

Clarion University
Council of Trustees' Regular Meeting
209/210 Tippin Gymnasium
Clarion, PA 16214
Thursday, February 20, 2020
7:00 p.m.

Revised Agenda

Pledge of Allegiance

Call Meeting to Order and Roll Call of Board Members

Public Comments

Consent Agenda Chair, JD Dunbar

1. Approval of the Proposed Changes to Council of Trustees Bylaws – See Item 1
2. Approval of November Council of Trustee Meeting Minutes – See Item 2

RESOLVED, that the Council of Trustees, Clarion University, approve the Consent Agenda for November 21, 2019.

Report of Middle States Process, Priorities, and Proposed Outcomes David Hartley,
Suzie Boyden & Adam Roberts

Report of the Board of Governors..... Neil Weaver

Report of University Advancement Jim Geiger

Report of Clarion Student Senate Brianna Shepherd

Report of Student Trustees Tree Zuzzio

Report of Student Affairs Susanne Fenske

Report of Faculty Senate Jim Lyle

Report of Finance, Administration and Facilities Len Cullo

1. Grant Awards and Contracts – See Item 3
2. Status of Facilities Report – See Item 4

Report of Enrollment Management David Dollins

Report of Academic AffairsPam Gent

Committee Reports.....JD Dunbar

Report of PACT Milissa Steiner Bauer

Report of the Clarion University Foundation, Inc. Milissa Steiner Bauer

Report of the PresidentPresident Pehrsson

Report of Council ChairJD Dunbar

Other BusinessJD Dunbar

1. Unfinished Business
2. New Business

Human Resources – See Item 5

Important Dates

- Council of Trustees’ Upcoming Meeting Date: February 20, April 16, July 16
- Student Trustee Interviews – March 23
- Chancellor’s Visit to Clarion – April 7
- Week of Equity – March 30-April 4
- Spring PACT – April 23 & 24
- Spring Commencement, Friday, May 1 (Venango); Saturday, May 2 (Clarion)

Adjournment



CLARION UNIVERSITY

COUNCIL OF TRUSTEES
CLARION UNIVERSITY OF PENNSYLVANIA
PENNSYLVANIA STATE SYSTEM OF HIGHER EDUCATION

Bylaws

Revised November 21, 2019

Preamble

Whereas, the Council of Trustees of Clarion University of Pennsylvania is a body of the State System of Higher Education of the Commonwealth of Pennsylvania (hereinafter "Council of Trustees"); and,

Whereas, the Council of Trustees is desirous of revising its Bylaws to regulate its governance for the purpose of expediting the faithful discharge of its statutorily conferred duties; and,

Whereas, Act 188 of 1982, § 20-2009-A authorizes the Council of Trustees to take such action as may be necessary to effectuate the powers and duties delegated therein; and,

Now therefore, the Council of Trustees does hereby enact and establish the following Bylaws as of the date of approval noted below and rescinds all previously enacted Bylaws.

REVISED AND APPROVED BY THE CLARION UNIVERSITY OF
PENNSYLVANIA COUNCIL OF TRUSTEES ON NOVEMBER 21, 2019.

TABLE OF CONTENTS

Article I – Definitions	3
Article II – Powers and Duties	
Section I. Powers and Duties	3
Article III – Membership	
Section I. Council	4
Section II. Term	4
Section III. Member Responsibility	5
Article IV – Meetings	
Section I. Regular Meetings.....	5
Section II. Annual Meetings.....	5
Section III. Special Meetings	5
Section V. Quorum	6
Section VI. Order of Business.....	6
Section VII. Parliamentary Procedure	6
Article V – Council of Trustees	
Section I. Officers	6
Section II. Chairperson	6
Section III. Vice Chairperson	7
Section IV. Secretary	7
Section V. Election.....	7
Section VI. Vacancies.....	7
Article VI – Committees	
Section I. Standing Committees	7
Section II. Other Committees.....	8
Article VII – Chief Executive Officer of Institution	
Section I. The President	8
Article VIII – Amendment of the Bylaws	8

