

July 8, 2002

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information the summary of actions approved at the June 19, 2002, meeting of The University of Akron's Board of Trustees.

**Educational Policy/Student Affairs Committee**

1. Renaming and Reorganization of the Center for Urban Studies

The administration of the Center for Urban Studies will be transferred to the Institute for Health and Social Policy from the Department of Public Administration and Urban Studies, and the Center's name will be changed to the Center for Public Service Research and Training.

Dr. Peter J. Leahy will direct the Center.

2. Academic Programs Changes

Pending Ohio Board of Regents' approval, the Associate of Applied Science in Construction Engineering Technology degree will be replaced with the Associate of Applied Science in Construction Engineering Technology degree and the Associate of Applied Science in Surveying Engineering Technology degree. By creating separate degrees, the educational options available to students will be enhanced, while meeting all the criteria of the Accreditation Board for Engineering and Technology.

A Master's of Business Administration: International Business for International Executives is a new program option for international executives who wish to earn an MBA with a concentration in international business. The program is self-supporting and will afford faculty and students opportunities to interact with executives from other countries.

The existing Intervention Specialist degree program in the College of Education has three sub-areas, including Intervention — Early Childhood. That sub-area was recommended for approval by the Center for the Teaching Profession at the Ohio Department of Education in

May 2000. However, due to an oversight, Board approval was not sought until recently. Approval is retroactive to June 2000.

A new Interdisciplinary Certificate in Archaeology will provide undergraduate students with the basic skills needed for employment in contract-based archaeology and the field of cultural resource management. Drawing upon existing coursework in archaeology, geology, geography, science and engineering technology, and biology, the certificate will enhance the academic training of undergraduate students in several majors. The demand for archaeologically trained students has grown with changes in the compliance requirements of the National Historic Preservation Act and the preservation movement in the United States and throughout the world.

Two new graduate certificates — the Conflict Management: Family Conflict certificate program and the Graduate Certificate in Conflict Management: Global Conflict — will draw upon existing course offerings and faculty in the departments of sociology and political science.

The new Certificate in Materials Testing Technology in the Community and Technical College was created in response to requests from construction materials testing companies in northeast Ohio. The program can lead to the certification of either undergraduate or graduate students as materials testing technicians.

3. Honorary Doctorate for Chairman Emeritus

An Honorary Doctorate of Humane Letters degree will be conferred upon Chairman Emeritus of the Board of Trustees David E. “Gene” Waddell at the December 2002 commencement. Waddell’s nine-year term on the Board expires on July 1, 2002.

4. Center for Emergency Management and Disaster Research

Through an agreement between the Department of Public Safety, Ohio Emergency Management Agency and The University of Akron, a Center for Emergency Management and Disaster Research will be established at the University. Akron is one of the few universities in the nation to offer a program in emergency management, and it is the only program accredited by the International Fire Service Accreditation Congress. The Ohio Emergency Management Agency and the University will jointly contribute resources and expertise to improve and enhance the field of emergency management through research, policy and procedure analysis and development, and preparation of after-action reviews. Ohio’s Governor and Lieutenant Governor have stated their support for such a center and its establishment at The University of Akron.

5. Degree Candidates for Summer 2002 Commencement

Approximately 1,212 candidates were approved to receive degrees during commencement ceremonies in August 2002. Degrees to be awarded include 66 doctorates, 446 master’s, 495 bachelor’s, and 205 associates.

6. Research Grants and Contracts Report, July 2001-May 2002

As of May 31, 2002, externally funded research and other sponsored programs received \$26,606,957 to support 425 projects. The comparable totals for 2000-2001 were \$20,825,193 to support 377 projects. There are seven patents to report in 2001-2002.

**External Affairs Committee**

1. Cumulative Gift and Grant Income Report, July 2001-May 2002

The University of Akron recorded total giving of \$23,915,517 for July 2001-May 2002. The total compares to \$22,922,823 for July 2000-May 2001, (an increase of 4 percent) and a year-to-date average of \$14,830,154 for the previous five years (an increase of 61 percent). During July 2001-May 2002, 16,638 gifts were made, as compared with 15,087 for the same period in 2000-2001 (an increase of 10 percent).

2. Alumni Affinity Credit Card Program

Following the expiration of the first Alumni Affinity Credit Card Program in January 2002, the University sought proposals for another five-year program. Both First USA and MBNA responded. A selection committee determined that MBNA's bid was more competitive, and the Board approved the negotiation of a contract with MBNA.

