

AGENDA

Planning and Budget Committee (PBC)

November 17, 2020 /10:30 AM – 12:00 PM

1. Call to order: Dr. Michael

- Roll Call/Attendance (members can update the roster in the Files folder in the Team site)
 - See Attached

2. Roster of 10/20/20

- Please review the roster updated 10/19/20 on MS Teams for the October meeting, and let Shirley Nilsen know if anything needs to change.
- Comments on Meeting Notes from 10/20/20 (in MS Teams folder as well, for this meeting)

3. Old Business

- Link for 10/27 Finance Open Forum
 - <https://www.uhcl.edu/about/administrative-offices/finance/reports>
 - Contains video link and presentation slides link, plus link to UHS financial reports for UHCL (latest is 2019)
 - Will also contain answers to chat room questions at some point
 - Mark committed to submit the question responses to Mar/Comm today (11/17/2020) for posting.
- Latest Legislative Action Request (LAR) is here (from August 2020)
 - <https://www.uhcl.edu/about/administrative-offices/budget/state-budget-report>
 - Deja Sero addressed a general overview of what the LAR is:
 - Legislative Appropriations Request – submitted every two years, in advance of the upcoming Legislative Session.
 - Normally submitted in May, with a revision following questions from the Legislative Budget Board in Oct.
 - It is the detailed report of our appropriations, and our detailed request for the upcoming session, to be received (if approved) in the next Biennium.
 - The first few pages are the University Administrative Narrative and is the most helpful to understand the key requests of the University.
 - For the 2022-2023 biennium, UHCL followed primarily the priority order for UHS, which was also in line with the requests of all Texas Public University system – to have a consolidated request.

- The Legislative Budget Board (LBB) analyzes our LAR submissions and briefs the Legislators as they begin their sessions to fully understand the impact to the State if they were to support our requests.
- Key priorities to UHCL were:
 - Restoration of the Formula Fund rate
 - Restoration of the FY2020-2021 5% reduction in funding
 - Support for Expansion funding (previously Downward Expansion)
 - Hazelwood Exemption
 - Texas Grant funding
 - Tuition Revenue Bond – for construction of STEM II, and renovation funding to Bayou, SSCB, Delta and Pearland Health Science Bldg
- Future questions can be submitted, and a summary response will be provided.

4. New Business/Announcements

- Ms. Deja Sero, Director Office of Planning & Budget: Planning & Budget Calendar for FY21
 - Ms. Deja Sero shared a copy of the FY2021 Planning and Budget Calendar,
 - A copy is also in the TEAMs folder included as the files for this meeting (2020-11-17) and is attached to these notes.
 - Key items:
 - Few tuition and fee updates, as UHCL submitted two year's rates in the prior year, and few are anticipated this year.
 - One anticipated increase to the minimum Meal Plan for residents of Hunter Residence Hall – increasing it from \$1,000/Semester to \$1,400/Semester.
 - No other increases are expected
 - State will adjust the Statutory Rate for both Resident and Nonresident Undergrad and Grad tuition – no increase is expected for Residents. Possible increases or decreases for Nonresidents.
 - Because the Legislative Session will not close until late May, our budget will not be final and approved until the August Board of Regents meeting, but we will be developing our budget from January to May, seeking to finalize the budget in May, with only adjustments based on final state funding outcomes from the Legislative Session.
 - Budget Initiatives will be limited this year, with focus on connection to the objectives of the University's Strategic Plan
 - Focus of VPA&F:
 - Better collection of initiatives from all areas
 - Clearer review and analysis process expectations
 - Summary to PBC during May-June when the budget is final
- From VP Denney: Strategic Hiring Committee results from June – October (spreadsheet file)
 - This is a data export from our automated system for processing hiring actions.
 - If there are questions, this would help clarify and improve the format of this report
- Q&A from Committee

- No questions from the Committee
- Announcements
 - Ms. Usha Mathew, former Associate Vice President for Finance has been promoted to Assistant Vice President, University Controller at the University of Houston. She served UHCL for over 10 years, serving primarily as the Associate Vice President for Finance and University Controller, and for a brief period as the interim Vice President for Admin and Finance. Her impact on the University has been significant and she will be missed.
 - She has served as a long standing member of the Planning and Budget Committee and the Budget Task Force, as well as University Council.
 - An announcement of an interim will be made soon, and a search for her replacement will begin shortly.

University of Houston Clear Lake

FY2021 - FY2022 Planning & Budgeting Committee Attendance Sheet

Meeting Date:

17-Nov-20

Memebers	Seat	Role	Email	Absent/Present
Steve Berberich	Academic Affairs/Provost	Division Representative	Berberich@uhcl.edu	Present.
Thomas Cothorn	Faculty 1	COE Faculty Representative	Cothorn@uhcl.edu	Present
Patricia Cuchens	Ex-Officio	Office of Institution Effectiveness	Cuchens@uhcl.edu	Absent
Alfredo Perez-Davila	Faculty 2	CSE Faculty Representative	Perezd@uhcl.edu	Present
Mark Denney	Vice-Chair	Vice President A & F	Denney@uhcl.edu	Present.
LeeBrian Gaskins	Information Technology	Department Representative	Gaskins@uhcl.edu	Present
Aaron Hart	Student Affairs	Division Representative	Harta@uhcl.edu	Present
Lilac Lee	SGA	Student Representative	Lix1976@uhcl.edu	Present
Tim Michael	Faculty 3	Chair/BUS Faculty Representative	Michael@uhcl.edu	Present
Juan Olguin	Office of the President	Division Representative	Olguin@uhcl.edu	Present
Tim Richardson	Student Success Initiatives	Department Representative	RichardsonT@uhcl.edu	Absent
Deja Sero	Ex-Officio	Planning & Budget	Sero@uhcl.edu	Present
Haeyoung Shin	Faculty 4	BUS Faculty Representative	Shinha@uhcl.edu	Absent
Leigh Ann Shelfer	Staff	USA Representative	Shelfer@uhcl.edu	Present
Joseph Staley	University Advancement	Division Representative	StaleyJ@uhcl.edu	Present
Ed Waller	College Dean	College Representative	Waller@uhcl.edu	Present
LeeAnn Wheelbarger	Staf	USA Representative	Wheelbarger@uhcl.edu	Present
Sharon White	Faculty 5	CSE Faculty Representative	Whites@uhcl.edu	Absent
Dawit Woldu	Faculty 6	HSH Faculty Representative	Woldu@uhcl.edu	Present

