

Presiding:
Chair
Joseph M. Gingo
August 15, 2018

1	Call to Order
2	Report of the Chair
3	Report of the Interim President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Consent Agenda Vote
10	New Business
11	Next Regular Meeting: October 10, 2018 Student Union, Room 339
12	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON

BOARD OF TRUSTEES

Meeting Minutes

Wednesday, June 13, 2018

Student Union, Room 339

Board Members Present:

Roland H. Bauer, Chair

Cindy P. Crotty

Warren L. Woolford

Olivia P. Demas, Vice Chair

Joseph M. Gingo

Alfred V. Ciraldo, M.D., Vice Chair

William A. Scala

Student Trustees Present:

Zachary D. Michel

Joshua E. J. Thomas

Advisory Trustee Present:

Anthony J. Alexander

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President and General Counsel

John J. Reilly, Assistant Secretary; Associate Vice President and Deputy General Counsel

Administrative Officers Present:

Dr. John C. Green, Interim President

Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer

Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Bauer called the meeting to order at 7:30 a.m., and the Board adjourned into executive session on a 7-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 11:41 a.m. on a 7-0 vote.

Mr. Bauer welcomed new Trustee Cindy Crotty to the Board. Governor John Kasich had appointed her on May 10 to a term that ends on July 1, 2026. A financial executive with more than 30 years in the field, Ms. Crotty is North Region President of Peoples Bank. In 1981, Ms. Crotty began a 14-year career with Citicorp North America, serving as vice president in numerous divisions with Citibank in Atlanta and Cleveland. During a 20-year career with KeyBank, she held senior vice president and executive vice president positions for KeyBank before moving into her current position at Peoples Bank in 2016.

Ms. Crotty serves on boards for numerous community organizations in the Cleveland area, including Beech Brook, a behavioral health agency; Hathaway Brown School, an

all-girls private school; The Gathering Place, a nonprofit cancer support center; and the United Church of Christ Cornerstone Fund, which supports more than 625 local UCC congregations.

Mr. Bauer then invited Ms. Crotty to go to the head of the room, where Ms. Cook administered the oath of office. Ms. Crotty said that she was honored and delighted to become part of the Board and very much looks forward to working with everyone to achieve its mission, develop strategy and work with all the constituents.

REPORT OF THE CHAIR

Mr. Bauer reiterated his welcome to Ms. Crotty formally on behalf of the entire Board, stating, “I am confident that your impressive background and financial acumen will enhance our overall effectiveness in carrying out the mission of the Board of Trustees. We are fortunate and thankful to have you join us in this important work.”

Spring Commencement

Mr. Bauer reported that in May the University had conferred degrees to over 2,600 graduates from 38 states and 33 countries. The spring class of 2018 had included recipients of approximately:

- 58 doctorate degrees;
- 97 juris doctor degrees;
- 466 master’s degrees;
- 1,719 bachelor’s degrees; and
- 279 associate degrees.

Mr. Bauer said that six ceremonies had been held over three days, with one more on the following weekend, and that “realization of the University’s mission was evident once again through the academic and service accomplishments of those graduates. In fact, one of our own, Student Trustee Zachary Michel, received dual Bachelor of Arts degrees, in Education and History, and he was hired recently by the Jackson Local School District in Stark County pending the approval of its board later this month. Congratulations, Zach!”

Mr. Bauer added, “I predict that Jackson has made one of the best hires in its history.”

Faculty Senate Leadership Transition

Mr. Bauer said that he had attended the retirement reception in May for outgoing Faculty Senate President William Rich, whom he recognized “for his longstanding service, advocacy and collegiality.” Mr. Bauer said that he looks forward to working with Dr. Linda Saliga, who will succeed Mr. Rich as president of the Faculty Senate.

Student Leadership

Mr. Bauer said that he had been delighted also to attend the inauguration last month for 2018-2019 Student Body President Taylor Bennington, Student Body Vice President Andrew Barry,

the undergraduate senate and executive cabinet. This would be the second term for both Mr. Bennington and Mr. Barry.

Mr. Bauer said “the undergraduate student population is fortunate to have all of these talented and dedicated individuals acting on their behalf, and I know that I am speaking for the entire Board when I say that we look forward to working with them and learning about their initiatives during the coming year.”

REPORT OF THE PRESIDENT (See Appendix C.)

ACTION ITEMS

Mr. Bauer said that, because the Board uses a consent agenda, it would hear reports for each committee and would wait to hold one vote for all actions on the consent agenda. The Board would then vote on actions not listed on the consent agenda immediately after they were raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings on Monday, June 4.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab)
presented by Chair Bauer

By consensus, the proposed action to approve the minutes of the April 18, 2018 Board of Trustees meeting was placed on the consent agenda.

RESOLUTION 6-1-18 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Scala

- Presentation: Hower House Museum Update

Mr. Mortimer presented a summary of the history, funding and future trends for the Hower House Museum’s preservation and operations. He introduced Hower House Museum Guild members in attendance: Jean Foust, Mary Jo Scurry and Deb Thomas as well as Linda Bussey, the University’s Hower House director.

- Personnel Actions:
 - Recommended by Dr. Green As Amended (Tab 1a)

RESOLUTION 6-2-18 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 7-0.

- Acceptance of Executive Leadership Transition (Tab 1b)

A resolution was proposed to exercise the Board’s rights under Section 13.3 of President Matthew J. Wilson’s employment agreement.

RESOLUTION 6-3-18 (See Appendix B.)

- Investment Report for Nine Months Ended March 31, 2018 (Tab 2)

OPERATING FUNDS

The Operating Funds totaled \$226 million at March 31, 2018 and posted a blended rate of return (ROR) of 1.9 percent, approximating \$4.6 million, for the nine months ended March 31, 2018.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios. During March 2018, a University escrow was established with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's cash payment and the defined contribution plan contributions. Cash and Fixed Income portfolios totaled \$169 million at March 31, 2018. The Cash and Fixed Income portfolios achieved an overall nine-month ROR of 0.2 percent, or \$0.2 million.

Long-Term

The Long-Term investments managed by Legacy totaled \$57 million at March 31, 2018 and achieved an overall nine-month ROR of 6.8 percent, or \$4.4 million compared to benchmark of 7.5 percent.

The operating funds were within the University's prescribed asset allocation requirements at March 31, 2018.

ENDOWMENTS

The Endowments totaled \$69.4 million at March 31, 2018 and posted a blended ROR of 5.1 percent, or \$3.5 million, for the nine months ended March 31, 2018.

The March 31, 2018 market value increased \$3.7 million from June 30, 2017. The largest contributors to that change were the realized and unrealized gains of \$2.7 million and gifts of \$2.9 million offset by endowment distributions of \$2.3 million.

Pooled

The Pooled Endowments managed by Cambridge totaled \$62.7 million at March 31, 2018 and achieved an overall nine-month ROR of 5.6 percent, or \$3.1 million [\$62.6 million average quarterly balance] compared to the policy benchmark of 7.8 percent.

Of Cambridge's portfolio, Vanguard FTSE EM ETF achieved the highest nine-month ROR at 17.2 percent [\$2.9 million balance at March 31], while the Vanguard REIT ETF posted the lowest ROR at -6.1 percent [\$1.9 million balance at March 31].

These funds are largely within the University's prescribed asset allocation requirements at March 31, 2018.

Separately Invested

The Separately Invested Endowments totaled \$6.7 million at March 31, 2018, are invested in accord with donor stipulations, and achieved a blended nine-month ROR of 4.9 percent, or \$0.3 million [\$6.7 million average quarterly balance].

The highest ROR for the nine months ended March 31 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 13.1 percent on market value of \$2.2 million at March 31. The lowest ROR for the nine months ended March 31 was the Constitutional Law endowment, invested at Key Bank, at -0.8 percent on market value of \$1 million at March 31.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

RESOLUTION 6-4-18 (See Appendix B.)

- Financial Report for Nine Months Ended March 31, 2018 (Tab 3)

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$190 million, or approximately 94 percent of the \$201.4 million annual budget. While the summer 2017 credit hour decline of about seven percent exceeded the anticipated five-percent decline, fall 2017 numbers were slightly better than expected at -4.9 percent. The spring 2018 enrollment of -5 percent was in line with estimates.

Other Fees revenue totaled \$22.1 million, or approximately 97 percent of the \$22.8 million annual budget.

State Share of Instruction (SSI) revenue totaled \$79.2 million, or 74 percent of the \$107.3 million annual budget.

Indirect Cost Recovery (IDC) revenue totaled \$4 million, or approximately 65 percent of the \$6.1 million annual budget.

Investment Income revenue totaled \$3.5 million, or approximately 234 percent of the \$1.5 million annual budget.

Expenditures

Payroll and Fringe Benefits approximated \$146.8 million, or 70 percent of the \$210 million annual budget.

Utilities expenditures approximated \$7.7 million approximated 67 percent of the \$11.6 million annual budget.

Operating expenditures approximated \$29.1 million, or 66 percent of the \$44.3 million annual budget.

Scholarships approximated \$54.8 million, or 104 percent of the \$52.6 million annual budget.

Transfers

The annual budget assumes that **transfers-in** from reserves, as needed, will total \$29 million. **Transfers-in for Encumbrances** from Fiscal Year 2017 totaled \$2.8 million

Transfers-out for Debt Service of \$6.8 million, or 72 percent of the budgeted \$9.5 million, represented bonded debt obligations for building and renovation of general purpose and academic space, and included the performance contract obligation to improve energy efficiency.

Plant Fund Transfers-out had been budgeted to support the faculty laptop refresh program totaling \$1.3 million; however, actual expenditures for the computers and devices have become part of the total operating expenditures. A transfer of \$292,300 to plant funds was made in support of the eSports buildout projects, and \$84,000 was returned from two General Fund projects that had been sourced in a prior year and completed under budget.

Other Transfers-out of \$27.6 million, or 73 percent of the budgeted \$37.6 million, reflected facilities fees and general service fees as well as general support of auxiliaries.

Other

A loan of \$480,000 from the General Fund to Athletics was made for the remaining cost of installing a new scoreboard in the James A. Rhodes arena. The loan was to be repaid by Athletics prior to April 30, 2018. Also, in support of the Cummings Center project, the General Fund advanced \$270,000 to be repaid by the center within four years.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$4.3 million, or 58 percent of annual budgeted revenue of \$7.5 million. Unearned revenue of \$40,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Payroll and fringe benefit expenditures totaled \$7.5 million or approximately 75 percent of the \$10 million annual budget. Operating expenditures totaled \$9.8 million or 98 percent of the \$9.9 million annual budget. Scholarships, or athletic financial aid, totaled \$6.3 million or 85 percent of the \$7.5 million annual budget.

Other sources of funding included transfers-in of \$2.9 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$15.1 million combined from the General Service Fees and Other categories. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$62,000. Transfers-out for debt service totaled approximately \$3.7 million, or 75 percent of the budgeted \$5 million, and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$20.2 million, or 101 percent of annual budgeted revenue of \$20 million. Payroll and fringe benefit expenditures totaled \$789,000 or

approximately 66 percent of the \$1.2 million annual budget. Operating expenditures totaled \$5.1 million or 66 percent of the \$7.8 million annual budget. Capital expenditures totaled \$172,000 or 49 percent of the \$350,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$48,000. Transfers-out for debt service totaled \$8 million, or 75 percent of the budgeted \$10.7 million, and paid the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Hall actual revenue totaled \$1.6 million, or 84 percent of annual budgeted revenue of \$1.9 million. Unearned ticket revenue of \$313,000 for the Broadway in Akron Series would be realized once those shows are held. Payroll and fringe benefits expenditures totaled \$284,000 or approximately 65 percent of the \$434,000 annual budget. Operating expenditures totaled \$1.8 million, or 83 percent of the budgeted \$2.2 million. The Transfers-in – Other category totaling \$770,000, or 77 percent of the \$1 million annual budget, represented General Fund support for operations. A mid-year reduction of \$70,000 reduced the expected transfer to \$957,000. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$50,000. Transfers-out for debt service totaled \$245,000, or 75 percent of the budgeted \$327,000, and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$3.3 million, or 89 percent of annual budgeted revenue of \$3.7 million. Payroll and fringe benefit expenditures totaled \$258,000, or approximately 35 percent of the \$745,000 annual budget. The \$546,000 budgeted for fringe benefits included the difference between SERS and FICA for CWA employees who remained with the University as well as Aramark employees performing work at the University. Billable compensation and fringes were roughly 25 percent of the budget. Operating expenditures totaled \$1 million, or 62 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$40,000. Transfers-out for debt service of \$584,000, or 75 percent of the budgeted \$779,000, paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Recreation and Wellness Services actual revenue totaled \$442,000, or 78 percent of annual budgeted revenue of \$565,000. Payroll and fringe benefit expenditures totaled \$556,000, or approximately 73 percent of the budgeted \$765,000. Operating expenditures totaled \$1.3 million, or 63 percent of the budgeted \$2.1 million. Transfers-in of \$3 million represented facilities fees and General Fund support to service the building's bonded debt and for operations, respectively. A mid-year reduction of \$143,000 reduced the expected annual transfer to \$3.9 million. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$18,000. Transfers-out of \$1.3 million, or 75 percent of the budgeted \$1.7 million, supported upcoming debt service requirements.

Jean Hower Taber Student Union

Student Union actual revenue totaled \$748,000, or 80 percent of annual budgeted revenue of \$936,000. Payroll and fringe benefit expenditures totaled \$520,000, or approximately 67 percent of the \$777,000 annual budget. Operating expenditures totaled \$1.4 million, or 67 percent of the \$2.1 million annual budget. Transfers-in of \$3.6 million represented facilities fees and General Fund support to service the building's bonded debt and for operations, respectively. A mid-year reduction of \$51,000 reduced the expected annual transfer to \$4.8 million. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$4,000. Transfers-out for debt service requirements totaled \$2.2 million, or 75 percent of the \$2.9 million annual budget.

Parking

Parking actual revenue totaled \$6.8 million, or 87 percent of annual budgeted revenue of \$7.9 million. Payroll and fringe benefit expenditures totaled \$258,000, or approximately 63 percent of the budgeted \$413,000. Operating expenditures totaled \$2.1 million, or 77 percent of the budgeted \$2.8 million. Capital expenditures of \$220,000 were budgeted to support the Schrank Parking Deck project; \$222,000 had been transferred-out to fund the project. Transfers-out for debt service totaled \$3.3 million, or 75 percent of the \$4.5 million annual budget, and paid the bonded debt related to the renovation and construction of four parking decks.

Wayne Student Union

Wayne Student union revenue totaled \$49,000, or 73 percent of annual budgeted revenue of \$68,000. Operating expenditures totaled \$4,700, or 47 percent of the \$10,000 annual budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE

Self-Insurance Health Care

Self-Insurance Health Care revenue totaled \$23.1 million, or 71 percent of annual budgeted revenue of \$32.3 million. Payroll and fringe benefit expenditures totaled \$150,000. Operating expenditures totaled \$138,000 for consulting services, or 10.3 percent of the \$1.3 million annual budget. Premium and claims expenditures totaled \$16.4 million, or 52 percent of the \$31.6 million annual budget. Transfers-in of \$2.1 million, or 75 percent of the \$2.8 million annual budget, represented General Fund support of retiree health care.

UA Solutions

UA Solutions revenue totaled \$569,000, or 70 percent of annual budgeted revenue of \$811,000. Payroll and fringe benefit expenditures totaled \$262,000, or 86 percent of the \$304,000 annual budget. Operating expenditures totaled \$235,000, or 55 percent of the \$427,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$42,000.

New Student Orientation

New Student Orientation revenue totaled \$373,000, or 50 percent of annual budgeted revenue of \$750,000. Payroll and fringe benefit expenditures totaled \$166,000, or 68 percent of the \$242,000 annual budget. Operating expenditures totaled \$271,000, or 55 percent of the \$497,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$3,000.

English Language Institute

English Language Institute revenue totaled \$523,000, or 87 percent of annual budgeted revenue of \$600,000. Payroll and fringe benefit expenditures totaled \$334,000, or 79 percent of the \$425,000 annual budget. Operating expenditures totaled \$21,000, or 24 percent of the \$86,000 annual budget.

Wayne

Wayne revenue totaled \$12,000, or 89 percent of annual budgeted revenue of \$14,000. Operating expenditures totaled \$16,000, or 141 percent of the \$11,000 annual budget.

Other

Other departmental sales and services revenue totaled \$4.3 million, or 70 percent of annual budgeted revenue of \$6.2 million. Payroll and fringe benefit expenditures totaled \$2 million, or 68 percent of the \$2.9 million annual budget. Operating expenditures totaled \$2 million, or 74 percent of the \$2.7 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$183,000.

RESOLUTION 6-5-18 (See Appendix B.)

- Procurements for More Than \$500,000, Award (Tab 4a)

Insight Public Sector, Inc. (Student Technology Fees Funded)

Insight Public Sector, Inc., an authorized reseller of Microsoft products selected through the Inter-University Council of Ohio bid process, was awarded \$1,526,000 for a five-year use license of various Microsoft software products on all University of Akron computers. The agreement, covering the period from July 1, 2018 through June 30, 2023, had been proposed by Information Technology Services, recommended by the Department of Purchasing and reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

RESOLUTION 6-6-18 (See Appendix B.)

- Procurement for More Than \$500,000, Preapproval (Tab 4b)

The resolution authorized procurement of 1,400 Dell Edge Gateway 3001 computers in conjunction with the Department of Civil Engineering's global position system/automatic vehicle location project with the Ohio Department of Transportation (ODOT). The procurement in the approximate amount of \$627,000 would proceed in June or July, contingent upon whether ODOT secures its funding.

RESOLUTION 6-7-18 (See Appendix B.)

- Cumulative Gift and Grant Income Report for the July 1, 2017 through April 30, 2018 (Tab 5)

During July 2017 through April 2018, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$27,842,211.

RESOLUTION 6-8-18 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 6a) INFORMATION ONLY
- Purchases for More Than \$500,000 (Tab 6b) INFORMATION ONLY
- Advancement Report (Tab 7) INFORMATION ONLY
- University Communications and Marketing Report (Tab 8) INFORMATION ONLY
- Capital Projects Report (Tab 9) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Woolford

- Curricular Changes (Tab 1)

Delete Programs:

Delete the Associate of Arts, Criminal Justice Studies – Corrections offered by the Buchtel College of Arts and Sciences, Department of Political Science, proposal #17-20883

This proposal would eliminate the Associate of Arts in Criminal Justice Studies – Corrections. This degree program had been replaced by the newly revised Associate of Arts in Criminal Justice Studies.

Delete the Bachelor of Arts, Sociology/Criminology and Law Enforcement, offered by the Buchtel College of Arts and Sciences, Department of Sociology, proposal #17-22236

This proposal would remove an obsolete program option that had been replaced by the Bachelor of Science degree in Criminology and Criminal Justice.

Program revision:

Revise the minimum GPA requirement for completion of the Certificate in Intellectual Property offered by the School of Law, proposal #LS-18-13

This proposal would revise the required GPA for completion from 3.1 to 2.3 to better align with the Master of Law degree.

RESOLUTION 6-9-18 (See Appendix B.)

- Strategic Completion Plan (Tab 2)

An updated University Retention and Completion Plan, as required by Ohio Revised Code 3345.81, was proposed.

RESOLUTION 6-10-18 (See Appendix B.)

- Enrollment Management Report (Tab 3) INFORMATION ONLY
- Research Report (Tab 4) INFORMATION ONLY
- Student Success Report (Tab 5) INFORMATION ONLY
- Information Technology Report (Tab 6) INFORMATION ONLY

At the conclusion of the Academic Issues and Student Success Committee report, Mr. Bauer acknowledged Committee Chair Woolford's final meeting of his nine-year term and thanked him for his longstanding advocacy for the University.

Mr. Woolford replied that he was thankful for the opportunity to serve.

CONSENT AGENDA VOTE

Mr. Bauer said that all of the items on the consent agenda had been thoroughly discussed at committee meetings on June 4. Each had been recommended for approval by the appropriate committee, which also had approved the items' addition to the consent agenda.

ACTION: Ciraldo motion, Scala second for approval of Resolutions 6-1-18 and 6-3-18 through 6-10-18, passed 7-0.

REPORT OF THE RULES COMMITTEE
presented by Committee Chair Ciraldo

- O.A.C. 3359-7-02, Office of University Internal Audit (Tab 1)

Under the proposed modification of this rule, the University's chief audit executive would report directly to the President of the University for administrative matters.

Ms. Cook commented that this reporting change of the chief audit executive was proposed a few years ago, but due to a transition in leadership it was not effectuated. Recently, this change of having the chief audit executive report to the President for administrative matters was raised again in connection with a meeting of the Audit & Compliance Committee of the Board. The portion of the rule that states the chief audit executive reports to the Board through the Audit & Compliance Committee for functional matters remains unchanged.

RESOLUTION 6-11-18 (See Appendix B.)

ACTION: Ciraldo motion on behalf of Committee, passed 7-0.

REPORT OF THE SAFETY & FACILITIES SPECIAL COMMITTEE

presented by Trustee Scala

Mr. Scala called on Mr. Mortimer to provide an update on issues within the scope of the Safety & Facilities Special Committee. Noting that the Committee, chaired by Trustee Adkins, had been formed about a year ago, Mr. Mortimer presented a summary of University initiatives that support the Committee’s objectives, focusing on:

- Properties;
- Policing and security presence;
- Equipment and technology; and
- Education and services.

Following the presentation, Mr. Bauer stated that the work of this Committee was instigated by Trustees Adkins and Scala. He praised the work and resulting accomplishments.

REPORT OF THE NOMINATING COMMITTEE

presented by Committee Chair Ciraldo

Dr. Ciraldo read the Nominating Committee’s recommended slate of Board officers for 2018-2019.

RESOLUTION 6-12-18 (See Appendix B.)

ACTION: Ciraldo motion on behalf of Committee, passed 7-0

The newly elected officers—Chair Joseph M. Gingo, Vice Chair Olivia P. Demas, Vice Chair Alfred V. Ciraldo, Secretary M. Celeste Cook and Assistant Secretary John J. Reilly—were sworn in to office by Associate General Counsel Scott M. Campbell.

Mr. Bauer congratulated the incoming officers and stated, “I know I speak for the Board when I say that we will do everything we can to support you going forward. Thank you for your commitment to this University.”

NEW BUSINESS

- FY 2018-2019 General Fund, Auxiliary Funds and Sales Funds Budgets (Tab 1)

GENERAL FUND

Revenues

Tuition & General Service Fees: Assumes an overall blended enrollment reduction of seven percent, reflecting declines of roughly six percent, 14 percent, and two percent for undergraduate, graduate and law, respectively. Tuition and fee rates remain flat for continuing students while the Guaranteed Tuition program begins fall of 2018 and assumes a six percent increase for tuition and fees for applicable students.

Other Fees: Assumes an overall blended enrollment reduction of seven percent, and fees rates remain flat for continuing students and increase for certain fees which are part of the Guaranteed Tuition program.

State Share of Instruction: Assumes a two percent decline as compared to FY18 based upon information received from Ohio Department of Higher Education.

Indirect Cost Recovery: Assumes no significant change as compared to FY18 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Investment Income: Assumes a reasonable return; however, significant market fluctuations either way will impact the actual amount.

Expenditures

Payroll and Vacancies: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees and part-time faculty. Also contemplates \$5.6 million of vacancy savings which are created by employee departures until a replacement employee is hired. Further includes the \$1.7 million year-one installment for the Voluntary Retirement Incentive Program (VRIP).

Fringes: Assumes application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Operating: The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the seven-percent enrollment decline. The designated fees and startups assume that only current-year revenues and allocation are expended; however, a certain level of carry over exists within these fees and startups, which may be expended by the units and therefore cause expenditures to exceed the allocations for the current year.

The unit allocations largely assume a five percent reduction as compared to the FY18 adjusted levels.

Scholarships: Assumes graduate assistants, \$11.4 million; Law School, \$3.7 million; and undergraduate, \$44.4 million representing a decrease of \$2.3 million (or 17 percent); a decrease of \$56,000 (or 1.5 percent); and an increase of \$4.2 million (or 10 percent), respectively.

Other

Transfers-In: Assumes \$16.2 million from general reserves and \$1 million from plant fund reserves.

Advances-In: Assumes \$90,000 of the \$270,000 advance from the General Fund to the National Museum of Psychology and \$200,000 of the \$353,000 advance from the General Fund to CAST in support of the Musson Industrial Control Systems Test Bed made during the prior fiscal year will be repaid.

Transfers-Out Plant Fund: Assumes capital projects will be funded as needs arise by \$1 million.

Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, \$11.9 million; Other, \$12.6 million; and Facilities Fee, \$6.8 million. The Facilities Fees maintains a reserve, and a portion of that reserve, in the amount of \$2.9 million, will be used to help service the Auxiliaries' debt service for FY19; therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by \$2.9 million.

Debt Service: Assumes the University achieves its debt deferral initiative and the reserves that reside in the plant and debt reserves will service the remaining \$7.1 million.

AUXILIARIES

Overall Assumptions

Revenues: Assumes an overall seven percent enrollment decline.

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes benefits such as 14 percent employer contribution to the respective retirement System, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.

Transfers-Out Debt Service: Assumes debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues: Assumes externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll: Contemplates rate increases as reflected in respective individual contracts.

Operating: Assumes a decrease of \$242,000 as compared to the FY18 projection.

Scholarships: Assumes 225 Athletic financial aid awards.

Transfers-In: Assumes Facilities Fee of \$3.5 million from the General Fund and \$1.5 million from Facilities Fee reserve, General Service Fee of \$11.9 million, and Other of \$7.9 million in transfers from the General Fund net of a \$.4 million reduction.

Residence Life & Housing

Revenues: Assumes an 88 percent average occupancy.

Operating: Assumes an increase of \$310,000 over the FY18 projection.

E. J. Thomas Performing Arts Hall

Revenues: Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

Operating: Assumes largely flat operating as compared to the FY18 projection.

Transfers-In: Assumes \$.9 million which consists of \$.8 million from the General Fund net of a \$32,000 reduction and \$91,000 from unrestricted reserve.

Dining (Aramark)

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes an increase of \$80,000 over the FY18 projection.

Recreation & Wellness Services

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$1.2 million from the General Fund and \$.5 million from Facilities Fee reserves, and Other of \$2.1 million in transfers from the General Fund net of \$108,000 reduction.

Jean Hower Taber Student Union

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes an increase of \$82,000 over the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$2 million from the General Fund and \$.9 million from Facilities Fee reserves; and Other of \$1.8 million in transfers from the General Fund net of \$94,000 reduction.

Parking & Transportation Services

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of seven percent.

Operating: Assumes an increase of \$382,000 over the FY18 projection.

Transfers-In: Assumes Fund Balance transfers to finance the Administrative Services Building parking deck replacement and other projects including lot and deck repairs and lighting upgrades.

Transfers-Out Plant Fund: Assumes Administrative Services Building parking deck repair and replacement.

Wayne Student Union

Revenues: Assumes externally generated revenues from bookstore space rent and room rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

DEPARTMENTAL SALES AND SERVICES

Overall Assumptions

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Fund Assumptions

Self-Insurance Health Care

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

UA Solutions

Revenues: Assumes open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.

English Language Institute

Revenues: Assumes externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

Other

Revenues: Assumes about 140 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchase related to chemistry testing activities.

Mr. Bauer noted that the Board is not happy to draw \$16 million from savings, but due to the University's improved performance over the past two years this budget is a significantly better projection than was anticipated three years ago.

RESOLUTION 6-13-18 (See Appendix B.)

ACTION: Woolford motion, Gingo second, passed 7-0.

- Naming of The Dorothy Hassenflue Stein Suite (Tab 2a)

A resolution was proposed to name the second floor of offices and conference rooms located in the Alumni Association and the University of Akron Foundation space in InfoCision Stadium The Dorothy Hassenflue Stein Suite.

Ms. Cole commented on the life, career and philanthropy of Dorothy Hassenflue Stein. Mr. George Farris, University alumnus and manager of the Dorothy Hassenflue Stein Charitable Trust expressed appreciation.

RESOLUTION 6-14-18 (See Appendix B.)

ACTION: Crotty motion, Scala second, passed 7-0.

- Naming of The Harry P. and Rainy G. Stitzlein Board Rooms (Tab 2b)

A resolution was proposed to name Rooms 202 and 203 located in the Alumni Association and The University of Akron Foundation space in InfoCision Stadium The Harry P. and Rainy G. Stitzlein Board Rooms.

Ms. Cole commented on the lives, careers and philanthropy of Harry P. and Rainy G. Stitzlein. Ms. Belinda Boucher expressed appreciation on behalf of the extended Stitzlein family.

RESOLUTION 6-15-18 (See Appendix B.)
ACTION: Gingo motion, Ciraldo second, passed 7-0.

- Amendment and Restatement of The University of Akron 403(b) Plan (Tab 3)

A resolution was proposed to amend The University of Akron 403(b) Plan to incorporate all prior amendments to the Plan, to permit employer contributions to eligible participants of the 2018 Voluntary Early Retirement Incentive Program (VRIP) and to permit employer contributions to be made to the Interim President of the University as of May 1, 2018 as provided in his employment agreement.

RESOLUTION 6-16-18 (See Appendix B.)
ACTION: Woolford motion, Crotty second, passed 7-0.

- Employment for John C. Green, Ph.D. as Interim President of The University of Akron (Tab 4)

A resolution was proposed to approve the Interim Presidential Employment Agreement, which had been negotiated in accordance with the Board's appointment of John C. Green as Interim President of the University effective May 1, 2018.

Ms. Cook said that the agreement is a one-year term contract, which may be extended upon mutual agreement of the parties. Compensation is the annual base salary of \$319,000, a \$100,000 increase over Dr. Green's base salary as dean. There also is a deferred compensation component whereby the University would contribute \$1,250 per month to his 403(b) plan.

RESOLUTION 6-17-18 (See Appendix B.)
ACTION: Gingo motion, Woolford second, passed 7-0.

- Expression of Appreciation to Student Trustee Zachary D. Michel (Tab 5)

Mr. Bauer read aloud the resolution of appreciation formally thanking Student Trustee Michel, whose two-year term on the Board would end on July 1, 2018, for fulfilling his duties.

RESOLUTION 6-18-18 (See Appendix B.)
ACTION: Scala motion, Gingo second, passed 7-0.

- Expression of Appreciation to Trustee Warren L. Woolford (Tab 6)

Mr. Bauer read aloud the resolution of appreciation formally thanking Trustee Woolford for fulfilling his duties as a Trustee, including roles as Chair of the Academic Issues & Student Success Committee (2012-18), Chair of the Presidential Assessment Advisory Committee (2017) and Chair of the Collective Bargaining and Trusteeship Committees (2010-11) during his term that began in 2009 and would end on July 1, 2018.

Mr. Woolford reiterated his appreciation for the opportunity to have served for nine years and said that he believes the University is in good hands.

Mr. Bauer added his own thanks to Mr. Woolford for everything that he has done for the University and described him as the epitome of a good Board member.

RESOLUTION 6-19-18 (See Appendix B.)

ACTION: Ciraldo motion, Gingo second, passed 7-0.

Mr. Bauer then announced that the next meetings of the Board Committees and the regular meeting of the Board of Trustees will take place on Wednesday, August 15, 2018. An executive session will begin at 7:30 or 8 a.m., followed by public Committee meetings. The regular Board of Trustees meeting will convene that afternoon.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:41 a.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

August 15, 2018

APPENDIX A: OTHERS PRESENT

Belinda Boucher, Alumna

Rainy Boucher, Alumna

Linda K. Bussey, Director, Hower House

Katie Byard, Akron Beacon Journal

Scott M. Campbell, Associate General Counsel and Records Compliance Officer

Kimberly M. Cole, Vice President, Development

Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC

Sean P. Dunn, President, Sean P. Dunn & Associates LLC

Lia Evans Jones, Director, Center for Gift and Estate Planning, Department of Development

George Farris, Alumnus and Manager of the Dorothy Hassenflue Stein Charitable Trust

Jean Foust, Hower House Museum Guild

Anne C. Hanson, Director, Community Relations and Engagement

Wayne R. Hill, Vice President, Chief Communication and Marketing Officer

Sarah J. Kelly, Assistant Vice President, Talent Development and Human Resources

Willy Kollman, Executive Director, Government and Alumni Relations

Jolene A. Lane, Chief Diversity Officer/Vice President Inclusion & Equity

Dr. John A. Messina, Vice President Student Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Alan Parker, Contract Professional Advisory Committee

Mary Jo Scurry, Hower House Museum Guild

Mark G. Stasitis, Assistant General Counsel

Zachary D. Steiner, Contract Professional Advisory Committee

Dr. Harvey L. Sterns, University Council

Deb Thomas, Hower House Museum Guild

William H. Viau, Associate Vice President, Talent Development and Human Resources

Barbara C. Weinzierl, Chief of Staff, Office of the President

APPENDIX B: RESOLUTIONS

RESOLUTION 6-1-18: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of April 18, 2018 be approved.

RESOLUTION 6-2-18: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green dated June 13, 2018 as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 6-3-18: Approval to exercise the Board’s rights under Section 13.3 of President Wilson’s Employment Agreement

WHEREAS, The Board of Trustees of The University of Akron (the “Board”), and Mr. Matthew J. Wilson (the “President” or “Mr. Wilson”) entered into an Employment Agreement (the “Agreement”), effective as of October 11, 2017, whereby the Board employed Mr. Wilson as the University’s President, subject to the terms of the Agreement and applicable law; and WHEREAS, Pursuant to Section 13.3 of the Agreement, Mr. Wilson provided to the Board on March 21, 2018, his one hundred twenty (120) days’ advance written notice to resign his presidency and to transition from the executive leadership of the University; and

WHEREAS, Section 10.2 of the Agreement provides that if the Agreement is terminated for any reason other than cause, the President shall have the option to be a member of the full-time nine (9) month law faculty, with his base salary set at sixty-five percent of his final Presidential base salary; and

WHEREAS, Pursuant to Section 10.2, Mr. Wilson has expressed his desire to be a member of the full-time nine (9) month law faculty and has voluntarily offered to reduce his academic salary from sixty-five percent of his current base salary of \$450,000, or (\$292,500) to sixty-five percent of his previous base salary of \$370,000, or (\$240,500); Now, Therefore,

BE IT RESOLVED, That with the expressed desire of Mr. Wilson to resign his presidency, the Board acknowledges its receipt and acceptance of Mr. Wilson’s resignation on March 21, 2018 and agrees to terminate Mr. Wilson’s presidential employment, effective July 31, 2018; and

BE IT FURTHER RESOLVED, That the Board also acknowledges Mr. Wilson’s stated desire to become a member of the full-time nine (9) month law faculty, consistent with the rules and policies of the University and the School of Law and at a salary equal to sixty-five percent of his previous base salary of \$370,000, or \$240,500; and

BE IT FURTHER RESOLVED, That consistent with Section 13.3 of the Agreement, this Resolution also serves as written notice to Mr. Wilson that any further obligations of the Board under the Agreement shall cease; and

APPENDIX B: RESOLUTIONS, Page 2

BE IT FURTHER RESOLVED, That the Vice President and General Counsel is authorized to implement this Resolution and to finalize those actions necessary with Mr. Wilson to effectuate a transition in the executive leadership of the University pursuant to Mr. Wilson's one hundred twenty (120) days' advance written notice and pursuant to the terms of the President's Employment Agreement.

RESOLUTION 6-4-18: Acceptance of the Investment Report for the Nine Months Ended March 31, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 13, 2018, accepting the Investment Report for the Nine Months Ended March 31, 2018, be approved.

RESOLUTION 6-5-18: Acceptance of the Financial Report for the Nine Months Ended March 31, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on June 13, 2018, accepting the Financial Report for the Nine Months Ended March 31, 2018, be approved.

RESOLUTION 6-6-18: Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on June 13, 2018 be approved:

Award to Insight Public Sector, Inc. a five-year license agreement to use various Microsoft software products on all University computers in the approximate amount of \$1,526,000

RESOLUTION 6-7-18: Preapproval of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation presented by the Finance & Administration Committee on June 13, 2018 be approved:

Award a contract to procure approximately 1,400 Dell Edge Gateways 3001 in the amount of \$488 per unit, totaling approximately \$627,000

RESOLUTION 6-8-18: Acceptance of Gift Income Report for July 2017 through April 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on June 13, 2018 pertaining to acceptance of the Gift Income Report for July 2017 through April 2018 be approved.

RESOLUTION 6-9-18: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on June 13, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

APPENDIX B: RESOLUTIONS, Page 3

Delete the Associate of Arts, Criminal Justice Studies – Corrections degree offered by the Buchtel College of Arts and Sciences, Department of Political Science

Delete the Bachelor of Arts, Sociology/Criminology and Law Enforcement degree offered by the Buchtel College of Arts and Sciences, Department of Sociology

Revise the minimum GPA requirement for completion of the Certificate in Intellectual Property offered by the School of Law

RESOLUTION 6-10-18: Proposed Update of Ohio Revised Code 3345.81

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on June 13, 2018 to update The University of Akron Strategic Completion Plan be approved.

RESOLUTION 6-11-18: Revisions to University Rule 3359-7-02, Office of University Internal Audit Pertaining to the Change in Reporting Line for the Chief Audit Executive

WHEREAS, University Rule 3359-7-02 currently provides that the Chief Audit Executive currently reports directly to the Senior Vice President and Provost and Chief Operating Officer for administrative matters; and

WHEREAS, The Board of Trustees desires that the Chief Audit Executive report directly to the President for administrative matters; Now, Therefore,

BE IT RESOLVED, That University Rule 3359-7-02 shall be modified to reflect that the Chief Audit Executive shall report directly to the President for administrative matters.

RESOLUTION 6-12-18: Pertaining to Election of Officers of the Board of Trustees for 2018-2019

BE IT RESOLVED, That the recommendation presented by the Nominating Committee on June 13, 2018, to elect the following slate of officers for The University of Akron's Board of Trustees for 2018-2019, be approved.

Chair:	Joseph M. Gingo
Vice Chair:	Olivia P. Demas
Vice Chair:	Alfred V. Ciraldo, M.D.
Secretary:	M. Celeste Cook
Assistant Secretary:	John J. Reilly

RESOLUTION 6-13-18: Pertaining to the Approval of the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets

WHEREAS, The Vice President for Finance and Administration/CFO submitted the FY2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets and presented those Budgets to the Board of Trustees for its consideration and approval; Now, therefore,

APPENDIX B: RESOLUTIONS, Page 4

BE IT RESOLVED, That the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets, are approved.

RESOLUTION 6-14-18: Pertaining to the Naming of The Dorothy Hassenflue Stein Suite

WHEREAS, A native of Akron, Dorothy Hassenflue Stein was a dynamic woman who held deep affection for her community and had an intense desire to see it prosper and succeed; and

WHEREAS, Born the second of three daughters to Dr. John and Mertle Elma Hassenflue, she grew up in the family's Merriman Road home and learned early in life the importance of civic responsibility and education; and

WHEREAS, After graduating from Lake Erie College for Women, Dorothy Hassenflue Stein returned to Akron, teaching high school before pursuing and receiving from The University of Akron in 1928 a master's degree in education; and

WHEREAS, Following her death, The Dorothy Hassenflue Stein Charitable Trust was established in 2000, and has contributed to date more than \$3 million to The University of Akron's Dorothy Hassenflue Stein Scholarship, which offers last-dollar tuition assistance and book awards to outstanding undergraduate students who are committed to community service, have financial need, and demonstrate academic excellence; and

WHEREAS, Additional contributions from The Dorothy Hassenflue Stein Charitable Trust continue to grow the scholarship's impact with the assistance of its manager, University of Akron alumnus George Farris, who holds four degrees from the University and is a well-respected and engaged member of the alumni community; Now; Therefore,

BE IT RESOLVED, That the second floor of offices and conference rooms located in the Alumni Association and The University of Akron Foundation space in InfoCision Stadium be renamed The Dorothy Hassenflue Stein Suite.

RESOLUTION 6-15-18: Pertaining to Naming of The Harry P. and Rainy G. Stitzlein Board Rooms

WHEREAS, Harry P. and Rainy G. Stitzlein, cherished benefactors and longtime champions of The University of Akron, its alumni and mission, always will be remembered among the institution's leading figures; and

WHEREAS, Harry Stitzlein was a 1950 College of Business Administration graduate, a community leader and a distinguished businessman, serving as president of Malone Advertising, a company with which he was involved for 45 years; and

APPENDIX B: RESOLUTIONS, Page 5

WHEREAS, His influence was felt throughout the city of Akron; including his work with civic organizations, such as the United Way of Summit County and the Akron Regional Development Board; and

WHEREAS, Mr. Stitzlein was a tireless volunteer on behalf of the University, including: acting as the publicity co-chairman for the University's Challenge '70 campaign; serving as president of the University's Alumni Council; and participating as a member of the College of Business Administration's Advancement Council; and

WHEREAS, Mr. Stitzlein received the University's Alumni Honor Award in 1975 and The Dr. Frank Simonetti Business Alumni Award in 1990; and

WHEREAS, Rainy Stitzlein, an Akron native and 1948 alumna, was a long-standing and passionate University leader, having been appointed to the University's Board of Trustees in 1988 and serving as chairwoman from 1994 to 1997, and then being named chairwoman emeritus in 1997; and

WHEREAS, Mrs. Stitzlein was an honorary member of Omicron Delta Kappa, former president of Alpha Delta Pi Sorority Alumni Association, received the University's Outstanding Alumna Award in 1978, and was awarded a UA honorary Doctor of Humane Letters degree; and

WHEREAS, Mrs. Stitzlein was a respected and trailblazing businesswoman, having joined Eddie Elias Enterprises in the 1950s, a firm combining television production with celebrity representation and marketing consulting, which featured high-profile personalities such as professional golfer Chi-Chi Rodriguez, actress Marlo Thomas and talk show host Phil Donahue; and

WHEREAS, Mrs. Stitzlein founded her own companies, serving as president of Rainbow, Inc., a sports administration and celebrity management firm, and Rainbow Furs; and

WHEREAS, The meeting rooms on the second floor of InfoCision Stadium now serve as the central meeting point for the National Alumni Board, University Ambassadors, and other groups; Now, Therefore,

BE IT RESOLVED That The Harry P. and Rainy G. Stitzlein Board Rooms, 202 and 203 located in the Alumni Association and The University of Akron Foundation space in InfoCision Stadium, be so named in their honor.

RESOLUTION 6-16-18: Pertaining to the Amendment and Restatement of The University of Akron 403(b) Plan

WHEREAS, The University of Akron ("University") sponsors The University of Akron 403(b) Retirement Plan (the "Plan"); and

WHEREAS, The University, through its Board of Trustees (the "Board"), has the ability to amend, from time to time, the Plan; and

WHEREAS, The University desires to amend and restate the Plan to: (i) incorporate all prior amendments made to the Plan; (ii) provide for employer contributions to be made to eligible participants of the 2018 Voluntary Early Retirement Incentive Program ("VRIP"); and, (iii)

APPENDIX B: RESOLUTIONS, Page 6

provide for employer contributions to be made to the individual who is the interim President of the University as of May 1, 2018, as provided in his employment agreement; Now, Therefore,

BE IT RESOLVED, By the Board of the University that the provisions of the amendment and restatement of the Plan are hereby adopted, effective January 1, 2018, unless otherwise specified in the Plan (see Exhibit A¹, Adoption Agreement); and

BE IT FURTHER RESOLVED, That the Administration, in carrying out this Resolution, is hereby authorized to execute the amendment and restatement of the Plan and any other instruments, documents, or conveyances necessary to effectuate the amendment and restatement of the Plan; and

BE IT FURTHER RESOLVED, That the Board finds and determines that all formal actions of the Board relating to the enactment of this Resolution were taken in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

RESOLUTION 6-17-18: Approval of the Employment Agreement for John C. Green, Ph.D. as Interim President of The University of Akron

WHEREAS, The Board of Trustees of The University of Akron (the “Board”) appointed John C. Green as Interim President of the University, effective May 1, 2018, in accord with terms of employment, which were to be negotiated and executed between Dr. Green and the University in an Interim Presidential Employment Agreement and presented to this Board for approval at its next regularly scheduled meeting; and

WHEREAS, The terms and conditions of the Interim Presidential Employment Agreement have been negotiated and agreed to by Dr. Green and the University, subject to approval by the Board, (attached hereto as Exhibit A²); Now, Therefore,

BE IT RESOLVED, That the Board approves the Interim Presidential Employment Agreement for John C. Green.

RESOLUTION 6-18-18: Expression of Appreciation to Student Trustee Zachary D. Michel

WHEREAS, Mr. Zachary D. Michel, a Canton native, was appointed to the Board of Trustees of The University of Akron by Governor John Kasich on July 8, 2016; and

WHEREAS, He has served the Board and the University in a variety of roles, including membership on the Academic Issues & Student Success Committee (2016-2018), the Finance & Administration and Strategic Issues committees (2016-2018), and the Audit & Compliance and Rules committees (2016-2017); and the Presidential Assessment Advisory Committee (2017); and

¹ Exhibit A of Resolution 6-16-18 is included in these minutes as Appendix D.

² Exhibit A of Resolution 6-17-18 is included in these minutes as Appendix E.

APPENDIX B: RESOLUTIONS, Page 7

WHEREAS, In addition to representing the student body effectively on the Board, Mr. Michel has balanced a full load of classes, multiple co-curricular activities, and been an active volunteer across campus, including the co-founding of Akron Hope, a nonprofit that supports Title 1 students through various programs; and

WHEREAS, Mr. Michel has worked at the Pro Football Hall of Fame and as a student-assistant in the College of Engineering, has participated in the University's Emerging Leaders program, was president of the University Ambassadors program, and has mentored approximately 100 freshman student leaders; and

WHEREAS, He graduated with dual bachelor's degrees in early May and has been granted numerous honors including the Governor's ServeOhio Award, the Elizabeth Buchtel Student Award, the Gold Leadership Award (three times), the Alumni Association Student Award, and the University's Top 10 Senior Award; and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2018; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Zachary D. Michel for fulfilling his duties as a Student Trustee and wishes him well for the future.

RESOLUTION 6-19-18: Expression of Appreciation to Trustee Warren L. Woolford

WHEREAS, Mr. Warren L. Woolford was appointed to the Board of Trustees of The University of Akron by Governor Ted Strickland in 2009; and

WHEREAS, Mr. Woolford earned a bachelor's degree in social science and secondary education from Coppin State University in Baltimore, Maryland, in 1972, and a master's degree in geography from The University of Akron in 1974; and

WHEREAS, Mr. Woolford has a long and distinguished record of public service to the citizens of Akron, beginning with his appointment as a student planning intern in the City of Akron Department of Planning and Urban Development in 1972; service in a number of planning positions for the next 20 years; and in June 1993, his appointment to the Mayor's cabinet, where he directed a number of the city's capital improvement, planning, land use, zoning, transportation, housing and community development, property and land development programs; eventually retiring in 2008 after 36 years of service to the Akron community; and

WHEREAS, In 2015-2016, Mr. Woolford served on the Mayor of Akron's Blue Ribbon Task Force, which fulfilled its commission to issue a comprehensive report on opportunities for improved efficiency of the city's government operations; and

WHEREAS, Mr. Woolford has been a member of the 1995 Leadership Akron Class, a member of the Omega Psi Phi Fraternity, the Mount Cavalry Lodge No. 76, the United Negro College Fund Night Committee, the Akron Development Corporation and Tax Incentive Review Council,

APPENDIX B: RESOLUTIONS, Page 8

the United Baptist Church and Helping Hand Social Club, and was named an Outstanding Alumnus of The University of Akron (1994); and

WHEREAS, He has served the Board and the University well, chairing the Presidential Assessment Advisory Committee in 2017 and served on the Presidential Transition Committee in 2014; has chaired the Academic Issues & Student Success Committee (2012-18) and served as its vice chair (2011-12); chaired the Collective Bargaining Committee and the Trusteeship Committee (2010-11); and served as a member of the Educational Policy and Student Affairs Committee (2009-10); the External Affairs Committee (2009-11); the Facilities Committee (2009-11); the Nominating Committee (2010-18); the Finance & Administration Committee (2011-13); the Strategic Issues Committee (2011-18); the Audit & Compliance Committee (2013-15 and 2016-17); and the Rules Committee (2015-18); and

WHEREAS, His term as a member of the Board of Trustees will expire on July 1, 2018; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Mr. Warren L. Woolford for fulfilling his duties to the Board and its constituents, and wishes him, his wife Betty, and their family well for the future; and,

BE IT FURTHER RESOLVED, That an honorary doctorate be awarded to Mr. Woolford in recognition of his valued leadership and service to The University of Akron and the community.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT

As this is my first official Board of Trustees meeting as interim president, I hope you will indulge me with a few observations and thoughts about the University.

I already knew this, but over the last six weeks I learned again first-hand that The University of Akron is a venerable, a valuable, and a vibrant institution. And despite some of our challenges, our future is bright.

I have said several times that I view my job as interim president as one of getting the institution in as good a shape as possible so that the next president will have the best prospects for success.

While this is a time of meeting the contemporary challenges and planning for the future, it also is a time to reflect on our past.

In 2020, about 18 months from now, we will celebrate our University's sesquicentennial anniversary.

Anne Hanson is the director of community relations and community engagement here at the University, and will chair a 150th anniversary committee.

The committee will be charged with developing a strategy and a timeline for the commemoration, and ensuring campus and community involvement is appropriate in the process.

This process will include a representative cross-section of students, faculty, staff and University partners.

But this celebration will be more than just a walk down memory lane, it will be a review of our venerable history as an institution.

Founded just five years after the American Civil War, The University of Akron has been a participant in a wide variety of important changes: the rise and fall of various industries; sweeping cultural, economic and political changes; and technological advances that have carried us from canal boats to space stations.

Today, the world is smaller and our reach is farther, but our essential purpose is unchanged. It is found in the University's motto, Fiat Lux: Let there be light.

It is our responsibility, and indeed our privilege, to ensure that The University of Akron continues to enlighten people in the broader community with information, insight and innovation for many years to come. And I would recommend another 150 years; that is a nice round number.

Yesterday I was in Columbus for a press conference by the Inter-University Council as part the "Forward Ohio campaign" to raise public awareness of the value of public higher education.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 2

If you would like to find out more, you can go to the website forwardohio.org, and you'll find many facts, figures and personal stories that demonstrate the immense value of public higher education in Ohio.

According to a statewide study conducted by Economic Modeling Specialists for the Inter-University Council, The University of Akron has an annual economic impact in Northeastern Ohio of \$2.7 billion.

Let me repeat that: A current annual economic impact of \$2.7 billion. That is billion with a “B.”

This same study indicated that University of Akron graduates will have a lifetime return on their investment in their education that is almost five times the cost of their education.

In fact, the increased lifetime earnings of UA graduates, along with the increased productivity of the people who employ them, are estimated to be \$12.8 billion.

These figures support, directly or indirectly, 36,000 jobs in our region; that is more than one out of every 47 jobs of all kinds.

This summer the University will complete the Academic Program Review (APR) and set the stage for a vibrant strategic planning process beginning in the fall of 2018. The APR—that is part of the alphabet soup of universities—began back in the spring and summer of 2017. When we bring it to conclusion this August, we will have done it with very, very rapid speed for universities, which have a tradition of moving slowly with deliberation to make sure we get things right.

APR began with self-studies of the faculty with their own academic programs in their units. They then submitted their studies to the deans, who evaluated them, and eventually this went to a faculty committee university wide that evaluated each academic program and prioritized them.

This spring, the Faculty Senate considered all the materials produced by APR and sent the materials to the Office of the President, and the senior administration is now evaluating them.

Meanwhile, we have begun an Administrative Activities Review (AAR), which will be conducted this summer as a counterpart to the Academic Program Review.

The AAR will be co-chaired by Provost Rex Ramsier and CFO Nathan Mortimer, and be conducted for all academic support units and auxiliary units.

We expect to bring a series of specific recommendations to the Board for the August Board of Trustees meeting, based on the findings of APR and AAR. These recommendations will include the identification of opportunities for investment in our academic programs, a possible resource reallocation in various degree programs, and opportunities for streamlining some academic and administrative units.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 3

This process of reviewing the activities of the University is the beginning of the second phase of our “Stabilize, Invest and Grow” program initiated by my predecessor in 2016.

Traditionally the Report of the President concludes with a review of faculty accomplishments and student success, but due to the length of my remarks I want to touch upon just one thing, the most powerful symbol of what we are all about here at The University of Akron, and something that our Chairman referenced in his remarks.

Last month we held The University of Akron’s 222nd Commencement, graduating 2,736 students. I am pretty sure that is the right number because I shook every one of their hands.

At the same ceremonies, some 10,600 guests came to the University to help celebrate our students’ achievements.

In ways big and small, these new graduates will bring light into our world—joining past graduates they can never know and future graduates who are not yet born.

The University of Akron is indeed a venerable, valuable, and vibrant institution, and what is more, it has a bright future.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18

**ADOPTION AGREEMENT FOR THE
403(b) PLAN DOCUMENT FOR
PUBLIC EDUCATION ORGANIZATIONS**

Employer hereby establishes a 403(b) plan by adopting the following 403(b) plan document (the "Plan"). The Plan shall be comprised of the 403(b) Basic Plan Document for Public Education Organizations, as modified by this Adoption Agreement, including Appendix A attached to this Adoption Agreement.

1. EMPLOYER INFORMATION (SECTION 1.12 OF THE BASIC PLAN DOCUMENT):

- A. Name of Employer: The University of Akron
- B. Federal Tax ID: 34-6002924
- C. Employer's Address:
302 Buchtel Common
Akron, OH 44325-6210
- D. Telephone Number: 330-972-6922 Fax: 330-972-5529
- E. Type of Public Education Organization:
 - K-12 Public School
 - Community College
 - Public College/University

Note: If the Employer is not a public education organization under Section 170(b)(1)(A)(ii) of the Code, this document may not be used.

2. PLAN INFORMATION (SECTIONS 1.20 AND 1.21 OF THE BASIC PLAN DOCUMENT):

- A. Name of Plan: The University of Akron 403(b) Plan (the "Plan")
- B. Effective Date: This Adoption Agreement:
 - Establishes the Plan effective as of January 1, 2009 (the "Effective Date") and is the first 403(b) plan document established by the Employer.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 2

- Amends and restates a previously established 403(b) Plan document of the Employer. The effective date of this amended Plan is January 1, 2018 (the "Effective Date"). The original effective date of the Plan is January 1, 2009.

C. Plan Administration: The Plan shall be administered by:

- The Employer.
- The Employer and Vendors jointly as provided in the applicable Funding Vehicle.
- The following designated Administrator: _____

3. **ELIGIBILITY (SECTION 2.1 OF THE BASIC PLAN DOCUMENT)**: Except as otherwise selected below, all Employees are immediately eligible to make contributions under the Plan. The Plan shall not include:

- Employees who are eligible to participate in one or more plans described under Section 403(b)(12)(A) of the Code during the calendar year sponsored by the Employer (i.e., another Section 403(b) plan, a Section 457(b) plan, or a Section 401(k) plan).
- Employees who are non-resident aliens described in Section 410(b)(3)(C) of the Code.
- Student Employees as classified by the Employer during the calendar year (limited to Employers that are educational institutions).
- Employees who normally work fewer than _____ hours per week (must be 20 or less).
- Other: _____
- No exclusions apply.

4. **VALUATION DATE (SECTION 1.30 OF THE BASIC PLAN DOCUMENT)**:

- Each business day.
- The last business day of the month.
- The last day of each calendar year year ending _____.
- Other: _____.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 3

5. EMPLOYEE CONTRIBUTIONS:

A. Elective Deferrals. (Section 2.2(a) of the Basic Plan Document)

The amount of Compensation that a Participant elects to have reduced by the Employer shall be expressed as:

A specified dollar amount.

A percentage of Compensation.

In no event, however, may the amount of Compensation a Participant elects to have reduced be less than \$120 (must not exceed \$200).

B. Automatic Enrollment. (Section 2.2(b) of the Basic Plan Document)

The Plan *will* or *will not* permit Employees to be automatically enrolled in the Plan. If permitted, each eligible Employee is required to defer:

_____% of Compensation.

\$_____.

C. Roth 403(b) Contributions. (Section 2.2(c) of the Basic Plan Document)

In addition to Elective Deferral Contributions, the Plan shall authorize the following Contributions:

Roth 403(b) Contributions to the Plan are permitted beginning on _____
January 1, 2011.

Roth 403(b) Contributions are NOT permitted under the Plan.

D. Changes in Elective Deferrals Election. (Section 2.4 of the Basic Plan Document)

Subject to the provisions of the applicable Individual Agreement(s), after his or her initial entry into the Plan, a Participant may change the amount to be contributed to his or her Elective Deferral Account as provided under Section 2.2 of the Plan as follows:

Once per calendar month.

Once per calendar quarter.

Other (but no less often than once per calendar year): _____.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 4

- E. Age 50 Catch-Up Contributions. (Section 3.3 of the Basic Plan Document)

The Plan *will* or *will not* permit Employees who will attain age 50 or more by the end of the calendar year to increase their Elective Deferrals as provided under Section 3.3 of the Plan.

- F. 15 Years of Service Catch-Up Contributions. (Section 3.2 of the Basic Plan Document)

The Plan *will* or *will not* permit Employees with 15 years of service with the Employer to increase their Elective Deferrals as provided under Section 3.2 of the Plan.

- G. Rollover Contributions. (Section 6.1(a) of the Basic Plan Document)

The Plan *will* or *will not* accept rollovers from another eligible plan.

- H. Roth Rollover Contributions. (Section 6.1(a) of the Basic Plan Document)

If Roth 403(b) Contributions are permitted to the Plan (above), direct rollovers from other Roth 403(b) or Roth 401(k) plans *are* or *are not* authorized to be rolled over into the Plan or Not Applicable because Roth Contributions are not permitted to the Plan.

6. EMPLOYER CONTRIBUTIONS (SECTIONS 1.13 AND 11 OF THE BASIC PLAN DOCUMENT):

No Employer Contributions will be made.

Discretionary non-elective contributions.

Formula non-elective contributions according to the following formula:

Effective on and after July 1, 2014, an employer contribution shall be made to the Plan on behalf of the President of the University of Akron in accordance with the President's Employment Agreement (as may be modified from time-to-time). Effective on and after January 1, 2016, an Employer Contribution shall also be made to the Plan on behalf of Employee #3171837 in accordance with his offer of employment dated February 11, 2015 and as provided for in any subsequent employment agreements. Effective May 1, 2018, an employer contribution shall be made on behalf of the Interim President of the University of Akron who holds this title on May 1, 2018 in accordance with the Interim President's Employment Agreement. Effective July 1, 2018, an employer contribution shall be made on behalf of VRIP participants in accordance with the provisions of Section 15 of this Adoption Agreement.

Discretionary matching contributions.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 5

- Formula matching contributions according to the following formula:

7. COMPENSATION FOR PURPOSES OF ELECTIVE DEFERRALS (SECTION 1.7 OF THE BASIC PLAN DOCUMENT):

- Compensation reported on Form W-2.
- Wages for withholding purposes under Code Section 3401.
- Safe harbor compensation under Code Section 415.
- Compensation shall include or shall not include pre-tax compensation reductions (i.e., compensation which is not currently includible in the Participant's gross income by reason of a compensation reduction election under Code Sections 125, 132(f)(4), 401(k), 403(b), or 457(b)).
- Compensation shall include or shall not include amounts paid within 2 ½ months after severance from employment (or, if later, the end of the limitation year that includes the date of severance) that, absent a severance from employment, would have been paid to the Employee for accrued bona fide sick leave, vacation or other leave, but only if the Employee would have been able to use the leave if employment had continued.
- Compensation shall include or shall not include amounts paid within 2 ½ months after severance from employment (or, if later, the end of the limitation year that includes the date of severance) that, absent a severance from employment, would have been paid to the Employee while the Employee continued employment with the Employer and are regular compensation for services during the Employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar compensation.

8. COMPENSATION FOR PURPOSES OF EMPLOYER CONTRIBUTIONS (SECTION 1.16 OF THE BASIC PLAN DOCUMENT):

- Same as 6 above.
- Not Applicable.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 6

- Other: Compensation for purposes of Employer Contributions for those VRIP Participants identified in Section 15 of the Adoption Agreement is the annual base rate of pay for the 2017-2018 academic year, not including stipends, overload, summer, temporary adjust assignment pay, one-time payments, or any other similar payment not included in the former Employee’s normal base rate of pay (“Base Rate of Pay”). For purposes of Employer Contributions for all other purposes, Compensation is defined as set forth in Section 6 of the Adoption Agreement.

9. **EXCHANGES WITHIN THE PLAN (SECTION 6.5 OF THE BASIC PLAN DOCUMENT):** The Plan *will* or *will not* permit Participants to make Exchanges. If permitted, Exchanges may occur between:

- Any Vendor.
- Any Vendor and any other organization offering Annuity Contracts and or Custodial Accounts that satisfy the requirements of Section 403(b) of the Code who execute an Information Sharing Agreement with Employer or its appointee for purposes of satisfying applicable compliance requirements.

10. **TRANSFERS INTO THE PLAN (SECTION 6.2 OF THE BASIC PLAN DOCUMENT):** The Plan *will* or *will not* accept Transfers from another Employer’s 403(b) Plan.

11. **TRANSFERS FROM THE PLAN (SECTION 6.3 OF THE BASIC PLAN DOCUMENT):** The Plan *will* or *will not* permit Transfers from the Plan to another Employer’s 403(b) Plan, if requested by a former Participant.

12. **FINANCIAL HARDSHIP DISTRIBUTIONS (SECTION 5.4 OF THE BASIC PLAN DOCUMENT):** Hardship Distributions *are* or *are not* available under the Plan subject to availability and any additional conditions that may apply under a Participant’s Individual Agreement(s).

13. **LOANS (SECTION 4 OF THE BASIC PLAN DOCUMENT):** Loans *are* or *are not* available under the Plan subject to availability and any additional conditions that may apply under a Participant’s Individual Agreement(s).

14. **IN-SERVICE DISTRIBUTIONS (SECTION 5.3 OF THE BASIC PLAN DOCUMENT):** The *will* or *will not* permit in-service distributions subject to availability and any additional conditions that may apply under a Participant’s Individual Agreement(s). If permitted, in-service distributions shall be made from:

- Rollover Accounts.
- Accounts other than Rollover Accounts upon attainment of age 59 ½.
- Both.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 7

15. OTHER PROVISIONS: The following section may be used to modify any portion of the Plan or Adoption Agreement:

2018 Voluntary Early Retirement Incentive Program. The Employer has elected in this Adoption Agreement to make non-elective contributions for certain former Employees as permitted under Treasury Regulation Section 1.403(b)-4(d). Such contributions are subject to the limits on Annual Additions set forth in the Basic Plan Document at Section 11. Employees eligible for these benefits shall be called “VRIP Participants.” An Employee is a VRIP Participant if he or she meets all of the following requirements:

- (1) The Participant is either (a) a full-time bargaining unit member of The American Association of University Professors, the University of Akron chapter, (b) a full-time faculty member of the University of Akron School of Law, or (c) a full-time administrator of the University of Akron with faculty rank;
- (2) The Participant’s combined age plus Service as of May 31, 2018 equals seventy-five (75) or more. “Service” means the continuous years of service that an Employee has worked in a full-time capacity for the Employer. Service is calculated using the “Full-Time Continuous Service Date” data element maintained by the University of Akron Office of Talent Development and Human Resources and reflects the expected number of completed years an Employee will have worked for the University as of May 31, 2018.
- (3) The Participant elected to participate in the Voluntary Early Retirement Incentive Program by submitting a valid election form and separation agreement and release form within the time period established by the Employer; and
- (4) The Participant separated service from the Employer as a result of his or her participation in the Voluntary Early Retirement Incentive Program.

The following individuals are not VRIP Participants and thus are not eligible for benefits under this Section 15: persons who separated from the Employer prior to December 20, 2017; part-time, temporary, or on-call employees; special contract employees; Employees who previously agreed to a buy-out offer; employees participating in the Transition After Retirement Program; or any employees who entered into a written agreement to separate from the Employer with a tendered retirement or separation date where such tendered retirement or separation date was on or prior to December 31, 2017.

The Employer has elected to make non-elective contributions to VRIP Participants pursuant to the terms of the Voluntary Early Retirement Incentive Plan. Under the Voluntary Early Retirement Incentive Plan, each VRIP Participant will receive a payment equal to fifty percent (50%) of his or her Base Rate of Pay plus a payment equal to five percent (5%) of Base Rate of Pay for each full year of Service with the Employer in excess of fifteen (15) years (the “Separation Payment”). The total value of the Separation Payment shall not exceed the lesser of (1) \$100,000, or (2) 100% of the VRIP Participant’s Base Rate of Pay.

APPENDIX D: EXHIBIT A OF RESOLUTION 6-16-18, Page 8

Sixty percent (60%) of the total cash value of the Separation Payment shall be paid to the VRIP Participant in the form of non-elective contributions to the Plan. This amount shall be paid in three substantially equal installments over three years. The first non-elective contribution installment shall be made to the Plan in July 2019. The second non-elective contribution installment shall be made to the Plan in July 2020. The third and final non-elective contribution installment shall be made to the Plan in July 2021.

Each VRIP Participant who does not have an Account in the Plan must create an Account on or before May 31, 2019. If a VRIP Participant fails to establish an Account by May 31, 2019, the VRIP Participant shall forfeit his or her right to all of the non-elective contributions under the Voluntary Early Retirement Incentive Program and under this Plan.

In the event a VRIP Participant dies before all three non-elective contribution installment payments are made to the Plan, any unpaid installment payments will be made directly to the VRIP Participant's Beneficiary in a single lump sum payment under this Plan.

16. SIGNATURES: Employer acknowledges that it is an eligible public education organization under Section 170(b)(1)(A)(ii) of the Code and is authorized to offer a program qualified under Section 403(b) of the Internal Revenue Code.

EMPLOYER

By: _____

Print Name: M. Celeste Cook

Title: Vice President and General Counsel

Date: _____

APPENDIX E: EXHIBIT A OF RESOLUTION 6-17-18

**INTERIM PRESIDENTIAL EMPLOYMENT AGREEMENT
DR. JOHN C. GREEN**

The University of Akron (the “University”) and Dr. John C. Green (the “Interim President”) (collectively, the “Parties”) enter into this Interim Presidential Employment Agreement (“Agreement”) as of May 1, 2018, for the employment of Dr. John C. Green as Interim President of the University. The purpose of this document is to outline essential terms of the employment relationship, which shall be subject to formal approval by the Board of Trustees.

Terms

1. Dr. John C. Green shall serve as Interim President of The University of Akron, subject to the applicable provisions of Ohio law and rules and regulations of the University and the University Board of Trustees, including but not limited to O.A.C. 3359-01-05. He shall be the chief executive for the University and shall serve as Interim President at the pleasure of the Board of Trustees.
 - a. The Interim President is the executive head of all university colleges, branches, schools, units and departments and thus, responsible for the general supervision of all its interests. The Interim President shall be entitled to any and all benefits, subject to the terms and conditions of the appropriate plan or policy provided to senior administrative and professional staff, which at this time include, but are not limited to, health care, disability and insurance programs, retirement, tax-deferred savings plans, flexible spending accounts, and vacation and sick leave. The Interim President shall be responsible for any federal, state or local income tax liability incurred as a result of payments made as compensation or benefits provided to the Interim President pursuant to this Agreement.
 - b. The Interim President is currently Dean of Buchtel College of Arts and Sciences, Director of the Ray C. Bliss Institute of Applied Politics, and Distinguished Professor, Political Science at The University of Akron. By accepting the Interim President position, he relinquishes the Deanship of Buchtel College of Arts and Sciences for the period of service as Interim President. However, while serving as Interim President, Dr. Green shall retain his current rank and tenure as Distinguished Professor, Political Science with the College of Arts and Sciences and Director of the Ray C. Bliss Institute of Applied Politics.

APPENDIX E: EXHIBIT A OF RESOLUTION 6-17-18, Page 2

2. The Initial Term of the Interim President’s employment shall commence on May 1, 2018 (the “Effective Date”) for a term of one (1) year, ending on April 30, 2019 (the “Initial Term”). Thereafter, the Term of this Agreement may be extended by mutual agreement of the Parties.
 - a. During the Initial Term, the University may terminate this Agreement for convenience by providing sixty (60) days’ written notice to the Interim President. Should the University terminate for convenience during the Initial Term, including but not limited to because of the selection of a permanent president by the University, the Interim President will have the option to:
 - i. return as a full-time 9-month faculty member as a Distinguished Professor, Political Science. If Dr. Green returns as a full-time 9-month faculty member in the Department of Political Science, his base salary shall be 9/11ths of his then Dean’s salary (\$219,000), or \$179,182; or,
 - ii. separate from the University. Should the Interim President choose this option, in exchange for the performance of such reasonable transitional responsibilities as might be assigned by the University, the Interim President shall be entitled to receive a one-time payment of: (a) the remaining amount of the difference between his Base Compensation (\$319,000) and his salary while serving as Dean of the Buchtel College of Arts and Sciences (\$219,000), prorated over the remaining portion of the Initial Term; and (b) the remaining amount of the University’s deferred compensation funding under Section 4, prorated over the remaining portion of the Initial Term.
 - b. Following the Initial Term, either party may terminate the Agreement by providing sixty (60) days prior written notice to the other party. Upon termination pursuant to this Section (2)(b), the Interim President will have the option to:
 - i. return as a full-time 9-month faculty member as a Distinguished Professor, Political Science. If Dr. Green returns as a full-time 9-month faculty member in the Department of Political Science, his base salary shall be 9/11ths of his then Dean’s salary (\$219,000), or \$179,182; or,

APPENDIX E: EXHIBIT A OF RESOLUTION 6-17-18, Page 3

- ii. separate from the University. Should the Interim President choose this option, the Parties shall have no further obligations to each other under this Agreement.
 - c. The University may terminate this Agreement immediately for cause, without any further liability or obligation thereunder, if the Interim President is found to have engaged in any one or more of the following:
 - (a) acts or omissions of gross negligence or willful malfeasance in the performance of duties as Interim President;
 - (b) conviction of a felony, or a guilty, Alford or no contest plea to a felony charge;
 - (c) acts or omissions that materially harm or reflect negatively upon the University undertaken or omitted knowingly;
 - (d) material misrepresentation of credentials or background; or
 - (e) a knowing and material violation of Ohio Ethics Laws.
3. During the Term of this Agreement, the Interim President shall be provided with a base compensation of \$319,000 annually (the “Base Compensation”), subject to applicable taxes and withholdings.
4. The University shall contribute \$1,250 per month to a funding vehicle maintained in connection with I.R.C. Section 403(b) plan (TIAA/CREF or other eligible funding vehicle as selected by the University) for the benefit of the Interim President. It is understood by the parties that, as used in this Section 4, the term “compensation” shall be subject to the dollar limitation imposed under Sections 403(b)(12)(A)(i) and 401(a)(17) of the Code.
5. The Interim President shall be eligible for retirement benefits under the applicable Ohio public retirement system or Alternative Retirement Plan (ARP), at Interim President’s option and as permitted by law.
6. The Interim President shall be entitled annually to twenty-two (22) regularly scheduled days (Monday through Friday) of paid vacation in accord with established policies governing twelve-month appointments for full-time administrative faculty. Attendance at business and professional meetings and conferences shall not be construed as vacation time. Such vacation shall accumulate in accord with established University policies. The interim president shall not take vacation if such leave interferes with properly discharging his duties under the terms of this Agreement.
7. During the term of this Agreement, the Board, with input from the Interim President, shall establish short and/or longer-term goals to assist the Interim President in prioritizing the tasks and responsibilities he is expected to fulfill, including metrics when applicable.

APPENDIX E: EXHIBIT A OF RESOLUTION 6-17-18, Page 4

8. In the event Interim President requests his spouse to use her skills and talents in connection with University-related activities, such efforts shall be on a voluntary, unpaid basis.
9. Travel, lodging, meals and other expenses incurred in connection with University business by the Interim President and his spouse shall be reimbursed in accordance with University policy.
10. The Interim President shall be provided, at University expense, with memberships in clubs or social organizations (e.g., Rotary, Kiwanis, etc.) that the Board of Trustees determines would further the interests of the University. The Interim President shall not accept any corporate or similar Board positions, with or without compensation, without prior express approval of the Board of Trustees.
11. It is expected that the Interim President shall from time to time utilize facilities on the main campus or elsewhere to (1) entertain various individuals, including but not limited to dignitaries, community leaders, faculty and other employee groups, students and student groups, friends of the University, political leaders, etc. and (2) to hold receptions, meetings, conduct fund raising activities and a variety of events for mixed business and social purposes benefiting the interests of the University. In such instances, cooking, catering, and/or housekeeping services shall be provided and/or paid for by the University at the Interim President's request.
12. The Interim President shall be provided with reasonable staffing, entertainment budget and other resources necessary for the operation of the Office of the Interim President at the main campus, and to carry out the University's development objectives as determined by the Board of Trustees; and, the Interim President shall be provided with necessary equipment (i.e., office furniture, computer, printer, fax, etc.) to operate a home office at the Interim President's personal residence.
13. This Agreement shall be subject to the applicable provisions of Chapter 3345 of the Ohio Revised Code, including the performance evaluation, suspension of authority, duties and pay, and termination provisions required by Ohio Revised Code Section 3345.77. The Interim President shall comply with all provisions of Ohio's Ethics Laws.
14. Payment under this Agreement is subject to appropriation of funds by the Ohio Legislature and to the determination of the adequacy of such funds for that purpose by the Board of Trustees. However, the Parties agree and understand that funding for the University comes from a number of sources other than appropriations by the State of Ohio. It is not the intention of the Board of Trustees to use any reduction in appropriations as a reason to reduce compensation under this Agreement if other funds are available for such use.

APPENDIX E: EXHIBIT A OF RESOLUTION 6-17-18, Page 5

The Parties agree to be bound, and are bound, by the terms of this Agreement until it is amended in writing and signed by the Interim President and the Chair of the Board of Trustees. It is understood and agreed that this Agreement is subject to approval by The University of Akron Board of Trustees.

Agreed:

The University of Akron

Interim President

By: 
Roland H. Bauer, Chairman


Dr. John C. Green

Date: May 1, 2018

Date: May 1, 2018

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of June 13, 2018 be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

August 15, 2018
Committee Meeting

Presiding:
William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Investment Report for the Fiscal Year Ended June 30, 2018
3	Financial Report for the Fiscal Year Ended June 30, 2018
4	Procurements for More than \$500,000
5	Additional Holiday Paid Leave
6	Cumulative Gift and Grant Income Report for the Fiscal Year Ended June 30, 2018
	For Information Only:
7	Purchases \$25,000 to \$500,000 Report
8	Advancement Report
9	University Communications and Marketing Report
10	Capital Projects Report
11	Debt Deferral Update (verbal)

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT OF FULL-TIME PERSONNEL ACTIONS
FULL-TIME EMPLOYEE PERSONNEL ACTIONS
FULL TIME EMPLOYEE PERSONNEL ACTIONS ADDENDUM
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES

In accordance with resolution 6-67, adopted July 12, 1967, routine personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

August 15, 2018

Talent Development & Human Resources

Summary Report of Full-Time Personnel Actions for Board of Trustees

August 15, 2018

The following information is provided to summarize significant personnel actions contained in the full-time employee personnel actions report and addendum:

Separations – 28 Total

Voluntary Separations – 26

Resignations 20 Total– 7 Faculty, 6 Contract Professional and 7 Staff

Retirements 6 Total– 1 Faculty, 1 Contract Professional and 4 Staff

During the current fiscal year 6 employees have retired or provided notice of their intent to retire: 1 Faculty, 1 Contract Professional and 4 Staff

During the previous fiscal year 98 employees retired or provided notice of their intent to retire: 54 Faculty, 14 Contract Professional and 30 Staff

Involuntary Separations – 2

- Arthur Stratton, Master Painter Certified, Physical Facilities Operations Center - recently passed away
- Jeanette Harris, Building Services Worker, Physical Facilities Operations Center - discharged

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in their same position for a period of one year at a reduced salary of 80 percent.

There are no new agreements to report.

At this time, there are five approved retire/rehire agreements in place.

Transition After Retirement Program (TARP)

There are no new agreements to report.

At this time, there are eight approved TARP agreements in place.

Phased Retirement Program

The Phased Retirement Program allows eligible Contract Professional and Staff employees to retire and return to University service for up to three years in a part-time capacity (maximum 26 hours per week) at an hourly rate equal to 75 percent of their base rate of pay at retirement.

At this time, there are five approved Phased Retirement Plan agreement in place.

Emeritus Status

There are forty one recommendations for emeritus status in accordance with Article 21 of the American Association of University Professors (AAUP) collective bargaining agreement or university rules:

1. Buchtel College of Arts & Sciences – Communications 5, English 2, Fashion Merchandising 1, Interior Design 1, Music 1, and Sociology 1
2. College of Business Administration – Marketing 1
3. College of Engineering – Biomedical Engineering 1, Chemical & Bimolecular Engineering 1, and Mechanical Engineering 1
4. Lebron James Family Foundation College of Education – Curricular & Instructional Studies 3, and Educational Foundations & Leadership 3
5. School of Law 4
6. College of Applied Science & Technology – Business & Information Technology 5
7. Wayne College 5
8. Office of Academic Affairs – Developmental Programs 4
9. Division of Student Success – Office of Student Academic Success 1
10. Talent Development & Human Resources 1

Athletics

There are 8 personnel actions totaling \$32,186 for camp payments, Academic Progress Rate (APR) bonus payments, and bonus payments for team and individual athletic achievements. They can be summarized as follows:

- 1 camp payment totaling \$4,000 – Men’s Soccer
- 1 Academic Progress Rate (APR) payment totaling \$2,000 for attainment of the APR for Women’s Golf teams
- 6 bonus payments totaling \$26,186 for team and individual athletic accomplishments in Women’s Outdoor Track and Women’s Tennis

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There are no new personnel actions subject to university rule 3359-9-01 to report.