**Facilities Planning and Oversight Committee**

1. North Campus Parking Deck

Contracts for work on the North Campus Parking Deck were awarded to – Cavanaugh Building Corp., general construction, \$521,000; Bob Bennett Construction, site work, \$577,800; Vizmeg Landscaping, Inc., landscaping, \$55,020; Donley's, Inc., concrete, \$7,064,200; Giambone Masonry, Inc., masonry, \$589,860; E.P.I. of Cleveland, steel, \$799,800; Metro Window & Glass Co., Inc., aluminum, glass, and glazing, \$553,548; Schindler Elevator Corp., elevator, \$171,526; S.A. Comunale, plumbing, HVAC, and fire protection, \$582,395; and Novatny Electric, Inc., electrical, \$970,000.

2. Student Recreation Center/Athletic Field House/Indoor Varsity Golf Practice Facility

Contracts for work on the Student Recreation Center/Athletic Field House/Indoor Varsity Golf Practice Facility were awarded to – Spaulding Construction Co., concrete, \$895,800; Summit Construction Co., Inc, general and finish trades, \$5,368,000; Thomarios, painting, \$535,716; A/C Contracting, Inc., flooring and tile, \$767,196; Contract Glass, Inc., glass and glazing systems, \$645,500; Apollo Roofing, Inc., roofing, \$952,625; Frank Novak & Sons, Inc., athletic wood flooring, \$203,500; Kiefer Specialty Flooring, athletic specialty floors, \$407,798; Southwest Industries, athletic turf, \$523,950; High Tech Pools, Inc., pool

specialties, \$604,747; Athletic & Performance Rigging, netting, \$349,172; Landscape by Design, landscaping, \$147,900; MJM Mechanical, Inc., plumbing and fire protection, \$1,744,000; Janus, Inc., HVAC, \$3,676,000; and Montecalvo Electric, Inc., electrical, \$2,921,784.

3. Crouse Hall Roof Replacement

Industrial Energy Systems, Inc., was awarded a \$117,586 contract for work on the Crouse Hall roof.

4. Olin Hall Roof Replacement

A.W. Farrell & Son, Inc., was awarded a \$277,167 contract for work on the Olin Hall roof.

5. Leigh Hall Rehabilitation, Bid Package #1

Eslich Wrecking, Inc., was awarded a \$640,000 contract for demolition and hazardous materials abatement in Leigh Hall.

6. Student and Administrative Services

Contracts for Phase II of the Student and Administrative Services project were awarded to – Giambrone Masonry, masonry, \$89,930; S.A. Comunale, Inc., mechanical, \$303,110; Thompson Electric, Inc., electrical, \$208,598; and Sykes General Construction, combined general trades and painting, \$250,393.

7. Naming of Campus Buildings

Formal approval was given to the following building names: College of Arts & Sciences, East Parking Deck, and Polymer Engineering Academic Center. Though not required, Faculty Senate and the Campus Facilities Planning Committee also recommended that the new Arts and Sciences building be named College of Arts & Sciences.

8. Water Wall Feature in Student Union

Pending the receipt of private funding, a water wall will be constructed in the second floor atrium of the new Student Union, Phase 1. Professor of Art Donna Webb and her husband, Joseph Blue Sky, were selected to design the feature.

**Finance and Fiscal Policy Committee**

1. Quarterly Investment Reports, July 2001-March 2002 (subject to audit)

Investment income for 2001-2002 is budgeted at \$4.2 million, or \$1,050,000 per quarter. As of March 31, 2002, actual income was \$1,863,158, including investment income on the

internal loan to the University for the ERIP Liability Payoff Program. Actual revenue fell short of the budget by \$1,286,842 for the fiscal year to date. The decreased revenue is in direct relation to low interest rates. At its April 24, 2002, meeting, the Board of Trustees approved reducing the overall investment income budget to \$2.7 million to reflect current market conditions.

2. Ten-month Financial Report, July 2001-April 2002 (subject to audit)

The 10-month financial reports, for both the Akron campus and the Wayne College branch, reflect budgetary adjustments that were approved by the Board on April 24, 2002.

Tuition and fee receipts for the Akron campus through April 30, 2002, showed a favorable variance of \$358,945. Earnings on investments and endowments exceeded budget estimates by \$110,187. Total resources exceed the 10-month projection by \$469,133, and total expenses in the functional categories were less than budget by a total of \$2,853,785.