Alternates	Seat	Role	Email	Absent/Present
Missie Adkins	Ex-Officio	Planning & Budget	Adkins@uhcl.edu	Present
Elbby Antony	University Advancement	Division Representative	AntonyE@uhcl.edu	Present
RJ Davis	Faculty Representative	Faculty 2	Davisr@uhcl.edu	Absent
Karen Elliott	Ex-Officio	Office of Institution Effectiveness	Elliott@uhcl.edu	Absent
Miguel Gonzalez	College Dean	College Representative	GonzalezMig@uhcl.edu	Present
Caron Park	Academic Affairs/Provost	Division Representative	Park@uhcl.edu	Present
Carol Pruitt	Office of the President	Division Representative	Pruitt@uhcl.edu	Absent
Ed Puckett	Information Technology	Department Representative	Puckett@uhcl.edu	Present
Maria Ramos	Student Success Initiatives	Department Representative	Ramos@uhcl.edu	Absent
Robbie Raymond	Faculty Representative	Faculty 1	Raymond@uhcl.edu	Present
Cindy Saltzman	Student Affairs	Division Representative	Saltzman@uhcl.edu	Present

Guests				
Eric Herrera				Present

University of Houston-Clear Lake
Planning and Budget Calendar, Preparing for Fiscal Year 2021-2022

Revision: October 21, 2020

Dates are subject to change

Date	FY2022 Plan/Initiatives	Office of Institutional Effectiveness (OIE) FY2021 - FY2022	FY2022 Tuition and Fees	FY2022 Budget
October, 2020			Enrollment Management provides enrollment projections for FY2022.	2nd Submission of LAR to LBB, posted on Budget Office's website
Oct 31, 2020		Support Units/College representatives Submit 2019-2020 Assessment Plans to OIE, after completing "Results" and "Use of Results with fall, spring, and summer data; roll over plans for 2020-2021 revising outcomes and		
Oct 31, 2020	Support Units/Colleges begin developing the FY2022 Assessment Plan with the changes identified in the "use of results" in the FY2021 Assessment Plan. Identify whether or not new funding will be needed in FY2022. This includes departments that generate Major Fees (SSF, IRF, EASF) since FY2022 Tuition and Fees were already approved (increase to Designated Tuition only).			
Oct, 2020	President makes presentation to UHCL community.			
Nov 12, 2020			Budget Office reviews calendar with Student Life and SGA President.	
Dec, 2020			SGA Pres begins notifying students of important Tuition & Fee meetings (Jan ?? and Feb ??)	
Jan 12, 2021				Legislative Session begins.
Jan 15, 2021				FY2021 reclassifications due to HR.
Jan 21, 2021			PBC and SGA: Information Meeting only for previously approved FY22 DT increase and state tuition changes for non-resident students.	
Feb 4, 2021			Follow up meeting of SGA to ask questions and provide comments.	
Feb 15, 2021	Departments submit FY2022 Funding Request Form to Unit Head or College.			
Feb 20, 2021				FY22 Reclassifications, effective 9/1/2021, due to HR in order to be reflected in the FY2022 Budget.
March 1, 2021				Load to Hyperion for cleanup
Mar 8, 2021	Units/Colleges submit FY2022 Funding Request Form to Component Head.			

University of Houston-Clear Lake
Planning and Budget Calendar, Preparing for Fiscal Year 2021-2022

Revision: October 21, 2020

Dates are subject to change

Date	FY2022 Plan/Initiatives	Office of Institutional Effectiveness (OIE) FY2021 - FY2022	FY2022 Tuition and Fees	FY2022 Budget
Mar 9, 2021 - Mar 31, 2021	Components prioritize funding requests under their supervision.			
Week of March 18, 2021				Hyperion one-on-one training begins. Ongoing topic training to continue through April end of month.
Week of Apr 5, 2021	Components present their initiatives to their faculty and/or staff. Faculty and staff are encouraged to provide feedback regarding inclusions, exclusions, and order of list.			
Week of Apr 12, 2021	Component Heads combine initiatives lists.			
Week of Apr 19, 2021	Component Heads present list to entire UHCL community. Comments are encouraged and can be heard during meeting or emailed to Component Heads. Comments will be taken into consideration before final list is sent to PBC.			Hyperion Training.
Week of Apr 26, 2021	Component heads forward final initiatives list to PBC.			
Week of May 3, 2021	PBC prioritizes funding requests.			
May 1- May 18				"Update" access to Hyperion.
May 1, 2021		Assessment Reporting Cycle begins with the opening of AMS (Taskstream). Support units and college representatives begin to complete 2020-2021 Assessment plans, providing "Results" and "Use of Results" with fall, spring, and summer data and indicating 2020-2021 funding requests in Use of Results; roll over plans for 2021-2022 revising outcomes and methods as		
Week of May 10, 2021	PBC meets and finalizes funding recommendations. Forward to UC via email.			
May 19, 2021				"View only" access for Business Administrators.
May 31, 2021				Legislative Session ends.
Tentative**	UC recommends allocations to President via email.			
June ??, 2021	Plan and Budget Summary due to UHS.			