Significant Personnel Actions to Note

There are 20 personnel actions for continuing full-time positions that provide ongoing adjustments to salaries of existing employees. Significant personnel actions can be summarized as follows:

There are twelve personnel actions for promotions and reorganizations:

- Kelly Bialek, Assistant Director, Technology Transfer, Intellectual Property Management & Federal Reporting, \$60,000/12 mo - Job reclassification via reorganization; salary adjustment from \$48,960/12 mo; title change from Coordinator, Technology Transfer & Intellectual Property Management; grade change from 121 to 122
- Trenton Boykin, Assistant Football Coach; Running Backs Coach; Offensive Run Game Coordinator- Football, Office of Athletics, \$82,040/12 mo - Additional titles of Running Backs Coach and Offensive Game Coordinator - Football; salary adjustment from \$71,400/12 mo
- Joan Carletta, Associate Dean, Undergraduate Studies; Professor, Electrical & Computer Engineering, \$157,000/12 mo - Promotion; salary adjustment from \$138,222/12 mo; title change from Professor, Electrical & Computer Engineering;
- Luba Cramer, Director, Purchasing, \$85,000/12 mo - Promotion; salary adjustment from \$3076.92/BW; title change from Interim Director, Purchasing
- Venkat Dudipala, Director, Magnetic Resonance Center, Department of Chemistry, \$80,933/12 mo - Job reclassification; salary adjustment from \$74,933/12 mo; title change from Solutions NMR Manager-Magnetic Resonance Center and Interim Director, NMR Center; grade change from 123 to 124
- Brett Ekkens, Assistant Football Coach; Offensive Line Coach; Assistant Recruiting Coordinator - Football, Office of Athletics, \$75,000/12 mo - Additional title of Assistant Recruiting Coordinator - Football; salary adjustment from \$65,000/12 mo
- Matthew Gildersleeve, Strength & Conditioning Coach- Football; Nutrition Specialist – Football, Office of Athletics, \$75,000/12 mo - Title change from

Director of Strength and Conditioning - Football; additional title of Nutrition Specialist - Football; salary adjustment from \$70,000/12 mo

- Michael Kulick, Senior Associate Director, Career Services, \$66,230/12 mo - Promotion; salary adjustment from \$63,683/12 mo; title change from Associate Director Cooperative Education & Internships; grade change from 121 to 122
- Otis Mounds, Assistant Football Coach; Recruiting Coordinator; Defensive Pass Game Coordinator – Football, Office of Athletics, \$96,800 12/mo - Relinquish Defensive Backs Coach appointment; additional titles of Recruiting Coordinator and Defensive Pass Game Coordinator - Football; salary adjustment from \$90,000/12 mo
- Benjamin Murphy, Director, Football Operations; Assistant to Head Coach - Football, Office of Athletics, \$60,000/12 mo - Additional title of Assistant to Head Coach - Football; salary adjustment from \$46,920/12 mo
- R. Todd Stroud, Associate Head Football Coach/Defensive Coordinator; Defensive Line Coach/Office of Athletics, \$155,000/12 mo - Title change from Assistant Head Football Coach; salary adjustment from \$142,400/12 mo
- Michael Woodford, Assistant Football Coach; Safeties Coach; Coordinator, Special Teams, Office of Athletics, \$96,800/12 mo - Additional titles of Safeties Coach and Coordinator, Special Teams; salary adjustment from \$91,800/12 mo

There are three personnel actions for job reclassifications via job audit:

- Brian Corder, Groundskeeper, Physical Facilities Operations Center \$17.57/H - Job reclassification via job audit; salary adjustment from \$16.69/H; title change from Assistant Groundskeeper Certified; grade change from 04 to 05
- Christine Dreher, Manager, Learning Support Services, Developmental Programs-Wayne College, \$61,631/10 mo - Job reclassification via job audit; salary adjustment from \$40,800/10 mo; title change from Coordinator, Learning Support Services; grade change from 119 to 120
- Tina Kilcullen, Library Specialist, Wayne College, \$13.36/H - Job reclassification via job audit; salary adjustment from \$12.85/H; title change from Library Associate Senior - Wayne College; grade change from 116 to 117

There are four adjustments to base pay:

- Timothy Campbell, Director, Strength & Conditioning, Office of Athletics, \$58,024/12 mo - salary adjustment from \$53,024/12 mo per employment contract
- Ger Coppinger, Assistant Men's Soccer Coach, Office of Athletics, \$55,000/12 mo - Salary adjustment from \$50,000/12 mo per employment contract
- Bruce Raber, Assistant Facilities Manager - Wayne College, Physical Plant-Wayne College, \$18.50/H - salary adjustment from \$15.52/H for bonafide job offer

- Ashley Ramer, Senior Coordinator, Biology Laboratory, Department of Biology, \$1,846.16/BW - salary adjustment from \$1,533.57/BW for bonafide job offer

There is one pay adjustment for completion of the apprenticeship training program:

- Joshua Dinger, Master HVAC Technician Certified, Physical Facilities Operation Center, \$22.39/H - Salary adjustment from \$20.90/H for completion of apprenticeship training program; title change from HVAC Technician Apprentice

Reports

To facilitate the review of groups of similarly situated employees, there are a number of separate personnel action reports submitted to the Board. This month's reports include the following:

- Full-time Employee Personnel Actions
- Part-time Faculty Teaching Credit Courses
- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- Unclassified Classification Changes
- Classified Classification Changes

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
FULL-TIME EMPLOYEE PERSONNEL ACTIONS				
Office of the President				
<u>Appointment/Reappointment</u>				
Akers, Matthew P.	Public Liaison/Assistant Director, Ray C. Bliss Institute of Applied Politics/Office of the President/Contract Professional	06/28/18	\$96,000.00 12 mo	Appointment
Office of Athletics				
<u>Appointment/Reappointment</u>				
Chappel, Leonard	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	05/10/18	\$4,000.00 one time payment	Payment for working weekly soccer camps and clinics
Day, Colleen	Associate Head Women's Basketball Coach/Office of Athletics/Contract Professional	07/02/18	\$85,000.00 12 mo	Appointment vice M. Jackson
Forrester, Brian C.	Assistant Track Coach/Office of Athletics/Contract Professional	06/11/18	\$2,188.75 one time payment	Payment for winning women's 2018 MAC outdoor track championship per employment contract
Franek, Bridget L.	Assistant Track Coach/Office of Athletics/Contract Professional	06/11/18	\$1,487.50 one time payment	Payment for winning women's 2018 MAC outdoor track championship per employment contract
Gribbin, Kory T.	Assistant Football Coach/Office of Athletics/Contract Professional	03/15/18	\$7,385.60 one time payment	Payment for time worked prior to being hired
		05/16/18	\$306.71 one time payment	Payment for time worked prior to being hired
Jackson, Melissa B.	Head Women's Basketball Coach/Office of Athletics/Contract Professional	07/01/18 06/30/19	\$6,000.00 12 mo	Temporary additional compensation for club membership per employment contract
		07/01/18	\$200,000.00 12 mo	Transfer; successful internal applicant; salary adjustment from \$86,541.00/12 mo; title change from Acting Head Women's Basketball Coach
Juravich, Matthew	Assistant Professor, Sport Science & Wellness Education; Faculty Athletics Representative/Office of Athletics/Faculty (BUF)	06/01/18 05/31/19	\$8,500.00 12 mo (stipend)	Temporary additional title and administrative stipend for Faculty Athletics Representative assignment; base salary is \$66,423.00/9 mo
King, Jenny R.	Head Women's Golf Coach/Office of Athletics/Contract Professional	06/11/18	\$500.00 one time payment	Amend APR bonus payment action approved at June 13, 2018 Board of Trustees meeting; amount change from \$1,500.00 to \$2,000.00 per employment contract
Krueger, Nicole L.	Assistant Women's Soccer Coach/Office of Athletics/Contract Professional	06/11/18	\$30,000.00 12 mo	Appointment vice B. Munger

Lyles, Carjay	Assistant Track Coach/Office of Athletics/Contract Professional	06/11/18	\$1,505.38 one time payment	Payment for winning women's 2018 MAC outdoor track championship per employment contract
Mattar, Hannah	Assistant Women's Swim Coach/Office of Athletics/Contract Professional	07/02/18	\$40,000.00 12 mo	Appointment vice J. Haney
Mitchell, Dennis W.	Head Men's & Women's Track Coach/Office of Athletics/Contract Professional	06/11/18	\$16,753.00 one time payment	Payment for winning women's 2018 MAC outdoor track championship (\$5,253.00); 3 NCAA individual top 8 finishers in outdoor track (\$2,500.00); MAC coach of the year for women's outdoor track (\$1,500.00); 3 NCAA individual top finishers in indoor track (\$7,500.00) per employment contract
Padgett, Brandon	Head Women's Tennis Coach/Office of Athletics/Contract Professional	06/01/18	\$1,000.00 one time payment	Payment for MAC freshman of the year per employment contract
Scheurer, Sarah A.	Assistant Athletics Trainer/Office of Athletics/Contract Professional	07/09/18	\$35,000.00 12 mo	Appointment
Smialek, Tomasz K.	Assistant Track Coach/Office of Athletics/Contract Professional	06/11/18	\$3,251.00 one time payment	Payment for winning women's 2018 MAC championship (\$1,751.00); 1 NCAA individual top 8 finisher in outdoor track (\$1,500.00) per employment contract
Taylor, Brooklyn R.	Video Coordinator - Women's Basketball/Office of Athletics/Staff	07/02/18 07/02/19	\$1,230.77 biweekly	Temporary appointment
Wattley, Marcus D.	Assistant Football Coach/Office of Athletics/Contract Professional	03/15/18	\$7,212.00 one time payment	Payment for time worked prior to being hired
		03/19/18	\$75,000.00 12 mo	Appointment vice E. Hixon

Change

Boykin, Trenton	Assistant Football Coach; Running Backs Coach; Offensive Run Game Coordinator-Football/Office of Athletics/Contract Professional	03/01/18	\$82,040.00 12 mo	Additional titles of Running Backs Coach and Offensive Game Coordinator - Football; salary adjustment from \$71,400.00/12 mo
Campbell, Timothy R.	Director, Strength & Conditioning/Office of Athletics/Contract Professional	01/01/18	\$58,024.00 12 mo	Salary adjustment from \$53,024.00/12 mo per employment contract
Coppinger, Ger	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	01/01/18	\$55,000.00 12 mo	Salary adjustment from \$50,000.00/12 mo per employment contract
Ekkens, Brett A.	Assistant Football Coach; Offensive Line Coach; Assistant Recruiting Coordinator-Football/Office of Athletics/Contract Professional	03/01/18	\$75,000.00 12 mo	Additional title of Assistant Recruiting Coordinator - Football; salary adjustment from \$65,000.00/12 mo

Gildersleeve, Matthew R.	Strength & Conditioning Coach-Football; Nutrition Specialist-Football/Office of Athletics/Contract Professional	03/01/18	\$75,000.00 12 mo	Title change from Director of Strength and Conditioning - Football; additional title of Nutrition Specialist - Football; salary adjustment from \$70,000.00/12 mo
Mounds, Otis S.	Assistant Football Coach; Recruiting Coordinator; Defensive Pass Game Coordinator-Football/Office of Athletics/Contract Professional	03/01/18	\$96,800.00 12 mo	Relinquish Defensive Backs Coach appointment; additional titles of Recruiting Coordinator and Defensive Pass Game Coordinator - Football; salary adjustment from \$90,000.00/12 mo
Murphy, Benjamin R.	Director, Football Operations; Assistant to Head Coach-Football/Office of Athletics/Contract Professional	03/01/18	\$60,000.00 12 mo	Additional title of Assistant to Head Coach - Football; salary adjustment from \$46,920.00/12 mo
Stroud, R. Todd	Associate Head Football Coach/Defensive Coordinator; Defensive Line Coach/Office of Athletics/Contract Professional	03/01/18	\$155,000.00 12 mo	Title change from Assistant Head Football Coach; salary adjustment from \$142,400.00/12 mo
Woodford, Michael P.	Assistant Football Coach; Safeties Coach; Coordinator, Special Teams/Office of Athletics/Contract Professional	03/01/18	\$96,800.00 12 mo	Additional titles of Safeties Coach and Coordinator, Special Teams; salary adjustment from \$91,800.00/12 mo

Separation

Franek, Bridget L.	Assistant Track Coach/Office of Athletics/Contract Professional	07/13/18	\$35,700.00 12 mo	Resignation
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Office of Academic Affairs

Appointment/Reappointment

Kearns, Jodi L.	Digitization Project Manager/Psychology Archives/Staff	08/01/18 07/31/19	\$1,942.40 biweekly	Temporary reappointment
Lin, Yang Y.	Professor, Communication; Director, Confucius Institute/Office of Academic Affairs/Faculty (BUF)	01/16/18 05/20/18	\$2,000.00 9 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$91,637.00/9 mo
Wolfe Dwyer, Nancy E.	Coordinator, Confucius Institute/Office of Academic Affairs/Staff	07/01/18 06/30/19	\$16.06 hourly	Temporary reappointment

Change

Filer-Tubaugh, Bonnie L.	Professor of Instruction Emeritus, Developmental Programs/Developmental Programs/Faculty	05/31/18		Title change, award of emeritus status
Keil, Marjorie	Professor of Instruction Emeritus, Developmental Programs/Developmental Programs/Faculty	05/31/18		Title change, award of emeritus status

Morse, Mindy	Professor of Instruction Emeritus, Developmental Programs/Developmental Programs/Faculty	05/31/18		Title change, award of emeritus status
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Shriner, Barbara D.	Professor of Instruction Emeritus, Developmental Programs/Developmental Programs/Faculty (BUF)	05/31/18		Title change, award of emeritus status
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Separation

Howse, Christian J.	Admissions Counselor/Admissions/Contract Professional	06/22/18	\$35,000.00 12 mo	Resignation
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Poncar, Stephen T.	Student Financial Aid Counselor/Student Financial Aid/Staff	07/06/18	\$13.71 hourly	Resignation
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Shultz, Robert D.	Data & Systems Administrator/ Admissions/Contract Professional	07/09/18	\$59,466.00 12 mo	Nonrenewal
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Division of Student Success

Appointment/Reappointment

Booth, Melissa N.	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	07/05/18	\$31,500.00 12 mo	Appointment
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Butler, Brian J.	Coordinator, Student Life Administration/Student Life/Contract Professional	07/01/18	\$32,000.00 12 mo	Transfer; successful internal applicant; salary adjustment from \$31,500.00/12 mo; title change from Coordinator, Residence Life; department change from Residence Life & Housing Office; grade change from 119 to 118
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Cola, Matthew G.	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	07/02/18	\$31,500.00 12 mo	Appointment
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Evans, Ian	Psychology Intern/Counseling & Testing Center/Staff	07/02/18 06/30/19	\$1,038.46 biweekly	Temporary appointment vice J. Hardy
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Fields, Thomas E.	Coordinator Student Life Marketing/Student Life/Contract Professional	07/01/18	\$32,000.00 12 mo	Appointment
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Gibbons, Taylor E.	Student Enrollment Counselor/Office of the Registrar/Staff	07/23/18	\$13.31 hourly	Appointment vice P. Berres
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Kemph, Derek S.	Student Enrollment Counselor/Office of the Registrar/Staff	06/04/18	\$13.31 hourly	Appointment vice O. Monales Aguilera
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Mamedova, Anastasia	Student Enrollment Counselor/Office of the Registrar/Staff	06/11/18	\$13.31 hourly	Appointment
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McDonald, Rebecca A.	Professor of Instruction, Developmental Programs/Developmental Programs/Faculty (BUF)	06/01/18 08/31/18	\$1,008.00 for the period (stipend)	Temporary summer administrative stipend for Lead Faculty Duties; base salary \$47,605.00/9 mo
McMillen, Gerald C.	Business Systems Administrator - Housing/Residence Life & Housing Office/Contract Professional	06/11/18	\$43,784.00 12 mo	Appointment vice P. Perry
Neal, Julia C.	Assistant Director, Marketing & Informal Recreation/Student Recreation & Wellness Services/Contract Professional	7/30/2018	\$44,000.00 12 mo	Appointment vice C. Phipps
Nutten, Theresa	Psychology Intern/Counseling & Testing Center/Staff	07/02/18 06/30/19	\$1,038.46 biweekly	Temporary appointment vice J. Brionez
Pleuss, Carol J.	Coordinator, Student Recreation & Wellness Services Membership & Personnel/Student Recreation & Wellness Services/Staff	08/01/18	\$13.31 hourly	Appointment vice K. Ede
Poulson, LaToya S.	Retention and Completion Specialist/Office of the Registrar/Contract Professional	06/27/18	\$33,000.00 12 mo	Appointment vice C. Reese
Salas, Silvia P.	Psychology Intern/Counseling & Testing Center/Staff	07/02/18 06/30/19	\$1,038.46 biweekly	Temporary appointment vice S. Goodin
Stasek, Rachel A.	Retention and Completion Specialist/Office of the Registrar/Contract Professional	06/25/18	\$33,000.00 12 mo	Appointment vice L. McNicholas
Wriston, Brian P.	Coordinator Student Union Facility Management/Student Life/Staff	06/29/18	\$15.38 hourly	Appointment

Change

Kolaczewski-Ferris, Christine A.	Director Emeritus, Student Academic Success/Office of Student Academic Success/Contract Professional	06/30/18		Title change, award of emeritus status
Kulick, Michael J.	Senior Associate Director, Career Services/Career Services/Contract Professional	05/01/18	\$66,230.00 12 mo	Promotion; salary adjustment from \$63,683.00/12 mo; title change from Associate Director Cooperative Education & Internships; grade change from 121 to 122

Separation

Horrigan, Hannah C.	Coordinator, Outreach ZipAssist/Office of the Registrar/Contract Professional	06/20/18	\$33,000.00 12 mo	Resignation
Mamedova, Anastasia	Student Enrollment Counselor/Office of the Registrar/Staff	06/17/18	\$13.31 hourly	Resignation

Poulos, Ashley D.	Disability Specialist & Service Coordinator/Office of Accessibility/Contract Professional	07/31/18	\$40,969.00 12 mo	Resignation
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Vice President, Finance & Administration/CFO

Appointment/Reappointment

Christenson, Todd J.	Coordinator, Purchasing Administrator/Purchasing Department/Staff	06/04/18	\$15.00 hourly	Appointment vice V. Lee
Nelson, Chadwick L.	Locksmith/University Police Department/Staff	06/18/18	\$18.32 hourly	Transfer; successful internal applicant; salary adjustment from \$16.69/H; title change from Master Mover; department change from Physical Facilities Operation Center; grade change from 05 to 07
White, Sandra L.	Payroll Clerk Senior/Office of the Associate Vice President & Controller/Staff	07/09/18	\$14.80 hourly	Appointment vice A. Schindler

Change

Cramer, Luba	Director, Purchasing/Purchasing Department/Contract Professional	06/01/18	\$85,000.00 12 mo	Promotion; salary adjustment from \$3076.92/BW; title change from Interim Director, Purchasing
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Separation

Tiller, David E.	Director, Environmental Health & Occupational Safety/Environmental and Occupational Health & Safety/Contract Professional	07/06/18	\$75,748.00 12 mo	Resignation
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Vice President, Development

Appointment/Reappointment

Kollman, Willy	Assistant Vice President, Alumni Relations/Office of the Alumni Association/Contract Professional	07/01/18	\$86,000.00 12 mo	Title change from Executive Director, Government & Alumni Relations
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Office of Capital Planning & Facilities Management

Appointment/Reappointment

Fullum, Anthony R.	Coordinator Physical Facilities Operation Center Procurement/Physical Facilities Operation Center/Staff	05/21/18	\$18.32 hourly	Transfer; successful internal applicant; title change from Maintenance Repair Worker; grade change from 07 to 118
Hanes, Allen M.	Parking Facilities Maintenance Shift Leader/Physical Facilities Operation Center/Staff	07/02/18	\$15.18 hourly	Transfer; successful internal applicant; salary adjustment from \$15.10/H; title change from Laborer; grade change from 03 to 115

Hetson, Gary A.	Groundskeeper/Physical Facilities Operation Center/Staff	06/19/18	\$16.69 hourly	Transfer; successful internal applicant; salary change from \$15.10/H; title change from Laborer; grade change from 03 to 05
McCullough, Avery R.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	06/11/18	\$13.46 hourly	Appointment vice J. Jemison Sr.
Olinger, Alixandra L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	06/04/18	\$13.46 hourly	Appointment vice B. Eaddie
Stevens, Griffith E.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/10/18	\$13.88 hourly	Appointment vice L. Watson
Turner, Tracy J.	Electrical Engineer/Physical Facilities Operation Center/Contract Professional	05/23/18	\$75,000.00 12 mo	Appointment vice G. Marrelli
Vega, Angela M.	Laborer/Physical Facilities Operation Center/Staff	06/11/18	\$14.66 hourly	Transfer; successful internal applicant; salary adjustment from \$13.46/H; title change from Assistant Building Services Worker; grade change from 51 to 03
Zita, Tony	Laborer/Physical Facilities Operation Center/Staff	07/02/18	\$15.10 hourly	Appointment vice C. Weems

Change

Carstarphen, James	Interim Executive Director, Physical Facilities/Physical Facilities Operation Center/Staff	07/05/18 10/01/18	\$3,125.00 biweekly	Temporary job reclassification; salary adjustment from \$2,500.00/BW; title change from Director, Maintenance & Operations
Corder, Brian K.	Groundskeeper Certified/Physical Facilities Operation Center/Staff	06/11/18	\$17.57 hourly	Job reclassification via job audit; salary adjustment from \$16.69/H; title change from Assistant Groundskeeper Certified; grade change from 04 to 05
Dinger, Joshua D.	Master HVAC Technician Certified/Physical Facilities Operation Center/Staff	05/14/18	\$22.39 hourly	Salary adjustment from \$20.90/H for completion of apprenticeship training program; title change from HVAC Technician Apprentice
	HVAC Technician Apprentice/Physical Facilities Operation Center/Staff	11/30/16	\$20.49 hourly	Salary adjustment from \$19.10/H for completion of three years of apprenticeship training program

Separation

Harris, Jeanetta L.	Building Services Worker/Physical Facilities Operation Center/Staff	05/18/18	\$14.41 hourly	Discharge
Stratton, Arthur E.	Master Painter Certified/Physical Facilities Operation Center/Staff	07/04/18	\$22.12 hourly	Deceased

Vice President, Chief Communications & Marketing/CCMO

Appointment/Reappointment

Boyd, Cristine	Director, Media Relations/University Communications & Marketing/Contract Professional	07/16/18	\$79,500.00 12 mo	Appointment vice D. Minnich
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Vice President, Inclusion & Equity/CDO

Appointment/Reappointment

Lemon, Deborah E.	Administrative Secretary Grant Funded, Academic Achievement/Academic Achievement Programs/Staff	06/04/18 06/30/19	\$11.63 hourly	Temporary reappointment
Robinson, Vanielle V.	Administrative Secretary Grant Funded, Academic Achievement/Academic Achievement Programs/Staff	09/01/18 05/31/19	\$11.86 hourly	Temporary reappointment

Office of Information Technology Services

Appointment/Reappointment

Gorman, Patrick A.	Network Engineer/Hardware, Operations & Operating Systems Services/Staff	05/29/18	\$1,692.30 biweekly	Appointment vice D. Jones
Hillman, Michael	Business Analyst - Information Technology/Application Systems Services/Contract Professional	07/09/18	\$60,000.00 12 mo	Appointment
Shultz, Robert D.	Software Training Specialist/Information Technology Services/Staff	07/10/18 01/04/19	\$1,923.07 biweekly	Temporary appointment; salary adjustment from \$59,466.00/12 mo; title change from Data & Systems Administrator; department change from Admissions; grade change from 121 to 220
Slazinski, Cathy	Enterprise Database Administrator/Application Systems Services/Staff	07/30/18	\$2,500.00 biweekly	Appointment vice C. Miller

Change

French, William M.	Senior Systems Administrator/Hardware, Operations & Operating Systems Services/Staff	06/01/18	\$3,173.65 biweekly	Job reclassification; title change from Manager, User Support Services
Lindeman, Kenneth S.	IT Help Desk Administrator/Hardware, Operations & Operating Systems Services/Staff	05/31/18	\$43.41 hourly	Job reclassification; title change from Systems Administrator; grade change from 219 to 217; basis change from biweekly

Office of Talent Development & Human Resources

Appointment/Reappointment

Kerley, Angie R.	Human Resources Administrator/Talent Development & Human Resources/Staff	07/23/18	\$16.25 hourly	Appointment vice H. Echelberry
Taylor, Dayonna L.	Human Resources Administrator/Talent Development & Human Resources/Staff	07/23/18	\$15.86 hourly	Transfer; successful internal applicant vice K. Mayes; salary change from \$14.70/H; title change from Human Resources Associate; grade change from 118 to 119

Change

Viau, William H.	Associate Vice President Emeritus, Human Resources/CHRO/Talent Development & Human Resources/Contract Professional	06/30/18		Title change, award of emeritus status
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Separation

Mayes, Katie	Human Resources Administrator/Talent Development & Human Resources/Staff	06/21/18	\$15.86 hourly	Resignation
Viau, William H.	Associate Vice President, Human Resources/CHRO; Appointing Authority/Talent Development & Human Resources/Contract Professional	06/30/18	\$120,006.00 12 mo	Amend action approved at June 14, 2017 Board of Trustees meeting; end date changed from 07/04/18

Office of Research Administration & Technology Transfer

Appointment/Reappointment

Aldridge, Kristin	Vivarium Technician/Office of Research Administration/Staff	06/18/18	\$14.50 hourly	Appointment
Bialek, Kelly A.	Assistant Director, Technology Transfer, Intellectual Property Management & Federal Reporting/Office of Technology Transfer/Contract Professional	03/01/18 06/30/19	\$6,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary \$60,000/12 mo
Njus, Emily M.	Manager, Pre-Award Research Administration/Office of Research Administration/Contract Professional	08/01/18	\$55,000.00 12 mo	Transfer; salary adjustment from \$1,826.00/BW; title change from Coordinator, Grants Senior; grade change from 120 to 122

Change

Bialek, Kelly A.	Assistant Director, Technology Transfer, Intellectual Property Management & Federal Reporting/Office of Technology Transfer/Contract Professional	03/01/18	\$60,000.00 12 mo	Job reclassification via reorganization; salary adjustment from \$48,960.00/12 mo; title change from Coordinator, Technology Transfer & Intellectual Property Management; grade change from 121 to 122
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Experiential Learning Center for Entrepreneurship & Civic Engagement

Appointment/Reappointment

Behrman, Carolyn	Director, Academic & Community Engagement- EXL Center; Professor, Anthropology/Experiential Learning, Entrepreneurship & Civic Engagement/Faculty	08/27/18 05/19/19	\$1,000.00 12 mo (stipend)	Extension of temporary administrative stipend for additional duties; base salary \$120,481.00/12 mo
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Buchtel College of Arts & Sciences

Appointment/Reappointment

Bagatto, Brian P.	Professor, Biology; Chair, Institutional Animal Care and Use Committee/Department of Biology/Faculty (BUF)	06/01/18	\$11,100.00	Temporary summer administrative stipend for Chair assignment; base salary is \$89,350.00/9 mo
		08/31/18	for the period (stipend)	
		08/27/18	\$4,500.00	Temporary additional title and administrative stipend for Chair assignment; base salary is \$89,350.00/9 mo
		05/19/19	9 mo (stipend)	
Barton, Hazel A.	Professor, Biology; Professor, Geosciences; Director, Integrated Bioscience Program/Department of Biology/Faculty (BUF)	06/01/18	\$1,526.25	Temporary summer administrative stipend for Director assignment; base salary is \$92,161.00/9 mo
		08/31/18	for the period (stipend)	
Bean, Janet P.	Associate Professor, English; Coordinator, General Education/Department of English/Faculty (BUF)	05/21/18	\$5,925.00	Temporary summer administrative stipend for Coordinator assignment; base salary is \$72,362.00/9 mo
		07/14/18	for the period (stipend)	
Cohen, David B.	Professor, Political Science; Assistant Director, Ray C. Bliss Institute of Applied Politics; Fellow, Ray C. Bliss Institute of Applied Politics/Department of Political Science/Faculty (BUF)	06/01/18	\$11,100.00	Temporary summer administrative stipend for Assistant Director assignment; base salary is \$86,793.00/9 mo
		08/31/18	for the period (stipend)	
Fridline, Mark M.	Professor of Instruction, Statistics; Bachelor of Science/Doctor of Medicine Enrollment Coordinator; Associate Department Chair, Statistics; Associate Department Chair, Computer Science/Department of Statistics/Faculty (BUF)	06/01/18	\$2,000.00	Temporary summer administrative stipend for Coordinator assignment; base salary is \$64,242.00/9 mo
		06/30/18	for the period (stipend)	

Golovaty, Dmitry	Professor, Mathematics; Professor, Civil Engineering/Department of Mathematics/Faculty (BUF)	09/01/18 08/31/21	\$94,654.00 9 mo	Joint appointment with Mathematics (primary) and Civil Engineering (secondary)
Hebert, Jennifer G.	Professor of Instruction, English/Department of English/Faculty (BUF)	05/21/18 06/10/18	\$4,800.00 for the period (stipend)	Temporary summer administrative stipend for Coordinator duties; base salary is \$48,769.00/9 mo
Jennings, Matthew	Postdoctoral Research Associate/Department of Biology/Staff	05/24/18 05/23/20	\$1,846.15 biweekly	Temporary appointment
Kawaichi, Satoshi	Postdoctoral Research Associate/Department of Biology/Staff	09/01/18 07/31/20	\$1,597.00 biweekly	Temporary appointment
Keiper, Bonnie J.	Professor of Instruction, Communication/School of Communication/Faculty (BUF)	06/01/18 07/31/18	\$4,800.00 for the period (stipend)	Temporary summer administrative stipend for Coordinator duties; base salary is \$49,541.00/9 mo
Kreider, Kevin L.	Professor, Mathematics; Professor, Civil Engineering; Department Chair, Mathematics/Department of Mathematics/Faculty	06/01/18 05/31/21	\$132,527.00 12 mo	Joint appointment with Mathematics (primary) and Civil Engineering (secondary)
Lowry, David S.	Research Technician/Department of Biology/Staff	05/24/18 05/23/20	\$18.00 hourly	Temporary appointment
Moore, Theresa L.	Office Assistant/Department of Fashion Merchandising/Staff	05/26/18 12/31/18	\$12.23 hourly	Temporary reappointment
Morris, Daniel L.	Postdoctoral Research Associate/Department of Chemistry/Staff	05/21/18 08/14/18	\$910.00 biweekly	Temporary appointment
Olson, Eric C.	Archaeology Research Assistant/Department of Anthropology & Classical Studies/Contract Professional	06/11/18 06/30/19	\$26,500.00 12 mo	Temporary appointment
Peck, John A.	Professor, Geosciences/Department of Geosciences/Faculty (BUF)	06/11/18 08/04/18	\$2,025.75 for the period (stipend)	Temporary summer administrative stipend for Field Camp Director duties; base salary is \$99,059.00/9 mo
Sapienza, Neil B.	Interim Director, Dance Theatre & Arts Administration/Dance, Theatre & Arts Administration/Faculty	06/01/18 06/30/19	\$90,000.00 12 mo	Temporary appointment vice J. Dukes
Sasowsky, Ira D.	Professor, Geosciences; Director, Environmental Studies/Department of Geosciences/Faculty (BUF)	06/11/18 08/04/18	\$999.00 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$103,009.00/9 mo
Skunta-Helmink, Devon E.	Visiting Associate Professor of Instruction, Communication/Department of Communication/Faculty	08/27/18 05/19/19	\$42,000.00 9 mo	Temporary appointment

Steiner, Benjamin R.	Visiting Assistant Professor of Instruction, Statistics/Department of Statistics/Faculty	08/27/18 05/19/19	\$39,000.00 9 mo	Temporary appointment
Stoyhoff, Catherine A.	Professor of Instruction, English; Interim Director, Composition/Department of English/Faculty (BUF)	06/01/18 08/31/18	\$4,608.00 for the period (stipend)	Temporary summer administrative stipend for Interim Director assignment; base salary is \$51,446.00/9 mo
Sweitzer, Brandon T.	Visiting Associate Professor Instruction, Communication/School of Communication/Faculty	08/27/18 05/19/19	\$42,000.00 9 mo	Temporary appointment
Teegala, Lakshminarayan Reddy	Postdoctoral Research Associate/Department of Chemistry/Staff	07/01/18 06/30/19	\$1,480.77 biweekly	Temporary reappointment
Triece, Mary E.	Professor, Communication; Director, Women's Studies Program/School of Communication/Faculty (BUF)	06/11/18 08/04/18	\$1,526.25 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$89,245.00/9 mo
Troutman, Janice S.	Professor, Art; Director, Myers School of Art; Interim Director, Fashion Merchandising & Interior Design/School of Art/Faculty	07/01/18 12/30/18	\$113,000.00 12 mo	Extension of temporary additional title of Interim Director, Fashion Merchandising & Interior Design
Usher, Ann L.	Associate Dean, Fine Arts; Professor, Music; Interim Director, School of Music/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	06/01/18 06/30/21 06/01/18 06/30/19	\$108,392.00 12 mo \$15,000.00 12 mo (stipend)	Temporary appointment and administrative stipend for Associate Dean assignment; salary adjustment from \$88,684.00/9 mo; appointment basis change from 9 mo
		06/01/18 06/30/19	\$8,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Director assignment
Wesdemiotis, Chrys	Distinguished Professor, Chemistry; Distinguished Professor, Polymer Science/Department of Chemistry/Faculty (BUF)	06/01/18 08/31/18	\$4,023.75 for the period (stipend)	Temporary summer administrative stipend for Director duties; base salary is \$143,023.00/9 mo
Wilber, J. Patrick	Professor, Mathematics; Professor, Civil Engineering; Coordinator, Graduate Programs/Department of Mathematics/Faculty (BUF)	06/01/18 05/31/21	\$92,466.00 9 mo	Joint appointment with Mathematics (primary) and Civil Engineering (secondary)

Zanetta, Maria A.	Distinguished Professor, Modern Languages; Interim Department Chair, Modern Languages; Interim Department Chair, English/Department of Modern Languages/Faculty	06/01/18 05/31/19	\$12,000.00 12 mo (stipend)	Temporary additional titles of administrative stipend for Interim Department Chair, English and Interim Department Chair, Modern Languages; base salary is \$128,765.00/12 mo; appointment basis change from 9 month
Zentall, Shannon	Associate Professor, Child & Family Development; Fellow, Institute for Life-Span Development & Gerontology; Program Director, Child & Family Development/Psychology/ Faculty (BUF)	06/01/18 08/31/18	\$5,925.00 for the period (stipend)	Temporary summer administrative stipend for Program Director assignment; base salary is \$66,141.00/9 mo
Zipp, John F.	Professor, Sociology/Department of Sociology/Faculty (BUF)	05/21/18 06/09/18	\$2,025.75 for the period (stipend)	Temporary summer administrative stipend for Director duties; base salary is \$146,633.00/9 mo

Change

Ceccio, Joseph F.	Professor Emeritus, English/Department of English/Faculty	05/31/18		Title change, award of emeritus status
Dudipala, Venkat R.	Director, Magnetic Resonance Center/Department of Chemistry/Contract Professional	05/01/18	\$80,933.00 12 mo	Job reclassification; salary adjustment from \$74,933.00/12 mo; title change from Solutions NMR Manager-Magnetic Resonance Center and Interim Director, NMR Center; grade change from 123 to 124
Endres, Kathleen L.	Distinguished Professor Emeritus, Communication/School of Communication/Faculty	05/31/18		Title change, award of emeritus status
Giralt, Gabriel F.	Professor Emeritus, Communication/School of Communication/Faculty	05/31/18		Title change, award of emeritus status
Huss, John	Professor, Philosophy; Coordinator, Pre-Health Committee/Department of Philosophy/Faculty (BUF)	08/27/18 05/19/19	\$6,000.00 9 mo (stipend)	Amend action approved at April 18, 2018 Board of Trustees meeting; stipend adjustment from \$1,000.00/9 mo; base salary is \$77,245.00/9 mo
Jennings-Rentenaar, Teena	Professor Emeritus, Fashion Merchandising/Department of Fashion Merchandising/Faculty	05/31/18		Title change, award of emeritus status
Lee, Matthew T.	Professor Emeritus, Sociology/Department of Sociology/Faculty	06/30/18		Title change, award of emeritus status
Pipps, Val S.	Associate Professor Emeritus, Communication/School of Communication/Faculty	05/31/18		Title change, award of emeritus status

Ramer, Ashley L.	Senior Coordinator, Biology Laboratory/Department of Biology/Staff	07/02/18	\$1,846.16 biweekly	Offline salary adjustment from \$1,533.57/BW for bonafide job offer
Rancer, Andrew S.	Professor Emeritus, Communication/School of Communication/Faculty	05/31/18		Title change, award of emeritus status
Resanovic, Nikola	Professor Emeritus, Music/School of Music/Faculty	05/31/18		Title change, award of emeritus status
Ritchey, David	Professor Emeritus, Communication/School of Communication/Faculty	05/31/18		Title change, award of emeritus status
Schuldiner, Michael	Professor Emeritus, English/Department of English/Faculty	05/31/18		Title change, award of emeritus status
Wagler, Todd A.	Supervisor, Chemical Laboratories/Department of Chemistry/Staff	07/01/18 06/30/19	\$2,246.38 biweekly	Extension of temporary salary adjustment from \$2,015.61/BW for additional duties
Wells, Rachel K.	Postdoctoral Research Associate/Department of Geosciences/Staff	04/23/18 08/10/18	\$1,000.00 biweekly	Amend action approved at June 13, 2018 Board of Trustees meeting; end date change from 08/23/18
Whitmore, Julie	Associate Professor Emeritus, Interior Design/Department of Interior Design/Faculty	05/31/18		Title change, award of emeritus status
Wrice, Sheldon B.	Associate Dean, Interdisciplinary Studies & Diversity; Professor, Technical Writing & Composition/Buchtel College of Arts & Sciences, Office of the Dean/Faculty	06/01/18	\$119,500.00 12 mo	Relinquish Interim Department Chair, English and Interim Department Chair, Modern Languages appointments

Leave

Braun, Heather L.	Assistant Professor, English/Department of English/Faculty (BUF)	01/14/19 05/12/19	\$58,834.00 9 mo	100% leave without compensation
Durst, Danny J.	Theatre Technician/Dance, Theatre & Arts Administration/Staff	06/01/18 07/31/18	\$16.67 hourly	100% leave without compensation; 10 month employee

Separation

Lee, Matthew T.	Professor, Sociology; Professor, Criminal Justice Studies/Department of Sociology/Faculty (BUF)	06/30/18	\$92,854.00 9 mo	Retirement
Semilia, Jeanne M.	Administrative Assistant/Department of Biology/Staff	05/31/18	\$14.45 hourly	Resignation

Walborn, Tailyn A.	Academic Adviser Senior/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	07/19/18	\$39,000.00 12 mo	Resignation
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College of Business Administration

Appointment/Reappointment

Fox, Joseph	Visiting Assistant Professor of Practice, Management; Director, Fitzgerald Institute for Entrepreneurial Studies/Department of Management/Faculty	08/27/18 05/19/19	\$50,000.00 9 mo	Temporary additional title of Director, Fitzgerald Institute for Entrepreneurial Studies
		06/04/18 08/18/18	\$7,022.50 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$50,000.00/9 mo
Mastrandrea, Mario	Visiting Assistant Professor Practice, Finance/Department of Finance/Faculty	08/27/18 05/19/19	\$50,000.00 9 mo	Temporary appointment
Owens, Deborah L.	Associate Professor, Marketing & International Business; Interim Department Chair, Marketing/Department of Marketing/Faculty	08/27/18 06/30/19	\$138,664.00 12 mo (base)	Temporary additional title and administrative stipend for Interim Department Chair assignment; appointment basis change from 9 month
			\$13,710.00 12 mo (stipend)	
Payne, David G.	Assistant Professor of Practice, Marketing; Director, Fisher Institute for Professional Selling/Department of Marketing/Faculty (BUF)	06/04/18 08/18/18	\$7,009.25 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$51,000.00/9 mo
Srinivasan, Mahesh	Associate Professor, Management; Director, Institute for Global Business; Coordinator, Supply Chain Operations Management Program/Department of Management/Faculty (BUF)	08/27/18 05/19/19	\$6,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$121,465.00/9 mo
		06/04/18 08/18/18	\$3,002.00 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$121,465.00/9 mo
Vijayaraman, Bindiganavale S.	Professor, Management & Information Systems; Director, Center for Information Technologies & e-Business; Coordinator, Information Systems Management Program/Department of Management/Faculty (BUF)	06/04/18 08/18/18	\$3,052.50 for the period (stipend)	Temporary summer administrative stipend for Director assignment; base salary is \$150,292.00/9 mo

Wang, Jinjing	Assistant Professor, Finance/Department of Finance/Faculty (BUF)	07/30/18	\$5,000.00 one time payment	Payment for course development
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Change

Hausknecht, Douglas R.	Associate Professor Emeritus, Marketing & International Business/Department of Marketing/Faculty	05/31/18		Title change, award of emeritus status
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Separation

Bernat, Andrew W.	Visiting Assistant Professor of Practice, Finance/Department of Finance/Faculty	05/20/18	\$50,000.00 9 mo	Resignation
Litt, Wade H.	Visiting Assistant Professor of Practice, Economics/Department of Economics/Faculty	06/30/18	\$60,000.00 9 mo	Resignation

LeBron James Family Foundation College of Education

Change

Ford, Bridgie A.	Professor Emeritus, Education/Department of Curricular & Instructional Studies/Faculty	05/31/18		Title change, award of emeritus status
Hassenpflug, Ann	Professor Emeritus, Education/Department of Educational Foundations & Leadership/Faculty	05/31/18		Title change, award of emeritus status
Jensrud, Qetler	Associate Professor Emeritus, Education/Department of Educational Foundations & Leadership/Faculty	05/31/18		Title change, award of emeritus status
Lillie, Timothy H.	Associate Professor Emeritus, Education/Department of Curricular & Instructional Studies/Faculty	05/31/18		Title change, award of emeritus status
Savery, John R.	Professor Emeritus, Education/Department of Educational Foundations & Leadership/Faculty	05/31/18		Title change, award of emeritus status
Stuart, Denise H.	Professor Emeritus, Education/Department of Curricular & Instructional Studies/Faculty	05/31/18		Title change, award of emeritus status
Welton, Evonn N.	Professor, Education/Department of Curricular & Instructional Studies/Faculty (BUF)	07/01/18	\$121,598.00 9 mo	Relinquish Interim Department Chair, Curricular & Instructional Studies and Interim Department Chair, Educational Foundations & Leadership appointments; salary adjustment from \$148,620.00/12 mo; basis change from 12 month

College of Engineering

Appointment/Reappointment

Carey, Laura L.	Director, Career Services/College of Engineering, Office of the Dean/Contract Professional	09/01/17 08/31/18	\$3,648.00 12 mo (stipend)	Temporary administrative stipend for additional duties on National Science Foundation grant; base salary is \$85,000.00/12 mo
Crow, Mallory J.	Research Assistant/Department of Civil Engineering/Staff	05/18/18 08/31/18	\$45.00 hourly	Temporary reappointment
Held, Luke D.	Aerospace Systems Engineering Co-Op/Department of Mechanical Engineering/Staff	06/01/18 08/15/18	\$20.00 hourly	Temporary appointment
Kennedy, Elizabeth A.	Dean, College of Applied Science & Technology; Fellow, Institute for Life-Span Development & Gerontology; Professor, Social Science; Interim Dean, College of Health Professions; Acting Chair, Disaster Science & Emergency Services/College of Engineering, Office of the Dean/Faculty	09/01/17 08/31/18	\$1,647.00 12 mo (stipend)	Temporary administrative stipend for additional duties on National Science Foundation grant; base salary is \$190,000.00/12 mo
Li, Shengxi	Postdoctoral Research Associate/Department of Chemical & Biomolecular Engineering/Staff	06/10/18 07/29/18	\$1,396.77 biweekly	Temporary reappointment
McMullen, Anthony J.	Aerospace Systems Engineering Co-Op/Department of Mechanical Engineering/Staff	08/16/18 11/30/18	\$18.00 hourly	Temporary reappointment; salary adjustment from \$15.00/H
Noble, Lawrence D.	Associate Professor of Engineering Practice; Associate Chair, Undergraduate Studies/Department of Biomedical Engineering/Faculty (BUF)	04/16/18 08/25/18	\$5,002.50 for the period (stipend)	Temporary summer administrative stipend for ABET Coordinator duties; base salary is \$91,800.00/9 mo
Steer, David N.	Associate Dean, Buchtel College of Arts & Sciences; Professor, Geosciences; Department Chair, Geosciences; Interim Department Chair, Statistics; Interim Department Chair, Computer Science/College of Engineering, Office of the Dean/Faculty	09/01/17 08/31/18	\$975.00 12 mo (stipend)	Temporary administrative stipend for additional duties on National Science Foundation grant; base salary is \$117,000.00/12 mo

Subich, Linda M.	Associate Dean, Buchtel College of Arts & Sciences; Fellow, Institute for Life-Span Development & Gerontology; Distinguished Professor, Psychology/College of Engineering, Office of the Dean/Faculty	09/01/17 08/31/18	\$1,269.00 12 mo (stipend)	Temporary administrative stipend for additional duties on National Science Foundation grant; base salary is \$166,929.00/12 mo
Veillette, Robert J.	Associate Professor, Electrical & Computer Engineering; Interim Department Chair, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty	07/11/18 06/30/20	\$132,838.00 12 mo	Temporary additional title and administrative stipend for Interim Department Chair assignment; salary adjustment from \$106,294.00/9 mo; basis change from 9 mo
		07/11/18 06/30/20	\$12,076.00 12 mo (stipend)	
		07/11/18 06/30/19	\$12,076.00 12 mo (stipend)	Temporary administrative stipend for Interim Department Chair assignment; base salary is \$132,838.00/12 mo
Wittmer, Jonathan D.	Aerospace Systems Engineering Co-Op/Department of Mechanical Engineering/Staff	06/01/18 08/15/18	\$20.00 hourly	Temporary appointment

Change

Carletta, Joan E.	Associate Dean, Undergraduate Studies; Professor, Electrical & Computer Engineering/College of Engineering, Office of the Dean/Faculty	06/18/18 06/17/22	\$157,000.00 12 mo	Promotion; salary adjustment from \$138,222.00/12 mo; title change from Professor, Electrical & Computer Engineering; relinquish Interim Department Chair, Electrical & Computer Engineering appointment
Elliott, J. Richard	Professor Emeritus, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty	05/31/18		Title change, award of emeritus status
Kusnyer, Nancy M.	Administrative Assistant/Department of Mechanical Engineering/Staff	06/18/18 08/31/18	\$21.29 hourly	Temporary job reclassification; salary adjustment from \$19.72/H; title change from Administrative Secretary; grade change from 115 to 116
Srivatsan, Tirumalai S.	Professor Emeritus, Mechanical Engineering/Department of Mechanical Engineering/Faculty	05/31/18		Title change, award of emeritus status
Verstraete, Mary C.	Associate Professor Emeritus, Biomedical Engineering/College of Engineering, Office of the Dean/Faculty	05/31/18		Title change, award of emeritus status

Separation

Choi, Seungdeog	Assistant Professor, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)	8/15/2018	\$80,384.00 9 mo	Resignation
Kusnyer, Nancy M.	Administrative Secretary/Department of Mechanical Engineering/Staff	08/31/18	\$20.31 hourly	Retirement
Lewis, Gregory A.	Director, Electrical & Computer Engineering Technical Services/Department of Electrical & Computer Engineering/Staff	06/30/18	\$3,156.76 biweekly	Retirement
Madanayake, Habarakada L.	Associate Professor, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty (BUF)	08/12/18	\$94,094.00 9 mo	Resignation
Meier, Stacy	Administrative Assistant/Department of Mechanical Engineering/Staff	06/30/18	\$22.09 hourly	Retirement
Sen, Sanghamitra	Research Professor, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty	05/15/18	\$42,000.00 12 mo	Resignation
Tao, Junliang	Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	08/06/18	\$78,795.00 9 mo	Resignation

College of Health Professions**Appointment/Reappointment**

Biddle, Stacia E.	Associate Professor, Respiratory Therapy Technology; Director, Respiratory Therapy Program/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$63,801.00/9 mo
Chronister, Kelli A.	Associate Professor, Respiratory Therapy Technology; Director, Respiratory Therapy Program/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Director assignment; base salary is \$65,770.00/9 mo

Cross, Monika	Assistant Professor of Instruction, Allied Health Technology; Clinical Coordinator, Surgical Assisting Technology/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Clinical Coordinator assignment; base salary is \$50,000.00/9 mo
Fiala, William C.	Professor of Practice, Allied Health Technology; Associate Director and Clinical Coordinator, Medical Assisting Technology/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Clinical Coordinator assignment; base salary is \$54,060.00/9 mo
Gamble, Sherry L.	Associate Professor, Surgical Assisting Technology; Program Director, Surgical Assisting Technology/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Program Director assignment; base salary is \$74,005.00/9 mo
Juvancic-Heltzel, Judith A.	Associate Professor, Sport Science & Wellness Education; Fellow, Institute for Life-Span Development & Gerontology; Interim Director, Sport Science & Wellness Education/Department of Sport Science & Wellness Education/Faculty	05/21/18 05/20/19	\$104,713.00 12 mo	Temporary additional title for Interim Director assignment; salary adjustment from \$74,500.00/9 mo; basis change from 9 month
Katafiasz, Heather	Assistant Professor, Health Professions; Program Coordinator, Marriage & Family Counseling Therapy - Graduate Level/Department of Counseling/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Program Coordinator assignment; base salary is \$64,087.00/9 mo
Kraft, Kristine N.	Associate Professor, Allied Health Technology; Interim Director, School of Allied Health Technology; Program Director, Medical Assisting Technology/Division of Allied Health Technology/Faculty	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Program Director assignment; base salary is \$69,718.00/10 mo
McClish, Tammy A.	Associate Professor of Practice, Allied Health Technology; Clinical Coordinator, Radiologic Technology/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Extension of temporary additional title and administrative stipend for Clinical Coordinator assignment; base salary is \$54,450.00/9 mo
Murrock, Carolyn J.	Professor, Nursing; Fellow, Institute for Life-Span Development & Gerontology/School of Nursing/Faculty (BUF)	08/27/18 05/19/19	\$91,634.00 9 mo	Temporary additional title of Fellow, Institute for Life-Span Development & Gerontology

Owens, Delila	Associate Professor, Health Professions; Program Coordinator, School of Counseling/Department of Counseling/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Program Coordinator assignment; base salary is \$72,369.00/9 mo
Palmer, Lori J.	Professor of Instruction, Speech-Language Pathology & Audiology; Coordinator, American Sign Language Program/School of Speech-Language Pathology & Audiology/Faculty (BUF)	07/16/18 08/18/18	\$3,200.00 for the period (stipend)	Temporary summer administrative stipend for Coordinator assignment; base salary is \$70,393.00/9 mo
Patton, Rikki A.	Associate Professor, Health Professions; Program Coordinator, Marriage & Family Counseling Therapy - Doctoral Level/Department of Counseling/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Program Coordinator assignment; base salary is \$71,087.00/9 mo
Sangganjanavanich, Varunee Faii	Professor, Health Professions; Interim Director, School of Counseling; Program Coordinator, Counseling Education & Supervision/Department of Counseling/Faculty	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Program Coordinator assignment; base salary is \$87,848.00/10 mo
Schwartz, Robert C.	Professor, Health Professions; Interim Associate Dean, College of Health Professions; Program Coordinator, Clinical Mental Health Counseling/Department of Counseling/Faculty	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Program Coordinator assignment; base salary is \$135,000.00/10 mo
Shanks, Linda C.	Associate Professor, Nursing; Assistant Director, Graduate Programs & Research; Interim Coordinator, Doctorate Nurse Practitioner Program/School of Nursing/Faculty (BUF)	05/14/18 08/18/18	\$11,850.00 for the period (stipend)	Temporary summer administrative stipend for Assistant Director assignment; base salary is \$79,170.00/9 mo
Wells, Geraldine M.	Administrative Assistant/School of Nutrition & Dietetics/Staff	06/11/18	\$12.23 hourly	Appointment vice K. Logsdon
Whipple, David L.	Professor of Practice, Allied Health Technology; Director, Radiologic Technology/Division of Allied Health Technology/Faculty (BUF)	08/27/18 08/25/19	\$5,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$71,400.00/9 mo
Zelko, Michele I.	Professor of Instruction, Nursing; Assistant Director, Undergraduate Programs/School of Nursing/Faculty (BUF)	05/14/18 08/18/18	\$9,600.00 for the period (stipend)	Temporary summer administrative stipend for Assistant Director assignment; base salary is \$66,188.00/9 mo
<u>Leave</u>				
Bidinotto, Rebecca A.	Associate Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/27/18 09/21/18	\$127,396.00 9 mo	100% leave with compensation; military leave per Article 17 of the AAUP collective bargaining agreement

Separation

Wade, Kelly A.	Distance Learning Coordinator, Speech-Language Pathology & Audiology/School of Speech- Language Pathology & Audiology/Contract Professional	09/30/18	\$59,160.00 12 mo	Retirement
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Williams Honors College

Appointment/Reappointment

Meeker, Nathan T.	Club Coordinator eSports Programs/Williams Honors College, Office of the Dean/Contract Professional	06/19/18	\$35,000.00 12 mo	Appointment
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School of Law

Appointment/Reappointment

Ellis, Andreas	Director, Alumni & Development/School of Law, Office of the Dean/Contract Professional	07/30/18	\$67,500.00 12 mo	Appointment vice L. Jones
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Change

Bencze, Alecia N.	Assistant Director, Career Services & Strategic Initiatives/School of Law, Office of the Dean/Contract Professional	09/01/18	\$50,000.00 12 mo	Title change from Assistant Director, Career Services & Student Advising
Cohen, Richard C.	Associate Professor Emeritus, Law/Law - Instruction/Faculty	05/31/18		Title change, award of emeritus status
Cravens, Sarah M.	Professor, Law; Fellow, Joseph G. Miller & William C. Becker Center for Professional Responsibility; C. Blake McDowell, Jr. Professor/Law - Instruction/Faculty	08/01/18	\$151,763.00 9 mo	Relinquish Vice Provost, Strategic Initiatives, Interim Dean, Honors College and Interim Director, English Language Institute; salary adjustment from \$210,489.00/12 mo; basis change from 12 month
Newman, Alan	Professor Emeritus, Law/Law - Instruction/Faculty	05/31/18		Title change, award of emeritus status
Rich, William D.	Associate Professor Emeritus, Law/Law - Instruction/Faculty	05/31/18		Title change, award of emeritus status
Strong, Richard R.	Assistant Professor Emeritus, Legal Writing/Law - Instruction/Faculty	05/31/18		Title change, award of emeritus status

Leave

Barnes, Gail K.	Professor, Law/Law - Instruction/Faculty	08/27/18 12/16/18	\$120,415.00 9 mo	Amend action approved at February 14, 2018 Board of Trustees meeting; Faculty Improvement leave change from Academic Year 2018-19 to Fall 2018.; return date change from 05/19/19
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College of Polymer Science & Polymer Engineering**Appointment/Reappointment**

Baughman, Jessi A.	Manager Magnetic Resonance Center/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	07/01/18 12/31/18	\$60,000.00 12 mo	Transfer; successful internal applicant; salary adjustment from \$1,400.00/BW; title change from Postdoctoral Research Associate; department change from Chemistry; basis change from biweekly
Dalai, Punam	Senior Research Scientist/Department of Polymer Science/Staff	07/01/18 12/31/18	\$1,923.07 biweekly	Temporary reappointment; salary adjustment from \$1,788.46/BW; title change from Research Scientist
Hagen, Karissa	Research Technician/Department of Polymer Science/Staff	07/01/18 06/30/19	\$17.31 hourly	Temporary reappointment
Miller, Jason E.	Graphic Design Specialist - College of Polymer Science & Polymer Engineering/College of Polymer Science & Polymer Engineering, Office of the Dean/Staff	07/01/18 06/30/19	\$1,656.50 biweekly	Temporary reappointment
Nugay, Turgut	Visiting Research Scientist/Department of Polymer Science/Staff	10/01/18 05/31/19	\$1,714.28 biweekly	Temporary reappointment
Zou, Feng	Postdoctoral Research Associate/Department of Polymer Science/Staff	08/01/18 12/31/18	\$1,538.40 biweekly	Temporary reappointment

Leave

Jha, Kshitij C.	Postdoctoral Research Fellow/Department of Polymer Science/Staff	05/16/18 09/02/18	\$1,200.00 biweekly	100% leave without compensation
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Separation

Simmons, David S.	Assistant Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	08/06/18	\$91,227.00 9 mo	Resignation
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College of Applied Science & Technology

Appointment/Reappointment

Carpenter, Wesley A.	Assistant Professor, Mechanical Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	08/27/18	\$63,500.00 9 mo	Transfer; successful internal applicant; salary adjustment from \$50,000.00/9 mo; title change from Visiting Assistant Professor of Practice, Engineering & Science Technology
Haines, Michael W.	Visiting Assistant Professor, Business Technology/Division of Business & Information Technology/Faculty	08/27/18 05/19/19	\$6,630.00 9 mo (stipend)	Temporary stipend for 30-hour load; base salary is \$52,000.00/9 mo
Hubert, Douglas G.	Visiting Assistant Professor, Computer Information Systems/Division of Business & Information Technology/Faculty	08/27/18 05/19/19	\$6,630.00 9 mo (stipend)	Temporary stipend for 30- hour load; base salary is \$50,000.00/9 mo
Kraft, Lori A.	Professor, General Technology/Division of Engineering & Science Technology/Faculty (BUF)	06/11/18 07/14/18	\$527.25 for the period (stipend)	Temporary summer administrative stipend for additional duties; base salary is \$82,495.00/9 mo
Ramlo, Susan E.	Professor, General Technology; Professor, Physics/Division of Engineering & Science Technology/Faculty (BUF)	06/11/18 07/14/18	\$527.25 for the period (stipend)	Temporary summer administrative stipend for additional duties; base salary is \$89,647.00/9 mo
Smith, Stanley H.	Visiting Assistant Professor, Public Service Technology/Disaster Science & Emergency Services/Faculty	08/27/18 05/19/19	\$6,630.00 9 mo (stipend)	Temporary stipend for 30- hour load; base salary is \$47,277.00/9 mo

Change

Gilpatric, Lawrence	Professor Emeritus, Hospitality Management; Professor Emeritus, Business Management Technology/Division of Business & Information Technology/Faculty	05/31/18		Title change, award of emeritus status
Harper, Augustus L.	Associate Professor Emeritus, Business Management Technology/Division of Business & Information Technology/Faculty	05/31/18		Title change, award of emeritus status
Himmelright, Allyson R.	Project Manager/College of Applied Science & Technology, Office of the Dean/Staff	06/11/18 07/25/18	\$21.00 hourly	Voluntary reduction in work schedule from 40 hours to 24 hours weekly
Jones, Gwendolyn	Professor Emeritus, Business Management Technology/Division of Business & Information Technology/Faculty	05/31/18		Title change, award of emeritus status

Walker, Angela M.	Associate Professor Emeritus, Business Management Technology/Division of Business & Information Technology/Faculty	05/31/18		Title change, award of emeritus status
Williams, Mary B.	Professor Emeritus, Office Administration; Professor Emeritus, Business Management Technology; Professor Emeritus, Computer Information Systems/Division of Business & Information Technology/Faculty	05/31/18		Title change, award of emeritus status

Separation

Himmelright, Allyson R.	Project Manager/College of Applied Science & Technology, Office of the Dean/Staff	07/25/18	\$21.00 hourly	Resignation
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University Libraries

Appointment/Reappointment

Grove, Joshua J.	Web Development Specialist/University Libraries, Electronic Services/Staff	07/23/18	\$18.00 hourly	Appointment vice P. Thompson
Zornes, Sarah	Library Service Coordinator/University Libraries, Access Services/Staff	07/23/18	\$15.86 hourly	Appointment vice C. Noussias

Change

March, Kito	Computer Based Assessment & Evaluation Testing Assistant/Instructional Services/Staff	07/09/18	\$16.00 hourly	Basis change from part-time
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Separation

Barua, Jibak	Senior Applications Systems Analyst/Instructional Services/Staff	06/30/18	\$2,918.44 biweekly	Retirement
Brown, Zachary M.	Library Specialist/University Libraries, Access Services/Staff	07/28/18	\$13.99 hourly	Resignation

Wayne College

Appointment/Reappointment

Henderson-Ross, Jodi A.	Assistant Professor, Sociology/Sociology-Wayne College/Faculty (BUF)	07/16/18 08/18/18	\$500.25 for the period (stipend)	Temporary summer administrative stipend for Area Coordinator duties; base salary \$55,500.00/9 mo
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Howley, Heather A.	Associate Professor, Communication; Interim Associate Dean, Wayne College/Communication-Wayne College/Faculty (BUF)	07/16/18	\$513.50	Temporary summer administrative stipend for Area Coordinator duties; base salary \$64,012.00/9 mo
		08/18/18	for the period (stipend)	
		05/16/18	\$6,000.00	Temporary summer administrative stipend for Interim Associate Dean assignment; base salary \$64,012.00/9 mo
		08/26/18	for the period (stipend)	
Obiekwe, Jerry C.	Professor, Mathematics/Mathematics-Wayne College/Faculty (BUF)	07/16/18	\$527.25	Temporary summer administrative stipend for Area Coordinator duties; base salary \$87,802.00/9 mo
		08/18/18	for the period (stipend)	
Roncone, John E.	Associate Professor, Sport Science & Wellness Education/Sport Science & Wellness Education- Wayne College/Faculty (BUF)	07/16/18	\$809.75	Temporary summer administrative stipend for Area Coordinator duties; base salary \$66,185.00/9 mo
		08/18/18	for the period (stipend)	
Snow, Alan J.	Associate Professor, Biology/Biology-Wayne College/Faculty (BUF)	07/16/18	\$513.50	Temporary summer administrative stipend for Area Coordinator duties; base salary \$64,215.00/9 mo
		08/18/18	for the period (stipend)	
Teague, Colleen M.	Associate Professor, Business & Office Technology; Interim Associate Dean, Wayne College; Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	08/27/18	\$18,000.00	Temporary administrative stipend for Interim Associate Dean assignment; base salary \$74,877.00/9 mo
		05/19/19	9 mo (stipend)	
		07/16/18	\$809.75	Temporary summer administrative stipend for Area Coordinator duties; base salary \$74,877.00/9 mo
		08/18/18	for the period (stipend)	
Turner, Carol M.	Professor, Chemistry/Chemistry- Wayne College/Faculty (BUF)	07/16/18	\$527.25	Temporary summer administrative stipend for Area Coordinator duties; base salary \$79,227.00/9 mo
		08/18/18	for the period (stipend)	
Wadia, Adil M.	Associate Professor, Geosciences/Geosciences-Wayne College/Faculty (BUF)	07/16/18	\$513.50	Temporary summer administrative stipend for Area Coordinator duties; base salary \$67,050.00/9 mo
		08/18/18	for the period (stipend)	
Watters, Shawn D.	Assistant Professor, Education/Educational Foundations-Wayne College/Faculty (BUF)	07/16/18	\$810.75	Temporary summer administrative stipend for Area Coordinator duties; base salary \$54,631.00/9 mo
		08/18/18	for the period (stipend)	
Weinstein, Paul B.	Professor, History/History-Wayne College/Faculty (BUF)	07/16/18	\$527.25	Temporary summer administrative stipend for Area Coordinator duties; base salary \$88,183.00/9 mo
		08/18/18	for the period (stipend)	
Woods, Douglas B.	Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	07/16/18	\$809.75	Temporary summer administrative stipend for Area Coordinator duties; base salary \$75,012.00/9 mo
		08/18/18	for the period (stipend)	

Change

Bays, Gary A.	Associate Professor Emeritus, English/English-Wayne College/Faculty	05/31/17		Title change, award of emeritus status
Dreher, Christine D.	Manager, Learning Support Services/Developmental Programs- Wayne College/Contract Professional	06/01/18	\$42,432.00 10 mo	Job reclassification via job audit; salary adjustment from \$40,800.00/10 mo; title change from Coordinator, Learning Support Services; grade change from 119 to 120
Ferris, Amber L.	Associate Professor, Communication/Communication - Wayne College/Faculty (BUF)	08/27/18	\$61,631.00 9 mo	Title change from Associate Professor, Speech & Theatre Arts
Holz, Jennifer L.	Professor Emeritus, Sociology/Sociology-Wayne College/Faculty	12/31/14		Title change, award of emeritus status
Johanyak, Debra L.	Professor Emeritus, English/English-Wayne College/Faculty	05/31/18		Title change, award of emeritus status
Kilcullen, Tina M.	Library Specialist - Wayne College/Library Administration- Wayne College/Staff	05/12/18	\$13.36 hourly	Job reclassification via job audit; salary adjustment from \$12.85/H; title change from Library Associate Senior - Wayne College; grade change from 116 to 117
Maringer, Richard M.	Associate Professor Emeritus, Economics/Economics-Wayne College/Faculty	05/31/17		Title change, award of emeritus status
Raber, Bruce L.	Assistant Facilities Manager - Wayne College/Physical Plant- Wayne College/Staff	05/31/18	\$18.50 hourly	Offline salary adjustment from \$15.52/H for bonafide job offer
Vierheller, Timothy R.	Professor Emeritus, Physics/Physics-Wayne College/Faculty	05/31/18		Title change, award of emeritus status

Leave

Kilcullen, Tina M.	Library Specialist - Wayne College/Library Administration- Wayne College/Staff	06/01/18 07/31/18	\$13.36 hourly	100% leave without compensation; 10 month employee
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Separation

Stevenson, William R.	Facilities Maintenance Worker - Wayne College/Physical Plant- Wayne College/Staff	05/19/18	\$10.43 hourly	Resignation
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**FULL-TIME PERSONNEL ACTIONS
ADDENDUM**

Office of Athletics

Appointment/Reappointment

McDevitt, Corey M.	Assistant Athletics Trainer/Office of Athletics/Contract Professional	07/30/18	\$35,000.00 12 mo	Appointment
McManaman, Kevin	Assistant Women's Basketball Coach/Office of Athletics/Contract Professional	08/06/18	\$60,000.00 12 mo	Appointment vice P. Reid

Separation

Lyles, Carjay	Assistant Track Coach/Office of Athletics/Contract Professional	07/12/18	\$36,129.00 12 mo	Resignation
Wypasek, Daniel J.	Manager, Athletics Operations & Events/Office of Athletics/Contract Professional	08/07/18	\$35,000.00 12 mo	Resignation

Office of Academic Affairs

Appointment/Reappointment

Tiwari, Aparajita	Business Systems Analyst - Admissions/Admissions/Contract Professional	07/23/18	\$50,000.00 12 mo	Appointment vice A. Mahapatra
Weyrick, Jessica A.	Coordinator Business Applications Support/Office of the Registrar/Contract Professional	07/30/18	\$40,000.00 12 mo	Transfer; successful internal candidate vice T. Downs; salary adjustment from \$33,000.00/12 mo; title change from Retention & Completion Specialist; grade change from 119 to 120

Vice President, Finance & Administration/CFO

Separation

Baldwin, Lunette J.	Assistant Manager, Payroll/Office of the Associate Vice President & Controller/Contract Professional	08/09/18	\$52,000.00 12 mo	Resignation
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Office of Talent Development & Human Resources

Separation

Mealy, Janet L.	Assistant Director, Human Resources Operations & Employment/Talent Development & Human Resources/Contract Professional	08/17/18	\$47,940.00 12 mo	Resignation
Rowan, Jacquelyn P.	Human Resource Associate/Talent Development & Human Resources/Staff	08/10/18	\$15.44 hourly	Resignation

Buchtel College of Arts & Sciences

Appointment/Reappointment

Huising, Cynthia A.	Visiting Assistant Professor of Instruction, Physics/Department of Physics/Faculty	08/27/18 05/20/19	\$34,000.00 9 mo	Temporary reappointment
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Separation

Kang, Eunsu	Associate Professor, Art/School of Art/Faculty (BUF)	05/21/18	\$68,120.00 9 mo	Resignation
Tang, Tang	Associate Professor, Communication/School of Communication/Faculty (BUF)	08/19/18	\$65,135.00 9 mo	Resignation

College of Business Administration

Appointment/Reappointment

Ozdemir, Ali	Visiting Assistant Professor of Practice, Economics/Department of Economics/Faculty	08/27/18 05/19/18	\$50,000.00 9 mo	Temporary appointment vice W. Litt
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LeBron James Family Foundation College of Education

Appointment/Reappointment

McCann, Peggy L.	Director, Assessment & Accreditation/LeBron James Family Foundation College of Education, Office of the Dean/Contract Professional	07/01/18 06/30/19	\$20,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Director assignment; base salary is \$95,000.00/12 mo
		07/01/18	\$95,000.00 12 mo	Reappointment; basis change from temporary

College of Engineering

Appointment/Reappointment

Oravec, Heather A.	Research Associate Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	10/01/18 03/31/19	\$100,700.00 12 mo	Temporary reappointment
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College of Health Professions

Separation

Hartman, Sheri A.	Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	08/26/18	\$64,070.00 9 mo	Resignation
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School of Law

Separation

Davis, Maureen L.	Coordinator, Career Services - School of Law/School of Law, Office of the Dean/Staff	08/01/18	\$1,692.31 biweekly	Resignation
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College of Polymer Science & Polymer Engineering

Appointment/Reappointment

Randall, Jason	Director, Operations - College Polymer Science & Polymer Engineering/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	07/30/18	\$99,000.00 12 mo	Appointment vice M. Koehler
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Separation

Simmons, David S.	Assistant Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	07/26/18	\$91,227.00 9 mo	Amend action approved at August 15, 2018 Board of Trustees meeting; end date changed from 08/06/18
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**FULL-TIME PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

Board of Trustees

Changes

Neugebauer, Paula	Coordinator, Office of the Board of Trustees/Board of Trustees/Staff	07/01/18	\$28.47 hourly	Salary adjustment from \$26.12/H
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Division of Student Success

Changes

Messina, John	Vice-President, Student Affairs/Office of Student Success/Contract Professional	07/01/18	\$175,200.00 12 mo	Salary adjustment from \$155,200.00/12 mo
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Vice President, Development

Changes

Cole, Kimberly	Vice President, Development; Executive Director, UA Foundation/Vice-President, Development/Contract Professional	07/01/18	\$165,000.00 12 mo	Salary adjustment from \$145,000.00/12 mo
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Vice President, Chief Communications & Marketing/CCMO

Changes

Craig, Lisa	Media Relations Specialist, Senior/University Communications & Marketing/Contract Professional	07/01/18	\$53,410.00 12 mo	Salary adjustment from \$49,000.00/12 mo
Meeker, Meghan	Social Media Specialist/University Communications & Marketing/Contract Professional	07/01/18	\$47,960.00 12 mo	Salary adjustment from \$44,000.00/12 mo
Sedlock, Steve	Digital Marketing & Communications Specialist/University Communications & Marketing/Contract Professional	07/01/18	\$52,254.60 12 mo	Salary adjustment from \$47,940.00/12 mo

Vice President & General Counsel

Changes

Smith, Linda	Legal Assistant/VP & General Counsel/Staff	07/01/18	\$22.03 hourly	Salary adjustment from \$20.21/H
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Graduate School

Changes

Midha, Chand	Executive Dean, Graduate School; Senior Vice Provost for Academic Affairs & Institutional Analytics; Trustees Professor; Professor, Statistics; NEOMED Liaison (BS/MD)/Graduate School/Faculty	07/01/18	\$308,831.00 12 mo	Salary adjustment from \$296,831.00/12 mo
		07/01/18	\$296,831.00 12 mo	Conversion of stipend to base; salary adjustment from \$284,831.00/12 mo

Buchtel College of Arts & Sciences

Separation

Maliniak, Mark W.	Assistant Professor of Instruction, Music/School of Music/Faculty (BUF)	05/13/18	\$42,840.00 9 mo	Resignation
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School of Law