Article I – DEFINITIONS

Definitions, as used in these Bylaws include:

1. “Council of Trustees” means the Clarion University of Pennsylvania Council of Trustees.
2. “University” means Clarion University of Pennsylvania.
3. “Chair” means Chair of the Clarion University of Pennsylvania Council of Trustees.
4. “Board” means Board of Governors of the Pennsylvania State System of Higher Education.
5. “Fiscal Year” means the same as the University's fiscal year.
6. “President” means President of Clarion University of Pennsylvania.
7. “Chancellor” means the chief executive officer of the Pennsylvania State System of Higher Education.

Article II – POWERS AND DUTIES OF THE COUNCIL OF TRUSTEES

Section I. Powers and Duties:

- A. As delineated in Act 188, Section 20-2009-A, the responsibilities of the Council of Trustees include the following:
 1. To make recommendations to the Chancellor for the appointment, retention, or dismissal of the President following consultation with students, faculty, and alumni.
 2. In accordance with the evaluation procedure established by the Board, each Council shall conduct an evaluation of the President and forward the results of that evaluation with recommendation to the Chancellor for submission to the Board.
 3. To assist the President in developing proper relations and understanding between the institution and its programs and the public, in order to serve the interests and needs of both.
 4. To review and approve the recommendations of the President as to standards for the admission and the student code of conduct.
 5. To review and approve the recommendations of the President pertaining to the policies and procedures governing the use of institutional facilities and property.

6. To approve schools and academic programs.
 7. To review and approve the recommendations of the President pertaining to annual operating and capital budget requirements for forwarding to the Board.
 8. To review and approve charges for room and board and other fees except student activity fees.
 9. To conduct an annual physical inspection of facilities and make recommendations regarding maintenance and construction to the Board.
 10. To review and approve all contracts and purchases negotiated or awarded by the President with or without competitive bidding and all contracts for consultative services entered by the President.
 11. To represent the institution at official functions of the Commonwealth.
 12. To take such other action as may be necessary to effectuate the powers and duties herein delegated.
- B. The Council shall follow all directives issued by the Board in fulfillment of its statutory obligations under Act 188 of 1982.

Article III – MEMBERSHIP

Section I. Council:

The Council shall consist of eleven (11) members, who, except for the student member, shall be nominated and appointed by the Governor with the advice and consent of the Senate. At least two (2) members of the Council shall be alumni of the institution. The Chancellor shall serve as an ex-officio member of the Council. The President shall have the right to attend all meetings of the Council and speak on all matters before the Council.

Section II. Term:

Except for the Student Trustee, the terms of each member of the Council shall be six years, and until his/her successor is appointed and qualified, as defined in the Public School Code of 1949, as amended, and such rules and regulations as are applicable. One (1) member of each Council shall be a full-time undergraduate student in good academic standing, other than a freshman, enrolled for at least twelve (12) semester hours at the University. The student member shall serve a term of four (4) years or as long as he/she is a full-time undergraduate student in attendance at the University, whichever period is shorter, and is in good academic standing. Vacancies occurring before the expiration of the term of any member shall be filled in like manner for the un-expired term. Student members of the Council of Trustees shall be appointed by the Governor and shall not be subject to Senate confirmation.

Section III. Member Responsibility:

- A. Council members are expected to regularly attend or otherwise participate in all Council meetings electronically. Given that Council meetings for the academic year are announced in advance, Council members should plan their schedules so as to be in attendance at as many meetings possible. If a Trustee fails to attend three meetings in succession without presenting a reasonable excuse to the Chair of the Council, the Chair may communicate in writing to the Trustee and ask him or her to reconsider the commitment made to serve on the Council and to give thought to resignation if his or her circumstances are such that active involvement in the work of the Council will not be possible. Copies of any such correspondence should be forwarded to the Pennsylvania State System of Higher Education Office of the Chancellor and to the Office of the Governor.
- B. Trustee Accountability and Evaluations are to be conducted annually by each trustee for their respective review and a review as the Council operating as whole body. These documents will remain at the University.