University of Houston-Clear Lake
Planning and Budget Calendar, Preparing for Fiscal Year 2021-2022

Revision: October 21, 2020

Dates are subject to change

Date	FY2022 Plan/Initiatives	Office of Institutional Effectiveness (OIE) FY2021 - FY2022	FY2022 Tuition and Fees	FY2022 Budget
June ??, 2021	President presents FY2022 Annual Plan to UHS.			
June 25, 2021				Business Administrators complete budgets. All required documents due to Budget Office.
July ??, 2021				Final Plan and Budget due to UHS.
Aug 2021	-----BOR approves FY2022 Annual Plan and Budget-----			
Aug 2021				Pending Board approval, supervisors can share new year salary with employees.

eForm ID		eForm Type		eForm Status		Orig eForm Action Date/Time		Requested Job Code Action		Common Action description		Position #		Original Job Title		Original Job Code		Job Title		Job Code		Prop Job Title		Orig eForm User ID		Orig eForm User		Last eForm User ID		Last eForm User		Last eForm User Role		Last eForm Action Date/Time		Form Comments	
1136828	PRF	Executed	9/1/2020 11:22	No Change	Vacancy Hire	00200747	Professor	1106	Professor	1106	0068614	Park,Caron Kay	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	9/1/2020 16:27	<p>** Park,Caron Kay ** Tue, Sep 1 20, 11:23:27 AM Updating the funding only. This position was vacant during the FY21 budget process and did not get funded to the new cost center in FY21. 1074 attached.</p> <p>** Mathews,Crystal Lasha ** Wed, Oct 21 20, 11:42:26 AM The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p> <p>** Sero,Deja Shama ** Wed, Oct 21 20, 10:46:45 AM Approved. Total S&W + Ben base budget need is 2.4k to bring to 90%</p> <p>** Mathews,Crystal Lasha ** Mon, Oct 12 20, 02:00:02 PM Market Analysis Results Director, Center for Educational Programs Job Code 2254 Grade: 7 Pay Plan:Admin/Prof Midpoint:\$86,133.13 Total Range:\$64,427.58 - \$113,911.07 Mkt Composite 90%:\$76,976.50 Hourly @90%:\$37.01 Monthly @90%:\$6,414.71 Mkt Composite 100%:\$85,529.45 Mkt Composite 110%:\$94,062.39 ***** * eForm has been modified: Effective Date 2020-09-01 changed to 2020-10-01</p>																				
1140919	PRF	Executed	9/9/2020 12:49	No Change	Vacancy Hire	00020132	Dir, Ctr for Educational Progs	2254	Dir, Ctr for Educational Progs	2254	8003248	Molina-Guzman,Laura Yvette	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/21/2020 11:42	<p>** Molina-Guzman,Laura Yvette ** Wed, Sep 9 20, 12:49:41 PM Seeking SHC approval to post for vacant position. .img</p> <p>** Mathews,Crystal Lasha ** Wed, Oct 21 20, 11:47:46 AM The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p> <p>** Sero,Deja Shama ** Wed, Oct 21 20, 10:57:31 AM Approved. Position is already fully funded.</p> <p>** Mathews,Crystal Lasha ** Mon, Oct 12 20, 03:07:31 PM Market Analysis Results Academic Advisor Job Code:3110 Grade:2 Pay Plan:Admin/Prof Midpoint:\$42,823.32 Total Range:\$32,031.84 - \$56,633.84 Mkt Composite 90%:\$40,191.59 Hourly @90%:\$19.32 Monthly @90%:\$3,349.30 Mkt Composite 100%:\$44,667.32 Mkt Composite 110%:\$49,123.05</p> <p>Internal Equity Assessment Gutierrez, MichelleAcademic Advisor 40310.40 Lindalee, EvangelinaAcademic Advisor 40123.20 Branch, Deena MarieAcademic Advisor 41600.04</p>																				
1140926	PRF	Executed	9/9/2020 12:53	No Change	Vacancy Hire	00200948	Academic Advisor	3110	Academic Advisor	3110	8003248	Molina-Guzman,Laura Yvette	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/21/2020 11:47	<p>** Staley,Joseph Lee ** Wed, Sep 23 20, 05:03:54 PM Approved</p> <p>** Demney,Mark Alan ** Wed, Sep 23 20, 04:00:31 PM Approved</p> <p>** Sero,Deja Shama ** Fri, Sep 18 20, 11:38:48 AM Approved</p> <p>** Paige,Mildred M ** Fri, Sep 18 20, 09:40:37 AM COMPENSATION APPROVED AS PREVIOUSLY SUBMITTED</p> <p>** Park,Caron Kay ** Fri, Sep 18 20, 09:35:06 AM Resubmitting as title change per Mille's email request.</p> <p>** Paige,Mildred M ** Wed, Sep 16 20, 01:01:43 PM COMPENSATION: Recycle: please change to 'reclassification' so this can proceed through to SHC</p> <p>** Sero,Deja Shama ** Wed, Sep 16 20, 11:35:36 AM Fully funded Compensation approved 100% of market for interim rate at 160k</p>																				
1143941	PRF	Executed	9/15/2020 20:17	Update Existing Job Code	Recalls - with or without incumbe	00020154	Interim Dean, CoHSH	0130	Interim Dean, CoHSH	0130	0130	0130	Interim Dean, College of HSH	0068614	Park,Caron Kay	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	9/28/2020 11:09	<p>** Paige,Mildred M ** Wed, Sep 16 20, 09:30:37 AM COMPENSATION ID:1219420</p>																	
1144238	PRF	Executed	9/16/2020 14:54	No Change	Vacancy Hire	01017918	Dir, Theater and Cultural Arts	2292	Dir, Theater and Cultural Arts	2292	0320519	Olguin,Juan Francisco	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	9/17/2020 12:40	<p>** Olguin,Juan Francisco ** Wed, Sep 16 20, 02:54:29 PM M&O budget will be reallocated within D1255 to accommodate additional salary allocation.</p>																				
1144965	PRF	Executed	9/18/2020 7:49	No Change	Vacancy Hire	00020943	Student Research Asst	3091	Student Research Asst	3091	1144133	Black,Lea June	0739308	Mathews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	9/28/2020 9:32	<p>** Black,Lea June ** Fri, Sep 18 20, 07:49:45 AM Update Funding source to reflect FY21 Budget cost center for NACUBO Functions.</p>																				