Separation

Wascak, Elizabeth A.	Manager, Technology & Compliance/School of Law, Office of the Dean/Staff	08/24/18	\$2,251.20 biweekly	Resignation
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THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated August 15, 2018, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Lane,Amelia R	Senior Lecturer	Developmental Programs	\$1,562.10	\$781.05	REH	Summer
Wood,Jamie A	Assistant Lecturer	Developmental Programs	\$5,800.00	\$8.00	REH	Fall
Wood,Jamie A	Assistant Lecturer	Developmental Programs	\$5,800.00	\$725.00	HIR	Fall
DIVISION OF STUDENT SUCCESS						
Brantner,Justin S	Senior Lecturer	Student Academic Success	\$875.00	\$875.00	REH	Summer
Danckaert-Skovira,Alissa	Assistant Lecturer	Student Academic Success	\$1,145.00	\$1,145.00	REH	Summer
Danckaert-Skovira,Alissa	Assistant Lecturer	Student Academic Success	\$1,145.00	\$1,145.00	REH	Summer
East-Jenkins,Antoinette CL	Assistant Lecturer	Student Success Center	\$1,600.00	\$800.00	HIR	Summer
Ehret,Sara R	Senior Lecturer	Student Academic Success	\$1,312.50	\$875.00	REH	Summer
Ehret,Sara R	Senior Lecturer	Student Academic Success	\$1,312.50	\$875.00	REH	Summer
Romaker,Dana E	Assistant Lecturer	Student Academic Success	\$721.00	\$721.00	REH	Summer
Romaker,Dana E	Assistant Lecturer	Student Academic Success	\$721.00	\$721.00	REH	Summer
Thoenen,Heidi L	Senior Lecturer	Student Academic Success	\$1,312.50	\$875.00	REH	Summer
Thoenen,Heidi L	Senior Lecturer	Student Academic Success	\$1,312.50	\$875.00	REH	Summer
Thompson,Janet Elizabeth	Prof Instr-Summer	Developmental Programs	\$4,800.00	\$1,600.00	REH	Summer
Wagner,Nora C	Senior Lecturer	Student Academic Success	\$848.72	\$848.72	REH	Summer
Wagner,Nora C	Senior Lecturer	Student Academic Success	\$848.72	\$848.72	REH	Summer
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Abousena,Eihab T	Prof Instr-Summer	Modern Languages	\$4,800.00	\$1,600.00	REH	Summer
Antonucci,Sally M	Associate Lecturer	Child & Family Development	\$800.00	\$800.00	REH	Summer
Arnold,Laurie Catherine	Assistant Lecturer	Modern Languages	\$2,600.00	\$650.00	HIR	Fall
Bagatto,Brian P	Professor-Summer	Biology	\$11,100.00	\$2,775.00	REH	Summer
Bakovich,Shane	Assistant Lecturer	Child & Family Development	\$3,500.00	\$700.00	HIR	Fall
Barrett,Linda Ruth	Assoc Prof - Summer	Geosciences	\$8,887.50	\$1,975.00	REH	Summer
Barton,Hazel A	Professor-Summer	Biology	\$10,045.50	\$2,775.00	REH	Summer
Bassett,Nathaniel J	Assistant Lecturer	History	\$1,650.00	\$825.00	PAY	Summer
Beckett,Julia	Professor-Summer	Public Admin & Urban St	\$4,162.50	\$2,775.00	PAY	Summer
Beltz,John F	Prof Instr-Summer	Geosciences	\$1,600.00	\$1,600.00	REH	Summer
Beltz,John F	Prof Instr-Summer	Geosciences	\$3,200.00	\$1,600.00	REH	Summer
Beltz,John F	Prof Instr-Summer	Geosciences	\$208.00	\$1,600.00	REH	Summer
Benjamin,Cortney M	Asst Prof Instr-Summer	Modern Languages	\$3,537.75	\$1,325.00	HIR	Summer
Biddinger,Mary	Professor-Summer	English	\$1,526.25	\$2,775.00	REH	Summer
Biddinger,Mary	Professor-Summer	English	\$8,325.00	\$2,775.00	REH	Summer
Bisconti,Toni L	Assoc Prof - Summer	Psychology	\$5,925.00	\$1,975.00	REH	Summer
Blaha,Christopher J	Asst Prof - Summer	Music	\$5,175.00	\$1,725.00	REH	Summer
Bucoy-Calavan,Maria L	Asst Prof - Summer	Music	\$345.00	\$1,725.00	REH	Summer
Buford,Christopher T	Prof Instr-Summer	Philosophy	\$4,800.00	\$1,600.00	REH	Summer
Bullock,Deidre Ann	Senior Lecturer	History	\$1,943.56	\$971.78	REH	Summer
Cajigas,Julie A	Assoc Prof Practice-Sum	Communication	\$3,987.50	\$1,450.00	REH	Summer
Chaplin,John M	Senior Lecturer	Philosophy	\$207.76	\$865.69	REH	Summer
Chatterjee,Meera	Prof Instr-Summer	Geosciences	\$512.00	\$1,600.00	REH	Summer
Chatterjee,Meera	Prof Instr-Summer	Geosciences	\$3,200.00	\$1,600.00	REH	Summer
Chatterjee,Meera	Prof Instr-Summer	Geosciences	\$208.00	\$1,600.00	REH	Summer
Chatterjee,Meera	Prof Instr-Summer	Geosciences	\$6,400.00	\$1,600.00	REH	Summer
Chiang,Jason	Asst Prof Instr-Summer	Child & Family Development	\$795.00	\$1,325.00	PAY	Summer
Chiang,Jason	Asst Prof Instr-Summer	Child & Family Development	\$7,950.00	\$1,325.00	REH	Summer
Chura,Patrick J	Professor-Summer	English	\$222.00	\$2,775.00	REH	Summer
Clark,Kathleen Diana	Assoc Prof - Summer	Communication	\$11,850.00	\$1,975.00	DTA	Summer
Clemons,Curtis B	Professor-Summer	Mathematics	\$8,325.00	\$2,775.00	REH	Summer
Clemons,Curtis B	Professor-Summer	Mathematics	\$8,325.00	\$2,775.00	REH	Summer
Coffey,Daniel J	Assoc Prof - Summer	Political Science	\$4,937.50	\$1,975.00	REH	Summer
Cohen,David Brian	Professor-Summer	Political Science	\$8,325.00	\$2,775.00	REH	Summer
Coleman,Cara R	Assistant Lecturer	Art	\$4,800.00	\$800.00	HIR	Fall
Contreras Barberena,Juan E	Professor Practice-Summer	Communication	\$4,400.00	\$1,600.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Contreras Barberena, Juan E	Professor Practice-Summer	Communication	\$9,600.00	\$1,600.00	REH	Summer
Cossey, James P	Assoc Prof - Summer	Mathematics	\$1,501.00	\$1,975.00	REH	Summer
Cossey, James P	Assoc Prof - Summer	Mathematics	\$15,800.00	\$1,975.00	REH	Summer
Cranendonk, Terence	Associate Lecturer	Dance, Theatre & Arts Admin	\$201.36	\$875.50	REH	Summer
Crissey Jr, Willis S	Asst Prof Instr-Summer	Computer Science	\$5,300.00	\$1,325.00	REH	Summer
Crissey Jr, Willis S	Asst Prof Instr-Summer	Computer Science	\$1,008.00	\$1,600.00	REH	Summer
Dahal, Koshal R	Asst Prof Instr-Summer	Mathematics	\$10,162.75	\$1,325.00	REH	Summer
Datta, Sujay	Assoc Prof - Summer	Statistics	\$3,950.00	\$1,975.00	REH	Summer
Dejbord-Sawan, Parizad T	Assoc Prof - Summer	Modern Languages	\$4,443.75	\$1,975.00	REH	Summer
Dill, Janette S	Asst Prof - Summer	Sociology	\$5,175.00	\$1,725.00	HIR	Summer
Donovan, William J	Assoc Prof - Summer	Chemistry	\$5,925.00	\$1,975.00	REH	Summer
Donovan, William J	Assoc Prof - Summer	Chemistry	\$217.25	\$1,975.00	REH	Summer
*Doverspike, Dennis	Professor-Summer	Psychology	\$8,100.00	\$2,700.00	HIR	Summer
Duff, Robert Joel	Professor-Summer	Biology	\$8,325.00	\$2,775.00	REH	Summer
Duff, Robert Joel	Professor-Summer	Biology	\$527.25	\$2,775.00	REH	Summer
Duff, Robert Joel	Professor-Summer	Biology	\$2,414.25	\$2,775.00	REH	Summer
Dumser, Elisha Ann	Assoc Prof - Summer	Art	\$500.25	\$1,725.00	REH	
Eames, Diana	Visiting Asst Prof Instr-Sum	Mathematics	\$3,500.00	\$875.00	REH	Summer
Eichler, Rosemarie T	Prof Instr-Summer	History	\$208.00	\$1,600.00	REH	Summer
Eichler, Rosemarie T	Prof Instr-Summer	History	\$1,504.00	\$1,600.00	REH	Summer
Einsporn, Richard L	Professor-Summer	Statistics	\$5,827.50	\$2,775.00	REH	Summer
Einsporn, Richard L	Professor-Summer	Statistics	\$11,100.00	\$2,775.00	REH	Summer
Elicker, Joelle D	Assoc Prof - Summer	Psychology	\$2,014.50	\$1,975.00	REH	Summer
Elicker, Joelle D	Assoc Prof - Summer	Psychology	\$513.50	\$1,975.00	REH	Summer
Erickson, Rebecca J	Professor-Summer	Sociology	\$7,603.50	\$2,775.00	REH	Summer
Faidley, Evan W	Assistant Lecturer	Modern Languages	\$2,100.00	\$700.00	REH	Summer
Faye, Cathy	Special Lecturer	Psychology	\$3,999.00	\$1,333.00	REH	Summer
Feltey, Kathryn M	Assoc Prof - Summer	Sociology	\$5,925.00	\$1,975.00	REH	Summer
Feltey, Kathryn M	Assoc Prof - Summer	Sociology	\$513.50	\$1,975.00	REH	Summer
Feyes, Andrew D	Asst Prof - Summer	Music	\$212.00	\$1,325.00	REH	Summer
Frankovits, Nicholas D	Senior Lecturer	Geosciences	\$3,116.52	\$1,038.84	REH	Summer
Fridline, Mark M	Prof Instr-Summer	Statistics	\$4,800.00	\$1,600.00	REH	Summer
Gaffke, Todd A	Asst Prof - Summer	Music	\$500.25	\$1,725.00	REH	Summer
Gaffke, Todd A	Asst Prof - Summer	Music	\$3,622.50	\$1,725.00	DTA	Summer
Gaffke, Todd A	Asst Prof - Summer	Music	\$5,175.00	\$1,725.00	REH	Summer
Gargarella, Elisa B	Assoc Prof - Summer	Art	\$217.25	\$1,975.00	REH	Summer
Gargarella, Elisa B	Assoc Prof - Summer	Art	\$7,900.00	\$1,975.00	REH	Summer
Gasparavicius, Gediminas	Asst Prof - Summer	Art	\$207.00	\$1,725.00	HIR	Summer
Gatzia, Dimitria E	Assoc Prof - Summer	Philosophy	\$513.50	\$1,975.00	REH	Summer
Gerhardt, Sabine	Assoc Prof - Summer	Child & Family Development	\$2,962.50	\$1,975.00	REH	Summer
Gerhardt, Sabine	Assoc Prof - Summer	Child & Family Development	\$3,021.75	\$1,975.00	REH	Summer
Giffels, David Patrick	Assoc Prof - Summer	English	\$1,501.00	\$1,975.00	REH	Summer
Giffels, David Patrick	Assoc Prof - Summer	English	\$1,501.00	\$1,975.00	REH	Summer
Gorgianni, Eugenia	Assoc Prof Instr	Anthropology & Classical St	\$507.50	\$1,450.00	REH	Summer
Graham, Michael F	Professor-Summer	History	\$222.00	\$2,775.00	REH	Summer
Harrell, Brian C	Asst Prof Instr-Summer	English	\$1,325.00	\$1,325.00	REH	Summer
Hebert, Jennifer G	Prof Instr-Summer	English	\$4,800.00	\$1,600.00	REH	Summer
*Hixson, Walter L	Distinguished Prof - Sum	History	\$5,550.00	\$2,775.00	REH	Summer
Holda, James H	Assoc Prof - Summer	Biology	\$4,937.50	\$1,975.00	REH	Summer
Holda, James H	Assoc Prof - Summer	Biology	\$1,501.00	\$1,975.00	REH	Summer
Holda, James H	Assoc Prof - Summer	Biology	\$5,925.00	\$1,975.00	REH	Summer
Holland, James Michael	Visiting Asst Prof Instr-Sum	Political Science	\$3,148.75	\$1,145.00	REH	Summer
Holyoke III, Caleb W	Asst Prof - Summer	Geosciences	\$5,175.00	\$1,725.00	REH	Summer
Hreno, Travis M. R.	Assoc Prof - Summer	Philosophy	\$5,925.00	\$1,975.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Hu, Yu-Kuang	Professor-Summer	Physics	\$11,100.00	\$2,775.00	REH	Summer
Hu, Yu-Kuang	Professor-Summer	Physics	\$222.00	\$2,775.00	REH	Summer
Hufgard, Kimberly J	Assoc Prof Instr-Summer	Political Science	\$3,975.00	\$1,325.00	HIR	Summer
Huss, John	Professor-Summer	Philosophy	\$8,325.00	\$2,775.00	REH	Summer
Jolly, Tucker R. R	Senior Lecturer	Music	\$360.00	\$1,200.00	REH	Summer
Jones, Anedra W	Prof Instr-Summer	Mathematics	\$6,400.00	\$1,600.00	REH	Summer
Justice, Brad L	Prof Instr-Summer	Mathematics	\$12,800.00	\$1,600.00	REH	Summer
Kaltenthaler, Karl C	Professor-Summer	Political Science	\$8,325.00	\$2,775.00	REH	Summer
Karriker, Galen S	Professor-Summer	Music	\$5,550.00	\$2,775.00	REH	Summer
Karriker, Galen S	Professor-Summer	Music	\$6,271.50	\$2,775.00	DTA	Summer
Kaut, Kevin Patrick	Professor-Summer	Psychology	\$9,240.75	\$2,775.00	REH	Summer
Kaut, Kevin Patrick	Professor-Summer	Psychology	\$222.00	\$2,775.00	REH	Summer
Kaut, Kevin Patrick	Professor-Summer	Psychology	\$2,025.75	\$2,775.00	REH	Summer
Keiper, Bonnie J	Prof Instr-Summer	Communication	\$9,600.00	\$1,600.00	DTA	Summer
Kelley, Amanda M	Assistant Lecturer	Anthropology & Classical St	\$6,600.00	\$1,100.00	HIR	Fall
Kern, Kevin F	Assoc Prof - Summer	History	\$52,381.93	\$10,171.25	DTA	Summer
Kern, Kevin F	Assoc Prof - Summer	History	\$217.25	\$1,975.00	REH	Summer
Kern, Kevin F	Assoc Prof - Summer	History	\$9,381.25	\$1,975.00	REH	Summer
Kikuchi, Mayumi	Senior Lecturer	Music	\$1,192.50	\$1,325.00	REH	Summer
Kilker, Nathan P	Asst Prof Instr-Summer	Mathematics	\$3,975.00	\$1,325.00	REH	Summer
Klein, Janet	Assoc Prof - Summer	History	\$3,950.00	\$1,975.00	REH	Summer
Konopka, Catherine Anne	Visiting Asst Prof - Summer	Biology	\$4,875.00	\$1,625.00	REH	Summer
Kovach, Angela J	Assistant Lecturer	Child & Family Development	\$788.00	\$788.00	REH	Summer
Kramer, Andrew	Associate Lecturer	Anthropology & Classical St	\$209.00	\$1,100.00	HIR	Summer
Kvaran, Kara M	Asst Prof Instr-Summer	Women's Studies	\$2,650.00	\$1,325.00	REH	Summer
LaNasa, Patricia J	Senior Lecturer	Music	\$2,700.00	\$900.00	REH	Summer
Lashbrook, Laurie E	Assoc Prof - Summer	Music	\$3,555.00	\$1,975.00	DTA	Summer
Lashbrook, Laurie E	Assoc Prof - Summer	Music	\$5,925.00	\$1,975.00	REH	Summer
Levin, Michael J	Assoc Prof - Summer	History	\$3,950.00	\$1,975.00	REH	Summer
Li, Zhexi	Asst Prof Instr-Summer	Chemistry	\$1,656.25	\$1,325.00	REH	Summer
Licate, David Anthony	Professor-Summer	Criminal Justice Studies	\$8,325.00	\$2,775.00	REH	Summer
Lin, Yang Y	Professor-Summer	Communication	\$8,325.00	\$2,775.00	REH	Summer
Londrville, Richard L	Professor-Summer	Biology	\$12,487.50	\$2,775.00	REH	Summer
Lyuksyutov, Sergei F	Professor-Summer	Physics	\$11,100.00	\$2,775.00	REH	Summer
Mallik, Robert R	Professor-Summer	Physics	\$11,100.00	\$2,775.00	REH	Summer
Mancz, Elizabeth A	Senior Lecturer	Anthropology & Classical St	\$3,444.39	\$1,148.13	REH	Summer
Marron, James E	Visiting Asst Prof Prac-Sum	Music	\$1,051.82	\$876.52	REH	Summer
Martino, Gina M	Asst Prof - Summer	History	\$6,900.00	\$1,725.00	REH	Summer
McCarthy, Daniel W	Professor-Summer	Music	\$8,325.00	\$2,775.00	REH	Summer
McHugh, James T	Professor-Summer	Political Science	\$8,325.00	\$2,775.00	PAY	Summer
Merz, Jill Marie	Senior Lecturer	Child & Family Development	\$2,700.00	\$900.00	REH	Summer
Mimoto, Nao	Asst Prof - Summer	Statistics	\$6,900.00	\$1,725.00	REH	Summer
Modarelli, David A	Professor-Summer	Chemistry	\$16,650.00	\$2,775.00	REH	Summer
Mohsini, Mira J	Visiting Asst Prof - Sum	Anthropology & Classical St	\$3,435.00	\$1,145.00	HIR	Summer
Moore, Francisco B	Professor-Summer	Biology	\$15,040.50	\$2,775.00	REH	Summer
Myers, Mary E	Professor-Summer	Criminal Justice Studies	\$8,325.00	\$2,775.00	REH	Summer
Myers, Mary E	Professor-Summer	Criminal Justice Studies	\$8,325.00	\$2,775.00	REH	Summer
Myers, Steven C	Assoc Prof - Summer	Economics	\$3,555.00	\$1,975.00	DTA	Summer
Neal, Thomas C	Asst Prof - Summer	Modern Languages	\$4,743.75	\$1,725.00	REH	Summer
Nelson, Lance D	Prof Instr-Summer	Mathematics	\$12,800.00	\$1,600.00	REH	Summer
Nguyen, Hung Ngoc	Assoc Prof - Summer	Mathematics	\$7,900.00	\$1,975.00	REH	Summer
Nichols, Bryan E	Asst Prof - Summer	Music	\$5,175.00	\$1,725.00	REH	Summer
Nichols, Bryan E	Asst Prof - Summer	Music	\$5,175.00	\$1,725.00	REH	Summer
Nunn, Hillary M	Professor-Summer	English	\$527.25	\$2,775.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Nunn,Hillary M	Professor-Summer	English	\$8,325.00	\$2,775.00	REH	Summer
O'Bryan,Erin E	Senior Lecturer	Anthropology & Classical St	\$3,300.00	\$1,100.00	REH	Summer
Otto,Jess M	Asst Prof Instr-Summer	Philosophy	\$3,975.00	\$1,325.00	REH	Summer
Paudel,Lokendra P	Asst Prof Instr-Summer	Mathematics	\$5,300.00	\$1,325.00	REH	Summer
Peck,John A	Professor-Summer	Geosciences	\$8,325.00	\$2,775.00	REH	Summer
Peck,John A	Professor-Summer	Geosciences	\$8,325.00	\$2,775.00	HIR	Summer
Peralta,Robert L	Assoc Prof - Summer	Sociology	\$355.50	\$1,975.00	REH	Summer
Peralta,Robert L	Assoc Prof - Summer	Sociology	\$2,962.50	\$1,975.00	HIR	Summer
Polanka,William	Senior Lecturer	Music	\$5,113.00	\$1,022.60	REH	Summer
Polen de Campi,Kirstin E	Asst Prof Instr-Summer	Modern Languages	\$1,325.00	\$1,325.00	REH	Summer
Pollock,Heather N	Senior Lecturer	Anthropology & Classical St	\$3,300.00	\$1,100.00	REH	Summer
Pollock,Heather N	Senior Lecturer	Anthropology & Classical St	\$209.00	\$1,100.00	REH	Summer
Prichard,Robin	Assoc Prof - Summer	Dance, Theatre & Arts Admin	\$217.25	\$1,975.00	HIR	Summer
Prichard,Robin	Assoc Prof - Summer	Dance, Theatre & Arts Admin	\$513.50	\$1,975.00	REH	Summer
Queener,John E	Professor-Summer	Psychology	\$4,995.00	\$2,775.00	REH	Summer
Quick,Thomas J	Asst Prof Instr-Summer	Geosciences	\$3,975.00	\$1,325.00	REH	Summer
Quick,Thomas J	Asst Prof Instr-Summer	Geosciences	\$1,325.00	\$1,325.00	REH	Summer
Ramirez,Rolando Juan Jose	Assoc Prof - Summer	Biology	\$5,925.00	\$1,975.00	REH	Summer
Ramos,Robert	Assistant Lecturer	Philosophy	\$4,800.00	\$800.00	HIR	Fall
Ramsey-Chin,Kimberly C	Prof Instr-Summer	Mathematics	\$4,800.00	\$1,600.00	REH	Summer
Reedy,Sarah E	Special Lecturer	Art	\$3,200.00	\$800.00	REH	Summer
Reedy,Sarah E	Special Lecturer	Art	\$200.00	\$800.00	HIR	Summer
Rhoades,Elizabeth	Prof Instr-Summer	English	\$208.00	\$1,600.00	REH	Summer
Rhoades,Elizabeth	Prof Instr-Summer	English	\$4,800.00	\$1,600.00	REH	Summer
Rittenour,Mark W	Prof Instr-Summer	Communication	\$4,400.00	\$1,600.00	REH	Summer
Ruvolo,Douglas A	Prof Instr-Summer	Statistics	\$3,200.00	\$1,600.00	REH	Summer
Ruvolo,Douglas A	Prof Instr-Summer	Statistics	\$6,928.00	\$1,600.00	REH	Summer
Ruvolo,Douglas A	Prof Instr-Summer	Statistics	\$1,008.00	\$1,600.00	REH	Summer
Sadler-Gerhardt,Claudia J	Senior Lecturer	Child & Family Development	\$6,000.00	\$1,000.00	HIR	Fall
Santos,Martha S	Assoc Prof - Summer	History	\$3,950.00	\$1,975.00	REH	Summer
Santos,Martha S	Assoc Prof - Summer	History	\$1,501.00	\$1,975.00	REH	Summer
Schultis,Brian D	Senior Lecturer	Dance, Theatre & Arts Admin	\$6,000.00	\$1,000.00	HIR	Fall
Schulze,Pamela Ann	Professor-Summer	Child & Family Development	\$2,497.50	\$2,775.00	PAY	Summer
Shriver,Leah	Asst Prof - Summer	Chemistry	\$7,124.25	\$1,725.00	REH	Summer
Sigler,Yuki Fujiwara	Senior Lecturer	Modern Languages	\$210.00	\$1,050.00	HIR	Summer
Simmons,Kathryn E	Assistant Lecturer	Fashion Merchandising	\$6,800.00	\$850.00	HIR	Fall
Skrant,James D	Associate Lecturer	History	\$1,841.36	\$920.68	REH	Summer
Slowiak,James R	Professor-Summer	Dance, Theatre & Arts Admin	\$527.25	\$2,775.00	REH	Summer
Slowiak,James R	Professor-Summer	Dance, Theatre & Arts Admin	\$2,025.75	\$2,775.00	REH	Summer
Snider,Larry D	Distinguished Prof - Sum	Music	\$832.50	\$2,775.00	REH	Summer
Sotnak,Eric	Assoc Prof - Summer	Philosophy	\$5,925.00	\$1,975.00	REH	Summer
Speight,Suzette L	Assoc Prof - Summer	Psychology	\$2,014.50	\$1,975.00	REH	Summer
Spencer,Jeremy M	Asst Prof Instr-Summer	Geosciences	\$3,975.00	\$1,325.00	REH	Summer
Sperling,James C	Professor-Summer	Political Science	\$6,382.50	\$2,775.00	REH	Summer
Spoerndle,Regenia E	Senior Lecturer	Communication	\$9,900.00	\$1,100.00	PRO	Spring
Stanley,Jennifer T	Assoc Prof - Summer	Psychology	\$217.25	\$1,975.00	REH	Summer
Stanley,Jennifer T	Assoc Prof - Summer	Psychology	\$7,900.00	\$1,975.00	REH	Summer
Steiner,Benjamin Robert	Assistant Lecturer	Statistics	\$935.00	\$935.00	REH	Summer
Stoynoff,Catherine A	Prof Instr-Summer	English	\$4,800.00	\$1,600.00	REH	Summer
Swope,Elaine	Assistant Lecturer	Modern Languages	\$2,250.00	\$750.00	HIR	Fall
Tang,Tang	Assoc Prof - Summer	Communication	\$4,740.00	\$1,975.00	REH	Summer
TheLin,William	Professor-Summer	English	\$4,995.00	\$2,775.00	REH	Summer
Thomka,James	Asst Prof Instr-Summer	Geosciences	\$3,975.00	\$1,325.00	REH	Summer
Tokar,David M	Professor-Summer	Psychology	\$9,240.75	\$2,775.00	DTA	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Triece,Mary E	Professor-Summer	Communication	\$6,243.75	\$2,775.00	REH	Summer
Triece,Mary E	Professor-Summer	Communication	\$8,325.00	\$2,775.00	REH	Summer
Tung,Margaret	Asst Prof - Summer	Music	\$207.00	\$1,725.00	REH	Summer
Turner,Dudley B	Professor-Summer	Communication	\$8,325.00	\$2,775.00	REH	Summer
Turner,Dudley B	Professor-Summer	Communication	\$8,325.00	\$2,775.00	REH	Summer
Turner,Dudley B	Professor-Summer	Communication	\$8,325.00	\$2,775.00	REH	Summer
Twede,Jason A	Asst Prof Practice-Summer	Political Science	\$3,975.00	\$1,325.00	REH	Summer
Tyler,Jae D	Assistant Lecturer	History	\$1,400.00	\$700.00	REH	Summer
Vietmeier,McKenna L	Asst Prof Instr-Summer	Communication	\$2,650.00	\$1,325.00	REH	Summer
Vietmeier,McKenna L	Asst Prof Instr-Summer	Communication	\$5,300.00	\$1,325.00	HIR	Summer
Wade,Jeannette M	Asst Prof Instr-Summer	Child & Family Development	\$3,975.00	\$1,325.00	REH	Summer
Waehler,Charles A	Assoc Prof - Summer	Psychology	\$7,900.00	\$1,975.00	REH	Summer
Waehler,Charles A	Assoc Prof - Summer	Psychology	\$7,900.00	\$1,975.00	REH	Summer
Wainwright,Christine L	Senior Lecturer	History	\$1,433.46	\$1,077.79	REH	Summer
Wasserman,Eric Matthew	Assoc Prof - Summer	English	\$5,925.00	\$1,975.00	REH	Summer
Wedge,Lucius G	Associate Lecturer	History	\$1,750.00	\$875.00	HIR	Summer
Wedge,Lucius G	Senior Lecturer	History	\$2,000.00	\$1,000.00	PRO	Summer
Wesdemiotis,Chrys	Distinguished Prof - Sum	Chemistry	\$4,856.25	\$2,775.00	REH	Summer
Weyant,Thomas B	Senior Lecturer	History	\$2,023.18	\$1,011.59	REH	Summer
Weyant,Thomas B	Senior Lecturer	History	\$3,034.77	\$1,011.59	DTA	Summer
Wheland,Ethel R	Assoc Prof - Summer	Mathematics	\$7,900.00	\$1,975.00	REH	Summer
Whitman,Linda G	Senior Lecturer	Anthropology & Classical St	\$3,300.00	\$1,100.00	HIR	Summer
Wilber,J. Patrick	Professor-Summer	Mathematics	\$1,526.25	\$2,775.00	REH	Summer
Wiley,Lia Chervenak	Asst Prof Instr-Summer	Sociology	\$3,975.00	\$1,325.00	REH	Summer
Wiley,Lia Chervenak	Asst Prof Instr-Summer	Sociology	\$212.00	\$1,325.00	HIR	Summer
Wiley,Lia Chervenak	Asst Prof Instr-Summer	Sociology	\$3,975.00	\$1,325.00	REH	Summer
Williams,Zachery R	Assoc Prof - Summer	History	\$7,900.00	\$1,975.00	REH	Summer
Wyszynski,Matthew	Professor-Summer	Modern Languages	\$1,526.25	\$2,775.00	REH	Summer
Xi,Juan	Asst Prof - Summer	Sociology	\$5,925.00	\$1,975.00	REH	Summer
Xiao,Yingcai	Assoc Prof - Summer	Computer Science	\$5,925.00	\$1,975.00	REH	Summer
Ye,Jun	Assoc Prof - Summer	Statistics	\$513.50	\$1,975.00	REH	Summer
Ye,Jun	Assoc Prof - Summer	Statistics	\$7,900.00	\$1,975.00	REH	Summer
*Yi,Kevin Z	Senior Lecturer	Modern Languages	\$3,000.00	\$1,000.00	HIR	Fall
Yuhas,Stephanie M	Asst Prof Practice-Summer	Criminal Justice Studies	\$3,975.00	\$1,325.00	REH	Summer
Zentall,Shannon	Assoc Prof - Summer	Child & Family Development	\$3,950.00	\$1,975.00	PAY	Summer
COLLEGE OF BUSINESS ADMINISTRATION						
Baker,William E	Professor-Summer	Marketing	\$8,325.00	\$2,775.00	REH	Summer
Bernat,Andrew William	Visiting Asst Prof Prac-Sum	Accountancy	\$3,090.00	\$1,030.00	REH	Summer
Beuk,Frederik Willem	Assoc Prof - Summer	Marketing	\$1,975.00	\$1,975.00	REH	Summer
Beuk,Frederik Willem	Assoc Prof - Summer	Marketing	\$5,925.00	\$1,975.00	REH	Summer
Blank,David Marek	Senior Lecturer	Economics	\$3,275.40	\$1,091.80	REH	Fall
Brenn,Matthew J	Visiting Asst Prof Prac-Sum	Management	\$3,975.00	\$1,325.00	HIR	Summer
Brisker,Eric R	Asst Prof - Summer	Finance	\$5,175.00	\$1,725.00	REH	Summer
Calderon,Thomas G	Professor-Summer	Accountancy	\$17,343.75	\$2,775.00	REH	Summer
Castrigano,Renee M	Senior Lecturer	Accountancy	\$4,350.00	\$1,450.00	HIR	Summer
Conrad,Edward J	Assoc Prof - Summer	Accountancy	\$4,937.50	\$1,975.00	REH	Summer
Dey,Asoke K	Assoc Prof - Summer	Management	\$5,925.00	\$1,975.00	REH	Summer
Dey,Asoke K	Assoc Prof - Summer	Management	\$5,925.00	\$1,975.00	REH	Summer
Erickson,Elizabeth B	Assoc Prof - Summer	Economics	\$217.25	\$1,975.00	HIR	Summer
Fox,Joseph	Asst Prof Practice-Summer	Management	\$3,975.00	\$1,325.00	HIR	Summer
Fox,Joseph	Visiting Asst Prof Prac-Sum	Management	\$7,022.50	\$1,325.00	HIR	Summer
Gehani,R. Ray	Assoc Prof - Summer	Management	\$10,368.75	\$1,975.00	REH	Summer
Gradisher,Suzanne M	Assoc Prof - Summer	Finance	\$5,925.00	\$1,975.00	REH	Summer
Gradisher,Suzanne M	Assoc Prof - Summer	Finance	\$5,925.00	\$1,975.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF BUSINESS ADMINISTRATION (Cont.)						
Hamdani, Maria R	Assoc Prof - Summer	Management	\$5,925.00	\$1,975.00	REH	Summer
Hemminger, Adam Michael	Assistant Lecturer	CBA Dean's Office	\$1,207.00	\$850.00	HIR	Fall
Hoff, Matthew G	Assistant Lecturer	Economics	\$2,805.00	\$935.00	REH	Summer
Jones, Julianne B	Assoc Prof Practice	Accountancy	\$6,525.00	\$1,450.00	REH	Summer
Kim, Il-Woon	Professor-Summer	Accountancy	\$16,650.00	\$2,775.00	REH	Summer
Liu, Liping	Professor-Summer	Management	\$6,937.50	\$2,775.00	REH	Summer
Makarius, Erin	Asst Prof - Summer	Management	\$5,175.00	\$1,725.00	REH	Summer
Mauger, Yohann	Assoc Prof Practice-Sum	Management	\$4,350.00	\$1,450.00	REH	Summer
Mauger, Yohann	Assoc Prof Practice-Sum	Management	\$4,350.00	\$1,450.00	REH	Summer
McCoskey, Melanie G	Assoc Prof - Summer	Accountancy	\$5,925.00	\$1,975.00	REH	Summer
McKelvey, James David	Asst Prof Practice-Summer	Marketing	\$3,975.00	\$1,325.00	REH	Summer
Mukherjee, Debmalaya	Professor-Summer	Management	\$8,325.00	\$2,775.00	REH	Summer
Mullaney, Scott E	Senior Lecturer	Finance	\$3,000.00	\$1,000.00	REH	Summer
Myers, Steven C	Assoc Prof - Summer	Economics	\$5,925.00	\$1,975.00	REH	Summer
Narotzki, Doron	Asst Prof - Summer	Accountancy	\$10,350.00	\$1,725.00	REH	Summer
Nawari, Fadwa O	Senior Lecturer	Economics	\$2,757.84	\$919.28	REH	Summer
Payne, David G	Asst Prof Practice-Summer	Marketing	\$3,975.00	\$1,325.00	REH	Summer
Renna, Francesco	Assoc Prof - Summer	Economics	\$5,925.00	\$1,975.00	REH	Summer
Schulte, Sheri B	Asst Prof Practice-Summer	Management	\$2,650.00	\$1,325.00	REH	Summer
Smith, Kevin	Assistant Lecturer	CBA Dean's Office	\$1,207.00	\$850.00	HIR	Fall
Srinivasan, Mahesh	Assoc Prof - Summer	Management	\$3,002.00	\$1,975.00	REH	Summer
Srinivasan, Mahesh	Assoc Prof - Summer	Management	\$5,925.00	\$1,975.00	REH	Summer
Srinivasan, Mahesh	Assoc Prof - Summer	Management	\$5,925.00	\$1,975.00	REH	Summer
Thomas, Andrew Robert	Assoc Prof - Summer	Marketing	\$5,925.00	\$1,975.00	REH	Summer
Vijayaraman, Bindiganavale	Professor-Summer	Management	\$3,052.50	\$2,775.00	REH	Summer
Vijayaraman, Bindiganavale	Professor-Summer	Management	\$16,650.00	\$2,775.00	REH	Summer
Wang, Li	Assoc Prof - Summer	Accountancy	\$5,925.00	\$1,975.00	REH	Summer
Welfley, Mark Michael	Asst Prof Practice-Summer	Accountancy	\$3,975.00	\$1,325.00	REH	Summer
Wojcik, Joseph	Assistant Lecturer	Accountancy	\$3,000.00	\$1,000.00	HIR	Fall
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION						
Abdel Razek, Abdel N	Asst Prof Instr-Summer	Educ Found & Leadership	\$3,975.00	\$1,325.00	REH	Summer
Bozeka, Jennifer L	Senior Lecturer	Curr & Instr Studies	\$2,400.00	\$800.00	REH	Summer
Broadway, Francis S	Professor-Summer	Curr & Instr Studies	\$15,817.50	\$2,775.00	REH	Summer
Clark, Susan G	Professor-Summer	Educ Found & Leadership	\$8,325.00	\$2,775.00	REH	Summer
Cooley, Sarah E	Senior Lecturer	LBJ FF Education Dean's Off	\$2,400.00	\$800.00	REH	Summer
Dann, Kathleen J. C	Senior Lecturer	Curr & Instr Studies	\$2,228.92	\$895.15	HIR	Summer
Daviso III, Alfred W	Assoc Prof - Summer	Curr & Instr Studies	\$4,740.00	\$1,975.00	REH	Summer
Daviso III, Alfred W	Assoc Prof - Summer	Curr & Instr Studies	\$5,925.00	\$1,975.00	REH	Summer
Dzeba, Anka J	Senior Lecturer	Curr & Instr Studies	\$1,566.51	\$895.15	REH	Summer
Evanchan, Gail E	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975.00	\$1,325.00	REH	Summer
Houser, Shelley A	Asst Prof Instr-Summer	Curr & Instr Studies	\$2,981.25	\$1,325.00	REH	Summer
Houser, Shelley A	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975.00	\$1,325.00	HIR	Summer
Kline, Lynn S	Assoc Prof - Summer	Curr & Instr Studies	\$5,925.00	\$1,975.00	REH	Summer
Kline, Lynn S	Assoc Prof - Summer	Curr & Instr Studies	\$5,925.00	\$1,975.00	REH	Summer
Koskey, Kristin L	Assoc Prof - Summer	Educ Found & Leadership	\$5,925.00	\$1,975.00	REH	Summer
Lenhart, Lisa A	Professor-Summer	Curr & Instr Studies	\$16,650.00	\$2,775.00	REH	Summer
Manes, Jan K	Senior Lecturer	Curr & Instr Studies	\$2,400.00	\$800.00	REH	Summer
Mann, Nicole M	Assistant Lecturer	Curr & Instr Studies	\$3,120.00	\$600.00	REH	Summer
Mudrey-Camino, Renee	Assoc Prof - Summer	Educ Found & Leadership	\$5,925.00	\$1,975.00	REH	Summer
Naidu, Jenny	Senior Lecturer	Curr & Instr Studies	\$2,400.00	\$800.00	REH	Summer
Noll, Brandi	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975.00	\$1,325.00	REH	Summer
Noll, Brandi	Asst Prof Instr-Summer	Curr & Instr Studies	\$1,656.25	\$1,325.00	REH	Summer
Otterstetter, Ronald	Assoc Prof - Summer	Sport Science & Wellness Ed	\$8,325.00	\$2,775.00	REH	Summer
Pachnowski, Lynne M	Professor-Summer	Curr & Instr Studies	\$8,325.00	\$2,775.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION (Cont.)						
Sartor, Valerie	Asst Prof Instr-Summer	Curr & Instr Studies	\$4,107.50	\$1,325.00	REH	Summer
Tsai, I-Chun	Assoc Prof - Summer	Educ Found & Leadership	\$5,925.00	\$1,975.00	REH	Summer
Tsai, I-Chun	Assoc Prof - Summer	Educ Found & Leadership	\$5,332.50	\$1,975.00	REH	Summer
Vakil, Shernavaz	Professor-Summer	Curr & Instr Studies	\$11,377.50	\$2,775.00	REH	Summer
Weigle, Lawrence D	Senior Lecturer	Curr & Instr Studies	\$4,000.00	\$800.00	REH	Summer
Zwick, Jennifer L	Assistant Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	REH	Summer
COLLEGE OF ENGINEERING						
Cutright, Teresa J	Professor-Summer	Civil Engineering	\$3,690.75	\$2,775.00	REH	Summer
Deckler, Daniel Carl	Professor-Summer	Mechanical Engineering	\$16,650.00	\$2,775.00	REH	Summer
Elbuluk, Malik E	Professor-Summer	Electrical & Computer Engr	\$19,425.00	\$2,775.00	DTA	Summer
Elbuluk, Malik E	Professor-Summer	Electrical & Computer Engr	\$19,425.00	\$2,775.00	REH	Summer
*Gerhardt, Jon Stuart	Senior Lecturer	Mechanical Engineering	\$9,000.00	\$1,500.00	HIR	Fall
Ida, Nathan	Distinguished Prof - Sum	Electrical & Computer Engr	\$16,650.00	\$2,775.00	REH	Summer
Kannan, Manigandan	Senior Lecturer	Mechanical Engineering	\$3,450.00	\$1,725.00	REH	Summer
Kelly III, S. Graham	Professor-Summer	Mechanical Engineering	\$24,975.00	\$2,775.00	REH	Summer
Mackey, Jonathan A	Senior Lecturer	Mechanical Engineering	\$4,350.00	\$1,450.00	REH	Summer
Madad, Reza	Asst Prof Practice-Summer	Mechanical Engineering	\$10,600.00	\$1,325.00	REH	Summer
Maleki Pirbazari, Mehdi	Asst Prof Instr-Summer	Electrical & Computer Engr	\$5,300.00	\$1,325.00	REH	Summer
Raible, Daniel	Senior Lecturer	Mechanical Engineering	\$4,500.00	\$1,500.00	REH	Summer
Roke, David A	Assoc Prof - Summer	Civil Engineering	\$11,850.00	\$1,975.00	REH	Summer
Sawyer, Scott D	Assoc Prof - Summer	Mechanical Engineering	\$15,800.00	\$1,975.00	REH	Summer
Wang, Guo-Xiang	Assoc Prof - Summer	Mechanical Engineering	\$12,837.50	\$1,975.00	REH	Summer
COLLEGE OF HEALTH PROFESSIONS						
Abels, Laura J	Assistant Lecturer	Nursing	\$2,000.00	\$1,000.00	REH	Summer
Abels, Laura J	Assistant Lecturer	Nursing	\$3,000.00	\$1,000.00	REH	Summer
Abels, Laura J	Assistant Lecturer	Nursing	\$3,000.00	\$1,000.00	HIR	Summer
Aey, Diana J	Assistant Lecturer	Speech-Lang Path & Audio	\$2,700.00	\$900.00	HIR	Summer
Ascar, Monica M	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	Summer
Bays, Joan B	Special Lecturer	Sport Science & Wellness Ed	\$900.00	\$900.00	REH	Summer
*Beeson, Rose A	Visiting Asst Prof - Sum	Nursing	\$4,470.00	\$1,490.00	REH	Summer
*Beeson, Rose A	Visiting Asst Prof - Sum	Nursing	\$4,470.00	\$1,490.00	REH	Summer
Begue, Laura Marie	Assistant Lecturer	Nursing	\$5,356.48	\$1,190.33	REH	Summer
Berger, Jeanette	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	Summer
Betts, Melody A	Senior Lecturer	Nursing	\$12,000.00	\$1,500.00	REH	Summer
Biddle, Stacia Elizabeth	Assoc Prof - Summer	Allied Health Technology	\$5,925.00	\$1,975.00	REH	Summer
Bohnert, Laura D	Assistant Lecturer	Nursing	\$2,922.75	\$1,299.00	REH	Summer
Boltz, Michelle Marie	Assoc Prof Practice-Sum	Nutrition & Dietetics	\$4,828.50	\$1,450.00	DTA	Summer
Bonnett, Pamela L	Prof Instr-Summer	Nursing	\$9,600.00	\$1,600.00	REH	Summer
Brown, Diane K	Asst Prof - Summer	Nursing	\$837.50	\$1,675.00	REH	Summer
Burton, Heather E	Senior Lecturer	Social Work	\$919.80	\$919.80	REH	Summer
Buser, Stacey L	Prof Instr-Summer	Sport Science & Wellness Ed	\$4,800.00	\$1,600.00	REH	Summer
Cai, Sean X	Professor-Summer	Sport Science & Wellness Ed	\$16,650.00	\$2,775.00	REH	Summer
Carlin, Charles H	Assoc Prof - Summer	Speech-Lang Path & Audio	\$3,950.00	\$1,975.00	REH	Summer
Carlin, Charles H	Assoc Prof - Summer	Speech-Lang Path & Audio	\$1,975.00	\$1,975.00	REH	Summer
Carlin, Charles H	Assoc Prof - Summer	Speech-Lang Path & Audio	\$9,875.00	\$1,975.00	REH	Summer
Chiu, Sheau-Huey	Assoc Prof - Summer	Nursing	\$3,950.00	\$1,975.00	DTA	Summer
Chiu, Sheau-Huey	Assoc Prof - Summer	Nursing	\$5,925.00	\$1,975.00	REH	Summer
Chiu, Sheau-Huey	Assoc Prof - Summer	Nursing	\$987.50	\$1,975.00	REH	Summer
Christensen, Diane C	Asst Prof Instr-Summer	Nursing	\$9,275.00	\$1,325.00	REH	Summer
Chronister, Connie S	Prof Instr-Summer	Nursing	\$1,600.00	\$1,600.00	REH	Summer
Chronister, Connie S	Prof Instr-Summer	Nursing	\$10,400.00	\$1,600.00	REH	Summer
Chronister, Connie S	Prof Instr-Summer	Nursing	\$800.00	\$1,600.00	REH	Summer
Chronister, Kelli A	Assoc Prof - Summer	Allied Health Technology	\$5,925.00	\$1,975.00	REH	Summer
Cobb, Marie A.	Senior Lecturer	Nursing	\$3,600.00	\$1,200.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Conversino,Liesa K	Assistant Lecturer	Social Work	\$1,200.00	\$800.00	REH	Summer
Coss,Thelma L	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	Summer
Crites,Lisa K	Assistant Lecturer	Social Work	\$2,499.69	\$833.23	REH	Summer
Csaky,Wanda L	Prof Instr-Summer	Nursing	\$4,800.00	\$1,600.00	REH	Summer
Csaky,Wanda L	Prof Instr-Summer	Nursing	\$4,800.00	\$1,600.00	REH	Summer
Curfman,Laurie A	Assistant Lecturer	Social Work	\$3,024.08	\$824.00	REH	Summer
Curfman,Laurie A	Assistant Lecturer	Social Work	\$824.00	\$824.00	HIR	Summer
Dickie,Jill L	Professor-Summer	Social Work	\$8,325.00	\$2,775.00	REH	Summer
Dickie,Jill L	Professor-Summer	Social Work	\$13,875.00	\$2,775.00	REH	Summer
Dreisbach,Melissa D.	Assistant Lecturer	Sport Science & Wellness Ed	\$2,400.00	\$1,000.00	REH	Summer
Dunivant,Crystal Nacolle	Assistant Lecturer	Social Work	\$800.00	\$800.00	REH	Summer
Duve,Michael A	Visiting Asst ProfInstr-Sum	Sport Science & Wellness Ed	\$3,435.00	\$1,145.00	REH	Summer
Duve,Michael A	Visiting Asst ProfInstr-Sum	Sport Science & Wellness Ed	\$3,435.00	\$1,145.00	REH	Summer
Duve,Michael A	Visiting Asst ProfInstr-Sum	Sport Science & Wellness Ed	\$3,435.00	\$1,145.00	HIR	Summer
Edgar,Tim C	Assistant Lecturer	Social Work	\$2,472.00	\$824.00	REH	Summer
Ellis,John M	Prof Instr-Summer	Social Work	\$4,800.00	\$1,600.00	REH	Summer
Ellis,John M	Prof Instr-Summer	Social Work	\$8,000.00	\$1,600.00	REH	Summer
Fallis,Rebecca	Special Lecturer	Nursing	\$427.50	\$950.00	REH	Summer
Ferguson,Melissa	Assistant Lecturer	Nursing	\$1,500.00	\$1,000.00	HIR	Summer
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audio	\$3,019.11	\$1,006.37	REH	Summer
Fitzgerald,Karen M	Prof Instr-Summer	Nursing	\$2,400.00	\$1,600.00	REH	Summer
Fitzgerald,Karen M	Prof Instr-Summer	Nursing	\$8,000.00	\$1,600.00	DTA	Summer
Fleming,Eileen A	Assistant Lecturer	Nursing	\$3,000.00	\$1,000.00	REH	Summer
Furbee,Michelle R	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	
Gamble,Sherry L	Assoc Prof - Summer	Allied Health Technology	\$5,925.00	\$1,975.00	REH	Summer
Gregor,Margo A	Asst Prof - Summer	Counseling	\$6,900.00	\$1,725.00	REH	Summer
Haas,Marc	Asst Prof - Summer	Allied Health Technology	\$1,725.00	\$1,725.00	REH	Summer
Hagy,Dyan M	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Summer
Halischak,James M	Asst Prof Instr-Summer	Speech-Lang Path & Audio	\$3,975.00	\$1,325.00	REH	Summer
Hart,Lisa A	Prof Instr-Summer	Nursing	\$8,000.00	\$1,600.00	REH	Summer
Hartman,Sheri A	Prof Instr-Summer	Nursing	\$11,200.00	\$1,600.00	REH	Summer
Headley,Jessica A	Senior Lecturer	Counseling	\$2,400.00	\$800.00	REH	Summer
Horning,Debra L	Prof Instr-Summer	Nursing	\$672.00	\$1,600.00	HIR	Summer
Hoskins,Claudia A	Visiting Asst ProfInstr-Sum	Nursing	\$8,700.00	\$1,450.00	REH	Summer
Houston,K. Todd	Professor-Summer	Speech-Lang Path & Audio	\$5,550.00	\$2,775.00	REH	Summer
Houston,K. Todd	Professor-Summer	Speech-Lang Path & Audio	\$16,650.00	\$2,775.00	REH	Summer
Howard,Leon Carver	Senior Lecturer	Counseling	\$5,000.00	\$1,000.00	PAY	Summer
Ishler,Karen	Senior Lecturer	Social Work	\$2,700.00	\$900.00	REH	Summer
Jesiolowski,Bernard S	Senior Lecturer	Counseling	\$3,000.00	\$1,000.00	REH	Summer
Juravich,Matthew	Asst Prof - Summer	Sport Science & Wellness Ed	\$5,175.00	\$1,725.00	REH	Summer
Juravich,Matthew	Asst Prof - Summer	Sport Science & Wellness Ed	\$10,350.00	\$1,725.00	REH	Summer
Kappler,Rachele M	Prof Instr-Summer	Sport Science & Wellness Ed	\$4,800.00	\$1,600.00	REH	Summer
Kappler,Rachele M	Prof Instr-Summer	Sport Science & Wellness Ed	\$8,400.00	\$1,600.00	REH	Summer
Kerr,Linda J	Assoc Prof Instr-Summer	Nursing	\$6,525.00	\$1,450.00	HIR	Summer
Kidd,Lori I	Assoc Prof - Summer	Nursing	\$3,950.00	\$1,975.00	REH	Summer
Kilchenmann,Christine E	Special Lecturer	Nursing	\$1,350.00	\$900.00	HIR	Summer
Kornspan,Alan S	Professor-Summer	Sport Science & Wellness Ed	\$8,325.00	\$2,775.00	REH	Summer
Kornspan,Alan S	Professor-Summer	Sport Science & Wellness Ed	\$8,325.00	\$2,775.00	REH	Summer
Kraft,Kristine N	Assoc Prof - Summer	Allied Health Technology	\$493.75	\$1,975.00	REH	Summer
Kraft,Kristine N	Assoc Prof - Summer	Allied Health Technology	\$5,925.00	\$1,975.00	REH	Summer
Kraft,Kristine N	Assoc Prof - Summer	Allied Health Technology	\$5,925.00	\$1,975.00	REH	Summer
La Marca,Louis B	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	Summer
Laipply,Richelle S	Professor-Summer	Allied Health Technology	\$527.25	\$2,775.00	REH	
Laipply,Richelle S	Professor-Summer	Allied Health Technology	\$8,325.00	\$2,775.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Laipply,Richelle S	Professor-Summer	Allied Health Technology	\$8,325.00	\$2,775.00	REH	Summer
Lee,Seungbum	Assoc Prof - Summer	Sport Science & Wellness Ed	\$11,850.00	\$1,975.00	REH	Summer
Liu,Pei-Yang	Assoc Prof - Summer	Nutrition & Dietetics	\$217.25	\$1,975.00	REH	Summer
Liu,Pei-Yang	Assoc Prof - Summer	Nutrition & Dietetics	\$7,900.00	\$1,975.00	REH	Summer
Liu,Pei-Yang	Assoc Prof - Summer	Nutrition & Dietetics	\$5,925.00	\$1,975.00	REH	Summer
Lorenzen,Diane S	Assoc Prof Instr-Summer	Nursing	\$4,350.00	\$1,450.00	REH	Summer
Lorenzen,Diane S	Assoc Prof Instr-Summer	Nursing	\$6,525.00	\$1,450.00	REH	Summer
Lutz,Monica	Senior Lecturer	Nursing	\$6,000.00	\$1,500.00	HIR	Summer
Magee,Jennifer Jo	Asst Prof Instr-Summer	Nursing	\$1,987.50	\$1,325.00	HIR	Summer
McClish,Tammy A	Asst Prof Practice-Summer	Allied Health Technology	\$13,250.00	\$1,325.00	HIR	Summer
McManus,Mark Donald	Visiting Asst Prof - Summer	Social Work	\$7,500.00	\$1,250.00	REH	Summer
Miller,Erin L	Prof Instr-Summer	Speech-Lang Path & Audio	\$12,800.00	\$1,600.00	REH	Summer
Miller,Ryan A	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Summer
mitzel,annette R	Senior Lecturer	Nursing	\$4,500.00	\$1,500.00	HIR	Fall
Moeller,Ruth Ann	Assistant Lecturer	Nursing	\$1,687.50	\$1,125.00	REH	Summer
Murrock,Carolyn J	Professor-Summer	Nursing	\$18,037.50	\$2,775.00	REH	Summer
Otterstetter,Ronald	Professor-Summer	Sport Science & Wellness Ed	\$8,325.00	\$2,775.00	REH	Summer
Owen,Cheryl L	Prof Instr-Summer	Nursing	\$4,000.00	\$1,600.00	REH	Summer
Owens,Delila	Assoc Prof - Summer	Counseling	\$11,850.00	\$1,975.00	REH	Summer
Palasik,Scott T	Asst Prof - Summer	Speech-Lang Path & Audio	\$3,450.00	\$1,725.00	REH	Summer
Palasik,Scott T	Asst Prof - Summer	Speech-Lang Path & Audio	\$1,725.00	\$1,725.00	REH	Summer
Palasik,Scott T	Asst Prof - Summer	Speech-Lang Path & Audio	\$6,900.00	\$1,725.00	REH	Summer
Palasik,Scott T	Asst Prof - Summer	Speech-Lang Path & Audio	\$6,900.00	\$1,725.00	HIR	Summer
Palmer,Lori J	Prof Instr-Summer	Speech-Lang Path & Audio	\$9,600.00	\$1,600.00	REH	Summer
Palmer,Lori J	Prof Instr-Summer	Speech-Lang Path & Audio	\$3,200.00	\$1,600.00	REH	Summer
Perkowski,Marilyn	Prof Instr-Summer	Nursing	\$4,800.00	\$1,600.00	REH	Summer
Reif,Angela Elizabeth	Asst Prof - Summer	Speech-Lang Path & Audio	\$5,175.00	\$1,725.00	HIR	Summer
Ricciardi,Louis R	Asst Prof Instr-Summer	Speech-Lang Path & Audio	\$2,650.00	\$1,325.00	HIR	Summer
Richards,Catherine M	Associate Lecturer	Speech-Lang Path & Audio	\$2,056.02	\$1,028.01	HIR	Summer
Richardson,Laura	Prof Instr-Summer	Sport Science & Wellness Ed	\$2,480.00	\$1,600.00	REH	Summer
Richardson,Laura	Prof Instr-Summer	Sport Science & Wellness Ed	\$4,800.00	\$1,600.00	REH	Summer
Robinson,Christine M	Assistant Lecturer	Social Work	\$800.00	\$800.00	REH	Summer
Robinson,Christine M	Assistant Lecturer	Social Work	\$1,800.00	\$800.00	HIR	Summer
Ronccone II,John E	Assoc Prof - Summer	Sport Science & Wellness Ed	\$2,231.75	\$1,975.00	REH	Summer
Ruhlin,Susan	Associate Lecturer	Speech-Lang Path & Audio	\$5,031.85	\$1,006.37	HIR	Summer
Sabistina,Shelley J	Assistant Lecturer	Nursing	\$4,500.00	\$1,000.00	REH	Summer
Sang,Jina	Asst Prof - Summer	Social Work	\$10,350.00	\$1,725.00	REH	Summer
Sang,Jina	Asst Prof - Summer	Social Work	\$1,725.00	\$1,725.00	REH	Summer
Sapola,Brian M	Associate Lecturer	Allied Health Technology	\$202.50	\$1,350.00	HIR	Summer
Schaeffer,Leann	Assoc Prof - Summer	Nutrition & Dietetics	\$6,576.75	\$1,975.00	DTA	Summer
Schaeffer,Leann	Assoc Prof - Summer	Nutrition & Dietetics	\$9,875.00	\$1,975.00	DTA	Summer
Scott,Dawn Z	Visiting Professor - Summer	Nutrition & Dietetics	\$2,980.00	\$1,490.00	HIR	Summer
Scotto,Carol J	Assoc Prof - Summer	Nursing	\$5,925.00	\$1,975.00	REH	Summer
Scotto,Carol J	Assoc Prof - Summer	Nursing	\$5,925.00	\$1,975.00	REH	Summer
Seher,Christin L	Asst Prof Practice-Summer	Nutrition & Dietetics	\$503.50	\$1,325.00	REH	Summer
Shanks,Linda C	Assoc Prof - Summer	Nursing	\$987.50	\$1,975.00	REH	Summer
Smith,Amanda	Special Lecturer	Nursing	\$2,025.00	\$900.00	REH	Summer
Smith,Melissa G	Asst Prof Instr-Summer	Sport Science & Wellness Ed	\$5,962.50	\$1,325.00	REH	Summer
Steinmetz,Janice E	Assistant Lecturer	Social Work	\$2,499.69	\$833.23	REH	Summer
Stuck,Sheryl D	Prof Instr-Summer	Nursing	\$9,600.00	\$1,600.00	REH	Summer
Stutler,Kevin	Special Lecturer	Sport Science & Wellness Ed	\$803.59	\$803.59	REH	Summer
Sutter,Carolyn J	Prof Instr-Summer	Nursing	\$5,920.00	\$1,600.00	REH	Summer
Symons,Patricia M	Assistant Lecturer	Social Work	\$800.00	\$800.00	HIR	Summer
Tefteller,David Hjortaas	Asst Prof Instr-Summer	Counseling	\$1,590.00	\$1,325.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Terry,Robert P	Associate Lecturer	Social Work	\$2,472.00	\$824.00	REH	Summer
Thomas,Becky L	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Summer
Thurman,Lauren E	Special Lecturer	Nursing	\$4,050.00	\$900.00	REH	Summer
Torres,Guillermo	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Summer
Waite,Katherine A	Assistant Lecturer	Nursing	\$2,060.00	\$1,030.00	REH	Summer
Weigold,Ingrid K	Professor-Summer	Counseling	\$11,100.00	\$2,775.00	REH	Summer
Whipple,David L	Professor Practice-Summer	Allied Health Technology	\$16,000.00	\$1,600.00	REH	Summer
White,Naomi C	Prof Instr-Summer	Social Work	\$4,000.00	\$1,600.00	HIR	Summer
White,Naomi C	Prof Instr-Summer	Social Work	\$4,800.00	\$1,600.00	HIR	Summer
Wissmar,Carrie	Asst Prof Instr-Summer	Nursing	\$1,987.50	\$1,325.00	REH	Summer
Workman,Angela Kay	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Summer
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audio	\$2,400.00	\$1,200.00	REH	Summer
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audio	\$4,500.00	\$1,500.00	REH	Summer
Wyrock,Laura Ann	Assistant Lecturer	Nursing	\$5,155.42	\$1,145.65	HIR	Summer
Wyrock,Laura Ann	Assistant Lecturer	Nursing	\$5,155.42	\$1,145.65	HIR	Summer
Zelko,Michele I	Prof Instr-Summer	Nursing	\$1,600.00	\$1,600.00	REH	Summer
WILLIAMS HONORS COLLEGE						
Tomko,Carrie A	Senior Lecturer	Williams Honors Col Dean's	\$2,266.00	\$1,133.00	REH	Summer
SCHOOL OF LAW						
Allison JD,Adrian E	Senior Lecturer	Law - Instruction	\$2,000.00	\$1,000.00	HIR	Summer
Benedict O'Brien,Alisa N	Senior Lecturer	Law - Instruction	\$5,000.00	\$1,000.00	HIR	Summer
Cravens,Sarah M.R.	Assoc Prof - Summer	Law - Instruction	\$8,000.00	\$4,000.00	REH	Summer
Janoski-Haehlen,Emily M	Assoc Prof - Summer	Law - Instruction	\$10,500.00	\$3,500.00	REH	Summer
Janoski-Haehlen,Emily M	Assoc Prof - Summer	Law - Instruction	\$7,000.00	\$3,500.00	HIR	Summer
Muha,Joseph	Senior Lecturer	Law - Instruction	\$2,000.00	\$1,000.00	HIR	Summer
Oldfield,Charles W	Visiting Asst Prof - Sum	Law - Instruction	\$2,000.00	\$1,000.00	REH	Summer
Oldfield,Charles W	Visiting Asst Prof - Sum	Law - Instruction	\$3,500.00	\$3,500.00	HIR	Summer
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY						
Bennett,Richard L	Assoc Prof - Summer	Disaster Science & Emerg Svs	\$3,950.00	\$1,975.00	REH	Summer
Brooks,Steven L	Special Lecturer	Engineering & Science Tech	\$2,700.00	\$600.00	REH	Summer
Brown,Fannie L	Senior Lecturer	Applied General & Tech St	\$2,597.07	\$865.69	REH	Summer
Brown,Fannie L	Senior Lecturer	Applied General & Tech St	\$207.76	\$865.69	REH	Summer
Brunson,Christina L	Senior Lecturer	Business & Info Technology	\$3,000.00	\$1,000.00	HIR	Fall
Carpenter,Wesley A	Visiting Asst Prof Prac-Sum	Engineering & Science Tech	\$4,007.50	\$1,145.00	REH	Summer
Cerrone,Kathryn L	Assoc Prof - Summer	Applied General & Tech St	\$3,950.00	\$1,975.00	REH	Summer
Chernikova,Irina A	Professor-Summer	Applied General & Tech St	\$5,550.00	\$2,775.00	REH	Summer
Crawford,Sandie L	Senior Lecturer	Applied General & Tech St	\$2,775.00	\$925.00	REH	Summer
Dilling,Scott A	Assoc Prof Practice-Sum	Engineering & Science Tech	\$4,350.00	\$1,450.00	REH	Summer
Dougherty,John D	Visiting Asst Prof Practice	Engineering & Science Tech	\$2,318.75	\$1,325.00	HIR	Summer
Dreussi,Amy Shriver	Professor-Summer	Applied General & Tech St	\$222.00	\$2,775.00	REH	Summer
Dreussi,Amy Shriver	Professor-Summer	Applied General & Tech St	\$16,650.00	\$2,775.00	REH	Summer
Dudek,Thomas J	Senior Lecturer	Engineering & Science Tech	\$3,500.00	\$1,000.00	REH	Summer
Farooqi,Zarreen	Professor-Summer	Business & Info Technology	\$10,406.25	\$2,775.00	REH	Summer
Farooqi,Zarreen	Professor-Summer	Business & Info Technology	\$693.75	\$2,775.00	REH	Summer
Feldt,Kevin M	Professor-Summer	Business & Info Technology	\$24,975.00	\$2,775.00	REH	Summer
Fritz,Martin W	Special Lecturer	Engineering & Science Tech	\$2,450.00	\$700.00	REH	Summer
Gaydar,Jack Richard	Special Lecturer	Engineering & Science Tech	\$2,163.00	\$618.00	REH	Summer
Gearhart,Otto A	Associate Lecturer	Applied General & Tech St	\$200.00	\$800.00	REH	Summer
*Gruccio Jr, Frank J	Senior Lecturer	Applied General & Tech St	\$3,146.04	\$1,048.68	REH	Summer
Haines,Michael W	Visiting Asst Prof - Sum	Business & Info Technology	\$3,352.50	\$1,490.00	DTA	Summer
Holmes,Nickole D	Assistant Lecturer	Applied General & Tech St	\$203.00	\$700.00	REH	Summer
Hunka,Nicole J	Assoc Prof Instr-Summer	Applied General & Tech St	\$507.50	\$1,450.00	REH	Summer
Hunka,Nicole J	Assoc Prof Instr-Summer	Applied General & Tech St	\$4,350.00	\$1,450.00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)						
Kandray,Daniel E	Assoc Prof - Summer	Engineering & Science Tech	\$6,912.50	\$1,975.00	REH	Summer
Kemp,Sukanya	Professor-Summer	Applied General & Tech St	\$8,325.00	\$2,775.00	REH	Summer
Kemp,Sukanya	Professor-Summer	Applied General & Tech St	\$222.00	\$2,775.00	REH	Summer
Kemp,Sukanya	Professor-Summer	Applied General & Tech St	\$8,325.00	\$2,775.00	REH	Summer
Kraft,Lori A	Professor-Summer	Engineering & Science Tech	\$527.25	\$2,775.00	REH	Summer
Kropff,Janet S	Professor-Summer	Business & Info Technology	\$6,243.75	\$2,775.00	DTA	Summer
Kropff,Janet S	Professor-Summer	Business & Info Technology	\$7,409.25	\$2,775.00	REH	Summer
Kropff,Janet S	Professor-Summer	Business & Info Technology	\$8,325.00	\$2,775.00	REH	Summer
*Lukach,Thomas F	Senior Lecturer	Engineering & Science Tech	\$7,500.00	\$1,000.00	REH	Summer
Marhoffer,Kenneth J	Assistant Lecturer	Engineering & Science Tech	\$1,600.00	\$800.00	HIR	Fall
Meade,Brian C	Assistant Lecturer	Engineering & Science Tech	\$2,800.00	\$800.00	HIR	Fall
Moore,Hope Michelle	Senior Lecturer	Applied General & Tech St	\$2,400.00	\$800.00	REH	Summer
Nicholas,John B	Professor-Summer	Business & Info Technology	\$15,262.50	\$2,775.00	REH	Summer
Nicholas,John B	Professor-Summer	Business & Info Technology	\$2,775.00	\$2,775.00	REH	Summer
Nicolas,Daniel Y	Assistant Lecturer	Business & Info Technology	\$2,400.00	\$800.00	HIR	Fall
Perry,Alvin L	Assistant Lecturer	Engineering & Science Tech	\$1,875.00	\$750.00	REH	Summer
Pinis,Georgia A	Senior Lecturer	Business & Info Technology	\$5,562.00	\$927.00	REH	Summer
Ragins,Dennis J	Visiting Asst Prof - Sum	Disaster Science & Emerg Svs	\$15,075.00	\$1,675.00	REH	Summer
Ramlo,Susan E	Professor-Summer	Engineering & Science Tech	\$2,608.50	\$2,775.00	REH	Summer
*Riccardi,Richard W	Special Lecturer	Engineering & Science Tech	\$2,275.00	\$650.00	REH	Summer
Salmon,Carrie R	Visiting Asst Prof Prac-Sum	Engineering & Science Tech	\$206.10	\$1,145.00	REH	Summer
Schuller,Gary A	Professor-Summer	Engineering & Science Tech	\$7,631.25	\$2,775.00	REH	Summer
Schuller,Gary A	Professor-Summer	Engineering & Science Tech	\$19,230.75	\$2,775.00	DTA	Summer
Schuller,Gary A	Professor-Summer	Engineering & Science Tech	\$6,243.75	\$2,775.00	DTA	Summer
Schwartz,Robert M	Professor-Summer	Disaster Science & Emerg Svs	\$5,550.00	\$2,775.00	REH	Summer
Seagren,Eric C	Assistant Lecturer	Business & Info Technology	\$2,325.00	\$775.00	REH	Summer
Shane,Jeffrey S	Senior Lecturer	Engineering & Science Tech	\$5,713.62	\$952.27	REH	Summer
Shubat,Larry C	Professor-Summer	Engineering & Science Tech	\$693.75	\$2,775.00	REH	Summer
Shubat,Larry C	Professor-Summer	Engineering & Science Tech	\$5,550.00	\$2,775.00	REH	Summer
Singletary,Frank R	Senior Lecturer	Business & Info Technology	\$2,603.01	\$867.67	REH	Summer
Smith,Stanley H	Visiting Asst Prof - Sum	Disaster Science & Emerg Svs	\$3,350.00	\$1,675.00	REH	Summer
Smith,Stanley H	Visiting Asst Prof - Sum	Disaster Science & Emerg Svs	\$11,725.00	\$1,675.00	REH	Summer
Vanwinkle,Diana L	Senior Lecturer	Applied General & Tech St	\$201.50	\$775.00	REH	Summer
Wallace,Deborah M	Associate Lecturer	Applied General & Tech St	\$2,250.00	\$750.00	REH	Summer
Warrick,John David	Senior Lecturer	Applied General & Tech St	\$4,419.88	\$1,104.97	REH	Summer
Webb Bronstrup,Kelly	Assoc Prof - Summer	Applied General & Tech St	\$5,925.00	\$1,975.00	REH	Summer
Willett,Stacy Lynn	Professor-Summer	Disaster Science & Emerg Svs	\$16,650.00	\$2,775.00	REH	Summer
Willett,Stacy Lynn	Professor-Summer	Disaster Science & Emerg Svs	\$8,325.00	\$2,775.00	REH	Summer
Williams,Michael David	Assistant Lecturer	Applied General & Tech St	\$2,400.00	\$800.00	REH	Summer
Wynn,Susan E	Senior Lecturer	Applied General & Tech St	\$2,892.93	\$964.31	REH	Summer
WAYNE COLLEGE						
Anderson,Devon Pearl E	Associate Lecturer	Developmental Programs	\$6,423.12	\$802.89	HIR	Fall
Bergman,Daniela	Senior Lecturer	Mathematics-Wayne	\$3,571.88	\$892.97	REH	Summer
Blaha,Stephanie Joy	Special Lecturer	Music-Wayne	\$2,134.20	\$711.40	REH	Summer
Dominik,Erich G	Senior Lecturer	Accounting-Wayne	\$2,837.58	\$945.86	REH	Summer
Dzeba,Anka J	Senior Lecturer	Family & Consumer Sci	\$5,370.90	\$895.15	HIR	Fall
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	\$3,118.86	\$1,039.62	REH	Summer
Hartman,Scott T	Senior Lecturer	Political Science-Wayne	\$210.41	\$1,237.73	REH	Summer
Hartsock,Angela	Asst Prof - Summer	Biology-Wayne	\$7,762.50	\$1,725.00	REH	Summer
Hartsock,Angela	Asst Prof - Summer	Biology-Wayne	\$500.25	\$1,725.00	REH	Summer
Henderson-Ross,Jodi A	Asst Prof - Summer	Sociology-Wayne	\$500.25	\$1,725.00	HIR	Summer
Henderson-Ross,Jodi A	Asst Prof - Summer	Sociology-Wayne	\$500.25	\$1,725.00	HIR	Summer
Henderson-Ross,Jodi A	Asst Prof - Summer	Sociology-Wayne	\$10,350.00	\$1,725.00	REH	Summer
Hodgson,David B	Senior Lecturer	Geosciences-Wayne	\$3,059.79	\$1,019.93	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE (Cont.)						
Howley,Heather A	Assoc Prof - Summer	GS: Eff Oral Comm-Wayne	\$8,887.50	\$1,975.00	REH	Summer
Laurene,Kimberly R	Senior Lecturer	Mathematics-Wayne	\$2,739.39	\$913.13	REH	Summer
Loesch,Jack A	Assoc Prof - Summer	Economics-Wayne	\$5,925.00	\$1,975.00	REH	Summer
MacKinnon,Ian D	Senior Lecturer	Philosophy-Wayne	\$3,465.00	\$1,155.00	HIR	Summer
Obiekwe,Jerry C	Professor-Summer	Mathematics-Wayne	\$11,100.00	\$2,775.00	REH	Summer
Osterfeld Ottobre,Candice A	Senior Lecturer	Business & Office Tech	\$3,036.63	\$1,012.21	PAY	Summer
Pfeiffer,Joseph	Senior Lecturer	Chemistry-Wayne	\$3,708.00	\$927.00	HIR	Summer
Ramos,Robert	Assistant Lecturer	Philosophy-Wayne	\$501.11	\$705.80	REH	Summer
Ramos,Robert	Assistant Lecturer	Philosophy-Wayne	\$204.68	\$705.80	HIR	Summer
Riley,Thomas C	Senior Lecturer	Sociology-Wayne	\$2,671.20	\$890.40	REH	Summer
Ronccone II,John E	Assoc Prof - Summer	Sport Sci & Well Educ	\$5,431.25	\$1,975.00	REH	Summer
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	\$1,532.92	\$1,021.95	REH	Summer
Snow,Alan J	Assoc Prof - Summer	Biology-Wayne	\$513.50	\$1,975.00	REH	Summer
Snow,Alan J	Assoc Prof - Summer	Biology-Wayne	\$5,925.00	\$1,975.00	REH	Summer
Steiner,Benjamin Robert	Assistant Lecturer	Mathematics-Wayne	\$4,207.50	\$935.00	REH	Summer
Teague,Colleen M	Assoc Prof - Summer	Business & Office Tech	\$5,925.00	\$1,975.00	REH	Summer
Tohill,Mary F	Senior Lecturer	English-Wayne	\$6,571.38	\$1,095.23	REH	Summer
Vierheller,Timothy R	Senior Lecturer	Physics-Wayne	\$9,810.00	\$1,090.00	HIR	Fall
Vierheller,Zachary	Assistant Lecturer	Political Science-Wayne	\$2,078.13	\$692.71	REH	Summer
Wadia,Adil M	Assoc Prof - Summer	Geosciences-Wayne	\$2,468.75	\$1,975.00	DTA	Summer
Wadia,Adil M	Assoc Prof - Summer	Geosciences-Wayne	\$513.50	\$1,975.00	REH	
Wadia,Adil M	Assoc Prof - Summer	Geosciences-Wayne	\$4,443.75	\$1,975.00	REH	Summer
Watters,Shawn DiNarda	Asst Prof - Summer	Educational Foundations	\$3,881.25	\$1,725.00	HIR	Summer
Watters,Shawn DiNarda	Asst Prof - Summer	Educational Foundations	\$431.25	\$1,725.00	HIR	Summer
Weinstein,Paul B	Professor-Summer	History-Wayne	\$11,100.00	\$2,775.00	REH	Summer
Weinstein,Paul B	Professor-Summer	History-Wayne	\$527.25	\$2,775.00	REH	Summer
Weyls,John M.	Senior Lecturer	Philosophy-Wayne	\$3,120.00	\$1,040.00	REH	Summer
Williams,Eric Scott	Senior Lecturer	History-Wayne	\$4,120.12	\$1,030.03	REH	Summer
Woods,Douglas B	Assoc Prof - Summer	Accounting-Wayne	\$2,962.50	\$1,975.00	REH	Summer
Woods,Douglas B	Assoc Prof - Summer	Business & Office Tech	\$2,962.50	\$1,975.00	REH	Summer
Yin,Zhijun	Asst Prof Instr-Summer	Mathematics-Wayne	\$4,425.50	\$1,325.00	REH	Summer

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS								
Acklin,Cynthia Y	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Allen,Christian H	Events Assistant	Office of Athletics	STA	3/23/2018		\$8.30	TER	RES
Baker,Ashley P	Athletics Game & Events Asst	Office of Athletics	STA	5/16/2018	6/15/2019	\$8.50	HIR	TMP
Baker,Katherine Elizabeth	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Bauer,Patricia L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Bauza Jr,Kenneth Joseph	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Beach,Curtis C	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Beacham,Pamela L	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Bice,Adam J	Football Assistant	Office of Athletics	STA	6/1/2018	12/31/2018	\$15.63	REA	TMP
Boyer,Diana L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Boyer,Richard D	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Bradley,Dave S	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Bromall,Bonnie	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Brusko,Joseph E	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Buckey,Holly C	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Buie,Eric D	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/8/2019	\$13.50	REA	TMP
Cafarelli,Gerald T	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Campanelli,Anthony T	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Cottrill,Michael J	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Csora,David Charles	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Darrow,Cindy L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Dawson,Darrell D	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Day,Charles	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Day,Marylou	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Deitrick,Chris R	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/30/2018	\$8.50	HIR	TMP
Devine,Michael Joseph	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Donatelli,Ellen E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Draper,Brett A	Asst Athletics Trainer	Office of Athletics	CP	3/12/2018	3/12/2018	\$650.00	REH	1XP
Drapp,Laureen	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Dugan,Karen A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2018	\$8.50	REA	TMP
Fox,Jordan N	Athletics Game & Events Asst	Office of Athletics	STA	5/12/2018	6/15/2019	\$10.00	HIR	TMP
Gattozzi,Dominic G	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Giles,Gea G	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Gless, Virginia M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Grabowski,Leonard	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Grassell,Duane V	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Graven,James Andrew	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Grove,James	Game Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Haas,Martha E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Halliday,Douglas	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Hammond,Andrew J	Ticket Sales & Opns Associate	Office of Athletics	STA	6/11/2018	6/9/2019	\$13.26	REA	TMP
Hardwick,Jordan M	Game Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Harris,Andrew N	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Harris,Joshua Robert	Game Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Harris,Trevor M	Football Assistant	Office of Athletics	STA	5/28/2018	12/31/2018	\$8.30	HIR	TMP
Hartz,William G	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Haselden,Judy	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Hawley,David L	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
*Haydu,Robert P	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Haydu,Sandra	Events Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Herrin Jr,Leroy Broderick	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Hesley,Lauren	Spirit Team Head Coach	Office of Athletics	CP	4/23/2018		\$12,000.00	TER	TMP
Hionides-Giffen,Sharon M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$10.00	REA	TMP
Hogsett,Scherrie D	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	7/3/2018	\$8.50	REA	TMP
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	4/28/2018	4/29/2018	\$250.00	REH	1XP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS (Cont.)								
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	5/19/2018	5/19/2018	\$500.00	REH	1XP
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	6/3/2018	6/3/2018	\$750.00	REH	1XP
Hornyak,Amanda M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Howard,Johnathan James	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Hoxworth,Norman	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Hoxworth,Sierra C	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Hudock,Diana L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Johnson,Leonard R	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Johnston,Sharon	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Kraynak,James	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Kreptowski,Joseph	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Labuda Schrop,Susan M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Lesiak,Patricia A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Madrin,Craig C	Game Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Marion,Christina	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Mayles,Tracie P	Athl Operations & Events Asst	Office of Athletics	STA	7/1/2018	6/30/2019	\$9.95	REA	TMP
McBrian,Ann L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Milkovich,David M	Athletics Game & Events Asst	Office of Athletics	STA	5/8/2018	5/8/2018	\$100.00	REH	1XP
Miller,Alexa	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Minrovic,Cindy K	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Minrovic,Michael F	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Moss,Eric William	Game Assistant	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Mouse,Joseph R	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Myers,Lori Lee M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Nelson,Adam C	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Nemec,John F	Player Personnel Coord	Office of Athletics	CP	7/1/2018	6/30/2019	\$25,000.00	REA	TMP
Newhouse,Nathanael D	Asst Dir Ticket Operations	Office of Athletics	CP	6/9/2018	6/9/2018	\$75.00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Office of Athletics	CP	5/25/2018	5/25/2018	\$90.00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Office of Athletics	CP	6/9/2018	6/9/2018	\$100.00	REH	1XP
Owens,Deborah	Faculty Athletics Rep	Office of Athletics	FAC	5/31/2018		\$8,500.00	TER	RES
Paolucci,Thomas E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Pera,Janet D	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Pierce,Gregory	Events Assistant	Office of Athletics	CP	6/3/2018	6/3/2018	\$750.00	REH	1XP
Piskac,Carla J	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$8.50	REA	TMP
Piskac,Otto	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Pomije,Miranda	Asst Athletics Trainer	Office of Athletics	CP	5/25/2018	5/25/2018	\$250.00	HIR	1XP
Quigley,Xavier J	Football Assistant	Office of Athletics	STA	4/1/2018	8/23/2018	\$8.30	HIR	TMP
Reed,Dana M	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Ricker,Dain Allan	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Rinehart,Ronald Bruce	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Robinson,Destanie L	Athletics Game & Events Asst	Office of Athletics	STA	6/12/2018	6/10/2019	\$10.00	REA	TMP
Ross,Anthony S	Football Assistant	Office of Athletics	STA	6/1/2018	12/31/2018	\$18.00	HIR	TMP
Rumel,Jeffrey E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Saniga,Chris A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Sarah,Samantha B	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Sarah,Scott Thomas	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Scalf,Carol E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Scalf,Scott	Camp Worker	Office of Athletics	STA	5/25/2018	5/25/2018	\$100.00	REH	1XP
Schadle,Fabian K	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Schnee,Edward T	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Schrop,Richard L	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Scully,Elisabeth S	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Sebrell,John A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/9/2019	\$8.50	REA	TMP
Shreve,Jeffrey	Game Assistant	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS (Cont.)								
Siwicki,Timothy John	Spirit Team Head Coach	Office of Athletics	CP	5/1/2018	6/30/2019	\$12,000.00	PAY	PRO
Smith,Shawn E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Spade,Gene A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Sparks,Stephanie	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Stanley,Thomas H.	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Sura-Villalta,Daniel A	Athletics Game & Events Asst	Office of Athletics	STA	5/14/2018	6/10/2019	\$8.50	HIR	TMP
Szabo,Rebecca L	Camp Manager	Office of Athletics	STA	7/1/2018	6/30/2019	\$1,313.85	REA	TMP
Toy,Joyce E	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Toy,Theodore C	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Uhl,Chelsea	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Vilk,Thomas J	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Vowles,David D	Game Assistant	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Vowles,Matthew David	Game Assistant	Office of Athletics	STA	6/18/2018	6/10/2019	\$10.00	REA	TMP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	5/18/2018	5/18/2018	\$80.00	REH	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	5/20/2018	5/20/2018	\$150.00	REH	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	5/25/2018	5/25/2018	\$210.00	REH	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	6/3/2018	6/3/2018	\$150.00	REH	1XP
Wenk,Elizabeth J	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Wenk,Howard R	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Westover,Glenn	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Westover,Rosemarie	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
Wypasek,Daniel J	Mgr Athletics Ops & Events	Office of Athletics	CP	4/28/2018	4/28/2018	\$1,000.00	REH	1XP
Wypasek,Daniel J	Mgr Athletics Ops & Events	Office of Athletics	CP	5/20/2018	5/20/2018	\$200.00	REH	1XP
Wypasek,Daniel J	Mgr Athletics Ops & Events	Office of Athletics	CP	5/25/2018	5/25/2018	\$675.00	REH	1XP
Wypasek,Daniel J	Mgr Athletics Ops & Events	Office of Athletics	CP	6/10/2018	6/10/2018	\$936.47	REH	1XP
Wypasek,Ryan R	Athletics Game & Events Asst	Office of Athletics	STA	6/16/2018	6/10/2019	\$8.50	REA	TMP
Zampelli,Vincent	Athletics Game & Events Asst	Office of Athletics	STA	6/18/2018	6/9/2019	\$10.00	REA	TMP
Zaratsian,Nicholas A	Athletics Game & Events Asst	Office of Athletics	STA	6/11/2018	6/10/2019	\$8.50	REA	TMP
OFFICE OF ACADEMIC AFFAIRS								
Baughman,Nickolas G	Lecturer	UA Solutions	FAC	4/29/2018	9/9/2018	\$19,250.00	REH	TMP
Biddinger,Mary	Professor	University Press	FAC	6/18/2018	6/18/2018	\$4,809.00	REH	1XP
Dent,Russell S	Tutor Counselor COF	Off of Acad Affairs	STA	6/4/2018	8/6/2018	\$10.50	HIR	TMP
Ekmark,Sabrina L	National Guard Recruiting	Mili Sci & Leaders	STA	6/15/2018		\$0.00	TER	TMP
Eubanks,Elijah P	Dir Technology-Law	Off of Acad Affairs	CP	5/19/2018	5/19/2018	\$875.00	REH	1XP
Farooqi,Zarreen	Lecturer	UA Solutions	FAC	6/24/2018	7/1/2018	\$3,500.00	REH	TMP
Fitzpatrick,Rosemary A	Lecturer	UA Solutions	FAC	5/20/2018	5/27/2018	\$1,050.00	REH	TMP
*Foster Jr,Sidney C	Assoc Provost Faculty Relations	Off of Acad Affairs	CP	7/1/2018	6/30/2019	\$50,000.00	REA	TMP
Ganzler,Nickolas J	Tutor Counselor COF	Off of Acad Affairs	STA	6/4/2018	8/6/2018	\$15.00	HIR	TMP
Gerber,Todd D	Lecturer	UA Solutions	FAC	4/22/2018	5/13/2018	\$1,560.00	REH	TMP
Gold,Scott David	Lecturer	UA Solutions	FAC	5/13/2018	9/2/2018	\$4,000.00	REH	TMP
Howley,Heather A	Lecturer	UA Solutions	FAC	5/6/2018	7/22/2018	\$3,000.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	4/22/2018	5/27/2018	\$625.00	REH	TMP
Kandray,Daniel E	Lecturer	UA Solutions	FAC	5/27/2018	7/29/2018	\$9,000.00	REH	TMP
Knowlton,Ginny A	Lecturer	UA Solutions	FAC	6/10/2018	6/24/2018	\$270.00	REH	TMP
McKnight,Lynn B	Professor Instr	Devel Progs	FAC	8/2/2018	8/2/2018	\$1,300.00	REH	1XP
Plastow,Alan	Lecturer	UA Solutions	FAC	5/19/2018	5/27/2018	\$3,114.00	REH	TMP
Tehi,Marlene	Special Assistant to OAA	Off of Acad Affairs	CP	4/30/2018		\$0.00	TER	TMP
Toth,Vanessa	Department Admin Secretary	Medina Cty U Ctr	STA	5/31/2018		\$11.28	TER	RES
Tromp II,Robert G	National Guard Recruiting	Mili Sci & Leaders	STA	9/14/2018	9/14/2020	\$0.00	REA	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	4/1/2018	4/29/2018	\$140.00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	5/27/2018	6/3/2018	\$35.00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	5/27/2018	7/1/2018	\$367.50	REH	TMP
Younessi,Theodore A	Lecturer	UA Solutions	FAC	6/10/2018	6/24/2018	\$910.00	REH	TMP
Younessi,Theodore A	Lecturer	UA Solutions	FAC	7/8/2018	8/5/2018	\$1,530.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
DIVISION OF STUDENT SUCCESS								
Babb,Nicole L	Sign Language Interpreter	Office of Accessib	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
Brady,Rebecca L	Interpreter	Office of Accessib	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
Crowley,Jennifer J	Interpreter	Office of Accessib	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
Knapp,Donya J	Interpreter	Office of Accessib	STA	7/1/2018	6/30/2019	\$35.00	REA	TMP
Morgan,Carrie S	Interpreter	Office of Accessib	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
Schulz,Madeline N	Coord Disability Services	Office of Accessib	STA	5/29/2018	8/24/2018	\$15.00	HIR	TMP
Steiner,Zachary D	Asst Dir Scheduling & Events	Student Life	CP	2/16/2018	2/16/2018	\$750.00	HIR	1XP
Wellemeyer,Margaret G	Transcriber/CART Provider	Office of Accessib	STA	7/1/2018	6/30/2019	\$60.00	REA	TMP
VP, FINANCE & ADMIN/CFO								
Basic,Joan A	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$108.00	HIR	1XP
Fellenstein,John R	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$108.00	REH	1XP
Floyd,Kristina M	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$312.00	REH	1XP
Foster,Morgan M	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$144.00	HIR	1XP
Hoge,Sarah Michelle	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$228.00	REH	1XP
Johnston,Sharon	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$180.00	HIR	1XP
Koopman,Zachary A	Events Assistant	EJT Hall Box Off	STA	6/8/2018	6/8/2018	\$258.00	HIR	1XP
Michel,Zachary D	Events Assistant	EJT Hall Box Off	STA	6/8/2018	6/8/2018	\$237.00	HIR	1XP
Mikulski,Brandon A	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$156.00	REH	1XP
Motley,Aiesha Lynette	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$156.00	REH	1XP
Ohlson,Margo E	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$3,500.00	REH	1XP
Spayd,Michael A	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$1,200.00	REH	1XP
Spinner,J. D.	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$48.00	HIR	1XP
Stewart,Thomas J	Assoc Theatre Mgr PAH	Perform Arts Hall	STA	7/1/2018	6/30/2019	\$23.44	REA	TMP
Szczukowski,Michael A	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$350.00	REH	1XP
Thompson,Janet Elizabeth	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$72.00	REH	1XP
Thorley,Sarah A	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$84.00	HIR	1XP
Yeager,Michelle	Events Assistant	Perform Arts Hall	STA	6/8/2018	6/8/2018	\$120.00	HIR	1XP
VP, INCLUSION & EQUITY/CDO								
Alexander,Ranier O	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$910.00	HIR	TMP
Aye,Su M	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Bagyina,Vanessa D	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Bolton,Philathia	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Brown,Janell E	Tutor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Burger,Charles R	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$950.00	REH	TMP
Burley,Darius D	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Cain,Shavis L	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	6/19/2018	\$20.00	REH	TMP
Cain,Shavis L	Instructor AAP	Acad Achiev Prog	STA	6/19/2018		\$20.00	TER	RES
Cherry,Karlton T	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Curry,Pamela L	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	HIR	TMP
Davis Jr,Darnell D	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Deadwiley,Tonia C	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Dortch,Amariana L	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/3/2018	\$9.00	HIR	TMP
DuHart,Regina L	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$1,000.00	REH	TMP
Foster,Baron J	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/10/2018	\$9.00	REH	TMP
Golson,Edith Oretta	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Harris,Lee H	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$950.00	REH	TMP
Hensley,Darlene Ruth	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Holmes,Aris A	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/3/2018	\$9.00	HIR	TMP
Holmes,Aris A	Instructor AAP	Acad Achiev Prog	STA	6/25/2018	7/27/2018	\$20.00	PAY	XFR
Hubert,Douglas G	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Johnson,Chantise Lakiah	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/3/2018	\$9.00	REH	TMP
Johnson,Chantise Lakiah	Instructor AAP	Acad Achiev Prog	STA	6/25/2018	7/27/2018	\$20.00	PAY	XFR
Jones,Anedra W	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$950.00	REH	TMP
Knapp,Gary F	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
VP, INCLUSION & EQUITY/CDO (Cont.)								
Ljevaja,Igor	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Magensky,Jennifer E	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	HIR	TMP
Mason,Wynter	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$880.00	REH	TMP
McGee,Aliyah V	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Miller,Shartara	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	HIR	TMP
Millican,Jewel J	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/3/2018	\$9.00	HIR	TMP
Mogus,Philip W	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	HIR	TMP
Mullet,Matthew D	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Norwood,Ciera Marie	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Patel,Shirali Y	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Pesantes - Ortega,Mindy	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Poole,Myles	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	8/3/2018	\$780.00	HIR	TMP
Pope,Jonathan D	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	HIR	TMP
Ransom,Ronnie D	Tutor Counselor AAP	Acad Achiev Prog	STA	6/18/2018	7/27/2018	\$9.00	PAY	JRC
Raymond,Naliah	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Roebuck,Sandra	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$1,000.00	REH	TMP
Rosario,Roy Vernon	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Seckinger,Courtney Marie	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Smith,Joyce M	Instructor Sr-AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$1,000.00	REH	TMP
Smith,Shayla S.	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Stokes,Callie A	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	HIR	TMP
Stults,Timothy A	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Thompson,Darian N	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$780.00	REH	TMP
Thompson,Deanna C	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	6/13/2018	\$20.00	HIR	TMP
Thompson,Deanna C	Instructor AAP	Acad Achiev Prog	STA	6/13/2018		\$20.00	TER	RES
Thorpe,Alyssa Tyler	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Vinson,James C	Tutor Counselor AAP	Acad Achiev Prog	STA	6/11/2018	8/10/2018	\$9.00	REH	TMP
White,Julie A	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$22.00	REH	TMP
Wood,Jamie A	Instructor AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$20.00	REH	TMP
Zellers,Remi L	Tutor Counselor Sr AAP	Acad Achiev Prog	STA	6/11/2018	7/27/2018	\$880.00	HIR	TMP
OFFICE OF INFORMATION TECHNOLOGY SERVICES								
*Hertzig,Gail A	Project Mgr IT	Info Tech Srvs	STA	7/1/2018	12/31/2018	\$51.82	REA	TMP
OFFICE OF TALENT DEVELOPMENT & HUMAN RESOURCES								
Babb,Nicole L	Faculty Interpreter	Tal Dev & HR	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
Morgan,Carrie S	Faculty Interpreter	Tal Dev & HR	STA	7/1/2018	6/30/2019	\$36.00	REA	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Andronowski,Janna M.	Asst Prof - Summer	Biology	FAC	6/1/2018	8/31/2018	\$5,400.00	REH	TMP
Andronowski,Janna M.	Asst Prof - Summer	Biology	FAC	6/1/2018	7/31/2018	\$10,000.00	REH	TMP
Antonucci,Sally	Assoc Lecturer	Child and Fam Dev	FAC	1/16/2018	5/20/2018	\$1,000.00	REH	ADM
Augustynovich,Ashley E	Research Asst	Biology	STA	7/2/2018	8/15/2018	\$12.00	HIR	TMP
Blue,Christopher	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Boika,Aliaksei	Asst Prof - Summer	Chemistry	FAC	6/1/2018	6/30/2018	\$8,169.12	REH	TMP
Brndiar,John J	Assistant Lecturer	Music	FAC	6/4/2018	6/8/2018	\$700.00	REH	TMP
Carlisle,Nick Thomas	Visiting Asst Prof Instr	DT&A Admin	FAC	1/16/2018	5/20/2018	\$9,166.67	HIR	OVL
Carlson,Julie Anne	Accompanist	DT&A Admin	STA	7/1/2018	6/30/2019	\$15.00	REA	TMP
Catlos,John S	Production Asst Costume	DT&A Admin	STA	7/1/2018	6/30/2019	\$10.50	REA	TMP
Contreras Barberena,Juan	Professor of Practice	Communication	FAC	5/19/2018	5/20/2018	\$500.00	HIR	1XP
Corron,Janise Laree	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Day,Brittany Leanna	Laboratory Technician	Biology	STA	7/1/2018	7/30/2018	\$13.50	REA	TMP
Deol,Jeskaren K	Laboratory Assistant	Biology	STA	6/8/2018	10/1/2018	\$12.00	HIR	SWV
Dill,Janette S	Asst Prof - Summer	Sociology	FAC	5/15/2018	6/15/2018	\$1,858.02	REH	TMP
Dill,Janette S	Asst Prof - Summer	Sociology	FAC	6/1/2018	6/30/2018	\$7,169.72	REH	TMP
Dong,Dale Y	Lecturer	Dance Institute	FAC	5/7/2018	5/12/2018	\$275.00	REH	TMP
Donnelly,Shanon	Asst Prof - Summer	Geosciences	FAC	6/1/2018	7/31/2018	\$10,000.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)								
Donnelly,Shanon	Asst Prof - Summer	Geosciences	FAC	6/1/2018	6/30/2018	\$2,900.00	REH	TMP
Donnelly,Shanon	Asst Prof - Summer	Geosciences	FAC	7/1/2018	7/31/2018	\$5,300.00	REH	TMP
Dunlap,Laurie A	Assoc Prof - Summer	Mathematics	FAC	6/1/2018	6/30/2018	\$1,734.85	REH	TMP
Eichler,Rosemarie T	Prof Instr-Summer	History	FAC	5/21/2018	6/10/2018	\$2,250.00	REH	TMP
Ertle,John M	Research Asst	Biology	STA	5/17/2018	10/30/2018	\$12.00	HIR	TMP
Ertle,John M	Research Asst	Biology	STA	5/9/2018	9/30/2018	\$12.00	HIR	TMP
Espanol,Malena I	Asst Prof - Summer	Mathematics	FAC	6/1/2018	6/30/2018	\$8,097.33	REH	TMP
Espanol,Malena I	Asst Prof - Summer	Mathematics	FAC	7/1/2018	7/31/2018	\$1,490.67	REH	TMP
Finn,Mary Kay	Lecturer	Dance Institute	FAC	1/16/2018	5/20/2018	\$2,803.26	DTA	OTH
Finn,Mary Kay	Lecturer	Dance Institute	FAC	5/21/2018	7/1/2018	\$190.40	REH	TMP
Finn,Mary Kay	Lecturer	Dance Institute	FAC	6/25/2018	7/8/2018	\$418.88	REH	TMP
Finn,Mary Kay	Lecturer	Dance Institute	FAC	7/16/2018	8/12/2018	\$152.32	REH	TMP
Fleming,Thomas Andrew	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Frech,Adrianne M	Assoc Prof - Summer	Sociology	FAC	5/14/2018	6/30/2018	\$10,411.00	DTA	OTH
Gargarella,Elisa B	Assoc Prof - Summer	Art	FAC	5/21/2018	6/10/2018	\$5,723.76	REH	TMP
Golovaty,Dmitry	Professor-Summer	Mathematics	FAC	6/1/2018	7/31/2018	\$10,517.11	REH	TMP
Gruber,Petra	Assoc Prof - Summer	Art	FAC	6/1/2018	7/31/2018	\$10,000.00	REH	TMP
Hockensmith,Shannon	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Holyoke III,Caleb W	Asst Prof - Summer	Geosciences	FAC	7/1/2018	7/31/2018	\$7,470.80	REH	TMP
Hunter,Jonathon R	Production Asst Technical	DT&A Admin	STA	7/1/2018	6/30/2019	\$10.00	REA	TMP
*Jolly,Tucker R. R	Senior Lecturer	Music	FAC	6/4/2018	6/8/2018	\$350.00	REH	TMP
Jones,Adrienne N	Asst to Costume Designer	DT&A Admin	STA	7/1/2018	6/30/2019	\$11.22	REA	TMP
Kaut,Kevin Patrick	Professor-Summer	Psychology	FAC	7/16/2018	8/19/2018	\$5,000.00	REH	TMP
Konopka,Michael	Asst Prof - Summer	Chemistry	FAC	6/1/2018	6/30/2018	\$8,577.57	REH	TMP
Lavrentyev,Peter J	Professor-Summer	Biology	FAC	6/1/2018	6/30/2018	\$11,546.86	REH	TMP
Lavrentyev,Peter J	Professor-Summer	Biology	FAC	7/1/2018	7/15/2018	\$3,338.17	REH	TMP
Lehman,Julie Ann	Accompanist	DT&A Admin	STA	7/1/2018	6/30/2019	\$15.00	REA	TMP
Lytton,Alec S	Lecturer	Dance Institute	FAC	6/18/2018	8/12/2018	\$1,363.64	REH	TMP
Miller,John A	Research Asst	Biology	STA	6/21/2018	9/30/2018	\$12.00	HIR	TMP
Modarelli,David A	Professor-Summer	Chemistry	FAC	5/21/2018	6/10/2018	\$5,664.58	REH	TMP
Modarelli,David A	Professor-Summer	Chemistry	FAC	6/1/2018	6/30/2018	\$2,832.29	REH	TMP
Monacelli,Jonathan R	Accompanist	DT&A Admin	STA	7/1/2018	6/30/2019	\$15.00	REA	TMP
Nahra,Paul	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Nguyen,Truyen Van	Assoc Prof - Summer	Mathematics	FAC	6/1/2018	8/31/2018	\$10,000.00	REH	TMP
Owen,John Clay	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Pang,Yi	Professor-Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$6,124.26	REH	TMP
Paruchuri,Sailaja M	Assoc Prof - Summer	Chemistry	FAC	6/1/2018	6/30/2018	\$9,129.63	REH	TMP
Peralta,Robert L	Assoc Prof - Summer	Sociology	FAC	6/1/2018	7/31/2018	\$10,000.00	REH	TMP
Piper,Erica A	Lecturer	Dance Institute	FAC	6/4/2018	7/1/2018	\$128.00	REH	TMP
Quick,Thomas J	Asst Prof Instr-Summer	Geosciences	FAC	6/1/2018	6/30/2018	\$2,481.08	HIR	TMP
Quick,Thomas J	Asst Prof Instr-Summer	Geosciences	FAC	7/8/2018	7/28/2018	\$3,721.62	REH	TMP
Quick,Thomas J	Asst Prof Instr-Summer	Geosciences	FAC	8/5/2018	8/25/2018	\$3,721.62	REH	TMP
Ramos,Joycelyn D	Senior Lecturer	Anthro & Class St	STA	5/22/2018	5/22/2018	\$200.00	REH	1XP
Reilly-Howe,Pauline P	Lecturer	Dance Institute	FAC	6/4/2018	7/8/2018	\$800.73	DTA	OTH
Riegler,Hannah E	Art Model	Art	STA	8/27/2018	7/31/2019	\$15.00	REH	TMP
Schantz,John A	Professor-Summer	Music	FAC	6/4/2018	6/8/2018	\$300.00	REH	TMP
Schullo,Julie M	Lecturer	Dance Institute	FAC	5/21/2018	6/24/2018	\$201.95	REH	TMP
Schullo,Julie M	Lecturer	Dance Institute	FAC	7/9/2018	8/5/2018	\$161.56	REH	TMP
Shriver,Leah	Asst Prof - Summer	Chemistry	FAC	5/21/2018	6/10/2018	\$6,392.01	REH	TMP
Simms,Sherry A	Assoc Prof - Summer	Art	FAC	6/18/2018	7/1/2018	\$3,000.00	REH	TMP
Small,Brad M	Research Asst	Biology	STA	5/9/2018	9/30/2018	\$12.00	REH	TMP
Smith,Adam W	Asst Prof - Summer	Chemistry	FAC	5/21/2018	6/10/2018	\$6,304.53	REH	TMP
Smith,Adam W	Asst Prof - Summer	Chemistry	FAC	6/4/2018	6/24/2018	\$6,304.54	DTA	OTH
Southerland,Marie R	Visiting Research Scholar	Chemistry	STA	5/14/2018	6/30/2020	\$0.00	HIR	TMP
Stewart,Kara M	Lecturer	Dance Institute	FAC	6/18/2018	7/8/2018	\$1,219.20	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)								
Stewart,Kara M	Visiting Asst Prof Instr	DT&A Admin	FAC	1/16/2018	5/20/2018	\$3,640.00	REH	OVL
Tessier,Claire A	Professor-Summer	Chemistry	FAC	6/1/2018	6/30/2018	\$13,549.44	REH	TMP
Tokar,David M	Professor-Summer	Psychology	FAC	6/11/2018	7/15/2018	\$10,000.00	REH	TMP
Tung,Margaret	Asst Prof - Summer	Music	FAC	6/4/2018	6/8/2018	\$1,100.00	REH	TMP
Wagner,Patrick Allen	Accompanist	DT&A Admin	STA	7/1/2018	6/30/2019	\$15.00	REA	TMP
Wesdemiotis,Chrys	Distinguished Prof - Summer	Chemistry	FAC	5/21/2018	6/10/2018	\$11,596.44	REH	TMP
Wesdemiotis,Chrys	Distinguished Prof - Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$4,290.68	REH	TMP
Whitman,Linda G	Visiting Research Scholar	Anthro & Class St	STA	8/31/2018	8/31/2019	\$0.00	REA	TMP
Wick,Kalie M	Art Model	Art	STA	8/27/2018	7/31/2019	\$18.00	REH	TMP
Wilber,J. Patrick	Professor-Summer	Mathematics	FAC	6/1/2018	6/30/2018	\$10,247.00	REH	TMP
Yasutake,Deborah M	Accompanist	Music	CP	3/11/2018	3/11/2018	\$300.00	REH	1XP
Yasutake,Deborah M	Accompanist	Music	CP	6/7/2018	6/7/2018	\$250.00	REH	1XP
Ye,Jun	Assoc Prof - Summer	Statistics	FAC	6/1/2018	7/31/2018	\$10,000.00	REH	TMP
Yu,Qian	Visiting Research Scholar	Music	STA	8/27/2018	5/19/2019	\$0.00	HIR	TMP
COLLEGE OF BUSINESS								
Akhigbe,Aigbe	Professor-Summer	Finance	FAC	6/11/2018	8/5/2018	\$28,000.00	REH	TMP
Bisco,Jill M	Asst Prof	Finance	FAC	5/11/2018	5/11/2018	\$1,500.00	HIR	1XP
Bisco,Jill M	Asst Prof	Finance	FAC	7/30/2018	7/30/2018	\$2,500.00	HIR	1XP
Brisker,Eric R	Asst Prof	Finance	FAC	5/11/2018	5/11/2018	\$1,500.00	REH	1XP
Chinchanachokchai,Sydney	Asst Prof - Summer	Marketing	FAC	6/11/2018	7/15/2018	\$1,250.00	REH	TMP
Chinchanachokchai,Sydney	Asst Prof - Summer	Marketing	FAC	5/21/2018	7/15/2018	\$8,000.00	REH	TMP
Dowd,Matthew A	Computer Lab Support Spec	CBA Dean's Off	STA	5/11/2018	5/11/2018	\$1,500.00	REH	1XP
Fox,Alexa K	Asst Prof - Summer	Marketing	FAC	5/21/2018	7/15/2018	\$8,000.00	REH	TMP
Gao,Lei	Asst Prof - Summer	Accountancy	FAC	5/21/2018	7/15/2018	\$8,000.00	HIR	TMP
Hinchliffe,Sarah A	Asst Prof - Summer	Accountancy	FAC	5/21/2018	7/15/2018	\$8,000.00	REH	TMP
Ma,Siqi	Asst Prof - Summer	Management	FAC	5/21/2018	7/15/2018	\$8,000.00	REH	TMP
Mahar,Chris M	Asst Prof - Summer	Marketing	FAC	5/21/2018	7/15/2018	\$8,000.00	REH	TMP
Makarius,Erin	Asst Prof - Summer	Management	FAC	6/14/2018	6/14/2018	\$3,000.00	REH	1XP
Makarius,Erin	Asst Prof - Summer	Management	FAC	6/11/2018	7/15/2018	\$1,250.00	REH	TMP
Neururer,Thaddeus A	Asst Prof - Summer	Accountancy	FAC	5/21/2018	7/15/2018	\$8,000.00	HIR	TMP
Srinivasan,Mahesh	Assoc Prof	Management	FAC	7/15/2018	7/15/2018	\$3,000.00	REH	1XP
Wang,Li	Assoc Prof	Accountancy	FAC	5/11/2018	5/11/2018	\$1,500.00	REH	1XP
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION								
Daviso III,Alfred W	Assoc Prof - Summer	Curr & Instr Studies	FAC	5/21/2018	6/1/2018	\$2,770.00	REH	TMP
Koskey,Kristin L	Assoc Prof - Summer	Educ Found & Lead	FAC	5/21/2018	6/25/2018	\$10,129.00	REH	TMP
Liang,Xin	Professor-Summer	Educ Found & Lead	FAC	5/21/2018	6/7/2018	\$6,141.00	REH	TMP
Maguth,Brad M	Assoc Prof - Summer	Curr & Instr Studies	FAC	5/22/2018	6/15/2018	\$6,643.00	REH	TMP
Maguth,Brad M	Assoc Prof - Summer	Curr & Instr Studies	FAC	6/18/2018	7/18/2018	\$8,945.65	REH	TMP
Makki,Nidaa	Assoc Prof - Summer	Curr & Instr Studies	FAC	6/1/2018	6/30/2018	\$7,514.00	REH	TMP
Makki,Nidaa	Assoc Prof - Summer	Curr & Instr Studies	FAC	7/1/2018	7/31/2018	\$7,561.00	REH	TMP
Plaster,Karen	Asst Prof Prac	Curr & Instr Studies	FAC	6/14/2018	6/30/2018	\$1,000.00	REH	TMP
*Smolen,Lynn Atkinson	Research Asst	Curr & Instr Studies	STA	9/1/2018	11/30/2018	\$16.00	REA	TMP
COLLEGE OF ENGINEERING								
Abbas,Ala R	Professor-Summer	Civil Engineering	FAC	5/14/2018	5/31/2018	\$8,040.84	REH	TMP
Abbas,Ala R	Professor-Summer	Civil Engineering	FAC	6/1/2018	6/29/2018	\$12,912.57	REH	TMP
Amini,Rouzbeh	Asst Prof - Summer	Biomed Engr	FAC	5/14/2018	6/29/2018	\$15,304.65	REH	TMP
Amini,Rouzbeh	Asst Prof - Summer	Biomed Engr	FAC	6/30/2018	8/3/2018	\$10,931.89	REH	TMP
Amini,Rouzbeh	Asst Prof - Summer	Biomed Engr	FAC	8/4/2018	8/24/2018	\$6,559.14	REH	TMP
Braun,Minel J	Distinguished Prof - Summer	Mech Engineering	FAC	5/14/2018	5/17/2018	\$3,500.00	REH	TMP
Braun,Minel J	Distinguished Prof - Summer	Mech Engineering	FAC	5/18/2018	6/6/2018	\$12,000.00	REH	TMP
Braun,Minel J	Distinguished Prof - Summer	Mech Engineering	FAC	6/7/2018	6/18/2018	\$7,000.00	REH	TMP
Chase,George G	Professor-Summer	Chem & Biom Engr	FAC	6/1/2018	6/14/2018	\$7,890.25	REH	TMP
Choi,Jae-Won	Assoc Prof - Summer	Mech Engineering	FAC	5/14/2018	6/8/2018	\$10,000.00	REH	TMP
Choi,Jae-Won	Assoc Prof - Summer	Mech Engineering	FAC	6/11/2018	8/6/2018	\$19,971.76	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF ENGINEERING (Cont.)								
Choi,Seungdeog	Asst Prof - Summer	Elec & Comp Engr	FAC	8/1/2017	8/13/2017	\$3,632.49	REH	TMP
Choi,Seungdeog	Asst Prof - Summer	Elec & Comp Engr	FAC	6/15/2018	6/29/2018	\$4,469.00	REH	TMP
Choi,Seungdeog	Asst Prof - Summer	Elec & Comp Engr	FAC	7/1/2018	7/4/2018	\$882.60	REH	TMP
*Chung,Benjamin T F	Professor Emeritus	Mech Engineering	FAC	6/11/2018	8/10/2018	\$7,000.00	REH	TMP
Cutright,Teresa J	Professor-Summer	Civil Engineering	FAC	6/1/2018	7/31/2018	\$7,204.00	REH	TMP
Cutright,Teresa J	Professor-Summer	Civil Engineering	FAC	5/14/2018	6/30/2018	\$2,000.00	REH	TMP
De Abreu-Garcia,Jose A.	Professor-Summer	Elec & Comp Engr	FAC	5/31/2018	6/29/2018	\$16,766.37	REH	TMP
Dong,Yalin	Asst Prof - Summer	Mech Engineering	FAC	6/1/2018	6/15/2018	\$5,356.00	REH	TMP
Dunn,Deanna R.	Exec Liason Engr IP&D	Engin Dean's Off	STA	8/30/2018	8/30/2018	\$1,206.37	REH	ADM
Farhad,Siamak	Asst Prof - Summer	Mech Engineering	FAC	6/1/2018	6/3/2018	\$993.14	REH	TMP
Farhad,Siamak	Asst Prof - Summer	Mech Engineering	FAC	5/14/2018	5/31/2018	\$5,994.00	REH	TMP
Gudauskis,Marius	Research Scholar	Biomed Engr	STA	6/15/2018	6/14/2019	\$0.00	HIR	TMP
Gupta,Rajeev Kumar	Asst Prof - Summer	Chem & Biom Engr	FAC	5/14/2018	6/11/2018	\$8,972.65	REH	TMP
Gupta,Rajeev Kumar	Asst Prof - Summer	Chem & Biom Engr	FAC	6/12/2018	8/8/2018	\$18,445.00	REH	TMP
Gupta,Rajeev Kumar	Asst Prof - Summer	Chem & Biom Engr	FAC	8/9/2018	8/16/2018	\$2,500.00	REH	TMP
Hariharan,Subramaniya I	Professor-Summer	Elec & Comp Engr	FAC	5/15/2018	7/9/2018	\$30,544.00	REH	TMP
Huang,Qindan	Asst Prof - Summer	Civil Engineering	FAC	5/14/2018	6/30/2018	\$10,000.00	REH	TMP
Huang,Qindan	Asst Prof - Summer	Civil Engineering	FAC	7/1/2018	8/2/2018	\$8,500.00	REH	TMP
Islam,S M Mahfuzul	Postdoctoral Research Assoc	Chem & Biom Engr	STA	7/2/2018	12/31/2018	\$16.83	HIR	TMP
Koskey,Kristin L	Assoc Prof - Summer	Civil Engineering	FAC	6/1/2018	6/30/2018	\$859.00	REH	TMP
Kushner Benson,Susan N	Assoc Prof - Summer	Civil Engineering	FAC	6/1/2018	6/30/2018	\$859.00	REH	TMP
Lee,Jeongwoo	Visiting Research Scholar	Mech Engineering	STA	5/1/2018	7/31/2018	\$0.00	REH	TMP
Li,Jing	Research Asst	Chem & Biom Engr	STA	10/1/2018	12/31/2018	\$15.00	REA	TMP
Lillard,Robert S	Professor-Summer	Chem & Biom Engr	FAC	7/1/2018	7/25/2018	\$11,400.98	REH	TMP
Liu,Yang	Asst Prof - Summer	Biomed Engr	FAC	5/14/2018	5/29/2018	\$4,774.00	REH	TMP
Liu,Yang	Asst Prof - Summer	Biomed Engr	FAC	5/30/2018	8/24/2018	\$26,832.89	REH	TMP
Loth,Francis	Professor-Summer	Mech Engineering	FAC	6/11/2018	8/6/2018	\$30,000.00	REH	TMP
Madanayake,Habarakada L.	Assoc Prof - Summer	Elec & Comp Engr	FAC	5/14/2018	6/1/2018	\$7,629.24	REH	TMP
Madanayake,Habarakada L.	Assoc Prof - Summer	Elec & Comp Engr	FAC	6/2/2018	7/27/2018	\$10,172.32	REH	TMP
Madanayake,Habarakada L.	Assoc Prof - Summer	Elec & Comp Engr	FAC	7/28/2018	8/10/2018	\$5,086.16	REH	TMP
Mahajan,Ajay Mohan	Professor-Summer	Mech Engineering	FAC	6/1/2018	6/29/2018	\$17,536.00	REH	TMP
Makki,Nidaa	Assoc Prof - Summer	Civil Engineering	FAC	8/1/2018	8/31/2018	\$5,300.00	REH	TMP
Martinez Bastidas,David	Assoc Prof - Summer	Chem & Biom Engr	FAC	5/21/2018	6/21/2018	\$13,000.00	REH	TMP
Miller,Christopher M	Assoc Prof - Summer	Civil Engineering	FAC	7/1/2018	7/31/2018	\$10,000.00	REH	TMP
Monty-Bromer,Chelsea	Assoc Prof - Summer	Chem & Biom Engr	FAC	7/1/2018	7/30/2018	\$10,000.00	REH	TMP
Morscher,Gregory N	Professor-Summer	Mech Engineering	FAC	6/11/2018	6/30/2018	\$9,461.47	REH	TMP
Patnaik,Anil	Professor-Summer	Civil Engineering	FAC	5/14/2018	7/6/2018	\$24,961.95	REH	TMP
Patnaik,Anil	Professor-Summer	Civil Engineering	FAC	7/9/2018	7/20/2018	\$6,240.49	REH	TMP
Patnaik,Anil	Professor-Summer	Civil Engineering	FAC	7/23/2018	8/10/2018	\$9,360.73	REH	TMP
Patnaik,Anil	Professor-Summer	Civil Engineering	FAC	8/13/2018	8/24/2018	\$6,240.49	REH	TMP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	4/1/2018	4/1/2018	\$255.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	4/9/2018	4/9/2018	\$352.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	5/1/2018	5/1/2018	\$135.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	5/31/2018	5/31/2018	\$270.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	5/30/2018	5/30/2018	\$547.50	REH	1XP
Peng,Zhenmeng	Asst Prof - Summer	Chem & Biom Engr	FAC	5/14/2018	6/11/2018	\$9,483.00	REH	TMP
Peng,Zhenmeng	Asst Prof - Summer	Chem & Biom Engr	FAC	6/12/2018	7/12/2018	\$10,033.00	REH	TMP
Peng,Zhenmeng	Asst Prof - Summer	Chem & Biom Engr	FAC	7/13/2018	8/10/2018	\$9,500.00	REH	TMP
Sastry,Shivakumar	Prof - Summer	Elec & Comp Engr	FAC	6/1/2018	8/1/2018	\$27,748.98	REH	TMP
Schneider IV,William H	Prof - Summer	Civil Engineering	FAC	5/14/2018	6/30/2018	\$25,540.48	REH	TMP
Schneider IV,William H	Prof - Summer	Civil Engineering	FAC	7/1/2018	8/26/2018	\$21,891.84	REH	TMP
Seng,Kevin	Volunteer	Mech Engineering	STA	6/4/2018	8/6/2018	\$0.00	HIR	TMP
Sozer,Yilmaz	Professor-Summer	Elec & Comp Engr	FAC	5/14/2018	7/2/2018	\$20,868.33	REH	TMP
Tan,Kwek Tze	Asst Prof - Summer	Mech Engineering	FAC	8/1/2018	8/31/2018	\$9,572.00	REH	TMP
Tao,Junliang	Asst Prof - Summer	Civil Engineering	FAC	5/14/2018	5/29/2018	\$5,000.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF ENGINEERING (Cont.)								
Tao,Junliang	Asst Prof - Summer	Civil Engineering	FAC	5/30/2018	7/10/2018	\$12,462.00	REH	TMP
Tavana,Hossein	Assoc Prof - Summer	Biomed Engr	FAC	7/2/2018	7/27/2018	\$10,000.00	REH	TMP
Tran,Huu Nghi	Assoc Prof - Summer	Elec & Comp Engr	FAC	6/4/2018	8/13/2018	\$24,442.96	REH	TMP
Tran,Huu Nghi	Assoc Prof - Summer	Elec & Comp Engr	FAC	5/14/2018	6/1/2018	\$7,332.08	REH	TMP
Tran,Huu Nghi	Assoc Prof - Summer	Elec & Comp Engr	FAC	8/14/2018	8/27/2018	\$4,888.05	REH	TMP
Tsukerman,Igor A	Professor-Summer	Elec & Comp Engr	FAC	6/1/2018	7/13/2018	\$20,278.00	REH	TMP
Visco Jr,Donald P	Dean	Engin Dean's Office	FAC	8/30/2018	8/30/2018	\$1,733.00	HIR	1XP
Wang,Shengyong	Assoc Prof - Summer	Mech Engineering	FAC	5/14/2018	5/15/2018	\$932.63	REH	TMP
Wang,Shengyong	Assoc Prof - Summer	Mech Engineering	FAC	5/16/2018	6/20/2018	\$12,955.99	REH	TMP
Wang,Shengyong	Assoc Prof - Summer	Mech Engineering	FAC	6/21/2018	6/28/2018	\$2,711.40	REH	TMP
Wang,Shengyong	Assoc Prof - Summer	Mech Engineering	FAC	6/28/2018	8/24/2018	\$20,601.63	REH	TMP
Wang,Xiangrong	Visiting Scholar	Civil Engineering	STA	7/1/2018	7/22/2018	\$1,150.00	REA	TMP
Wang,Xiangrong	Visiting Scholar	Civil Engineering	STA	7/23/2018	8/12/2018	\$1,150.00	REA	TMP
Willits,Rebecca	Professor-Summer	Biomed Engr	FAC	5/21/2018	5/31/2018	\$6,076.67	REH	TMP
Willits,Rebecca	Professor-Summer	Biomed Engr	FAC	6/25/2018	7/5/2018	\$5,814.33	REH	TMP
Yi,Ping	Professor-Summer	Civil Engineering	FAC	6/1/2018	8/15/2018	\$32,000.00	REH	TMP
Zhang,Ge	Assoc Prof - Summer	Biomed Engr	FAC	6/1/2018	6/28/2018	\$10,397.72	REH	TMP
Zhang,Ge	Assoc Prof - Summer	Biomed Engr	FAC	7/2/2018	7/20/2018	\$7,798.30	REH	TMP
Zhe,Jiang John	Professor-Summer	Mech Engineering	FAC	5/18/2018	6/6/2018	\$9,226.60	REH	TMP
Zheng,Jie	Professor-Summer	Chem & Biom Engr	FAC	5/21/2018	6/11/2018	\$13,396.00	REH	TMP
Zheng,Jie	Professor-Summer	Chem & Biom Engr	FAC	6/18/2018	6/27/2018	\$6,975.00	REH	TMP
Zheng,Jie	Professor-Summer	Chem & Biom Engr	FAC	6/28/2018	7/20/2018	\$15,000.00	REH	TMP
Zhu,Jiahua	Asst Prof - Summer	Chem & Biom Engr	FAC	6/4/2018	7/31/2018	\$18,574.00	REH	TMP
COLLEGE OF HEALTH PROFESSIONS								
Boltz,Michelle Marie	Assoc Prof Practice-Summer	Nutrition & Diet	FAC	5/21/2018	6/10/2018	\$3,220.00	REH	TMP
Houston,K. Todd	Professor-Summer	Sp-Lan Path & Aud	FAC	7/1/2018	8/31/2018	\$15,000.00	REH	TMP
Juvancic-Heltzel,Judith A	Assoc Prof - Summer	SSWE	FAC	5/1/2018	6/30/2018	\$12,789.53	REH	TMP
Patton,Rikki A	Asst Prof - Summer	Counseling	FAC	5/13/2018	6/30/2018	\$3,464.00	REH	TMP
Patton,Rikki A	Asst Prof - Summer	Counseling	FAC	5/13/2018	6/30/2018	\$3,396.00	REH	TMP
Tong,Zhifeng	Visiting Scholar	Social Work	STA	5/15/2018	11/14/2018	\$0.00	HIR	TMP
Weisend,Stacy J	Clinical Audiologist PT	Sp-Lang Path & Aud	CP	12/14/2018		\$30,000.00	TER	ELI
SCHOOL OF LAW								
Barnes,Gail Kristen	Assoc Prof - Summer	Law - Instruction	FAC	6/3/2018	6/29/2018	\$938.14	REH	TMP
Barnes,Gail Kristen	Assoc Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Brean,Daniel H	Asst Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Genetin,Bernadette Bollas	Professor-Summer	Law - Instruction	FAC	6/3/2018	6/29/2018	\$1,066.67	REH	TMP
Genetin,Bernadette Bollas	Professor-Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Holte,Ryan	Asst Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$7,500.00	REH	TMP
Hrdy,Camilla A	Asst Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Janoski-Haehlen,Emily M	Assoc Prof - Summer	Law - Instruction	FAC	6/3/2018	6/29/2018	\$938.14	REH	TMP
Janoski-Haehlen,Emily M	Assoc Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$2,500.00	REH	TMP
Knowles,Elizabeth Marie	Asst Prof - Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Nichols,Russel Thomas	Senior Lecturer	Law - Instruction	FAC	7/1/2018	12/31/2018	\$20,000.00	PAY	OTH
Oldfield,Charles W	Visiting Asst Prof - Summer	Law - Instruction	FAC	6/3/2018	6/30/2018	\$1,608.25	REH	TMP
Padfield,Stefan	Professor-Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Sahl,John P	Professor-Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Thomas,Tracy A	Professor-Summer	Law - Instruction	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Woloschyn,Jennifer R	Visiting Asst Prof - Summer	Law - Instruction	FAC	6/3/2018	6/29/2018	\$1,608.00	HIR	TMP
COLLEGE OF POLYMER SCIENCE & ENGINEERING								
Amis,Eric J	Professor-Summer	Polymer Science	FAC	7/1/2018	8/24/2018	\$57,493.84	REH	TMP
Andrews,Anna	Tech Module Dev/Trainer	Polym Dean's Off	CP	5/16/2018	8/31/2018	\$29,120.00	REA	TMP
Babahan,Ilknur	Visiting Scholar	Polymer Engr	STA	6/2/2018	9/30/2018	\$0.00	REA	TMP
Bartels,Petrus A	Visiting Research Scholar	Polymer Science	STA	7/30/2018	11/23/2018	\$0.00	HIR	TMP
Basan PhD,Satilmis	Visiting Scientist	Polymer Science	STA	5/8/2018		\$0.00	TER	RES