Article IV –
MEETINGS

Section I. Regular Meetings:

A regular meeting of the Council of Trustees shall be held not fewer than five times each year on the campus of Clarion University of Pennsylvania. At the time of adjournment, the Council shall provide, by resolution, the time and place for holding the next regular meeting.

Section II. Annual Meetings:

The annual Meeting of the Council of Trustees shall be at the regular meeting held in the fourth quarter of each fiscal year.

Section III. Special Meetings:

Special meetings may be called at any time by the Chairperson of the Council of Trustees. Special meetings shall be called by the Chairperson

of the Council of Trustees upon the request of three members of the Council or upon the request of the President of the University.

Section IV. Public Notice:

Public notice will be provided of all regular and special meetings of the Council of Trustees and its standing and special committees as required by the Pennsylvania Sunshine Act.

Section V. Quorum:

Six members of the Council shall constitute a quorum.

Section VI. Order of Business:

At all regular meetings the order of business shall be as follows:

- A. Roll Call
- B. Pledge of Allegiance
- C. Approval of Minutes of Previous Meeting
- D. Public Comments
- E. Approval of Consent Agenda
- F. Reports of Administration, Students, Faculty, Boards and Standing Committees
- G. Reports and Recommendations of the President
- H. Report of Special Committees
- I. Unfinished Business
- J. New Business
- K. Adjournment

Section VII. Parliamentary Authority:

Robert's Revised Rules of Order shall be the guide for the Council in determining questions of parliamentary procedure not herein specifically provided, consistent with the Pennsylvania Sunshine Act.

Article V – OFFICERS

Section I. Officers:

The officers of the Council shall be a Chairperson, a Vice Chairperson, and a Secretary who shall be elected by and from among its members.

Section II. Chairperson:

The Chairperson of the Council of Trustees shall preside at the meetings of the Council and shall perform all other functions pertaining to the office of the presiding officer. The Chairperson of the Council of Trustees shall appoint the standing Committees and such other committees as may be necessary. The Chairperson of the Council of Trustees shall be an ex-officio member of all committees.

Section III. Vice Chairperson:

The Vice Chairperson of the Council of Trustees shall, upon the death, absence, resignation, disability, or disqualification of the Chairperson, perform the duties of the Chairperson until the Chairperson shall resume the office or a successor shall have been elected, as herein provided.

Section IV. Secretary:

The secretary of the Council of Trustees shall attend the meetings of the Council and record the proceedings in minutes which shall be submitted for approval at each subsequent regular meeting of the Council. The Secretary shall be custodian of the records of the Council during the Secretary's term of office. The Secretary shall be responsible for notifying the members of the Council of Trustees relative to the time and place of all meetings of the Council. In the case of special meetings, the purpose for which the special meeting is called shall be given in the notice, and the business transacted at such meeting shall be limited to the purpose stated in the call.

Section V. Election:

The officers of the Council shall be elected at the Annual Meeting of the Council and shall hold office until successors are elected.

Section VI. Vacancies:

An election to fill the vacancy of an officer of the Council may be held at any meeting of the Council of Trustees.

Article VI – COMMITTEES

Section I. Standing Committees:

The Council of Trustees may establish one or more standing committees whose function, membership, and manner of appointment shall be as follows or as the Council shall determine:

- A. An Executive Committee of the Council's current officers;
- B. A Nominating Committee of three members who shall be appointed by the February meeting of each year;
- C. A Facilities Committee of three members;
- D. A Naming Committee of three members;
- E. Finance Committee of five members, including the Executive Committee and two additional trustees;
- F. An Academic Affairs Committee of three members;
- G. A President's Evaluation Committee of three members;

- H. The Chairperson of the Council of Trustees may appoint additional members to the standing Committees.

Section II. Other Committees:

The Chairperson of the Council of Trustees may appoint other committees as necessary for the transaction of business as authorized by the Council of Trustees.