PRF	Executed	9/21/2020 11:11	Update Existing Job Code	Recates - with or without incumbe00201239	General Services Rep I	5714	General Services Rep II	5215	5215	General Services Rep II	8003169	Bautista,Milagros Garcia	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/21/2020 11:59	
1145473	PRF	Executed	9/21/2020 11:11	Update Existing Job Code	Recates - with or without incumbe00201239	General Services Rep I	5714	General Services Rep II	5215	5215	General Services Rep II	8003169	Bautista,Milagros Garcia	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/21/2020 11:59
<p>** Matthews,Crystal Lasha ** Wed, Oct 21 20, 11:59:40 AM The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p> <p>----- ** Sero,Deja Shawna ** Wed, Oct 21 20, 11:52:56 AM RECLASS- base need 5k and benefits of 1k for total base increase need of 6k</p> <p>----- ** Matthews,Crystal Lasha ** Tue, Oct 20 20, 11:35:53 AM Market Analysis Results General Services Representative II Job Code 5215 Grade:11 Pay Plan:Support Staff Midpoint:\$32,371.66 Total Range:\$39,300.12 - \$36,716.76 Mkt Composite 90%:\$32,069.47 Hourly @\$90%\$15.42 Monthly @\$90%\$2,672.46 Mkt Composite 100%:\$35,632.75 Mkt Composite 110%:\$39,190.02 Internal Equity Assessment Boardman, Stephen General Services Rep II \$31,990.40 ***** * eForm has been modified: Effective Date 2020-09-10 changed to 2020-10-01</p>																	
1145554	PRF	Executed	9/21/2020 13:21	No Change	Vacancy Hire	00020637	General Services Rep III	5214	General Services Rep III	5214	General Services Rep III	8003169	Bautista,Milagros Garcia	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/13/2020 10:58
<p>** Bautista,Milagros Garcia ** Mon, Oct 19 20, 04:42:29 PM</p> <p>----- ** Bautista,Milagros Garcia ** Mon, Oct 12 20, 11:25:52 AM 1074 Report Uploaded.</p> <p>----- ** Hibbits,Ashlon Lynnea ** Mon, Oct 12 20, 09:16:53 AM Please upload 1074</p> <p>----- ** Bautista,Milagros Garcia ** Thu, Oct 8 20, 09:37:06 AM Current Pay Grade 13 Pay Range Min-Max: \$15,00/hr to \$17,16/hr Current funding available due to vacant position is \$30,944 (\$14.82 x 2088).</p> <p>----- ** Sero,Deja Shawna ** Wed, Oct 7 20, 09:28:08 AM There is no compensation review in the comments sections.</p> <p>----- ** Bautista,Milagros Garcia ** Mon, Sep 21 20, 01:21:05 PM Fill-up Gen. Services Rep. III vacant position #00020637 (formerly occupied by Fran Davis)</p> <p>----- ** Matthews,Crystal Lasha ** Wed, Oct 21 20, 11:54:43 AM The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p>																	
1147519	PRF	Executed	9/29/2020 13:05	No Change	Vacancy Hire	00200856	Department Assistant IV	5122	Department Assistant IV	5122	Department Assistant IV	1098016	Saltzman,Cynthia A	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/21/2020 11:54
<p>** Sero,Deja Shawna ** Wed, Oct 21 20, 11:47:51 AM Approved. 100% S&B funded</p> <p>----- ** Matthews,Crystal Lasha ** Fri, Oct 16 20, 06:13:37 PM Market Analysis Results Department Assistant IV Job Code 5122 Grade:4 Pay Plan:Admin/Prof Midpoint:\$56,633.89 Total Range:\$47,476.08 - \$74,898.32 Mkt Composite 90%:\$49,936.80 Hourly @\$90%\$24.01 Monthly @\$90%\$4,161.57 Mkt Composite 100%:\$55,487.56 Mkt Composite 110%:\$61,036.31 ***** * eForm has been modified: Effective Date 2020-09-29 changed to 2020-10-01</p> <p>----- ** Saltzman,Cynthia A ** Tue, Sep 29 20, 01:05:21 PM Request to Hire vacant position in Dean of Students Dept. Hiring Manager is David Rachita, Dean of Students.</p> <p>----- ** Matthews,Crystal Lasha ** Thu, Oct 15 20, 08:59:40 AM The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p>																	
1147896	PRF	Executed	9/30/2020 8:28	Use Existing Job Code	Vacancy Hire	01021444	Sr. Coord, Alumni Engagement	3266	3266	Sr Coord, Alumni & Comm Rel	0320519	Olguin,Juan Francisco	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/15/2020 8:59	
<p>** Sero,Deja Shawna ** Wed, Oct 14 20, 04:09:34 PM Approved. NEW position. Total need including benefits is 62k</p> <p>----- ** Matthews,Crystal Lasha ** Fri, Oct 9 20, 03:25:03 PM Market Analysis Results Sr. Coordinator, Alumni Engagement Job Code 3266 Grade:5 Pay Plan:Admin/Prof Midpoint:\$65,129.04 Total Range:\$52,563.30 - \$86,133.16 Mkt Composite 90%:\$56,251.29 Hourly @\$90%\$27.04 Monthly @\$90%\$4,687.61 Mkt Composite 100%:\$62,501.43 Mkt Composite 110%:\$68,751.56 ***** * eForm has been modified: Effective Date 2020-09-01 changed to 2020-10-01</p> <p>----- ** Olguin,Juan Francisco ** Wed, Sep 30 20, 08:28:15 AM 1074.1 and financial crosswalk loaded under 'miscellaneous'.</p>																	
1148937	PRF	Executed	10/5/2020 10:42	No Change	Vacancy Hire	00020756	Dir, Advancement Svcs	2235	Dir, Advancement Svcs	2235	Dir, Advancement Svcs	0320519	Olguin,Juan Francisco	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/5/2020 16:36
<p>----- ** Olguin,Juan Francisco ** Mon, Oct 5 20, 10:42:03 AM Updating RTM per department directive.</p>																	