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF POLYMER SCIENCE & ENGINEERING (Cont.)								
Becker,Matthew L	Professor-Summer	Polymer Science	FAC	5/14/2018	5/31/2018	\$16,165.99	REH	TMP
Becker,Matthew L	Professor-Summer	Polymer Science	FAC	6/1/2018	8/16/2018	\$63,509.24	REH	TMP
Ciou,Guan-Ting	Visiting Scientist	Polymer Science	STA	6/26/2018	12/3/2018	\$0.00	HIR	TMP
Dibia,Meron F	Research Assoc	Polymer Science	STA	5/14/2018	8/26/2018	\$961.53	HIR	SWV
Dibia,Meron F	Research Assoc	Polymer Science	STA	5/13/2018		\$0.00	TER	RES
*Dick,John S	Lecturer	Polym Dean's Off	FAC	5/22/2018	5/24/2018	\$3,000.00	REH	TMP
*Dick,John S	Lecturer	Polym Dean's Off	FAC	6/20/2018	6/20/2018	\$1,000.00	REH	TMP
*Dick,John S	Lecturer	Polym Dean's Off	FAC	6/21/2018	6/22/2018	\$2,000.00	REH	TMP
Dobrynin,Andrey	Professor-Summer	Polymer Science	FAC	7/30/2018	8/17/2018	\$13,629.41	REH	TMP
Feng,Xueyan	Postdoctoral Research Assoc	Polymer Science	STA	5/4/2018		\$0.00	TER	RES
Gong,Xiong	Assoc Prof - Summer	Polymer Engin	FAC	5/14/2018	6/5/2018	\$12,766.71	REH	TMP
Gong,Xiong	Assoc Prof - Summer	Polymer Engin	FAC	7/1/2018	7/31/2018	\$17,281.89	REH	TMP
Holliday,Gary M	Assoc Prof	Polym Dean's Off	FAC	1/12/2018	1/12/2018	\$174.90	HIR	1XP
Hung,Jui-Hsiang	Visiting Scholar	Polymer Engin	STA	7/13/2018		\$0.00	TER	RES
Isayev,Avraam I	Distinguished Prof - Summer	Polymer Engin	FAC	5/24/2018	7/25/2018	\$36,000.00	REH	TMP
Jia,Li	Assoc Prof - Summer	Polymer Science	FAC	5/14/2018	6/11/2018	\$12,697.21	REH	TMP
Khalifa,Anissa	Visiting Scholar	Polymer Science	STA	5/29/2018	9/1/2018	\$0.00	HIR	TMP
Kyu,Thein	Distinguished Prof - Summer	Polymer Engin	FAC	5/14/2018	6/12/2018	\$20,160.00	REH	TMP
Liu,Tianbo	Professor-Summer	Polymer Science	FAC	6/1/2018	6/29/2018	\$18,841.61	REH	TMP
McKenzie,Ruel	Asst Prof - Summer	Polymer Engin	FAC	5/14/2018	6/12/2018	\$10,884.00	REH	TMP
Miao,jiayuan	Visiting Scholar	Polymer Science	STA	5/14/2018	5/12/2019	\$0.00	REH	TMP
Scherger,Carolyn	Research Asst	Polymer Science	STA	5/14/2018	6/30/2018	\$846.15	HIR	TMP
Scherger PhD,Jacob D	Tech Module Dev/Trainer	Polymer Science	STA	6/15/2018	8/31/2018	\$25.00	REA	TMP
Simmons,David S	Asst Prof - Summer	Polymer Engin	FAC	5/14/2018	7/13/2018	\$22,190.35	REH	TMP
Soucek,Mark	Professor-Summer	Polymer Engin	FAC	5/14/2018	8/6/2018	\$44,796.02	REH	TMP
Stubbs,Connor	Visiting Scholar	Polymer Science	STA	5/29/2018	9/1/2018	\$0.00	HIR	TMP
Tsige,Mesfin	Professor-Summer	Polymer Science	FAC	6/1/2018	7/23/2018	\$27,726.22	REH	TMP
Wang,Shi-Qing	Professor-Summer	Polymer Science	FAC	5/14/2018	6/11/2018	\$19,473.36	REH	TMP
Yuan,Ruchao	Visiting Research Scholar	Polymer Science	STA	11/1/2018	10/31/2020	\$0.00	HIR	TMP
Zacharia,Nicole	Asst Prof - Summer	Polymer Engin	FAC	6/1/2018	6/30/2018	\$11,329.43	DTA	OTH
Zacharia,Nicole	Asst Prof - Summer	Polymer Engin	FAC	7/1/2018	7/31/2018	\$11,329.44	REH	TMP
Zhou,Xianfeng	Postdoctoral Research Assoc	Polymer Science	STA	6/1/2018	5/31/2019	\$0.00	REA	TMP
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY								
Aberth,David J	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$660.00	REH	TMP
Aberth,David J	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$720.00	REH	TMP
Ager,Brad	Lecturer	Trng Ctr, Fire	FAC	3/26/2018	5/6/2018	\$480.00	REH	TMP
Alderman Jr,Robert E	Lecturer	CAST Dean's	FAC	4/16/2018	4/22/2018	\$256.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire	FAC	4/23/2018	5/27/2018	\$288.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	7/8/2018	\$630.00	REH	TMP
Anderson,Robert	Lecturer	CAST Dean's	FAC	4/2/2018	4/29/2018	\$350.00	REH	TMP
Andrews,Lisa M	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Antonides,Nicholas J	Lecturer	CAST Dean's	FAC	4/22/2018	4/29/2018	\$256.00	REH	TMP
Bader,Christopher M	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	5/6/2018	\$465.00	REH	TMP
Bader,Christopher M	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	6/10/2018	\$540.00	REH	TMP
Bechtel,Harvey	Lecturer	CAST Dean's	FAC	3/26/2018	4/29/2018	\$512.00	REH	TMP
Belcher,Marcia C	Professor	Engin & Sci Tech	FAC	6/29/2018	6/29/2018	\$3,000.00	REH	1XP
Bell,Brian R	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$810.00	REH	TMP
Bell,Brian R	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$420.00	REH	TMP
Benson,Michael J	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/6/2018	\$135.00	REH	TMP
Berger,Bambi L	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Black,Timothy M	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/15/2018	\$1,120.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$600.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$720.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire	FAC	5/28/2018	6/3/2018	\$240.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Campbell,Robert A	Lecturer	Trng Ctr, Fire	FAC	3/12/2018	4/22/2018	\$390.00	REH	TMP
Campbell,Robert A	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/6/2018	\$195.00	REH	TMP
Celinski,Paul	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$615.00	REH	TMP
Celinski,Paul	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/20/2018	\$770.00	REH	TMP
Cern,Matthew J	Lecturer	Trng Ctr, Fire	FAC	2/26/2018	3/25/2018	\$162.00	REH	TMP
Chaplin,Elizabeth C	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$2,265.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/27/2018	\$2,280.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	7/1/2018	\$1,320.00	REH	TMP
Coleman,Richard Scott	Lecturer	CAST Dean's	FAC	4/9/2018	5/6/2018	\$2,128.00	REH	TMP
Compton,Joshua L	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/15/2018	\$60.00	REH	TMP
Compton,Joshua L	Lecturer	Trng Ctr, Fire	FAC	5/21/2018	6/10/2018	\$189.00	REH	TMP
Connolly,Cheryl A	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Cuckler,Daniel E	Lecturer	CAST Dean's	FAC	4/9/2018	4/15/2018	\$256.00	REH	TMP
Cunningham III,Roy	Lecturer	CAST Dean's	FAC	4/16/2018	4/22/2018	\$800.00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire	FAC	5/7/2018	5/13/2018	\$240.00	REH	TMP
Devito,Gina	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	5/6/2018	\$690.00	REH	TMP
Devito,Gina	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/20/2018	\$660.00	REH	TMP
DiMartino,Heaven R	Lecturer	CAST Dean's	FAC	4/30/2018	5/6/2018	\$128.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire	FAC	5/28/2018	7/1/2018	\$330.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$306.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire	FAC	5/7/2018	6/3/2018	\$234.00	REH	TMP
Fleming Jr,Brian J	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$450.00	REH	TMP
Fleming Jr,Brian J	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/20/2018	\$180.00	REH	TMP
Foust,Shawn M	Lecturer	Trng Ctr, Fire	FAC	2/5/2018	4/8/2018	\$630.00	REH	TMP
Franko,Michael	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$360.00	REH	TMP
Geiger,Keith L	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/15/2018	\$795.00	REH	TMP
Geiger,Keith L	Lecturer	Trng Ctr, Fire	FAC	6/11/2018	6/17/2018	\$240.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/22/2018	\$330.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/6/2018	\$90.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire	FAC	5/7/2018	5/13/2018	\$180.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$360.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	6/3/2018	\$234.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	7/1/2018	\$570.00	REH	TMP
Hart,Todd C	Lecturer	CAST Dean's	FAC	4/2/2018	4/29/2018	\$768.00	REH	TMP
Hartman,Jacob David	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$1,170.00	REH	TMP
Hartman,Jacob David	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/26/2018	\$240.00	REH	TMP
Heilmeier,William K	Lecturer	CAST Dean's	FAC	4/23/2018	4/29/2018	\$192.00	REH	TMP
Hendrix,Timothy J	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Holland Jr,William B	Lecturer	CAST Dean's	FAC	4/23/2018	4/29/2018	\$576.00	REH	TMP
Horner,William Edward	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$390.00	REH	TMP
Jennings,John T	Lecturer	Trng Ctr, Fire	FAC	6/25/2018	7/1/2018	\$1,260.00	HIR	TMP
Keaton,Wendy	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Klaus,Gary W	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/8/2018	\$240.00	REH	TMP
Klink,MaryBeth I	Lecturer	CAST Dean's	FAC	4/23/2018	4/29/2018	\$356.00	REH	TMP
Knight,Jacob M	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$585.00	REH	TMP
Knight,Jacob M	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$315.00	REH	TMP
Knight,Jacob M	Lecturer	Trng Ctr, Fire	FAC	6/18/2018	7/1/2018	\$540.00	REH	TMP
Knisley,Thomas D	Lecturer	CAST Dean's	FAC	4/30/2018	5/6/2018	\$640.00	REH	TMP
Konate,Ibrahim Kalil	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$390.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$1,515.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$900.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire	FAC	6/11/2018	6/24/2018	\$300.00	REH	TMP
Manzo,Chris A	Lecturer	Trng Ctr, Fire	FAC	6/25/2018	7/1/2018	\$1,260.00	HIR	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Maroon,Anthony J	Lecturer	CAST Dean's	FAC	4/23/2018	4/29/2018	\$544.00	REH	TMP
Maroon,Anthony J	Lecturer	CAST Dean's	FAC	4/30/2018	5/6/2018	\$288.00	REH	TMP
Martin,Todd A	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Martinez-Pinzon,Lillian	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Mayer,Kevin A	Lecturer	CAST Dean's	FAC	4/30/2018	5/6/2018	\$192.00	REH	TMP
McBirney,Matthew David	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/29/2018	\$1,650.00	REH	TMP
McBirney,Matthew David	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$750.00	REH	TMP
McBirney,Matthew David	Lecturer	Trng Ctr, Fire	FAC	6/11/2018	6/17/2018	\$240.00	REH	TMP
McCurry,Timothy N	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/22/2018	\$420.00	REH	TMP
McCurry,Timothy N	Lecturer	Trng Ctr, Fire	FAC	2/5/2018	3/4/2018	\$375.00	HIR	TMP
Needham,Lorie A	Dept Admin Asst	CAST Dean's	STA	7/1/2018	6/30/2019	\$0.00	REA	TMP
Nivens,Dann M	Lecturer	CAST Dean's	FAC	4/2/2018	4/29/2018	\$3,520.00	REH	TMP
Norris,James B	Lecturer	CAST Dean's	FAC	2/19/2018	2/25/2018	\$128.00	REH	TMP
O'Neil,Lawrence T	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
O'Neil,Thomas L	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Parker,Shawn W	Lecturer	CAST Dean's	FAC	4/9/2018	4/15/2018	\$512.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	6/3/2018	\$2,230.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	7/1/2018	\$1,540.00	REH	TMP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire	FAC	4/16/2018	5/6/2018	\$270.00	REH	TMP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	6/10/2018	\$480.00	REH	TMP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire	FAC	6/11/2018	7/1/2018	\$1,350.00	REH	TMP
Raines,Randall J	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$345.00	REH	TMP
Raines,Randall J	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$660.00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire	FAC	4/9/2018	4/29/2018	\$1,085.00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/13/2018	\$1,222.50	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	6/24/2018	\$720.00	REH	TMP
Reinbolt,Brett P	Lecturer	Trng Ctr, Fire	FAC	3/19/2018	4/8/2018	\$480.00	HIR	TMP
Reinbolt,Brett P	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	6/10/2018	\$240.00	REH	TMP
Richardson,Robert J	Lecturer	CAST Dean's	FAC	4/2/2018	4/22/2018	\$1,024.00	REH	TMP
Ridgway,Jonathan D	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	6/10/2018	\$1,275.00	REH	TMP
Ridgway,Jonathan D	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	5/6/2018	\$1,425.00	REH	TMP
Schultz,Larry Michael	Lecturer	Trng Ctr, Fire	FAC	4/23/2018	4/29/2018	\$480.00	REH	TMP
Schultz,Larry Michael	Lecturer	Trng Ctr, Fire	FAC	5/14/2018	5/20/2018	\$480.00	REH	TMP
Scott,Bradley W	Spec Lect Early Col High Schl	CAST Dean's	CP	7/1/2018	6/30/2019	\$0.00	REA	TMP
Shellenbarger,Anthony L	Lecturer	CAST Dean's	FAC	4/23/2018	5/6/2018	\$556.00	REH	TMP
Shumaker,Dennis F	Lecturer	Trng Ctr, Fire	FAC	2/5/2018	4/1/2018	\$660.00	REH	TMP
Smith,Richard	Lecturer	Trng Ctr, Fire	FAC	3/12/2018	4/15/2018	\$729.00	REH	TMP
Smith,Richard	Lecturer	Trng Ctr, Fire	FAC	5/7/2018	5/27/2018	\$918.00	REH	TMP
Stanec,Michael	Lecturer	Trng Ctr, Fire	FAC	5/21/2018	5/27/2018	\$595.00	REH	TMP
Stanley,Jim F	Lecturer	CAST Dean's	FAC	4/9/2018	4/22/2018	\$1,024.00	REH	TMP
Stokes,William D	Lecturer	CAST Dean's	FAC	4/16/2018	4/22/2018	\$512.00	REH	TMP
Tackett,Bradley R	Lecturer	CAST Dean's	FAC	4/2/2018	4/15/2018	\$1,024.00	REH	TMP
White,Brian Joseph	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	4/22/2018	\$660.00	REH	TMP
White,Brian Joseph	Lecturer	Trng Ctr, Fire	FAC	4/30/2018	5/6/2018	\$420.00	REH	TMP
White,Brian Joseph	Lecturer	Trng Ctr, Fire	FAC	6/4/2018	6/17/2018	\$690.00	REH	TMP
Williams,Mary B	Professor	Bus & Info Tech	FAC	5/4/2018	5/4/2018	\$3,000.00	REH	1XP
Wright,Paul J	Lecturer	CAST Dean's	FAC	4/2/2018	5/6/2018	\$768.00	REH	TMP
Zink,Carol S	Lecturer	Trng Ctr, Fire	FAC	4/2/2018	5/20/2018	\$3,167.50	REH	TMP
UNIVERSITY LIBRARIES								
*DuBose,Kathy D	Mgr Comp Based Ass. & Eval	Instructional Svs	STA	9/1/2018	9/1/2019	\$32.13	HIR	TMP
Dukes,John Thomas	Interim Assoc Dean	University Press	CP	2/9/2018	2/9/2018	\$150.00	HIR	1XP
Kroon,Tyler	Library Specialist	UL Dean's Office	STA	6/15/2018		\$13.31	TER	RES

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
WAYNE COLLEGE								
Johanyak,Debra L	Professor	English-WC	FAC	4/1/2018	4/1/2018	\$250.00	HIR	1XP
Kristofco,John P	Dean	WC Dean's Office	FAC	4/1/2018	4/1/2018	\$250.00	HIR	1XP
Moore,Brian	Police Officer II	Univ Police - WC	STA	4/1/2018	4/1/2018	\$525.00	HIR	1XP
Mullins,Sarah M	Library Assoc Sr-WC	Libr Admin-WC	STA	5/14/2018		\$12.23	JRC	AUD
Siffert,Karen B	Tutor WC	Dev Prog-WC	STA	7/1/2018	6/30/2019	\$15.91	REA	TMP
Wright,Curtis C	Police Officer II	Univ Police - WC	STA	4/1/2018	4/1/2018	\$525.00	HIR	1XP

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
						Freq	Action	Reason	
OFFICE OF ATHLETICS									
Nutsch,Joshua S	GAI	Office of Athletics	5/12/2018	5/25/2018	\$389.18	B	REH	1XP	
DIVISION OF STUDENT SUCCESS									
Hoover,Catherine L	GAA	Counseling & Testing Center	5/21/2018	12/21/2018	\$648.64	B	REH	TMP	
Kuzniar,Lauren V	GAT	Student Academic Success	8/27/2018	5/11/2019	\$864.86	B	REH	TMP	
VP, FINANCE & ADMINISTRATION/CFO									
Yuhas,Cody A	GAA	Assoc VP & Controller	5/21/2018	8/24/2018	\$500.00	B	HIR	TMP	
BUCHTEL COLLEGE OF ARTS & SCIENCES									
Achenbach,Amy P	GAT	History	8/27/2018	5/11/2019	\$594.59	B	REH	TMP	
Aw Young,Sue Hua	GAT	Psychology	8/27/2018	8/22/2019	\$738.46	B	REH	TMP	
Bair,Elizabeth A	GAT	Biology	7/1/2018	6/29/2019	\$903.84	B	REH	TMP	
Bonezzi,Paul J	GAR	Biology	5/14/2018	6/29/2018	\$1,028.57	B	REH	TMP	
Cahalane,Celina R	GAA	Chemistry	6/11/2018	7/14/2018	\$500.00	B	HIR	1XP	
Chen,Jaimie L	GAR	Psychology	7/15/2018	7/11/2019	\$738.46	B	REH	TMP	
Clark,Paige M	GAT	Psychology	7/16/2018	5/11/2019	\$595.34	B	HIR	TMP	
Crabtree,Steven R	GAF	Chemistry	7/1/2018	6/29/2019	\$76.92	B	REH	SPL	
Dean,Brandon A	GAT	History	8/27/2018	5/11/2019	\$594.59	B	REH	TMP	
Dibia,Meron F	GAT	Biology	8/27/2018	6/29/2019	\$886.36	B	HIR	TMP	
Flores,Catalina	GAR	Psychology	8/27/2018	8/22/2019	\$738.46	B	REH	TMP	
Flynn,Jacqie L	GAT	History	8/27/2018	5/11/2019	\$702.70	B	REH	TMP	
Goebel,Courtney D	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$367.56	B	HIR	TMP	
Hamilton,Jacqueline A	GAT	Child & Family Development	8/27/2018	5/11/2019	\$540.54	B	REH	TMP	
Headlee,Max R	GAR	Biology	6/18/2018	7/28/2018	\$1,000.00	B	REH	TMP	
Hobbs,Mahala S	GAT	Chemistry	6/11/2018	6/30/2018	\$807.69	B	HIR	TMP	
Hobbs,Mahala S	GAT	Chemistry	7/1/2018	6/29/2019	\$807.69	B	REH	TMP	
Hobbs,Mahala S	GAF	Chemistry	6/11/2018	6/29/2019	\$57.69	B	HIR	SPL	
Khakipoor,Banafsheh	GAR	Biology	5/16/2018	5/16/2018	\$133.33	D	HIR	1XP	
Kidd,Franchesca L	GAT	History	8/27/2018	5/11/2019	\$594.59	B	HIR	TMP	
Kim,So Yeon	GAT	Chemistry	7/1/2018	6/29/2019	\$38.46	B	HIR	SPL	
Kodger,Jillian V	GAT	Chemistry	7/1/2018	12/31/2018	\$769.23	B	REH	TMP	
Kovacs,Brian C	GAT	Computer Science	8/27/2018	12/15/2018	\$167.50	B	REH	TMP	
Krob,Jorian C	GAT	Geosciences	6/25/2018	7/8/2018	\$4,000.00	B	REH	1XP	
Lampner,Issac	GAT	Political Science	8/27/2018	5/11/2019	\$432.43	B	REH	TMP	
Lei,Yajing	GAT	Music	8/27/2018	5/11/2019	\$378.38	B	PAY	OTH	
Lute,Sara M	GAT	Psychology	7/16/2018	5/11/2019	\$595.34	B	HIR	TMP	
Magill,Douglas P	GAR	Psychology	8/27/2018	5/11/2018	\$675.67	B	REH	TMP	
Mallik,Peter R	GAR	Psychology	5/21/2018	8/18/2018	\$769.23	B	REH	TMP	
McDonald-Miranda,Kathryn A	GAF	History	8/27/2018	5/11/2019	\$702.70	B	REH	TMP	
McKinney,Paige M	GAT	Institute Lifespan Dev & Ger	8/27/2018	5/11/2019	\$621.62	B	REH	TMP	
Miller II,Robert B	GAT	Biology	7/1/2018	6/29/2019	\$903.84	B	REH	TMP	
Nolan,Megan T	GAR	Psychology	3/19/2018	4/5/2018	\$837.00	B	REH	1XP	
Pavlangos,Kayla N	GAT	Chemistry	6/11/2018	6/29/2018	\$807.69	B	HIR	TMP	
Pavlangos,Kayla N	GAT	Chemistry	7/1/2018	6/29/2019	\$807.69	B	REH	TMP	
Pavlangos,Kayla N	GAF	Chemistry	6/11/2018	6/29/2019	\$57.69	B	HIR	SPL	
Perera,Nawagamuwage Lilani D	GAT	Chemistry	7/1/2018	12/31/2018	\$769.23	B	REH	TMP	
Randall,Destiny J	GAA	Psychology	8/27/2018	5/11/2019	\$337.83	B	REH	TMP	
Rowland,Sean B	GAT	Psychology	7/16/2018	5/11/2019	\$595.34	B	HIR	TMP	
Schauder,Max J	GAR	Psychology	4/30/2018	5/18/2018	\$1,449.00	B	REH	1XP	
Schrage,Briana R	GAR	Chemistry	7/1/2018	6/29/2019	\$76.92	B	REH	SPL	
Selzer,Michael L	GAT	History	8/27/2018	12/15/2018	\$722.22	B	REH	TMP	
Sharma,Shagun	GAT	Biology	7/1/2018	6/29/2019	\$903.84	B	REH	TMP	
Sheng,Shuyan	GAT	Psychology	5/21/2018	6/28/2018	\$1,000.00	B	REH	TMP	
Sheng,Shuyan	GAT	Psychology	8/27/2018	5/11/2019	\$675.67	B	REH	TMP	

GAA Grad Adm Asst
GAF Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
						Freq	Action	Reason	
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)									
Slezak,Tyler J	GAR	Psychology	4/2/2018	4/27/2018	\$1,566.00	B	REH	1XP	
Slonaker,Randall S	GAT	History	8/27/2018	5/11/2019	\$594.59	B	REH	TMP	
Snyder,Thomas J	GAT	Sociology	8/27/2018	5/11/2019	\$891.89	B	REH	TMP	
Sodhi,Ketaki	GAT	Psychology	5/21/2018	6/28/2018	\$1,000.00	B	REH	TMP	
Sondereker,Katelyn B	GAR	Biology	5/14/2018	6/29/2019	\$1,028.57	B	REH	TMP	
Tarchick,Matthew J	GAR	Biology	5/14/2018	6/29/2018	\$1,028.57	B	REH	TMP	
Temes,ERICA E	GAT	Psychology	7/16/2018	5/11/2019	\$595.34	B	HIR	TMP	
Terrizzi,Jessica L	GAT	Psychology	7/16/2018	5/11/2019	\$595.34	B	HIR	TMP	
Thibodeau,Ryan K	GAR	Psychology	4/23/2018	4/27/2018	\$342.00	B	HIR	1XP	
Thomas,Scott A	GAT	Biology	7/1/2018	6/29/2019	\$903.84	B	REH	TMP	
Thomas,Scott A	GAT	Biology	5/16/2018	5/16/2018	\$133.33	D	HIR	1XP	
Trimbath,Ryan J	GAT	Biology	8/27/2018	12/17/2018	\$1,468.75	B	REH	TMP	
Tseng,Steven	GAT	Psychology	5/21/2018	6/28/2018	\$1,333.33	B	REH	TMP	
Tuttle,Matthew A	GAR	Biology	5/16/2018	5/16/2018	\$133.33	D	HIR	1XP	
Wolfe,Ginelle L	GAT	Psychology	5/21/2018	6/28/2018	\$1,000.00	B	REH	TMP	
Zhang,Xiyang	GAT	Psychology	5/21/2018	6/29/2018	\$1,000.00	B	REH	TMP	
Zhao,Haitao	GAT	Biology	7/1/2018	6/29/2019	\$903.84	B	REH	TMP	
COLLEGE OF BUSINESS ADMINISTRATION									
Mcclain,Sean	GAT	CBA Dean's Office	8/27/2018	5/11/2019	\$167.03	B	REH	TMP	
COLLEGE OF ENGINEERING									
Abdelgaber,Hassan S	GAR	Electrical & Computer Engr	5/7/2018	5/11/2018	\$2,500.00	B	REH	1XP	
Agharazi,Erfan	GAR	Civil Engineering	8/27/2018	12/15/2018	\$576.92	B	HIR	TMP	
Akula,Venkata Ganesh Ashish	GAR	Mechanical Engineering	8/1/2018	5/15/2019	\$865.38	B	REH	TMP	
Alamad,Ruba A	GAR	Mechanical Engineering	5/14/2018	8/25/2018	\$2,000.00	B	REH	1XP	
Alshaqah,Ali M	GAR	Mechanical Engineering	5/16/2018	5/15/2019	\$770.00	B	REH	TMP	
Amirgol,Atie	GAR	Civil Engineering	5/14/2018	8/26/2018	\$634.61	B	PAY	OTH	
Anis,Sadia Shahnoor	GAT	Electrical & Computer Engr	7/1/2018	8/5/2018	\$576.93	B	REH	TMP	
Aryal,Deepak	GAR	Civil Engineering	6/1/2018	6/30/2018	\$1,465.82	B	PAY	OTH	
Bafahm Alamdari,Aslan	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Bafahm Alamdari,Aslan	GAR	Mechanical Engineering	4/2/2018	4/30/2018	\$500.00	B	HIR	1XP	
Banik,Arnob	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Batey,Anthony R	GAR	Electrical & Computer Engr	5/15/2018	8/25/2018	\$576.92	B	REH	TMP	
Beruwawela Pathiranaage,Paboda V	GAI	Electrical & Computer Engr	1/16/2018	5/15/2018	\$1,500.00	B	REH	1XP	
Boler,Okon	GAR	Electrical & Computer Engr	5/14/2018	5/26/2018	\$2,000.00	B	REH	SPL	
Carleton,George J	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Chowdhury,Anik	GAR	Electrical & Computer Engr	5/15/2018	8/26/2018	\$725.00	B	REH	TMP	
Chu,Kuanwu	GAT	Chemical & Biomolecular Engr	6/11/2018	6/22/2018	\$1,000.00	B	HIR	1XP	
Crow,Mariam J	GAI	Biomedical Engineering	4/25/2018	4/25/2018	\$500.00	D	REH	1XP	
Dasari,Rachana Shukthija	GAR	Electrical & Computer Engr	5/15/2018	8/17/2018	\$576.92	B	REH	TMP	
De Silva,Udara P	GAR	Electrical & Computer Engr	5/21/2018	7/31/2018	\$692.31	B	REH	TMP	
Dorari,Elahheh	GAT	Mechanical Engineering	1/2/2018	6/15/2018	\$1,500.00	B	HIR	1XP	
Emon,Md. Omar Faruk	GAI	Mechanical Engineering	1/16/2018	5/15/2018	\$1,500.00	B	REH	TMP	
Eppelheimer,Maggie	GAR	Mechanical Engineering	8/17/2018	12/31/2018	\$980.77	B	REH	TMP	
Esquivel,Javier	GAR	Chemical & Biomolecular Engr	5/29/2018	6/9/2018	\$1,429.80	B	REH	1XP	
Galabada Kankanamge,Nilan U	GAR	Electrical & Computer Engr	5/16/2018	7/31/2018	\$923.00	B	REH	TMP	
Galabada Kankanamge,Nilan U	GAI	Engineering Dean's Office	1/16/2018	5/15/2018	\$3,000.00	B	REH	1XP	
Geng,Yan	GAA	Chemical & Biomolecular Engr	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Giwa,Olamide H	GAT	Chemical & Biomolecular Engr	8/27/2018	6/29/2019	\$696.56	B	HIR	TMP	
Gullapalli,Sai Krishna	GAR	Electrical & Computer Engr	5/16/2018	7/31/2018	\$692.00	B	REH	TMP	
Hamrangsekachae,Mohammad	GAT	Biomedical Engineering	7/1/2018	6/29/2019	\$884.62	B	REH	TMP	
Han,Fubing	GAR	Electrical & Computer Engr	5/16/2018	8/25/2018	\$576.92	B	REH	TMP	
Haque,Moinul S	GAR	Electrical & Computer Engr	5/14/2018	8/25/2018	\$692.31	B	REH	TMP	

GAA Grad Adm Asst
 GAF Grad Fellowship
 GAI Grad Instructional Support
 GAR Grad Research Asst
 GAT Grad Teaching Asst

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
						Freq	Action	Reason	
COLLEGE OF ENGINEERING (Cont.)									
Harasis,Salman K	GAR	Electrical & Computer Engr	7/2/2018	8/25/2018	\$725.00	B	REH	TMP	
Hauff,Derek A	GAR	Civil Engineering	11/27/2017	12/9/2017	\$300.00	B	HIR	SPL	
Heidari Pahlavian,Sorouh	GAR	Mechanical Engineering	4/2/2018	5/4/2018	\$1,000.00	B	HIR	1XP	
Husein,Dima A	GAR	Civil Engineering	5/14/2018	8/25/2018	\$692.60	B	REH	TMP	
Ibrahimi,Alaaddin	GAT	Mechanical Engineering	5/11/2018	4/30/2019	\$150.00	B	HIR	SPL	
Imbulgoda Liyanghawatt,Gihan	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
James,Joseph J	GAR	Mechanical Engineering	5/16/2018	5/14/2019	\$800.00	B	REH	TMP	
Kang,Chin-Shuo	GAT	Chemical & Biomolecular Engr	8/25/2018	6/29/2019	\$877.89	B	PAY	OTH	
Khan,Md. Mahfujul H	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Khan,Md. Mahfujul H	GAR	Mechanical Engineering	5/1/2018	5/31/2018	\$600.00	B	REH	1XP	
Khan,Mohammad Umar Farooq	GAT	Chemical & Biomolecular Engr	5/29/2018	6/9/2018	\$546.50	B	HIR	1XP	
Konara Mudiyansele,Iresha S D	GAR	Electrical & Computer Engr	5/14/2018	6/30/2018	\$692.00	B	REH	TMP	
Liu,Jun	GAR	Mechanical Engineering	7/1/2018	6/29/2019	\$700.00	B	REH	TMP	
Lotfizadehdehkordi,Maziar	GAR	Mechanical Engineering	5/15/2018	5/14/2019	\$865.38	B	REH	TMP	
Ma,Chi	GAT	Mechanical Engineering	7/1/2018	12/31/2018	\$46.00	B	REH	SPL	
Madishetty,Suresh	GAR	Electrical & Computer Engr	5/14/2018	7/11/2018	\$577.00	B	REH	TMP	
Malavipathirana,Hasantha H	GAR	Electrical & Computer Engr	5/21/2018	7/30/2018	\$692.31	B	REH	TMP	
Mansour,Mustafa	GAR	Civil Engineering	6/11/2018	5/11/2019	\$576.92	B	HIR	TMP	
Mehdizadeh,Seyede Neda	GAA	Chemical & Biomolecular Engr	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Miran,Syed Morteza	GAR	Mechanical Engineering	5/16/2018	12/15/2018	\$923.07	B	REH	TMP	
Mohammad,Mostak	GAR	Electrical & Computer Engr	5/14/2018	5/19/2018	\$692.31	B	REH	TMP	
Mohammad,Mostak	GAT	Electrical & Computer Engr	8/27/2018	5/11/2019	\$725.00	B	REH	TMP	
Mohomed,Najath Akram	GAR	Electrical & Computer Engr	6/1/2018	7/31/2018	\$750.00	B	REH	TMP	
Mudragada,Lakshmi Kalyani	GAR	Electrical & Computer Engr	5/29/2018	8/24/2018	\$576.92	B	HIR	TMP	
Mulay,Prajakatta	GAR	Chemical & Biomolecular Engr	7/1/2018	12/31/2018	\$877.86	B	REH	TMP	
Mulay,Prajakatta	GAR	Chemical & Biomolecular Engr	7/1/2018	12/31/2018	\$2,896.99	B	PAY	OTH	
Najafi,Syed Ahmed Ali	GAR	Electrical & Computer Engr	5/16/2018	8/25/2018	\$576.92	B	REH	TMP	
Nassar,Saif	GAR	Civil Engineering	6/11/2018	5/11/2019	\$576.92	B	HIR	TMP	
Nazari,Masoud	GAT	Electrical & Computer Engr	8/27/2018	5/11/2019	\$362.50	B	REH	TMP	
Nimmalapalli,Sushmabargavi	GAR	Electrical & Computer Engr	5/21/2018	6/8/2018	\$1,000.00	B	HIR	1XP	
O'Brien,Sean	GAR	Chemical & Biomolecular Engr	5/29/2018	6/9/2018	\$412.50	B	REH	1XP	
Panakarajupally,Ragavendra P	GAT	Mechanical Engineering	7/1/2018	12/15/2018	\$760.00	B	PAY	OTH	
Pathak,Saurabh	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Paul,Arindam	GAR	Mechanical Engineering	5/14/2018	8/31/2018	\$877.86	B	REH	TMP	
Pazouki,Elham	GAR	Electrical & Computer Engr	5/15/2018	8/25/2018	\$725.00	B	REH	TMP	
Pazouki,Elham	GAI	Engineering Dean's Office	1/16/2018	5/15/2018	\$3,000.00	B	REH	1XP	
Philip,Diana L	GAR	Biomedical Engineering	7/1/2018	8/19/2018	\$884.62	B	REH	TMP	
Philip,Diana L	GAR	Biomedical Engineering	8/20/2018	12/31/2018	\$961.54	B	REH	TMP	
Philip,Diana L	GAR	Biomedical Engineering	1/1/2019	6/29/2019	\$961.54	B	REH	TMP	
Pierson,Emma L	GAR	Mechanical Engineering	8/28/2018	5/15/2019	\$770.00	B	REH	TMP	
Pukale,Dipak	GAT	Chemical & Biomolecular Engr	7/1/2018	6/29/2019	\$696.56	B	REH	TMP	
Pukale,Dipak	GAA	Chemical & Biomolecular Engr	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Pulipati,Sravan Kumar	GAR	Electrical & Computer Engr	5/14/2018	7/12/2018	\$689.65	B	REH	TMP	
Quasem,Tanvir	GAI	Civil Engineering	1/16/2018	5/15/2018	\$1,500.00	B	REH	1XP	
Rahman,Md. Hasan	GAT	Electrical & Computer Engr	6/11/2018	8/4/2018	\$725.00	B	REH	TMP	
Ranjbar,Mohammad	GAR	Electrical & Computer Engr	5/14/2018	8/26/2018	\$1,000.00	B	REH	TMP	
Rashidi,Neda	GAR	Biomedical Engineering	7/1/2018	6/29/2019	\$884.62	B	REH	TMP	
Rashidi,Sedigheh	GAA	Biomedical Engineering	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Rashidi,Sedigheh	GAR	Biomedical Engineering	5/29/2018	6/10/2018	\$444.50	B	HIR	1XP	
Razavi,Syed Mostafa	GAT	Chemical & Biomolecular Engr	7/1/2018	12/31/2018	\$877.86	B	REH	TMP	
Ren,Baiping	GAT	Chemical & Biomolecular Engr	1/1/2019	6/29/2019	\$877.86	B	REH	TMP	
Ren,Zhencheng	GAR	Mechanical Engineering	7/1/2018	12/15/2018	\$700.00	B	REH	TMP	
Rezvanifar,Sayed Cyrus	GAI	Engineering Dean's Office	1/16/2018	5/15/2018	\$3,000.00	B	REH	1XP	

GAA Grad Adm Asst
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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
						Freq	Action	Reason	
COLLEGE OF ENGINEERING (Cont.)									
Russell,Alex	GAR	Mechanical Engineering	7/1/2018	12/16/2018	\$813.00	B	PAY	OTH	
Saeed,Musaab S	GAT	Electrical & Computer Engr	5/14/2018	6/30/2018	\$725.00	B	REH	TMP	
Saeed,Musaab S	GAT	Electrical & Computer Engr	7/1/2018	8/4/2018	\$725.00	B	REH	TMP	
Salinas,Samuel D	GAF	Biomedical Engineering	4/25/2018	4/25/2018	\$500.00	D	REH	1XP	
Sami,Mohammed Abdul	GAR	Mechanical Engineering	5/28/2018	7/21/2018	\$558.66	B	REH	TMP	
Sanchez Camacho,Lizeth Johana	GAT	Chemical & Biomolecular Engr	8/27/2018	6/29/2019	\$696.56	B	REH	TMP	
Seifert,Nicholas M	GAR	Electrical & Computer Engr	5/14/2018	5/11/2019	\$576.92	B	HIR	TMP	
Shahi Thakuri,Pradip	GAR	Biomedical Engineering	7/1/2018	8/31/2018	\$807.69	B	REH	TMP	
Shrestha,Sulochana	GAA	Mechanical Engineering	6/11/2018	6/15/2018	\$165.00	B	HIR	1XP	
Singh,Sunil	GAR	Biomedical Engineering	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Singh,Sunil	GAR	Biomedical Engineering	7/1/2018	8/31/2018	\$807.69	B	REH	TMP	
Sommers,Brittany N	GAR	Biomedical Engineering	5/21/2018	8/18/2018	\$884.62	B	HIR	TMP	
Tong,Xiaolong	GAR	Mechanical Engineering	4/23/2018	5/25/2018	\$637.50	B	REH	SPL	
Tran,Xuan Bach	GAR	Electrical & Computer Engr	5/31/2018	7/28/2018	\$750.00	B	REA	TMP	
Truedell,Sharon L	GAR	Biomedical Engineering	6/1/2018	5/31/2019	\$1,307.70	B	REH	TMP	
Vu,Minh N	GAR	Electrical & Computer Engr	7/1/2018	8/25/2018	\$576.92	B	REH	TMP	
Wang,Haoran	GAR	Chemical & Biomolecular Engr	7/1/2018	6/29/2019	\$877.86	B	PAY	OTH	
Wodajo,Eshet T	GAR	Electrical & Computer Engr	6/20/2018	8/23/2018	\$692.31	B	REH	TMP	
Wodajo,Eshet T	GAT	Electrical & Computer Engr	8/27/2018	6/29/2019	\$725.00	B	REH	TMP	
Wu,Yifu	GAA	Electrical & Computer Engr	6/11/2018	6/15/2018	\$165.00	B	REH	1XP	
Wu,Yifu	GAR	Electrical & Computer Engr	5/1/2018	5/14/2018	\$600.00	B	HIR	1XP	
Yao,Libo L	GAT	Chemical & Biomolecular Engr	7/1/2018	6/29/2019	\$877.86	B	PAY	OTH	
Zaker Esteghamati,Mohsen	GAR	Civil Engineering	5/21/2018	6/15/2018	\$576.92	B	PAY	OTH	
Zeng,Weixiu	GAT	Chemical & Biomolecular Engr	7/1/2018	12/31/2018	\$696.56	B	REH	TMP	
Zhang,Hao	GAR	Mechanical Engineering	7/1/2018	12/15/2018	\$700.00	B	REH	TMP	
Zhong,Chong	GAT	Mechanical Engineering	1/1/2019	6/29/2019	\$654.00	B	REH	TMP	
COLLEGE OF HEALTH PROFESSIONS									
Aesram,Ash	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$108.10	B	HIR	TMP	
Ali,Munibah R	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$216.21	B	HIR	TMP	
Armbrust,Mindy A	GAT	Counseling	8/27/2018	5/11/2019	\$584.59	B	HIR	TMP	
Belinsky,Alex R	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$216.21	B	HIR	TMP	
Bissell,Zachary E	GAT	Sport Science & Wellness Educ	1/16/2018	5/5/2018	\$1,440.00	B	HIR	1XP	
Bonvissuto,Maria E	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$135.13	B	REH	TMP	
Bonvissuto,Maria E	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$109.45	B	REH	TMP	
Braskie,Brian	GAT	Sport Science & Wellness Educ	1/16/2018	5/5/2018	\$1,080.00	B	REH	1XP	
Everiss,Regan N	GAF	Speech-Lang Path & Audiology	5/7/2018	5/18/2019	\$370.37	B	HIR	TMP	
Fye,Janelle M	GAT	Counseling	8/27/2018	5/11/2019	\$584.59	B	REH	TMP	
Gershon,Taylor M	GAF	Speech-Lang Path & Audiology	5/7/2018	5/18/2019	\$370.37	B	HIR	TMP	
Haumesser,Casey	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$218.91	B	REH	TMP	
Kuelling,Jeffrey D	GAT	Sport Science & Wellness Educ	1/16/2018	5/5/2018	\$1,440.00	B	HIR	1XP	
Levy,Victoria R	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$218.91	B	REH	TMP	
Li,Megan C	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$218.91	B	REH	TMP	
Lockhart,Shanice	GAT	Counseling	8/27/2018	5/11/2019	\$584.59	B	REH	TMP	
Marlowe,Jessica M	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$109.45	B	REH	TMP	
Martin,Darius J	GAT	Sport Science & Wellness Educ	1/16/2018	5/5/2018	\$1,440.00	B	HIR	1XP	
McCrone,Christine L	GAT	Counseling	8/27/2018	5/11/2019	\$584.59	B	REH	TMP	
Middleton,Tanya J	GAT	Counseling	8/27/2018	5/11/2019	\$438.33	B	REH	TMP	
Righi,Gianna N	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$218.91	B	REH	TMP	
Smeal,Molly R	GAF	Speech-Lang Path & Audiology	5/7/2018	5/18/2019	\$370.37	B	HIR	TMP	
Tadros,Eman E	GAT	Counseling	8/27/2018	5/11/2019	\$438.33	B	REH	TMP	
Trego,Joseph M	GAT	Sport Science & Wellness Educ	1/16/2018	5/5/2018	\$1,440.00	B	REH	1XP	
Woloch,Christina Michelle	GAT	Counseling	8/27/2018	5/11/2019	\$584.59	B	REH	TMP	
Zaitzew,Carolyn M	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$218.91	B	REH	TMP	

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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
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COLLEGE OF POLYMER SCIENCE AND ENGINEERING									
Akbari Shandiz,Saeed	GAR	Polymer Science	6/1/2018	7/30/2018	\$961.53	B	REH	TMP	
Akbari Shandiz,Saeed	GAR	Polymer Science	7/31/2018	12/15/2018	\$961.53	B	REH	TMP	
Arsano,Iskinder Y	GAR	Polymer Science	6/1/2018	7/30/2018	\$961.53	B	REH	TMP	
Arsano,Iskinder Y	GAT	Polymer Science	8/27/2018	6/29/2019	\$961.53	B	REH	TMP	
Arsano,Iskinder Y	GAR	Polymer Science	7/31/2018	8/25/2018	\$961.53	B	HIR	TMP	
Banerjee,Abhishek	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Bashir,Abdala	GAR	Polymer Science	6/1/2018	7/31/2018	\$884.61	B	REH	TMP	
Bashir,Abdala	GAT	Polymer Science	8/26/2018	12/15/2018	\$961.53	B	REH	TMP	
Bass,Garrett F	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Bekele,Selemon	GAR	Polymer Science	6/1/2018	7/30/2018	\$846.15	B	REH	TMP	
Bekele,Selemon	GAR	Polymer Science	7/31/2018	8/24/2018	\$961.53	B	REH	TMP	
Bhadauriya,Sonal	GAR	Polymer Engineering	5/14/2018	5/19/2018	\$922.45	B	REH	TMP	
Bouscher,Robert F	GAR	Polymer Engineering	5/14/2018	2/28/2019	\$957.85	B	REH	TMP	
Brigham,Natasha	GAR	Polymer Science	8/27/2018	1/12/2019	\$961.53	B	REH	TMP	
Brown,Jared	GAR	Polymer Science	5/14/2018	8/26/2018	\$961.53	B	REH	TMP	
Brown,Jared	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Cao,Jinwei	GAR	Polymer Engineering	7/1/2018	12/31/2018	\$954.19	B	REH	TMP	
Cheng,Chung-Fu	GAR	Polymer Science	5/14/2018	8/26/2018	\$961.53	B	REH	TMP	
Cheng,Chung-Fu	GAT	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Cho,Szu-Hao	GAR	Polymer Engineering	5/14/2018	12/31/2018	\$954.19	B	REH	TMP	
Cobaj,Anisa	GAR	Polymer Engineering	5/14/2018	5/28/2018	\$954.20	B	REH	TMP	
Crenshaw,Erik D	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Cruz,Megan A	GAR	Polymer Science	5/14/2018	6/13/2018	\$961.53	B	REH	TMP	
Cruz,Megan A	GAR	Polymer Science	6/14/2018	6/30/2018	\$961.53	B	REH	TMP	
Dalvi,Siddhesh N	GAR	Polymer Science	5/14/2018	8/25/2018	\$846.15	B	REH	TMP	
Dang,Francis W	GAT	Polymer Science	7/1/2018	8/25/2018	\$961.53	B	REH	TMP	
Diaz Vela,Daniel M	GAR	Polymer Engineering	5/1/2018	6/30/2018	\$1,204.20	B	PAY	OTH	
Diaz Vela,Daniel M	GAR	Polymer Engineering	7/1/2018	7/31/2018	\$954.19	B	REA	TMP	
Dreger,Nathan Z	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Echeverri,Mario A	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Endres,Kevin J	GAR	Polymer Science	9/1/2018	8/29/2019	\$846.15	B	REH	TMP	
Farrell,Erin S	GAR	Polymer Engineering	7/1/2018	8/25/2018	\$954.19	B	REH	TMP	
Farrell,Erin S	GAR	Polymer Engineering	5/2/2018	8/25/2018	\$372.00	B	REH	SPL	
Freedman,Abegel	GAT	Polymer Science	5/14/2018	8/25/2018	\$846.15	B	REH	TMP	
Gu,Kai	GAR	Polymer Science	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Hsu,Yen-Hao	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Htut,K. Zin	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Hu,He	GAR	Polymer Science	5/14/2018	5/11/2019	\$961.53	B	HIR	TMP	
Jacobs,Michael S	GAR	Polymer Science	8/27/2018	5/11/2019	\$961.53	B	REH	TMP	
Jain,Tanmay P	GAR	Polymer Science	5/14/2018	7/14/2018	\$961.53	B	REH	TMP	
Jian,Pei-Zhen	GAR	Polymer Engineering	8/27/2018	9/14/2018	\$961.53	B	REH	TMP	
Jian,Pei-Zhen	GAT	Polymer Engineering	1/7/2019	6/29/2019	\$961.53	B	REH	TMP	
Jin,Fan	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Jin,Hailiang	GAR	Polymer Science	5/14/2018	5/26/2018	\$961.53	B	REH	TMP	
Joo,Piljae	GAR	Polymer Engineering	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Kaur,Sukhmanjot	GAR	Polymer Science	6/12/2018	7/30/2018	\$846.15	B	REH	TMP	
King,Jaelynne A	GAR	Polymer Science	5/14/2018	6/30/2018	\$961.53	B	REH	TMP	
King,Jaelynne A	GAR	Polymer Science	7/1/2018	8/26/2018	\$961.53	B	REH	TMP	
King,Jaelynne A	GAR	Polymer Science	4/25/2018	4/25/2018	\$500.00	B	REH	1XP	
King,Jaelynne A	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Kippenbrock,Grant M	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Kleinfehn,Alex P	GAR	Polymer Science	7/1/2018	5/2/2019	\$961.53	B	REH	TMP	
Kumar,Nityanshu	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	

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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp			
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COLLEGE OF POLYMER SCIENCE AND ENGINEERING (Cont.)									
Kundu,Mangaldeep	GAR	Polymer Science	5/14/2018	6/13/2018	\$961.53	B	REH	TMP	
Kundu,Mangaldeep	GAR	Polymer Science	6/14/2018	6/30/2018	\$961.53	B	REH	TMP	
Kye,Daniel K	GAR	Polymer Engineering	8/2/2018	12/31/2018	\$954.19	B	REH	TMP	
Lai,Tzu-Yu	GAR	Polymer Engineering	7/1/2018	8/26/2018	\$961.53	B	REH	TMP	
Lai,Tzu-Yu	GAT	Polymer Engineering	12/16/2018	6/29/2019	\$961.53	B	REH	TMP	
Lai,Yun Yu	GAR	Polymer Science	8/27/2018	1/12/2019	\$961.53	B	REH	TMP	
Lewis,Elizabeth A	GAR	Polymer Engineering	5/31/2018	12/31/2018	\$954.20	B	REH	TMP	
Li,Hui	GAR	Polymer Science	9/1/2018	12/15/2018	\$961.53	B	REH	TMP	
Li,Siyuan	GAR	Polymer Engineering	9/16/2018	7/30/2019	\$954.19	B	REH	TMP	
Li,Xiang	GAR	Polymer Science	5/14/2018	12/15/2018	\$961.53	B	REH	TMP	
Liang,Heyi	GAR	Polymer Science	8/27/2018	5/11/2019	\$1,200.00	B	REH	TMP	
Liu,Cheng	GAR	Polymer Science	5/14/2018	5/26/2018	\$961.53	B	REH	TMP	
Liu,Cheng	GAR	Polymer Science	7/11/2018	8/26/2018	\$961.53	B	REH	TMP	
Liu,Cheng	GAR	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Liu, Jianning	GAR	Polymer Science	8/27/2018	11/30/2018	\$961.53	B	REH	TMP	
Liu, Jiawei	GAR	Polymer Science	5/28/2018	6/7/2018	\$865.38	B	REH	TMP	
Liu,Qianhui	GAR	Polymer Science	5/14/2018	6/13/2018	\$961.53	B	REH	TMP	
Liu,Qianhui	GAR	Polymer Science	6/14/2018	8/31/2018	\$961.53	B	REH	TMP	
Luo,Jiancheng	GAR	Polymer Science	8/1/2018	1/12/2019	\$961.53	B	REH	TMP	
Luo,Yuanyuan	GAR	Polymer Science	7/1/2018	12/15/2018	\$961.53	B	REH	TMP	
Luong,Derek	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Margarida Mendes Motta,Cecilia	GAR	Polymer Science	7/1/2018	12/15/2018	\$961.53	B	REH	TMP	
Mawhinney,Kaitlyn E	GAI	Polymer Engineering	4/23/2018	5/16/2018	\$350.00	B	REH	1XP	
Mawhinney,Kaitlyn E	GAR	Polymer Engineering	5/16/2018	8/26/2018	\$954.20	B	REH	TMP	
Mawhinney,Kaitlyn E	GAT	Polymer Engineering	8/27/2018	12/15/2018	\$954.20	B	REH	TMP	
Narayanan,Amal	GAR	Polymer Science	5/14/2018	7/30/2018	\$961.53	B	REH	TMP	
Nikam,Shantanu P	GAR	Polymer Science	1/14/2019	5/11/2019	\$961.53	B	REH	TMP	
Nun,Nicholas R	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Nun,Nicholas R	GAR	Polymer Engineering	5/10/2018	5/10/2018	\$192.00	D	HIR	1XP	
Orndorf,Nathaniel A	GAT	Polymer Science	8/27/2018	12/15/2018	\$961.53	B	REH	TMP	
Pant,Nishtha	GAT	Polymer Science	7/1/2018	8/25/2018	\$961.53	B	REH	TMP	
Patil,Anvay A	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Patil,Renuka S	GAT	Polymer Engineering	8/28/2018	12/31/2018	\$957.85	B	REH	TMP	
Patil,Renuka S	GAT	Polymer Engineering	1/1/2019	6/29/2019	\$957.85	B	REH	TMP	
Pellegrine,Brittany	GAR	Polymer Engineering	5/14/2018	8/25/2018	\$957.85	B	REH	TMP	
Peng,Bangan	GAR	Polymer Science	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Peng,Chao	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Peng,Fang	GAR	Polymer Engineering	5/3/2018	5/3/2018	\$204.00	D	REH	1XP	
Petersen,Shannon R	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Presto,Dillon G	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Rahman,Tamanna	GAR	Polymer Engineering	7/1/2018	7/31/2018	\$954.19	B	REH	PRC	
Razavi Aghjeh,Masoud	GAR	Polymer Science	6/1/2018	8/25/2018	\$961.53	B	REH	TMP	
Rendon Piedrahita,Camilo	GAR	Polymer Engineering	7/1/2018	12/31/2018	\$954.19	B	REH	TMP	
Ruiz-Santiago,Luis D	GAR	Polymer Engineering	5/19/2018	7/30/2018	\$961.54	B	REH	TMP	
Ruiz-Santiago,Luis D	GAF	Polymer Engineering	4/23/2018	4/25/2018	\$500.00	B	REH	1XP	
Seo,Junyoung	GAR	Polymer Engineering	5/14/2018	5/26/2018	\$961.54	B	REH	TMP	
Seo,Junyoung	GAR	Polymer Engineering	5/28/2018	8/25/2018	\$961.54	B	REH	TMP	
Sepulveda-Medina,Pablo I	GAR	Polymer Engineering	6/1/2018	12/31/2018	\$954.19	B	REH	TMP	
Sepulveda-Medina,Pablo I	GAF	Polymer Engineering	4/25/2018	4/25/2018	\$500.00	D	REH	1XP	
Shin,Yongjun	GAR	Polymer Science	7/1/2018	5/11/2019	\$961.53	B	REH	TMP	
Singla,Saranshu	GAR	Polymer Science	5/14/2018	8/26/2018	\$846.15	B	REH	TMP	
Singla,Saranshu	GAR	Polymer Science	8/27/2018	12/31/2018	\$846.15	B	REH	TMP	
Smith,Diane	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	

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GRADUATE ASSISTANTS

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COLLEGE OF POLYMER SCIENCE AND ENGINEERING (Cont.)									
Smith,Scott M	GAR	Polymer Engineering	7/1/2018	7/14/2018	\$1,000.50	B	REA	TMP	
Sun,Yu	GAI	Polymer Science	4/19/2018	4/27/2018	\$825.00	B	HIR	1XP	
Taubert,Clinton J	GAR	Polymer Science	5/14/2018	6/30/2018	\$961.53	B	REH	TMP	
Taubert,Clinton J	GAR	Polymer Science	7/1/2018	12/15/2018	\$961.53	B	REH	TMP	
Tiwari,Ankit	GAR	Polymer Engineering	4/30/2018	5/11/2018	\$1,000.00	B	REH	1XP	
Tommy,Tyler A	GAR	Polymer Science	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Trivedi,Meeta	GAR	Polymer Engineering	6/16/2018	9/15/2018	\$954.19	B	REH	TMP	
Tseng,Yen-Ming	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Tukpah,Marisa E	GAR	Polymer Engineering	7/1/2018	1/14/2019	\$954.20	B	REH	TMP	
Tukpah,Marisa E	GAT	Polymer Engineering	1/15/2019	6/29/2019	\$954.20	B	REH	TMP	
Tulsi,Davindra K	GAR	Polymer Engineering	5/1/2018	6/30/2018	\$1,204.20	B	PAY	OTH	
Tulsi,Davindra K	GAR	Polymer Engineering	7/1/2018	7/31/2018	\$954.19	B	REA	TMP	
Tung,Wei-Yao	GAR	Polymer Science	5/14/2018	12/15/2018	\$961.53	B	REH	TMP	
Vishwakarma,Apoorva	GAR	Polymer Science	5/14/2018	6/13/2018	\$961.53	B	REH	TMP	
Vishwakarma,Apoorva	GAR	Polymer Science	6/14/2018	12/15/2018	\$961.53	B	REH	TMP	
Wang,Shijun	GAR	Polymer Science	5/14/2018	8/25/2018	\$961.53	B	REH	TMP	
Wang,Sihan	GAR	Polymer Science	5/14/2018	5/16/2018	\$865.38	B	REH	TMP	
Wang,Sihan	GAR	Polymer Science	7/1/2018	8/25/2018	\$865.38	B	REH	TMP	
Woods,Adam	GAR	Polymer Science	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Woods,Adam	GAF	Polymer Science	4/25/2018	4/25/2018	\$500.00	D	REH	1XP	
Wu,Siqi	GAR	Polymer Science	7/1/2018	6/29/2019	\$961.53	B	REH	TMP	
Xia,Yanfeng	GAR	Polymer Science	5/14/2018	5/19/2018	\$930.00	B	REH	TMP	
Yan,Xuesong	GAR	Polymer Science	7/1/2018	8/25/2018	\$961.53	B	REH	TMP	
Yang,Feipeng	GAR	Polymer Science	5/14/2018	8/25/2018	\$846.15	B	REH	TMP	
Yao,Xuesi	GAR	Polymer Science	5/14/2018	5/24/2018	\$865.38	B	REH	TMP	
Yao,Xuesi	GAR	Polymer Science	7/1/2018	8/25/2018	\$865.38	B	REH	TMP	
Yuan,Shichen	GAR	Polymer Science	4/20/2018	5/12/2018	\$1,961.53	B	PAY	OTH	
Zhai,Yuxin	GAR	Polymer Science	5/14/2018	8/25/2018	\$865.38	B	REH	TMP	
Zhang,Chi	GAR	Polymer Engineering	8/15/2018	9/30/2018	\$954.20	B	REH	TMP	
Zhang,Chi	GAT	Polymer Engineering	10/1/2018	11/10/2018	\$954.20	B	REH	TMP	
Zhang,Fan	GAR	Polymer Science	5/14/2018	8/25/2018	\$846.15	B	REH	TMP	
Zhang,Huan	GAR	Polymer Engineering	5/21/2018	8/25/2018	\$954.19	B	REH	TMP	
Zhang,Xiao	GAR	Polymer Engineering	5/14/2018	7/31/2018	\$954.19	B	REH	TMP	
Zhang,Yuanzhong	GAR	Polymer Engineering	7/23/2018	8/26/2018	\$954.19	B	REH	TMP	
Zhang,Yuanzhong	GAR	Polymer Engineering	8/27/2018	12/15/2018	\$954.19	B	REH	TMP	
Zhao,Mengmeng	GAR	Polymer Engineering	5/14/2018	11/10/2018	\$954.20	B	REH	TMP	
Zhao,Yihong	GAT	Polymer Science	4/19/2018	4/26/2018	\$825.00	B	REH	1XP	
Zhao,Yihong	GAR	Polymer Science	7/1/2018	8/25/2018	\$961.53	B	REH	TMP	
Zhao,Zhiyang	GAR	Polymer Engineering	7/2/2018	7/27/2018	\$846.15	B	REH	TMP	
Zhou,Yang	GAR	Polymer Science	5/14/2018	8/25/2018	\$846.15	B	REH	TMP	

GAA Grad Adm Asst
GAF Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-07, the following recommendations for Unclassified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
119	23705	Acquisition & Catalog Libr	Exempt		5/1/2018
120	24358	Dir of Dev Donor Relations	Exempt		7/11/2018
120	27418	Mgr Eligibility, Cert & Compl	Non-exempt		7/13/2018
119	27575	Student Conduct Hearing Off	Exempt		7/5/2018
121	27620	Director, Admissions - Law	Exempt		7/1/2018
122	27767	Coord Nursing - WC	Exempt		7/9/2018
119	27768	Asst Dir Ret Init Multi Dev	Exempt		7/10/2018
120	28330	Asst Dir CareerSrvs&Strat Init	Exempt		9/1/2018
120	28786	Mgr Learning Support Srvs	Exempt		6/1/2018
122	28858	Asst Dir Tech Trans IP Mgmt&FR	Exempt		3/1/2018
999	29201	Asst Track Coach	Exempt		11/2/2014
999	29252	Head Women's LaCrosse Coach	Exempt		6/20/2018
999	29253	Women's LaCrosse Asst Coach	Exempt		6/20/2018
999	29303	Athletics Mktg & Promo Coord	Non-exempt		6/20/2018
122	29574	Instrument Sci- Micro/Spectro	Exempt		6/14/2018
122	29575	Instrument Sci-Therm/Rheology	Exempt		6/14/2018
999	29645	IUSE Project Coordinator	Non-exempt		10/26/2017

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
119	41318	Coord Admin Srvs - WC	Non-exempt		7/23/2018
117	43714	Library Specialist - WC	Non-exempt		5/12/2018

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in Talent Development & Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in Talent Development & Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months' notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to Talent Development & Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Talent Development & Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

**INVESTMENT REPORT FOR THE
FISCAL YEAR ENDED JUNE 30, 2018**



**The University of Akron
Investment Report
For the Fiscal Year Ended June 30, 2018**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$200.9 million at June 30, 2018 and posted a blended rate of return (ROR) of 2.3 percent, approximating \$4.5 million, for the fiscal year ended June 30, 2018.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios.

During March 2018, a University escrow was established with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's cash payment and the defined contribution plan contributions.

Cash and Fixed Income portfolios totaled \$143.4 million at June 30, 2018. The Cash and Fixed Income portfolios achieved an overall twelve month ROR of 0.5 percent, or \$0.2 million [\$158.5 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments totaled \$57.5 million at June 30, 2018 and are managed by Legacy achieved an overall twelve month ROR of 7.6 percent, or \$4.3 million [\$56.8 million average quarterly balance] compared to benchmark of 8.5 percent – refer to Exhibit 1 for the detail regarding performance.

The operating funds are within the University's prescribed asset allocation requirements at June 30, 2018. We have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$68.7 million at June 30, 2018 and posted a blended ROR of 4.3 percent, or \$3.5 million, for the fiscal year ended June 30, 2018.

The June 30, 2018 market value increased \$3.1 million from June 30, 2017. The largest contributors to that change were gifts [\$2.9 million], realized and unrealized gains [\$2.3 million], offset by endowment distributions [(\$3 million)] – refer to Exhibit 6 for the detail regarding components of change and Exhibit 7 for historic endowment balances.

Pooled

The Pooled Endowments totaled \$61.9 million at June 30, 2018 and are managed by Cambridge and achieved an overall twelve month ROR of 5.1 percent, or \$3.1 million [\$62.4 million average quarterly balance] compared to the policy benchmark of 8.9 percent – refer to Exhibit 4 for the detail regarding performance.

Of Cambridge's portfolio, Oak Associates achieved the highest twelve month ROR at 15.2 percent [\$8.3 million balance at June 30], while the Van Eck Gold Fund posted the lowest ROR at (2.9) percent [\$1.1 million balance at June 30].

These funds are within the University's prescribed asset allocation requirements at June 30, 2018 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 5 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments totaled \$6.8 million at June 30, 2018, are invested in accord with donor stipulations, and achieved a blended twelve month ROR of 5.8 percent, or \$0.4 million [\$6.7 million average quarterly balance].

The highest ROR for the twelve months ended June 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 17.7 percent on market value of \$2.2 million at June 30. The lowest ROR for the fiscal year ended June 30 was the Constitutional Law endowment, invested at Key Bank, at (0.6) percent on market value of \$1 million at June 30 – refer to Exhibit 4 for the detail regarding performance.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2018

Exhibit 1

Net Rates of Return for the Periods Ended June 30, 2018

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return							
		Quarter ROR/Benchmark	Quarter ROR/Benchmark	One Year ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Two Years ROR/Benchmark	Three Years ROR/Benchmark	Three Years ROR/Benchmark
Cash and Cash Equivalents / PFM, PNC & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 42,134,743	0.4%	●	1.3%	●	0.9%	●	0.7%	●
		0.5%		1.4%		0.9%		0.7%	
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	47,720,566	0.4%	●	0.4%	●	0.4%	●	0.8%	●
		0.2%		0.1%		0.0%		0.4%	
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	53,622,850	0.2%	●	(0.4%)	●	(0.4%)	●	1.1%	●
		0.1%		(0.7%)		(0.9%)		0.7%	
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 143,478,159	0.3%		0.5%		0.3%		1.0%	
Long-Term / Legacy <i>Policy Balanced Index</i>	57,469,742	0.8%	●	7.6%	●	11.5%	●	5.6%	●
		1.1%		8.5%		10.5%		6.4%	
TOTAL OPERATING FUNDS	\$ 200,947,901	0.4%		2.3%		3.1%		2.1%	

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2018**

Exhibit 2

Operating Funds Policy Compliance: Asset Allocation at June 30, 2018

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	21%	●
Short-Term Fixed Income	20-65%	25%	24%	●
Intermediate-Term Fixed Income	0-45%	35%	27%	●
Long-Term	0-35%	15%	29%	●
<i>Large Cap</i>	20-30%	25%	29%	●
<i>Small/Mid Cap</i>	10-20%	15%	14%	●
<i>International</i>	15-25%	20%	22%	●
<i>Alternative</i>	0-20%	15%	15%	●
<i>Fixed Income & Cash</i>	20-30%	25%	20%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Fiscal Year Ended June 30, 2018**

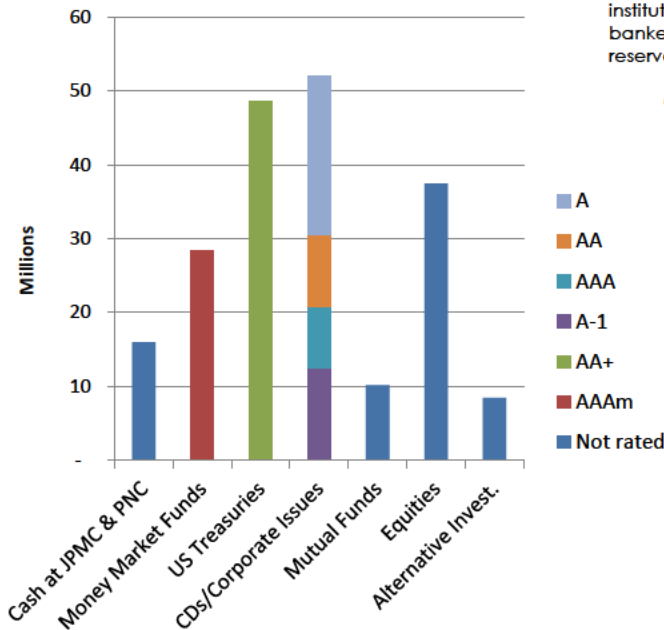
Exhibit 3

State Compliance: Portfolio Composition and Credit Quality

- Compliant
- Noncompliant

Section 3345.05 of the Ohio Revised Code states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities the treasurer of state's pooled investment program obligations of the State or any political subdivision of the State certificates of deposit of any national bank located in the State written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank money market funds [MMFs] or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system as a reserve.



Ohio Revised Code §3345.05 Compliance

Cash, MMFs, US Treas, Negotiable CDs: \$ 105,403,891 52%

Market Value	Actual Allocation	Compliance Indicator
\$ 105,403,891	52%	●

Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
---------------------------	-------------------------	--------------------------------	-----------

Cash at JPMC & PNC	\$ 15,972,735			
Money Market Funds	26,162,008	\$ 606,230	\$ 267,791	\$ 1,421,009
US Treasuries		22,064,945	26,457,393	
Negotiable CDs		10,160,778	2,291,002	
Corporate Issues		14,888,613	24,606,664	
Mutual Funds				10,157,975
Equities				37,443,316
Alternative Invest.				8,447,442
Total Operating Funds	\$ 42,134,743	\$ 47,720,566	\$ 53,622,850	\$ 57,469,742

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2018

Exhibit 4

Net Rates of Return for the Periods Ended June 30, 2018

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor (Inception)	Net Rates of Return								
	Market Value	Six Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Since 1/1/2014 ROR/Benchmark	Annualized Since Inception ROR/Benchmark				
POOLED ENDOWMENTS									
Portfolio Composite / Cambridge <i>Policy Balanced Index</i>	\$ 61,955,009	(1.5%) 0.3%	●	5.1% 8.9%	●	3.9% 5.0%	●	5.9% 6.4%	●
Cash (Included within Operating total)	34,755	n/a		n/a		n/a		n/a	
<i>Total Pooled Endowments</i>	<u>\$ 61,989,764</u>								
SEPARATELY INVESTED ENDOWMENTS									
Oelschlager Leadership Award / Key Bank (7/31/2000)	\$ 2,241,601	7.3%		17.7%		12.5%		(3.7%)	
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	1,020,975	(0.4%)		(0.6%)		(0.2%)		2.9%	
ORSP / PNC Bank (4/30/2009)	2,675,307	(2.4%)		2.9%		3.4%		2.0%	
Timken Co. and TimkenSteel Corp.	827,600	n/a		n/a		n/a		n/a	
Life Insurance Policy	605	n/a		n/a		n/a		n/a	
<i>Total Separately Invested Endowments</i>	<u>\$ 6,766,087</u>								
TOTAL ENDOWMENTS	<u>\$ 68,755,851</u>								

Note: Cambridge's performance consists of the "Annualized Since 1/1/2014" and embedded within "Since Inception" returns (6/30/2002).

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2018

Pooled Endowment Policy Compliance: Asset Allocation at June 30, 2018

Exhibit 5

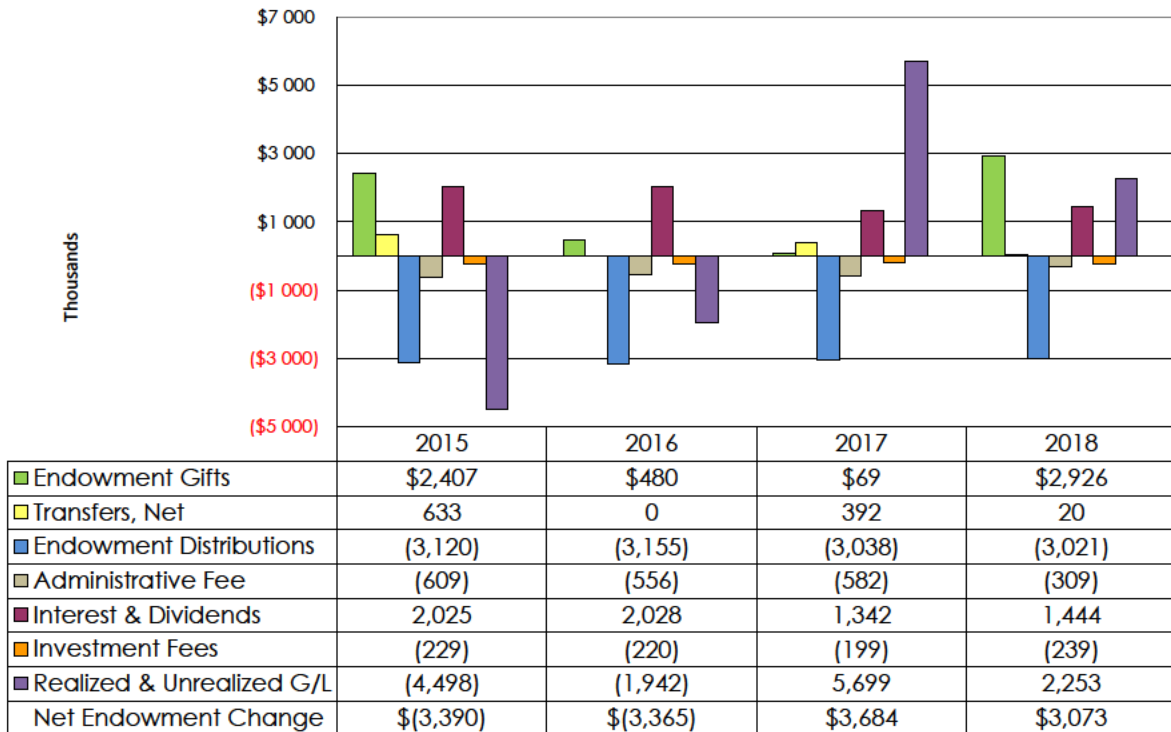
- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	59%	●
<i>U.S. Equity</i>	<i>15-50%</i>		<i>21%</i>	●
<i>Non-U.S. Equity</i>	<i>15-50%</i>		<i>16%</i>	●
<i>Emerging Markets Equity</i>	<i>0-20%</i>		<i>8%</i>	●
<i>Global Equity</i>	<i>0-15%</i>		<i>14%</i>	●
Absolute Return	0-25%	15%	15%	●
Real Assets	10-25%	12%	12%	●
Bonds & Cash	10-25%	13%	14%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Fiscal Year Ended June 30, 2018

Exhibit 6

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2015-2018



The categories that comprise the market value changes from period to period are as follows: **Gifts & Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.** Select components are discussed below.

Endowment Gifts

Gifts to the University given in support of University endowments. The most significant for 2018 include the proceeds from sale of University residence [\$1M] and an estate gift from the Grotefend Family for scholarships to students within the Department of Mechanical Engineering [\$1.5M].

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

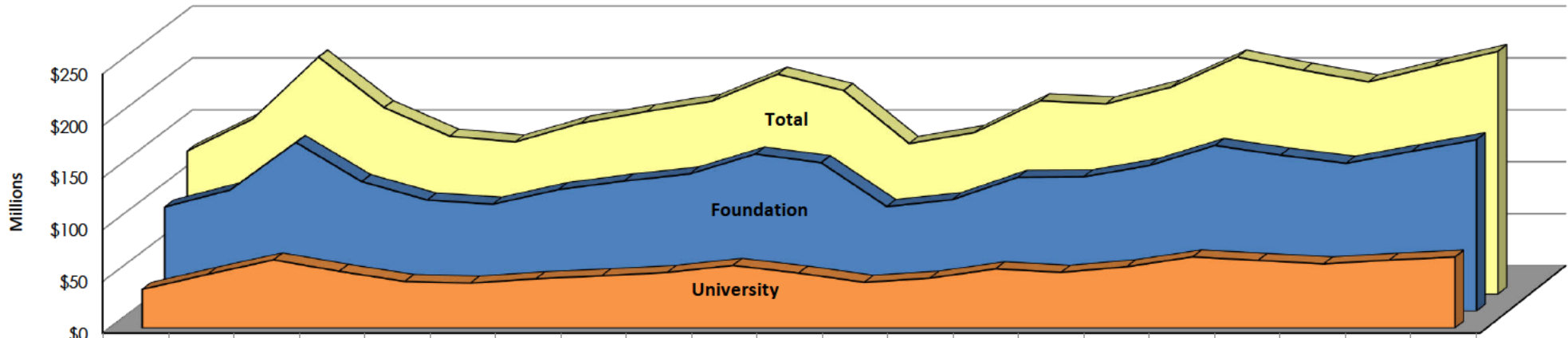
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.

**THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Fiscal Year Ended June 30, 2018**

**The University of Akron and Foundation
 Endowments Balances
 At June 30, 1998 - 2018**

Exhibit 7



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
UNIVERSITY	\$37.4	\$52.0	\$65.9	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$65.7	\$68.7
FOUNDATION	100.7	117.0	162.8	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	154.2	165.4
TOTAL	\$138.1	\$169.0	\$228.7	\$180.0	\$152.4	\$146.8	\$165.1	\$176.2	\$186.2	\$212.2	\$196.5	\$145.4	\$156.0	\$186.5	\$183.6	\$199.8	\$228.6	\$216.0	\$204.7	\$219.9	\$234.1
Total Change	\$27.1	\$30.9	\$59.7	\$(48.7)	\$(27.6)	\$(5.6)	\$18.2	\$11.1	\$10.1	\$26.0	\$(15.8)	\$(51.1)	\$10.6	\$30.6	\$(2.9)	\$16.2	\$28.8	\$(12.6)	\$(11.2)	\$15.2	\$14.2

Note 1 : Foundation value represents 3/31/18 market value as the 6/30/18 report has not yet been received.

Note 2 : Cambridge became the Foundation and University endowment investment manager on 1/1/2014 and 4/1/2014, respectively.

Note 3 : Over the last 20 years both the Foundation and University endowment portfolios have realized both larger and smaller fluctuations. The notable downturns during 2001 and 2002 were the result of Y2K and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Investment Report for the Fiscal Year ended June 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
FISCAL YEAR ENDED JUNE 30, 2018**



DATE: August 7, 2018

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

Amy Gilliland

FROM: Amy S. Gilliland, Director of Resource Analysis & Budgeting

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the fiscal year ended June 30, 2018**

As requested, the Office of Resource Analysis & Budgeting provides the attached Financial Report for the fiscal year ended June 30, 2018 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY18 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the August 15, 2018 Board of Trustees meeting.

