 2014. (FROM Curriculum and Academic Policy Coordinator (\$49,791.00) TO Curriculum Manager (\$57,260.00))

Mr. Patrick Fay, Senior Admission Counselor, Annual Salary: \$42,000.00 – Effective March 1, 2015. (FROM Interim International Admission Counselor (\$37,740.00) TO Senior Admission Counselor (\$42,000.00))

Ms. Hanh Tran, Payroll Accountant, Annual Salary: \$47,000.00 – Effective November 17, 2014. (FROM Payroll Accountant (\$42,448.00) TO Payroll Accountant (\$47,000.00))

Ms. Jody Quintana, Administrative Coordinator, Annual Salary: \$46,200.00 – Effective April 1, 2015. (FROM Academic Office Assistant (\$46,114.00) TO Administrative Coordinator (\$46,200.00))

SALARY ADJUSTMENTS

Mr. Ethan Tsai, Assistant Professor of Chemistry, Annual Salary: \$52,410. 00 – Effective March 1, 2015.
(Salary increase due to bringing up to 89% of CUPA)

Ms. Megan Filbin, Associate Professor of Chemistry, Annual Salary: \$52,410. 00 – Effective March 1, 2015.
(Salary increase due to bringing up to 89% of CUPA)

PROMOTIONS

Ms. Jennifer Dechant, Executive Assistant to Vice President and Associate Vice President of Administration, Finance and Facilities, Annual Salary: \$53,200.00 – Effective December 1, 2014. (FROM Facilities Office Manager (\$48,420.00) TO Executive Assistant to Vice President and Associate Vice President of Administration, Finance and Facilities (\$53,200.00))

Mr. Damen Glover, Facilities Office Manager, Annual Salary: \$49,214.00 – Effective March 16, 2015. (FROM Project Management Workflow Coordinator (\$36,891.00) TO Facilities Office Manager (\$49,214.00))

Ms. Hsiu-Ping Liu, Associate Professor of Biology/Director for Center for Advanced STEM Education, Annual Salary: \$74,168.00 – Effective January 1, 2015. (FROM Associate Professor of Biology (\$61,807.00) TO Associate Professor of Biology/Director for Center for Advanced STEM Education (\$74,168.00))

Ms. Fabiola Mora, Assistant Director- Advising and Student Success, Annual Salary: \$53,000.00 – Effective February 1, 2015. (FROM Academic Advisor and Community Project Coordinator (\$45,900.00) TO Assistant Director- Advising and Student Success (\$53,000.00))

Ms. Pamela Osborne, Director of TRiO High School Upward Bound, Annual Salary: \$63,767.00 – Effective March 2, 2015. (FROM Assistant Director of TRiO High School Upward Bound (\$56,531.00) TO Director of TRiO High School Upward Bound (\$63,737.00))

Ms. Debbie Magana, Compensation & Classification Specialist, Annual Salary: \$50,000.00 – Effective March 1, 2015. (FROM HR Generalist (\$40,000.00) TO Compensation & Classification Specialist (\$50,000.00))

Mr. Matthew Kring, Associate Director of Academic Success, Annual Salary: \$60,429.00 – Effective December 1, 2014. (FROM Assistant Director of Student Academic Success & Intervention (\$48,607.00) TO Associate Director of Academic Success (\$60,429.00))

Ms. Jamie Hurst, Interim Director of Alumni Relations & Giving, Annual Salary: \$77,418.00 – Effective March 1, 2015. (FROM Director of Annual Fund (\$67,320.00) TO Interim Director of Alumni Relations & Giving (\$77,418.00))

Mr. Michael Erskine, Director, Educational Technology Center, Annual Salary: \$108,875.00 – Effective January 1, 2015. (FROM Assistant Director, Educational Technology Center Learning Spaces (\$69,743.00) TO Director, Educational Technology Center (\$108,875.00))

Ms. Brandi Scott, Director, TRiO Student Support Services, Annual Salary: \$59,500.00 – Effective January 1, 2015. (FROM Coordinator of Supplemental Instruction (\$46,129.00) TO Director, TRiO Student Support Services (\$59,500.00))

Ms. Morgan Raleigh, Associate Director Admissions- Transfer Services, Annual Salary: \$55,158.00 – Effective January 12, 2015. (FROM Assistant Director of Admissions- Transfer Services (\$51,000.00) TO Associate Director Admissions- Transfer Services (\$55,158.00))

Mr. Tomasz Imiolczyk, Assistant Director of Academic Advising- Letters, Arts & Sciences, Annual Salary: \$53,491.00 – Effective September 1, 2014. (FROM Academic Advisor (\$45,991.00) TO Assistant Director of Academic Advising- Letters, Arts & Sciences (\$53,491.00))

Ms. Michelle Dupuis, Assistant Director of Academic Advising- Undeclared, Annual Salary: \$63,657.00 – Effective October 1, 2014. (FROM Coordinator, Peer Advising (\$61,548.00) TO Assistant Director of Academic Advising- Undeclared (\$63,657.00))

PROMOTION TO PROFESSOR (20)

Dr. Jill Adams	English
Dr. Russell Barrows	Chemistry
Dr. Nels Grevstad	Math & Computer Science
Mr. David Kish	Music
Dr. Jason Miller	English
Dr. Douglas Petcoff	Biology
Dr. Maria Rey-Lopez	Modern Language
Dr. Aaron Richmond	Psychology
Dr. Susan Schelble	Chemistry
Dr. Stella Todd	Earth & Atmospheric Science
Mr. Jacob Welch	Theatre
Mr. Kenneth Bisio	Journalism & Technical Communication
Dr. Allison Cotton	Criminal Justice & Criminology
Mr. David Klein	Industrial Design
Dr. Christine Odell	Human Performance & Sport
Dr. Mary Sawaya	Nursing
Dr. Linda Stroup	Nursing
Dr. Lisa Altemueller	Elementary Education and Literacy
Dr. Nhu Nguyen	Human Performance & Sport
Dr. Chad Gruhl	Hospitality, Tourism & Events