PRF	Executed	10/22/2020 14:10	No Change	Vacancy Hire	00020657	General Services Rep III	5214	General Services Rep III	5214	8003169	Bautista,Milagros Garcia	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/30/2020 11:00		
															<p>** Fri, Oct 30 20, 11:00:39 AM</p> <p>The Strategic Hiring Process is now finalized and this request has been approved by the committee. You may proceed with notifying Employment (Joanne Slovacek) for next steps in the job posting process. A final email communication will be sent to the hiring manager.</p> <p>** Sero,Deja Shawana</p> <p>** Tue, Oct 27 20, 10:42:46 AM</p> <p>3,007 base need for S&W to bring to 90% and 900 benefits for total base need of 3,907. Funding at 69% on state = 3,477 university obligation.</p> <p>** Matthews,Crystal Lasha</p> <p>** Mon, Oct 26 20, 03:21:25 PM</p> <p>Market Analysis Results</p> <p>General Services Representative III</p> <p>EPRF#: 1152803</p> <p>Position#: 00020657</p> <p>Job Code: 5214</p> <p>Grade: 12</p> <p>Pay Plan: Support Staff</p> <p>Midpoint: \$33,999.89</p> <p>Total Range: \$20,723.55 - \$38,563.52</p> <p>Mkt Composite 90%: \$33,820.96</p> <p>Hourly @90%: \$16.26</p> <p>Monthly @90%: \$2,818.41</p> <p>Mkt Composite 100%: \$37,578.85</p> <p>Mkt Composite 110%: \$41,336.73</p> <p>** Bautista,Milagros Garcia</p> <p>** Thu, Oct 22 20, 02:10:21 PM</p> <p>ReSubmitting for a VACANCY POSTING APPROVAL to fill a recently vacated General Services Rep III position in Gen. Support Svcs Dept. Required documents are attached.</p> <p>** Matthews,Crystal Lasha</p> <p>** Fri, Oct 30 20, 10:43:58 AM</p> <p>Robin, if the hiring manager is not ready to hire to fill this vacancy, then you do not need to proceed with this ePRF. If the hiring manager is ready to hire for this vacancy then please upload all strategic hiring documents to gain approval to reclassify this position to a level 3 and also post for a vacancy.</p> <p>** Shannon,Robin Lee</p> <p>** Wed, Oct 28 20, 01:19:26 PM</p> <p>This is the correct position number that Elijah was in. Elijah quit and per the email attached from Brad he stated to change this position for a future hire but we do not have someone to hire just yet. Do you need more forms to be attached to move forward?</p> <p>** Shannon,Robin Lee</p> <p>** Mon, Oct 26 20, 11:40:59 AM</p> <p>Updated to job reclassification</p> <p>*****</p> <p>* eForm has been modified:</p> <p>Reason Title Change changed to Job Re-Classification</p> <p>** Matthews,Crystal Lasha</p> <p>** Mon, Oct 26 20, 09:21:20 AM</p> <p>Per the attached email, please resubmit the ePRF under the incumbent's current position number and the request type should be for a Job reclassification. In addition, please upload all required Strategic Hiring documents to complete processing of this request.</p>		
1152803	PRF	Executed	10/22/2020 14:10	No Change	Vacancy Hire	00020657	General Services Rep III	5214	General Services Rep III	5214	8003169	Bautista,Milagros Garcia	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/30/2020 11:00	
																<p>** Matthews,Crystal Lasha</p> <p>** Fri, Oct 30 20, 10:43:58 AM</p> <p>Robin, if the hiring manager is not ready to hire to fill this vacancy, then you do not need to proceed with this ePRF. If the hiring manager is ready to hire for this vacancy then please upload all strategic hiring documents to gain approval to reclassify this position to a level 3 and also post for a vacancy.</p> <p>** Shannon,Robin Lee</p> <p>** Wed, Oct 28 20, 01:19:26 PM</p> <p>This is the correct position number that Elijah was in. Elijah quit and per the email attached from Brad he stated to change this position for a future hire but we do not have someone to hire just yet. Do you need more forms to be attached to move forward?</p> <p>** Shannon,Robin Lee</p> <p>** Mon, Oct 26 20, 11:40:59 AM</p> <p>Updated to job reclassification</p> <p>*****</p> <p>* eForm has been modified:</p> <p>Reason Title Change changed to Job Re-Classification</p> <p>** Matthews,Crystal Lasha</p> <p>** Mon, Oct 26 20, 09:21:20 AM</p> <p>Per the attached email, please resubmit the ePRF under the incumbent's current position number and the request type should be for a Job reclassification. In addition, please upload all required Strategic Hiring documents to complete processing of this request.</p>	