Resource Analysis & Budgeting
Akron, OH 44325-6202
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The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Fiscal Year Ended June 30, 2018

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GENERAL FUND

For the fiscal year ended June 30, 2018

The University of Akron
Akron and Wayne General Fund Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

	FY18			% of Budget
	Approved Budget	Actual	\$ Budget Variance	
Tuition & General Service Fees	\$201,391,000	\$198,260,507	(\$3,130,493)	
Other Fees	22,803,000	22,928,358	125,358	
State Share of Instruction	107,316,000	105,711,686	(1,604,314)	
Indirect Cost Recovery	6,140,000	5,627,483	(512,517)	
Investment Income	1,500,000	5,098,893	3,598,893	
Miscellaneous & Endowment	1,175,000	1,913,640	738,640	
Total Revenues	<u>340,325,000</u>	<u>339,540,568</u>	<u>(784,432)</u>	100%
Payroll	156,080,000	143,899,856	12,180,144	
Fringes	53,902,000	49,486,292	4,415,708	
Total Compensation	<u>209,982,000</u>	<u>193,386,148</u>	<u>16,595,852</u>	92%
Utilities	11,550,000	11,410,158	139,842	
Operating	44,305,000	33,896,931	10,408,069	
Bad Debt	1,500,000	111,113	1,388,887	
Scholarships	52,646,000	59,502,816	(6,856,816)	
Total Non Personnel	<u>110,001,000</u>	<u>104,921,019</u>	<u>5,079,981</u>	95%
Total Expenditures	<u>319,983,000</u>	<u>298,307,167</u>	<u>21,675,833</u>	93%
Net Before Transfers	<u>20,342,000</u>	<u>41,233,401</u>	<u>20,891,401</u>	
Transfers-In	29,000,000	4,219,995	(24,780,005)	
Transfers-in Encumbrance	0	2,795,832	2,795,832	
Transfers-Out - Debt Service	(9,464,000)	(9,339,830)	124,170	
Transfers-Out - Plant Fund	(2,300,000)	(770,569)	1,529,431	
Transfers-Out - Other	(37,578,000)	(34,306,696)	3,271,304	
Transfers-Out - Encumbrance	0	(3,832,133)	(3,832,133)	
Net Transfers	<u>(20,342,000)</u>	<u>(41,233,401)</u>	<u>(20,891,401)</u>	
Difference	<u>\$0</u>	<u>\$0</u>	<u>\$0</u>	

The University of Akron
Akron and Wayne General Fund Combined
FY18 Budget Assumptions

Revenues

Tuition & General Service Fees: Assumes an overall blended enrollment reduction of five percent, and tuition and fee rates remain flat.

Other Fees: Assumes an overall blended enrollment reduction of five percent, and fees rates remain flat.

State Share of Instruction: Assumes a slightly decreased amount as compared to FY17 based upon information provided by the Ohio Department of Higher Education.

Indirect Cost Recovery: Assumes slight decrease as compared to FY17 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Expenditures

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts and includes \$4.1 million vacancy savings, which represents projected savings created by an employee's departure until a replacement is hired.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Operating: The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow a five-percent reduction. The designated fees assume that only current-year revenues are expended; however, a certain level of carry over exists within these fees, which could be expended by the units and therefore cause expenditures to exceed the allocation for the current year.

Except for the adjustment for telecom, which has a net-zero impact, the unit allocations are assumed at the FY17 levels.

Scholarships: Assumes graduate assistants, \$16.5 million; Law School, \$3.5 million; and undergraduate, \$32.4 million.

Other

Transfers-In: Assumes \$29 million.

Transfers-Out Debt Service: Assumes debt-service for general facilities and the performance contract.

The University of Akron
Akron and Wayne General Fund Combined
FY18 Budget Assumptions

Transfers-Out Plant Fund: Assumes laptop refresh of \$1.3 million and general capital projects as those arise of \$1 million.

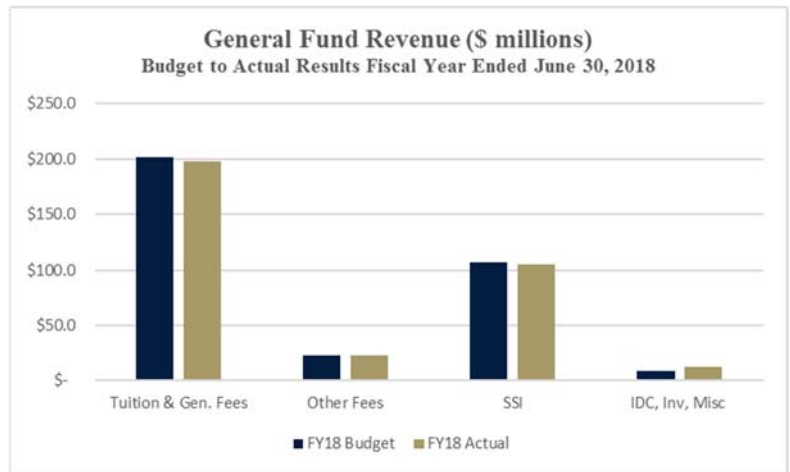
Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, \$13 million; Other, \$14.4 million; Facilities Fee, \$7.4 million; and Self-Insurance Health Care Fund of \$2.8 million.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$198.3 million or approximately 98 percent as compared to the annual budget of \$201.4 million.

While summer 2017 credit hour decline of about seven percent exceeded the anticipated five percent decline, fall 2017 numbers were slightly better than expected at (4.9 percent). The spring 2018 enrollment of (5 percent) was in line with estimates.



The summer 2018 Tuition & General Service Fees reflect lower than expected enrollment.

Other Fees: Other Fees revenues total \$22.9 million or approximately 101 percent as compared to the annual budget of \$22.8 million.

Other Fees include various student fees such as facility fees (31 percent), technology fees (24 percent), and unit and course fees (15 percent). Some of the fees remain within the General Fund and are used for operations while the facility fee is transferred to Auxiliary units and contributes to the debt service requirement of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

State Share of Instruction: State Share of Instruction (SSI) revenues total \$105.7 million or about 99 percent as compared to the annual budget of \$107.3 million.

Revised calculations received from the Ohio Department of Higher Education (ODHE) in fall 2017 informed the University that it would receive \$105.7 million or \$1.6 million less than the University budget.

Indirect Cost Recovery: Indirect Cost Recovery (IDC) revenues total \$5.6 million or approximately 92 percent as compared to the annual budget of \$6.1 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 66 percent used to pay the general expenditures of the University and 34 percent allocated to the academic units.

Investment Income: Investment Income revenues (realized only) total \$5.1 million or substantially more as compared to the annual budget of \$1.5 million. Investment Income is based upon the size of the operating funds investment portfolio and the market conditions - refer to The University of Akron Investment Report for the fiscal year ended June 30, 2018 for detailed information concerning the University's investments.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Expenditures

Payroll and Fringe Benefits: Payroll and Fringe Benefits approximate \$193.4 million or approximately 92 percent of the annual budget of \$210 million.

Natural employee attrition and deliberate position control resulted in a positive payroll variance of approximately \$12.2 million.

The fringe benefit costs approximate \$49.5 million or 92 percent of budget, in line with the payroll results.

Utilities: Utilities expenditures approximate \$11.4 million or approximately 99 percent of the annual budget of \$11.6 million.

Aggregated Pooled	
Accounts	FY18 Actual
Faculty	\$83,173,000
Staff	28,529,000
Contract Professionals	24,493,000
Graduate Assistants	7,705,000
Fringe Benefits	49,490,000
Total Compensation	<u>\$193,390,000</u>
<i>Note: Includes all General Fund compensation-type activities (e.g. full time, part time, overload, etc.).</i>	

Operating: Operating expenditures which include the faculty laptop refresh program approximate \$33.9 million or approximately 77 percent of the \$44.3 million budget. The faculty laptop refresh program totaling \$1.3 million was budgeted as a transfer-out to highlight the initiative. However, the actual expenditures for the computers and devices were recorded within the operating expenditures and have become a part of those expenditure totals.

Additionally, Operating budgets for various academic and administrative units were reduced by \$1.4 million and unit spending was managed to the revised budget.

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising and occasionally smaller dollar capital items such as computers and equipment.

Scholarships: Scholarships approximate \$59.5 million or approximately 113 percent of the \$52.6 million budget. While graduate assistant fee remissions were \$1.4 million less than budget and law scholarships were fairly in line with the plan, undergraduate student aid exceeded the budget by about \$5.4 million. This includes the first year of the Akron Guaranteed Scholarship program as well as College Credit Plus and Early College.

Transfers

Transfers-In: The annual budget assumed transfers-in from reserves would total \$29 million while \$4.2 million was transferred in plus the difference between the encumbrances for fiscal years ended June 30, 2017 and 2018, respectively.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$2.8 million Transfers-in – Encumbrances represents those types of commitments.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Transfers-Out Debt Service: The debt service budget represents \$9.5 million. This transfer represents bonded debt obligations for building and renovation of general purpose and academic space, and includes the performance contract obligation to improve energy efficiency.

Transfers-Out Plant Fund: The faculty laptop refresh program totaling \$1.3 million was budgeted as a transfer-out to highlight the initiative. However, the actual expenditures for the computers and devices were simply recorded within the operating expenditures and have become a part of those expenditure totals. The \$770,000 includes approximately \$392,000 to build out three eSports locations.

Other transfers include the CBA building addition, demolition of an apartment complex, Auburn Science and Engineering Center (ASEC) renovation, and other miscellaneous projects for \$470,000, \$200,000, \$168,000 and \$110,000, respectively which were offset by the completion of several under-budget projects totaling \$1.2 million.

Also included in Transfers-out Plant Fund are advances of \$270,000 for the Cummings Center project, and \$353,000 in for the Musson ICS Testbed project.

Athletics installed a scoreboard within the James A. Rhodes arena. The total project approximated \$1.6 million. The General Fund advanced Athletics \$480,000 which was be repaid by Athletics prior to April 30, 2018.

Transfers-Out Other: The \$34.3 million reflects Facilities Fees and General Service Fees as well as general support to Auxiliaries. The budgeted general support to certain Auxiliaries was reduced as follows: Student Union (\$51,000), Recreation and Wellness Center (\$143,000), and E.J. Thomas Performing Arts Hall (\$70,000) plus the self-insurance fund was sufficiently funded without the planned general fund support of \$2.8 million so that transfer was not made.

Also, deficits within the Nursing Center and the Center for Child Development in the amounts of \$377,000 and \$34,000, respectively were eliminated.

AUXILIARY FUNDS

For the fiscal year ended June 30, 2018

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Auxiliary Funds Combined	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$42,560,000	\$43,911,744	\$1,351,744	103%
Payroll	9,898,000	9,647,749	250,251	
Fringes	4,434,000	4,231,413	202,587	
Total Compensation	14,332,000	13,879,162	452,838	97%
Operating	28,496,000	28,395,351	100,649	
Capital	570,000	394,100	175,900	
Scholarships	7,479,000	6,706,997	772,003	
Total Non Personnel	36,545,000	35,496,447	1,048,553	97%
Total Expenditures	50,877,000	49,375,610	1,501,390	97%
Net Before Transfers	(8,317,000)	(5,463,865)	2,853,135	
Transfers-In - Facilities Fee	7,351,000	7,351,100	100	
Transfers-In - General Service Fee	12,977,000	12,367,520	(609,480)	
Transfers-In - Other	14,442,000	14,195,682	(246,318)	
Transfers-In - Plant Fund	0	125,479	125,479	
Transfers-In - Encumbrances	0	221,998	221,998	
Transfers-Out - Plant Fund	0	(158,500)	(158,500)	
Transfers-Out - Encumbrances	0	(271,152)	(271,152)	
Transfers-Out - Debt Service	(25,830,000)	(25,829,862)	138	
Net Transfers	8,940,000	8,002,265	(937,735)	
Difference	\$623,000	\$2,538,400	\$1,915,400	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Athletics	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$7,501,000	\$8,295,808	\$794,808	111%
Payroll	7,243,000	7,314,286	(71,286)	
Fringes	2,765,000	2,867,461	(102,461)	
Total Compensation	10,008,000	10,181,747	(173,747)	102%
Operating	9,944,000	11,174,159	(1,230,159)	
Capital	0	0	0	
Scholarships	7,479,000	6,706,997	772,003	
Total Non Personnel	17,423,000	17,881,156	(458,156)	103%
Total Expenditures	27,431,000	28,062,903	(631,903)	102%
Net Before Transfers	(19,930,000)	(19,767,095)	162,905	
Transfers-In - Facilities Fee	3,892,000	3,892,200	200	
Transfers-In - General Service Fee	12,977,000	12,367,520	(609,480)	
Transfers-In - Other	8,030,000	8,029,619	(381)	
Transfers-In - Plant Fund	0	11,783	11,783	
Transfers-In - Encumbrances	0	61,783	61,783	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(37,088)	(37,088)	
Transfers-Out - Debt Service	(4,969,000)	(4,968,588)	412	
Net Transfers	19,930,000	19,357,229	(572,771)	
Difference	\$0	(\$409,866)	(\$409,866)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Residence Life & Housing	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$19,996,000	\$20,592,991	\$596,991	103%
Payroll	811,000	719,832	91,168	
Fringes	379,000	340,471	38,529	
Total Compensation	1,190,000	1,060,302	129,698	89%
Operating	7,797,000	7,031,406	765,594	
Capital	350,000	172,000	178,000	
Scholarships	0	0	0	
Total Non Personnel	8,147,000	7,203,406	943,594	88%
Total Expenditures	9,337,000	8,263,709	1,073,292	89%
Net Before Transfers	10,659,000	12,329,283	1,670,283	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	47,910	47,910	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(5,520)	(5,520)	
Transfers-Out - Debt Service	(10,659,000)	(10,658,774)	226	
Net Transfers	(10,659,000)	(10,616,384)	42,616	
Difference	\$0	\$1,712,899	\$1,712,899	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

EJ Thomas Performing Arts Hall	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$1,934,000	\$2,731,226	\$797,226	141%
Payroll	307,000	270,987	36,013	
Fringes	127,000	113,388	13,612	
Total Compensation	434,000	384,375	49,625	89%
Operating	2,199,000	2,719,303	(520,303)	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,199,000	2,719,303	(520,303)	124%
Total Expenditures	2,633,000	3,103,679	(470,679)	118%
Net Before Transfers	(699,000)	(372,453)	326,547	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,027,000	957,014	(69,986)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	49,579	49,579	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(28,832)	(28,832)	
Transfers-Out - Debt Service	(327,000)	(327,014)	(14)	
Net Transfers	700,000	650,748	(49,252)	
Difference	\$1,000	\$278,295	\$277,295	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Dining (Aramark)	FY18			% of Budget
	Approved Budget	Actual	\$ Budget Variance	
Revenues	\$3,701,000	\$3,414,732	(\$286,268)	92%
Payroll	199,000	128,027	70,973	
Fringes	546,000	353,298	192,702	
Total Compensation	745,000	481,325	263,675	65%
Operating	1,637,000	1,332,780	304,220	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	1,637,000	1,332,780	304,220	81%
Total Expenditures	2,382,000	1,814,105	567,895	76%
Net Before Transfers	1,319,000	1,600,627	281,627	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	113,695	113,695	
Transfers-In - Encumbrances	0	40,131	40,131	
Transfers-Out - Plant Fund	0	(158,500)	(158,500)	
Transfers-Out - Encumbrances	0	(22,079)	(22,079)	
Transfers-Out - Debt Service	(779,000)	(778,996)	4	
Net Transfers	(779,000)	(805,748)	(26,748)	
Difference	\$540,000	\$794,879	\$254,879	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Recreation & Wellness Services	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$565,000	\$596,981	\$31,981	106%
Payroll	531,000	503,593	27,407	
Fringes	234,000	220,629	13,371	
Total Compensation	765,000	724,222	40,778	95%
Operating	2,079,000	1,828,217	250,783	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,079,000	1,828,217	250,783	88%
Total Expenditures	2,844,000	2,552,439	291,561	90%
Net Before Transfers	(2,279,000)	(1,955,459)	323,541	
Transfers-In - Facilities Fee	1,272,000	1,271,500	(500)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,726,000	2,583,557	(142,443)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	18,245	18,245	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(61,728)	(61,728)	
Transfers-Out - Debt Service	(1,704,000)	(1,703,892)	108	
Net Transfers	2,294,000	2,107,682	(186,318)	
Difference	\$15,000	\$152,224	\$137,224	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Jean Hower Taber Student Union	FY18			% of Budget
	Approved Budget	Actual	\$ Budget Variance	
Revenues	\$936,000	\$932,666	(\$3,334)	100%
Payroll	521,000	475,177	45,823	
Fringes	256,000	219,919	36,081	
Total Compensation	777,000	695,096	81,904	89%
Operating	2,066,000	1,901,807	164,193	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,066,000	1,901,807	164,193	92%
Total Expenditures	2,843,000	2,596,903	246,097	91%
Net Before Transfers	(1,907,000)	(1,664,237)	242,763	
Transfers-In - Facilities Fee	2,187,000	2,187,400	400	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,659,000	2,625,492	(33,508)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	4,349	4,349	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(26,670)	(26,670)	
Transfers-Out - Debt Service	(2,930,000)	(2,930,365)	(365)	
Net Transfers	1,916,000	1,860,206	(55,794)	
Difference	\$9,000	\$195,969	\$186,969	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Parking & Transportation Services	FY18			% of Budget
	Approved Budget	Actual	\$ Budget Variance	
Revenues	\$7,859,000	\$7,289,219	(\$569,781)	93%
Payroll	286,000	235,847	50,153	
Fringes	127,000	116,247	10,753	
Total Compensation	413,000	352,094	60,906	85%
Operating	2,764,000	2,401,954	362,046	
Capital	220,000	222,100	(2,100)	
Scholarships	0	0	0	
Total Non Personnel	2,984,000	2,624,054	359,946	88%
Total Expenditures	3,397,000	2,976,148	420,852	88%
Net Before Transfers	4,462,000	4,313,071	(148,929)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	(89,235)	(89,235)	
Transfers-Out - Debt Service	(4,462,000)	(4,462,233)	(233)	
Net Transfers	(4,462,000)	(4,551,468)	(89,468)	
Difference	\$0	(\$238,397)	(\$238,397)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Wayne Student Union	FY18			
	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$68,000	\$58,121	(\$9,879)	85%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	10,000	5,724	4,276	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	10,000	5,724	4,276	57%
Total Expenditures	10,000	5,724	4,276	57%
Net Before Transfers	58,000	52,397	(5,603)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Encumbrances	0	0	0	
Transfers-Out - Debt Service	0	0	0	
Net Transfers	0	0	0	
Difference	\$58,000	\$52,397	(\$5,603)	

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Overall Assumptions

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Transfers-Out – Debt Service: Assumes debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues: Assumes externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll: Contemplates rate increases as reflected in respective individual contracts.

Operating: Assumes an increase of \$234,000 over the FY17.

Scholarships: Assumes 240 Athletic financial aid awards.

Transfers-In: Assumes Facilities Fee of \$3.9 million, General Service Fee of \$13 million, and Other of \$8 million in transfers from the General Fund.

Residence Life & Housing

Revenues: Assumes an 83-percent average occupancy.

Operating: Assumes a decrease of \$723,000 over the FY17.

Capital: Assumes boiler work upgrades or replacements and pump upgrades in several residence halls and miscellaneous repairs in other facilities.

EJ Thomas Performing Arts Hall

Revenues: Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

Operating: Assumes largely flat operating as compared to FY17.

Transfers-In: Assumes Other transfers of \$1 million from the General Fund.

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Dining (Aramark)

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes a refresh to Freshens.

Recreation & Wellness Services

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to FY17.

Transfers-In: Assumes Facilities Fee of \$1.3 million and Other of \$2.7 million in transfers from the General Fund.

Jean Hower Taber Student Union

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes a decrease of \$494,000 over the FY17.

Transfers-In: Assumes Facilities Fee of \$2.2 million and Other of \$2.7 million in transfers from the General Fund.

Parking & Transportation Services

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of five percent.

Operating: Assumes a net decrease of \$186,000 over the FY17.

Capital: Assumes replacing the expansion joints and drains at Schrank parking deck.

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Wayne Student Union

Revenues: Assumes consistent with FY17.

Operating: Assumes consistent with FY17.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Athletics

Athletics actual revenues total \$8.3 million as compared to annual budgeted revenues of \$7.5 million. Major components of revenue include Mid-American Conference (34 percent), ticket sales (17 percent), gifts (17 percent), and game guarantees (16 percent). Unearned revenue for seasonal and single tickets is realized in the fiscal year when the game is held. Currently, \$289,000 is unearned. Earned revenues exceed the budget by \$800,000, largely due to supplements from Mid-American Conference.

Description	Actual
Mid-American Conference	\$2,800,000
Ticket Sales	1,382,000
Gifts	1,376,000
Game Guarantees	1,294,000
Other	1,444,000
Total	\$8,296,000

Payroll and fringes total \$10.2 million or roughly 102 percent as compared to the annual budget of \$10 million. Fee remission expenditures were greater than anticipated which accelerated the benefit cost above budget.

Operating expenditures total \$11.2 million or 112 percent as compared to the annual budget of \$9.9 million. The principal operating expenditures include team travel and recruiting (26 percent), game officials and guarantees (11 percent), athletic supplies (10 percent), and maintenance (10 percent). Track & Field and Swimming NCAA Championship games generated additional cost that came in above budget.

Scholarships, or Athletics financial aid, totaled \$6.7 million or 90 percent as compared to the annual budget of \$7.5 million.

The other sources of funding include transfers-in of facilities fees, general service fees, and other budgeted at \$3.9 million, \$13 million, and \$8 million, respectively. The facilities fee totaling \$3.9 million services a portion of the Stadium and Fieldhouse debt while the Athletics actual general services fee and other transfers-in combined total \$20.4 million.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$62,000 Transfers-in – Encumbrances represents those types of commitments. The \$37,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

The budgeted transfers-out for debt service total \$5 million. The actual transfer-out of \$5 million pays for the bonded debt related to InfoCision Stadium and the Athletic Fieldhouse.

The \$410,000 shortfall will be partially offset by Athletics carryover from fiscal year ended June 30, 2017 in the amount of \$118,000.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Residence Life & Housing

Residence Life & Housing actual revenues total \$20.6 million as compared to the annual budgeted revenues of \$20 million. The principal revenues include residence hall occupancy (annual average of 88 percent), and are predominately earned during the academic year. Currently, \$10 million is considered unearned revenue. Earned revenues exceed the budget by \$600,000, largely due to freshman enrollment.

Description	Actual
Room Rentals	\$20,073,000
Other	520,000
Total	\$20,593,000

Payroll and fringes total \$1.1 million or roughly 89 percent as compared to the annual budget of \$1.2 million.

Operating expenditures total \$7 million or 90 percent as compared to the annual budget of \$7.8 million. The principal operating expenditures include maintenance (46 percent) and utilities (25 percent). Furniture upgrades in the Honors dorm came in drastically under budget as well as savings in maintenance supplies, and utilities.

The \$172,000 capital expenditures include Sisler-McFawn boilers (\$45,000), upgrade Honors Complex furniture (\$45,000), Spanton Hall showers/bathrooms (\$38,000), Bulger Hall parapet (\$23,000), upgrade staff and computer lab computers (\$12,000), and Ritchie Residence Hall (\$9,000).

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$48,000 Transfers-in – Encumbrances represents those types of commitments. The \$6,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

The budgeted transfers-out for the debt service total \$10.7 million. The actual transfer-out of \$10.7 million pays the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$2.7 million as compared to the annual budgeted revenues of \$1.9 million. The principal revenues include ticket sales (71 percent) and hall and space rental (17 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$104,000 in unearned revenue for the Broadway in Akron Series FY19 presale event.

Description	Actual
Ticket Sales	\$1,926,000
Hall Rental	458,000
Other	347,000
Total	\$2,731,000

Payroll and fringes total \$384,000 or roughly 89 percent as compared to the annual budget of \$434,000. Expenditures came in under budget by \$50,000 through vacant position savings.

Operating expenditures total \$2.7 million or 124 percent as compared to the annual budget of \$2.2 million. The principal operating expenditures include stage & wardrobe (37 percent), artist fees (30 percent), and utilities (11 percent). Additional shows increased revenue above budget with the offset being an increase in cost.

Transfers-in Other represents general-fund support for operations and is budgeted for roughly \$1 million. A midyear reduction of \$70,000 reduced the actual transfer to \$957,000.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$50,000 Transfers-in – Encumbrances represents those types of commitments. The \$29,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

Transfers-out of \$327,000 is in line with the \$327,000 budget for the bonded debt related to improvements and equipment from approximately 16 years ago.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Dining (Aramark)

Aramark actual revenues total \$3.4 million as compared to the annual budgeted revenues of \$3.7 million. The primary revenues include rent (59 percent), unrestricted grant (16 percent), and utilities support (10 percent). Given recent enrollment challenges, meal plan purchases are down substantially.

Description	Actual
Rent	\$2,002,000
Unrestricted Grant	550,000
Utilities Support	332,000
Facilities Support	288,000
POS/Card Access Support	181,000
Other	62,000
Total	\$3,415,000

Payroll and fringes total \$481,000 or roughly 65 percent as compared to the annual budget of \$745,000. The \$353,000 fringe benefits also includes the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University.

Operating expenditures total \$1.3 million or 81 percent as compared to the annual budget of \$1.6 million.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$40,000 Transfers-in – Encumbrances represents those types of commitments. The \$22,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

The budgeted transfers-out for debt service totals \$779,000. The transfers-out of \$779,000 pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 11 to 18 years.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Recreation & Wellness Services

Recreation & Wellness Services actual revenues total \$597,000 as compared to the annual budgeted revenues of \$565,000. The principal revenues include memberships (36 percent), swimming meets/lessons (32 percent), and rentals (14 percent). New facility rentals and the Fitness and Wellness introduction of a new group exercise program generated the additional revenue above budget.

Description	Actual
Memberships	\$212,000
Swimming Meets & Lessons	192,000
Rentals	86,000
Other	107,000
Total	\$597,000

Payroll and fringes total \$724,000 or roughly 95 percent as compared to the annual budget of \$765,000. Expenditures came in under budget through vacant position savings.

Operating expenditures total \$1.8 million or 88 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures include student assistants (37 percent), maintenance (33 percent), and utilities (19 percent). SRWS has over 200 student employees (90,000+ hours of student employment) and has reviewed the hours and number of students working based on facility use trends and strategically reduced the number of staff working to bring student assistant compensation below budget by \$75,000.

Transfers-in of \$3.9 million represents facilities fees and general-fund support to service the building's bonded debt and for operations, respectively. A midyear reduction reduced the expected transfer by \$142,000.

The Student Recreation & Wellness Services is largely dependent upon the facilities fees and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$18,000 Transfers-in – Encumbrances represents those types of commitments. The \$62,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

The transfer-out of \$1.7 million is in line with the budget and supports debt service requirements.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Jean Hower Taber Student Union

The Student Union actual revenues total \$933,000 as compared to the annual budgeted revenues of \$936,000. The principal revenues include rental income (98 percent). Actual revenue collection accounts for 99.6 percent of the budget. While revenues fell short of projections, expenditures were maintained to remain within the actual revenues earned.

Description	Actual
Barnes & Noble Rental	\$631,000
Room Rentals	281,000
Other	21,000
Total	\$933,000

Payroll and fringes total \$695,000 or roughly 89 percent as compared to the annual budget of \$777,000. Expenditures came in under budget by \$82,000 through vacant position savings.

Operating expenditures total \$1.9 million or 92 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures include utilities (29 percent), maintenance (29 percent), and student assistants (27 percent). Expenditures were below budget by \$164,000.

Transfers-in of \$4.8 million represents facilities fees and general-fund support to service the building's bonded debt and for operations, respectively. A midyear reduction reduced the expected transfer by \$34,000.

The Student Union is largely dependent upon the facilities fees and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$4,000 Transfers-in – Encumbrances represents those types of commitments. The \$27,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

Transfers-out of \$2.9 million are line with the budget and are for the debt service requirement.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Parking Transportation & Services

Parking actual revenues total \$7.3 million as compared to the annual budgeted revenues of \$7.9 million. The primary sources of revenues are the student transportation fee and parking permits (95 percent). While revenues fell short of projections, operating expenditures were maintained to minimize the shortfall.

Description	Actual
Permits	\$6,900,000
Lot Rentals	159,000
Fines & Meters	149,000
Other	86,000
Total	\$7,294,000

Payroll and fringes total \$352,000 or roughly 85 percent as compared to the annual budget of \$413,000. Expenditures came in under budget by \$61,000 through vacant position savings.

Operating expenditures total \$2.4 million or 87 percent as compared to the annual budget of \$2.8 million. The major operating costs include transportation related activities including busing, parking lot, and deck maintenance (63 percent), and utilities (15 percent). Operating expenditures were below budget by \$360,000.

The \$220,000 budgeted capital expenditures are intended to replace the expansion joints and drains within the Schrank Parking Deck which has been isolated as the cause of water leakage occurring within Schrank Hall. At year end, \$222,000 transferred-out to fund the project.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$89,000 Transfers-Out – Encumbrances represents the liability and expenditures that carried over into FY19.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$4.5 million or 100 percent represents the debt service that pays the bonded debt related to the renovation and construction of four parking decks.

The \$230,000 deficit will fully be offset by Parking and Transportation Services fiscal year ended June 30, 2017 carryover.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Wayne Student Union

Wayne Student Union revenues total \$58,000 as compared to the annual budgeted revenues of \$68,000. The principal revenues include bookstore rent (85 percent) while revenues fell short of projections; expenditures were maintained to remain within the actual revenues earned.

Description	Actual
Barnes & Noble Rental	\$50,000
Other	8,000
Total	\$58,000

Operating expenditures total \$5,700 or 57 percent as compared to the annual budget of \$10,000.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the fiscal year ended June 30, 2018

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

**Departmental Sales and Services
Combined**

	FY18			% of Budget
	Approved Budget	Actual	Budget Variance \$	
Revenues	\$40,703,000	\$38,464,164	(\$2,238,836)	94%
Payroll	2,869,000	2,767,550	101,450	
Fringes	1,000,000	1,071,672	(71,672)	
Total Compensation	3,869,000	3,839,223	29,777	99%
Operating	5,061,000	3,401,814	1,659,186	
Premiums and Claims	31,640,000	23,830,064	7,809,936	
Capital	60,000	33,346	26,654	
Total Non Personnel	36,761,000	27,265,225	9,495,776	74%
Total Expenditures	40,630,000	31,104,447	9,525,553	77%
Net Before Transfers	73,000	7,359,717	7,286,717	
Transfers-In - Other	2,808,000	426,814	(2,381,186)	
Transfers-In - Encumbrances	0	228,369	228,369	
Transfers-Out - Other	0	(96,308)	(96,308)	
Transfers-Out - Encumbrances	0	(384,113)	(384,113)	
Net Transfers	2,808,000	174,763	(2,633,237)	
Difference	\$2,881,000	\$7,534,480	\$4,653,480	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Self-Insurance Health Care	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$32,332,000	\$31,217,967	(\$1,114,033)	97%
Payroll	0	145,394	(145,394)	
Fringes	0	58,330	(58,330)	
Total Compensation	0	203,723	(203,723)	
Operating	1,342,000	281,129	1,060,871	
Premiums and Claims	31,640,000	23,830,064	7,809,936	
Capital	0	0	0	
Total Non Personnel	32,982,000	24,111,193	8,870,807	73%
Total Expenditures	32,982,000	24,314,916	8,667,084	74%
Net Before Transfers	(650,000)	6,903,051	7,553,051	
Transfers-In - Other	2,808,000	0	(2,808,000)	
Net Transfers	2,808,000	0	(2,808,000)	
Difference	\$2,158,000	\$6,903,051	\$4,745,051	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

UA Solutions	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$811,000	\$724,168	(\$86,832)	89%
Payroll	228,000	261,959	(33,959)	
Fringes	76,000	81,126	(5,126)	
Total Compensation	304,000	343,086	(39,086)	113%
Operating	427,000	285,243	141,757	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	427,000	285,243	141,757	67%
Total Expenditures	731,000	628,328	102,672	86%
Net Before Transfers	80,000	95,840	15,840	
Transfers-In - Encumbrances	0	41,757	41,757	
Transfers-Out - Encumbrances	0	(19,740)	(19,740)	
Net Transfers	0	22,017	22,017	
Difference	\$80,000	\$117,857	\$37,856	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

New Student Orientation	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$750,000	\$586,716	(\$163,284)	78%
Payroll	170,000	156,746	13,254	
Fringes	72,000	66,227	5,773	
Total Compensation	242,000	222,973	19,027	92%
Operating	497,000	385,565	111,435	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	497,000	385,565	111,435	78%
Total Expenditures	739,000	608,539	130,461	82%
Net Before Transfers	11,000	(21,823)	(32,823)	
Transfers-In - Encumbrances	0	3,150	3,150	
Net Transfers	0	3,150	3,150	
Difference	\$11,000	(\$18,673)	(\$29,673)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

English Language Institute	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$600,000	\$546,774	(\$53,226)	91%
Payroll	323,000	314,166	8,834	
Fringes	102,000	96,457	5,543	
Total Compensation	425,000	410,623	14,377	97%
Operating	86,000	16,993	69,007	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	86,000	16,993	69,007	20%
Total Expenditures	511,000	427,616	83,384	84%
Net Before Transfers	89,000	119,158	30,158	
Transfers-In - Encumbrances	0	0	0	
Net Transfers	0	0	0	
Difference	\$89,000	\$119,158	\$30,158	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Wayne	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$14,000	\$12,612	(\$1,388)	90%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	11,000	15,518	(4,518)	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	11,000	15,518	(4,518)	141%
Total Expenditures	11,000	15,518	(4,518)	141%
Net Before Transfers	3,000	(2,906)	(5,906)	
Transfers-In - Encumbrances	0	0	0	
Net Transfers	0	0	0	
Difference	\$3,000	(\$2,906)	(\$5,906)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the fiscal year ended June 30, 2018

Other	FY18			
	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$6,196,000	\$5,375,927	(\$820,073)	87%
Payroll	2,148,000	1,889,286	258,714	
Fringes	750,000	769,532	(19,532)	
Total Compensation	2,898,000	2,658,817	239,183	92%
Operating	2,698,000	2,417,366	280,634	
Premiums and Claims	0	0	0	
Capital	60,000	33,346	26,654	
Total Non Personnel	2,758,000	2,450,713	307,287	89%
Total Expenditures	5,656,000	5,109,530	546,470	90%
Net Before Transfers	540,000	266,397	(273,603)	
Transfers-In - Other	0	426,814	426,814	
Transfers-In - Encumbrances	0	183,462	183,462	
Transfers-Out - Other	0	(96,308)	(96,308)	
Transfers-Out - Encumbrances		(364,373)		
Net Transfers	0	149,596	513,969	
Difference	\$540,000	\$415,993	\$240,366	

**The University of Akron
Departmental Sales and Services
FY18 Budget Assumptions**

Overall Assumptions

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Fund Assumptions

Self-Insurance Health Care

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to the benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Transfers-In: Assumes Other transfers of \$2.8 million from the General Fund to support retiree dependent medical insurance, retiree life insurance, and administrative and consulting fees not supported by departmental contributions.

UA Solutions

Revenues: Assumes open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

**The University of Akron
Departmental Sales and Services
FY18 Budget Assumptions**

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.

English Language Institute

Revenues: Assumes externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

Wayne

Revenues: Assumes a few small departmental sales operations at the Wayne College branch, and minimal revenues generated by the Wayne testing center and off-campus site in Millersburg.

Operating: Assumes supplies and services and travel and hospitality. Wayne College will manage to ensure expenditures are limited to revenues.

Other

Revenues: Assumes about 150 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

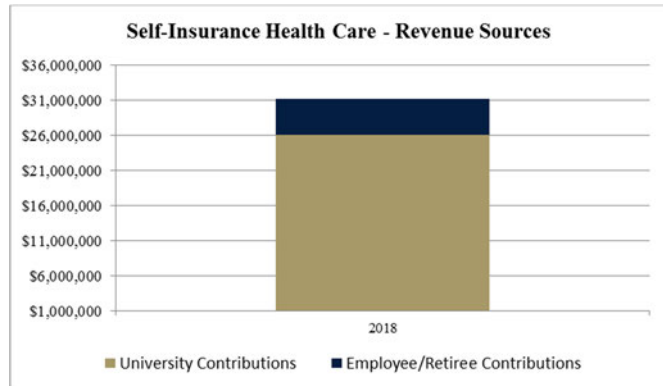
Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchases related to polymer testing activities.

**The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$31.2 million as compared to annual budgeted revenues of \$32.3 million. Major components of revenue include University contributions (84 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (16 percent) to the benefit program for coverage that requires an employee cost share or is voluntary participation (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts. Actual revenues equate to 97 percent of the budget. Revenues are roughly 3% less than expected, largely attributable to a lower number of full-time employees than contemplated in the budget.



The program was sufficiently funded without the planned general fund support of \$2.8 million so the transfer was not made.

Payroll and fringes total \$204,000. Operating expenditures total \$281,000 for consulting and administrative services. Premiums and Claims expenditures total \$23.8 million as compared to the annual budget of \$31.6 million. Expenditures to date have been less than expected and remained below budget. The reduction in expenses is attributable to reduced headcount and better than expected medical and prescription drug plan experience.

UA Solutions

UA Solutions actual revenues from open enrollment and contract training fees total \$724,000 or 89% as compared to the annual budgeted revenues of \$811,000.

Payroll and fringes total \$343,000 as compared to the annual budget of \$304,000.

Operating expenditures total \$285,000 or 67 percent as compared to the annual budget of \$427,000. The principal operating expenditures include supplies and services related to training and instructional support, student assistants, and travel and hospitality. Total expenditures are below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018

\$42,000 Transfers-in – Encumbrances and \$20,000 Transfers-out – Encumbrances represents those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$587,000 or 78% as compared to the annual budgeted revenues of \$750,000. New Student Orientation revenues are cyclical. The majority of the confirmation fee revenues are received during the months of January to June. Fee receipts based upon enrollment projections change as the class matriculates.

Payroll and fringes total \$223,000 or roughly 92 percent as compared to the annual budget of \$242,000.

Operating expenditures total \$386,000 or 78 percent as compared to the annual budget of \$497,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (27 percent), student assistants (37 percent), and supplies and services (15 percent). Total expenditures are below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$3,000 Transfers-in – Encumbrances represents those types of commitments.

The \$19,000 deficit will fully be offset by New Student Orientation carryover from fiscal year ended June 30, 2017.

English Language Institute

English Language Institute actual revenues total \$547,000 or 91% as compared to the annual budgeted revenues of \$600,000. Historically, revenue is more heavily weighted to the first and third quarters of the fiscal year.

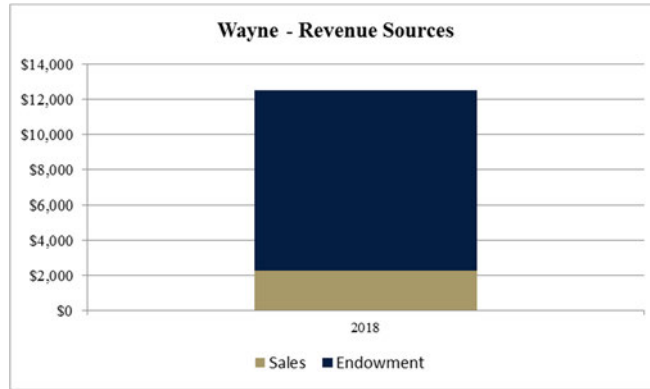
Payroll and fringes total \$411,000 or roughly 97 percent as compared to the annual budget of \$425,000.

Operating expenditures total \$17,000 or 20 percent as compared to the annual budget of \$86,000. The principal operating expenditures include supplies and services (63 percent), communications (17 percent) and student assistants (16 percent). Total expenditures are below budget.

Wayne

Wayne actual revenues total \$13,000 as compared to the annual budgeted revenues of \$14,000. The principal revenues include an endowment distribution from UA Foundation to Off Campus Courses-Millersburg (82 percent).

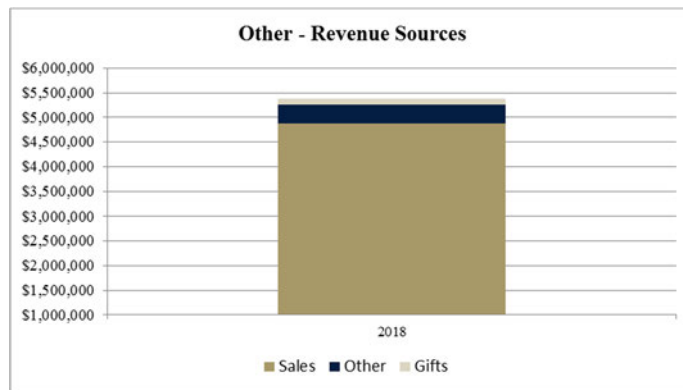
**The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018**



Operating expenditures total \$16,000 compared to the annual budget of \$11,000. The principal operating expenditures include supplies and services (rent for Millersburg Campus and registration fees for testing).

Other

The Other departmental sales and services actual revenues total \$5.4 million or 87% as compared to the annual budgeted revenues of \$6.2 million. The principal revenues are generated from over 90 activities including Printing Services (ten percent) and Installment Payment Plan (seven percent).



Payroll and fringes total \$2.7 million or roughly 92 percent as compared to the annual budget of \$2.9 million.

Operating expenditures total \$2.4 million or 90 percent as compared to the annual budget of \$2.7 million. The primary operating expenditures are supplies and services (82 percent). Total expenditures are below budget as expenditures were closely monitored throughout the course of the year.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the fiscal year ended June 30, 2018

succeeding fiscal year, and become a liability and expenditure in that following year. The \$183,000 Transfers-in – Encumbrances and \$364,000 Transfers-out – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Financial Report for the Fiscal Year ended June 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000



DATE: July 23, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board of Trustees Consideration and Approval: Awards Exceeding \$500,000

As requested of me, I provide to you the following items which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on August 15, 2018.

1. Fathom SEO, LLC (Locally Funded)

A Request For Proposal was issued during September 2017 seeking digital marketing support to assist with student recruitment efforts including first-time full-time, first-time and returning adults, transfer students, and the military veteran population.

Fathom SEO, LLC, (Fathom) was chosen as the vendor of choice for the period November 1, 2017 – June 30, 2018, which included two renewable years. That initial contract period's anticipated expenditure was to be below the \$500,000 Board approval threshold and the actual expenditure approximated \$410,000.

Fathom implemented an application acceleration digital marketing campaign during November and December 2017 that targeted first-time freshmen and their parents. The campaign resulted in nearly 2,900 application starts. From January through May 2018, Fathom implemented a confirmation campaign targeting admitted students and their parents as well as an awareness campaign targeting prospective students for the 2019 fall semester. The campaign resulted in approximately 2,300 confirmation starts.

University Communications and Marketing (UCM) desires to exercise the renewal provision and contract for the second and third years for annual amounts up to \$750,000 and at the same \$150 blended hourly rate as year one. Fathom will provide increased services and deliverables for years two and three by focusing on developing and implementing a strategic digital marketing plan. The plan is a joint initiative between UCM and Admissions to focus on increasing awareness and applications in the traditional first-year freshmen for both in- and out-of-state markets.

The Department of Purchasing awarded a contract to Fathom in the amount of \$250,000 for year two pending Board approval to increase that amount up to \$750,000. The contract was reviewed and approved as to legal sufficiency by the Office of General Counsel.

As requested by University Communications and Marketing, I recommend that the Fathom contract be increased up to \$750,000 for years two and three and request your approval and that of the Board of Trustees at its meeting on August 15, 2018.

2. Stop Loss Contract (Locally Funded)

The Department of Talent Development and Human Resources requested and received a proposal from Anthem Blue Cross Blue Shield (Anthem), the University’s incumbent provider. The request and proposal was for Stop Loss insurance regarding the University’s self-insurance medical and prescription drug plans for calendar year 2019.

Anthem’s proposed Per Employee Per Month (PEPM) rate will increase approximately six percent while continuing the \$325,000 per family deductible. The CY2019 estimated cost is an estimate based upon current insured headcount and will change should insured headcount change.

	Actual CY 2017		Projected CY 2018		Proposed / Estimated CY 2019	
Rate and Cost	\$41.31	\$960,000	\$46.49	\$1,061,000	\$49.28	\$1,147,000
Change			\$5.18	\$101,000	\$2.79	\$86,000

Talent Development & Human Resources, in consultation with Willis Towers Watson, the University’s benefits consultant, evaluated the quote. Those two units along with the Department of Purchasing recommend acceptance of Anthem Blue Cross Blue Shield’s \$49.28 proposal, which is deemed legally acceptable by General Counsel’s Office.

I recommend that an award be made to Anthem Blue Cross Blue Shield in the rate amount of \$49.28 with an estimated expenditure of \$1,147,000 and request your approval and that of the Board of Trustees at its meeting on August 15, 2018.

3. Vision Service Plan (VSP) (Employee Funded)

The Department of Talent Development and Human Resources recommends the award of a 48-month contract renewal with Vision Service Plan (VSP) in accordance with the University’s vendor relationship agreement with the Inter-University Council of Ohio. The new contract will continue the same level of services and rates through December 31, 2022.

In fact, Lenticular Lens and Necessary Contact Lens annual allowances were added for up to \$80 and \$210 annually, respectively.

The unchanged monthly rates are as follows: Employee Only – \$9.84; Employee plus one – \$19.68, and Employee plus two or more – \$28.79.

The renewal is acceptable to the Department of Talent Development and Human Resources, Office of General Counsel and the Department of Purchasing.

I recommend that an award be made to Vision Service Plan and request your approval and that of the Board of Trustees at its meeting on August 15, 2018.

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, That the following recommendations, presented by the Finance & Administration Committee on August 15, 2018, be approved:

Award to Fathom SEO, LLC a two-year contract renewal for strategic digital marketing focused on student recruitment, in annual amounts of up to \$750,000.

Award to Anthem Blue Cross Blue Shield a contract for stop loss insurance of the University's self-insured medical and prescription drug plans for calendar year 2019, in the amount of approximately \$1,147,000.

Award to Vision Service Plan a 48-month contract renewal, in accordance with the University's vendor relationship agreement with the Inter-University Council of Ohio, at the same level of services and rates through December 31, 2022.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

ADDITIONAL HOLIDAY PAID LEAVE



DATE: July 23, 2018

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

FROM: Laura M. Miller-Francis, Sr. Executive Administrative Assistant

SUBJECT: **Additional Holiday Paid Leave Days**

As requested of me, I am providing for Board approval a resolution to provide additional paid leave days to staff, contract professionals, and administrative faculty as has been the practice for the past thirteen years.

Vice President for Finance & Administration/CFO

Akron, OH 44325-4715

330-972-7120 Office · 330-972-5948 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Approval of the Closing of the University on December 26 through 31, 2018 and Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty

WHEREAS, The University of Akron has, for the past thirteen years, provided additional days of paid leave for staff, contract professionals, and administrative faculty between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in their supporting roles; and

WHEREAS, The University of Akron already is scheduled to be closed on December 24 and 25, 2018 and January 1, 2019 for holiday observances, and with four additional days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 24, 2018 through January 1, 2019, resuming operations on January 2, 2019. Past experience indicates that closing for a slightly longer period does not inconvenience the University's students; Now, Therefore,

BE IT RESOLVED, That the recommendation of the administration that, in addition to the previously scheduled holidays, the University be closed December 26, 27, 28, and 31, 2018, except for essential services, and that four days of paid leave be granted to staff, contract professionals, and administrative faculty for that period, hereby is approved by the Board of Trustees of The University of Akron.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

GIFTS



DATE: July 30, 2018

TO: Kimberly M. Cole
Vice President, Development
Executive Director, UA Foundation

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Attainment for Fiscal Year 2018 (July 1 – June 30, 2018)

It's a pleasure to provide the attached attainment charts for fiscal year 2018 for the months of July 2017 through June 2018. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents, with additional charts as requested showing year-over-year comparisons.

Fundraising efforts have garnered significant increases over the previous year, particularly in areas of acquiring new donors, raising the mean gift amount per constituency, bequests and overall outright giving. Of note:

- Fiscal year 2018 saw a 74 percent increase in attainment from last fiscal year with a total of more than \$29.4 million compared with \$16.9 million in gifts, pledges due and bequests received.
- Outright gifts, excluding bequest gifts received, totaled nearly \$18 million in FY 18, compared to just over \$15 million last fiscal year, an 18 percent increase.
- The amount of bequests received in FY 18 was more than 6 times the amount received in FY 17 (\$9 million compared to \$1.44 million).
- The mean gift from alumni, friends, corporations and foundations increased in size across all constituencies, with the average gift size from alumni being 11.5 percent more than last year, and the average gift size from friends being 171 percent more than last year. See page 5 for a new chart highlighting this data.
- The University acquired more new donors in FY 18 than last fiscal year – 1,825 compared to 1,512 -- who provided an additional \$2.36 million in gifts than the amount received from new donors last year.

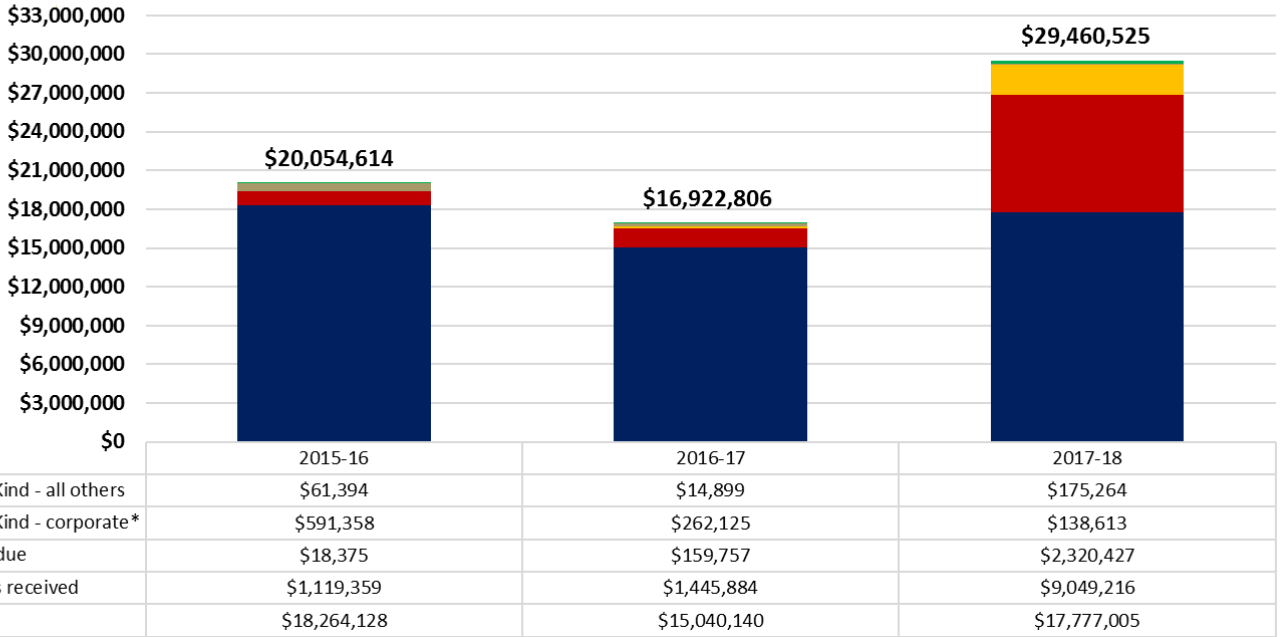
With your approval, I request submission of this report to the Board of Trustees for approval at its August 15, 2018 meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

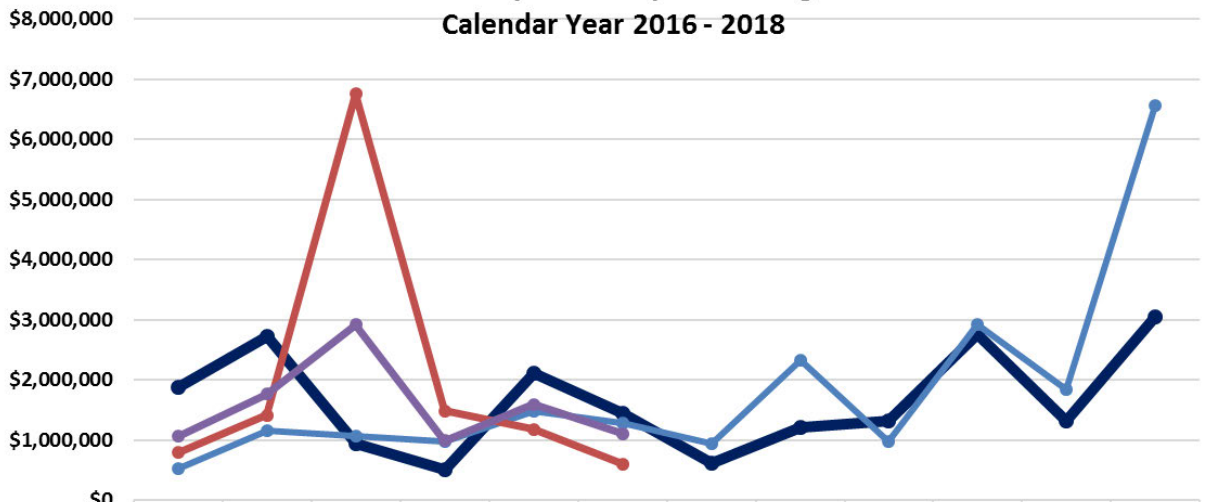
**DEPARTMENT OF DEVELOPMENT
FY 2018 Attainment
July 1, 2017 through June 30, 2018**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - June 30 | FY2016 - FY2018**

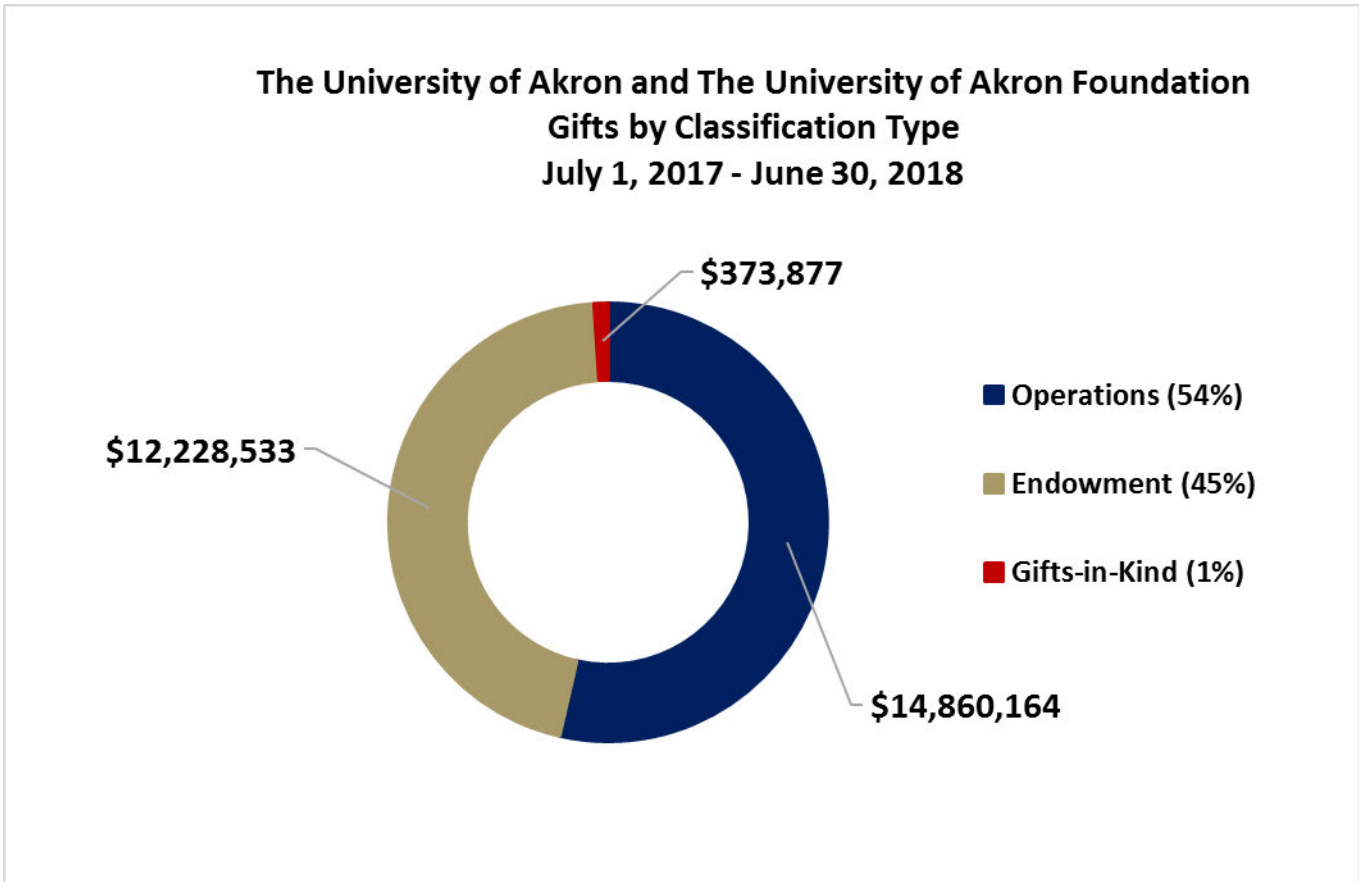
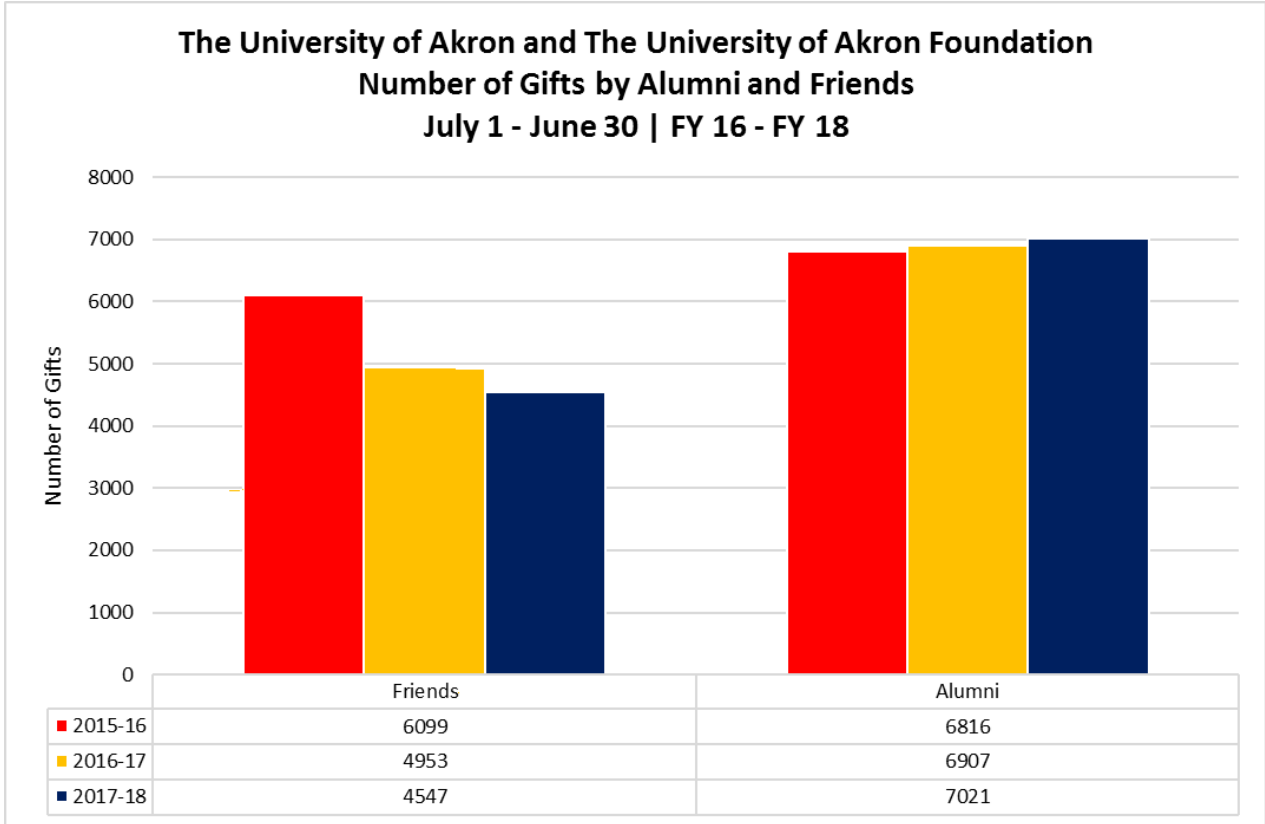


*Does not include gifts-in-kind from Siemens, SAP and Synopsys

**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Year 2016 - 2018**

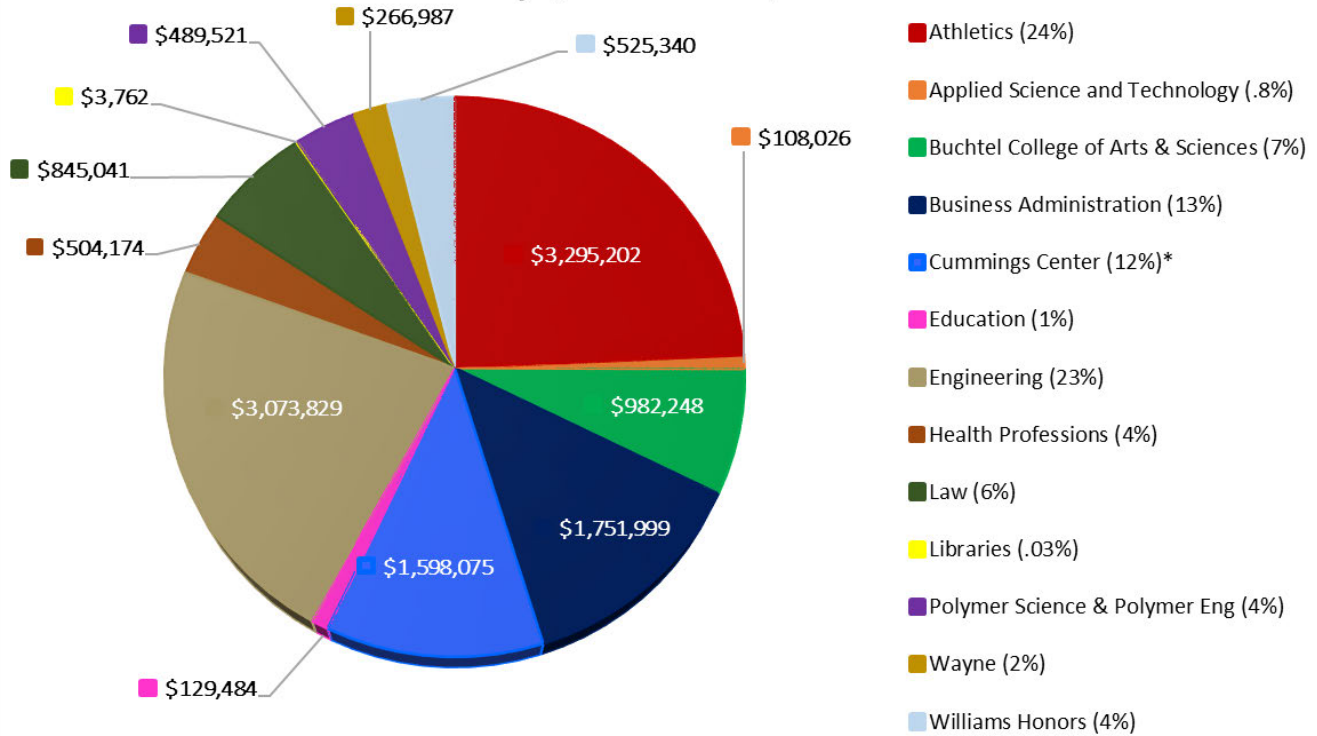


Attachment A

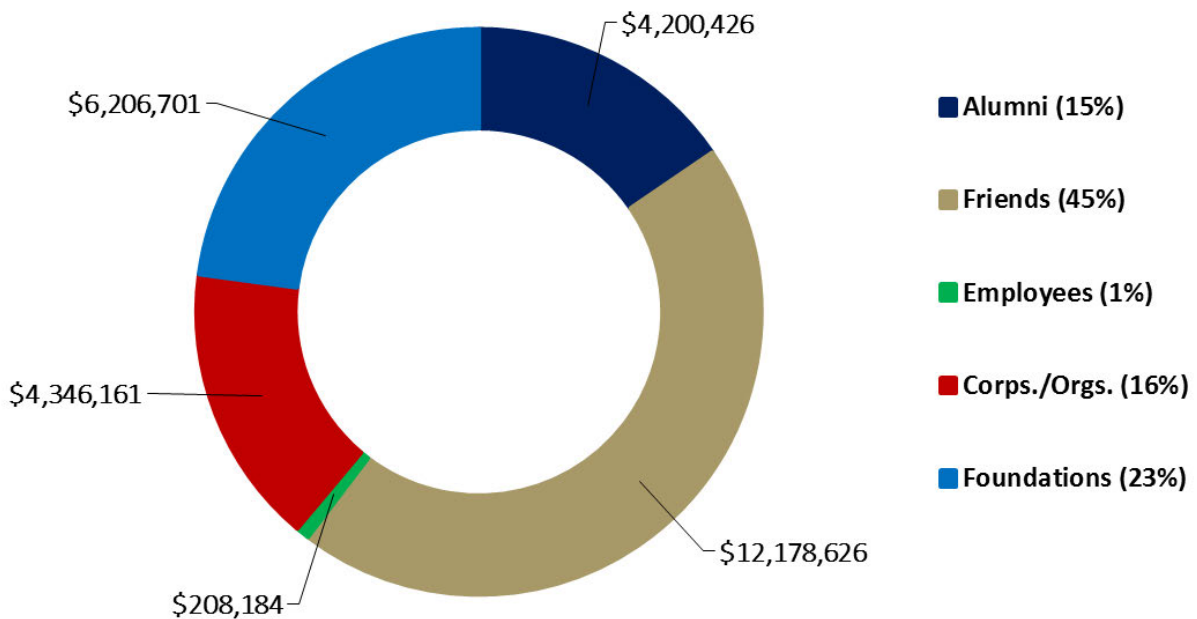


Attachment A

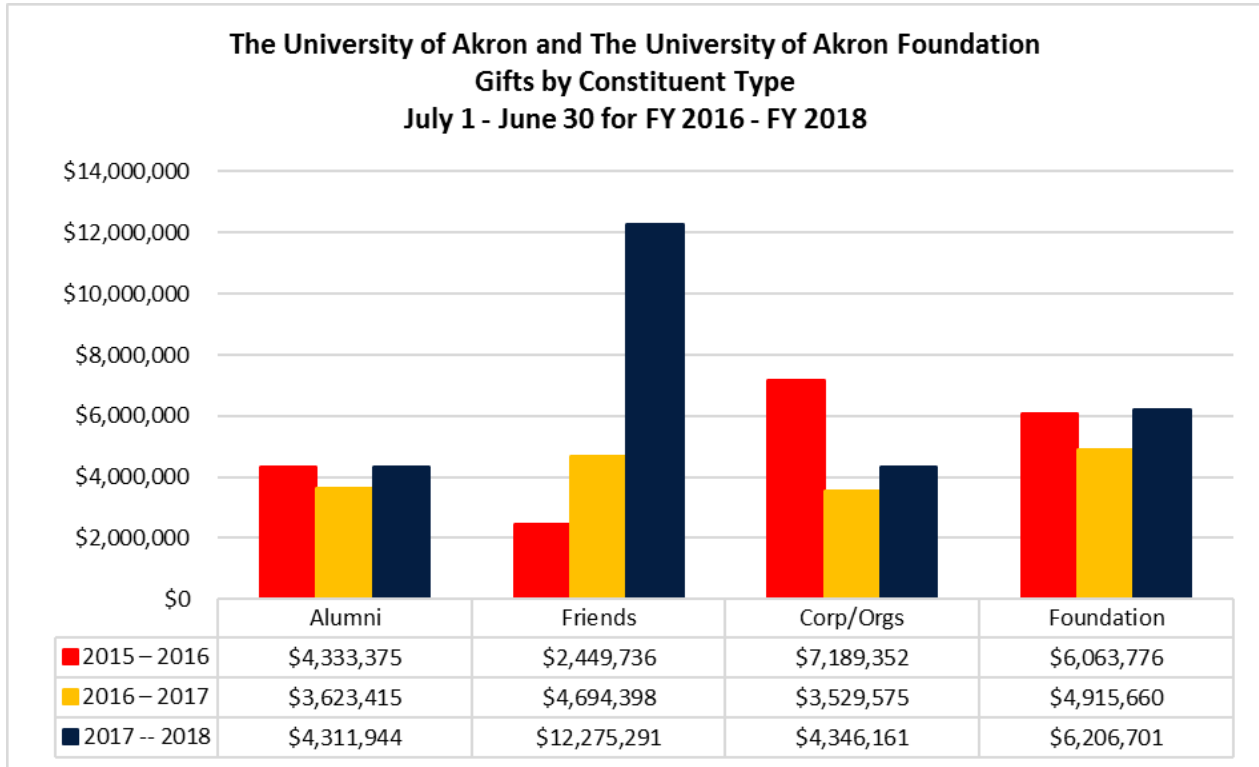
The University of Akron and The University of Akron Foundation
 Gifts (no pledges) by Academic Area
 July 1, 2017 - June 30, 2018



The University of Akron and The University of Akron Foundation
 Giving by Constituent Type
 July 1, 2017 - June 30, 2018

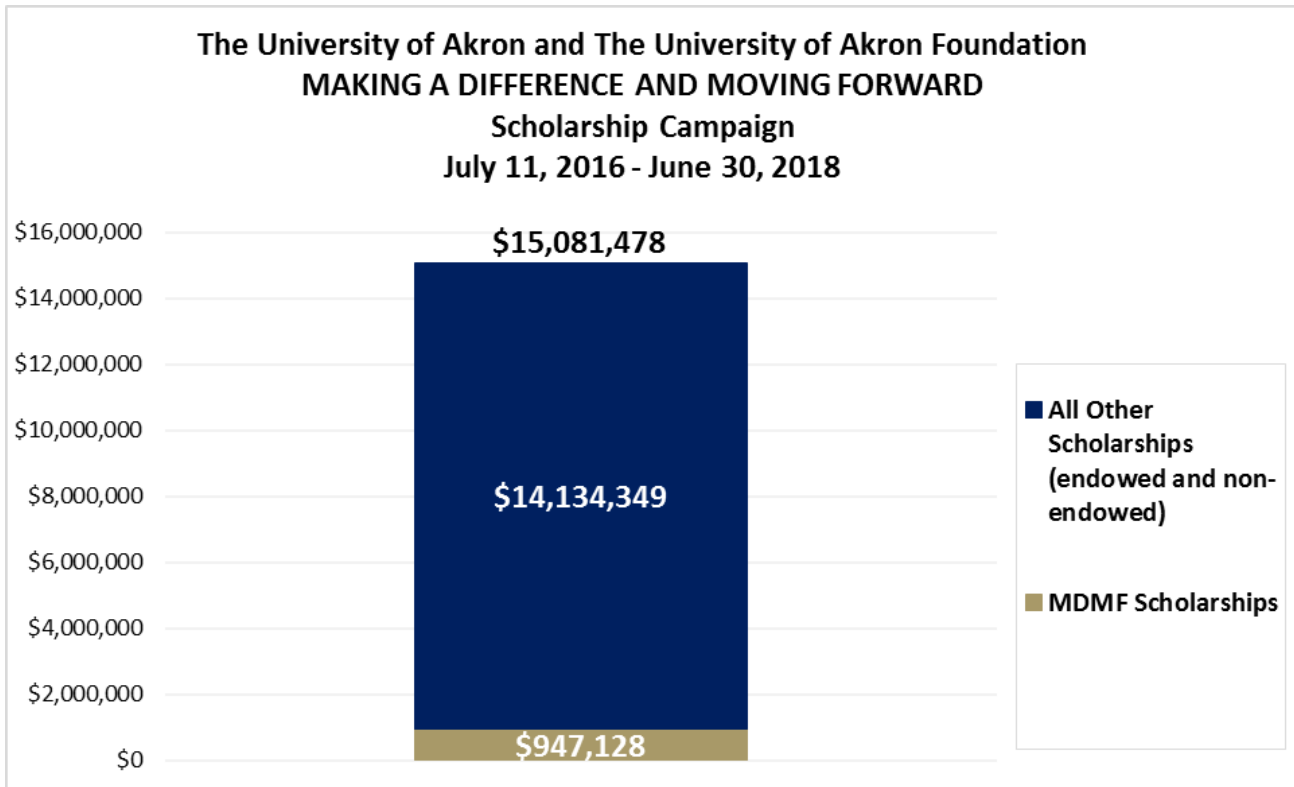


Attachment A



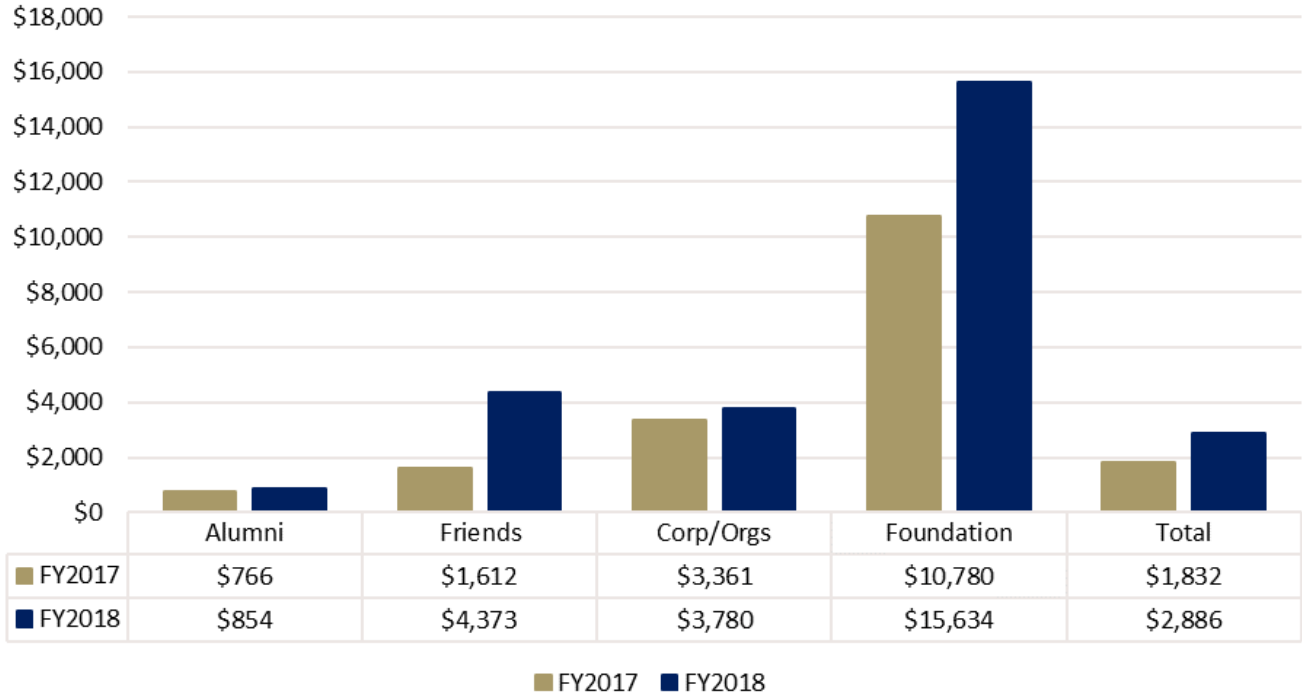
* FY 16 - excludes gift-in-kind from Synopsys

* FY 18 - \$1.5 million gift from an alumnus is under the Foundation total per the entity name on the check

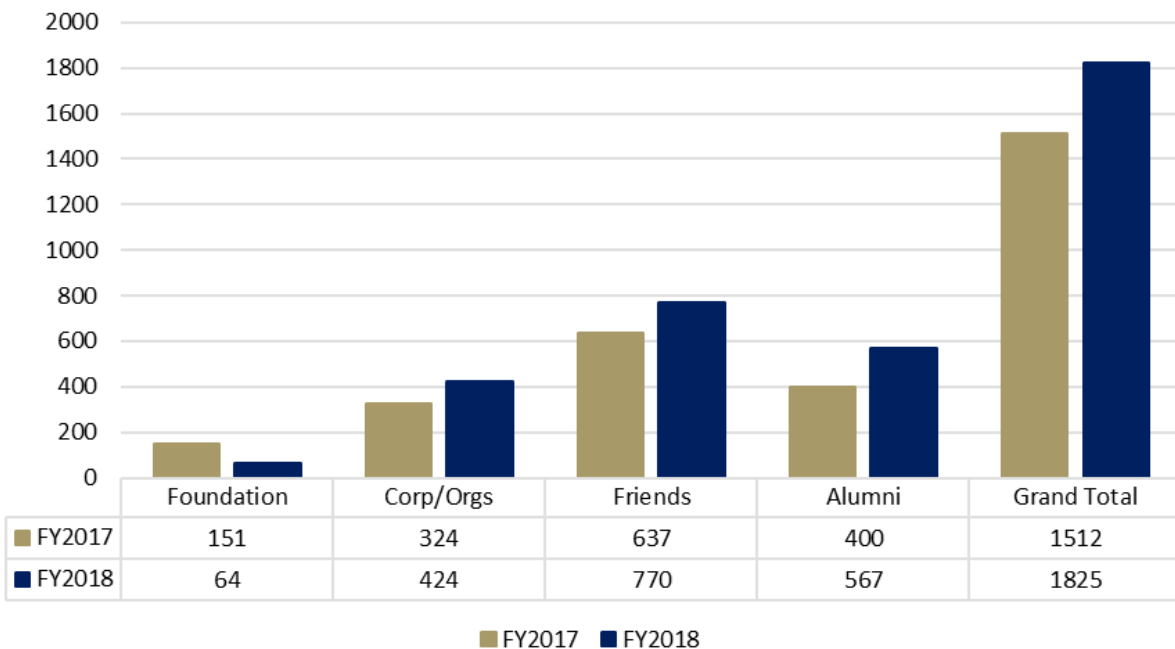


Attachment A

**The University of Akron and The University of Akron Foundation
Mean Gift Amounts by Constituent
July 1 - Jun 30 | FY2017 - FY2018**

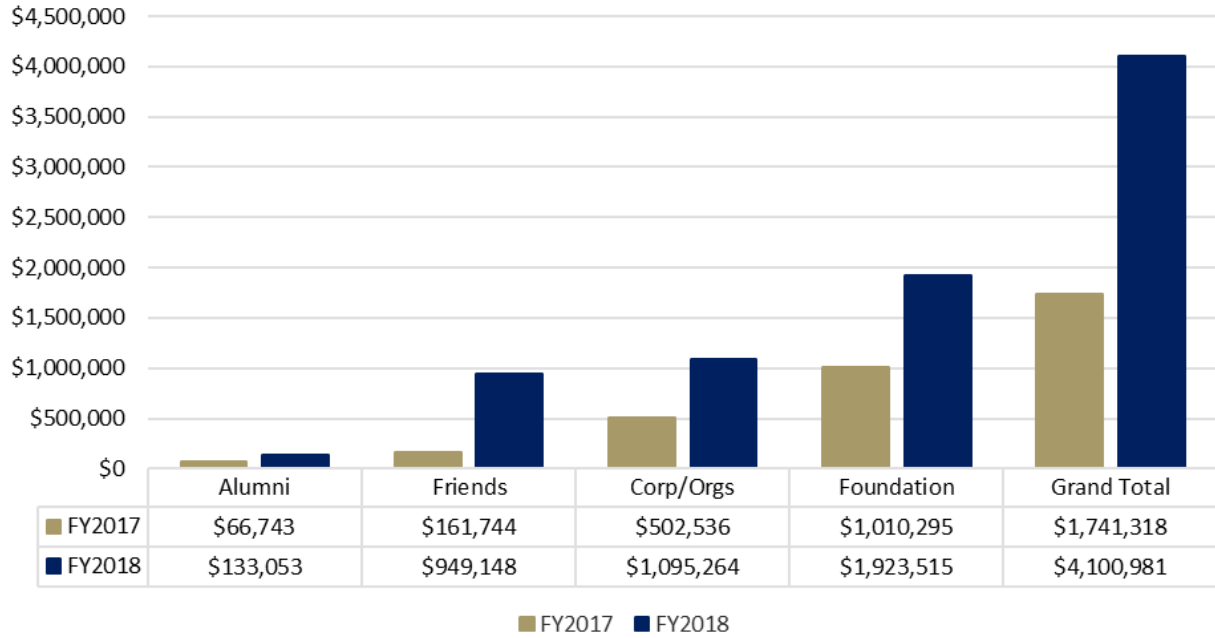


**The University of Akron and The University of Akron Foundation
Number of New Donors
July 1 - Jun 30 | FY2017 - FY 2018**



Attachment A

**The University of Akron and The University of Akron Foundation
Total Giving by New Donors
July 1 - Jun 30 | FY2017 - FY 2018**



THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Acceptance of Gift Income Report for July 2017 through June 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Gift Income Report for July 2017 through June 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

PURCHASES \$25,000 TO \$500,000



DATE: July 23, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying reports for May and June 2018 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
May 2018
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Apple Online Store	Pcard	\$ 47,923	17 iMac Computers for Graphic Design
	APG Office Furnishings	95921	34,415	Classroom Furniture for Wayne Campus
	Camcor Inc.	95990	80,545	Distance Learning Equipment for Main Campus Classrooms
	CDW Government Inc.	95953	69,143	Renewal of Cisco WebEx Active Host Subscription
	Concord Technology Group LLC	96076	387,000	Fortigate Firewalls
	Dell Computer Corporation	Pcard	30,606	Precision Computer Workstation
	Dell Computer Corporation	Pcard	69,779	48 Computers for Labs
	Dell Computer Corporation	Pcard	39,875	25 Laptops for Electrical/Computer Engineering Senior Design Labs
	Eaton Corporation	96018	86,601	Eaton 93PM UPS System
	ECSI - Educational Computer Systems Inc.	B1893420	50,261	Blanket PO for Perkin Loan Processing Services
	Fred Martin Motor Company	95884	44,301	Dodge Grand Caravan Vans (2)
	InstroTek Inc.	95974	45,650	Hamburg Wheel Tracking Device
	Kelly Consulting Services	94961	57,208	Legal Services for Zook Hall Renovation
	Leepfrog Technologies Inc.	95829	279,960	Cloud-Based Solution for Curriculum Management and Online Catalog
	MathWorks Inc.	96067	92,260	Renewal of MathWorks License
	Patterson Pope Inc.	95930	42,689	Mobile Shelving Units for Library Renovation at Wayne Campus
	Ready To Haul LLC	96009	141,572	Mulch, Landscaping, and Edging Services for Main Campus
	TA Instruments-Waters LLC	95869	67,500	Discovery DSC and TGS System
	TA Instruments-Waters LLC	95899	72,985	Modular Microscope Accessory
Vickie L Sayre CPA	93593	\$ 63,500	Financial Reporting Consultant	
	Subtotal		\$ 1,803,773	
Restricted	CBM Consulting Services LLC	95963	\$ 240,000	Consulting Services, Project Management and Business Development for NCERCAMP
	Grimm Scientific Industries Inc.	95810	79,700	Supply and Delivery of Hydrotherapy Console
	TA Instruments-Waters LLC	95942	\$ 151,765	RSA-G2 Dynamic Mechanical Analyzer
	Subtotal		\$ 471,465	
Auxiliary	Survoy's Superior Service Inc.	B1888967	125,000	Blanket PO for Repairs to Refrigeration Equipment for Dining Services
	TA Instruments-Waters LLC	95899	\$ 9,365	Modular Microscope Accessory
	Subtotal		\$ 134,365	
Grant	TA Instruments-Waters LLC	95869	\$ 40,000	Discovery DSC and TGS System
Plant	B&J Electric of Poland Inc.	96078	\$ 124,707	Exterior Lighting Replacement at Polsky
	Total		\$ 2,574,310	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO for TA Instruments-Waters LLC, PO Number 95869 totaled \$107,500 with portions charged to the General and Grant Fund in the amounts of \$67,500 and \$40,000 respectively.

Note 3: The PO for TA Instruments-Waters LLC, PO Number 95899 totaled \$82,350 with portions charged to the General and Auxiliary Funds in the amounts of \$72,985 and \$9,365 respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
June 2018
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	3D Vision Technologies	96183	\$ 98,754	3D Printing System
	ACT Inc.	81836095	55,000	Blanket PO for Names from ACT
	Brown Enterprise Solutions LLC	96175	11,243	Dell Hardware
	ByteSpeed LLC	96281	210,087	Gaming PC's for Esports (93)
	Camcor Inc.	96287	85,298	Distance Learning Equipment for Main Campus
	CDW Government Inc.	96172	87,588	Nutanix Hardware
	Certified Pest Control	81888356	66,989	Blanket PO for Pest Control Services for Main Campus
	Dell Computer Corp.	Pcard	29,460	Lab for College of Applied Science and Technology
	Dell Computer Corp.	96174	299,921	Dell Hardware
	Midwest Manufacturing Resources Inc.	95989	62,975	Compact CNC Mill Machine
	Mythics Inc.	96201	198,486	Oracle Hardware and Software Support
	SCIREQ Scientific Respiratory	95841	33,074	Flexivent System
	Senstar Inc.	96340	97,990	Renewal of Surveillance Camera System
	ShopBot Tools Inc.	96157	30,252	ShopBot CNC Machine
	Turbine Technologies Ltd	96258	34,708	Mobile Centrifugal Flow Fluid System
	WKYC	96052	\$ 50,745	WKYC Campaign, Inspiring Curiosity: Girls in Stem
	Subtotal		\$ 1,452,570	
Auxiliary Grant	Neopost Inc.	95967	\$ 61,561	Neopost Cloud Tracking System
	Precise MRM LLC	96347	\$ 94,650	Hydraulic Hardware for ODOT-GPS
	Turbine Technologies Ltd	96258	10,682	Mobile Centrifugal Flow Fluid System
	ViscoTec America Inc.	96179	\$ 31,689	Computer Controlled Metering Dispenser System
	Subtotal		\$ 137,021	
Plant	Feghali Brothers LLC	96285	\$ 271,700	Labor and Material for Esports Renovation
	IST Ohio	96214	\$ 136,890	Six Axis Mechanical Robot
		Subtotal		\$ 408,590
	Total		\$ 2,059,742	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO for Turbine Technologies Ltd, PO Number 96258, totaled \$45,390 with portions charged to the General and Grant Fund in the amounts of \$34,708 and \$10,682 respectively.

Note 3: The PO for IST Ohio, PO Number 96214, totaling \$136,890 is State Funded.

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS



**Beverly E. '83
& Mark R. '82, '93 Belgya**

CBA APPRECIATES THE GENEROSITY OF ALUMNI MARK AND BEVERLY BELGYA

Mark R. '82, '93 and Beverly E. '83 Belgya's latest commitment to the College of Business Administration will strengthen the college's Professional Development Program, as well as provide assistance to business students through a scholarship and resources to faculty for research.

As UA alumni, the Belgyas strongly believe in the value of higher education. They generously extend their support to help students achieve a degree of their own and within a learning environment that offers students experiential opportunities to develop knowledge and skills beyond classroom curricula.

Their recent commitment provides support for:

- The Mark R. and Beverly E. Belgya Professional Development Program Fund
- The Mark R. and Beverly E. Belgya Cap & Gown Endowed Scholarship
- The Mark R. and Beverly E. Belgya Faculty Research Fund

LYNNETTE M. CAVALIER, '81, ESTABLISHES SCHOLARSHIP FOR FEMALE ENGINEERING STUDENTS

The Lynnette M. Cavalier Endowed Scholarship was established by Ms. Cavalier to support and promote students pursuing engineering degrees. She earned a bachelor of science degree in engineering from The University of Akron in 1981.

During Lynn's nearly 37-year-career with FirstEnergy, she held several leadership posts and retired as Chief Human Resources Officer. She has remained committed to mentoring women with academic and career paths. This scholarship will continue to help female students achieve their career goals.



**Dean Don Visco
& Lynnette Cavalier '81**



Dave Peters '86

SCHOLARSHIP SUPPORT FROM JOHNSON CONTROLS

Johnson Controls, Inc. made a gift designated to the Mechanical Engineering Advisory Council to support scholarships. Dave Peters, Vice President and General Manager, earned his mechanical engineering bachelor's degree from UA in 1986.

Dave recently ended his term as president of the Mechanical Engineering Advisory Council and still remains a member. As a proud alumnus, Dave helped to secure this generous gift for his alma mater.