The Wayne College branch campus showed favorable variances of \$4,399 in revenues and \$1,527,799 in expenditures.

3. Revised Investment Policies for Operating Fund

The Board has addressed five areas with a revised Statement of Investment Objectives and Policy for University and Foundation investments. The recommended revisions are in line with the goals and objectives for improved investment management under a single investment adviser, DB Alex.Brown. The areas addressed by the revisions are – general investment principles, objectives, and long-term expectations; asset allocation policy; guidelines for investment managers; and criteria for evaluating and monitoring performance.

4. Operating Funds Investments: Money Managers Recommendation

PIMCO and Metropolitan West have been chosen to manage fixed income operating funds for the University. Both managers are also used by the Foundation. The two firms were recommended by DB Alex.Brown, the University's investment adviser, following a complete review of investment managers who best conform to the specifications of the University's revised Statement of Investment Objectives and Policy.

5. Bookstore Contract

Barnes and Noble College Bookstores, Inc., was awarded a contract to operate the campus bookstore for a 10-year period, beginning on approximately July 1, 2002. Barnes and Noble will pay the University at a rate of 9 percent of gross sales up to \$5 million and 10 percent of gross sales greater than \$5 million, with a guarantee of \$500,000 per year. In return, the University will provide the estimated \$1,400,000 necessary for renovating the bookstore space. Barnes and Noble will reimburse the University for this renovation at the rate of \$140,000 per year, plus an agreed upon interest rate.

6. Student Union Food Service Contract

J & K Subway, Inc. will have a food service operation in the new Student Union. The five-year contract begins on approximately July 1, 2002, with an option to extend the agreement for up to five additional one-year periods. J & K Subway, Inc. will pay the University 8 percent of all gross sales up to \$350,000 and 15 percent of all sales greater than \$350,000. The company is guaranteeing the University at least \$28,000 per year in revenue until Phase 2 of the Student Union is opened and \$20,000 per year after Phase 2 is opened. J & K Subway, Inc. will provide the estimated \$100,000 needed to complete the build-out of the food service space.

7. Exclusive Pouring Rights Agreement

The University will enter into a 10-year exclusive beverage pouring rights agreement with PepsiAmericas and Pepsi Cola Corporation. After considering proposals from Pepsi, Coca-Cola Bottling Company and the Dr. Pepper/Seven Up Bottling Group, a review committee determined that Pepsi's proposal offered the most advantage to the University. The overall financial benefit to the University from the agreement is projected to be approximately \$4.5 million total during the contract period.

8. Section 457 Deferred Compensation Plan

The Economic Growth and Tax Relief Reconciliation Act of 2001, which became effective January 1, 2002, instituted a number of changes. Among them, it allowed individual contributions of as much as \$11,000 for the annual deferral under each of two plans, along with service related catch-up and age-related provisions. The resultant potential combined deferral maximum became \$23,000 for an individual, compared to \$12,500 under prior rules. With annual escalation provisions, the maximum will reach \$35,000 in 2006.

Trustees approved the Section 457 Deferred Compensation Plan document that was required to allow faculty and staff to take advantage of the revised rules.

9. Miscellaneous Fee Schedule Update

Tuition and fees for the Joint Masters of Public Health program have been revised from \$306 to \$336 per credit hour at all collaborating universities.

Fees in the Joint Ph.D. in Nursing program also were revised. Tuition and fees increased from \$270 to \$296 per credit hour, the non-resident surcharge was changed from \$207 to \$226 per credit hour, and the dissertation fee was raised from \$108 to \$118 per credit hour.

Fees for the new International Executive MBA Program are – first semester, \$15,000; second semester, \$10,000; and third semester, \$15,000. Program costs include tuition, fees, and travel. There also is a \$100 application fee.

10. Purchases for more than \$150,000

- IBM Corporation was awarded a contract for \$396,012, renewing miscellaneous existing software licensing and maintenance agreements for July 2002- June 2003.
- Avaya Communications was awarded a contract for \$240,000, renewing a maintenance agreement for the campus telephone switch for July 2002-June 2003.
- Computer Associates International was awarded a contract for \$459,970 to upgrade miscellaneous existing software licensing and maintenance agreements through September 16, 2004.
- York International Chiller was awarded a \$229,700 contract for the purchase of one York 460V Stock Chiller with variable frequency drive and transformer.
- Cisco Systems, Inc., was awarded a contract for \$177,811 for the yearly maintenance of Cisco equipment for July 2002-June 2003.
- Contracts were awarded in the following amounts for the upgrade of two Varian NMR spectrometers in the Department of Chemistry: Varian NMR Systems, \$360,000; Sun Computers, \$13,050; and Doty Scientific, \$59,328.