1150400	PRF	On Hold	10/9/2020 13:28	Update Existing Job Code	Recalls - with or without incumbe00020544	Grounds Keeper I	8808	Grounds Keeper I	8808	7813	Grounds Keeper III	8013886	Shannon,Robin Lee	8013886	Shannon,Robin Lee	GT_UHC_HC_COLLEGE/DIVISION	11/2/2020 13:29
																	<p>** Michalinos,Judy A</p> <p>** Fri, Oct 30 20, 08:29:24 PM</p> <p>Christopher Baker is being promoted to Department Assistant III effective 10-28-2020 per Harry Glass and Eric Herrera.</p> <p>** Staley,Joseph Lee</p> <p>** Mon, Nov 2 20, 10:11:19 AM</p> <p>Approved</p> <p>** Denney,Mark Alan</p> <p>** Mon, Nov 2 20, 09:48:48 AM</p> <p>Approved</p> <p>** Sero,Deja Shawana</p> <p>** Wed, Oct 21 20, 11:05:50 AM</p> <p>Approved. 100% SIF funded</p> <p>** Matthews,Crystal Lasha</p> <p>** Thu, Oct 15 20, 12:57:13 PM</p> <p>Market Analysis Results</p> <p>Assistant Dean of Students</p> <p>Job Code:3572</p> <p>Grade:6</p> <p>Pay Plan:Admin/Prof</p> <p>Midpoint:\$74,898.39</p> <p>Total Range:\$56,023.99 - \$99,053.12</p> <p>Mkt Composite 90%:\$66,478.86</p> <p>Hourly @90%:\$31.96</p> <p>Monthly @90%:\$3,539.81</p> <p>Mkt Composite 100%:\$73,865.40</p> <p>Mkt Composite 110%:\$81,251.94</p> <p>% Increase to Mkt 50%:-5.87%</p> <p>Current Salary: \$70,621.32</p> <p>*****</p> <p>* eForm has been modified:</p> <p>Effective Date 2020-09-14 changed to 2020-11-01</p>
1154255	PRF	On Hold	10/30/2020 20:29	Update Existing Job Code	Recalls - with or without incumbe01008624	Department Assistant I	5119	Department Assistant I	5119	5121	Department Assistant III	0177749	Mchalinos,Judy A	0177749	Mchalinos,Judy A	GT_UHC_HC_INITIATOR	10/30/2020 20:29
																	<p>** Staley,Joseph Lee</p> <p>** Mon, Nov 2 20, 10:10:50 AM</p> <p>Approved</p> <p>** Denney,Mark Alan</p> <p>** Mon, Nov 2 20, 09:48:05 AM</p> <p>Approved</p> <p>** Sero,Deja Shawana</p> <p>** Wed, Oct 21 20, 11:05:50 AM</p> <p>Approved. 100% SIF funded</p> <p>** Matthews,Crystal Lasha</p> <p>** Thu, Oct 15 20, 12:57:13 PM</p> <p>Market Analysis Results</p> <p>Assistant Dean of Students</p> <p>Job Code:3572</p> <p>Grade:6</p> <p>Pay Plan:Admin/Prof</p> <p>Midpoint:\$74,898.39</p> <p>Total Range:\$56,023.99 - \$99,053.12</p> <p>Mkt Composite 90%:\$66,478.86</p> <p>Hourly @90%:\$31.96</p> <p>Monthly @90%:\$3,539.81</p> <p>Mkt Composite 100%:\$73,865.40</p> <p>Mkt Composite 110%:\$81,251.94</p> <p>% Increase to Mkt 50%:-5.87%</p> <p>Current Salary: \$70,621.32</p> <p>*****</p> <p>* eForm has been modified:</p> <p>Effective Date 2020-09-14 changed to 2020-11-01</p>
1143426	PRF	Part Apprv	9/14/2020 18:36	Update Existing Job Code	Recalls - with or without incumbe01004223	Assistant Dean of Students	3572	Dir, Student Assistance Center	3572	3572	Asst Dean of Students, OSA	1088016	Saltzman,Cynthia A	8012770	Staley,Joseph Lee	GT_UHC_HC_VP_UNIVERSITY_ADVANCE	11/2/2020 10:11
																	<p>** Staley,Joseph Lee</p> <p>** Mon, Nov 2 20, 10:10:50 AM</p> <p>Approved</p> <p>** Denney,Mark Alan</p> <p>** Mon, Nov 2 20, 09:48:05 AM</p> <p>Approved</p> <p>** Baerentzen,Steven Joseph</p> <p>** Thu, Oct 29 20, 06:39:41 PM</p> <p>President approved</p> <p>** Sero,Deja Shawana</p> <p>** Wed, Oct 21 20, 11:05:50 AM</p> <p>Recalls: base increase need of 20k and benefits of 5k for total base increase of 25k.</p> <p>** Matthews,Crystal Lasha</p> <p>** Mon, Oct 19 20, 05:45:52 PM</p> <p>Market Analysis Results</p> <p>Director, Admissions Process/CRO</p> <p>Job Code:2260</p> <p>Grade:7</p> <p>Pay Plan:Admin/Prof</p> <p>Midpoint:\$86,133.13</p> <p>Total Range:\$64,427.58 - \$113,911.07</p> <p>Mkt Composite 90%:\$103,030.16</p> <p>Hourly @90%:\$49.53</p> <p>Monthly @90%:\$8,585.85</p> <p>Mkt Composite 100%:\$114,477.95</p> <p>Mkt Composite 110%:\$125,925.75</p> <p>*****</p> <p>* eForm has been modified:</p>
1144042	PRF	Part Apprv	9/16/2020 10:19	Create New Job Code	New Position/Reclass	Dir, Admissions Process/CRO	2260	Dir, Admissions	2260	Dir Adms Process/CRO	0086614	Park,Caron Kay	8012770	Staley,Joseph Lee	GT_UHC_HC_VP_UNIVERSITY_ADVANCE	11/2/2020 10:10	