DENISE AND NORM WELLS, JR. CONTINUE THEIR SUPPORT OF ENGINEERING STUDENTS



Denise G. and Norm E. Wells, Jr., are again supporting students in the College of Engineering. They refer to their scholarship recipients as 'our kids' and have pictures of each year's recipients on their kitchen wall.

From left to right: **Dr. Don Visco, DeGrath Palmore, Dr. Mary Verstraete, Autumn Furniss, Stephen Taylor, Alexis Alves, and Denise & Norm Wells**

3M HELPS STUDENTS IN RECOGNITION OF POLYMER RESEARCHER

The 3M Company recognized Dr. David Simmons with a Young Faculty Award. He was honored for his teaching and research activities in polymer science. The money will help cover costs that his doctoral students incur.



KULAS CONCERT SERIES WILL CONTINUE AT E.J. THOMAS HALL



Kulas Foundation

The Kulas Foundation in Cleveland renewed its support of the Kulas Concert Series at E. J. Thomas Hall, where students engage with noteworthy, renowned artists, and which audiences eagerly anticipate as one of Akron's signature series events.

J.M. SMUCKER COMPANY ENABLES CBA LEADERSHIP TRAINING

Kevin Smith, Director, Institute of Leadership Advancement in the College of Business Administration, hosted 90 business executives from Brazil. The profit for conducting the Latin America Institute of Business executives is matched by the J.M. Smucker Company.

Below: **Kevin Smith presents to students**



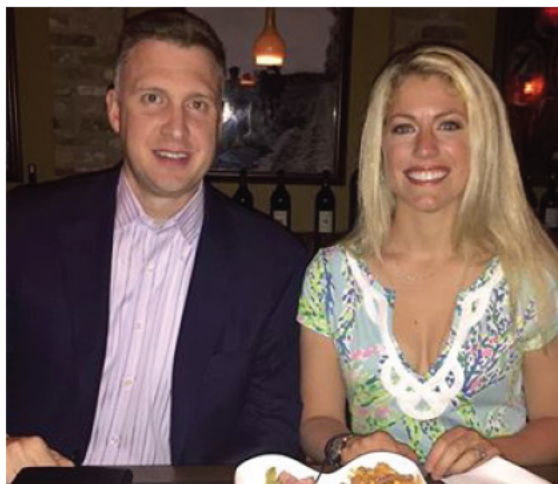
LAW SCHOOL ADMISSION COUNCIL PROVIDED SUPPORT FOR DIVERSE AND UNDERREPRESENTED STUDENTS

The Law School Admission Council (LSAC) provided funding to host the Discoverlaw.org PreLaw Undergraduate Scholars (PLUS) Program, a one-month residential program on The University of Akron's campus.

Participating students were rising sophomores and juniors from diverse and underrepresented backgrounds. They engaged in intensive programming introducing them to the law school environment and legal profession.



BASEBALL SCHOLARSHIP CREATED BY ASHLEY '97 AND GABRIELLE PRICE



Ashley '97 and Gabrielle Price

Gabrielle reside in Bath with their two children, Noah and Piper.

The Ashley and Gabrielle Price Scholarship for Men's Baseball was established in 2018 by Ashley and Gabrielle Price. This full-tuition scholarship will be awarded to a deserving member of the baseball team at the discretion of the head coach. Ashley is a 1997 graduate of UA's College of Business Administration, and was a former Zips Baseball student-athlete.

As a student, Ashley received a full-tuition scholarship, and wanted to provide a similar opportunity for a current member of the Akron Baseball program. Ashley and



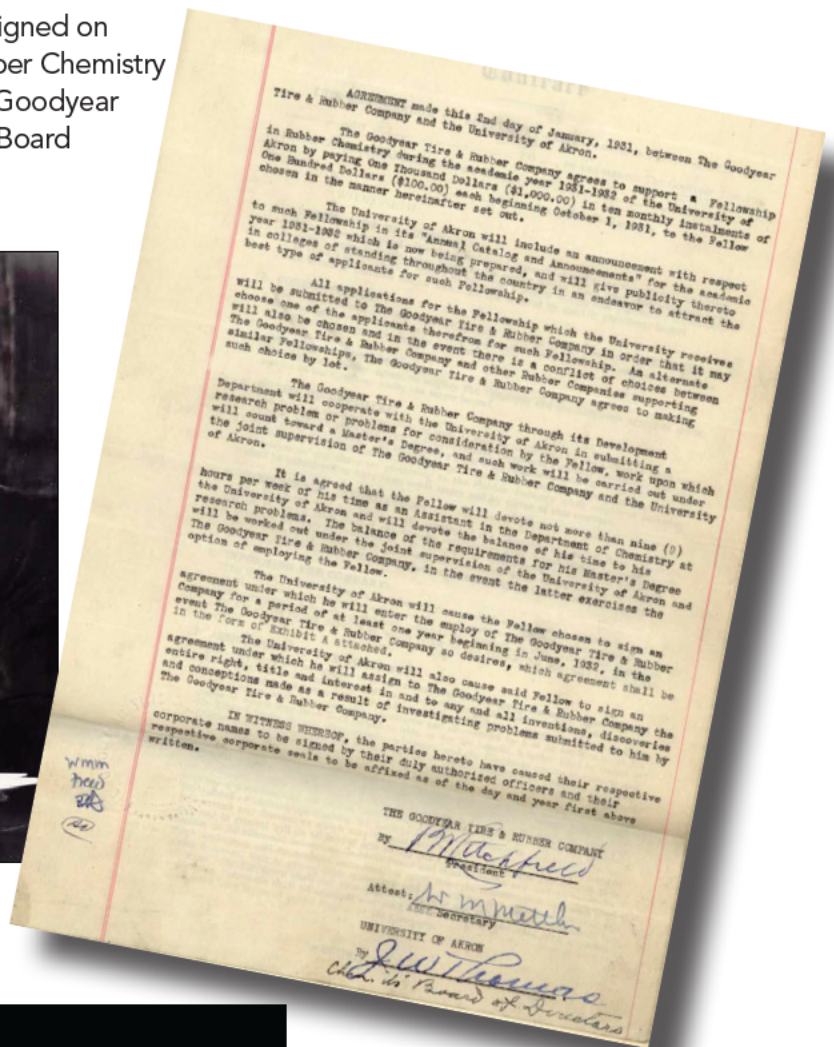
SCHOLARSHIP FROM THE 1930s CONTINUES WITH SUPPORT FROM GOODYEAR

The Goodyear Tire and Rubber Company continues to support a Fellowship in Polymer Science with a May 2018 gift, maintaining the longest continuous scholarship at the University, 87 years.

The gift agreement was originally signed on Jan 2, 1931 as a Fellowship in Rubber Chemistry by P. W. Litchfield, then-President, Goodyear and J. W. Thomas, Chairman, UA's Board of Trustees.



P. W. Litchfield was President of Goodyear when he signed the scholarship description in 1931



Above:
The original scholarship description from 1931

ESTATE GIFT HELPS COLLEGE OF ENGINEERING STUDENTS



The UA Foundation received a bequest from the estate of Patricia Soderquist, in support for the Leslie E. and Ronald E. Soderquist Endowed Scholarship, aiding deserving College of Engineering students.

This bequest was made in memory of Mrs. Soderquist's late husband, Ronald E. Soderquist, '53, and his father, Leslie.

At left:
Patricia Soderquist

THE DRS. KAREN A. & CHARLES J. SCHWARZ ENDOWED SCHOLARSHIP



Dr. Charles J. Schwarz created a scholarship in honor of his wife, Dr. Karen A. Schwarz, '86, who taught community health care nursing at The University of Akron's College of Nursing for 20 years. Without the education and experience that Karen received from the University, Chuck may not have received the care at home from her that he is so grateful for today.

This scholarship will assist senior nursing students planning a career in community health care nursing. This is the second gift toward building an endowment, however, the Schwarz family asked that a portion support at least one student immediately.

At left: **Charles and Karen Schwarz '86**

AT&T FOUNDATION SUPPORTS THE LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION

AT&T Foundation again supported The Black Male Academy for high school mentoring activities leading to post-secondary success; and for the first time, UA's Girls Who Code chapter, which focuses on female middle school students and the exciting world of software coding through the LJFF College of Education.



DIVISION OF ADVANCEMENT

ALUMNI RELATIONS

ROO CREW AWARDS

The Alumni Association awarded campus employee and alumnus, Michael Spayd, as well as alumna, Debbie Douglas Roth, with an "Outstanding Roo Crew Member Award" for 2018.



Michael and Debbie served as excellent representatives of The University of Akron. During the Roo Crew's hiatus, they remained active by helping with prospective student visit days. It was fitting that both of these wonderful Zips received their awards through a surprise visit from Zippy!



Brittany Cochran, Debbie Douglas Roth, Zippy, and Willy Kollman.



Michael Spayd and Zippy

FOUNDER'S DAY

The Alumni Association honored the 2017-2018 retirees at the annual Founder's Day luncheon on May 4th at InfoCision Stadium.

In appreciation for their service to UA, Executive VP and Chief Administrative Officer, Dr. Rex Ramsier, presented each retiree with a Don Drumm kangaroo designed exclusively for the occasion.



After lunch, members of the Alumni Association staff and VP of Development, Kim Cole, visited John R. Buchtel's grave for a wreath ceremony.

ZIPPY WALK-THROUGH

To keep the Zips spirit alive over the quiet summer months, Zippy made a surprise visit to employees in Simmons Hall!

She stopped by each office to say hello and take photos. For many employees, this was their first time meeting Zippy and they were thrilled for the impromptu opportunity.



SPRING COMMENCEMENT "GRADFEST" CELEBRATION

The Alumni Association hosted their largest Gradfest celebration to-date, in conjunction with the spring commencement ceremonies. Music filled the air as graduates and their guests enjoyed Zippy cookies, refreshments and perused Zips merchandise offered by the Alumni Store.

More than \$4,145 worth of merchandise was sold, resulting in about \$1,000 for the Making a Difference, Moving Forward scholarship campaign.



**MAKING A DIFFERENCE.
MOVING FORWARD.**



SENIOR WEEK EVENTS

During Senior Week, which occurred the week before final exams, the Alumni Association hosted three events, including "Thirsty Thursday" at the Thirsty Dog Brewing Company, Greek Senior Night at Musica, as well as VIP tours showcasing many exclusive spots on campus.

Nearly 200 students participated.

At all three events, students were greeted by members of the Alumni office and encouraged to remain engaged with UA after they graduate.



ALUMNI SOCIALS

The Alumni office continues to have success with the 2018 alumni socials. UA merchandise was sold at each location, with a portion of sales benefiting the Making a Difference, Moving Forward scholarship campaign.

The May event was in Columbus at Standard Hall with 80 guests in attendance. Of those, 20 attendees had not been to a Columbus social in the past. A total of \$665 was sold in UA merchandise.

In June, the Alumni office was in Cleveland at Nuevo on the Lake with 150 alumni and guests and selling more than \$780 in merchandise.

The Washington DC event had 75 alumni in attendance and nearly \$570 in merchandise sales.

Additional events will be in Los Angeles, Akron, Chicago, and Austin.



ZIPPY'S BIRTHDAY PARTY

Zippy turned 65 years old this year and the Alumni Association staff threw her a birthday party at the Jean Hower Taber Student Union. It was attended by students, faculty and staff. Even some of Zippy's fellow "mascot friends" were there to help her celebrate.

The event was also used to collect nonperishable items for the Campus Cupboard — the box was full when the party was over.



2019 ZIPPY CALENDAR

The Alumni Association office has been working diligently on a 2019 calendar featuring everyone's favorite mascot — Zippy!



Zippy is traveling around colleges and organizations. The calendar is expected to have wide appeal, but its main purpose is to encourage first-time donors to support UA's annual fund campaign.

DIVISION OF ADVANCEMENT

GOVERNMENT RELATIONS

SUMMER SOCIAL FOR OHIO GOVERNMENT OFFICIALS AND STAFFERS

On June 20th, UA's Government Relations team hosted the Annual Ohio Summer Social in Washington, D.C.

Government officials and their staffers were treated to an evening of networking and fun at Tortilla Coast, one of the most popular Mexican restaurants in the district.

In attendance were approximately 250 guests, representing a variety of government offices from across Ohio.

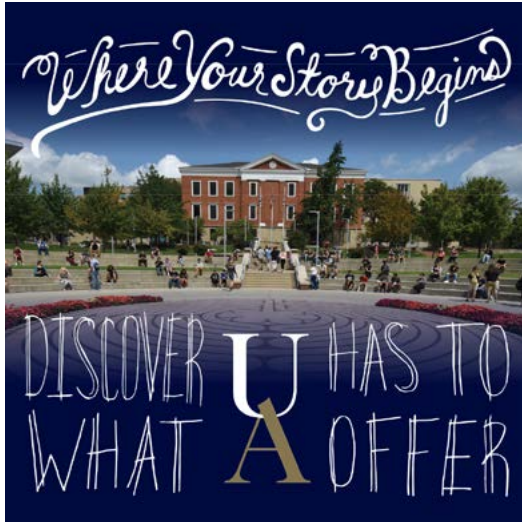


FINANCE & ADMINISTRATION COMMITTEE

TAB 9

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING



Early appeal to rising seniors

The eye-catching brochure on this page was sent to rising seniors just as their school year ended to encourage them to consider UA and visit.

The piece also included a 25% coupon to the UA bookstore as an incentive to join us on campus.

WHY UA?

Exams, extracurriculars, social events, work, senior year - and then college?

WE GET IT.

With all the responsibilities you have as a high school student, there's hardly any time to think about college.

THAT'S WHY WE'RE GOING TO MAKE IT SIMPLE FOR YOU.

ACADEMICS

The University of Akron offers experiences and opportunities you won't find anywhere else. Our undergraduate programs are taught by expert faculty members from around the world, designed to give you the real-world experience and skills you need to succeed.

More than **200** degree programs

UA engineering students on the 2017 Concrete Canoe team took third place in the nation among 205 total teams.

uakron.edu/academics

GAME ON.

Participate in a wide range of intramural and club sports including basketball, dodgeball, flag football, sand volleyball, tennis and more.

And did we mention that we are the first public university in Northern Ohio to create a varsity sports team? Imagine playing in front of fans on our varsity or club teams in a state-of-the-art sports arena.

Our beautiful, family-friendly campus boasts world-class facilities such as the Student Recreation and Wellness Center, ranked fourth in the nation, where you can lift the weights, climb a 53-foot rock wall, go swimming, play basketball and more.

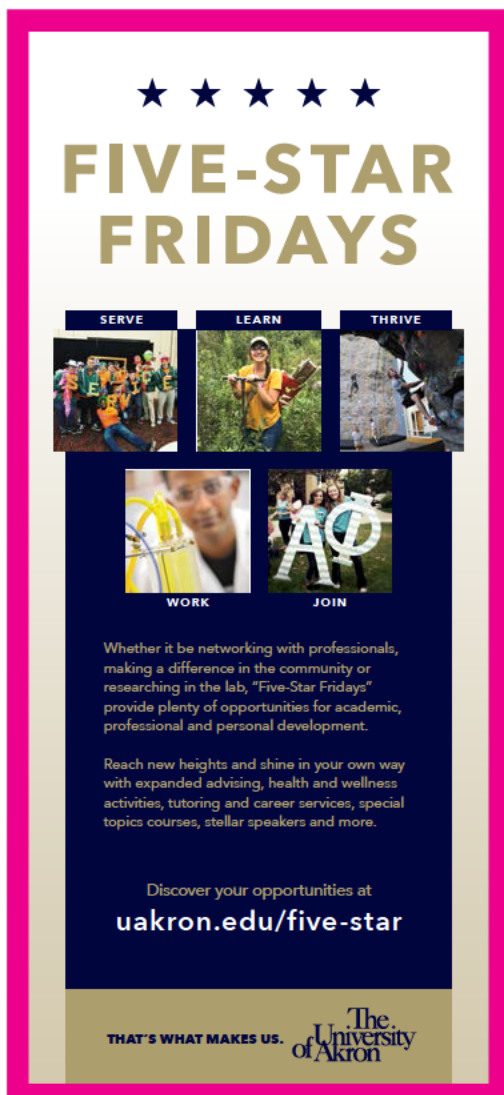
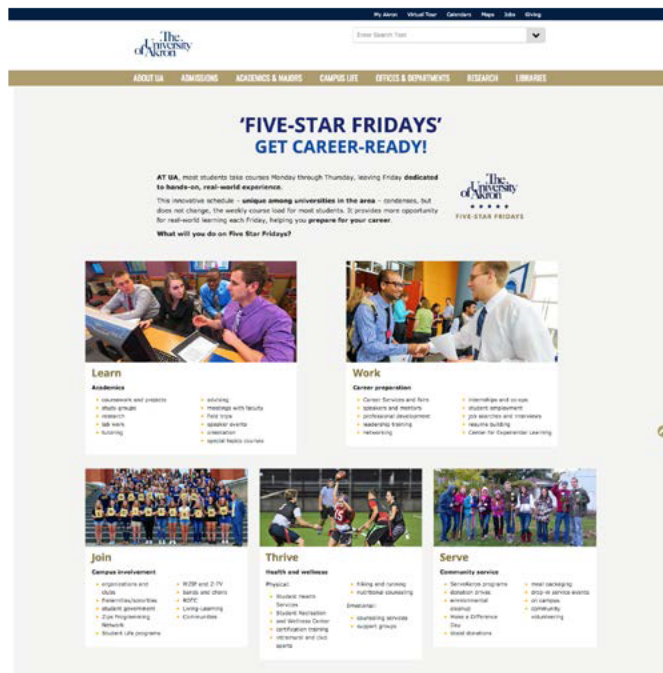
uakron.edu/campus-life

UNIVERSITY COMMUNICATIONS AND MARKETING

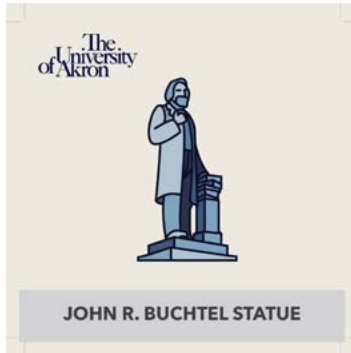
Five-Star Fridays to focus on career and personal growth

We created (clockwise, from right) a postcard, video, website and poster to promote the career-enhancing activities planned for Fridays.

An online calendar will list each Friday's activities. We'll promote the events weekly through social media and other avenues.



UNIVERSITY COMMUNICATIONS AND MARKETING



New students: Explore your city!

New students are being encouraged to explore downtown Akron. They can even win a prize for their effort!

Twelve downtown locations (including Chill, Diamond Deli, The Lockview and more) have a decal in their store window (above), and students can use an app on their phones to scan and record their progress.

Winners will be announced during New Roo Weekend later this month.

DISCOVER DOWNTOWN AKRON, ONE CLUE AT A TIME!

UA SCAVENGER HUNT

MAY 11 – AUG. 24, 2018
Visit uakron.edu/downtown for complete details.

LOCATIONS:	PRIZES:
<ul style="list-style-type: none"> - Lock 3 - The Lockview - Chill Artisan Ice Cream - The Nightlight Cinema - Urban East Cafe - Sweet Mary's Bakery - Rubber City Clothing - Akron Honey Co. - Diamond Deli - Akron Northside Train Station - Akron Yoga and Wellness - Akron RubberDucks 	<p>GRAND PRIZE: Choose either (a) \$1,500 of non-renewable, all-campus Zip Card credit for the 2018-2019 school year OR (b) a non-renewable \$2,000 UA housing scholarship for the 2018-2019 school year.</p> <p>SECOND-PLACE PRIZE: \$1,500 of non-renewable, all-campus Zip Card credit for the 2018-2019 school year.</p> <p>THIRD-PLACE PRIZE: \$500 Barnes & Noble Book Scholarship</p> <p>BONUS PRIZE: One bonus prize, sponsored by the Downtown Akron Partnership, will be awarded based on use of social media and points earned on the GooseChase app. Social media accounts must be public to be eligible for prize.</p>

NOTE: Participants must download the GooseChase app to participate, and they must be confirmed/enrolled at UA to be eligible for prizes.

#UAKronScavengerHunt

The University of Akron

Winners will be announced during the final New Roo Weekend event at E.J. Thomas Performing Arts Hall on August 25.

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UNIVERSITY COMMUNICATIONS AND MARKETING



Preview of fall events

This postcard will be sent to incoming freshmen this summer to encourage participation in events before they officially arrive on campus, as well as to alert them to activities planned in early fall.

Activities include Akron Adventures, student convocation, RooFest, sporting events and homecoming.

UNIVERSITY COMMUNICATIONS AND MARKETING

Media relations: Telling our story

To promote UA locally, nationally, and internationally, we:

Developed and carried out a public relations media strategy to promote the opening of the National Museum of Psychology at the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology. The plan resulted in regional and national coverage – including a visit from the Associated Press – that pushed out stories in U.S. News & World Report, ABC News, The Washington Post, The Chicago Tribune, and the Miami Herald. On the regional level, TV and print appearances were arranged for Cleveland.com, The Akron Beacon Journal, 1590 WAKR, WOIO-TV, 89.7 WKSU, The Record-Courier, West Side Leader, and morning show appearances on WKYC-TV.

Promoted developments in spider glue research led by UA biotechnology & biomimicry technology researchers. The industry took notice, which led to an interview in Design News.

Promoted ROTC students traveling abroad for U.S. Army culture diversity program, resulting in a story on Cleveland.com.

Arranged an interview in the Cleveland Jewish News for our director of career service to promote the importance of exploring career paths and developing strategic goals that ensure educational return on investment.

Helped to organize regional media coverage of research that demonstrated the economic



benefits of higher education as part of a statewide public relations initiative. Stories appeared in the Akron Beacon Journal, Cleveland.com, Canton Repository and Crain's Cleveland Business.

Collaborated with regional public university administrators to produce an opinion editorial in the Akron Beacon Journal that articulated the role of higher education in closing Ohio's talent gap and fostering economic vibrancy.

Promoted a report on invention patents that placed us in the top 100 worldwide for productivity. Cleveland.com picked up the story.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING



Continued from previous page.

Generated a story on Cleveland.com about a summer camp that introduces young students to engineering and entrepreneurship.

Facilitated coverage of new milestones in the development of our esports program on 89.7 WKSU.

Pitched a story about the appointment of student coaches and team managers for our varsity esports program. The Akron Beacon Journal and Cleveland.com covered it.

Promoted details on the U.S. Department of Homeland Security training session at our new cybersecurity lab, leading to an in-depth feature in Akron Legal News.



Coordinated an interview for our director of community relations & engagement on 1590 WAKR about the partnership with Akron Public Schools and other outreach initiatives including postsecondary education, undergraduate and graduate opportunities available at UA's LeBron James Family Foundation College of Education.

Arranged for an interview on 90.3 WCPN for UA's executive director of international recruitment on the mutually beneficial relationships that develop between the international students and our local communities.

Pitched media coverage of our latest Art Bomb Brigade mural, a project that yields



vibrant public art. Cleveland.com, Akronist, and the West Side Leader published photos.

Facilitated coverage of the formation of the Northeast Ohio Regional Higher Education Compact, securing articles in Cleveland.com and Crain's Cleveland Business.

Pitched the appointment of Andrew M. Adolph as a student trustee on the Board, resulting in coverage in the Akron Beacon Journal, The Suburbanite, and The Independent.

Arranged for coverage in Cleveland.com of an international executive leadership program being hosted by our business school.

Continues on next page.

High education's benefits to Ohio

We created a website (right) to underscore higher education's benefits to the state and the region as part of the Inter-University Council's "Forward Ohio" campaign.

See the site at uakron.edu/forward.

Media relations recap

Continued from previous page.

Promoted details about our Surveying and Mapping Program being awarded the 2018 Surveying Education Award grand prize from the National Council of Examiners for Engineering and Surveying, which resulted in an announcement in the Akron Beacon Journal.

Worked with multiple media outlets to arrange for coverage of the adaptive fishing pole created by biomedical engineering students. Outlets covering the story include: Cleveland.com, WKYC-TV, WJW-TV, 89.7 WKSU and WEWS-TV.

Facilitated coverage of a researcher's effort to create a model of colon cancer cell response to anticancer treatment. WEWS-TV produced a segment.

Coordinated an interview on 1590 WAKR for a faculty member about his expertise on the economic impact of new energy sources.

FORWARD OHIO - THE IMPACT OF EDUCATION

An independent study of the economic impact generated by UA, of higher education in Northeast Ohio, and by the 14 public universities throughout Ohio.



THE ECONOMIC IMPACT OF UA ON THE NORTHEAST OHIO REGION.

\$2.7B

In fiscal year 2016 - 2017, UA and its research, and entrepreneurial activities, along with its students and visitors, had an overall economic impact of \$2.7 billion in its primary service area which includes the counties of Summit, Cuyahoga, Stark, Medina, Portage and Wayne.



JOBS

The overall economic impact represents support for **more than 36,732 jobs** in the service area, or one out of every 47 jobs.

The impact of former students currently employed in the regional workforce amounted to **\$2.2 billion** in added income during the analysis year.

COMMUNITY

Almost **\$25 million** is generated annually from visitor spending as the result of UA events and activities (athletic contests, Visit Days, concerts and recitals, art exhibits, etc.)

Nearly **\$350 million** was added to the regional economy as a result of UA's day-to-day operations — employee payroll and resulting spending in the region for living expenses and the purchase of University goods and services.



INVESTING IN HIGHER EDUCATION PAYS OFF FOR THE STUDENT AND THE PUBLIC.

INCREASED LIFETIME EARNINGS

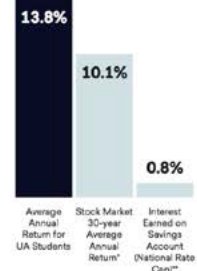
\$1.263M

The lifetime return on investment (ROI) in a University of Akron education is almost five times the cost of earning a degree. That translates to increased **lifetime earnings of almost \$1.263 million for our graduates** — a benefit-to-cost ratio of 4.8.

In return for the monies invested in the university, UA's FY 2016-17 students will receive a present value of **\$1.9 billion in increased earnings over their working lives**. This translates to a return of \$4.80 in higher future earnings for every \$1 that students invest in their education. The average annual return for students is 13.8%.

For every \$1 that society spent on UA FY 2016-17 educations, society will receive a cumulative value of \$19.70 in benefits, for as long as the FY 2016-17 student population at UA remains active in the state workforce.

STUDENT RATE OF RETURN



* Forbes S&P 500, 1987-2016.
** FDIC.gov, 7-2017.

UNIVERSITY COMMUNICATIONS AND MARKETING

Social media: Engaging current and future students

First #ZipsInvade event a success!

UA social media has teamed up with The Knight Foundation to bring spontaneous FREE events to Zips (students, faculty, staff – anyone with a valid and current Zip Card!).

#ZipsInvade was born out of Knight intern Nathan Hill's recent survey to current students asking them what would get them to spend more time in Downtown Akron.

Many students were looking for discounts, student nights, or free things to do in the city. Knight has decided to fund weekly free events for Zips in various downtown locations. Zips will have to watch UA's social media accounts for locations and times, but those who arrive to a set location will receive something free. The first #ZipsInvade event occurred on July 14 at Chill Artisan Ice Cream. Anyone who

presented a Zip Card from noon to 4 p.m. received a free scoop of ice cream. 118 Zips showed up to claim their treat, and over half said they had never been to Chill before. Every Zip who participated also received a coupon for Buy One Scoop / Get One Free for a later date.

We're working with The Knight Foundation to keep these events happening once a week throughout the school year.



Piece of early history returns

We helped the Department of Development tell the story in text and video of the return to campus of the desk used by two founders — John R. Buchtel and Parke R. Kolbe.

The Empire style secretary had been in the Lawry family for three generations and was donated to the University by Edwin Vance Lawry Jr. in advance of our sesquicentennial celebration in 2020.



UNIVERSITY COMMUNICATIONS AND MARKETING

The screenshot shows the University of Akron website. At the top, there is a navigation bar with links for 'My Akron', 'Virtual Tour', 'Calendar', 'Maps', 'Jobs', and 'Giving'. Below this is the University of Akron logo and 'Office of Admissions'. A search bar is also present. A main navigation bar includes 'ABOUT UA', 'ADMISSIONS', 'ACADEMICS & MAJORS', 'CAMPUS LIFE', 'OFFICES & DEPARTMENTS', 'RESEARCH', and 'LIBRARIES'. The main content area features a large orange banner with the title 'How Haiti changed our lives' and a sub-headline: 'Eleven students traveled to Quarentrio, Haiti, late last year to learn about its people and culture. They also learned much about themselves.' Below the banner is a large photo of a student, Matt Hlas, sitting at a desk with two Haitian students in a classroom. Underneath the photo is a section titled 'THE COMFORT OF DISCOMFORT' with the sub-headline 'Student embraces challenges in Haiti'. The text describes how Matt Hlas, an engineering major, taught English to 30 Haitian students in a hot classroom. Below this are three smaller story cards: 'WISDOM ON THE WORLD' about Jeanne Gaudin, 'DIALOGUES OF DANCE' about Olivia Bink, and 'KIVEL, KIVEL, AND SOVA' about Zoe Pfaffenbach.

How Haiti changed their lives

To show prospective students how their education can extend beyond the borders of campus and the nation, we profiled eight students who traveled to Haiti as part of a CBA-sponsored mission.

Their adventure is told through remarkable photos, stories and video at uakron.edu/haiti.

UNIVERSITY COMMUNICATIONS AND MARKETING



Video: Capturing student and faculty achievement

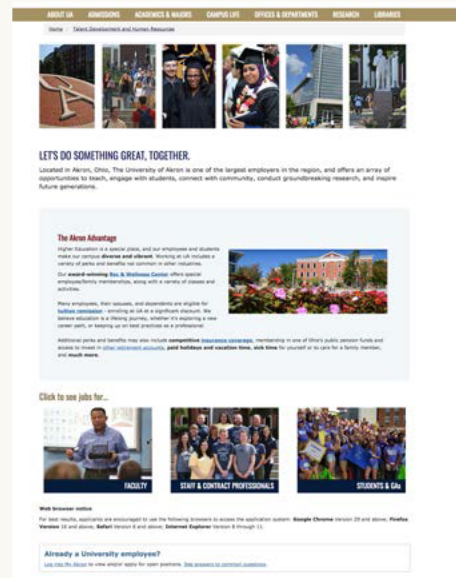
Video is central to our work on the web, in social media and elsewhere. Several recent video projects are described elsewhere in this report.

In addition, we interviewed the director of

esports (top left) to support recruitment goals and marked the grand reopening of the National Museum of Psychology (right), part of the Cummings Center for the History of Psychology.

Recruiting new employees

Our jobs-openings page was seen nearly 152,000 times in the last 12 months. Serving as a portal to our listing of open positions (190,000 views), UCM and Talent Development and Human Resources worked to redesign the main page to better explain our mission to educate and innovate, along with highlighting the perks of working in higher education.



FINANCE & ADMINISTRATION COMMITTEE

TAB 10

CAPITAL PROJECTS REPORT



INTEROFFICE CORRESPONDENCE
Capital Planning and Facilities Management
EXT - 8316 FAX - 5838

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPFM

DATE: July 23, 2018

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of June 30, 2018

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. Photos of Select Projects

SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Advisor Suite	\$365,000 Donations <u>168,000 Local</u> <u>\$533,000 Total</u>		Construct five advisor offices and reception area. Renovate conference room.		RFQ for professional design services due 07/2018.
ASEC Exterior Façade and Lower Roof Replacement (BOT Approval: 06/10/15, 04/19/17 & 04/18/18)	\$5,300,000 State Capital Funds		Restore deteriorating masonry façades and remove/replace roof membranes on lower roof. Renovate elevator in North Tower. <u>Construction schedule phase III: 05/2018 - 11/2018.</u>		Construction 24% complete.
Athletic Field House Hydrotherapy Tub Replacement	\$101,000 Donations		Replace hydrotherapy tubs and minor cosmetic upgrades. <u>Construction schedule: 07/2018 - 08/2018.</u>		Preparation began 06/2018. Tubs to be delivered 07/2018 and installation to follow.
Campus Hardscape	\$600,000 State Capital Funds		Replace/renovate walkways, streets, steps, and ramps. <u>Construction schedule: 08/2018 - 10/2018.</u>		Bids due 07/2018.
Campus Hardscape - Sumner Street Bridge Replacement.	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge.		Osborn Engineering selected for professional design services.
CBA Addition (BOT Approval: 04/18/18)	\$4,275,000 Donations <u>925,000 Local</u> <u>\$5,200,000 Total</u> Donations include firm pledges		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. <u>Construction schedule: 07/2018 - 04/2019.</u>		Construction start 07/2018.
Center for the History of Psychology Museum Exhibits (BOT Approval: 08/16/17 & 02/14/18)	\$2,125,000 Donations Phase I \$1,425,000 Phase II \$700,000 Donations include firm pledges		Develop 5,000 sf of museum/exhibit space.		Grand opening 06/2018. Closeout in progress.













Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.




PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Electrical Infrastructure Loops (BOT Approval: 04/19/17)	\$2,775,000 State Capital Funds		Replace central campus deteriorated 4,160 volt cable and duct bank with 23,000 volt loop and duct bank. Provide alternate feeds to create a secondary loop. Replace deteriorated transformers.		Closeout in progress.
Elevator Upgrades	\$1,650,000 State Capital Funds		Upgrade five elevators in Kolbe Hall, Bierce Library, and Auburn Science Engineering Center.		RFQ for professional design services received. Interviews scheduled 07/2018.
Esports Renovation	\$392,300 Local Funds		Buildout space in Honors Complex, InfoCision Stadium, and the Student Union for Esports initiative. <u>Construction schedule: 07/2018 - 08/2018.</u>		Construction start 07/2018.
Folk Hall Chiller Replacement	\$300,000 State Capital Funds		Replace chiller with a more efficient unit. <u>Construction schedule: 07/2018 - 10/2018.</u>		Construction start 07/2018.
General Lab Renovations (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center.		Phase II GMP due 07/2018.
IT Cabling and Network Switches (BOT Approval: 06/12/17)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase I: 06/2017 - 11/2018.</u>		Phase I network switches received. Installation in progress. Phase I radio installation complete. Phase II building surveys underway.
InfoCision Stadium LJFF I Promise Suite	\$600,650 Contractual Agreement funded by LJFF		Build-out 7,000 sf of vacant space for the I Promise Project. <u>Construction schedule: 04/2018 - 09/2018.</u>		Construction 75% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Institute for Human Science & Culture (BOT Approval: 02/14/18)	\$5,000,000 Donations <u>200,000 State Capital</u> <u>\$5,200,000 Total</u>		Renovate third and fourth floors of Roadway building including building boiler replacement. <u>Construction schedule: 04/2018 - 02/2019.</u>		Construction 20% complete.
Polsky Building ICS Test Bed	\$403,000 Donations		Renovate Polsky 466 to house the Musson Industrial Control Systems Test Bed program.		RFQ for professional design services due 07/2018.
Polsky Exterior Façade Restoration (BOT Approval: 08/16/17)	\$1,425,000 State Capital Funds		Restore terra cotta façade, painting and repair of canopy, landscaping, lighting, and signage. <u>Construction schedule: 09/2017 - 09/2018.</u>		Construction 60% complete.
Roof Replacements	\$1,100,000 State Capital Funds		Roof replacements/repairs to Forge/Carroll Street Substations, Computer Center, Mary Gladwin Hall, and Guzzetta Hall.		RFQ for professional design services received. Interviews scheduled 07/2018.
Schrank Deck Repairs	\$242,000 Local Funds		Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space. <u>Construction schedule: 05/2018 - 07/2018.</u>		Construction 60% complete.
Student Union Freshens Refresh	\$158,500 Local Funds		Freshens update including power, plumbing, and back of house service. <u>Construction schedule: 12/2018 - 01/2019.</u>		Design in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

-  Project over budget or delayed.
-  Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM MAY 1, 2018 THROUGH JUNE 30, 2018

ASEC EXTERIOR FAÇADE AND RENOVATIONS (PROJECT# UAK150004)**Feghali Brothers, LLC**

007-01	New conduit/wire and three heat detectors for Elevator #3	\$4,126
008-01	New galvanized steel angle for Elevator #3	5,363
		<u>\$9,489</u>

ELECTRICAL INFRASTRUCTURE LOOPS (PROJECT# UAK150012)**Speelman Electric, Inc.**

021-01	Manhole F-5 splices due to existing cable	\$6,906
022-01	Premium time for splicing and testing on weekend	7,047
023-01	Replace existing transfer switch in Ayer Hall	7,372
		<u>\$21,325</u>

POLSKY EXTERIOR FAÇADE RENOVATION (PROJECT# UAK170002)**Western Specialty Contractors**

001-01	Sealant joint where parapet wall flashing meets parapet wall on entire parapet perimeter	\$21,098
		<u>\$21,098</u>

Net	<u><u>\$51,911</u></u>
-----	------------------------

SECTION

C

Photos of Select Projects

ASEC Exterior Façade



ASEC Exterior Façade



ASEC Exterior Façade



ASEC Exterior Façade



Athletic Field House Hydrotherapy Tub Replacement



Campus Hardscape



Campus Hardscape



Campus Hardscape – Sumner Street Bridge Replacement



Campus Hardscape – Summer Street Bridge Replacement



CBA Addition – Artist Rendering



Center for the History of Psychology Museum Exhibits



Center for the History of Psychology Museum Exhibits



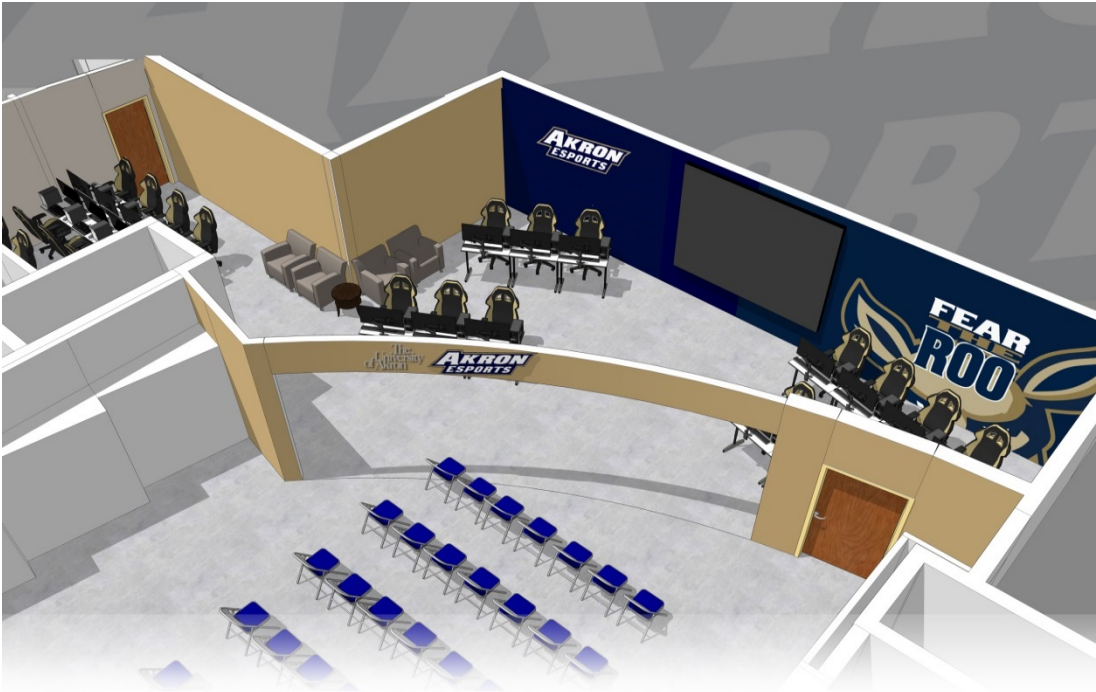
Center for the History of Psychology Museum Exhibits



Esports Renovation - Preliminary Honors Complex Rendering



Esports Renovation - Preliminary InfoCision Rendering



 The University of Akron
Office of Capital Planning
and Facilities Management



Esports Renovation - Preliminary Jean Hower Taber Student Union Rendering



 The University of Akron
Office of Capital Planning
and Facilities Management



General Lab Renovations



InfoCision Stadium LJFF I Promise Suite



Institute for Human Science & Culture



Institute for Human Science & Culture



Institute for Human Science & Culture



Polsky Exterior Façade Restoration



Polsky Exterior Façade Restoration



Polsky Exterior Façade Restoration



Schrank Deck Repairs



Schrank Deck Repairs



Schrank Deck Repairs



Action Items for Consent Agenda Consideration:

August 15, 2018
Committee Meeting

Presiding:
Olivia P. Demas

1

Tentative Graduation List and Statistics for Summer 2018

For Information Only

2

Ohio Revised Code 3345.45 – Faculty Tenure

3

Graduate School Waivers and Stipends

4

Enrollment Management Report

5

Research Report

6

Student Success Report

7

Information Technology Report

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

**TENTATIVE GRADUATION LIST FOR
SUMMER 2018**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Doctor of Philosophy		12	
	Buchtel College of Arts and Sciences		12
Doctor of Philosophy		18	
	College of Engineering		18
Doctor of Philosophy		1	
	The LeBron James Family Foundation College of Education		1
Doctor of Philosophy		16	
	College of Polymer Science and Polymer Engineering		16
Doctor of Nursing Practice		10	
Doctor of Philosophy		4	
	College of Health Professions		14
Doctoral Degree Candidates			61

Master of Applied Politics		2	
Master of Arts		20	
Master of Arts in Political Science		1	
Master of Music		5	
Master of Public Administration		4	
Master of Science		19	
	Buchtel College of Arts and Sciences		51
Master of Science in Biomedical Engineering		1	
Master of Science in Chemical Engineering		1	
Master of Science in Civil Engineering		3	
Master of Science in Electrical Engineering		16	
Master of Science in Mechanical Engineering		11	
	College of Engineering		32
Master of Arts in Education		19	
	The LeBron James Family Foundation College of Education		19
Master of Business Administration		22	
Master of Science in Accountancy		1	
Master of Science in Management		5	
Master of Taxation		1	
	College of Business Administration		29
Master of Science		1	
Master of Science in Polymer Engineering		9	
	College of Polymer Science and Polymer Engineering		10
Master of Arts in Education		14	
Master of Arts in Speech - Language Pathology		14	
Master of Science in Education		11	
Master of Science in Nursing		31	
Master of Social Work		2	
	College of Health Professions		72
Masters Degree Candidates			213

Bachelor of Arts	57	
Bachelor of Arts in Anthropology	2	
Bachelor of Arts in Family and Child Development	12	
Bachelor of Arts in Fashion Merchandising	6	
Bachelor of Arts in Interior Design	1	
Bachelor of Arts in Multidisciplinary Studies	11	
Bachelor of Fine Arts	3	
Bachelor of Music	3	
Bachelor of Science	48	
Bachelor of Science in Computer Science	5	
Bachelor of Science in Political Science/Criminal Justice	5	
Buchtel College of Arts and Sciences		153
Bachelor of Science in Aerospace Systems Engineering	1	
Bachelor of Science in Biomedical Engineering	3	
Bachelor of Science in Chemical Engineering	2	
Bachelor of Science in Civil Engineering	4	
Bachelor of Science in Computer Engineering	1	
Bachelor of Science in Electrical Engineering	1	
Bachelor of Science in Mechanical Engineering	5	
College of Engineering		17
Bachelor of Science in Education	3	
The LeBron James Family Foundation College of Education		3
Bachelor of Arts	3	
Bachelor of Business Administration	27	
Bachelor of Science in Accounting	17	
College of Business Administration		47
Bachelor of Arts	5	
Bachelor of Arts in Child Life Specialist	2	
Bachelor of Arts in Speech - Language Pathology and Audiology	2	
Bachelor of Arts/Social Work	8	
Bachelor of Science in Athletic Training	1	
Bachelor of Science in Dietetics	1	
Bachelor of Science in Education	13	
Bachelor of Science in Exercise Science	9	
Bachelor of Science in Food and Environmental Nutrition	1	
Bachelor of Science in Nursing	52	
Bachelor of Science in Respiratory Therapy Technology	1	
College of Health Professions		95
Bachelor of Science in Computer Information Systems	12	
Bachelor of Science in Construction Engineering Technology	2	
Bachelor of Science in Emergency Management and Homeland Security	18	
Bachelor of Science in Mechanical Engineering Technology	2	
Bachelor of Science in Organizational Supervision	58	
Bachelor of Science in Surveying and Mapping	1	
College of Applied Science and Technology		93
		Baccalaureate Degree Candidates 408

Associate of Applied Science in Criminal Justice Technology	2	
Associate of Applied Science in Early Childhood Development	2	
Buchtel College of Arts and Sciences		4
Associate of Applied Science in Medical Assisting Technology	18	
Associate of Applied Science in Radiologic Technology	14	
Associate of Applied Science in Surgical Technology	8	
College of Health Professions		40
Associate of Applied Business in Business Management Technology	1	
Associate of Applied Business in Computer Information Systems	9	
Associate of Applied Science in Construction Engineering Technology	3	
Associate of Applied Science in Electronic Engineering Technology	1	
Associate of Applied Science in Emergency Medical Services Technology	1	
Associate of Applied Science in Fire Protection Technology	3	
Associate of Applied Science in Land Surveying	2	
Associate of Applied Science in Manufacturing Engineering Technology	4	
Associate of Applied Science in Mechanical Engineering Technology	2	
Associate of Arts	13	
Associate of Science	10	
Associate of Technical Study	1	
College of Applied Science and Technology		50
Associate of Applied Business in Business Management Technology	1	
Associate of Applied Science in Exercise Science Technology	1	
Associate of Arts	1	
Associate of Science	4	
Wayne College		7
Associate Degree Candidates		101

783 Total Degrees



Office of the University Registrar • Division of Student Success

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2012							183,530
Summer 2012	141	477	315	43			976
Fall 2012	197	888	234	28	2	36	1,385
Spring 2013	389	1,631	562	39	7	130	2,758
AY 2012-2013	727	2,996	1,111	110	9	166	5,119
Summer 2013	265	490	300	53			1,108
Fall 2013	186	829	254	47	2	28	1,346
Spring 2014	383	1,714	603	26	12	98	2,836
AY 2013-2014	834	3,033	1,157	126	14	126	5,290
Summer 2014	123	468	270	53			914
Fall 2014	216	842	244	36	3	32	1,373
Spring 2015	390	1,824	586	42	5	110	2,957
AY 2014-2015	729	3,134	1,100	131	8	142	5,244
Summer 2015	139	455	296	58			948
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,843	585	38	4	91	2,930
AY 2015-2016	710	3,166	1,117	140	6	125	5,264
Summer 2016	122	403	285	60			870
Fall 2016	187	801	241	50	0	30	1,309
Spring 2017	326	1,827	589	57	2	92	2,893
AY 2016-2017	635	3,031	1,115	167	2	122	5,072
Summer 2017	109	348	216	62			735
Fall 2017	154	771	199	42	1	22	1,189
Spring 2018	289	1,766	475	60	1	98	2,689
AY 2017-2018	552	2,885	890	164	2	120	4,613
Total Degrees Awarded through Spring 2018							214,132

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Proposed Degree Recipients for Summer 2018

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 15, 2018, pertaining to acceptance of the Proposed List of Summer 2018 Degree Recipients for The University of Akron contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 1

**TENTATIVE GRADUATION LIST FOR
SUMMER 2018**

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Following are the names of prospective degree candidates who have applied by Thursday, July 12, 2018. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Nicolas E. Alexander
Beth A. Campbell
Ashlee W. Davis
Katherine M. Fedele
Selim Gerislioglu
Anna K. Harrington
Samantha C. Holmes
Craig D. Libman
Katherine L. Newton
Ceth W. Parker
Jennifer Peteya
Nikki K. Robishaw

College of Engineering

Doctor of Philosophy

Keyvan Amini Khoiy
Mohammadreza Asgari
Srikanth Bajaj
Abdullah A. Baz
Elizabeth A. Crafton
Yahya A. Fageehi
Zipeng Han
Seied Zaniar Hoseini
Tuo Ji

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Anup D. Pant
Pritam S. Patil
Elham Pazouki
Mingkun Sun
Kaylee Brianne Sutton
Hui Tao
Vineet Sunny Thomas
Waleed K. Zakri
Jingyi Zhao

The LeBron James Family Foundation College of Education

Doctor of Philosophy

Barbara E. Milliken

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Ali Makhlof Alwafi Ammar
Monali N. Basutkar
Selemon Bekele
Guodong Deng
Jiawei Liu
Kewei Liu
Tianyu Meng
Fang Peng
Namrata Salunke
Carolyn Scherger
Scott M. Smith
Ankit Tiwari
Chao Wang
Yuxin Zhai
Xiao Zhang
Zhiyang Zhao

College of Health Professions

Doctor of Nursing Practice

Margaret A. Contrera
John E. Davis
Nicholas G. Farinacci
Judith M. Gron
Andrea M. Hoverstock
Fiona B. Ju

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Carrie A. Litten
Jenny L. Michel
Leah M. Rawdon
Laura A. Seif

Doctor of Philosophy

Vanessa C. Facemire
Jennifer L. Hardy
Thomas A. Vance
Cierra K. Whatley

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Emily K. Maher
Bradley J. Phlipot

Master of Arts

Nuha Alshabani
Rawan H. Alshareif
Emmanuel Anim-Koranteng
Jaimie L. Chen
Maya A. Curtis
Caterina S. Detorakis
Helen W. Fisher
Nathaniel J. Forrester
Alejandra Gonzalez Lopez
Ashley L. Nelson
Jeremy W. Pawlak
Shana M. Pryor
Cassandra J. Richards
Elizabeth A. Shiller
Clara M. Sladick
Ketaki Sodhi
Samsara I. Soto
Matthew A. Swanson
Micah J. Troyer
Michael T. Vale

Master of Arts in Political Science

Tyler E. Novak

Master of Music

Theron E. Brown
Lauren Corcoran
Thomas P. Guarino
Benjamin T. Hottensmith
Victoria L. Ricci

Master of Public Administration

Alberta Mayfair Asare Yeboah
Kevin J. Byrne

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Darnell D. Davis
Dylan R. Evans

Master of Science

Veronica M. Ahadzie
Naif Aldawsari
Charbel Cherfan
Steven R. Crabtree
Oliver G. Evans
Allison C. Hoffman
Dinesh Marasinghe Marasinghe Mudiyanseelage
Annette M. Marsolais
Kyle A. McDaniel
Robert J. McGinnis
Fereshteh Memarian
Seyed Morteza Miran
Christopher J. Parker
Adam J. Pierce
Sri Lakshmi Priyanka Sadineni
Timothy A. Schmucker
Robert L. Stewart
Parker R. Stoller
Maxx Swoger

College of Engineering

Master of Science in Biomedical Engineering

Elham Malekzadeh

Master of Science in Chemical Engineering

Lizeth Johana Sanchez Camacho

Master of Science in Civil Engineering

Hammad Mulayh T. Alshammari
Deepak Aryal
Ganesh Pandey

Master of Science in Electrical Engineering

Hassan S. Abdelgabir
Joseph Agyemang Duah
Md Mamun Biswas
Rachana Shukthija Dasari
Qihang Gao

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Mehmet Akif Gormez
Mohasinina Binte Kamal
Sifat Shahriar Khan
Oguzhan Kilic
Taohid Latif
William H. Miller
Srikar Reddy Naini
Syed Ahmed Ali Najafi
Brittany L. Stillwagon
Mark R. Talbott
Minh N. Vu

Master of Science in Mechanical Engineering

Saif Al Mutairi
Yamini Bode
Ehsan Y. Bukhari
Sai krishna Enabothula
Rachit Garg
Ishwor Gautam
Ali M. Hakami
Mohammad Ashraful Haq
Joseph J. James
Anish John Jacob
Alexander Sorin

The LeBron James Family Foundation College of Education

Master of Arts in Education

Kristina A. Artino
Jacinta V. Bader
Laura V. Bucy
Brandon V. Caipen
Sarah C. Csongei
Joseph W. Dargue
Miranda J. Esterle
Deborah M. Farris
Lauren A. Harbath
Megan K. Houston
Jenna M. James
Jennifer S. Lococo
Julia P. Novak
Kaitlyn M. Schrader
Amy C. Stevens
Caitlyn C. Taylor
Cary N. Wade

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Hongmin Yu
Hongmin Yu

College of Business Administration

Master of Business Administration

Jennifer M. Anderson
Rachana Asapu
Jordan A. Bialosky
Elizabeth E. Boccarosse
Zachary M. Boeshart
Andrew Bohrer
Milica Bolta
Heidi E. Cressman
Loubar Diouf
Malcolm J. Duvivier
Morgan M. Foster
Nicholas M. Glavan
Seth E. Green
Andrew L. Hamilton
Casey L. Holzapfel
Wyatt B. Marks
Tyler A. Miller
Jasmine J. Patel
Stephanie Polefrone
Patrick M. Slabaugh
Lauren Noele Weber
Christopher A. Young

Master of Science in Accountancy

David J. Casalinova Jr

Master of Science in Management

Jayanth Akula
El Mehdi Bayane
El Mehdi Bayane
Meenakshi Kodati
Osho Kondaveeti

Master of Taxation

Alexander S. Galayde

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

College of Polymer Science and Polymer Engineering

Master of Science

Ivan Dolog

Master of Science in Polymer Engineering

Yaser M. Almazrou
Hao Guo
Haowei Jiang
Cheng Li
Yawen Liu
Edward D. Norton
Weicheng Sun
ShaoXiong Xie
Yuchen Zuo

College of Health Professions

Master of Arts in Education

Lorrin A. Calderon
Carrie M. Callahan
Lindsey A. Case
Marie C. Difranco
Angela C. Fant
Haley A. Fickel
Abby L. Forshey
Alisha M. Gilmore
Theresa L. Grimm
Haley M. Kiser
Rachel Poe
Kaeghan W. Randolph
Chase T. Swaney
Mei T. Yeung-Jeffery

Master of Arts in Speech - Language Pathology

Manar M. Baker
Allison R. Blake
Amanda M. Bungard
Hayley A. Calvo
Monica M. Davis
Katherine J. Earl
Sara H. Hernandez
Britt E. Hory

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Alison E. LaJuett
Melissa A. Lee
Jessica L. Shuster
Samantha L. Slater
Kriszti R. Stiasny
Mackenzie N. Wysong

Master of Science in Education

Krystal N. Clarke
Thomas S. Cleaver
Treymaine Danzy
Craig D. Eubanks
Christian R. Eyman
Zahra Golden
Taylor M. Llewellyn
Hadia Meashi
Anthony J. Pozzuto
Aletheia M. Saba
Isaac E. Seevers

Master of Science in Nursing

Eric M. Bobek
Matthew J. Brunelle
Christina L. Callahan
Jillian M. Day
Alison M. Dorsey
Michael J. Dota
Oleg P. Golota
Leslie R. Gunion
Jeremy R. Hughes
Glen J. Hunter
Jillian M. Kapur
Brandon N. Kasburg
Rachael A. Kennedy
Brock A. Kirian
Samantha R. Lilly
Michael J. Link
Stephanie Litke
Kelly M. Markham
Jared D. Oing
Kyle P. Pelc
Chelsey J. Pestello
Allison Plas
Samantha M. Popovec

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Cara E. Shaw
Shannon M. Shaw
Phillip J. Shearer
Morgan L. Simcox
Maksim M. Stadnik
Brendan A. Weigand
Gregory A. Wertman
Emily M. Zanin

Master of Social Work

Idara U. Nwa
Tyonnda S. Sanders

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts

Christopher P. Aboukhaled
Erabo I. Akhigbe
Justus A. Alston
Gabrielle C. Avery
Sarah J. Barford
Amanda M. Baumgardner
Denisha E. Blanchard
Jacob S. Booth
Janiera N. Brooks
Kelsey A. Brown
Brandon M. Carson
Essence B. Clemons
Billie Jo E. Cox
Thomas S. Crawford
Isabelle C. Curlee
Heather N. Daniels
Bridget E. Davey
Aaron T. Durden
Ciara R. Farnsworth
Erika C. Gilbride
Joshua I. Glaze
Joshua M. Goudy
Rachel K. Graber
Sage J. Graham
Moriah L. Griggs
Kayla J. Gwyn
Megan N. Hanft
Brandi R. Hannan
Roxann E. Hanson
Charles W. Harland
Jesse L. Harper
John C. Harris
Courtney M. Herring
Zachariah H. Issa
Brian S. Kovach
Olivia A. Lewis
Timothy J. Lewis
Yang Lin
Jordan L. Love
Rebecca G. Lozier

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Valera E. Lyashko
Lydia J. Mainzer
Morgan Millender
Jillian E. Morgenstern
Kevin E. Neumann
Angela M. Perretta
Shantalle N. Rawls
David D. Rodriguez
Jordan P. Rose
Shelby B. Ruggles
Thomas K. Sconiers
Jordanna M. Seiler
Adam J. Smith
Zadarius Q. Varner
Heather R. Vincent
Marissa P. Williams
Sarah A. Wycuff

Bachelor of Arts in Anthropology

Jake J. Asuncion
Stephanie J. Celaschi

Bachelor of Arts in Family and Child Development

Skylar C. Berger
Brittney N. Cook
Brianna M. Erickson
Rachel I. Gibson
Shi Ann Gurko
Alyssa M. Iverson
Isabella C. Lynner
Alexa J. Nolte
Addie J. Pearce
Marina Y. Seif
Hannah M. Semick
Shelby M. Wilson

Bachelor of Arts in Fashion Merchandising

Amber L. Heggins
Tasha D. Kelker
Culleen M. Moser
Megan A. Ramsey
Katie M. Stiteler
Breanna E. Zemrock

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Bachelor of Arts in Interior Design

Carin E. Marchetta

Bachelor of Arts in Multidisciplinary Studies

Alyson K. DeMarco
William F. Drayer
Alyssa N. Huff
Destiny C. Jackson
Tyler F. Kenepf
Samantha L. Kincaid
Nicole M. LaRose
Nicholas C. Moore
Jeremy C. Roberts
Stephenie R. Smith
Romeo V. Travis

Bachelor of Fine Arts

Shanel E. O'Connor
Mallory M. Smart
Emily R. Wolchko

Bachelor of Music

Emily E. Beck
Michael G. Ebie
Kayla M. Lavery

Bachelor of Science

Hadiyah I. Ahmed
Meshari Mohammed N. Al Suwayan
Anthony C. Burch
Suneeth Choudary
Jordan M. Crain
Ajay V. Dakappagari
Oliver G. Evans
Adam M. Fonner
Jennifer A. Gray
Matthew L. Hom
Richard B. Jin
David W. Kahwaji
Anuradha Kanaparthi
Layla J. Kent
Mark M. Kodsy

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Pallavi Lanka
Catherine Lee
Haeun Shane Lee
Jin S. Lee
Kajal Madan
Malvika Malik
Alexandra N. Moe
Azmina Mohammed
Manas Nair
Gabrielle N. Omoregie
Elizabeth J. Otto
Peter G. Palmer
Niki P. Panayiotou
Punita S. Peketi
Karthic Drishna V. Perumal
Emily G. Petrinec
Margaret V. Pinkevitch
Nicholas Prescurea
Rachana S. Raghupathy
Amith Rao
Christine Rizkala
Alexis A. Schweibinz
Ashvi P. Shah
Harguneet Singh
Laura D. Smith
Neya Sterling
Andrew Suchan
Shiza F. Syed
Poulomee Tripathi
Sriharsha Voleti
Stephanie Wolff
Nour G. Yacoub
Andrew K. Yazji

Bachelor of Science in Computer Science

Scott M. Allman
James Brosnahan
Kyle R. Drummond
Michael A. Garrison II
Matthew J. Morris

Bachelor of Science in Political Science/Criminal Justice

Marshall N. Gallo

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Brittany A. Large
Zackary James Lowry
Cassie R. Rossetti
Christian F. Woolard

College of Engineering

Bachelor of Science in Aerospace Systems Engineering

William B. Wessel

Bachelor of Science in Biomedical Engineering

Mohammed Feihan M. Alqahtani
Chidiebere R. Aninweze
Steven P. Curtis

Bachelor of Science in Chemical Engineering

Ivan Stamboldziew
Gina M. Undicelli

Bachelor of Science in Civil Engineering

Rachel L. Audet
Homoud K. Musallam
Christopher M. Pack
Kane M. Schonauer

Bachelor of Science in Computer Engineering

Stephen A. Olszak

Bachelor of Science in Corrosion Engineering

Connor A. Shamberger

Bachelor of Science in Mechanical Engineering

Mohammed Saleh S. Al Mushref
Ehsan Y. Bukhari
Joseph S. Clay
Joshua M. Halvorsen
Jeremy M. Huntington

The LeBron James Family Foundation College of Education

Bachelor of Science in Education

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Jacob M. Dubina
Emma G. McHale
Rebecca J. Supan

College of Business Administration

Bachelor of Arts

Joshua A. Fernandes
James L. Nace
Benjamin J. Nypaver

Bachelor of Business Administration

Fahad K. Alserhani
Christopher D. Catalano
Nicholas A. Costa
Sarah K. Feagan
Austin N. Grant
George D. Huber
Austin J. Kleis
Joseph E. Korb
Richard D. LeAnza
Joshua J. Lines
Joseph G. Longo
Zachary G. Milano
Abigail M. Miller
Katelynn R. Murphy
Michael J. Murray
Emily Pullar
Jeffrey M. Shimko
Sydney Sien
Joseph B. Steffen
Alexis E. Tartaglia
Meghan Ulisse
Kenneth P. Warner
Teri Watkins
Stephanie L. Weber
Justin J. Whited
Waverly Wituski
Nicholas J. Wolf

Bachelor of Science in Accounting

Shaun E. Alexander
Ryan D. Burkert
Eyouel T. Demissie

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Tyler J. Foster
Blake R. Fuller
Alexander S. Galayde
Patrick J. Gallacher
Beau C. Garner
Karyn O. Hickman
Brian J. Lawson
Kendall M. Martis
Nathan D. May
Graham C. McGrail
Sydney L. Poole
Owen T. Pullar
Angela M. Sansavera
Sierra S. Shearer

College of Health Professions

Bachelor of Arts

Allison V. Guenther
Noelle L. Gyulai
Leah R. Markowitz
Elizabeth H. Smith
Kylie B. Smith

Bachelor of Arts in Child Life Specialist

Bria N. Bonner
Rachel E. Upp

Bachelor of Arts/Social Work

Hannah E. Brotherton
Joanna King
Jeanine D. Lambert
Kimberly L. Myers
Antoinette M. Paglio
Samantha M. Schoenegge
Whystal A. Worthy
Sarah M. Yu

**Bachelor of Arts in Speech - Language Pathology and
Audiology**

Katelyn R. Boden
Kara A. Monahan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Bachelor of Science in Athletic Training

Youngjoo Jeong

Bachelor of Science in Dietetics

Asrar Khalid R. Bukhari

Bachelor of Science in Education

J' Mario J. Allen
Nathan A. Bischof
Jonathan M. Brunty
Michael C. Calzola
Sean A. Carroll
Garrett A. Crichlow
Nicolas A. Leondarides
Andrew J. Mark
Zachary M. Mucklo
Nathaniel G. Olmstead
Darrian A. Owens
Chandler H. Warren
Andrew M. Zalewski

Bachelor of Science in Exercise Science

Robert J. Armstrong
Kayla M. Brannon
Dane R. Hammer
Michaela S. Lehman
Amanda McComas
Stephen M. Phipps
Brittany A. Smith
Allison A. Steward
Anna R. Tarpley

Bachelor of Science in Food and Environmental Nutrition

Devon N. Christ

Bachelor of Science in Nursing

Elaine M. Averbukh
Trena L. Barnard
Elena Bocola-Mavar
Christopher W. Brady

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Teresa E. Brogan
Ashley K. Burton
Ross A. Cogan
Anthony Colarusso
Stephanie A. Cowart
Cheyenne R. Dedaw
Yan Shan Dong
Tori L. Downey
Lauren N. Fallucco
Sarah M. Figueroa
Alexi M. Gervasi
Colin J. Gormley
Elizabeth A. Grimsley
Matthew T. Heintz
Stacie L. Heironimus
Leanna R. Huffaker
Mitchell J. Ivasku
Stephanie M. Jeckel
Michael T. Kaiser
Kimberly R. Kasper
Brandi L. Kortyna
Taylor D. Libby
Julie M. Logsdon
Heather K. Mateja
Ashley McNeil
Paige D. Naamani
Jennifer L. Naegeli
Hannah M. Nash
Juanita T. Owusu-Nyamekye
Stacy M. Porter
Kayla R. Rowe
Jessica M. Rupnow
Steven A. Salapski
Katelyn B. Schwert
Dorothea A. Shew
Julia A. Singleton
Kylie R. Snell
Mallary A. Stauffer
Candence R. Stopka
Melissa A. Sturdivant
Nancy A. Sustar
Brandi L. Thacker
Joshua N. Tiano
Anja Tieber
Kelsey M. Trask

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Haley N. Veite
Ryan J. Williams
Qingming S. Xiong

Bachelor of Science in Respiratory Therapy Technology

Farheen Anjum

College of Applied Science and Technology

Bachelor of Science in Computer Information Systems

Jonathan D. Besse
Matthew J. Brinovec
Samuel C. Conrad
Serena M. Dipenti
Bryan J. England
Joshua A. Klamut
Joseph R. Nekl
Faryl E. O'Neil
Dean M. Perry
Curtis L. Strong
Matthew G. Taylor
Exavian J. Warren

Bachelor of Science in Construction Engineering
Technology

Hunter D. Hooper
Zaylor L. Rowley

Bachelor of Science in Emergency Management and Homeland
Security

Jacob P. Albert
Mohamed Subaih Alketbi
Robert J. Behrens
Jacob B. Biggie
Terrell R. Booker
Nathan T. Bowman
Brody Churovia
Heather M. Costa
Dominic A. Costanzo
Jessica A. Davis
Kay F. Forwick
Kayla N. Grizer
Nathaniel T. Hull

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Douglas L. Karn
Cameron L. McGowan
Philip M. Memmen
Devyn T. Nolen
Andrew R. Parisi

Bachelor of Science in Mechanical Engineering Technology

Timothy S. Miller
Michael A. Ream

Bachelor of Science in Organizational Supervision

Amy L. Amspoker
Danielle L. Bell
Fransohn Bickley
Russell K. Bolender
Giavanni L. Braboy
Angela A. Braidich
Ibrahima A. Camara
Darius D. Copeland
Serena L. De La Grange
Kayla B. Denny
Alexis R. Ford
Christina E. Ford
Anna E. Hall
Taylor N. Harris
Molly K. Hartman
Derrick L. Head
Kenneth M. Hokes
Ramatou Issoufou Garba
Racquelle C. Iverson
Mackenzie R. Janecko
Devondre M. Johnson
Karla K. Kay
Emily Ann Kuntz
Patrick C. Laliberte
Ashley K. Layland
Scott C. McCloud
Kevin L. McDonald
Christopher Merzweiler
Gunnar J. Mikula
Deontae L. Moore
Brittany L. Mowery
Timothy L. Nagy
Aris D. Nelson

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer**

Jerimiah T. Norman
Abas O. Omar
Kevin J. Pang
Laveta Lashelle Parker
John W. Petersen
Austin R. Pettit
Raul Pizarro
Ryan A. Reitz
Austin A. Ricci
Amanda G. Shannon
Brandon M. Snyder
Kevin E. Soneson
Colyn T. Spencer
Thomas M. Taylor
Jacob E. Urich
Zarek C. Valentin
Brian E. Ward
Tatiana A. Ward
Wintre N. Ward
Mitchell J. Wheeler
Jerry D. Williams
Shenese T. Williams
Christine A. Wolf
Daozon Yang
Shelby L. Zemek

Bachelor of Science in Surveying and Mapping

David A. Fedor

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice
Technology

Mohamed Subaih Alketbi
Philip M. Memmen

Associate of Applied Science in Early Childhood Development

Leslie N. Schnering
Margaret E. Stacy

College of Health Professions

Associate of Applied Science in Medical Assisting
Technology

Molly J. Baltic
LaChelle A. Bronner
Ja'Onteria Renae Childs
Tierney P. Crawley
Tess D. Fanello
Soffy Gonzalez
Jewel Aryn Haskins
J'lecyah Hector
Kaylie M. Huff
Nicholas D. Kinkead
Nima S. Majid
Sanya Martic
Monique A. Mathewson
Rawnie P. Ross
Anthony Salter
Emma L. Thurston
Wintre N. Ward
Sydney M. Zeman

Associate of Applied Science in Radiologic Technology

Dakotah S. Ady
Madison T. Butrey
Emma E. Chapman
Candice L. Hartman
Kaitlan E. Knisely
Kirstin N. Lengel
Christian V. Lint

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Faythe A. Lipold
Kristi M. Logue
Angela J. Mark
Alisa R. Medley
Adela Percy
Justin K. Sampson
Rosemary E. Thomas

Associate of Applied Science in Surgical Technology

Hannah C. Amato
Olivia S. Bosley
Matthew C. Hill
Michael T. Miller
Marisa Noguez
Kathryn L. Sweeney
Briann N. Yoder
Hayley B. Yoder

College of Applied Science and Technology

**Associate of Applied Business in Business Management
Technology**

Turner A. Herman

**Associate of Applied Business in Computer Information
Systems**

Brandon J. Beveridge
Matthew J. Brinovec
Matthew J. Brinovec
Tristan M. Dang
Bryan J. England
Bryan J. England
Nathaniel L. Haufe
Elijah L. Kanavel
Joseph R. Nekl

**Associate of Applied Business in Construction Engineering
Technology**

Jacob M. Bumgarner
Kree E. McMonigle
Dakota A. Smith

**Associate of Applied Science in Electronic Engineering
Technology**

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Ethan M. Griffiths

Associate of Applied Science in Emergency Medical
Services Technology

Cody M. Duncan

Associate of Applied Science in Fire Protection
Technology

Anthony R. Girardi
Maxwell R. Kumah
Donjai T. White

Associate of Applied Science in Land Surveying

Nicholas A. Keller
Kyle D. Shatzer

Associate of Applied Science in Manufacturing Engineering
Technology

Thomas A. Chastain
Ajay D. Patel
Joseph D. Slabaugh
Deborah A. Taylor

Associate of Applied Science in Mechanical Engineering
Technology

Emily J. Dawson
Dustin A. Dayton

Associate of Arts

Amber N. Anderson
Allyssa A. Behrendt
Jenelle Bennett
Jeffrey L. Blazeff
Shirley E. Feaster
Alexis R. Ford
Joshua M. Goudy
Layla J. Kent
Aris D. Nelson
Olivia R. Prebonick
Michael G. Simon
Margaret M. Smith
Maurice T. Spencer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Summer

Associate of Science

Jordan D. Austin
Jenelle Bennett
Taylor L. Brady
Susan J. Brenly
Nicholas D. DiLiberto
Nicholas T. Hatvany
Layla J. Kent
Anthony Salter
Cherise M. Stoneman
Joy E. Workman

Associate of Technical Study

Zachary L. Askew

Wayne College

**Associate of Applied Business in Business Management
Technology**

Joseph C. Hart

**Associate of Applied Science in Exercise Science
Technology**

Coree N. Ullman

Associate of Arts

Carissa J. Timko

Associate of Science

Brenton A. Deusenberry
Madison M. Markley
Ryleigh H. Sloan
Daniel A. Thompson

783 Total Degrees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**OHIO REVISED CODE 3345.45
FACULTY TENURE**

Ohio Revised Code 3345.45

Standards for instructional workloads for faculty; faculty workload policy; conditions for research funding.

(A) On or before January 1, 1994, the chancellor of higher education jointly with all state universities, as defined in section 3345.011 of the Revised Code, shall develop standards for instructional workloads for full-time and part-time faculty in keeping with the universities' missions and with special emphasis on the undergraduate learning experience. The standards shall contain clear guidelines for institutions to determine a range of acceptable undergraduate teaching by faculty.

(B) On or before June 30, 1994, the board of trustees of each state university shall take formal action to adopt a faculty workload policy consistent with the standards developed under this section. Notwithstanding section 4117.08 of the Revised Code, the policies adopted under this section are not appropriate subjects for collective bargaining. Notwithstanding division (A) of section 4117.10 of the Revised Code, any policy adopted under this section by a board of trustees prevails over any conflicting provisions of any collective bargaining agreement between an employees' organization and that board of trustees.

(C)

(1) The board of trustees of each state university shall review the university's policy on faculty tenure and update that policy to promote excellence in instruction, research, service, or commercialization, or any combination thereof.

(2) Beginning on July 1, 2018, as a condition for a state university to receive any state funds for research that are allocated to the department of higher education under the appropriation line items referred to as either "research incentive third frontier fund" or "research incentive third frontier-tax," the chancellor shall require the university to include multiple pathways for faculty tenure, one of which may be a commercialization pathway, in its policy.

Amended by 132nd General Assembly File No. TBD, HB 49, §101.01, eff. 9/29/2017.

Amended by 131st General Assembly File No. TBD, HB 64, §101.01, eff. 9/29/2015.

Effective Date: 07-01-1993

RTP Commercialization Status
July 27, 2018

College	Department	Response Received	Guideline Status 7/27/18	RTP Includes Commercialization	Merit Includes Commercialization
BCAS	Anthropology	Y	Done	N	Y
BCAS	Art	Y	Done	Y	Y
BCAS	Biology	Y	Done	N	N
BCAS	Chemistry	Y	Done	Y	Y
BCAS	Child & Family Development	Y	Done	N	N
BCAS	Communication	Y	Done	N	N
BCAS	Computer Science	Y	Done	Y	Y
BCAS	Dance	Y	In discussion	In discussion	In discussion
BCAS	English	Y	In discussion	In discussion	In discussion
BCAS	Fashion Merchandising	Y	Done	N	N
BCAS	Geosciences	Y	Done	Y	Y
BCAS	History	Y	Done	N	N
BCAS	Interior Design	Y	Done	N	N
BCAS	Mathematics	Y	Done	Y	Y
BCAS	Modern Languages	Y	In discussion	In discussion	In discussion
BCAS	Music	Y	Done	N	N
BCAS	Philosophy	Y	Done	N	N
BCAS	PAUS	Y	Done	N	N
BCAS	Physics	Y	Done	Y	Y
BCAS	Political Science	Y	Done	N	N
BCAS	Psychology	Y	Done	N	N
BCAS	Sociology	Y	Done	N	N
BCAS	Statistics	Y	In discussion	N	N
BCAS	Theatre	Y	Done	N	N
CAST	Business & Information Technology	Y	In discussion	Y	Y
CAST	Engineering & Science Technology	Y	In discussion	Y	Y
CAST	Disaster Services	Y	Done	Y	Y
CAST	Applied General Studies	Y	In discussion	Y	Y
CBA	Accountancy	Y	Done	N	N
CBA	Economics	Y	In discussion	N	N
CBA	Finance	Y	Done	N	N
CBA	Management	Y	In discussion	Y	N
CBA	Marketing	Y	Done	N	Y
CHP	Allied Health	Y	In discussion	N	N
CHP	Counseling	Y	In discussion	N	N
CHP	Social Work	Y	In discussion	N	N
CHP	Speech-Language Pathology and Audiology	Y	Done	Y	Y
CHP	Sports Science and Wellness	Y	Done	N	N
CHP	Nutrition and Dietetics	Y	In discussion	N	N
CHP	Nursing	Y	Done	N	N
CPSPE	Polymer Engineering	Y	Done	Y	N
CPSPE	Polymer Science	Y	Done	Y	N
EDUCATION	Curriculum and Instruction	Y	Done	N	N
EDUCATION	Educational Foundations	Y	Done	N	Y
ENGINEERING	Biomedical Engineering	Y	In discussion	Y	N
ENGINEERING	Chemical & Biomolecular Engineering	Y	Done	Y	Y
ENGINEERING	Civil Engineering	Y	In discussion	Y	Y
ENGINEERING	Electrical & Computer Engineering	Y	Done	Y	Y
ENGINEERING	Mechanical Engineering	Y	Done	N	Y
LAW	Law	Y	Done	N	N

RTP Commercialization Status
July 27, 2018

College	Department	Response Received	Guideline Status 7/27/18	RTP Includes Commercialization	Merit Includes Commercialization
UL	UL Research & Learning Services	Y	Done	N	N
UL	Science & Technology	Y	Done	N	N
UL	Electronic Services	Y	Done	N	N
WAYNE		N			

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

GRADUATE SCHOOL WAIVERS AND STIPENDS

GA STIPEND AND TUITION ALLOCATION SUMMARY

College	<u>2016-17</u>		<u>2017-18</u>		<u>2018-19</u>	
	Stipends	Remission	Stipends	Remission	Stipends	Remission
Arts & Sciences	\$3,876,836	\$5,934,691	\$3,254,252	\$4,392,618	\$2,664,537	\$3,440,227
Engineering	\$1,556,685	\$5,202,558	\$1,437,070	\$3,861,839	\$1,385,502	\$3,379,835
Education	\$189,574	\$457,665	\$18,202	\$122,449	\$10,815	\$23,960
Business Administration	\$298,442	\$1,971,529	\$165,204	\$639,151	\$40,171	\$92,475
Health Professions	\$562,887	\$2,789,425	\$326,634	\$1,384,861	\$238,540	\$646,749
Polymer Sci & Eng	\$1,239,882	\$3,914,374	\$892,841	\$3,420,294	\$798,000	\$3,401,911
Other Non Academic Areas	\$49,853	\$85,429	\$3,158	\$74,331	\$0	\$83,563
Miscellaneous*	\$0	\$0	\$0	\$0	\$0	\$350,000
Total	\$7,774,159	\$20,355,671	\$6,097,361	\$13,895,543	\$5,137,565	\$11,418,720
		\$28,129,830		\$19,992,904		\$16,556,285

* Miscellaneous (to cover differential for in-state and out-of-state credit hours, new grant funded contracts and increased credit hour enrollment).

2016-17 Actual

2017-18 Actual Remission, Committed

Stipends

2018-19 Budgeted

Allocations

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

ENROLLMENT MANAGEMENT REPORT

The University of Akron—Enrollment Management Board of Trustees Report for August 2018

2018 High School Class: Focus on Yield

Throughout the summer months, the Office of Admissions has remained steadfast in implementing yield initiatives geared toward the 2018 fall semester. Students/parents received three mailings from our office this summer:

- Downtown Akron Partnership letter and insert was mailed to students in mid-June
- Mark your calendar postcard was mailed to students in late June (see below)
- Letter from Dr. Green with four complimentary Zips athletic tickets vouchers was mailed to parents in July



Admissions also hosted three events for confirmed students this summer:

- Nearly 50 students joined us for a meet-n-greet, buffet dinner and the Akron RubberDucks baseball game in late June.
- 70 students attended the Cleveland Indians baseball game with us in July. The UA prize wheel and Zippy were popular with the students and their guests.
- The UA Scavenger Hunt for new freshmen continues until August 24. This event is in collaboration with Downtown Akron Partnership.

We continued to send e-mails and text messages to encourage admitted students to confirm their enrollment. We also continued to conduct individual appointments with students and their family members.

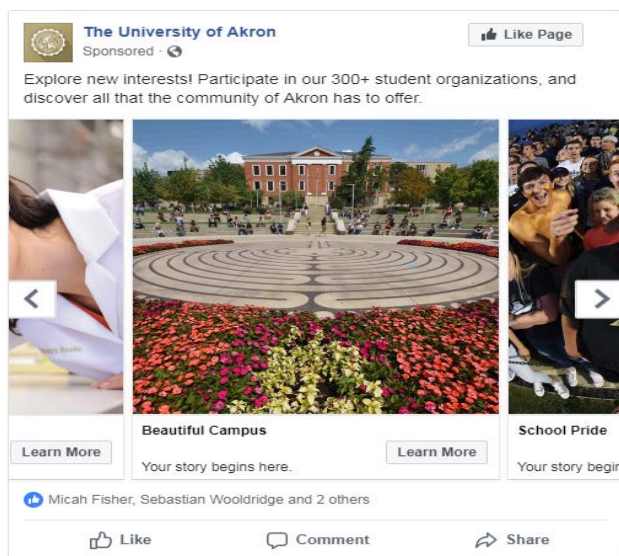
The Office of Student Financial Aid is also focusing their efforts on yield. Staff are busy processing loan requests from students and parents and assisting students who have been selected for review by the

government. Persistent outreach continues to all students, new and returning, encouraging them to provide required documents and accept financial aid offers for the coming year.

As of July 18, 88% of all new freshmen who have submitted a FAFSA have been packaged for their financial aid—this is the same percentage of students who were packaged by mid-July last year.

2019 High School Class: Focus on Inquiry and Application Generation

Throughout the summer, we continued to assess our goals, strategies and tactics pertaining to the recruitment of the 2019 high school class.



Fathom, an agency that focuses on paid search, paid social, search engine optimization, conversion rate optimization, and analytics consulting is working with admissions, in conjunction with University Communications & Marketing, to expand our digital marketing efforts with both Ohio and non-Ohio high school students.

On the left is an example of a UA Facebook display ad developed by Fathom that is targeted toward prospective students.

Two digital campaigns launched this summer which are focused on inquiry and application generation. A third campaign is scheduled to launch later in the cycle which will support the university's yield efforts.

Prospective students also received three mailings from the admissions office this summer:

- Teaser brochure mailed in May to promote UA advantages and visiting campus
- Senior Mailer brochure sent in July to promote applying to UA and visiting campus
- Fall Visit Days and Engineering Visit Day postcard invitation mailed in August

E-mails promoting visiting campus, academic programs, the Williams Honors College, financial aid and scholarships, etc. were sent to students and parents throughout the summer.

Transfer and Adult Students: Focus on Outreach

Transfer Credit

One of the most important factors in a transfer student's decision to attend The University of Akron is the amount of college credit we award based on the student's previous college work. The University of

Akron has developed a robust web-based Transfer Equivalency Database for prospective students to use as they are making their transfer college decision.

Home / Transfer Students / ted

Home page
Plan
Apply
After you apply
Admitted

TRANSFER EQUIVALENCY DATABASE

Will my coursework transfer to UA?

Welcome to our **Transfer Equivalency Database**. Use this tool to determine whether the courses you completed at another college and university will transfer to UA. Here is how:

1. Select the country of your current university
2. Select the state
3. Select your college or university
4. Choose "Show all Departments" or "Show one Department" to see the list of transferable classes.

How to read the Transfer Equivalency Database ▾

This is the most current list of transfer equivalencies that have been determined by our faculty.

Country	State	Institution
United States	New York	Shawnee State University
Argentina	North Carolina	Sinclair Community College
Australia	North Dakota	Southern Ohio College
Austria	Ohio	Southern State Community College
Bulgaria	Oklahoma	Stark State College

Reset This Form Show All Depts Show One Department

Department: SPN ▾

Stark State College			The University of Akron		
Department	Course#	Description	Class#	Description	Rule#
SPN	100	Elementary Spanish I	3580:101	Beginning Spanish I	0001
SPN	200	Elementary Spanish II	3580:102	Beginning Spanish II	0002

The database has over 46,000 course equivalencies from 1,369 colleges/universities. The example above illustrates how Stark State’s elementary Spanish sequence (SPN 100/200) transfers to UA. In addition to these two courses, we have 500 other course equivalencies established with Stark State.

The database was collaboratively developed by the Transfer and Adult Enrollment Center and our academic departments and it is updated daily as new equivalencies are determined.

Stop-Out Student Initiative

The University of Akron is partnering with College Now to implement a returning student initiative to recruit, retain, and graduate students who have stopped-out over the past two years without completing a degree. College Now will contact these students and invite them to make use of the reentry services College Now and UA provides. UA’s Adult Focus will support these students during their transition back to the university by providing dedicated advising, academic support, and the opportunity to participate in an organization of peers that will direct future efforts to support adult students.

The initial outreach to 1,600 students will occur the week of July 23 and will continue through the fall semester.

Technology: Focus on Service

TargetX CRM Implementation Update

Over the past two months the following implementation benchmarks have been achieved:

- All current 2019 freshmen prospects are now in the CRM. Data load processes have been built to support the loading of prospects from EAB, ACT, SAT, Hobsons, college fairs, high school visits, and campus visits.
- Inquiry generation campaigns have been launched to increase the number of self-inquiries to UA.
- The CRM now includes off-campus events (e.g. high school visits; college fairs) to support admissions officers' recruitment travel.
- Staff training regarding the off-campus events, reporting features, and managing one-to-one interactions are scheduled to be conducted in late July.

The next implementation priority is loading the applicant information from EAB and the Common App into the CRM.

Based on the significant progress that has been made the over the past several months, the CRM will be our new system of engagement as we recruit the fall 2019 freshmen class.

Financial Aid Support Center

The Financial Aid Support Center, consisting of online articles, the ability to chat in real time with financial aid advisors, and the availability of advisors 24/7 has greatly enhanced customer service and given students greater access to the information they need to secure financial assistance.

Recent performance highlights (as of July 18) include:

- 7,039 interactions (chat, telephone, email) completed since the launch date of May 23
- 90% customer satisfaction rate based on requests for feedback on assistance
- Average wait time of 1 minute, 19 seconds to speak with an advisor
- 86% resolution rate of questions, requests with the remaining 4% being escalated to senior advisors on campus
- Average time that advisors spend assisting students on the telephone is 7 minutes 30 seconds

These statistics demonstrate an enhanced level of access to our services and that students are being assisted quickly and efficiently. All calls are recorded and senior leadership in the Office of Student Financial continuously reviews advisor performance to ensure that the highest standards of customer service are being met.

Scholarship Spotlight: Focus on Student Success

The Evans Foundation generously provides scholarships to financially needy students who are enrolled full-time at The University of Akron in the College of Business Administration. Recipients are students who have demonstrated high scholastic ability, good citizenship, promise, and leadership abilities.

During the past three academic years, 61 outstanding students have received a total of \$61,000 in scholarships. These scholarships are awarded by the Office of Student Financial Aid and students apply by completing the application for private/named scholarships by May 1 each year.

Scholarship opportunities, such as these provided by The Evans Foundation, are critical in helping students achieve their dreams.

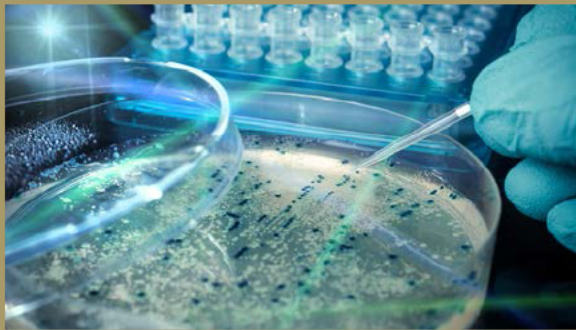
**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5



RESEARCH REPORT

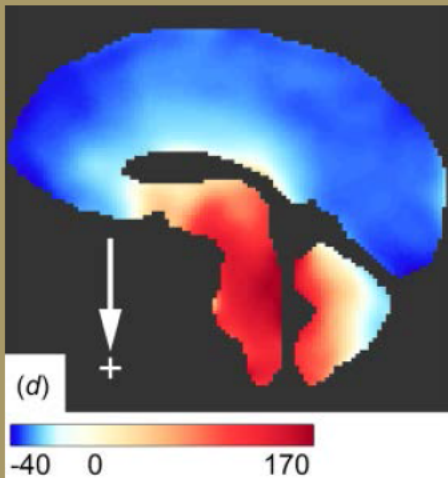
RESEARCH & SCHOLARLY ACTIVITIES

Office of the Sr. Vice President and Provost



TOP 100
WORLDWIDE UNIVERSITIES
GRANTED U.S. UTILITY PATENTS
2017

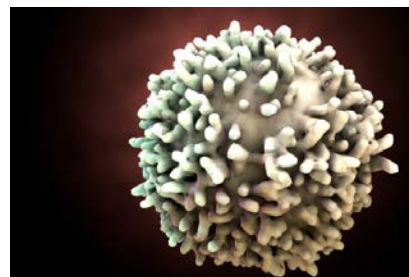





Research and Scholarly Activities Highlights

Improving cancer treatment with 3D modeling of drug resistance

Dr. Hossein Tavana, associate professor of biomedical engineering, with students in his Tissue Engineering Microtechnologies lab, recently developed and patented a method to make 3D cultures of clustered cancer cells (called spheroids) that mimic tumors in the body better than the 2D cultures used in traditional methods (in which a thin layer of cells is treated on a flat, plastic dish), ultimately allowing for more accurate drug testing.