Article VII –
CHIEF EXECUTIVE OFFICER OF THE INSTITUTION

Section I. The President:

The University President is the University's chief executive officer and shall have the right to attend all meetings of the Council and speak on all matters before the Council. Within the powers and constraints of Act 188 of 1982 amended, the President is charged with carrying out the Trustees' policies and programs and administering the educational and business affairs of the University. The President shall advise the Council on all matters where Council must take official action. The President is charged with supplying the Council with sufficient information for its decision making. The President shall call upon the Trustees for objective counseling and advice. When acting for the Council, the President is expected to adhere faithfully to the Council's policies.

Article VIII –
Amendment of the Bylaws

Section I. Amendment of the Bylaws:

These By-laws may be amended at any meeting of the Council of Trustees by two-thirds (2/3) vote of the members present provided that a quorum shall be present, and provided further that the proposed change shall have been submitted in writing to the members of the Council at least thirty (30) days prior to the meeting.

Adopted 7/1/83; Revised 7/10/96; Revised 7/20/00; Revised 11/21/02;
Revised 9/16/04; Revised 2/21/13; Revised 10/31/19.

It is the policy of Clarion University of Pennsylvania that there shall be equal opportunity in all of its educational programs, services and benefits, and there shall be no discrimination with regard to a student's or prospective student's race, color, religion, sex, national origin, disability, age, sexual orientation/ affection, gender identity, veteran status or any other factors that are protected under local, state, and federal laws. Direct equal opportunity inquiries to assistant to the President for social Equity, 207 Carrier administration Building, Clarion, Pa 16214-1232, 814-393-2109.

MINUTES OF THE MEETING OF THE COUNCIL OF TRUSTEES
CLARION UNIVERSITY OF PENNSYLVANIA
THURSDAY, NOVEMBER 21, 2019
108 EAGLE COMMONS
CLARION, PA 16214
PUBLIC MEETING
7:00 P.M.

I. RECORDING OF ATTENDANCE

Chairwoman JD Dunbar called the meeting to order at 7:10 p.m. with the following Trustees present:

Ms. Milissa Steiner Bauer, Vice Chairwoman
Mrs. Susanne Burns
Ms. JD Dunbar, Chairwoman
The Honorable R. Lee James
Mr. James Kifer, Secretary
The Honorable Donna Oberlander
Mr. Larry Pickett
Mr. Howard Shreckengost
Mr. Neil Weaver
Mr. Tree Zuzzio

The following members of the University administration attended the meeting:

Dr. Dale-Elizabeth Pehrsson, President
Dr. Jeffery Allen, Dean, Health Sciences and Human Services
Mr. Len Cullo, Vice President, Finance and Administration
Dr. Laura Delbrugge, Dean, College of Arts and Sciences
Mr. David Dollins, Vice President, Enrollment Management
Dr. Susanne Fenske, Vice President, Student Affairs
Dr. Phillip Frese, Dean, College of Business and Information Sciences
Mr. James Geiger, Vice President, University Advancement
Dr. Pam Gent, Provost and Academic Vice President
Dr. Gwen Price, Dean, School of Education

II. PUBLIC COMMENTS – NONE

At this time, Trustee Oberlander introduced guest LeRoy Kline, CEO and President of Delta Development and CU alumnus. He spoke of the window opportunities for the University developing strategies for the Clarion Blueprint Committee efforts and the True North Initiative. He addressed unique underlying factors of community and economic viability project planning.

Dr. Barry Sweet, professor, Political Science, introduced Amber Smoyer, senior political science major, who participated in the THIS Internship during the spring semester. She spoke about her educational experience and her 15-week internship working in the Democratic House Legislative and Policy Research office.

Jim Geiger introduced David Reed, President-Elect of the Clarion Alumni Association, who attended the meeting. He spoke of their efforts to move alumni engagement forward and fundraising.

Chairwoman Dunbar introduced alumnus Michael Chapaloney. He gave his perspective on how to engage as a board, regional alumni chapters, online advertising and engaging alumni through social media.