PRF	Part Apprv	9/23/2020 10:52	Create New Job Code	New Position/Reclass	NEW	Asst VP, Diplomacy Institute	0461	Asst. VP, Diplomacy Institute	0088614	Park,Caron Kay	8010348	McGonagle,William Brad	GT_UHC_HC_HR_DIRECTOR	11/4/2020 12:09				
1146112	PRF	Part Apprv	9/23/2020 10:52	Create New Job Code	New Position/Reclass	NEW	Asst VP, Diplomacy Institute	0461	Asst. VP, Diplomacy Institute	0088614	Park,Caron Kay	8010348	McGonagle,William Brad	GT_UHC_HC_HR_DIRECTOR	11/4/2020 12:09			
<p> ** McGonagle,William Brad ** Wed, Nov 4 20, 12:09:52 PM This is the final approval in creating the AVP Diplomacy Institute position. WBM ** Staley,Joseph Lee ** Mon, Oct 19 20, 05:48:06 PM Approved ** Denney,Mark Alan ** Sun, Oct 18 20, 06:01:42 PM Approved ** Sero,Deja Shama ** Wed, Oct 14 20, 04:07:48 PM Approved. Initial funding for FY21 will be a total of 175k including benefits but will be phased over to institute's revenue cost center ** Matthews,Crystal Lasha ** Tue, Oct 6 20, 03:41:59 PM Market Analysis Results Asst VP, Diplomacy Institute Job Code:0461 Grade:999 Pay Plan:Admin/Prof Midpoint: Total Range: Mkt Composite 90%:\$148,069.10 Hourly @90%:\$70.23 Monthly @90%:\$172,172.43 Mkt Composite 100%:\$162,299.00 Mkt Composite 110%:\$178,528.90 </p>																		
1146631	PRF	Part Apprv	9/24/2020 18:03	Create New Job Code	New Position/Reclass	NEW	Assoc Dir, Student Advocacy	3589	Assoc Dir & Student Advocate	1098016	Saltzman,Cynthia A	8010348	McGonagle,William Brad	GT_UHC_HC_HR_DIRECTOR	11/4/2020 12:28			
<p> ** McGonagle,William Brad ** Wed, Nov 4 20, 12:28:49 PM This approval will create the Assoc. Dir Student Advocacy position. Funding has been identified in Student Affairs. WBM ** Staley,Joseph Lee ** Mon, Nov 2 20, 10:09:41 AM approved ** Denney,Mark Alan ** Mon, Nov 2 20, 09:44:19 AM Approved ** Sero,Deja Shama ** Fri, Oct 23 20, 10:37:56 AM Approved. Fully funded on SSF. Approved FTE via SFAC in FY20 ** Matthews,Crystal Lasha ** Thu, Oct 22 20, 04:01:08 PM Market Analysis Results Associate Director, Student Advocacy Job Code:3589 Grade:5 Pay Plan:Admin/Prof Midpoint:\$65,129.04 Total Range:\$52,363.30 - \$86,133.16 Mkt Composite 90%:\$62,445.38 Hourly @90%:\$30.02 Monthly @90%:\$5,203.78 Mkt Composite 100%:\$69,383.76 Mkt Composite 110%:\$75,322.13 </p>																		
1147220	PRF	Part Apprv	9/28/2020 14:56	Update Existing Job Code	Reclass - with or without incumbe	01015662	Lecturer	1180	Asst Professor	1104	1104	Asst Professor	1699563	Sheppard,Catherine Denise	8012770	Staley,Joseph Lee	GT_UHC_HC_VP_UNIVERSITY_ADVANCE	11/2/2020 10:10
<p> ** Staley,Joseph Lee ** Mon, Nov 2 20, 10:10:17 AM approved ** Denney,Mark Alan ** Mon, Nov 2 20, 09:45:58 AM Approved ** Berberich,Steven Joseph ** Thu, Oct 29 20, 06:39:20 PM President approved SJB ** Sero,Deja Shama ** Wed, Oct 21 20, 11:54:30 AM Approved: position currently fully funded at 70k ** Matthews,Crystal Lasha ** Tue, Oct 20 20, 12:22:39 PM Market Analysis Results Assistant Professor in Nursing Job Code:1104 CIP Code:Description:51.38 Registered Nursing, Nursing Administration, Nursing Research And Clinical Nursing Percentile Range:\$68,305.00 - \$81,871.00 Mkt Composite 90%:\$61,515.30 Hourly @90%:\$32.46 Monthly @90%:\$5,626.28 Mkt Composite 100%:\$75,017.00 Mkt Composite 110%:\$82,518.70 </p>																		
1146785	PRF	Part Apprv	10/7/2020 15:14	Use Existing Job Code	Vacancy Hire	01013502	Visiting Lecturer	1280	Clinical Assoc Professor	1172	1172	Clinical Assoc Professor	0088614	Park,Caron Kay	8010348	McGonagle,William Brad	GT_UHC_HC_HR_DIRECTOR	11/4/2020 11:00
<p> Reason Title Change changed to ** McGonagle,William Brad ** Wed, Nov 4 20, 11:00:34 AM This is the final step in changing Ms. Anderson Diaz' title to Associate Clinical Professor. Her salary was effective 9/1/20 as previously proved. This action was accomplished through an ePAR. ** Staley,Joseph Lee ** Mon, Oct 19 20, 05:47:28 PM Approved ** Denney,Mark Alan ** Sun, Oct 18 20, 05:57:53 PM Approved ** Sero,Deja Shama ** Wed, Oct 14 20, 04:14:56 PM Approved. Fully funded. No additional funding needed for reclass from visiting to clinical. ** Paige,Mildred M ** Fri, Oct 9 20, 11:32:36 AM COMPENSATION ANALYSIS: Market Analysis Results Clinical Assoc Professor Job Code:1172/1173 CIP Code:Description:45.01 Social Sciences, General % Increase to 90%:1.19% Mkt Composite 90%:\$4,641 Monthly @90%:\$4,553 Mkt Composite 100%:\$60,712 Mkt Composite 110%:\$66,793 % Increase to 90%:1.19% % Increase to 100%:12.43% Internal Equity Assessment </p>																		