**NATIONAL
CANCER
INSTITUTE**

Dr. Tavana's new, three-year, \$467,312 grant from the NIH's National Cancer Institute (NCI), will address the critical need to identify molecular mechanisms of drug resistance of colon cancer cells and to develop new treatment strategies that effectively block tumor growth but with reduced toxic effects. The team will use patient-derived colon cancer

cells through collaboration with Georgetown University to demonstrate the clinical relevance of their methodology towards personalizing cancer medicine.

"By using molecular analyses, we will explore specific mechanisms that cells use to adapt to and resist the treatment," Tavana said. "Then we will use this information to design treatments that effectively eliminate cancer cells with significantly reduced toxicity to normal cells."

Spiders reveal a key to better adhesion in humid conditions

Most synthetic adhesives fail at high humidities. However, nature contains a multitude of biological adhesives used by various organisms in high humidity (or even underwater) for capturing prey, self-defense, and nesting. A team of students led by **Dr. Todd Blackledge**, professor of biology, and **Dr. Ali Dhinojwala**, professor of polymer science (and Interim Dean, College of Polymer Science and Polymer Engineering), studied orb spider glue and its ability to overcome the problem of interfacial water. Their research into hygroscopic compounds, known as water absorbers, was published in *Nature Communications* in May.



Methodology discovered to detect individual *E. coli* bacterial cells one by one



Department of Chemistry assistant professors **Drs. Michael Konopka** and **Aliaksei Boika**, along with their research team, have developed a novel electroanalytical methodology for detecting *E. coli* at concentrations two orders of magnitude smaller than what could be achieved by other means, such as by diffusion only. Their methodology opens up a possibility of detection of ultralow concentrations of bioanalytes under conditions when other analyte manipulation techniques (electrophoretic migration, use of a

magnetic force) do not work or are less convenient. Their paper is being published in *Electrochimica Acta*, the journal of the International Society of Electrochemistry.

Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, clockwise from top left: (1) the orb spider—glue-maker extraordinaire, photo by Getty Images; (2) UA's top 100 worldwide patent ranking; (3) Dr. Tavana's 3D cancer cell cluster; (4) UA's dance program; (5) brain imaging by Dr. Frank Loth and the Conquer Chiari Center; (6) math anxiety's impact on STEM careers; and (7) bacteria.

Does adolescent math anxiety impact future STEM career choice?

Dr. Wondimu Ahmed, associate professor in the Department of Educational Foundations & Leadership, sought to determine if there were distinct developmental trajectories of math anxiety during adolescence and if these trajectories predicted later STEM career choice. The study also evaluated whether the trajectories varied in relation to gender and race/ethnicity.



He identified diverse developmental trajectories of math anxiety during adolescence that have important implications for later STEM career choice. The findings showed that having consistently high levels of math anxiety or increasing levels of math anxiety during adolescence is likely to lead to avoidance of STEM careers. The findings also showed that

racial/ethnic minorities are more likely to experience maladaptive pathways of math anxiety. Overall, the findings suggest that any initiative that aims to increase a diverse STEM workforce should not ignore math anxiety. The results of his study are published in the *Journal of Adolescence*, August 2018.



Ohio Arts Council Individual Excellence in Choreography Award



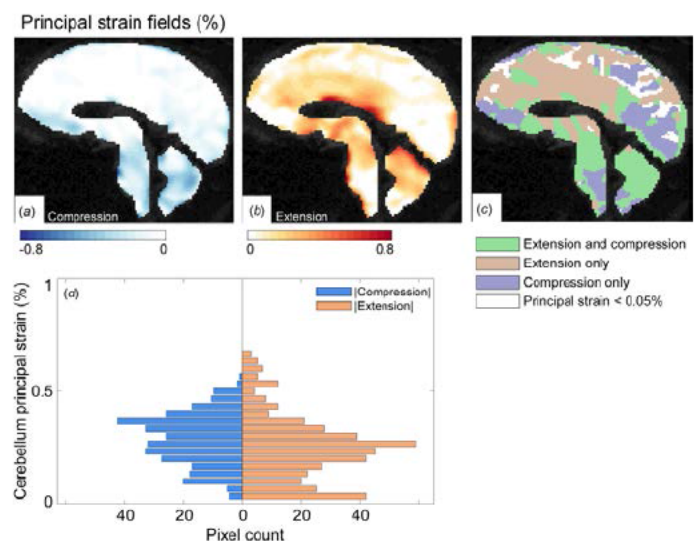
Ms Robin Prichard, associate professor of dance, received the Individual Excellence in Choreography Award from the Ohio Arts Council. Her choreography, “noted for its wit and vulnerability” (L.A. Weekly), investigates personal and cultural identities, often in relationship to current social issues.

Her awarded work includes *The Art of Making Dances (Not About Ferguson)*, a response to the Black Lives Matter movement and to violence against African American men in 2016.

Quantifying regional variations in brain tissue motion and strain using DENSE

Dr. Francis Loth, professor of mechanical engineering, and Dr. Rouzbeh Amini, assistant professor of biomedical engineering, along with UA’s Conquer Chiari Research Center and collaborators from Emory University School of Medicine and Siemens Healthcare, have published their latest research findings regarding the regional quantification of brain tissue using displacement-encoding with stimulated echoes (DENSE) magnetic resonance imaging (MRI).

Their article, published in the June 2018 issue of the *Journal of Biomechanical Engineering*, showed that DENSE can quantify regional variations in brain tissue motion and strain and has the potential to be utilized as a tool to evaluate the changes in brain tissue dynamics resulting from alterations in biomechanical stresses and tissue properties, and to provide a more profound comprehension of the pathophysiology of neural disorders.



Technology Transfer Highlights

UA ranks first among Ohio public universities and 60th nationally in patents issued in 2017

UA ranks 60th in a new report of the *Top 100 Worldwide Universities Granted U.S. Utility Patents in 2017*. UA is the top ranking public university in Ohio with 43 patents issued in 2017. The rankings have been compiled annually since 2013 by the National Academy of Inventors and Intellectual Property Owners Association and are based on data obtained from the United States Patent and Trademark Office. The report aims to highlight the vital role patents play in university research and innovation. “Our faculty are innovative and produce quality intellectual property — we are pleased to receive this recognition,” said Dr. George Chase, president of The University of Akron Research Foundation (UARF) and our director of STEM research. “Past and current administrations should be credited with fostering an environment that supports and encourages creative research.”



UA startup company Fontus Blue’s water treatment software now serving 3 million people



Fontus Blue team outside their offices at Bounce Innovation Hub, photo from Cleveland.com

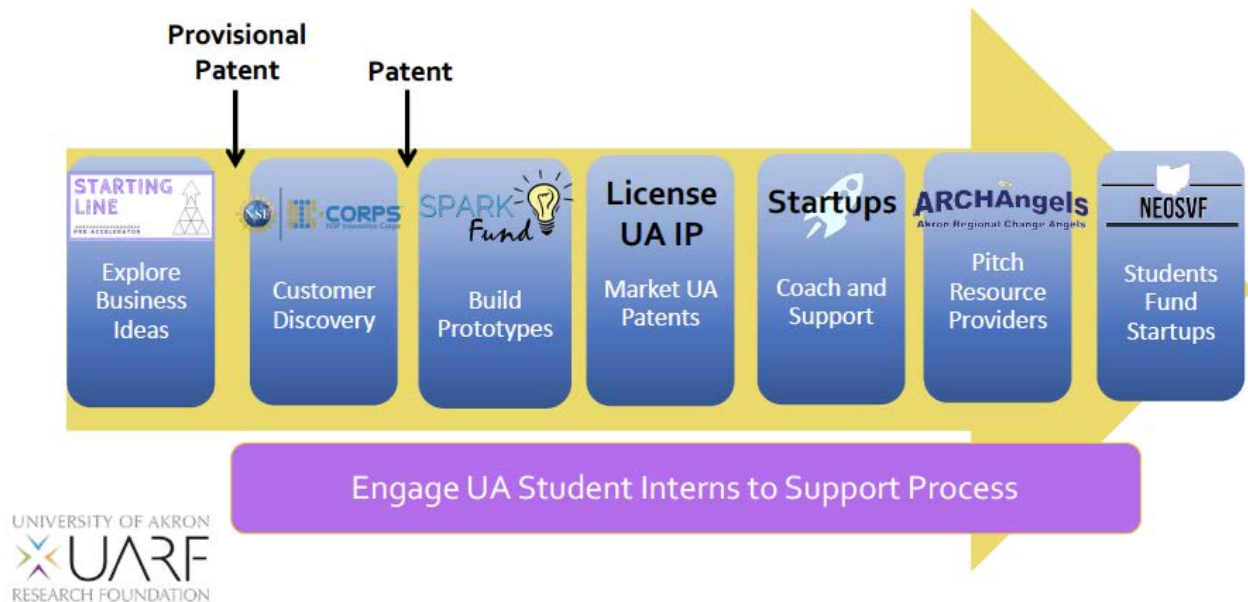
Fontus Blue, a UA licensee that leverages technologies developed in the Department of Civil Engineering to improve water quality, announced that its software is now being used by water treatment facilities in six states and Canada, supplying water to more than 3 million people. Fontus was founded by **Dr. Christopher Miller**, associate professor of civil engineering, who transformed his research and consulting expertise into a software product with the help of the UA Research Foundation's I-Corps Site and the statewide I-Corps@Ohio program, which encourage university professors and students to talk to potential customers to determine if their business idea has merit. Fontus has two full-time and one part-time employee, including two recent UA graduates who were hired in 2017.

Technology Transfer Highlights: UA Startup Companies

Since its founding in 2002, the UA Research Foundation (UARF) has assisted in the formation of 63 startup companies based on UA technology. Of these, 23 startup companies (or 36%) remain active, meaning that they are making product sales, raising investment capital, and/or hiring employees. These 23 startups:

- **Raised \$33 million in capital** from strategic investors, federal agencies, and venture capital firms
- **Sponsored at least \$3 million of research** at UA through research contracts
- **Currently employ 45 full-time equivalents**, including 28 UA graduates serving as employees and 11 current UA students employed as interns

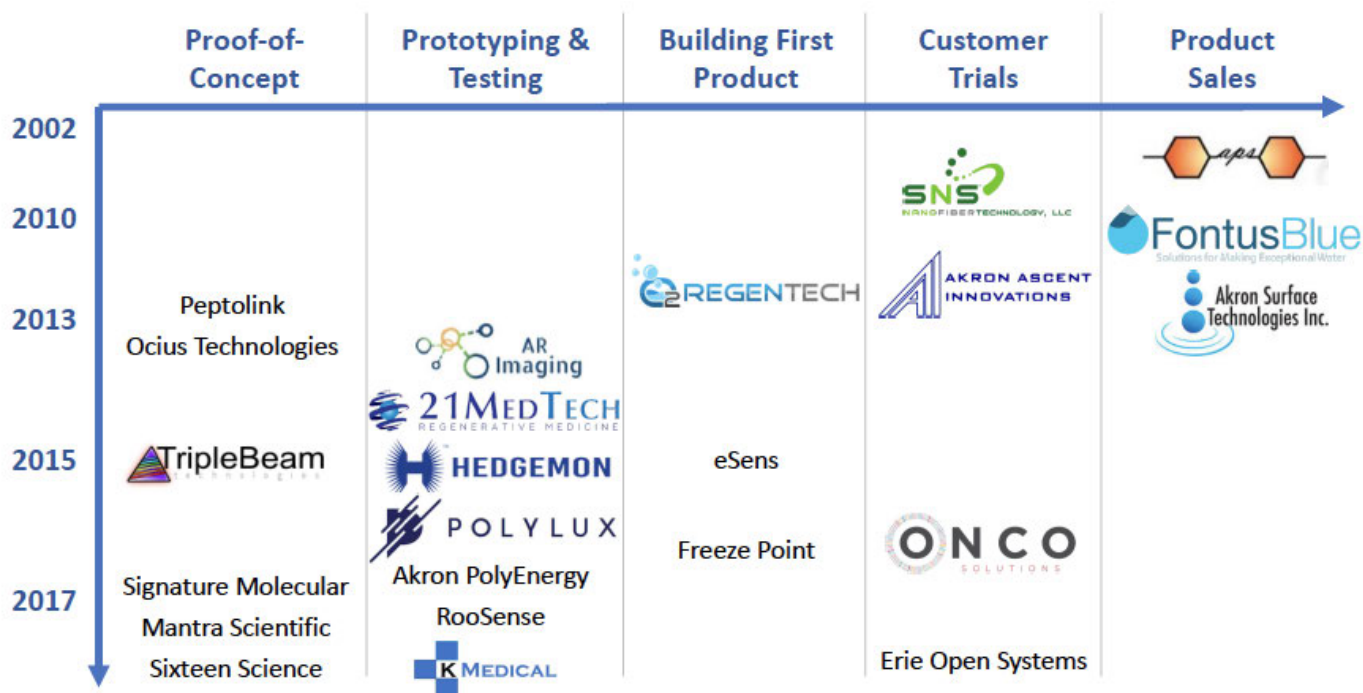
UARF offers UA-affiliated and Akron area startup companies a wide variety of support services, ranging from training on how to use customer feedback to assess the potential of a business idea through connections to mentors and industry experts. UARF collaborates on its programs with Bounce Innovation Hub and JumpStart.



The 23 active startup companies, which were formed between 2002 and 2018, are given different support depending on their level of development. Below is an explanation of the stages of development and a listing of the companies at each stage.

- **Proof-of-Concept:** the technology has been proven to work on a small scale in a laboratory setting, and there is some proof customers may want a product based on this technology
 - Peptolink Performance Polymers, 2013, no VOC coupling agents for rubber chemistry
 - Ocius Technologies, 2014, faster FFT
 - Triple Beam Technologies, 2015, roadside impairment test for marijuana
 - Signature Molecular Designs, 2017, simulation software for selecting best chemistries
 - Mantra Scientific, 2017, high speed circuit design for defense applications
 - Sixteen Science, 2018, bio-absorbable polymer that prevents inflammation
- **Prototyping & Testing:** the company has talked to dozens or even hundreds of customers, understands what must be built, and is constructing a series of prototypes to meet customer needs
 - AR Imaging, 2015, smart goggles for medical imaging
 - 21MedTech, 2015, polymeric bioactive materials
 - Hedgemon, 2015, bioinspired impact absorbing materials
 - PolyLux, 2016, light releasable adhesives
 - Akron PolyEnergy, 2017, binder polymer to enable high energy density silicon batteries
 - RooSense, 2017, sensors to detect dehydration
 - K Medical, 2017, more flexible wound closure adhesives

- **Building First Product:** prototyping was successful and the company is now building a product to meet precise customer specifications, or for medical startups, FDA testing is underway
 - O2 RegenTech, 2013, oxygenated hydrogel medical wound dressings
 - eSens, 2015, flexible pressure sensors
 - FreezePoint Consulting, 2017, optimization software for state service vehicles
- **Customer Trials:** dozens of customers have received free or low-cost samples of the company's product and are providing feedback
 - SNS Nano Fiber Technology, 2005, highly absorbent nanofiber mats
 - Akron Ascent Innovations, 2012, electrospun nanofiber adhesives
 - OncoSolutions, 2016, 3D in vitro testing of cancer drugs
 - Erie Open Systems, 2018, low-cost water testing device
- **Product Sales:** the company has achieved repeated sales and is working to scale its sales and marketing efforts to generate significant revenue
 - Akron Polymer Systems, 2002, polymer coatings for displays & custom research projects
 - Fontus Blue, 2011, water quality optimization software
 - Akron Surface Technologies Inc. (ASTI), 2012, high performance surfaces for mechanical components

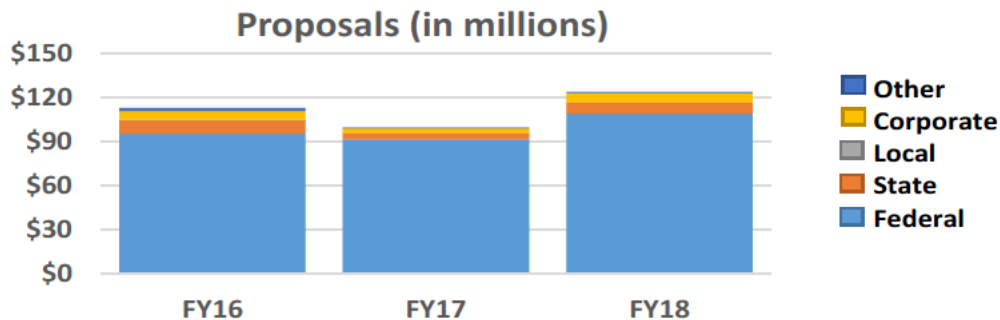


PROPOSALS

FY16	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	276	\$ 95,484,206	\$ 27,400,188	\$ 2,357,232
State	35	\$ 9,231,378	\$ 413,787	\$ 829,608
Local	11	\$ 207,182	\$ 15,713	\$ 899
Corporate	174	\$ 5,861,764	\$ 1,247,379	\$ 23,263
NonProfit	89	\$ 8,026,180	\$ 1,145,991	\$ 680,420
Other*	8	\$ 2,229,083	\$ 436,630	\$ 337,286
Total	593	\$ 121,039,793	\$ 30,659,688	\$ 4,228,708

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	288	91,464,152	26,250,111	2,266,330
State	23	4,279,937	99,701	2,992,221
Local	11	223,122	1,740	-
Corporate	95	3,027,687	435,075	75,000
NonProfit	78	3,999,572	162,221	163,459
Other*	6	625,824	196,935	129,112
Total	501	103,620,294	27,145,782	5,626,122

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	265	\$ 109,118,289	\$ 31,715,230	\$ 1,506,177
State	37	\$ 7,590,273	\$ 477,153	\$ 3,563,252
Local	8	\$ 174,220	\$ 5,697	\$ -
Corporate	61	\$ 6,391,168	\$ 1,594,230	\$ -
NonProfit	53	\$ 3,601,566	\$ 211,885	\$ 172,470
Other*	2	\$ 547,447	\$ 176,116	\$ 32,994
Total	426	\$ 127,422,962	\$ 34,180,311	\$ 5,274,893



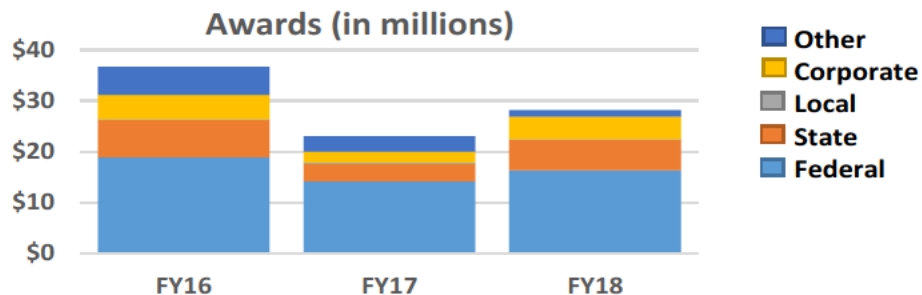
Proposals includes new proposals and proposals for continuing funding.
 *Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

A W A R D S

FY16	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	135	\$ 18,828,117	\$ 4,413,166	\$ 562,787
State	23	\$ 7,403,985	\$ 323,388	\$ 653,968
Local	9	\$ 104,990	\$ -	\$ -
Corporate	171	\$ 4,814,612	\$ 1,135,162	\$ -
Other*	85	\$ 5,509,437	\$ 1,090,224	\$ 272,954
Total	423	\$ 36,661,141	\$ 6,961,940	\$ 1,489,709

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	126	\$ 14,133,119	\$ 3,742,260	\$ 736,217
State	21	\$ 3,429,959	\$ 210,929	\$ 244,568
Local	16	\$ 242,407	\$ -	\$ -
Corporate	100	\$ 2,211,725	\$ 416,048	\$ -
Other*	73	\$ 2,962,398	\$ 308,877	\$ 374,202
Total	336	\$ 22,979,609	\$ 4,678,114	\$ 1,354,987

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	112	\$ 16,309,029	\$ 4,114,664	\$ 451,243
State	22	\$ 5,983,433	\$ 203,535	\$ 5,013,350
Local	11	\$ 171,213	\$ 6,792	\$ -
Corporate	59	\$ 4,429,948	\$ 1,088,217	\$ 75,000
Other*	40	\$ 1,247,596	\$ 79,207	\$ 107,874
Total	244	\$ 28,141,220	\$ 5,492,414	\$ 5,647,467



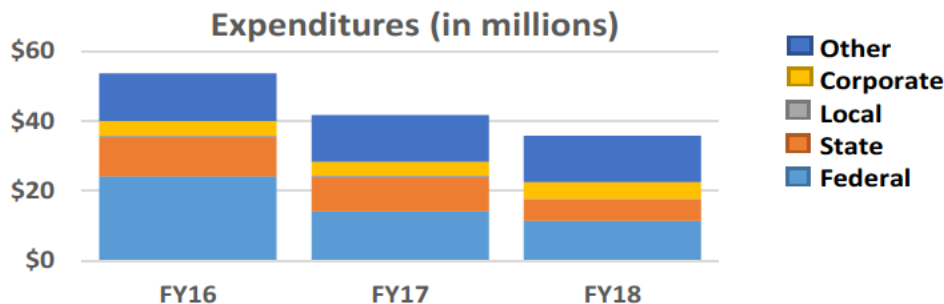
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

EXPENDITURES

FY16	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 24,231,137	\$ 3,390,938	\$ 807,486
State	\$ 11,151,334	\$ 597,760	\$ 2,309,985
Local	\$ 547,435	\$ 6,757	
Corporate	\$ 4,224,247	\$ 644,913	\$ 125,782
Other*	\$ 13,559,162	\$ 698,449	\$ 771,209
Total	\$ 53,713,316	\$ 5,338,817	\$ 4,014,462

FY17	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 14,143,643	\$ 3,090,896	\$ 866,821
State	\$ 9,778,462	\$ 510,750	\$ 2,627,143
Local	\$ 528,743	\$ 42,535	
Corporate	\$ 3,958,685	\$ 678,365	\$ 57,866
Other*	\$ 13,359,761	\$ 732,308	\$ 1,249,540
Total	\$ 41,769,295	\$ 5,054,855	\$ 4,801,370

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 11,546,009	\$ 2,720,864	\$ 212,064
State	\$ 6,016,853	\$ 401,893	\$ 977,551
Local	\$ 221,738	\$ 15,011	\$ 7,798
Corporate	\$ 4,762,779	\$ 953,413	\$ 116,440
Other*	\$ 13,286,946	\$ 607,658	\$ 913,210
Total	\$ 35,834,325	\$ 4,698,839	\$ 2,227,062



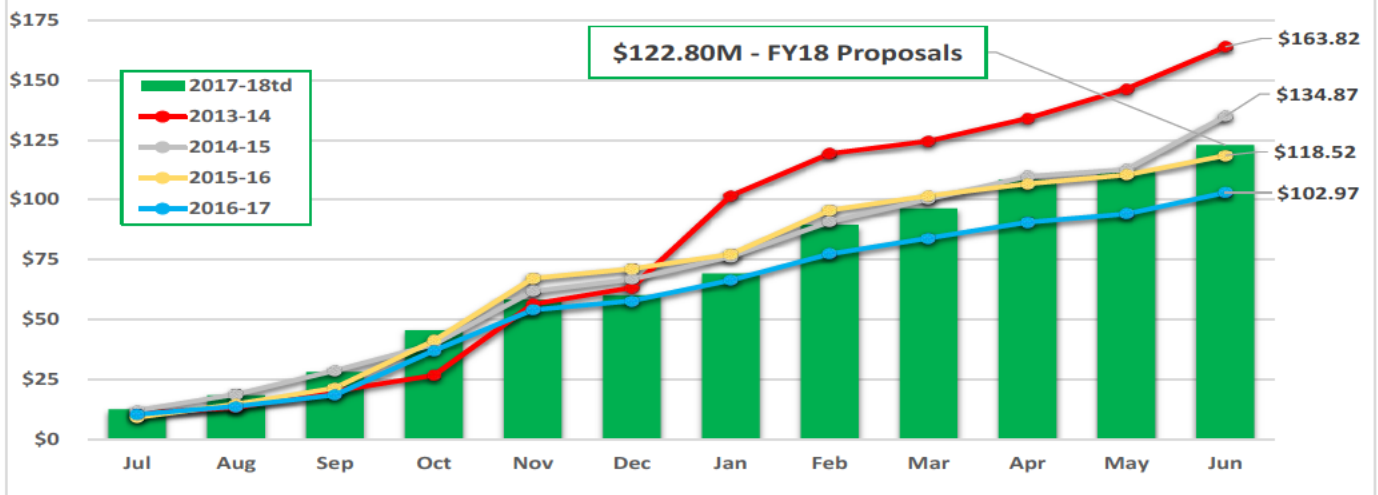
NOTE: Fiscal year end expenditures are based on first financial closing and are not final.

*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

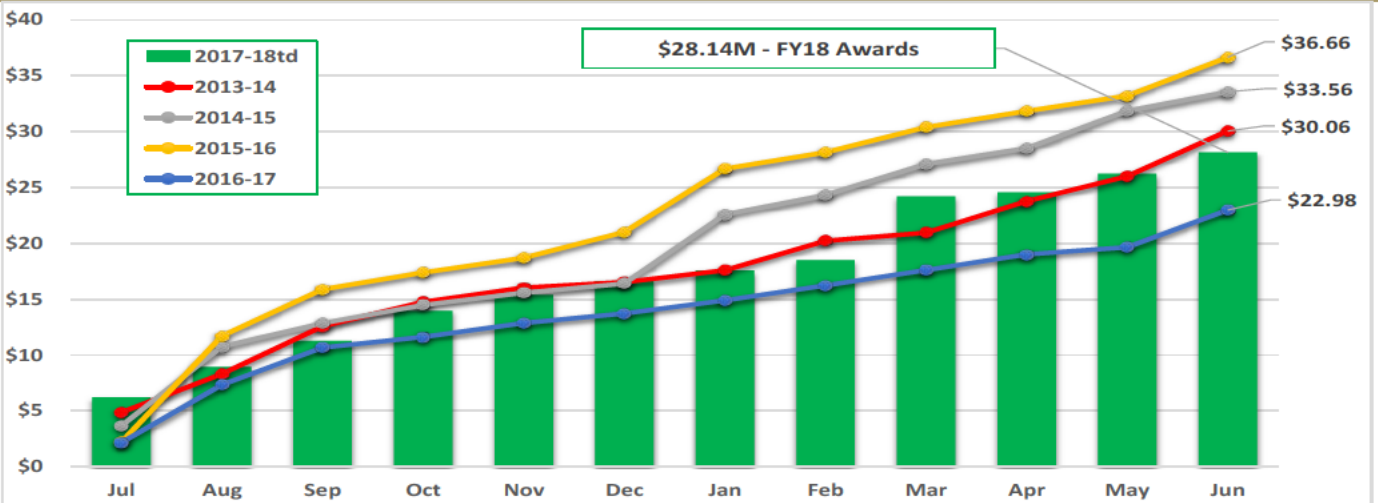
Fiscal Years 2014 through 2018

(dollars in millions)

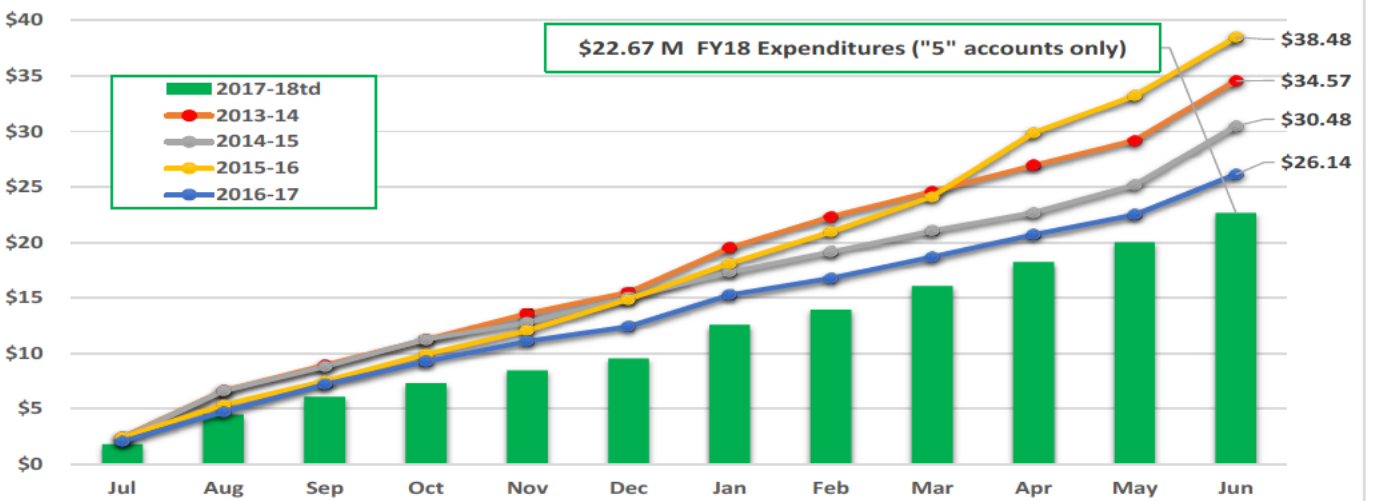
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

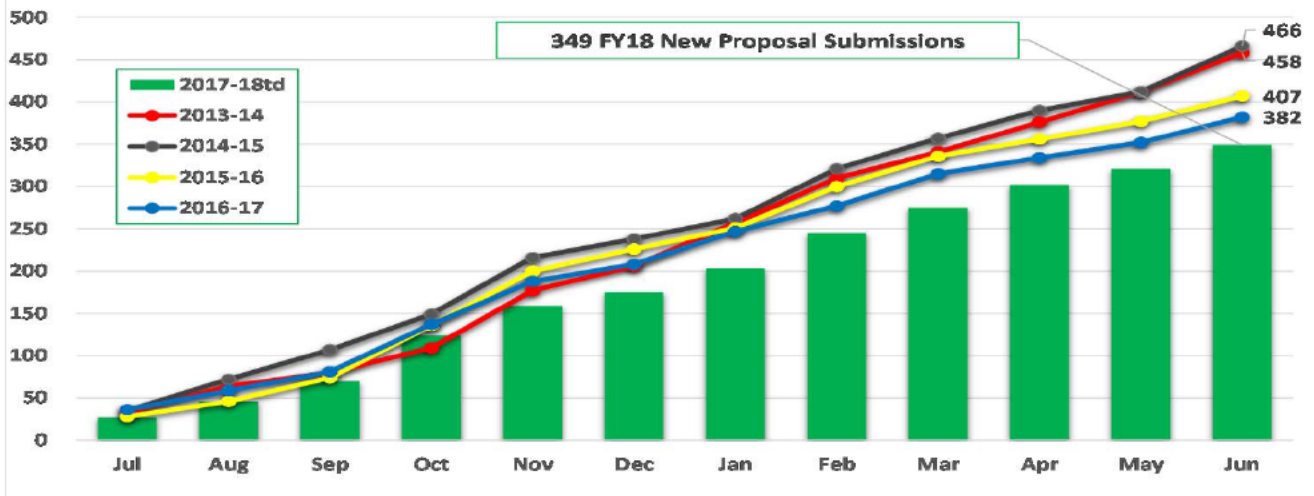


Cumulative Expenditure Dollars on Externally-Funded Awards

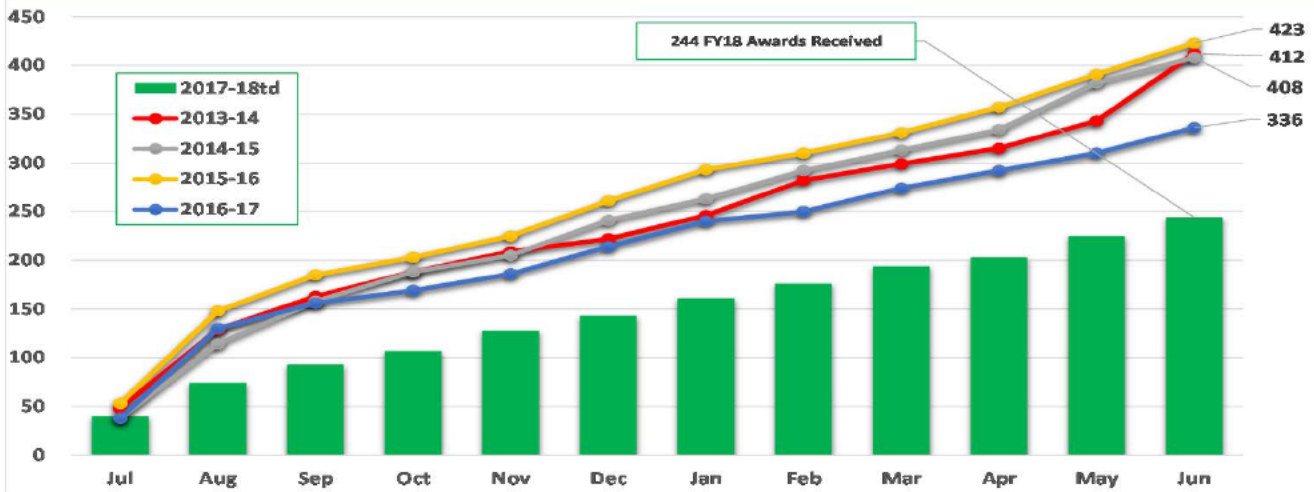


Fiscal Years 2014 through 2018

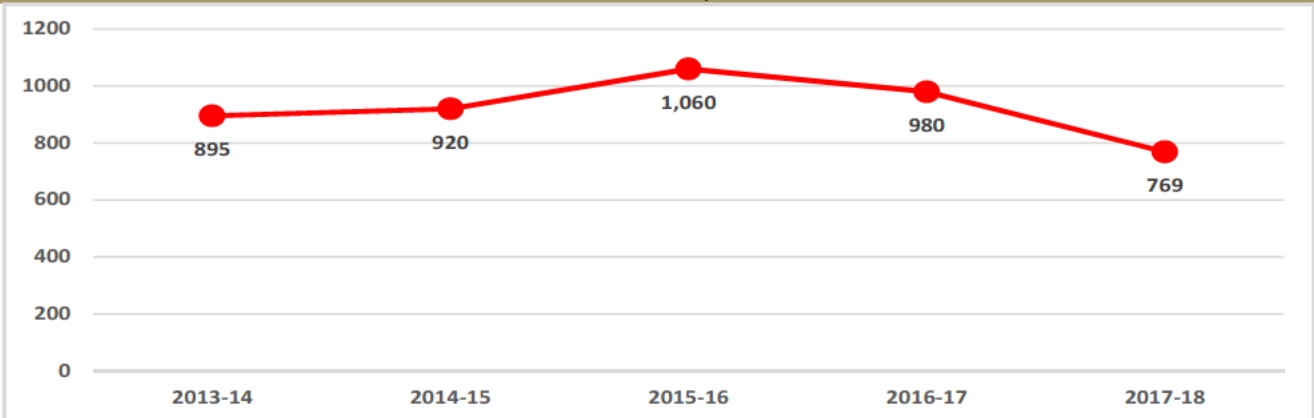
Cumulative Count of New Proposals Submitted



Cumulative Count of New Award Funding Received

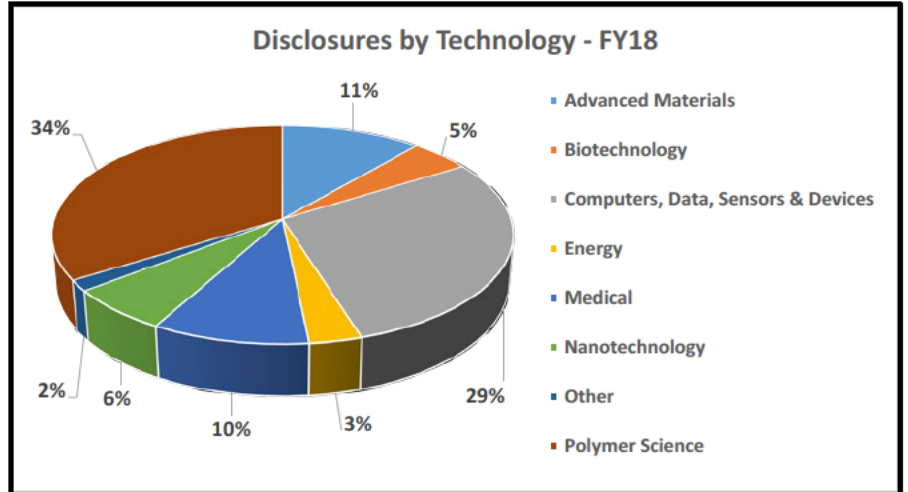


Count of Active Awards, FYs 2014-2018

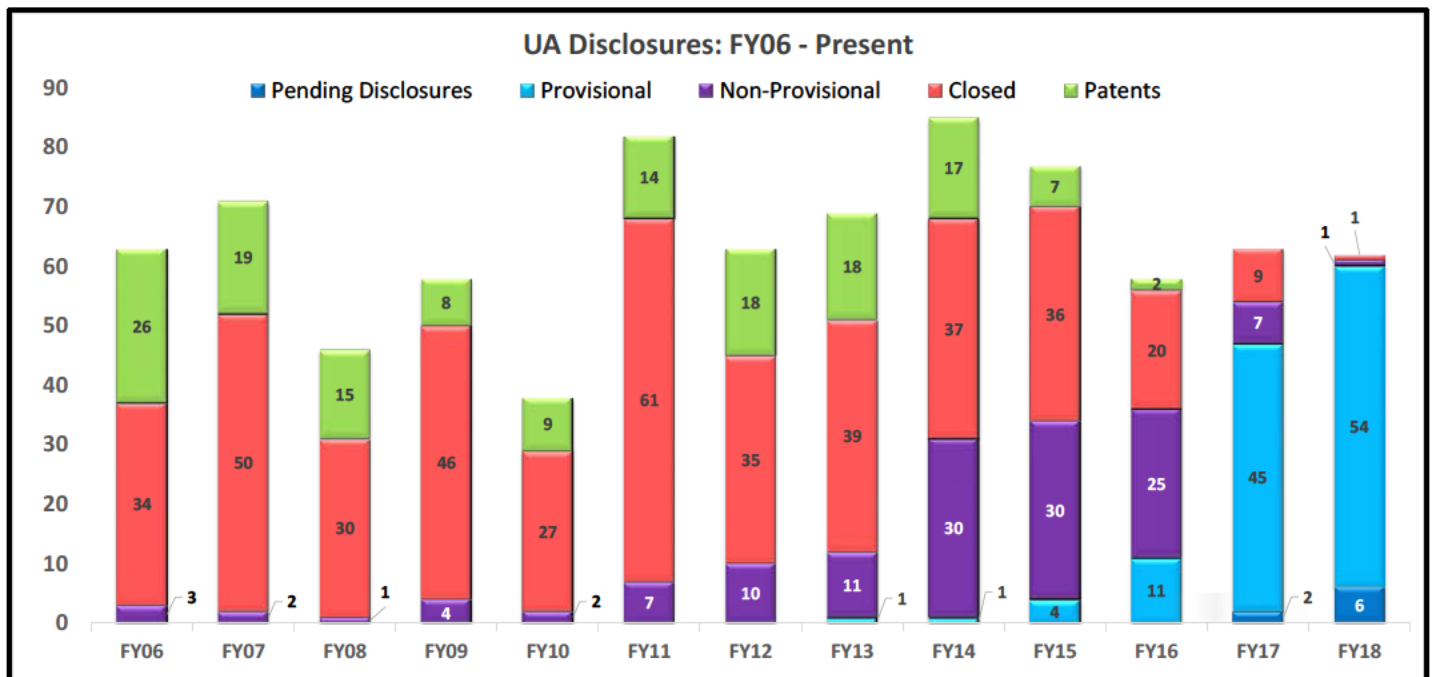
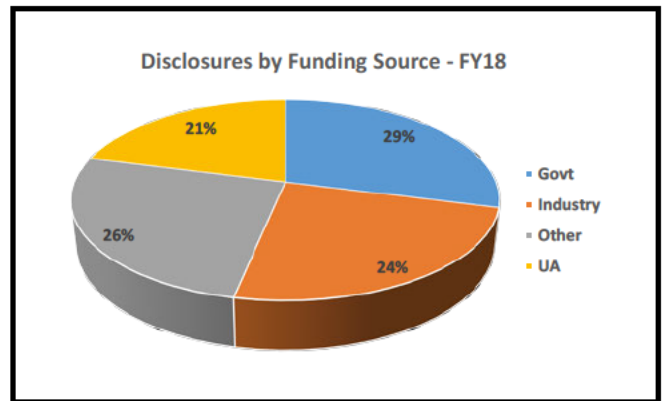


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY18 to date continue in a variety of fields, with nearly 60% being in computers/data/sensors /devices and polymer science. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



**U.S. Patents Issued from July 1, 2017 to June 30, 2018
(Sorted by Funding Source & Technology)**

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,827,709	11/28/2017	Adhesive Attachment Discs	Ali Dhinojwala, Vasav Sahni and Dharamdeep Jain	CPSPE	Advanced Materials	Govt
9,992,998	06/12/2018	Rhamnolipid Based Biopesticides	Lu-Kwang Ju and Ashwin Sancheti	COE	Biotechnology	Govt
10,000,402	06/19/2018	Producing Algal Biomass and Products from Organic Solid Material	Lu-Kwang Ju, Cong Li and Suo Xiao	COE	Biotechnology	Govt
9,809,630	11/07/2017	Enzyme-Based Protein Separation and Enrichment from Soy Meal, Wheat Meal, and Other Protein-Rich Materials Derived from Plant Seeds, Fruits, and Other Biomass	Lu-Kwang Ju, Abdullah A. Loman, Anthony Coffman, Qian Li and Srujana Koganti	COE	Biotechnology	Govt
9,958,353	05/01/2018	Apparatus and Method for Quantifying Fluid Loss in a Closed System	Christopher C. Daniels	COE	Computers, Data, Sensors & Devices	Govt
9,744,055	08/29/2017	Antagonistically Actuated Shape Memory Alloy Manipulator	Erik D. Engeberg and Savas Dilibal	COE	Energy	Govt
9,878,049	01/30/2018	A High Drug Loading System to Co-Deliver Anticancer Drugs and Nucleic Acids for Cancer Therapy	Gang Cheng, Qiong Tang and Bin Cao	COE	Medical	Govt
9,891,237	02/13/2018	Novel Fluorescent Sensor For Metal Cation Detection Based on 2-(2'-Hydroxyphenyl) Benzazole Containing a Schiff Base Moiety	Yi Pang and Junfeng Wang	BCAS	Medical	Govt
9,809,908	11/07/2017	Electrospun Microtubes and Nanotubes Containing Rheological Fluid	Shing-Chung (Josh) Wong	COE	Nanotechnology	Govt
9,865,894	01/09/2018	Solid Oxide Fuel Cells Fueled with Reducible Oxides	Steven S. Chuang and Liang-Shih Fan	COE	Other	Govt
9,783,631	10/10/2017	Synthesis and Characterization of UV-Curable Maleimide Terminated Imide Oligomers	Mark D. Soucek and Jinping Wu	CPSPE	Polymer Science	Govt
9,885,070	02/06/2018	Process of Preparing Functionalized Polymers via Enzymatic Catalysis	Judit Puskas and Mustafa Y. Sen	COE	Polymer Science	Govt
9,907,815	03/06/2018	Method for Preparation of Filaments of Poly(Alpha-Lipoic Acid) Polymers	Judit Puskas and Emily Rosenthal-Kim	COE	Polymer Science	Govt
9,783,442	10/10/2017	Digestion of Waste Activated Sludge with Algae	Lu-Kwang Ju and Hiren K. Trivedi	COE	Biotechnology	Industry
9,828,597	11/28/2017	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana H. Trivedi and Masahiko Ishii	COE	Biotechnology	Industry
9,801,902	10/31/2017	Debridement Method Using Topical Nitric Oxide Donor Devices and Compositions	Daniel J. Smith, Patrick J. Trotter and Mahesh Bhide	BCAS	Medical	Industry

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,931,777	04/03/2018	Simple Device for Economically Producing Electrospun Fibers at Moderate Rates	George G. Chase, Kitchaporn Nartetamrongsutt and Hyeon Ung Shin	COE	Nanotechnology	Industry
9,777,082	10/03/2017	Synthesis of Hyperbranched Polyacrylates by Emulsion Polymerization of Inimers	Coleen Pugh and Guillermina Garcia	CPSPE	Polymer Science	Industry
9,790,301	10/17/2017	Terpene/Isoolefin Copolymers Having Substantially Heterogeneous Compositional Distribution and Displaying Thermoplastic Elastomeric Properties	Judit Puskas	COE	Polymer Science	Industry
9,982,117	05/29/2018	Thermoset Rubber Reinforced by Supramolecule Building Blocks	Li Jia, Gary R. Hamed and Xin Tan	CPSPE	Polymer Science	Industry
9,707,704	07/18/2017	Surface Enhancement by Incorporation of Magnetic Particles by Electromagnetic Molds, Rollers, Coating Blades, and Brushes	Erol Sancaktar	CPSPE	Advanced Materials	Other
9,919,250	03/20/2018	Filters for Oil-Water Separation Having Zwitterionic Polymers Coated or Grafted Thereon	Lingyun Liu	COE	Advanced Materials	Other
10,005,247	06/26/2018	Electromagnetic Processing Line	Mukerrem Cakmak	CPSPE	Advanced Materials	Other
9,709,376	07/18/2017	High Sensitivity Inductive Sensor for Measuring Blade Tip Clearance	Jiang J. Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
9,787,237	10/10/2017	Fault Tolerant Control System for Multi-Phase Permanent Magnet Assisted Synchronous Reluctance Motors	Seungdeog Choi and A.K.M. Arafat	COE	Computers, Data, Sensors & Devices	Other
9,797,851	10/24/2017	An Integrated Ultrasonic-Inductive Pulse Sensor for Wear Debris Detection	Jiang J. Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
9,821,310	11/21/2017	Two-stage Microfluidic Device for Acoustic Particle Manipulation and Methods of Separation	Rasim Guldiken, Jiang J. Zhe and Myeong Chan Jo	COE	Computers, Data, Sensors & Devices	Other
9,851,337	12/26/2017	Universal Water Condition Monitoring Device	Ajay Mahajan and Kye-Shin Lee	COE	Computers, Data, Sensors & Devices	Other
9,964,493	05/08/2018	Mechanoluminescence Paint Sensor for Stress and Crack Visualizations	GunJin Yun	COE	Computers, Data, Sensors & Devices	Other
9,745,967	08/29/2017	Thermal Energy Harvesting Device	Erik D. Engeberg and Subramaniya I. Hariharan	COE	Energy	Other
9,846,014	12/19/2017	Ballistic Materials Having a Three-Dimensional Sphere Structure	Xiaosheng Gao and Yibin Fu	COE	Energy	Other
9,920,179	03/20/2018	Encapsulation of Fly Ash Polymers	Steven S. Chuang	CPSPE	Energy	Other
9,909,573	03/06/2018	Thermal Energy Harvesting System	Erik Engeberg, Subramaniya Hariharan and Benjamin Kent	COE	Energy	Other

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,695,286	07/04/2017	Rubbery Polysiloxanes Carrying Cyanoacrylate Functions and Related Methods for Their Preparation and Uses Thereof	Joseph P. Kennedy, Istvan Szanka, and Amalia Szanka	CPSPE	Medical	Other
9,701,939	07/11/2017	Thermoresponsive Cell Culture Supports	Bi-Min Zhang Newby, Ge Zhang, Nikul Patel, and John Cavicchia	COE	Medical	Other
9,783,840	10/10/2017	Decalcification Solution with Preservation of RNA	Robin Jacquet and William Landis	CPSPE	Medical	Other
9,901,658	02/27/2018	Method for the Production of Poly(2-Octyl Cyanoacrylate)-Polyisobutylene Co-Network, and Super Initiators Therefor	Joseph P. Kennedy, Amalia Szanka and Istvan Szanka	CPSPE	Medical	Other
9,988,492	06/05/2018	Methods for Post-Fabrication Functionalization of Poly(ester ureas)	Matthew L. Becker and Fei Lin	CPSPE	Medical	Other
9,745,414	08/29/2017	Hyperbranched Amino Acid-Based Poly(ester ureas) for Regenerative Medicine and Drug Delivery	Matthew L. Becker and Jiayi Yu	CPSPE	Medical	Other
9,814,607	11/14/2017	Low-Power Method and Device for Cooling Prosthetic Limb Socket Based on Phase Change	Jiang J. Zhe and Yu Han	COE	Medical	Other
9,907,576	03/06/2018	Reduced Shock Breakaway Set Screw for Use with a Surgical Construct	Ajay Mahajan and Jason King	COE	Medical	Other
9,830,691	11/28/2017	Method for Real-time Implementable Local Tone Mapping for High Dynamic Range Images	Joan E. Carletta and Fras H. Hassan	COE	Other	Other
9,714,333	07/25/2017	Single and Twin Screw Extruders with Ultrasound Horns for Decrosslinking and Devulcanization	Avraam Isayev	CPSPE	Polymer Processing	Other
9,695,275	7/4/2017	Integrated Zwitterionic Conjugated Polymers for Bioelectronics, Biosensing, Regenerative Medicine, and Energy Applications	Gang Cheng	COE	Polymer Science	Other
9,701,781	07/11/2017	Photochemical Preparation of Hydroxyl-Terminated Polyisobutylenes and Related Methods and Uses	Joseph P. Kennedy, Nihan Nugay, and Turgut Nugay	CPSPE	Polymer Science	Other
9,782,433	10/10/2017	Co-Network of High and Low Molecular Weight 3-Arm Star Cyanoacrylate-Telechelic Polyisobutylene and 2-Octyl Cyanoacrylate	Joseph P. Kennedy, Istvan Szanka, and Amalia Szanka	CPSPE	Polymer Science	Other
9,834,622	12/05/2017	Polyisobutylenes and Process for Making Same	Joseph P. Kennedy, Yongmoon Kwon and Subramanyam Ummadisetty	CPSPE	Polymer Science	Other
9,914,798	03/13/2018	Supramolecular Elastomer Networks Containing Grafted Oligopeptide Hard Components	Li Jia, Joseph J. Scavuzzo and Kai Li	CPSPE	Polymer Science	Other

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,957,346	05/01/2018	Melt Processible Polyureas and Polyurea-Urethanes, Method for the Production Thereof and Products Made Therefrom	Joseph P. Kennedy, Jungmee Kang and Gabor Erdodi	CPSPE	Polymer Science	Other
9,975,971	05/22/2018	Preparation of Polyisobutylene-Based Polymer Networks by Thiol-Ene Chemistry	Joseph P. Kennedy, Turgut Nugay and Nihan Nugay	CPSPE	Polymer Science	Other
10,005,852	06/26/2018	Polyisobutylenes and Process for Making Same	Joseph P. Kennedy, Yongmoon Kwon and Subramanyam Ummadisetty	CPSPE	Polymer Science	Other
9,694,346	7/4/2017	Functional Gas-Assisted Impregnation Method for Producing Noble Metal Alloy Catalysts with Defined Morphology	Zhenmeng Peng	COE	Advanced Materials	UA
9,783,554	10/10/2017	Lanthanide Ion Complexes and Imaging Method	Yi Pang and Qinghui Chu	BCAS	Advanced Materials	UA
9,847,211	12/19/2017	Conductive Film and Method of Making Same	Yu Zhu and Tianda He	CPSPE	Advanced Materials	UA
9,845,318	12/19/2017	Class of Near Infrared Optical Probes for Biological Applications	Yi Pang and Yongqian Xu	BCAS	Medical	UA
9,874,552	01/23/2018	Engineering Individually Addressable Cellular Spheroids Using Aqueous Two-Phase Systems	Hossein Tavana, Ehsan Atefi and Stephanie Lemmo	COE	Medical	UA
9,920,020	03/20/2018	Using Squaraine Dyes as Near Infrared Fluorescent Sensors for Protein Detection	Yi Pang and Yongqian Xu	BCAS	Medical	UA
9,963,540	05/08/2018	Densely Functionalized Polymers Derived from Baylis-Hillman Adducts	Abraham Joy and Chao Peng	CPSPE	Polymer Science	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 6

STUDENT SUCCESS REPORT

THE UNIVERSITY OF AKRON

DIVISION OF STUDENT AFFAIRS

Defining success with every student, every day

REPORT TO THE BOARD OF TRUSTEES August 15, 2018

Mission: Support and engage students to advance and achieve their goals through dynamic opportunities. The Division of Student Affairs engages all students in educational, academic support programming, and activities to meet student development needs throughout their college experience.

- Accessibility
- Career Services
- Counseling and Testing Center
- Dean of Students
- Exploratory Advising and Academic Support
- Learning Communities / Akron Experience
- New Student Orientation
- Registrar
- Residence Life and Housing
- Student Academic Success (Tutoring)
- Student Conduct and Community Standards
- Student Health Services
- Student Recreation and Wellness Services
- Student Life
- Zip Assist

FALL 2018 SEMESTER WELCOME!

- **Thursday, 8/16 – Emerging Leaders:** The Emerging Leaders is a national award-winning living-learning community for first-year resident students that focuses on leadership. These students move in on Thursday, August 16. Training for Emerging Leaders begins on Friday, August 17 and concludes on Sunday, August 19. These students also play a critical role in assisting with resident student move in. Their training includes the following:
- **Monday-Friday, 8/20-24:** Group Exercise is expanded for the week with Cycling, Yoga, Pink Gloves Boxing, High Intensity Interval Training, Dance Fitness, Barre, and Zumba (Student Recreation and Wellness Services (SRWS)).
- **Tuesday, 8/21 – 7:30am-6:00pm:** Spanton, Bulger, Orr, Honors Complex, and Spicer Hall residence students move in (Residence Life and Housing [RLH]);
- **Wednesday, 8/22 – 8:00am-4:00pm:** South Hall, Exchange and Quaker (select floors)
- **Thursday, 8/23 – 8:00am-4:00pm:** South Hall, Exchange and Quaker (select floors)
- **Wednesday-Friday, 8/22-24:** Yoga and Pink Gloves Boxing on the Common (Coleman Common): SRWS will bring exercise, fitness and fun to all students ... no experience required.
 - Pink Gloves Boxing is a female-focused fitness program that delivers an amazing workout and an emotionally rewarding experience to small communities of powerful women. Pink Gloves puts a great deal of focus on social and emotional growth in addition to the amazing workout. Using the core movements of competitive boxing, Pink Gloves Boxing is a non-contact program for women who want to live a healthy lifestyle. Pink Gloves Boxing creates a fun, friendly and encouraging environment that personally challenges each participant at their level of fitness.
 - Black Light Bowling: Free bowling, video games, billiard tables, and more (Student Union).
- **Thursday, 8/23:**
 - The First Year Student Service Project with the Neighborhood Network. The service project will take place in the Middlebury neighborhood (near the Summa campus) as part of a larger community effort called "Neighborhood Reborn." Students will assist in vacant lot cleanup, painting, and minor repairs to building exteriors in Middlebury (Student Life [SL]).
 - An outdoor movie will be held on Coleman Common featuring Black Panther. Students will be able to bring blankets and chairs with SL providing free popcorn, candy and beverages (SL).
 - DIY Succulents: Students can learn about various ways to get involved on campus, meet our staff, and take home their very own succulents (SL).

- **Friday, 8/24:**
 - The SAVE Team will participate in the New Student Orientation initiative referred to as SC9 (Safety, Conduct and Title IX). The mandatory program for new undergraduate students is scheduled prior to New Student Convocation and provides an opportunity for all new students to learn about specific responses to reports of sexual harassment and sexual violence from members of UA Title IX and SAVE teams. During the program, the Department of Student Conduct and Community Standards and UAPD also discuss the Code of Student Conduct and safety on campus.
 - 11:30am-1:00pm: New Student Convocation will be held at First Energy Stadium to engage students in the beginning stages of their Akron Experience. Interim President Green and other identified speakers will address the students during UA's formal welcome to campus. Continuing this year, students will be invited to join a reception immediately following Convocation in Coleman Common with individual college welcomes/previews starting at 1:00pm.
 - 10:00pm-Midnight: Campus Programs, Fraternity and Sorority Life, and the three Greek governing councils (Interfraternity, Panhellenic, and National Pan-Hellenic Councils) will sponsor the Glow Party which is a late-night program held in the Student Union Ballrooms where students receive a glow-in-the-dark t-shirt and highlighters to decorate their shirt, along with other glow-in-the-dark accessories. This event has become a student favorite and typically has over 1,000 students attend.
- **Saturday, 8/25:**
 - 10:15-10:45am: New Roo Weekend Breakout Sessions (SRWS)
 - "Drop-In Rec" (Informal Recreation & Fitness and Wellness)
 - "Get in the Game" (Club Sports & Intramural Sports)
 - "Fall in Love with Akron" Coleman Common – Games and Activities
 - 2:30-4:30pm: The fraternity and sorority community will host its annual **Ice Cream Social** in the Student Union Ballrooms. New and returning students are invited to attend this event to meet members from the 16 fraternities and eight sororities on campus. Students will have the opportunity to learn more about each chapter, how to join, and being a part of UA's fraternity and sorority community is all about. This event typically has around 620 non-affiliated students attend.
- **Saturday/Sunday, 8/25-26:**
 - 7:00pm: RA Lip Sync at EJ Thomas Hall with MC Daniel Franzese (from the movie Mean Girls) (RLH)
 - 7:00pm-Midnight: Late Night at the Rec is a fun night of activities sponsored by Campus Focus and SRWS for activities including orb soccer, climbing wall, dodgeball, and volleyball.
 - 8:00-11:00pm: Casino Night at EJ Thomas Hall also featuring Live Band Karaoke, Photo Dry Erase Boards, Silhouettes, Caricatures, Balloon animals and face paint, just to name a few of the activities taking place during the night (RLH).
 - **Sunday, 8/26** – RooFest is UA's largest student organization involvement fair with over 200 student organizations participating. Incoming students have the chance to learn more about the opportunities to get involved on campus through student organization memberships.
 - Students will be able to enjoy a free taco during Taco 'Bout Majors happening during Welcome Weekend when they participate in the event to help them explore majors and career paths with the Career Services team.
 - During New Roo Weekend, the Office of New Student Orientation will be requesting offices/departments to make services available for students to have the option to reach out for support and assistance prior to the first day of classes. The schedule of weekend events include:
 - **Saturday, 8/25:**
 - ~ 9-10:00am – Troop Meeting
Kick-off of New Roo Weekend (NRW) where students will meet their Troop
 - ~ 10:15-10:45am – Breakout Sessions
Opportunity for students to learn more about opportunities UA has to offer; they will be able to pick what session they want to attend



- ~ 10:50-11:10am – Large Group Icebreakers
Students will get to meet and mingle with the other Troops
- ~ 11:15-11:30am – First-Year Lecture (seating and class selfie)
- ~ 11:30am-12:30am – First-Year Lecture (E. J. Thomas Hall)
This year's selected First-Year speaker is Jon Vroman who will talk about living life in the front row and how to make the most of their college experience
- ~ 12:30-12:45pm – Fall in Love with Akron (march to Coleman Common)
- ~ 12:45-3:00pm – Fall in Love with Akron
Students will have the opportunity to learn about some of the great things our surrounding community has to offer. There will be games and inflatables, and students will have the opportunity to hang out with the entire freshman class and their NRW leaders. There will be optional Downtown Akron tours all afternoon.

▪ **Sunday, 8/26:**

- ~ 12:15-12:45pm – Troop Meeting
Final Troop meeting where students will be able to share thoughts and ask questions so they will feel more confident starting their college life.
- ~ 1:00-3:00pm – RooFest and Class Schedule Tours
Students are encouraged to attend the Involvement Fair happening in the Student Union. NRW leaders will also be giving class schedule tours.

- **Monday-Friday, 8/27-8/31:** The Counseling and Testing Center will sponsor Party in the Penthouse during the first week of school where students can come and socialize with staff and learn more about the services provided which will help to decrease stigma and encourage use of psychological services.
- **Tuesday, 8/28:** 9:09pm: Psychic Magician Craig Karges at EJ Thomas Hall (RHPB)
- **Tuesday-Friday, 8/28-8/31:** The office of Accessibility is hosting a Prize Pong Table on August 28 where students will be able to toss ping pong balls into colored fishbowls which correlates to a variety of prizes. Students will also have the opportunity to visit the OA office during the week. Registered students will be encouraged to make accommodation requests within the academic setting.



Accessibility

- In an effort to continue to provide easily accessible, useful, and relevant information to the student population, the office of Accessibility is launching an online orientation which is geared toward prospective students, admitted students, and students that have completed the necessary registration process.

Career Services (CS)

- The NSF I-USE Grant (Improving Undergraduate STEM Education) and the third and fourth Ohio Means Internships and Co-Op Grants are being launched this fall to provide incentives and opportunities for students to job shadow other students who are on co-op or internship assignments with local employers.
- With the addition of new Career Coordinators, CS will build on the success of the Career Services model in Arts & Sciences in which there is a staffed Career Services office within the college. Starting this fall, CS will expand this model to other colleges and embed career advisors within offices in CAST, Health Professions, and the College of Business. The College of Education will have a dedicated career advisor located in the Student Union.
- CS developed "Connecting UA Majors to In-Demand Jobs in Ohio" Guide in 2015. The most recent guide was submitted to ODHE as a Best Practice. The updated guide is available on CS website.
- Through the generosity of JCPenney, Career Services obtained 100+ new professional jackets at greatly reduced prices to stock a Career Closet located in CS in the Student Union. Students will be able to borrow these jackets and feel confident they are dressed professionally for career fairs, interviews, networking events, and presentations.



Career Services new decals depicting the services offered to students to encourage them to visit.

- Students now have the ability to schedule e-appointments to virtually “meet” with a Career Advisor through WebEx any weekday, encouraging appointments on 5-Star Fridays.
- Career Services will be represented on a NOCHE (Northeast Ohio Council on Higher Education) Data Collection Advisory Council to establish best practices in the region for tracking, collecting, analyzing, reporting, and disseminating student internships, and job placement data.

Dean of Students (DOS)

- **Assessment:** In February 2018, 3,510 students completed a 42-question online survey that allowed students to share their experiences and attitudes related to gender-based misconduct at UA. The survey included 13 benchmarking questions required by the Ohio Department of Higher Education for continued participation in a Changing Campus Culture initiative for which UA has been recognized since 2016. The remaining questions were based on the previous climate survey administered in 2015. The SAVE Assessment Team is in the process of reviewing the data and identifying key findings for the campus community. From the initial responses, 3,510 (17 percent) of the 20,4595 students enrolled at UA completed the survey.
- **Education and Outreach:** Before classes begin, the SAVE Team will educate new students on personal relationships, University policy, and how to report sexual assault, stalking and other violence or harassment related to sex or gender. New undergraduate students will be invited to complete the online sexual violence prevention training called “Think About It.” All new graduate and law school students will be provided a similar program specifically designed for their groups. The online training presents information about sensitive subjects through interactive and engaging modules. Topics include sex in college, partying smart, sexual violence, and health relationships.

Exploratory Advising and Academic Support (EAAS)

- Campus-Wide Academic Advising:
 - The Advising Administration Group meets on a monthly basis with the focus being to identify best practices, initiatives toward pathway and special populations, and process to insure consistency in the area of academic advising. The importance of these consistencies has arisen through the decentralization of advising into the degree-granting colleges. Areas which have been enhanced include:
 - How to change academic major:
 - ~ At New Student Orientation and following (up to the start of the semester)
 - ~ Once into an academic semester
 - Students requesting readmission following academic dismissal:
 - ~ As Transfer students
 - ~ As Return from Leave of Absence
 - Updating coding for proper advisement in degree-granting college/advising unit following Return from Leave of Absence
 - Students changing between Main/Wayne campuses
 - Change of Career Requirement Term in PeopleSoft for students returning from leave of absence to insure movement to Gen Ed 2.0 program
 - Identification of dated course prerequisites in PeopleSoft affecting Ad Astra system
 - Current transition of academic advising out of Athletics department
 - Campus procedure for prerequisites for transient/guest students to UA
 - Campus protocol on Advising holds in PeopleSoft
- Placement Testing
 - Placement testing policy changes implemented in spring 2018 have resulted in a streamlined testing process for students. Each incoming new freshman is sent an individualized placement testing email in advance of their orientation program. In addition, all of the math placement tests have been redesigned by the faculty in Mathematics, Statistics, Applied General and Technical Studies, and Developmental Programs to reflect the content in the coursework in which students are assessed.
 - To date, 3,267 incoming freshmen have been screened for placement testing. Of those, 1,776 are required to take one or more placement tests for either math, writing, reading and/or computer literacy.

- Akron Major Explorers (AME)
 - Exploratory Advising and Academic Support (EAAS) developed a new student group on campus called Akron Major Explorers. Beginning fall 2018, this group will help support the exploratory population within the Exploratory Advising office (approximately 100 students) by offering intentional and individualized major and career mentorship through the utilization of campus connections, various assessments, and classroom instruction. EAAS has identified eight peer/career mentors to serve as AME Leaders to assist with these efforts, and will conduct check-points with their caseloads (approximately 12 students per AME Leader) throughout the semester.

New Student Orientation (NSO), Learning Communities (LC) and Akron Experience (AE)

- As of July 13, the New Student Orientation has run 34 program days. Of those days:
 - Freshman (NSOP) orientation – 22 days
 - 20 included an honors breakout session
 - 9 included a Military Services Members track
 - 5 included an adult track
 - 9 included a component from the Office of Multicultural Development (ADVANCE orientation)
 - Transfer (NSOT) orientation – 5 days
 - Evening (NSOE) orientation – 3 days
 - College Credit Plus (CCP) orientation – 5 days
- New additions for 2018
 - The Williams Honors College is participating in 67 percent of freshmen programs, presenting an hour-long breakout session for students in the morning and then students are being seen by their colleges in the afternoon.
 - A “Parents and Family Mingle” option was added to the Family Focus schedule, allowing parents to learn more about staying connected through the Parents & Family Association.
- A total of 39 incoming students have been reviewed for the Future Zips Financial Workshop. Of those, 30 students qualified and were awarded the Future Zips Confirmation Finance Award and required to attend one of the four available workshops.
- With the assistance of University Marketing and Communications and Admissions, NSO has created a Qualtrics survey for the www.uakron.edu/accepted page to help guide students through the confirmation process. The Qualtrics survey will help students better understand what their next steps are and allow tailored outreach to different student populations.



New Student Orientation memorable moments

Residence Life and Housing (RLH)

- **Summer Conferences** – RLH has been host to 36 conferences this summer with over 1,130 guests, some of which being:
 - AA
 - Upward Bound
 - Soccer Camp
 - YEPAW
 - Americheer
 - Women's Soccer
- **Welcoming New Staff**
 - Jerry McMillan, Business Systems Administrator
 - Jillan Rader, Residence Life Coordinator for Bulger and Spanton Halls
 - Matthew Cola, Residence Life Coordinator for South Hall
 - Melissa Mick, Residence Life Coordinator for Quaker Square Residence Hall
- **Residence Life Coordinator Training** – Residence Life Coordinators are Master's Level contract professionals that oversee the residence halls and supervised the resident assistants. Training for all of the Residence Life Coordinators began on July 6, 2018 and will continue through the beginning of August. Topics for their training include (but are not limited to):
 - Emergency Response protocols
 - Working with Hall governments and managing hall government budgets
 - Title IX and mandated reporting
 - Technology training: Outlook, OneDrive, Mercury (housing software), Maxient (Student Conduct Software), PeopleSoft, WebTMA, Symphony (cameras), OrgSync
 - Being an effective supervisor
 - Laws in Higher Education
 - Meet and greet with various campus departments
 - Tours of various campus offices
- **Resident Assistant Training** – Resident assistants are paraprofessionals that live on each residence hall floor and serve as the direct link between residents and the Department of Residence Life and Housing. Resident assistants move-in on Sunday, August 12, 2018. Training for resident assistants begins on Monday, August 13 and concludes on Monday, August 20. Topics for their training include (but are not limited to):
 - RLH Mission and Core Values
 - Customer Service Training
 - Policies and Procedures
 - Time Management
 - Sexual Harassment Prevention Training
 - Incident report writing
 - Managing mental health crises
 - Conflict management
 - Community development
 - ALICE Training
 - Diversity and inclusion training
 - Clery reporting and Title IX reporting training



Pictured back row left to right: Residence Life Coordinators Kaitlyn Price, Matthew Cola, Jillian Rader; Front row: Shavon Colston, Melissa Mick, Geordan Burress

Student Academic Success (Tutoring) (SAS)

- During the 2017-18 academic year, Tutoring served 5,183 students who attended 27,149 sessions.
- Student Academic Success
- Activities/programs to engage/orient students early and swiftly:
 - Tutoring will be available to all students beginning September 3 in Bierce Library, Polsky, and eTutoring.
 - Students will be encouraged to start tutoring as early in the semester as possible through Zipmail, social media, and other marketing avenues.
 - Continuation of existing initiatives:
 - Free tutoring in math, writing, science, and general education courses will be available on a daily basis to all students through the above avenues.
 - Learning Assistants will be placed in general education courses which will be the most beneficial and effective to aid the most students, especially math, science, and language courses with larger enrollment that have been historically challenging.

Student Life (SL)

• Fraternity and Sorority Life

- Interfraternity Council (IFC): On Friday, August 17, IFC is bringing Phired Up to campus to help with recruitment. This event will include a recruitment excellence program, a lunch with recruitment chairs, and individual consultations for chapters to address their specific recruitment needs.
- Panhellenic Council (PHC): The PHC Recruitment Team has been busy preparing for fall primary recruitment, recently filming a recruitment video. They are currently focused on the training agenda and curriculum for the weekend-long Recruitment Guide Training on August 17-19. Primary recruitment will be conducted September 7-9.
- National Panhellenic Council (NPHC): A special meeting of the NPCH Council was held to elect leadership and to officially reactivate NPHC on campus. Camille Salaam and Shana White were elected to President and Vice President respectively. Both women are members of Zeta Phi Beta Sorority.
- Fraternity and Sorority Life/Interfraternity Council (IFC) – IFC will host their Semester Kick-Off Event. This event will offer potential new members an opportunity to meet members of the community. Formal recruitment will occur during the first week of classes beginning with “The Fraternity Experience” on Monday, August 27 and Tuesday, August 28. This event will offer the opportunity for potential members to learn more about fraternity life and meet men from all 16 chapters. Then over the next two days, each chapter will host their own recruitment events.



USG President Taylor Bennington and Chief of Staff Colton West

• Undergraduate Student Government (USG)

- President Bennington and Chief of Staff West attended the ninth annual Presidential Leadership Summit in Washington, D.C. in mid-June. The summit was the largest in its history with over 200 student body presidents in attendance, representing universities from coast to coast. President Bennington and Chief of Staff West attended higher education policy briefings and relevant leadership workshops and were able to share about the success of the purpose-driven leadership model USG has implemented at UA. As a result of their time at the summit, USG is looking to move forward with joining the national organization that sponsored the summit – the National Campus Leadership Council.
- USG Center for Advocacy and Student Equity (CASE) provides students with a knowledgeable peer advisor to support them through The University of Akron’s student conduct process. After noticing a need for trained peer advisors, members of the leadership team began researching student lead centers across the region and the United States. USG unanimously adopted a resolution in the spring 2018 semester to begin setting up the framework for a student advocacy center. The long-term vision for the Center for Student Advocacy and Equity is simple ... to provide the opportunity for every student going through the conduct process with a trained peer advisor.

Student Recreation and Wellness Services (SRWS)

• Oelschlager Summer Leadership Institute programs

- On June 13-14, the Outdoor Adventure (OA) program led a teambuilding facilitator training for the OSLI program mentors. The first day focused on understanding teambuilding and how to facilitate well, and the second day focused on practicing facilitation for specific teambuilding activities. Then on June 17, OA led a teambuilding session for OSLI with facilitation help from the OSLI mentors. This consisted of an all group opening and closing and a seven station rotation of activities that built skills in teamwork, communication, and problem solving.
- On June 20, OSLI participants climbed the rock wall where 38 OSLI participants encouraged each other and worked with the student staff.

- **SRWC ranked #47 by CollegeConsensus.com**
 - College Consensus ranks the SRWC number 47 on their list of the 50 Best Campus Recreation Centers. Here is some of what they had to say:
"The University of Akron Student Recreation and Wellness Center puts many larger, more prominent institutions to shame ... and offers more than enough activity and fitness options to keep students busy 12 months of the year."
College Consensus

- **Outdoor Adventure Summer Programs**

- On June 10, the American Canoe Association (ACA) kayak skills course was held at Portage Lakes State Park which also served as training for a student ACA Instructor as well as trip training.
- OA held an ACA kayak course on June 27 which was moved indoors to the ONAT due to weather. All of the participants wanted to schedule a follow-up clinic to shore up paddling strokes, have more time to practice reentries, and transfer skills learned to a lake environment.



The American Canoe Association kayak skills course held at Portage Lakes State Park.

- **SRWS Events**

- During the summer months, SRWS worked with multiple groups to meet their programming and summer camp needs. Groups included Women in Engineering, the Office of Multicultural Development, OSU, i9 Sports Camp, STEP, UA Athletic teams, Upward Bound Summer Camp.
- The Cavs Youth Basketball Camp was held the week of June 25 with approximately 120 kids participating with a celebration with parents on Friday afternoon.
- SRWS led an American Red Cross First Aid/CPR/AED class for the STEP program on June 14 where 20 leaders participated in this safety based program that will help in response to medical situations.



The Cavs Youth Basketball Camp

- **Aquatics**

- The American Red Cross Learn to Swim Program summer session has had a great turnout with 150 participants enrolled.

Zip Assist (ZIP)

- In their position of overseeing of Off-Campus Living and Commuter Resources, ZipAssist engaged over 8,890 students online with RentCollegePads, a robust housing search engine. Additional programming efforts for FY19 include more robust commuter programming and outreach/social opportunities in addition to continuing to deepen relationships and partnerships with local landlords and businesses.
- ZipAssist has worked intentionally with the 12-person executive board to provide more streamlined procedures and planning with the Parents & Family Association (PFA) group. Aside from supporting ZipAssist in programming efforts related to Family Weekend (early October), the association plans to host quarterly social outings in FY19, provide a more robust newsletter, and beginning in August 2018 will launch a monthly webinar series related to "hot topics" on campus that affect both parents and students.
- Overall programming and outreaching efforts across campus related to persistence/retention, course registration/enrollment, celebratory programs, educational workshops, and informational presentations allowed ZipAssist to engage with 5,724 student attendees at 109 programs during the 2017-2018 academic year.

- Through the Help-A-Zip early alert system, 206 referrals (196 unique students) were referred to ZipAssist from May 1-July 1, 2018. For the spring semester (January 1-June 1, 2018), ZipAssist received a total of 725 referrals (670 unique students). Referrals were primarily related to textbook assistance, mental health, academic concerns, financial aid/tuition concerns, and emergency financial assistance. Referrals can be made through uakron.edu/referral.
 - Through learning the various needs of UA students this past semester, ZipAssist has committed to providing campus-wide financial wellness/literacy education, beginning fall 2018. Through intentional partnerships on-campus and within the community, ZipAssist will provide workshops, webinars, a monthly newsletter, and weekly challenges to keep students engaged and educated about financial wellbeing – specifically related to budgeting, debt reduction, and credit scores.
- The Student Emergency Financial Assistance (SEFA) program, supported by the Great Lakes Higher Education Corporation & Affiliates – Dash Emergency Grant., has provided \$171,167.56 to 227 students so far this academic year. Continual outreach and marketing efforts help to educate campus colleagues and students about the emergency aid program. Information about eligibility for this program is available at uakron.edu/referral/emergency-financial-assistance.
 - ZipAssist has continued to forge intentional community partnerships with local agencies and organizations in order to best meet the needs of students served by the office. Partnerships include:
 - ZipAssist serves as an approved Ohio Benefits Bank (OBB) site. Trained ZipAssist staff who can assist with acquiring information/aid from a variety of community agencies, including food, housing, medical, WIC, SNAP, HEAP, and youth/family assistance.
 - ZipAssist works with 2-1-1 InfoLine, Inc. to provide a more streamlined approach to community resources and referrals.
 - ZipAssist has signed a MOU with the United Way of Summit County to begin offering one-on-one financial counseling to students in fall 2018. The program, known as BankOn Rubber City, will provide free financial empowerment counseling to Summit County residents, and through this partnership, a unique opportunity for UA students.
 - Rubber City Arches, LLC continues their support of ZipAssist by providing hot-meal gift cards (\$2,000 each semester) to be given to students who are food insecure.
 - The Salvation Army of Summit County (TSA) continues their support of UA students through their textbook assistance provide, discounted childcare, providing over 120 pre-packaged meals to be distributed through the Campus Cupboard and offices on campus, and by providing a representative in the ZipAssist office who can offer social services assistance.
 - With the support of the textbook assistance program, TSA provided 92 undergraduate students with over 315 textbooks, totally over \$29,000 in support.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**


TAB 7

INFORMATION TECHNOLOGY REPORT



DATE: July 23, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its August 15, 2018 meeting. The accompanying report includes:

- Update on Projects & Activities
- Completed Projects & Activities
- Planned Projects & Activities
- Tabled Projects & Activities

Information Technology Services

Informational Report for the Board of Trustees

August 15, 2018

Prepared effective July 31, 2018



Information Technology Services

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UPDATE ON PROJECTS & ACTIVITIES

<p><i>Wired Network Upgrade</i></p>	<p>Start date: September 2016</p> <p>Funding: \$1,650,000 Local Funds; \$1,300,000 State Capital Funds</p> <p>Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sept 2016 - Dec 2017 updated to Feb 2018) – Install new campus core network alongside existing network. (Completed) • Phase 2 (Jan 2018 - Dec 2018) – Install new wired end user access network. • Phase 3 (Jan 2018 - May 2019) – Migrate, cleanup, and cutover; remove legacy equipment. <p>Targeted completion: May 2019</p>
<p><i>Wireless Network Upgrade</i></p>	<p>Start date: September 2016</p> <p>Funding: \$1,700,000 Local Funds</p> <p>Description: Replace all legacy wireless access points with technology offered by Aruba. This new technology will provide better performance, enhanced security, and be easier and more cost effective to replace.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) – Replace 2,300 legacy access points. (Completed) • Phase 2 (Jan 2018 – Sept 2018 updated to Sept 2019) – Review gaps in wireless coverage and install additional access points to improve and extend coverage. <p>Targeted completion: September 2018 updated to September 2019</p>

<p><i>Campus Cable Upgrade</i></p>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) – Selection of Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 – Timeline to be defined by Project Engineer. <p>Targeted completion: To be determined</p>
<p><i>Eduroam Implementation</i></p>	<p>Start date: September 2017</p> <p>Funding: None required</p> <p>Description: Eduroam is a wireless authentication service that allows members of participating universities to access each other’s wireless networks. Visiting students and researchers may access The University of Akron’s wireless network, and The University of Akron community members may access the wireless network at other participating institutions they visit.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Oct 2017 – Mar 2018) – Configure and test. (Completed) • Phase 2 (Mar 2018 – Dec 2018) – Rollout to campus. <p>Targeted completion: December 2018</p>
<p><i>Admissions and Recruiting Constituent Relationship Management System</i></p>	<p>Start date: April 2017</p> <p>Funding: \$200,000 Local Funds</p> <p>Description: TargetX and Salesforce were selected to provide the admission and recruiting solution for prospective students. This solution includes a student undergraduate application and constituent relationship management system to market prospects for admissions.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Apr 2017 – Sept 2017 updated to June 2018) – Initial deployment of undergraduate application and load and processing of prospects. (Completed) • Phase 2 (Sept 2017 – Oct 2018) – Develop initial marketing programs. <p>Targeted completion: October 2018</p>

Business Intelligence and Analytics Initiatives

Start date: August 2017

Funding: \$158,000 Local Funds

Description: Migrate and enhance business intelligence and analytics solutions to facilitate the University's growing analytics needs. New analytics technology is intended to help make informed decisions around retention, enrollment, and data management decisions. This migration involves three separate and concurrent initiatives. First, to migrate the existing "Zipreports" developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, to migrate dashboards, engineered and hosted by Ernst & Young, to an on-premise University platform also using Oracle Analytics. Third, the establishment of predicative analytics associated with student success as offered by Tower Insights using Oracle technology.

Milestones:

- Zipreports Migration (Aug 2017 – June 2019)
 - Setup environment, define scope and timeline.
 - Train core team and deploy.
 - Rewrite core Zipreports.
 - Train department data owners and guide them in rewrite of their department reports.
 - Shutter Hyperion Analytics.

Targeted completion (Zipreports): June 2019

- Dashboard Migration (Jan 2018 – Dec 2018)
 - Setup environment, define scope and timeline.
 - Rewrite dashboards.
 - Train and provide access to dashboard users.
 - End hosting services.

Targeted completion (Dashboards): December 2018

- Student Insights Program (Jul 2018 – Dec 2018)
 - Define objectives and measures.
 - Build student risk and early alert models integrating with UA data sources.
 - Train, implement and provide access to users.

Targeted completion (Student Insights): December 2018

<p><i>AdAstra Scheduler and Platinum Analytics Migrations</i></p>	<p>Start Date: January 2018</p> <p>Funding: \$498,000 Local Funds</p> <p>Description: Implement a class and event scheduler and analytics system. This will allow the University to schedule courses related to special programs and scheduling patterns and facilitate Five-Star Fridays. It will also provide specialized analytics and algorithms to provide students with better course supply and demand alignment. It will also allow the University to use event scheduling.</p> <p>Targeted completion: August 2018 updated to January 2019</p>
<p><i>Curriculum Management and Catalog Implementation</i></p>	<p>Start Date: May 2018</p> <p>Funding: \$359,000 Local Funds</p> <p>Description: Implement a curriculum management and academic catalog system to support innovative program and curriculum design and development to create more responsive learning opportunities for students.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> – Initial setup of academic catalog for fall 2018. • Phase 2 – Academic Catalog (Aug 2018 – Jan 2019) <ul style="list-style-type: none"> – Enhanced setup of academic catalog. • Curriculum Management (Aug 2018 – Mar 2019) <ul style="list-style-type: none"> – Setup curriculum proposal system. <p>Targeted completion: March 2019</p>

COMPLETED PROJECTS & ACTIVITIES

No initiatives completed this reporting period

PLANNED PROJECTS & ACTIVITIES

<p><i>IT Business Continuity and Disaster Recovery Implementation</i></p>	<p>Anticipated start date: August 2018</p> <p>Funding: To be determined</p> <p>Description Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity. • Phase 2 – Evaluate and implement required colocation facility and/or cloud infrastructure services. • Phase 3 – Conduct ongoing test and refinement of disaster recovery preparedness. <p>Targeted completion: December 2019</p>
<p><i>Cloud Enterprise Resource Planning (ERP) System Migration</i></p>	<p>Anticipated start date: To be determined</p> <p>Funding: To be determined</p> <p>Description Migrate from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University’s financial, human resource, and student administration functions and provide an improved user experience for employees, students, faculty, and other users.</p> <p>Targeted completion: To be determined</p>

TABLED PROJECTS & ACTIVITIES

No initiatives tabled this reporting period

Note: For purposes of this report, local funds represent general fund resources.

Action Items for Consent Agenda Consideration:

August 15, 2018
Committee Meeting

Presiding:
Alfred V. Ciraldo, M.D.

1

Revisions to University Rule 3359-24-01, Bylaws of the graduate faculty

2

Revisions to University Rule 3359-60-06.2, Graduate student standards

3

Revisions to University Rule 3359-60-06.4, Doctoral degree requirements

4

Revisions to University Rule 3359-43-01, Constitution

Rules Committee



Office of the Vice President &
General Counsel

DATE: July 24, 2018

TO: Dr. Rex D. Ramsier
Executive Vice President & Chief Administrative Officer

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Agenda Items for the
August 15, 2018 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on August 15, 2018:

1. **O.A.C. 3359-24-01 – Bylaws of the graduate faculty.**

The proposed revisions to the rule have been recommended and approved by Faculty Senate. The revisions expand the categories of membership to the graduate faculty from two to three. The revisions also expand and clarify the membership criteria for each graduate faculty category, the duration of membership, and the scholarly performance necessary to maintain membership in a category.

2. **O.A.C. 3359-60-06.2 – Graduate student standards; and**

3. **O.A.C. 3359-60-06.4 – Doctoral degree requirements.**

The proposed revisions to these two rules were recommended and approved by the Faculty Senate. The revisions to these two rules modify what constitutes full-time enrollment for doctoral students, who are in their final semester of study and have only to complete their dissertation, and, for international students, who have only to complete curricular practical training. Going forward, these students, who have completed all required courses, will be required to enroll only for one academic credit, in order to maintain their student status as they complete their non-course requirements. These revisions make the university's academic registration practice more consistent with that of other institutions of higher education.

4. **O.A.C. 3359-43-01 - Constitution.**

John Messina, Vice President for Student Affairs and members of the Undergraduate Student Government (USG) are recommending the revisions to this rule to clarify the recusal obligation for members of the judicial branch, and to further detail meeting process and the reasons for executive session during undergraduate student government meetings.

3359-24-01 Bylaws of the graduate faculty.

(A) Name. This organization shall be known as the graduate faculty of the university of Akron.

(B) Purpose. The purpose of the graduate faculty shall be to encourage and contribute to the advancement of knowledge through instruction and research of highest quality, and to foster a spirit of inquiry and a high value on scholarship throughout the university.

(C) Duties. The duties of the graduate faculty shall be:

- (1) To develop curricula leading to appropriate graduate degrees;
- (2) To participate in research, publication, and professional societies;
- (3) To recruit, encourage, and supervise superior students in their graduate studies;
- (4) To conduct graduate classes and seminars that stimulate creativity, independent thought, and scholarly attitudes and performance;
- (5) To serve on supporting committees, as needed; to supervise student research; and to direct theses and dissertations;
- (6) To help develop and maintain a graduate library appropriate to a sound graduate program;
- (7) To elect the members of the graduate council, and if elected to the council, to serve in the best interests of the graduate faculty and the graduate school; and
- (8) To participate in the selection of a dean of the graduate school.

(D) Membership.

- (1) The following shall be members of the graduate faculty.
 - (a) President of the university.
 - (b) Senior vice president and provost.
 - (c) Dean of the graduate school.
 - (d) Associate/assistant dean(s) of the graduate school.

- (e) Deans of colleges offering graduate programs.
 - (f) Distinguished professors.
 - (g) Chairs of departments/schools offering graduate programs.
 - (h) Appointees as indicated in paragraph (D)(2) of this rule.
- (2) There is only one graduate faculty of the university of Akron. Within that graduate faculty, members have different responsibilities. All members of the graduate faculty are defined as being "Category I" members. Those members of the graduate faculty, who request and are granted the prerogative to direct doctoral dissertations (described herein), are defined as being "Category II" and "Category III" members, respectively.
- (a) Application for graduate faculty membership is made upon the recommendation of the graduate faculty of the department/school or a duly constituted committee of that faculty. Applications are reviewed in turn by the department chair/school director, the college dean, and the graduate council. Appointments to the graduate faculty are made by the dean of the graduate school on the basis of the recommendations of the graduate council. Any member of the university faculty, who holds a full-time appointment at the rank of assistant professor, associate professor or professor, including those ex-officio members designated in paragraphs (D)(1)(a) to (D)(1)(g) of this rule, may be nominated.
 - (b) Nominations and recommendations for appointments of members shall be made in the following categories:
 - (i) "Category I": teaching of master's and doctoral degree courses, ~~directing of master's degree theses, and teaching of doctoral courses.~~ and serving as a member of thesis and dissertation committees.
 - (ii) "Category II": "Category I" responsibilities plus directing of ~~doctoral dissertations~~ master's degree theses.
 - (iii) "Category III": "Category II" responsibilities plus directing of doctoral dissertations.
 - (c) Ex-officio appointments shall be in "Category I." A majority of members serving on doctoral dissertation committees must be in ~~"Category II."~~ "Category III". Candidates, who received their terminal degrees within one year of applying for graduate faculty membership, will be granted the category that they request for a five-year period. ~~Reappointments will then be contingent upon requirements for each category.~~

Reappointments in "Category II" and Category III" will then be contingent upon requirements for these categories. "Category I" appointments will be for the duration of the faculty member's appointment to the university and does not require renewal.