11. Personnel Actions (attached)

In addition to the individual personnel actions that are attached, an organization change was approved. That change established Office of Technology Transfer as a department reporting directly to the Vice President for Research and Dean of Graduate School.

**Committee on Rules**

1. Rule 3359-1-03 – Committees of the Board

On March 28, 2002, Governor Bob Taft signed into law House Bill 524. The new law requires that the title to funds received by a state-supported university be held in trust by its Board of Trustees and mandates that the Board follow certain investment procedures. Those procedures include – investing in conformity with a “Prudent Person Policy,” investing only in publicly traded securities, and maintaining a reserve that is invested in specific securities. Additionally, H.B. 524 revises Section 3345.05 of the Ohio Revised Code to require boards of trustees to establish an investment committee.

This bylaw change expands the charge of the Finance and Fiscal Policy Committee to include the authority and responsibility required by law for the investment committee.

2. Rule 3359-9-06 – Internal Auditor

This rule creates an Office of University Internal Auditor, reporting directly to the General Counsel with an open line of communication to the Board of Trustees. The University Internal Auditor is responsible for – conducting financial, operational, compliance, and

investigative audits; and developing and implementing short- and long-term internal audit plans.

3. Rule 3359-20-06.2 – College Lecturer

This new rule creates and provides definition for the new faculty rank of College Lecturer. Faculty holding this rank will be fixed term, non-tenure track faculty. The new rule was approved at the December 2001 meeting of the Faculty Senate.

4. Rule 3359-04-01 – Officers of Public Affairs and Development

The change to this rule gives the Associate Vice President of Public Affairs and Development the responsibility for coordinating University compliance with the Ohio Public Records Act. That responsibility includes assisting in the collection of, ensuring proper redaction of private information from, and providing prompt inspection of public records as required by law. This revised rule requires close coordination with the Office of General Counsel in advance of compliance with requests for inspection of public records.

5. Rule 3359-02-05 – University Research, Copyright, and Patent Policy

This rule change clarifies that prior Board approval is required only with respect to agreements pertaining to the waiver or transfer of ownership of intellectual property. The clarification also notes that prior Board approval is not a precondition of entering into sponsorship or other such research arrangements.

**New Business**

1. Expression of Appreciation to Student Trustee Meghan K. Markovich

A resolution was approved expressing appreciation to Meghan K. Markovich, whose term as a student trustee is expiring. Appointed to the Board by Governor Bob Taft on September 8, 2000, Meghan served in a variety of roles, including membership on the Educational Policy/Student Affairs Committee, the External Affairs Committee, and the Strategic Issues, Governance and Compliance Committee.

2. Expression of Appreciation to Chairman David E. “Gene” Waddell

A resolution was approved expressing appreciation to Chairman Emeritus of the Board of Trustees, David E. “Gene” Waddell, whose nine-year term on the Board is expiring. A member of The University of Akron Foundation, Waddell also is past president of the University’s National Alumni Council and a longtime supporter of the Hilltoppers. Waddell was selected as an “Honored Alumnus” in 1978. His other honors include being selected for membership in Omicron Delta Kappa National Honor Society in 1974. At the University’s Alumni Day on June 1, Waddell was recognized for his Board service.

3. Real Estate Purchases

Trustees approved the purchase of properties at 359 and 359½ Power Street for \$90,000. Both properties share the same lot and water line, so they are being purchased together.

4. Bath Nature Preserve

The Board authorized the administration to proceed with negotiations involving the Bath Nature Preserve and to enter into an agreement and related memorandum regarding the University's presence and activity at the Preserve.

5. Royalties and Net Receipts Generated from Exclusive Beverage Vendor Agreement

All royalties and net receipts of the pouring rights agreement are to be used to fund the construction of and debt service for the Student Recreation Center/Athletic Field House/Indoor Varsity Golf Practice Facility.

**Notes**

1. President's Report

I began my remarks by expressing my heartfelt appreciation to Chairman David E. "Gene" Waddell for his service to this great University and to Ms. Meghan Markovich, who also is completing her term of office. Chairman Waddell has provided exemplary service in his nine years and, certainly, in the time that we have worked together, I have been much enriched by his counsel and wisdom. His service has benefited the University significantly, and that is extended to the Board as a whole, of course.