1153693	PRF	Part Apprv	10/28/2020 12:06	Update Existing Job Code	Recalls - with or without incumbe00020499	Maintenance Tech II	6312		6313	Maintenance Tech III	0177749	Mchalinos,Judy A	8013886	Shannon,Robin Lee	GT_UHC_HC_COLLEGE/DIVISION	11/2/2020 13:28	<p>** Michalinos,Judy A ** Wed, Oct 28 20, 12:06:15 PM Daryn Norton is being promoted from a Maintenance Tech II to a Maintenance Tech III effective 10-28-2020 per Mike Weisz and Eric Herrera. Thank you, Judy Michalinos</p>	
1141159	PRF	Pending	9/9/2020 15:55	Create New Job Code	New Position/Reclass	NEW		Department Assistant III	5121	Multilingual Assiant	1699563	Sheppard,Catherine Denise	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/15/2020 9:30	<p>** Matthews,Crystal Lasha ** Thu, Oct 15 20, 09:30:19 AM This request has been denied for the following reasons: ∟ePRF was not submitted as a reclassification request under the current incumbent position number. ∟The proposed Job Title Program Assistant has been eliminated and transitioned into the Department Assistant III role. ∟The additional duties added to the description are not significant and do not indicate a change in scope of work, therefore, do not warrant a reclassification. ∟ Please Note: Salary adjustments are determined as a result of a Market Analysis. If you have questions regarding this ePRF, please contact me directly or email Compensation at Compensation@uhcl.edu for further assistance.</p> <p>** Sheppard,Catherine Denise ** Wed, Sep 20, 03:55:00 PM Reclassification, Title Change from Department Asst. III to Multilingual Assistant. Salary Change from \$18.23 to \$20 Effective date 07/01/2020. Grant cost center 1137-C0023-A1022-G300148</p>	
1141692	PRF	Pending	9/10/2020 12:16	Create New Job Code	New Position/Reclass	NEW		Department Assistant III	5121	Multilingual Assistant	1699563	Sheppard,Catherine Denise	0739308	Matthews,Crystal Lasha	GT_UHC_HC_HR_COMPENSATION	10/15/2020 9:34	<p>** Matthews,Crystal Lasha ** Thu, Oct 15 20, 09:34:35 AM This request has been denied for the following reasons: ∟ePRF was not submitted as a reclassification request under the current incumbent position number. ∟The proposed Job Title Program Assistant has been eliminated and transitioned into the Department Assistant III role. ∟The additional duties added to the description are not significant and do not indicate a change in scope of work, therefore, do not warrant a reclassification. Please Note: Salary adjustments are determined as a result of a Market Analysis. If you have questions regarding this ePRF, please contact me directly or email Compensation at Compensation@uhcl.edu for further assistance.</p> <p>** Sheppard,Catherine Denise ** Thu, Sep 10 20, 12:18:03 PM Reclassification, Title Change from Department Asst. III to Multilingual Assistant. Salary Change from \$18.23 to \$20 Effective date 07/01/2020. Grant cost center 1137-C0023-A1022-G300148</p>	
1144031	PRF	Pending	9/16/2020 10:03	Update Existing Job Code	Recalls - with or without incumbe01013084	Dir, Orientation & New Stu Pgm	2690	Dir, Orientation & New Stu Pgm	2660	2660	Dir, Orientation & New Stu Pgm	1098016	Saltzman,Cynthia A	1098016	Saltzman,Cynthia A	GT_UHC_HC_COLLEGE/DIVISION	10/28/2020 13:22	<p>** Saltzman,Cynthia A ** Wed, Oct 28 20, 01:22:14 PM Resubmitting with new salary proposal at \$71,000/ann., with divisional VP approval attached. Job Grade returned to Grade 5. ***** * eForm has been modified. Proposed Annual Salary 0 changed to 71000 Proposed Salary Grade 070 changed to 050</p> <p>** Matthews,Crystal Lasha ** Fri, Oct 16 20, 11:55:26 AM Market Analysis Results Director, Orientation and New Student Programs Job Code:2690 Grade:5 Pay Plan:Admin/Prof Midpoint:\$55,128.04 Total Range:\$52,563.30 - \$66,133.16 Mkt Composite 90%:\$61,826.40 Hours @90%:529.72 Monthly @90%:\$5,152.20 Mkt Composite 100%:\$68,696.00 Mkt Composite 110%:\$75,565.60 % Increase to Mkt 90%:-2.72% Current Salary: \$63,555.96 Comments: Position will remain under current classification. No salary adjustments warranted at 90%. Revisions to the position description have been accepted. If you would like to offer above 90%, please submit proposed salary amount and upload approval email from your divisional VP. Once re-submitted, the proposed salary will be reviewed for approval.</p>
1151339	PRF	Pending	10/14/2020 16:30	No Change	Vacancy Hire	00020846	Assoc Dir, Counseling Services	3766	Assoc Dir, Counseling Services	3766		1098016	Saltzman,Cynthia A	1098016	Saltzman,Cynthia A	GT_UHC_HC_COLLEGE/DIVISION	10/14/2020 16:30	<p>** Saltzman,Cynthia A ** Wed, Oct 14 20, 04:30:38 PM Request to Hire a vacant position in Counseling Services Dept. Hiring Manager is Dr. Cindy Cook, Director, Counseling Services (Executive Director, Counseling, Health and Wellness</p>
1151779	PRF	Pending	10/16/2020 12:19	Update Existing Job Code	Recalls - with or without incumbe00200568	Dispatcher I	5216		5223	Dispatcher IV	1232537	Evans,Cheryl Ann	8003169	Baulista,Milagros Garcia	GT_UHC_HC_COLLEGE/DIVISION	11/2/2020 10:57	<p>** Baulista,Milagros Garcia ** Mon, Nov 2 20, 10:57:07 AM Position Request Form/Strategic Hiring Worksheet was uploaded.</p> <p>** Baulista,Milagros Garcia ** Fri, Oct 16 20, 01:49:59 PM FY21 Budget = \$31,320 (Dispatcher I) Mark Denney's approval is attached.</p>	
1151804	PRF	Pending	10/16/2020 13:07	Update Existing Job Code	Recalls - with or without incumbe00020556	Dispatcher III	5221		5223	Dispatcher IV	1232537	Evans,Cheryl Ann	8003169	Baulista,Milagros Garcia	GT_UHC_HC_COLLEGE/DIVISION	11/2/2020 10:58	<p>** Baulista,Milagros Garcia ** Mon, Nov 2 20, 10:58:34 AM Position Request Form/Strategic hiring worksheet was uploaded.</p> <p>** Baulista,Milagros Garcia ** Fri, Oct 16 20, 01:51:47 PM FY21 Budget=\$36,039 (Dispatcher III)</p> <p>** Evans,Cheryl Ann ** Fri, Oct 16 20, 01:07:16 PM Change of position to Dispatcher IV</p>	
1151916	PRF	Pending	10/19/2020 8:37	Use Existing Job Code	Vacancy Hire	NEW			1104	Asst Professor	8003248	Molina-Guzman,Laura Yvette	8003248	Molina-Guzman,Laura Yvette	GT_UHC_HC_COLLEGE/DIVISION	10/19/2020 8:37	<p>** Molina-Guzman,Laura Yvette ** Mon, Oct 19 20, 08:37:32 AM Create assistant professor position for the Special Education program. Position is an FY21 approved budget initiative, tracking number 2021-07-005. President approval and SHC forms attached.</p>	
1152128	PRF	Pending	10/20/2020 9:36	Use Existing Job Code	Vacancy Hire	NEW			1104	Asst Professor	1064647	Lloyd,Tonya Monique	1064647	Lloyd,Tonya Monique	GT_UHC_HC_COLLEGE/DIVISION	10/20/2020 9:36	<p>** Lloyd,Tonya Monique ** Tue, Oct 20 20, 09:36:56 AM Create assistant professor position for the Mechanical Engineering program. Position is an FY21 approved budget initiative, tracking number 2021-07-001. President approval and SHC forms attached</p>	
1153761	PRF	Pending	10/28/2020 15:00	No Change	Vacancy Hire	01018088	Dir, Campus Rec & Wellness	3532	Dir, Campus Rec & Wellness	3532		1098016	Saltzman,Cynthia A	1098016	Saltzman,Cynthia A	GT_UHC_HC_COLLEGE/DIVISION	10/28/2020 15:00	<p>** Saltzman,Cynthia A ** Wed, Oct 28 20, 03:00:32 PM Pay-equity evaluation for this position is requested by Supervisor, Dr. Cindy Cook, Director, Counseling Services & Executive Director, Counseling, Health and Wellness</p>