- (d) Quality is the primary factor in awarding membership on the graduate faculty. Those closest to the discipline are in the best position to provide a qualitative assessment of a candidate's research, scholarly and/or creative accomplishments. The role of the department/school's graduate faculty, the department chair/school director, and the collegiate dean in evaluating the candidate's credentials for graduate faculty membership is to provide the crucial quality assessment. All applications forwarded for graduate faculty membership must contain written qualitative assessments of the candidate's research, scholarly and/or creative activities.
- (e) In addition, in order to ensure minimum quantitative standards on a university-wide basis, the following shall be the minimum criteria for ~~applying and being recommended for~~ appointment to "Category I."
- (i) Candidates must possess a terminal degree appropriate to their fields.
- ~~(ii) Candidates must be actively engaged in scholarly or creative activities demonstrative of current knowledge of and involvement with their fields. Examples of this requirement include:~~
- ~~(a) Paper presentations at regional, national or international meetings of the professional discipline; and~~
- ~~(b) Reviewed performances or exhibits or published creative work; a minimum of one refereed publication is required. For non-publication oriented disciplines, reviewed creative work or activity in recognized forums is required.~~
- ~~(iii)~~ (ii) Candidates may present other evidence of scholarly or creative activity such as panel membership, discussant, patents or performance activity.
- ~~(iv) Reappointment to the graduate faculty will depend upon demonstrating the requirement in paragraph (D)(2)(e)(ii) of this rule within the previous appointment period.~~
- (f) The following shall be the minimum criteria for ~~applying and being recommended for~~ appointment and reappointment to "Category II."
- (i) Candidates must possess a terminal degree appropriate to their field ~~of expertise and employment.~~

- ~~(ii) Current scholarly competence as demonstrated by at least four refereed scholarly publications or the equivalent. Examples may include refereed journal articles, chapters in scholarly books, conference proceedings, and successful external research grants. Two of these refereed publications must be journal articles or chapters in scholarly books.~~
- ~~(iii) In appropriate disciplines, scholarly books containing substantial original material by the author may be substituted for the refereed publications described in paragraph (D)(2)(f)(ii) of this rule.~~
- ~~(iv)~~ (ii) Reappointment to the graduate faculty will depend upon demonstrating the above within the previous appointment period. Candidates must be actively engaged in scholarly or creative activities demonstrative of current knowledge of and involvement with their fields. Examples of this requirement include:
 - (a) Paper presentations at regional, national or international meetings of the professional discipline; and
 - (b) Reviewed performances or exhibits or published creative work; a minimum of one refereed publication is required. For non-publication-oriented disciplines, reviewed creative work or activity in recognized forums is required.
 - (iii) Candidates may present other evidence of scholarly or creative activity such as panel membership, discussant, patents or performance activity.
- (g) The following shall be the minimum criteria for appointment or reappointment to "Category III."
 - (i) Candidates must possess a terminal degree appropriate to their field of expertise and employment.
 - (ii) Current scholarly competence as demonstrated by at least four refereed scholarly publications or the equivalent. Examples may include refereed journal articles, chapters in scholarly books, conference proceedings, and successful external research grants. Two of these refereed publications must be journal articles or chapters in scholarly books.
 - (iii) In appropriate disciplines, scholarly books containing substantial original material by the author may be substituted for the refereed publications described in paragraph (D)(2)(g)(ii) of this rule.
- ~~(g)~~ (h) It shall be the responsibility of each department/school to develop its own

guidelines specifying criteria for members of that department to be nominated for graduate faculty status, based on standards in their own disciplines. The guidelines will be developed by the full-time graduate faculty of the department/school and the academic dean. Guidelines must be approved by the graduate council and the dean of the graduate school. These guidelines shall meet or exceed the general criteria described above and shall be approved and on file in the graduate school office prior to the submission of any appointment application.

- ~~(h)~~(i) Persons, who do not meet all of the preceding criteria but are recognized by their departmental/school colleagues as being highly qualified in their special fields of study, may apply in a specific category by the graduate faculty of a department/school for membership in the graduate faculty.
- ~~(i)~~(j) All applications shall be accompanied by an abbreviated vita (form provided as part of the application). Such curriculum vita must provide complete information concerning possession of the appropriate terminal degree for the discipline, concerning research and scholarship with bibliographic citations (complete, ordered list of authors' names, volumes, years, pages), and other scholarly or professional activities indicated by year. The curriculum vita must differentiate refereed publications from non-refereed.
 - (i) The applicant, departmental graduate faculty committee, department chair/school director, and the college dean are to provide or attest to both qualitative and quantitative information substantiating the nominee's qualifications.
 - (ii) The candidate must specify which category of membership is desired. Candidates, who are clearly qualified for "Category III", "~~Category II~~," should request consideration for this category of membership, even if they are not affiliated with doctoral programs.
- (3) A faculty member holding joint appointments in more than one university department/school must seek graduate faculty status in each department/school in which graduate faculty membership is desired.
- (4) Any person desiring to appeal graduate council's actions taken under the provision of paragraph (D)(2) of this rule may request a review by a committee composed of: two members of the graduate council who are not on the graduate faculty membership committee, and three members of the graduate faculty who are not in the candidate's department/school, to be appointed by the senior vice president and provost or designee who shall serve as a non-voting chair.
- (5) Appointments to the graduate faculty shall be for initial and subsequent terms of five years for "Category II" and "Category III" status. Terms shall begin on the first day

of the fall semester and end on the day preceding the first day of the fall semester five years later. Appointments made during the fall semester shall be considered as having been made on the first day of that semester. For appointments made during the spring semester, the term shall be considered as having begun on the first day of the following fall semester. Applications for reappointments shall be made not later than March first for a term to begin in the following fall semester.

- (6) Adjunct, part-time, visiting, non-tenure track, and other faculty members shall be eligible for ad hoc temporary "Category I" appointment to the graduate faculty. Such an appointment shall be given for the performance of specified graduate faculty functions (e.g., for teaching specific master's or doctoral level courses and serving on specific master's or doctoral committees).
 - (a) Ad hoc temporary functions shall exclude:
 - (i) directing of doctoral dissertations or master's theses, and
 - (ii) service as the representative of the graduate school on dissertation committees.
 - (b) The dean of the graduate school shall make such an appointment for a specified period of time to fulfill specified function(s), normally for a period of ~~one~~ up to five academic ~~years.~~ year. Faculty shall be nominated for such an appointment by the full-time graduate faculty in the department/school, the department chair/school director, and the collegiate dean, and must possess the appropriate terminal degree, documented experience, and other credentials relevant to performance of the specified graduate faculty function(s), as defined by departmental/school guidelines.
 - (c) An ad hoc appointment may be renewed, but only on a case-by-case basis.
- (7) Only members of the graduate faculty shall be permitted to teach courses at the graduate level. Only those members who hold a full-time, regular (non-ad hoc temporary) appointment to the graduate faculty at the university of Akron shall be eligible to vote as graduate faculty members.
- (8) For some disciplines, ~~"Category II"~~ "Category III" graduate faculty status is essential for a faculty member's career path. Therefore, a new hire past the one-year terminal degree may be granted ~~"Category II"~~ "Category III" for a five-year period according to the following scale:

Time since report of terminal degree	Publications* required
0-1 year	0 refereed publications
1-2 years	1 refereed publication
2-3 years	2 refereed publications
3-4 years	3 refereed publications

*Or creative activity according to department/school criteria.

- (a) The above is equivalent to one refereed publication per year following the receipt of the terminal degree or four refereed publications in the last five years.
- (E) Officers. Officers of the graduate faculty shall be the president of the university, the senior vice president and provost, the academic deans of colleges offering graduate programs, the dean of the graduate school, and a vice chair elected by the graduate council. Their duties shall be as follows:
- (1) The president, as executive head of the university in all its departments/schools, shall receive the reports of subordinate officers, shall advise and counsel them, and shall have the powers and responsibilities stated in the bylaws of the board of trustees of the university.
 - (2) The senior vice president and provost shall receive the reports of the graduate council, and shall advise and counsel the dean of the graduate school and the graduate faculty as the chief academic officer of the university responsible to the president for the supervision of the academic functions of the university.
 - (3) The academic deans of those colleges offering graduate programs shall be responsible for direct supervision of graduate faculty and programs within their respective colleges.
 - (4) The dean of the graduate school shall be responsible for the administration of the graduate school, and shall supervise its programs and its student body. The dean shall serve as chair and preside at meetings of the graduate faculty and shall be responsible for recording and maintaining of minutes of all meetings of the graduate faculty, sending out notices of all meetings, and for seeing that all graduate faculty receive copies of the agenda prior to, and minutes after, all meetings. Two copies of all documents shall be sent to the university archivist.
 - (5) The vice chair shall be elected by the graduate council and shall preside over graduate faculty and graduate council meetings in the absence of the chair.
- (F) Committees. The graduate council shall be the executive committee of the graduate faculty and shall represent the graduate faculty in proposing matters of academic policy and

procedure of the graduate school, and in counseling and advising with the dean of the graduate school in matters of administering the graduate school.

- (1) The graduate council shall consist of sixteen voting members, including fourteen elected graduate faculty members and two elected faculty senate representatives. In addition membership shall include the following non-voting members: one elected graduate student; the dean of the graduate school; and the associate dean of the graduate school.

(a) The faculty members shall be elected from the colleges and divisions as follows:

College or division	Number of elected members
Buchtel college of arts and sciences	
- Humanities division - 1	
- Natural sciences division - 1	
- Social sciences division - 1	5
- Visual arts division - 1	
- At-large - 1	
The LeBron James Family Foundation	2
College of Education	
College of business administration	2
College of Engineering	2
College of health professions	2
College of polymer science and polymer engineering	1

(b) The student member shall be elected yearly by the graduate student government.

(c) The dean shall not have voting rights, except in the case of tie votes.

(d) The number and apportionment of graduate council members shall be reviewed within three years of the adoption of these bylaws and at least every three years thereafter by the graduate faculty. A similar review shall be conducted whenever a college not now offering a graduate degree shall institute one.

- (2) The term of office of a faculty member on the graduate council shall be three years and the terms arranged so that no fewer than four members shall be replaced each year. Members may serve no more than two consecutive terms. No more than one member of the faculty of any department/school may serve on council during any given year. Faculty membership on the graduate council is limited to those members of the graduate faculty who qualify under paragraph (D)(2) of this rule or department

chairs/school directors who qualify under paragraph (D)(1) of this rule.

- (3) The faculty members retiring from the graduate council each year shall duly constitute a nominating committee which will meet in March and propose the names of two graduate faculty members from each college or division represented by the retiring members.
 - (a) The nominations shall be transmitted to the dean of the graduate school by April first, and the dean shall circulate the slate to the graduate faculty. Prior to April fifteenth, any five qualified members of a college or division may nominate an additional member of their group by petition addressed to the dean of the graduate school through the college dean.
 - (b) On or about April fifteenth, the dean of the graduate school shall send a ballot to each member of the graduate faculty concerned, which ballot shall list all nominees for the graduate council classified according to college or division. Faculty members shall vote only for the representative of their own particular group and shall vote for one nominee only, except when a member-at-large is elected from the Buchtel college of arts and sciences. The ballot shall be inserted in an unmarked envelope which shall be placed inside another envelope. The outer envelope shall be signed and returned to the dean of the graduate school no later than May first.
 - (c) The graduate council shall then tally the vote and preserve the ballots for one month after the May meeting. In the event that no candidate for a given position receives a majority of the votes cast, there shall be a rebalot between the two candidates with the largest pluralities. Results of the election shall be announced to the graduate faculty, and the newly elected members shall take up their duties on September first.
 - (d) If a vacancy should occur on the graduate council with one year or more left in the term, a special election shall be held. The newly elected member shall serve for that portion of the term for which the originally elected member shall be absent. For the special election, the last nominating committee shall be asked to submit a slate of two names from the appropriate faculty group; other nominations may be made in accordance with the procedure described in paragraph (F)(3)(a) of this rule. If a vacancy occurs with less than one full year remaining in the term, the dean of the college may recommend for appointment to the graduate council a person from the appropriate college or division to fill the vacancy for the remainder of the term.
- (4) The duties of the graduate council shall include:
 - (a) To evaluate the qualifications of nominees and recommend membership on the graduate faculty.

- (b) To vote upon all matters of policy of the graduate school, not otherwise established by the graduate faculty.
 - (c) To counsel and advise the dean of the graduate school in administering the policies of the graduate school as related to, but not limited to admissions, dismissals, transfers, awards, curricula and degree programs.
- (5) The dean of the graduate school shall serve as chair of the graduate council. At its first meeting each fall, council shall elect from among its members a vice chair and a secretary. The vice chair shall work with the chair on the agenda for each meeting and preside in the absence of the chair.
- (6) Standing committees of the graduate council shall be as follows:
- (a) A graduate faculty membership committee, comprised of a chair and one other faculty member of the graduate council who will serve as vice chair, plus four persons from the membership of the graduate faculty, shall be elected by the council. Six different colleges shall be represented in the membership of this committee. This committee shall review all nominations for membership on the graduate faculty, using the guidelines in paragraph (D)(2) of this rule, and make recommendations to the graduate council. Those persons approved by the graduate council shall be recommended to the dean of the graduate school for appointment to the graduate faculty. Any nominated person who is rejected by the council or the dean may seek further consideration through the procedure described in paragraph (D)(4) of this rule.
 - (b) A graduate faculty curriculum committee, comprised of a chair and one other faculty member of the graduate council who will serve as vice chair, plus four persons from the membership of the graduate faculty, shall be elected by the council. Six different colleges shall be represented in the membership of this committee. This committee shall review all curriculum proposals and related curricular issues referred to either the graduate council or the dean of the graduate school under the operative university curriculum review policies and procedures.
 - (c) A graduate faculty student policy committee, comprised of a chair and two other faculty members of the graduate council, one of the two identified as vice chair, and three persons from the membership of the graduate faculty, shall be elected by the council, plus three graduate students to be elected by the graduate student government. Six different colleges shall be represented in the faculty membership of this committee. This committee shall assist the graduate council and the dean of the graduate school in resolving issues regarding admission and denials of admission, transfer credit, dismissals, special standing, and other matters relating to the general welfare of graduate students.
 - (d) The dean of the graduate school shall be an ex-officio, non-voting member of all standing committees of the graduate council. No other member of the graduate

faculty may serve on more than one standing committee at a time.

- (e) Ad hoc committees of graduate council may be appointed by the dean of the graduate school as needed. The chair shall be a member of graduate council and shall report to the council.
- (7) Minutes of the graduate council meetings shall be available electronically to all members of the graduate faculty and graduate council within two weeks of each meeting. Unless a formal objection to the action of council is submitted in writing to the dean of the graduate school within two weeks after the date of distribution, council actions shall be considered as approved by the graduate faculty. All such actions should be forwarded to the faculty senate whenever action by that body is required.
 - (a) If written objection to any action of the graduate council is received by the dean of the graduate school, the dean shall report it to the council for consideration. One member of council shall be designated by the dean to arbitrate the matter between council and the objector. If agreement has not been reached after two weeks, a special meeting of the graduate faculty shall be called. The action of the graduate faculty on the issue shall be binding and reported in the next minutes of the graduate council.
- (8) The graduate council shall meet at least once a month during the academic year and two-thirds of the membership shall constitute a quorum.

The agenda for meetings of the graduate council shall be prepared by the dean of the graduate school in consultation with the vice chair prior to each meeting and shall include a report from each standing committee. Any member of the graduate faculty may submit items for the agenda to any member of the graduate council.

(G) Meetings.

- (1) The graduate faculty shall hold a regular annual meeting. A quorum at any meeting shall be ten per cent of the graduate faculty membership. Members shall be notified one month prior to the date of all regular meetings.
- (2) The agenda for each regular meeting shall include:
 - (a) A report by the dean of the graduate school on the state of the graduate school,
 - (b) A report by the vice chair of graduate council on the activities of the graduate council,
 - (c) A report from a representative of university libraries on the state of the libraries as they pertain to graduate study,
 - (d) A report from a representative of information technology on the state of the computing and telecommunication units as they pertain to graduate study,

- (e) A report from a representative of graduate student government, and
 - (f) Other business.
- (3) Special meetings of the graduate faculty shall be called by the dean of the graduate school when:
- (a) Ten members so petition, or
 - (b) The counsel and guidance of the graduate faculty are sought by the dean and/or the graduate council.
- (4) The chair of the graduate faculty shall appoint a parliamentarian, who shall base any ruling on "Robert's Rules of Order, Revised."
- (5) Minutes of each graduate faculty meeting shall be posted electronically for all members of the graduate faculty and sent to graduate student government. A permanent file shall be kept in the graduate school office. Two copies shall be sent to the university archivist.
- (6) These bylaws may be amended by vote at special meetings of the graduate faculty that are called for the specific purpose of considering such amendments, and provided that the amendments are distributed to the entire membership in writing at least one month prior to the meeting and are approved by two-thirds of those present at such meetings. Amendments may also be made by a two-third vote of those voting by secret mail ballot, provided the amendment has been submitted to the entire membership in writing at least six weeks prior to the deadline for receipt of the vote. Amendments are subject to ratification by the board of trustees.

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

3359.01

Rule Amplifies:

3359.01

Prior Effective Dates:

11/04/1977, 12/20/1979, 08/20/2004, 08/30/2009,
10/22/2010, 10/01/2012, 02/01/2015, 11/16/2015,
08/27/2017

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Revisions to University Rule 3359-24-01
Bylaws of the graduate faculty

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-24-01, as recommended by the Graduate Council and Graduate Faculty, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

3359-60-06.2 Graduate student standards.

(A) International students.

- (1) An international student is normally admitted only in the fall, and all credentials should be received by the graduate school by the first of April.
- (2) An international student should access the online graduate application through the graduate school website and submit the required application fee. An official transcript and degree from all institutions and universities attended must be submitted. Original records in languages other than English must be accompanied by exact English translations and certified by the school, U.S. consulate, or other legal certifying authority.
- (3) An international student should submit to the graduate school the declaration and certification of finances, an original statement from the bank showing availability of sufficient funds to cover the cost of the first year of study, and a copy of the passport. The graduate school will prepare the certificate of eligibility (I-20A/B or DS-2019) upon receipt of adequate financial support, copy of the passport, and admission to the university.
- (4) International applicants, United States citizens, and permanent residents whose native language is not English must submit evidence that they have a sufficient level of English to undertake graduate studies at the university of Akron. After submitting acceptable academic credentials and proof of English proficiency, applicants who are fully admitted may enroll in graduate course work and be eligible for university of Akron funded assistantships, fellowships, or scholarships. Prospective teaching assistants must achieve a passing score on the UADEPT (the "University of Akron Developed English Proficiency Test"), or a twenty-three or greater on the speaking component of the internet-based TOEFL (the "Test of English as a Foreign Language").
- (5) Applicants to graduate programs can demonstrate their English proficiency in one of the following ways:
 - (a) A minimum score of five hundred fifty on the paper-based TOEFL, two hundred thirteen on the computer-based TOEFL, or seventy-nine or higher on the internet-based TOEFL. (The following departments require a higher standard of proficiency: English and history require a TOEFL of 580/237/92; and biomedical engineering requires a TOEFL of 590/243/96.) Scores more than two years old will not be accepted; or
 - (b) A minimum score of 6.5 on the IELTS (the "International English Language Testing

System"), which is managed by the British council. Scores more than two years old will not be accepted; or

- (c) Successful completion of a full course of study in the advanced level of ELI (the "English Language Institute") at the university of Akron. ELI is an intensive (twenty hours a week) program in English for academic purposes. The advanced level course of study is offered every fall, spring, and summer according to the university's academic calendar; or
- (d) Successful completion of twenty-four credit hours of upper-level undergraduate or eighteen credit hours of graduate coursework at a United States university or college in which English is the primary language of instruction. Successful completion is defined as maintaining a 3.0 cumulative grade point average in full-time, continuous studies. Applicants must submit original transcripts of their coursework; or
- (e) Successful completion of an undergraduate or graduate program at a university outside the United States in which English is the language of administration and instruction. English must be used for all administrative functions and for all areas of instruction (with the exception of foreign language courses) including course lectures, materials, discussions, readings, and writing assignments. Applicants must submit an original official document from the undergraduate or graduate institution certifying that all of the administrative functions and instruction are conducted in English. The document must be signed by an officer of the institution and carry an official seal. The dean of the graduate school at the university of Akron will review the submitted documentation and inform the applicant if he or she has satisfied the English requirement. The decision will be final.

(B) Non-accredited American school graduates. A student holding a baccalaureate degree from a non-accredited American college or university, if otherwise qualified, is required to complete at least ten semester credits of postbaccalaureate work at a 3.00 level before being considered for admission to the graduate school. The accreditation status of the school at the time of the student's graduation shall apply. A student should consult with the department head in the major field to develop a postbaccalaureate program.

(C) Grades.

- (1) A student admitted to graduate study under any status at the university of Akron is expected to maintain a minimum 3.00 average (4.00 = "A") at all times. A grade-point average of 3.00 or better is required for graduation. Any student whose average falls below 3.00 is no longer in good standing in the graduate school and considered on probation. No more than six semester credits of "C" grades may be counted toward the degree. In computing cumulative averages, "D" grades are treated as "F" grades. The dean of graduate studies and research, with the approval of the department head,

may dismiss anyone who fails to make satisfactory progress toward declared goals or who accumulates six semester credits of "C+" or below. The accumulation of six semester credits of "F" will result in mandatory dismissal. A student dismissed from the graduate school for academic reasons may not be readmitted for one calendar year, and then only if evidence for expecting improved performance is submitted and found acceptable.

(2) Official academic records are maintained with a grade-point system as follows:

Grade	Quality Points
"A"	4.0
"A-"	3.7
"B+"	3.3
"B"	3.0
"B-"	2.7
"C+"	2.3
"C"	2.0
"C-"	1.7
"D+"	0.0
"D"	0.0
"D-"	0.0
"F"	0.0

(3) The following grades may also appear on the term grade reports or on the official academic record. There are no grade points associated with these grades.

- (a) "I" - Incomplete: Indicates that the student has done passing work in the course but that some part of the work is, for good and acceptable reason, not complete at the end of the term. Failure to make up the omitted work satisfactorily by the end of the following term, not including summer sessions, converts the "I" to an "F". When the work is satisfactorily completed within the allotted time, the "I" is converted to whatever grade the student has earned. (Note: If instructors wish to extend the "I" grade beyond the following term for which the student is registered, prior to the end of the term they must notify the office of the registrar in writing

of the extension and indicate the date of its termination. It is the responsibility of the student to make arrangements to make up the incomplete work. The faculty member should submit the new grade to the office of the registrar in writing.)

- (b) "IP" - In progress: Indicates that the student has not completed the scheduled coursework during the term because the nature of the course does not permit completion within a single term, such as work toward a thesis.
 - (c) "PI" - Permanent incomplete: Indicates that the student's instructor and the instructor's dean have for special reason authorized the change of an incomplete ("I") to a permanent incomplete ("PI").
 - (d) "W" - Withdraw: Indicates that the student registered for the course but withdrew officially sometime after the second week of the term.
 - (e) "NGR" - No grade reported: Indicates that, at the time grades were processed for the present issue of the record, no grade had been reported by the instructor.
 - (f) "INV" - Invalid: Indicates the grade reported by the instructor for the course was improperly noted and thus unacceptable for proper processing.
- (4) Any student whose grade-point average falls below 3.00 is no longer in good standing in the graduate school and will be placed on probation. In consultation with the college or department, as appropriate, the dean of the graduate school will dismiss full-time students who do not return to good academic standing within two consecutive semesters (excluding summers) and part-time students who do not return to good academic standing within the attempting of fifteen additional credits.

For the purpose of administration of the full-time and part-time provisions of this policy, full-time and part-time status are determined by the semester in which the student goes on probation. Full-time enrollment constitutes nine or more graduate hours; part-time is less than nine graduate hours. [For doctoral students who are in their final semester of study and have completed all degree requirements except the dissertation, and for international students participating in curricular practical training \(CPT\) and/or academic training \(AT\) opportunities of thirty or more hours per week with approval from the international center, one or more graduate hours constitute full-time enrollment.](#)

The dean of the graduate school, with the approval of the relevant department head may also dismiss anyone who fails to make satisfactory progress toward declared goals or who accumulates six semester credits of "C+" or below. The accumulation of six semester credits of "F" will result in mandatory dismissal.

A student dismissed from the graduate school for academic reasons may not be readmitted for one calendar year, and then only if evidence for expecting satisfactory performance is submitted and found acceptable.

- (D) Repeating courses. Any graduate course may be repeated once for credit. However, the degree requirements shall be increased by the credit hour value of each course repeated. The hours and grades of both the original and the repeated section shall be used in computing the grade-point average. Required courses in which a "D" or "F" was received must be repeated.
- (E) Transfer students. A graduate student matriculated in the graduate school of another college or university who wishes to transfer to the university of Akron to continue graduate education must be in good standing at the other school.
- (F) Course load. A full load of coursework at the graduate level is nine to fifteen semester credits including audit. [For doctoral students who are in their final semester of study and have completed all degree requirements except the dissertation, and for international students participating in curricular practical training \(CPT\) and/or academic training \(AT\) opportunities of thirty or more hours per week with approval from the international center, one or more graduate hours constitute full-time enrollment.](#)
- (G) Registration. The responsibility for being properly registered lies with the student, who should consult with the assigned adviser in preparing a program of courses and/or research. A schedule of courses, hours, class location and registration procedures is obtainable from the registrar.
- (H) Entrance qualifying examinations. The use of examinations to determine admissibility to enter a graduate program or eligibility to continue in one is the prerogative of the departments offering graduate programs. The department has the right to select the examination and minimum acceptable level of performance. Information and procedure may be obtained from the head of the appropriate department.

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

3359

Rule Amplifies:

3359

Prior Effective Dates:

Prior to 11/04/1977, 08/30/1979, 01/30/1981,
12/31/1986, 05/22/1991, 05/09/2014, 02/01/2015,
08/24/2015

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Revisions to University Rule 3359-60-06.2
Graduate student standards

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-60-06.2, as recommended by the Graduate Council and Graduate Faculty, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

3359-60-06.4 Doctoral degree requirements.

- (A) General requirements. A master's degree is not a prerequisite for the doctorate; however, the first year of study after the baccalaureate will be substantially the same for both the master's and doctoral student. No specific number or sequence of courses constitutes a doctoral program or assures attainment of the degree. A formal degree program consists of a combination of courses, seminars and individual study and research that meet the minimum requirements of the graduate school and those of the committee for each individual student.
- (B) Admission.
- (1) Usually, a student is not officially considered as a doctoral student until completion of a master's program or its equivalent and approval for further study.
 - (2) A minimum grade-point average of 3.00 is required for graduation of a candidate for all doctoral degrees.
- (C) Continuous enrollment requirement. The graduate school requires that a doctoral student register for a minimum of one graduate credit as approved by his or her adviser during each fall and spring semester. Individual departments may exceed this minimum requirement. A doctoral student should consult with his or her academic department.
- (D) Residency requirements.
- (1) A doctoral student may meet the degree requirements of the graduate school and department by full-time study or a combination of full- and part-time study.
 - (2) The minimum residency requirement for a doctoral candidate in all programs is at least two consecutive semesters of full-time study and involvement in departmental activities. "Full-time study" is defined as nine to fifteen semester credits, except for graduate teaching and research assistants for whom full-time study is specified by the assistantship agreements. For doctoral students who are in their final semester of study and have completed all degree requirements except the dissertation, and for international students participating in curricular practical training (CPT) and/or academic training (AT) opportunities of thirty or more hours per week with approval from the international center, one or more graduate hours constitute full-time enrollment. The summer sessions may count as one semester, provided that the candidate is enrolled for a minimum total of six semester credit hours per combined summer terms. Programs vary in their requirements beyond the minimum, e.g., credits or courses to be completed, proper time to fulfill the residency requirement and acceptability of part-time employment.

- (3) Before a doctoral student begins residency, the student's adviser and the student shall prepare a statement indicating the manner in which the residency requirement will be met. Any special conditions must be detailed and will require the approval of the student's committee, the departmental faculty members approved to direct doctoral dissertations, the collegiate dean and the dean of graduate studies and research.
- (E) Time limit. All doctoral requirements must be completed within ten years of starting coursework at the university of Akron or elsewhere. This refers to graduate work after receipt of a master's degree or the completion of thirty semester credits. Extension of up to one year may be granted in unusual circumstances by the dean of graduate studies and research upon written request by the student and recommendation by the adviser, department head, and college dean.
- (F) Credits.
- (1) A doctorate is conferred in recognition, of high attainment and productive scholarship in some special field of learning as evidenced by the satisfactory completion of prescribed program of study and research; the preparation of a dissertation based on independent research; and the successful passing of examinations covering the special field of study and the general field of which this subject is a part. Consequently, the emphasis is on mastery of the subject rather than a set number of credits. Doctoral programs generally encompass the equivalent of at least three years of full-time study at the graduate level. A minimum of fifty per cent of the total credits above the baccalaureate required in each student's doctoral program must be completed at the university of Akron. A maximum of six workshop credits may be applied to a doctoral degree. Such credits must be relevant to the degree program, recommended by the student's adviser and approved by the dean of graduate studies and research.
 - (2) No graduate credit may be received for courses taken by examination or for five-hundred-numbered courses previously taken at the four-hundred number course level as an undergraduate without advance approval from the dean of graduate studies and research.
- (G) Transfer credits.
- (1) Up to fifty per cent of the total graduate credits above the baccalaureate required in a doctoral program may be transferred from an accredited college or university, including the university of Akron. All transfer credit must be at the "A" or "B" level in graduate courses. The courses must be relevant to the student's program as determined by the student's academic department and fall within the ten-year limit if beyond the master's level. A student already admitted to the university of Akron must receive prior approval from his or her academic department for transfer courses taken elsewhere.

- (2) A student admitted with a master's degree or equivalent will have work evaluated in relation to the student's program to determine transfer credit. Thirty semester credits are transferable from a master's degree. A block transfer of credit does not apply toward the student's ten-year time limit for degree completion.
 - (3) A student seeking to transfer credits must have full admission and be in good standing at the university. Transfer credits shall not be recorded until a student has completed twelve semester credits at the university of Akron with a grade-point average of 3.00 or better.
- (H) Language requirements. There is no university-wide foreign language requirement for the Ph.D. The student is required to demonstrate one of the following skills depending upon the particular program.
- (1) Plan A: Reading knowledge, with the aid of a dictionary, of two approved foreign languages. At the discretion of the major department an average of "B" in the second year of a college-level course in a language will be accepted as evidence of proficiency in reading knowledge for that language. English may be considered as one of the approved foreign languages for a student whose first language is not English; and demonstrated competence in a research technique (e.g., statistics and/or computers) may be substituted for one of the two foreign languages.
 - (2) Plan B: Comprehensive knowledge of one approved foreign language, including reading without the aid of a dictionary and such additional requirements as the department may impose.
 - (3) Plan C: In certain doctoral programs the demonstration of competence in appropriate research skills may serve as a substitute for the foreign language requirements.
 - (4) Plan D: In certain doctoral programs there is no foreign language requirement.
- (I) Optional department requirements. Each department may determine requirements for a doctoral student with regard to entrance examinations, qualifying examinations, preliminary or comprehensive examinations and course sequences.
- (J) Dissertation and oral defense.
- (1) The ability to do independent research and demonstrate competence in scholarly exposition must be demonstrated by the preparation of a dissertation on some topic related to the major subject. It should represent a significant contribution to knowledge, be presented in a scholarly manner, reveal the candidate's ability to do independent research and indicate experience in research techniques.

- (2) A doctoral dissertation committee supervises and approves the dissertation and administers an oral examination upon the dissertation and related areas of study. This examination is open to the graduate faculty. The dissertation and oral examination must be approved by the committee before the dissertation is submitted to the graduate school. A final online submission of the dissertation is due in the graduate school at least three weeks prior to commencement. This copy must be signed by the adviser, faculty reader, department head and college dean prior to submission to the dean of graduate studies and research. A manual titled "Guidelines for Preparing a Thesis or Dissertation" is available online and all copies of the dissertation must conform to these instructions.

(K) Graduation. To be cleared for graduation, a candidate must have:

- (1) Completed the academic program with a grade-point average of at least 3.00.
- (2) Submitted an approved dissertation and passed an oral examination.
- (3) Filed an online application for graduation with the registrar.
- (4) Paid all applicable fees.
- (5) Met any other department and university requirements.

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

3359

Rule Amplifies:

3359

Prior Effective Dates:

Prior to 11/04/1977, 08/30/1979, 01/30/1981,
12/31/1986, 05/22/1991, 12/13/2003, 07/05/2013,
02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Revisions to University Rule 3359-60-06.4
Doctoral degree requirements

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-60-06.4, as recommended by the Graduate Council and Graduate Faculty, be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

3359-43-01 Constitution.

(A) Preamble.

As members of the undergraduate student government (USG), we serve as an advocate for undergraduate students to the faculty and administration. We are dedicated to understanding and addressing the needs and interests of the undergraduate community, we strive to contribute to the overall success of collegians within curricular and co-curricular activities at the university of Akron.

We, the members of USG, aim to promote leadership, unity in purpose, and diversity among its members through a unique environment within the university and the community. We work towards effective and tangible results; holding ourselves to the highest level of accountability, excellence, professionalism, and integrity as humble, selfless, and caring leaders at the university of Akron.

(B) Introduction.

(1) Name.

The official name of this organization is the undergraduate student government.

(2) Membership requirements.

- (a) All members shall be undergraduate students enrolled continuously at the university of Akron. Members must maintain membership requirements both at the time of election or appointment and throughout their term of office.
 - (i) Elected and appointed members must carry at least twelve credit hours, maintain a 2.3 cumulative grade point average, and be in good standing as defined by the university of Akron student conduct and community standards. Unless otherwise exempted by the university.
- (b) All elected and appointed members of USG, unless otherwise excused, are required to attend one USG retreat per semester.
- (c) Attendance and duties for elected; and appointed positions shall be outlined in the USG general bylaws.
- (d) All elected and appointed officials, with the exception of those appointed by executive order, must take the oath of office prior to the start of their term. All appointments made by executive order must take an oath of office by the next regularly scheduled senate meeting.
- (e) No individual may hold more than one compensated position within USG

simultaneously.

(3) Directional leadership team (DLT) officers.

- (a) The DLT officers include the president, vice president, senate chair, vice senate chair, chief justice, and executive justice.
- (b) Non-voting members of the DLT include the advisors and chief of staff.
- (c) The DLT responsibilities are outlined in the USG general bylaws.

(4) Advisors.

USG shall have one full-time employee as its advisor. Further requirements and duties are outlined in the USG general bylaws.

(5) Accountability.

- (a) In the event that individuals fail to maintain USG membership requirements set forth in any one of the documents listed below, a summons can be written which would require the individual to meet with one representative from each branch's leadership and the full-time advisor:
 - (i) USG constitution.
 - (ii) General bylaws.
- (b) Action taken against the member is limited to, but in no particular order:
 - (i) Oral warning.
 - (ii) Written warning.
 - (iii) Move for impeachment.

(c) Warnings given to a member must state exactly the failure made by the member, the reason why the action was wrong, and what the member can do to correct the failure.

~~(e)~~ (d) Accountability meetings shall be held at least once a semester for all members of the USG. All other accountability meeting stipulations shall be outlined in the USG general bylaws.

(6) University council.

Student representatives to the university council are chosen through the process outlined in the USG general bylaws, consistent with the university council bylaws.

(7) Faculty senate.

Faculty senate seat elections and stipulations of the faculty senate student representatives are outlined in the USG general bylaws in accordance with faculty senate bylaws.

(8) Student organizations.

- (a) USG has the authority, by a simple majority vote of all members, to convene a special meeting with registered student organizations to address campus wide issue(s). Organizations will be given a minimum of two weeks' notice for a scheduled meeting.
- (b) Each organization shall be required to send at least one representative to special meetings and shall receive one vote per organization.

(9) Finances.

There shall be no dues required for membership in USG. USG shall manage its own finances in accordance with the rules and regulations prescribed by the university of Akron. The main source of funding for this organization shall be the extracurricular activities fund ("EAF").

(10) Nondiscrimination clause.

USG shall not discriminate on the basis of race, creed, national origin, ancestry, gender, age, handicap, veteran status or sexual orientation in the selection of its members or in its programs unless federal or state law allows for such exceptions.

(11) Student development clause.

USG shall maintain a current registration form including a list of officers, their addresses, the name of the USG advisor, and the most recently amended constitution within the department of student life.

(12) Rules for organizational procedure.

Ultimate authority is vested within the USG constitution. Subsequent authority shall be vested in the USG general bylaws and the USG election rules which will be binding with full authority unless an explicit contradiction is found within the constitution. If a contradiction is found, the judicial branch has the power to review the matter and

issue an opinion.

(13) Authority/jurisdiction.

All functions, powers, and responsibilities designated in this constitution are subject to policies enacted by the legal authority of the university of Akron board of trustees, city and county ordinances, Ohio state law, and federal law. USG shall represent all undergraduate students enrolled at the university of Akron. The specific powers and authorities are delegated to the officers and branches by the provisions found in this constitution.

(C) Legislative branch.

(1) Powers.

The legislative powers herein granted by the constitution and the general bylaws shall be vested in the senate of USG.

(2) Senate meetings shall be held weekly, unless circumstances warrant otherwise.

(3) Senate membership.

The legislative branch shall be composed of the senate chair, senate vice chair, and senators. The composition and number of seats in the senate shall be defined in the general bylaws. At least two senate seats shall be reserved for first year students.

(4) Election of the senate chair and vice senate chair.

The senate chair and vice senate chair shall be elected by a majority vote of senate at the last regular senate meeting of the academic year by the newly elected incoming senate. The senate chair and vice senate chair must be members of the incoming senate.

(5) Legislative duties.

The duties of the senate chair shall include, but are not limited to:

- (a) Attending DLT meetings.
- (b) Appointing standing committee chairs and members. Appointments to these positions do not require the approval of the senate.
- (c) Presiding over weekly senate meetings, unless circumstances warrant otherwise.

(d) Managing the general operations of the senate.

(e) Maintaining all records of weekly senate office hours and accountability forms.

(6) Budget and goals.

The president shall present USG's annual operating budget before the senate no later than the fourth week of the fall semester. The senate shall review and approve the budget by no later than the fifth week of the fall semester. The operating budget may be approved without a second reading. The senate shall review and vote on the annual operating budget for USG and annual goals that shall be presented by the president no later than four weeks from the date of receiving the financial information from the university. The senate shall vote on the budget and all revisions no later than the next senate meeting after the president presents the information.

(7) University recognition of student organizations.

After a new student organization (NSO) has been approved by the department of student life, a representative of the senate will contact a representative of the NSO to inform them of the role of undergraduate student government.

(8) Legislation.

- (a) All legislative action shall be in the form of a bill or resolution and require two senate sponsors. No resolution or bill shall be passed until it has been read at two different regular senate meetings or this requirement has been dispensed with by at least a three-quarters vote of senate voting. All legislation must be prefaced by a rationale from the sponsor, justifying the reasons for the piece of legislation.
- (b) No action of the senate shall be valid or binding unless adopted by the majority vote of senate voting. After the senate passes a bill or resolution, it must be signed by the sponsors and senate chair and given to the president within twenty-four hours of its approval by the senate, unless circumstances warrant otherwise.
- (c) If the president approves such a measure, it must then be signed and returned to the senate chair within five business days following the date of passage by the senate. If the bill or resolution is vetoed, the president shall return it to the senate, along with written objections, within five business days following the date of passage by the senate. If a bill or resolution is not returned to the senate within the five business days, it shall take effect in the same manner as if the president had signed it. If the USG president has vetoed a bill or resolution, the senate must reconsider it at the next regular meeting. If upon reconsideration, the bill or resolution is approved by a three-fourths majority vote of the senate voting, it shall then take effect as if it had received the approval of the USG president.
- (d) After approval of the measure, it must be presented to the vice president for student affairs for review within a timely manner. Following the approval of the vice president for student affairs, the legislation must be presented to the university president, or the president's designee, for final disposition within a mutually agreed upon time frame.
 - (i) All impeachments must be finalized within seven days of approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
 - (ii) All appointments do not have to go through final disposition but take effect immediately after approval. Approval may be construed as either the USG president's signature or a senate override of a veto.
- (e) Only the university president or president's designee shall have the authority to send final approved legislation to the board of trustees. Examples of legislation that may be forwarded include, but are not limited to legislation having campus wide implications and all-encompassing facility usage. If any legislation is not approved by the board of trustees, the USG DLT members shall meet with the vice president for student affairs or his or her designee to discuss the proposed

legislation.

(D) Executive branch.

(1) Powers.

The executive powers herein granted by this constitution and the general bylaws shall be vested in the executive branch of USG.

(2) Executive branch membership.

The executive branch shall be composed of the president, vice president, chief of staff and the executive cabinet. Additional executive branch positions shall be outlined in the general bylaws.

(3) Executive officer duties.

(a) The president shall be the chief executive officer and the official spokesperson for the USG. These powers and duties include, but are not limited to the following:

(i) Presiding over the DLT meetings.

(ii) Attending all senate meetings and submitting an activity report at all senate meetings.

(iii) Approving or vetoing bills or resolutions passed by the senate as previously outlined in paragraph (C)(8) of this rule.

(iv) Serving in person or by his or her designee, as the representative of the undergraduate student body to all university boards, committees, or commissions to which he or she may be appointed.

(v) Maintaining all records of executive cabinet member office hours and executive cabinet member accountability forms.

(b) Further descriptions of executive officer duties shall be outlined in the general bylaws.

(4) Undergraduate student organization funding.

USG shall determine the undergraduate student organization funding policy in

accordance with processes outlined in the USG general bylaws.

(5) Executive orders.

- (a) The president shall have the authority to write executive orders, which are directives issued by the president in order to respond to issues requiring a prompt or immediate action. Such orders are effective immediately upon their issuance. At the time of issuance, the president shall provide a rationale and justification for the executive order. All presidential appointments shall be written as executive orders.
- (b) For an executive order to continue in effect, it must be approved by a simple majority of the senate at the next senate meeting immediately following the order's issuance. Such orders only need to be read at one senate meeting before being brought to a vote at the same meeting.

(E) Judicial branch.

(1) Powers.

The judicial powers herein granted by this constitution and the general bylaws shall be vested in the judicial branch of USG.

(2) Judicial membership.

The judicial branch shall be composed of the chief justice, executive justice and associate justices. The number of associate justice seats shall be defined in the general bylaws.

(3) Judicial duties.

- (a) The chief justice shall be the chief administrator of the judicial branch. The powers and duties of the chief justice include, but are not limited to:
 - (i) Attending all senate meetings to address any questions concerning the USG constitution, general bylaws, or parliamentary procedure.
 - (ii) Submitting weekly activity reports concerning the conduct of the judicial branch at all senate meetings.
 - (iii) Calling a special session, at his or her discretion, of the judicial branch. The chief justice must notify involved branch members of the nature of and reason for the special session at least forty-eight hours in advance of the meeting.

(b) Further descriptions of judicial office duties shall be outlined in the general bylaws.

(4) Cases and hearings.

(a) The chief justice, or the executive justice when designated by the chief justice, shall preside over and conduct all judicial branch cases.

(b) The judicial branch shall hear any case initiated by undergraduate students. Such cases include, but are not limited to the following:

(i) The removal of elected and appointed members of USG.

(ii) Constitutional questions that include petitions submitted under paragraphs (H)(4) and (J)(2)(a) of this rule.

(iii) Constitutional or bylaw questions, including, but not limited to, all legislation and executive orders.

(iv) Constitutional dispute resolutions involving non-academic university complaints, unless the case has jurisdiction within another university process. Constitutional dispute resolution cases shall be outlined in the general bylaws.

(v) University parking [appeal, per rule 3359-46-01 of the Administrative Code.](#)
~~citations, as requested by and at the discretion of the university of Akron.~~

(5) Members of the judicial branch may not participate in any case or hearing in which they are involved or have an interest.

(F) Term limits.

(1) Associate justices shall serve a term until resignation, graduation, failure to meet USG membership requirements, or removal from office.

(2) The term of the office of the president shall be from the time of oath of office at the last senate meeting of the spring semester until the last senate meeting of the following spring semester.

(3) All appointments made to the executive branch and the office of vice president, chief justice, and executive justice shall serve a term concurrent with that of the office of the president.

(4) Senators shall serve a term concurrent with that of the office of the president.

(G) Appointments.

- (1) All appointments must follow the hiring procedures as outlined in the general bylaws.
- (2) Appointments to the legislative branch.
 - (a) The senate shall vote on appointment legislation written by the senate chair to the legislative branch. All such legislation shall require a simple majority vote of senate for approval.
 - (b) In the absence of the senate chair, the temporary line of succession for presiding over the senate meetings shall be the vice senate chair, followed by the senior-most member on the senate, based on the start of service in office.
 - (c) Any person temporarily filling the duties of senate chair shall have suspended appointment powers. If a permanent vacancy occurs in the position of senate chair, a new senate chair shall be elected at the next senate meeting to finish the term.
- (3) Appointment to the executive branch.
 - (a) In the case of a permanent vacancy in the office of the president, the vice president shall be the successor to the president. In the case of a permanent vacancy in both the positions of president and vice president, the temporary line of succession shall be the senate chair followed by the vice senate chair followed by the most senior senate member until a special election can occur.
 - (b) The president has the power to appoint individuals to vacancies in the executive branch.
 - (c) The senate shall vote on appointments to the executive branch through executive orders by a simple majority vote of senate voting.
 - (d) The president shall have the power to establish, suspend or remove executive committees through executive orders by a simple majority vote of senate voting.
- (4) Appointments to judicial branch.
 - (a) The chief justice shall be appointed from among the current serving associate justices and executive justice by a simple majority vote of the judicial branch.
 - (b) In the case of a permanent vacancy in the office of the chief justice, the executive justice shall serve the remainder of the chief justice's term.
 - (c) The chief justice shall appoint a currently serving associate justice to the position

of executive justice with a simple majority vote of the judicial branch.

- (d) The president, in collaboration with the chief justice and executive justice, shall appoint individuals for all unfilled associate justice seats with an executive order and a simple majority vote of senate voting.

(H) Meeting procedures.

(1) Executive sessions.

(a) In order to move into an executive session:

- (i) A specific motion must be made by a member with the reason for which the executive session is being called, which will be reflected in the minutes for that meeting.
- (ii) The motion must then be seconded by a separate member.
- (iii) A roll call vote must be called, with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.

(b) Reasons for executive session:

- (i) Discussions regarding confidential personal information of a party.
- (ii) Matters of membership.

(c) Actions permitted in executive session:

- (i) Discussion of permitted topics.
- (ii) No collective agreement may be made in executive session.
- (iii) No official votes may be carried out in executive session and any votes conducted in executive session are considered invalid.

(d) In order to exit executive session:

- (i) A motion may be made by any member to exit executive session.
- (ii) The motion must then be seconded by a separate member.
- (iii) A roll call vote must be called with a two-thirds majority of the members voting in favor of the motion in order for the motion to carry.

(2) Minutes.

(a) Records of all business conducted in all meetings.

(i) Minutes will include all motions and reasons made and who made the motion.

(ii) Records of all votes.

(iii) Records of all agenda items, debate and executive sessions.

(b) Detailed records will be maintained in USG records for three years for non-financial documents and for seven years for financial documents.

(c) Minutes from all meetings will be posted on the USG website, including all votes taken on any formal action.

(3) Voting.

(a) Records of voting should include:

(i) A record of how each member voted on a specific motion or action determined by roll-call vote; or,

(ii) The record of the outcome of a voice vote taken on a motion or action.

~~(H)~~ (I) Elections.

(1) USG shall hold both general and first-year elections.

(2) All election stipulations and rules shall be outlined in the USG election rules.

(3) Referendum.

Any legislation considered by USG may, by a simple majority vote of senate voting, be referred to the undergraduate student body for a vote.

(a) All information regarding this legislation must be distributed to the voting population at least one week prior to this election.

(b) Passage of the referendum shall require a majority vote of those students voting in that special election. This election shall take place as expeditiously as possible.

(4) Recall.

- (a) Any elected member of USG may be subject to a recall vote with a petition containing signatures of at least twenty-five percent of the number of students voting in the most recent general election. The USG advisor shall keep all voting records from the previous elections.
- (b) All information regarding this recall must be distributed to the voting population at least one week prior to this election.
- (c) The member shall be considered removed from office with a majority of the number of students voting in the recall vote.
- (d) The elections chair shall administrate the recall vote.
- (e) Upon this removal, the office shall be deemed vacant and shall be filled by the procedures outlined in paragraph (G) of this rule.

~~(H)~~(J) Impeachment.

(1) Members governed.

Any USG member elected or appointed may be impeached and removed from office.

(2) Duty.

The members of USG have the duty to recommend to the senate the removal of any of the above listed positions of USG who is consistently negligent in the performance of his or her duties and responsibilities.

(3) Procedures.

- (a) A bill calling for the impeachment and citing specific reasons for such must be presented at a regular meeting of the senate. A two-thirds vote of senate voting shall instruct the chief justice whether or not to proceed with an impeachment hearing.
- (b) The impeachment hearing of a USG member shall occur at the next regular senate meeting after the passage of the bill. The chief justice shall preside over all impeachment hearings. In the event of the impeachment of the chief justice, the executive justice shall preside over the impeachment hearing.
- (c) Impeachment of a USG member requires a three-quarters vote of all USG members voting.
- (d) Double jeopardy.

Except in the case of newly discovered evidence, no official shall be tried more than once for the same offense, nor shall more than one vote for removal be taken in the course of the hearing.

~~(J)~~ (K) Governing document review, ratification, and amendment procedures.

(1) Review and ratification of the constitution.

- (a) At least every five years, starting at the year 2010, the constitution will undergo a constitutional review, or earlier at the direction of the DLT. The DLT will initiate the review process.
- (b) If any amendments are proposed, USG members shall vote on the changes within fourteen days after their introduction.
- (c) If the proposed amendments are approved by a majority of all USG members voting, then the amendments shall be presented to the students at a re-ratification election. This election shall be held within thirty days after the senate votes on the proposed amendments. The proposed amendment must be available to the undergraduate student body, in print, at least one week prior to the election.
- (d) If the constitution is ratified by a majority of the undergraduate student body members voting in the election, it shall be forwarded, presented, and reviewed in a reasonable time mutually agreed upon by the ad team and the following individuals or bodies in the order listed:
 - (i) Vice president for student affairs, or his or her designee;
 - (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.

(2) Amendments to the constitution.

- (a) Amendments to this constitution may be proposed, prior to the time line established in paragraph (J)(1)(a) of this rule, in the form of a bill or by a petition signed by at least ten percent of the undergraduate student body.
 - (i) If proposed in the form of a bill, the amendment(s) shall be placed for vote before the undergraduate student body after a two-thirds vote of all USG members voting. The elections chair will administrate the vote.
 - (ii) If proposed in the form of a petition, the amendment(s) shall be placed for vote before the undergraduate student body after the USG advisor has validated

the signatures. The board of elections will administrate the vote.

- (b) The elections chair shall submit amendments proposed by passage of a bill or petition in a timely manner prior to the election in which it shall be voted upon. The proposed amendment(s) must be available to the undergraduate student body, in print, at least one week prior to the election.
 - (c) If the amendments are approved by a majority of the undergraduate students voting in the election, they shall be forwarded, presented, and reviewed in a reasonable time to be mutually agreed upon by the DLT and the following individuals in the order listed:
 - (i) Vice president for student affairs, or his or her designee;
 - (ii) President of the university, or the president's designee; and the
 - (iii) Board of trustees.
- (3) Amendments to the bylaws.
- (a) General bylaws shall be reviewed and approved by the fourth week of the academic year by a simple majority vote within at least two of the three branches.
 - (b) All USG bylaw amendments must pass with a simple majority vote within at least two of the three branches.
 - (c) All USG voting will occur within each branch's respective meeting time.
 - (d) Any amendments to the general bylaws not passed unanimously may be appealed through a grievance process outlined in the general bylaws.
- (4) Amendments to the election rules.
- (a) Election rules shall be reviewed and voted on at the regular scheduled senate meetings prior to the start of the general elections.
 - (b) All election rules must pass with a simple majority vote of all USG members voting.
 - (c) Amendments and additions to the election rules cannot occur during the election cycle until all appeals have been heard and been ruled on.

Effective:

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under:

111.15

Statutory Authority:

3359.01

Rule Amplifies:

3359.01

Prior Effective Dates:

04/01/1993, 08/05/1999, 02/12/2005, 11/12/2011,
11/15/2012, 11/01/2013, 02/01/2015, 05/03/2015,
08/27/2017

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Revisions to University Rule 3359-43-01
Constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-43-01 as recommended by the Vice President for Student Affairs and members of the Undergraduate Student Government (USG), be approved.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018



**Consent Agenda
The University of Akron Board of Trustees
Meeting of August 15, 2018**

Item	Description	Committee	Tab
1	Minutes for June 13, 2018	None	Board of Trustees
2	Investment Report for the Fiscal Year Ended June 30, 2018	Finance & Admin.	2
3	Financial Report for the Fiscal Year Ended June 30, 2018	Finance & Admin.	3
4	Procurements for More Than \$500,000	Finance & Admin.	4
5	Additional Holiday Paid Leave	Finance & Admin.	5
6	Cumulative Gift and Grant Income Report for July 1, 2017 through April 30, 2018	Finance & Admin.	6
7	Tentative Graduation List for Summer 2018	Academic Issues & Student Success	1
8	Revisions to Rule 3359-24-01, Bylaws of the Graduate Faculty	Rules	1
9	Revisions to Rule 3359-60-06.2, Graduate Student Standards	Rules	2
10	Revisions to Rule 3359-60-06.4, Doctoral Degree Requirements	Rules	3
11	Revisions to Rule 3359-43-01, Constitution	Rules	4

Presiding:
Chair
Joseph M. Gingo
August 15, 2018

1	Approval of the Raise Pool in the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets
2	Recommendations from Academic Program Review
3	Recommendations on Possible Academic Reorganization
4	Approval of Nicholas Heese to The University of Akron Under Strict Probation
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THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Pertaining to the Approval of the Raise Pool in the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets

WHEREAS, At its regular meeting on June 13, 2018, the Board of Trustees (the “Board”) approved the Fiscal Year 2018-2019 General Fund, Auxiliary Funds, and Sales Funds Budgets (the “Budgets”) for the University; and,

WHEREAS, The Budgets included a raise pool equivalent to three-percent for non-bargaining unit full-time employees and part-time faculty; and,

WHEREAS, Non-bargaining unit full-time employees have not received a raise since 2014 and part-time faculty have not received a raise since 2012; and,

WHEREAS, The Board wishes to reaffirm its intent to provide raises as contemplated in the Budgets; Now, Therefore,

BE IT RESOLVED, That Board reaffirms its commitment to provide raises to non-bargaining unit full-time employees and part-time faculty in the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets; and,

BE IT FURTHER RESOLVED, That the Administration is authorized to determine appropriate eligibility requirements to implement the raises, within the parameters provided for in the Budget and consistent with University rules and policies.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Recommendations from Academic Program Review

WHEREAS, Academic Program Review is a continuous improvement process, expected by the State of Ohio and the Higher Learning Commission, that improves alignment of academic programs with institutional mission and vision, utilizes resources effectively and efficiently, and is responsive to existing and emerging social, cultural, scientific and economic needs of the region, state and nation; and,

WHEREAS, Academic Program Review has been completed for the majority of degree programs during the last calendar year in order to form a baseline for university-wide strategic planning and academic streamlining and focus; and,

WHEREAS, One of the primary goals of the Northeast Ohio Compact as defined by the Chancellor of the Ohio Department of Higher Education is to limit the number of duplicative academic degrees being offered in our region (Attachment A); and,

WHEREAS, The president and provost have considered the Academic Program Review process in its entirety, including the evaluations from the faculty in each academic department/school, each department chair and school director, each dean, the Academic Program Review Committee, and the Faculty Senate (Attachment B); and,

WHEREAS, The president and provost have recommended specific actions for the hiring of faculty in areas of strategic importance (Attachment C) and for the suspension of admission to and eventual phase out of degrees in other areas (Attachment D) to be taken by the Board of Trustees; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees accepts the recommendations of the president and provost; and,

BE IT FURTHER RESOLVED, That for the degrees recommended for phasing out, the administration should follow appropriate processes to ensure that students (including continuing students and those entering the University in fall 2018) currently admitted in such degrees are provided an opportunity to complete their degrees; and that any students currently seeking admissions to such degrees will be advised that the particular degree is being phased out, and advisors will work with them to identify suitable alternatives at The University of Akron; and,

BE IT FURTHER RESOLVED, That the administration will implement a regular cycle of program review commencing in the fall 2018 semester, which will continue to shape the academic profile of The University of Akron.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

NORTHEAST OHIO REGIONAL HIGHER EDUCATION COMPACT

Consortium Agreement Among Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University

This Consortium Agreement between the public colleges and universities within the Northeast Region (Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University) hereinafter referred to as the Northeast Regional Higher Education Compact.

WHEREAS, the Northeast Regional Higher Education Compact recognizes the impact of higher education on the region of Northeast Ohio; and

WHEREAS, the institutions have similarities and complementary strengths and wish to expand their capacities by creating a consortium that will facilitate coordinated and efficient academic, financial and administrative operations of state institutions and ensure regional workforce development initiatives; and

WHEREAS, this collaboration model will better enable outcomes in the aforementioned institutions from direct from high school, adult and workforce development student populations; and

WHEREAS, the work of the consortium will be to create operational and educational efficiencies and initiatives to improve and strengthen the educational offerings of the member institutions and further to create pathways that will lead to increased degree attainment including associate, bachelor's, master's and doctoral degrees; and

WHEREAS, the work of the consortium will include creating pathways from the K-12 system to the higher education system and to work efficiently and effectively to further lower the overall cost of higher education in the Northeast Ohio region and at the same time to provide high-quality educational offerings; now, therefore,

In response to the Ohio Revised Code (Section 3345.59) requiring regional compacts of Ohio's public colleges and universities with an executed agreement in place by June 30, 2018, with subsequent reports of the efficiencies gained as a result of these compacts in their annual efficiency reports to the Chancellor of Higher Education, the parties hereby agree to join together through this Agreement to form the Northeast Regional Higher Education Compact. The parties agree that the consortium, referred to above, consisting of Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University, will serve as the coordinating body of the member institutions and thereby empower them to implement initiatives to produce high-quality educational opportunities and support workforce and community needs. The parties further agree that this is a planning, but

not a governing function with respect to the member institutions. Each institution's appointed board of trustees will govern that institution; each institution will maintain its own separate identity; and each institution shall have neither power nor authority to act for or bind the other institutions.

CONSORTIUM AND STEERING COMMITTEE STRUCTURE AND RESPONSIBILITIES

A. Goals of the Project

The Northeast Regional Higher Education Compact project will strive to achieve the following key goals:

1. Examine whether unnecessary duplication of academic programming exists.
2. Develop strategies to address the workforce education needs of the region.
 - a. Participate in the Regional Workforce Collaboration Partnerships efforts. The Ohio departments of Education and Higher Education will work with the Governor's Office of Workforce Transformation to develop a Regional Workforce Career Counseling Collaboration model. With this model, the JobsOhio Network, local chambers of commerce, school districts, businesses, Ohio Technical Centers and the higher education community will build county-level partnerships that provide career services to students.
 - b. Enhance internship and co-op opportunities by connecting student co-ops and interns with In-Demand occupations at private companies and organizations within regionally targeted industries.
 - c. Consider ways to enhance apprenticeship training and collaboration with employers.
 - d. Participate in the RAPIDS grant process. The Regionally Aligned Priorities in Delivering Skills (RAPIDS) program was designed to align state investments against regionally verified workforce demand by investing funds for equipment, internships, and co-ops on a regional basis.
3. Enhance the sharing of resources between institutions to align educational pathways and to increase access within the region. For these purposes, the compact will do all of the following:
 - a. Provide and share resources and programming to improve academic performance and opportunities to address the workforce needs of the region;
 - i. Based on the analysis completed by each institution for duplicative program reports, institutions should consider how to share courses and programs, and evaluate collaborative efforts moving forward.
 - b. Identify, develop and implement shared curriculum and resources to promote educational pathways that minimize the time required to earn a degree. This may include, but is not limited to, curriculum delivered using open educational resources and online formats;
 - i. Examine the Guaranteed Transfer Pathways between Ohio Technical Centers (OTCs), Community Colleges and Universities. Institutions in each region can build upon the regional approach already underway in pathway development.

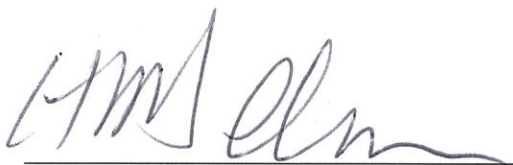
- ii. Examine One Year Option pathways, which allow graduates of Ohio Technical Centers who complete a 900-hour program of study and obtain an industry-recognized credential approved by the Chancellor to receive 30 college technical credit hours toward a technical degree upon enrollment in an institution of higher education. Colleges and OTCs in each region should examine areas where further program alignment could occur.
 - iii. When and where appropriate, develop a model for 3+1 agreements where a student can attend a community college for the first three years of a bachelor's degree and then complete the degree at a university with one additional year of study.
 - iv. Utilize resources being developed through the Ohio Mathematics Initiative.
 - v. Utilize Open Educational Resources under development.
 - c. Analyze operational costs and implement cost-effective procedures that support greater access and opportunities for students in the region.
 - i. Utilize the recommendations from the Task Force on Affordability and Efficiency in Higher Education on asset and operational reviews.
- 4. Reduce operational and administrative costs to provide more learning opportunities and collaboration in the region.
 - a. Follow recommendations from the Task Force on Affordability and Efficiency in Higher Education for improving services and lowering costs to students.
- 5. Enhance career counseling and experiential learning opportunities for students.
 - a. Participate in Regional Workforce Collaboration Partnerships.
 - b. Utilize resources available through the National Association of Colleges and Employment (NACE).
 - c. Enhance internship and co-op opportunities.
 - d. Participate in Career Counseling best practice workshops offered through the Ohio Department of Higher Education.
- 6. Expand alternative education delivery models such as competency-based and project-based learning.
 - a. For an overview of competency-based education and what Ohio's campuses are doing, review the Condition Report on competency-based Education.
 - b. Consider working with others in Ohio currently using competency-based education delivery models.
 - c. Consider joining and using the competency-based education network, CBEN, which is a "national consortium for designing, developing and scaling new models for student learning."
- 7. Develop a strategy to increase collaboration and pathways with information technology centers, adult basic and literacy education programs, and school districts in the region.
 - a. Participate in the RAPIDS grant process.
 - b. Coordinate with local ASPIRE programs (formerly ABLE) to develop additional career pathways for adult learners. Consider ways to refer

- students to ASPIRE programs for free English and math skills training, as an alternative to remedial courses on campus.
- c. Participate in Regional Workforce Collaboration Partnerships.
 - d. Utilize services like those in OARNet.
 - e. Engage in local P-16 collaborations.
8. Develop strategies to enhance the sharing of resources between institutions to improve and expand the capacity and capability for research and development.
 - a. Consider participating in the Ohio Innovation Exchange (OIEx), which will provide users with interactive, web-enabled tools to connect Ohio's university experts, college students, business leaders, and industry professionals in new information-driven ways.
 - b. Consider participating in the I-Corps initiative, a statewide, university-based technology commercialization program that 1) qualifies commercialization strategies for new scientific discoveries; and 2) trains research scientists and student entrepreneurs in the advanced principles of technology entrepreneurship and commercialization.
 - c. Collaborate on research and community projects and develop quick response teams to significant state issues such as water quality, infant mortality and opiate addiction.
 - d. Consider establishing multi-institutional "Venture Funds" to advance innovation and commercialization across institutions.
 9. Identify and implement the best use of university regional campuses to reflect the goals described in 1-8 above.

B. Roles and Responsibilities of Members

Signatories of this Consortium Agreement will be considered members of the Consortium. Such members must actively participate in implementation. Specific responsibilities of the members may include but are not limited to:

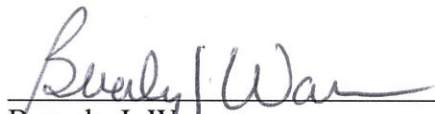
- Participating in working groups:
 - Student Success
 - Finance and Administration
 - Workforce/Talent Development
- Leveraging resources.
- Designating a point person(s) to share the task of coordinating the work of the Consortium.



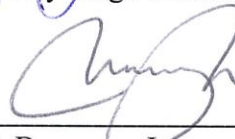
Harlan M. Sands
President, Cleveland State University



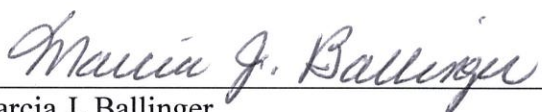
Alex Johnson
President, Cuyahoga Community College



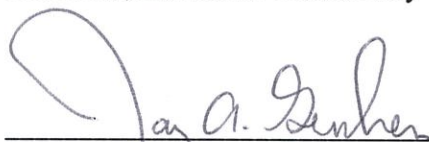
Beverly J. Warren
President, Kent State University



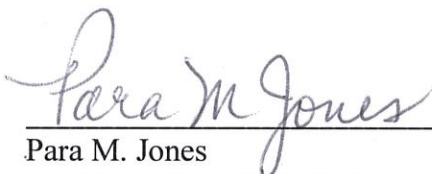
Morris W. Beverage Jr.
President, Lakeland Community College



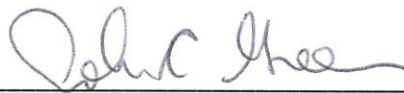
Marcia J. Ballinger
President, Lorain County Community College



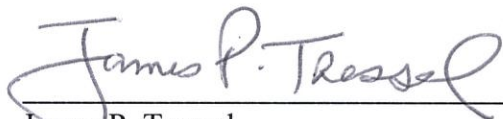
Jay A. Gershen
President, Northeast Ohio Medical University



Para M. Jones
President, Stark State College



John C. Green
Interim President, The University of Akron



James P. Tressel
President, Youngstown State University

Academic Program Review Summary

Introduction

The University of Akron has completed a comprehensive, year-long, faculty-led review of its 414 academic degrees and degree tracks in order to:

- Determine areas of academic strength and distinction,
- Better align resources with strategic goals, and
- Make strategic investments and allocations to programs that are:
 - o Distinctive, and raise the regional and national visibility of UA among competitors;
 - o Responsive to student and market demands;
 - o Successfully recruiting, retaining and graduating students; and
 - o Advancing research, technology, scholarship and creative work.

The overriding purposes of APR are to offer the best possible education to students and determine the most effective use of the University's resources; it is not a budget-driven exercise. The results of APR will help establish a baseline and foundation for the University's campus-wide strategic planning process.

In addition, the State of Ohio Chancellor's Council of Graduate Studies requires a review of all the graduate programs every ten years and regional accreditation requires that program review takes place.

Process

In keeping with the University's commitment to shared governance, the APR has been a year-long, University-wide collaboration. It involved faculty members, chairs, directors and deans from each college, ensuring that relevant data were collected and analyzed in an open, transparent and thorough manner.

1. An Academic Program Review Executive/Advisory Committee was established to formulate and guide the APR process and oversee the review. Co-chairs were Dr. Shivakumar Sastry (College of Engineering) and Dr. Phil Allen (Buchtel College of Arts and Sciences).
 - a. Its members represented the Office of Academic Affairs, the Faculty Senate, the Akron Chapter of the American Association of University Professors (AAUP) and the Graduate School.
 - b. The APR Executive/Advisory Committee prepared and approved a template for the self-study reports and all data provided to the units were also prepared and approved by the Executive/Advisory Committee.

- c. The APR Executive/Advisory Committee selected the 24-member faculty APR committee based on recommendations from the deans to ensure representation for every college.
2. Deans and chairs appointed faculty members within their respective units to prepare the unit-level self-study reports to address the quantitative and qualitative data for each program. These data included:
 - a. Number of majors and degrees awarded at the undergraduate and graduate levels;
 - b. Student performance and learning outcomes;
 - c. General fund-centric revenues and expenditures; and
 - d. Comparative performance of the programs against other peer programs in Ohio.
3. The self-study reports addressed the above data and also supplied additional information from their units related to:
 - a. Research and creative activity;
 - b. Market demand;
 - c. Distinctiveness of the program;
 - d. Areas of concern; and
 - e. Strategic growth and opportunities using current resources.
4. Each college weighed these metrics according to its distinctive strengths, so that, for example, teaching-intensive or research-intensive units were able to emphasize their areas of contribution.
5. Beginning in the summer of 2017, APR co-chairs met with the department chairs, school directors, deans and faculty in several public and private settings to help everyone understand the expectations for self-study reports. The process was adjusted based on ideas exchanged through these meetings, with the support and oversight of the APR Executive/Advisory Committee.
6. Faculty members worked closely with their chairs/directors on the self-study reports, which were then forwarded to the deans. (November 15, 2017)
7. The deans then categorized each program depending on the current performance of the programs. The deans also assigned priorities to programs and identified programs where investments could result in advantages to UA. (January 15, 2018)
8. The self-study reports from each unit were reviewed by at least two conflict-free reviewers from the Academic Program Review Committee. Care was taken to ensure that each doctoral program was reviewed by at least one person from a unit that granted doctoral degrees. Each reviewer prepared a written report for every program reviewed.

9. The entire 24-member APR faculty team discussed all the reviews in detail over four full days. A summary of the discussion was recorded and all members cast their votes to categorize and prioritize each program. (Completed by March 1, 2018)
10. The Academic Program Review Committee then sent its own program rankings, determined according to the collective goals and mission of the University, to the Academic Policies Committee of the Faculty Senate. (March 15, 2018)
11. The Academic Policies Committee reviewed the APR team recommendations and prepared a report that expressed members' views. This report was shared with the full Faculty Senate.
12. The Faculty Senate voted on these recommendations and sent them to Interim President John Green and Provost Rex Ramsier. (May 3, 2018)
13. Interim President Green and Provost Ramsier considered the input and prepared a list of faculty hires for fall 2019 in areas of strategic importance to the University and a set of recommendations for phasing out of degree offerings.
14. These recommendations were further discussed with the deans and revisions were made based on those conversations.
15. Final recommendations are being submitted to The University of Akron Board of Trustees for consideration at its August 15, 2018 meeting.

To access Academic Program Review documents:

Final Reports:

<https://uazips.sharepoint.com/:f:/s/apr/EpNqXNN91m5KtPaeb91f5VABEP0Cd85kG3dR2ezDVAkthA?e=IXI0GG>

College Reports:

https://uazips.sharepoint.com/:f:/s/apr/Elp942SC_DZAgEz_WvMJky8BP6AlvGyx4wY8LS6gm6CKCw?e=HwD55k

Faculty Senate – Academic Policies Committee report (see p. 28):

<https://uazips.sharepoint.com/:b:/s/apr/ESib-blbzsBFIfIvVT0ye6wBQYJHbcDUVcVlhSxPyTtNfw?e=aNurQN>

Academic Program Review – Areas of Investment

The University of Akron is investing in some key areas of strength and opportunity, consistent with the results of Academic Program Review. The thirty-two (32) full-time hires include twenty-three (23) tenure track and eight (8) non-tenure track faculty and one contract professional to replace visiting faculty positions or to add depth and breadth to the University. The goal is to fill the positions for the fall 2019 semester. Ten (10) of these positions will be joint appointments in other UA colleges/schools to foster greater interdisciplinary collaborations.

CYBERSECURITY, CRIMINAL JUSTICE, AND EMERGENCY SERVICES

- One (1) tenure track position in Computer Information Systems – CAST (in support of cybersecurity) – joint appointment in Computer Science
- One (1) tenure track position in Computer Information Systems – CAST (networking-in support of cybersecurity) – joint appointment in Computer Science
- One (1) non-tenure track position in Homeland Security -- CAST (in support of cybersecurity)
- One (1) tenure track position in Criminal Justice – BCAS (in support of cybersecurity) – joint appointment in Computer Information Services; in lieu of a visiting faculty position
- One (1) tenure track position in Criminal Justice – BCAS (corrections) – joint appointment in Sociology
- One (1) non-tenure track position in Fire Protection – CAST; in lieu of a visiting faculty position
- One (1) non-tenure track position in Statistics – BCAS; in lieu of a visiting faculty position

POLYMER AND CHEMICAL SCIENCES

- One (1) tenure-track position in Polymer Science – PSPE (Chemistry/Sustainability);
- One (1) tenure-track position in Polymer Science – PSPE (Materials Characterization) – joint appointment in Chemistry
- One (1) tenure-track position in Polymer Engineering – PSPE (Advanced Manufacturing)
- One (1) tenure-track position in Polymer Engineering – PSPE (Mesoscale Simulation) – joint appointment in Chemical Engineering
- One (1) tenure track position in Civil Engineering – COE; joint appointment in Geosciences or Corrosion Engineering
- One (1) tenure track position in Mechanical Engineering – COE (materials) – joint appointment in Corrosion Engineering

HEALTH AND BIOSCIENCES

- One (1) non-tenure track position in Nursing – CHP (Child/Adolescent Health-Acute/Primary Care))
- One (1) contract professional to coordinate Nursing program at Wayne College
- One (1) tenure track position in Speech-Language Pathology and Audiology – CHP (language disorders)
- One (1) tenure track position in Mechanical Engineering – COE (robotics) – joint appointment in Biomimicry Research Innovation Center

PERFORMING ARTS

- One (1) tenure track position – BCAS; Director, Schools of Music and Dance
- Three (3) tenure track positions in Music – BCAS; (clarinet, violin and one TBD); in lieu of visiting faculty positions
- One (1) tenure track position in Dance – BCAS; (ballet)
- One (1) non-tenure track position in Dance -- BCAS; in lieu of a visiting faculty position

DIGITAL COMMUNICATION

- One (1) tenure-track position in Communication – BCAS (business communication/organizational communication); in lieu of a visiting faculty position – joint appointment in College of Business Administration
- One (1) tenure track position in Communication (social media)
- One (1) tenure track position in Communication (media studies); in lieu of a visiting faculty position

BUSINESS, LAW, AND EDUCATION

- One (1) non-tenure track position in Business – CBA (financial planning)
- One (1) non-tenure track position in Business – CBA (marketing)
- One (1) non-tenure track position in Business – CBA (management)
- One (1) tenure track position in Law (legal writing and research)
- One (1) tenure track position in Law (intellectual property, if judicial appointment is finalized)
- One (1) tenure track position in Education – LJFFCOE (adolescent/young adult – language arts); in lieu of a visiting faculty position

University of Akron Academic Program Review Results - August 15, 2018
Individual Ph.D. degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
PhD degrees								
Adult Development and Aging (joint with CSU)	BCAS	10	11	10	2	0	3	Small number of degrees earned; UA stipend lower than CSU's, a competitive disadvantage; suspend UA admissions while program continues at CSU
History	BCAS	19	12	14	1	5	2	Low enrollment and number of degrees earned; faculty evaluators cited a low marketplace demand for PhD degrees; State has not provided SSI for degree offering since 1994
Sociology (joint with Kent State)	BCAS	26	32	30	1	4	2	Low number of degrees earned; significantly lower stipends than KSU; would require major investment in additional UA faculty and stipends to continue offering; suspend UA admissions while program continues at KSU
Counselor Education and Supervision	CHP	24	25	24	2	1	3	Low number of degrees earned; faculty evaluators expressed concerns about redundancy with counseling PhD in Psychology (BCAS)
Marriage and Family Counseling	CHP	27	21	19	3	2	5	Low number of degrees earned
Nursing-PhD (joint with KSU)	CHP	12	11	9	1	1	2	Low enrollment and graduates in PhD program. Doctor of Nursing Practice (DNP) degree continues. It has higher enrollment and fits better with practice profession focus and market demand. suspend UA admissions while program continues at KSU
Engineering Applied Mathematics	Engineering	3	4	2	0	1	0	Extremely low enrollment and number of degrees earned; limited interest in program reported
Biomedical Engineering	Engineering	20	29	24	0	3	1	Extremely low number of degrees earned -- lowest of six programs in the state; departmental faculty have provided a plan that focuses on growth of the M.S. non-thesis program
Computer Engineering	Engineering	3	4	1	0	0	2	Extremely low number of degrees earned; no MS program limits path for PhD enrollment
Electrical Engineering	Engineering	23	41	38	4	3	7	Low number of degrees earned
Totals		167	190	171	14	20	27	

University of Akron Academic Program Review Results - August 15, 2018

Individual master's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Master's degrees								
MS-Geography/Geographic Information Systems	BCAS	19	17	12	10	11	9	Faculty evaluators noted many online competitors; no actionable strategic plan; reduction in graduate assistantships affecting enrollment
MA-History	BCAS	15	13	10	5	8	5	Low enrollment and number of degrees earned; faculty evaluators noted a low demand for degree, largely in academic careers
MS-Mathematics	BCAS	3	7	7	3	4	2	Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Mathematics-BS/MS	BCAS	2	1	1	1	2	1	Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Physics	BCAS	21	18	9	4	6	7	Faculty evaluators note low market demand for master's level degree; also cited inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees earned
MA-Sociology	BCAS	6	3	0	3	1	4	Low/declining enrollment and degrees earned; focus on undergraduate level teaching, especially in criminal justice area
MA-Spanish	BCAS	1	0	0	0	1	0	Virtually no enrollment and just one degree earned in last three years
MSA-Accounting/Information Systems	CBA	0	1	1	1	0	0	Virtually no enrollment and just one degree earned in last three years
MBA-Applied Math	CBA	4	5	1	1	0	3	Extremely low enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MBA-Business Analytics	CBA	19	17	10	2	4	7	Other MBA tracks are stronger and will continue.
MA-Economics	CBA	12	14	12	12	5	2	Low number of degrees earned; reduction in graduate assistantships affecting enrollment
MA-Economics-Accelerated BA/MA	CBA	0	0	2	0	0	0	Low enrollment and number of degrees earned
MBA-Healthcare Management	CBA	24	18	16	5	6	11	Other MBA tracks are stronger and will continue.
MBA-International Business	CBA	11	7	4	1	3	2	Low/declining enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MSM-Technological Innovation	CBA	7	7	3	1	2	2	Expected enrollment did not occur; just five degrees in three years
MA-Child Life Specialist	CHP	7	9	9	4	3	5	Low enrollment and degrees; market demand for this program is limited
MA-Classroom Guidance	CHP	5	2	2	1	1	0	Extremely low enrollment, just two degrees earned in last three years; not accredited by counseling-related organization
MS-Classroom Guidance	CHP	1	1	1	0	0	0	Extremely low enrollment, just one degree in last three years; not accredited by counseling-related organization
MS-Marriage and Family Counseling	CHP	18	17	12	5	4	5	Low enrollment and degrees earned; MA in Marriage and Family Counseling continues
Master of Public Health (joint with CSU, NEOMED, YSU)	CHP	18	12	9	4	1	6	Low enrollment and number of degrees earned
MS-Biomedical Engineering	Engineering	9	5	3	6	3	1	Low enrollment and very few degrees earned.
MS-Engineering Management Specialization	Engineering	11	11	7	1	1	4	Extremely low number of graduates
MA-Assessment Evaluation and Data Literacy	LJFFCOE	25	28	21	0	4	8	College to focus on urban K-12 teacher and principal preparation
MA-Education Administration/Higher Education	LJFFCOE	33	20	9	13	16	17	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Education Administration/Higher Education	LJFFCOE	9	4	3	12	5	3	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MA-Educational Foundations/Instructional Technology	LJFFCOE	61	35	37	23	25	17	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship educational
MA-Special Education (for Practicing Teachers)	LJFFCOE	18	11	6	16	13	7	Declining enrollment and number of degrees earned; master's degree no longer required to continue to practice
MS-Special Education/Mild to Moderate	LJFFCOE	28	28	30	18	9	8	Low/declining number of degrees earned; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Moderate to Intensive	LJFFCOE	7	9	4	4	2	2	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Early Childhood	LJFFCOE	1	2	1	0	2	0	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
BA/MS--Polymer Engineering	PSPE	0	0	0	0	0	0	No enrollment or degrees earned
BS/MSPE--Polymer Engineering/Applied Math	PSPE	4	4	6	0	3	0	Extremely low enrollment and number of degrees earned
BS/MS--Polymer Science/Natural Sciences	PSPE	1	0	2	0	1	0	Extremely low enrollment and number of degrees earned
Totals		400	326	250	156	146	138	

University of Akron Academic Program Review Results - August 15, 2018

Individual bachelor's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Bachelor's degrees								
BA-Family and Consumer Science/Teacher Education	BCAS	8	8	7	1	1	3	Very low enrollment and number of degrees
BA-Art/History Emphasis	BCAS	6	4	5	3	3	0	Very low number of degree majors-just 6 degrees earned from Fall 2014 to Summer 2017; other Art programs with higher priority for faculty hires. We will continue to teach art history so that students can meet General Education requirements.
BA-Fashion Merchandising/Business Fashion	BCAS	3	2	3	0	0	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Fiber Arts	BCAS	1	2	1	0	0	1	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Home Furnishings	BCAS	8	4	3	0	3	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Apparel	BCAS	60	52	51	15	11	16	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-French	BCAS	4	7	3	3	5	2	Very low enrollment and number of degrees; maintain minor. We will continue to offer courses in French so that students in other programs can meet degree requirements.
BA-French and Francophone Studies	BCAS	4	3	1	0	1	0	Very low enrollment and number of degrees
BS-Geography/Geographic Information Systems	BCAS	12	8	12	4	6	0	Low enrollment and very few degrees; faculty evaluators note "very problematic" competition, faculty evaluators expressed concerns about recruitment plans
BA-Interior Design	BCAS	60	62	50	10	15	13	Relatively low number of graduates; environmental design focus of the program is difficult to compete with KSU's extensive College of Architecture & Environmental Design offerings (46 faculty members/8 administrators)
BS-Mathematics	BCAS	45	37	39	6	8	9	BS in Applied Mathematics very strong. We will continue to teach many courses in math so that students in other programs can meet degree and General Education requirements.
BS/MA-Applied Math/Economics	BCAS	0	1	1	0	0	0	Virtually no enrollment and no degrees earned in last three years
BS-Physics	BCAS	33	27	26	2	5	2	Faculty evaluators found inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees granted. We will continue to teach courses in physics so that students in other programs can meet degree requirements.
BS-CIS Special IT Applications	CAST	8	4	4	0	0	0	Very low enrollment, no degrees in last three years
BS-CIS Web Development	CAST	8	11	24	1	1	2	Very few degrees earned
BS-Labor Economics	CBA	4	7	8	3	1	2	Department has suspended program; very low enrollment and degrees
BS-Athletic Training	CHP	140	59	35	12	12	15	Significant enrollment decline; total of 26 such degree programs in Ohio; entry requirements for job placement moving to a master's degree
BS-Dietetics-Didactic program	CHP	42	57	51	21	23	17	Significant enrollment decline (had been 100+ four years ago); changing national requirements for master's degree to enter field
BS-PK-12 Physical Education	CHP	24	19	11	11	7	4	Low enrollment and significant decline in number of degrees
BS-Engineering--generalist degree	Engineering	1	3	3	5	2	4	Very few generic BS Engineering degree programs in the county; most have a concentration, which the UA degree does not; very low number of graduates
Totals		471	377	338	97	104	90	

University of Akron Academic Program Review Results - August 15, 2018
Individual associate degree programs and tracks identified for phase-out

	Enrollment			Degrees Awarded				
Phased-out Degrees (with related minors and certificates)	College	Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	Comments
Associate degrees								
AAB-Business Management Technology/Accounting	CAST	20	17	15	9	1	2	Declining enrollment and graduates; no related bachelor's degree in CAST; 8% projected employment decline by 2014;
AAB-Business Management Technology/General	CAST	57	58	37	14	9	9	Declining enrollment and graduates; no related bachelor's degree
AAB-Business Management Technology/Small Business	CAST	22	23	22	4	5	1	Low number of graduates; no related bachelor's degree in CAST
AAB-CIS Web Development	CAST	0	0	13	0	0	1	Low number of degrees
AAS-Geographic & Land Information Systems (GLIS)	CAST	1	2	4	0	1	0	Extremely low enrollment; just 1 degree earned in last three years; no related bachelor's degree in CAST
AAB-Hospitality Management/Culinary Arts	CAST	69	55	37	17	10	9	Steep enrollment decline (139 majors in Fall 2012); major capital investment (\$1 million+) would be required to relocate facilities; strong competitive offerings in Northeast Ohio; no related bachelor's degree in CAST
AAB-Hospitality Management/Hotel-Lodging	CAST	24	21	15	1	8	6	Preferred degree in field is bachelor's level; declining enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing and Sales/Advertising	CAST	9	10	7	3	3	2	Very low enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing Technology/Fashion	CAST	4	1	3	1	0	1	Declining enrollment and degrees; no related bachelor's degree in CAST
AAS-Healthcare Simulation Tech	CHP	0	0	2	0	0	0	Virtually no enrollment or degrees; no related bachelor's degree in CAST
AAS-Allied Health Technology/Medical Assisting Technology	CHP	59	47	11	26	30	23	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Radiologic Technology	CHP	60	53	33	27	23	31	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Surgical Technology	CHP	11	5	20	17	12	16	Declining number of degrees; no related bachelor's degree
AAS-CIS-Network Option-Microsoft Track	CAST	31	20	14	7	5	6	Department has elected to terminate degree; steep enrollment decline, low number of degrees; no related bachelor's degree in CAST
AAS-Exercise Science Technology	WAYNE	11	11	14	9	5	3	Low enrollment and number of degrees
AAS-Paraprofessional Education	WAYNE	12	14	12	4	10	4	Low enrollment and number of degrees
AAB-Health Care Office Management	WAYNE	35	18	16	10	13	5	Steep enrollment decline (had been 100+ majors); no related bachelor's degree
Totals		425	355	275	149	135	119	

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Recommendations on Possible Academic Reorganization

WHEREAS, A more compact and streamlined academic structure should maximize efficiency, minimize redundancy, and improve cost effectiveness; and,

WHEREAS, Academic reorganization of college/school/department structures should enable prospective students and their parents to more quickly identify and explore the degrees in which they are most interested; and,

WHEREAS, Clusters of research excellence might be consolidated for increased visibility and collective impact; and,

WHEREAS, The president and provost recommend a campus-wide conversation on possible academic reorganizations through our academic shared governance processes during the fall 2018 semester; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees accepts the recommendation of the president and provost; and,

BE IT FURTHER RESOLVED, That the Board of Trustees expects to receive specific recommendations for academic reorganization that will meet the goals stated above at its December 5, 2018 meeting.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018

THE UNIVERSITY OF AKRON

RESOLUTION 8- -18

Approval of Nicholas Heese to be admitted to The University of Akron
under strict probation

WHEREAS, Nicholas Heese was dismissed from Miami University pursuant to Ohio Revised Code Section 3345.23 on January 26, 2017; and,

WHEREAS, Ohio Revised Code Section 3345.23 permits a student to reapply to a public university in Ohio following the period of at least one year from the dismissal; and,

WHEREAS, University Rule 3359-08-01(B)(7) requires that a student requesting admission from a dismissal under Ohio Revised Code Section 3345.23 receive a recommendation for admission from the President and the Vice President of Student Affairs; and,

WHEREAS, The Board of Trustees must approve the request for admission and may place the student on strict probation as a condition of return; Now, Therefore,

BE IT RESOLVED, That the recommendation of Interim President John Green and Vice President for Student Affairs John Messina to permit the admission of Nicholas Heese under strict probation to The University of Akron is hereby approved by the Board of Trustees of The University of Akron.

M. Celeste Cook, Secretary
Board of Trustees

August 15, 2018