III. APPROVAL OF THE CONSENT AGENDA

Chairwoman Dunbar presented the items on the Consent Agenda and asked if any items needed to be removed for further discussion.

1. Approval of the September 19, 2019, meeting minutes
2. Approval of the Certification of Foundation Compliance
3. Approval of the Certification of the CSA Compliance
4. Approval of the Trustee Finance Committee Purchasing Report

A motion was made by Trustee Weaver, seconded by Trustee Zuzzio, to approve the November 21, 2019, Consent agenda. The motion carried unanimously.

IV. AUDITOR'S REPORT FOR YEAR ENDED JUNE 30, 2019

Ms. Nancy Gunza and Mr. Jared Clark, CliftonLarsonAllen, presented the University's audited financials for the prior year. She reviewed the Responsibilities in a Financial Statement Audit, Governance Communication and 2019 Financial Results. During the audit process, CliftonLarsonAllen performed an audit of the financial statements of Clarion University in accordance with generally accepted auditing standards.

V. REPORT OF FACULTY SENATE

Dr. Jim Lyle provided the Faculty Senate update.

VI. REPORT OF CLARION STUDENT SENATE

Brianna Shepherd, President, reported that the Rules and Regulations Committee has approved two new clubs. Campus safety performed the annual safety walk through with Chief Hendershot. This was the first time they walked through Reinhard Villages. The scholarship application is live for the students-in-need scholarship. She introduced Chelsea Mason, Student Relations Chair, who talked briefly about the planning and hosting of the Social Equity dinner held last week.

VII. REPORT OF ENROLLMENT MANAGEMENT

David Dollins reported they are currently working on fall 2020 enrollment. In December, they are holding an Admission's Yield Boot Camp with a consultant in to train the staff. They will meet with high school guidance counselors to review the admissions process. We are working to get the estimated award letters out to families by mid-December. He recently hired a new admissions counselor to assist with academic recruitment with freshman and transfer students.

VIII. REPORT OF UNIVERSITY ADVANCEMENT

Jim Geiger reported he is working with the Admissions team to market in areas where we need to increase enrollment. Alumni engagement and fundraising is going well.

IX. REPORT OF STUDENT AFFAIRS

Susanne Fenske reported that the athletes are in Tippin Gymnasium. Housing sign-ups are going on now. The staff is working on January orientation and setting dates for summer orientations. The Health and Wellness Center received accreditation for the fourth year in a row. Earlier today, Student Affairs hosted their second Safe School Summit with 130 in attendance.

X. REPORT OF ACADEMIC AFFAIRS

Provost Pam Gent updated the trustees on several points of pride including the Department of English and Modern Languages who hosted over 150 area high school students and teachers on October 30. Our Math faculty hosted its 35th Annual Mathematics Competition that included 20 students and 29 school districts. Our planetarium was recently selected as the November "*Planetarium of the Month*" by International Planetarium Society.

XI. REPORT OF FINANCE AND ADMINISTRATION

Len Cullo reported he got word the ADA project improvements have been awarded and they will get started in spring/summer months.

XII. COMMITTEE REPORTS

The Trustees Executive Committee met last week and the minutes will be distributed to the full Council.

XIII. REPORT OF THE BOARD OF GOVERNORS

Trustee Weaver announced that the BOG met on October 17 at Kutztown University. The Board asked the Governor for \$5 million over the next five years for learning technology and shared services.

XIV. PACT REPORT

Trustee Bauer reported they held their regional meeting last week where they updated their bylaws. She reminded the trustees that the next meeting would be April 23 & 24, 2020 in Harrisburg. She indicated they plan to hold an alumni event at this time.

XV. REPORT OF THE UNIVERSITY FOUNDATION, INC.

Trustee Bauer reported that the Foundation updated their bylaws and are working with the University on housing affordability for students.

XVI. REPORT OF THE PRESIDENT

Dr. Dale noted that she recently hosted Pizza with the President at Clarion and Venango campuses. She is also hosting several holiday open houses at the President's Residence with various boards and leadership groups. She has implemented two task forces, the President's Diversity Advisory Council and President's Commission on Sustainability, both who will give their recommendations to the President. She announced the new slogan for Clarion University—"Wings Up."

XVII. REPORT OF COUNCIL CHAIR

Chairwoman Dunbar reported that the trustees held their annual retreat on October 31 & November 1 with the President and PEC in attendance. They developed their own goals and further refined what they hope to be able to accomplish with an emphasis on social capital. She referenced to words in the alma mater relative to the Clarion River and gave a book "Peace Like a River" to trustee Jim Kifer for his work in Community Development.

XVIII. UNFINISHED BUSINESS – NONE.

XIV. NEW BUSINESS – NONE.

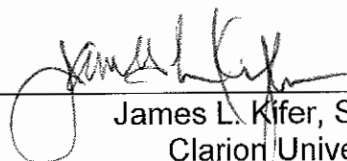
XX. ADJOURNMENT AND NEXT MEETING

A motion was made by Trustee Oberlander to adjourn the meeting, seconded by Trustee Zuzzio. The motion carried unanimously.

Meeting adjourned at 9:07 p.m.

The next meeting of the Council of Trustees will be Thursday, February 20, 2020.

Respectfully submitted



James L. Kifer, Secretary
Clarion University
Council of Trustees

Clarion University of PA
New Grants and Contracts
11/1/2019 and 1/31/2020

Item 3

Grant Name	Amount	Director
SW-Engage 19-20	\$ 7,200	Ms. Cynthia Nellis
NC-Engage 19-20	\$ 23,250	Ms. Cynthia Nellis
NW-Engage 19-20	\$ 14,000	Ms. Cynthia Nellis
It's on US PA Grant	\$ 29,991	Mr. Stephan Brooks

Clarion University
Information Items for February 20, 2020, Council of Trustees' Meeting
Status of Facilities Projects

Building	Project	Number	Fund Source	Amount	Status	Project Completion Date
Tippin Gym	Renovation/Construction	CL-696	CA	\$41,900,000	C	December 2019
Stevens/Moore Hall	ADA Accessibility Improvements	CL-775	CA	\$5,000,000	UC	TBD
Still Hall	Roof Replacement	CL-786	DM	\$150,000	ID	August-2020
Still Hall	Server Room Fire Extinguishing	CL-796	DM	TBD	RB	June 2020
Suhr Library	HVAC & Electrical Upgrade	CL-	G	\$300,000	C	January 2020
Office Consolidation	Facility Space Renovation, Consolidation, and Demolition	CL-404-64	CA	\$7,300,000	ID	TBD

Notes -

Still Hall Roof Replacement - *Project deferred now to Summer 2020 for proper review and design prior to work completion*

Still Hall Server Room Fire Extinguishing - *Single bid received was double the estimated project cost; new bids being sought using an alternative fire suppression system that should be within budget*

Source of Funds	Status
EG = Education & General Funds	P = Planning
AX = Auxiliary	ID = In Design
DM = Deferred Maintenance	B = Bidding/Contracting
CA = Capital Appropriation	UC = Under Construction
G = Grants	C = Complete
SA = Student Assessment	AF = Awaiting Funds
SR = Special Revenue (e.g., Parking Fees, etc.)	AS = Awaiting Scheduling
CL = Cancelled	RB = Rebid

Human Resource Report
February 20, 2020

A. Academic Affairs

1. Appointments

Faculty – E & G Funded

Department	Percent Time	Number Faculty Appointed	Term
Education	25%	1	01/04/2020 – 05/22/2020
	50%	1	01/04/2020 – 05/22/2020
English/Modern Language	100%	1	01/04/2020 – 05/22/2020
Finance	25%	3	01/04/2020 – 05/22/2020
	50%	1	01/04/2020 – 05/22/2020
Human Services, Rehabilitation, Health & Sport Sciences	25%	3	01/04/2020 – 05/22/2020
	28%	1	01/04/2020 – 05/22/2020
	100%	1	01/04/2020 – 05/22/2020
Library Science	25%	13	01/04/2020 – 05/22/2020
Management/Marketing	75%	1	01/04/2020 – 05/22/2020
Nursing	25%	3	01/04/2020 – 05/22/2020
	40%	1	01/04/2020 – 05/22/2020
	50%	5	01/04/2020 – 05/22/2020
	60%	2	01/04/2020 – 05/22/2020
	80%	5	01/04/2020 – 05/22/2020
	83%	1	01/04/2020 – 05/22/2020
	100%	1	01/04/2020 – 05/22/2020
Psychology	25%	1	03/16/2020 – 06/08/2020
	50%	2	01/04/2020 – 05/22/2020
Special Education	25%	3	01/04/2020 – 05/22/2020
	33%	2	01/04/2020 – 05/22/2020
	50%	1	01/04/2020 – 05/22/2020
Visual/Performing Arts	50%	1	01/04/2020 – 05/22/2020

Grant FundedManagement / Staff

Wehr, Matthew; Computing Services Department, December 9, 2019

Vega, Juanice; College of Business Administration/Information Sciences, Interim Assistant Dean, August 19, 2019

Administrator

Lind, Shawna, Admissions Counselor, SUA 1, Full-Time, Regular, Admissions, November 4, 2019

Support Staff

Rodgers, Brittany, Medical Records Assistant, Full-Time, Regular, N/W Alliance, February 3, 2020

Jones, Ronda, Medical Records Assistant, Full-Time, Regular, N/W Alliance, February 3, 2020

Murtha, Rebecca, Clerk Typist 2, Full-Time, Regular, N/W Alliance, January 2, 2020

DeMaura, Alyssa, Clerk Typist 1, Full-Time, Regular, Registrar, December 2, 2019

Goodwin, Christa, University Register Nurse, Full-Time, Regular, N/W Alliance, December 23, 2019

Dinger, April, Clerk Typist 2, Full-Time, Regular, N/W Alliance, December 2, 2019

Pearce, Mellisha, Fiscal Assistant, Full-Time, Regular, N/W Alliance, December 2, 2019

Griep, Jacqueline, Medical Records Assistant, Full-Time, Regular, N/W Alliance, November 18, 2019

Ortiz, Natalie, Management Technician, Full-Time, Regular, Student Financial Services, November 11, 2019

2. Appointment – Temporary

Support Staff

Burke, John, Library Assistant 1, Part-Time, As needed, Temporary, Library, December 2, 2019

McCauley, Danielle, Library Assistant 1, Part-Time, As needed, Temporary, Library, December 2, 2019

3. Classification

Support Staff

Crusan, Kimberly, Clerk Typist 3 (from Clerk Typist 2), Nursing Department, October 28, 2019

4. Retirement – Resignation

Support Staff

Beichner, Jayne, Library Technician, Carlson Library, January 3, 2020

Shank, Brenda, University Registered Nurse, N/W Alliance, December 31, 2019

B. Finance and Administration

1. Appointment - Promotion

Support Staff

Goodman, Heather, Custodial Worker 1, Full-Time, Regular, Facilities Management,
December 9, 2019

Radaker, Scott, Custodial Worker 1, Full-Time, Regular, Facilities Management, December 9, 2019

2. Appointment – Lateral

Support Staff

Ortiz, Natalie, Fiscal Assistant, Full-Time, Regular, Budget & Accounting (from SFS),
January 21, 2020

C. Student Affairs

1. Appointments

Coach

Newton, Michael, Assistant Football Coach, Intercollegiate Athletics, Full-Time, Regular,
February 3, 2020

Hanhold, Matthew, Assistant Football Coach, Intercollegiate Athletics, Full-Time, Regular,
February 3, 2020

Spencer, Marcus, Assistant Football Coach, Intercollegiate Athletics, Full-Time, Regular,
February 11, 2020

2. Resignations

Coach

Eger, Charles, Assistant Football Coach, Intercollegiate Athletics, Resignation, December 31, 2019