In that context, I am most grateful for the opportunity to represent the University in Washington on the President's Council of Advisors on Science and Technology. Having pledged to keep the Board informed, I reported that the Council had a very important meeting during the week of June 10-14. During that meeting, we began to advance some of the recommendations and initiatives of the Council in the areas that President Bush has asked. It was gratifying to be able to raise The University of Akron's flag proudly and prominently at two significant functions at the White House.

I also recognized and extended my appreciation to Hank Nettling and his staff for the exemplary work that they have done in moving the University to its next financing level. With Hank's guidance, we have been able to retain the University's AA rating and move toward gaining Regents' approval of the \$20 million bond issuance for the North Parking Deck.

Trustees received copies of the new *Fact Book of The University of Akron*. It is a much-improved edition, and it continues the leadership of this institution in providing the best kind

of documentable information about the University. We appreciate the work of the staff under Dr. Gaylord.

In like manner, I have often said that success requires that this University differentiate itself appropriately from the competition. I asked Board members to join me in celebrating several accomplishments that are making that very, very clear.

After asking Trustees to recall that the *National Jurist* magazine had identified our School of Law as the best value in the nation, I shared two other notable accomplishments. First, The University of Akron's logo was proudly displayed in a nationally syndicated "column" recently. Second, according to the latest results of the Ohio Bar exam passage rates, our School of Law earned the best passage rate of any University, and it continues a trend that is significantly enviable.

I then called Trustees' attention to the June 2002 issue of *Inside Business* magazine, which was distributed to each Trustee. The magazine featured our advances in wireless computing in an article entitled "Wired for Wireless" and subtitled "With The University of Akron Leading the Way." It goes on to report our accomplishments and what others are trying to do to emulate us.

To that end I noted that on July 10, John Chambers, the Chairman and CEO of Cisco Systems, is expected to be in Ohio and, hopefully, stopping in Akron. He is expected to give a major speech in Columbus and another in Cleveland, where Case Western Reserve will be launching their initiative. We expect that Mr. Chambers will say that The University of Akron paved the way and provided the leadership for Case Western to move ahead. So, we will gain significant recognition in that domain.

Also, I reported that the June 17-23, 2002, issue of *Crain's Cleveland Business* carried a section entitled, "Who's Who in Technology." Two members of our University are recognized, including Dr. George Newkome.

Next, I gave an update on our Society of Automotive Engineers student teams, which are continuing their exemplary record of success by winning first place in this year's Mini-Baja Midwest Competition. The event included more than 100 schools from around the world. We finished first, a Canadian university finished second, and a Brazilian university finished third. This is the second consecutive year that The University of Akron has taken the top prize. Of course, the record of success of our SAE teams is substantial. They have earned more first place awards than any other university in the last 10 years and more than all other Ohio universities combined. They also took first place in the Open 2002 Aero Design Competition. I reminded Trustees that we do not have an aeronautical design program, but we earned that recognition four times running now, far ahead of many institutions that do have aeronautical design. The goal of that competition, by the way, was to build a radio-controlled aircraft that could lift the most weight, and our students have done very well. This is the 12<sup>th</sup> time that our Akron SAE Teams have placed first in one competition or another.

I concluded my remarks by saying that there are so many successes that I could spend quite a number of hours sharing them, but will be presenting them later in various forms. We are very excited about the success of our students and the progress that our University is making to be the University of choice and a clear place for success.

2. **Next regular meeting**

**August 21, 2002, 10 a.m., Bulger Residence Hall 16<sup>th</sup> floor meeting room**

3. Correction to May 10, 2002, Memo on Board Actions of April 2002

The May 10 memo on April Board actions contained a typographical error in the President's Report section. The corrected entry, part of a listing of outstanding faculty accomplishments, follows:

The April 24 *Beacon Journal* carried a story in which one of our sociology professors is recognized for her testimony to Congress this week (of April 24, 2002). Dr. Becky Erickson was invited by Congressman Regula to present testimony to his committee on matters of importance to the nursing profession. It is likely that she will achieve success as a result of her efforts and will, indeed, benefit her colleagues through that testimony.

With every good wish,

Sincerely,

Luis M. Proenza

**Personnel Transactions Approved by the Board of Trustees  
Wednesday, June 19, 2002**

**Appointments**

**Pamela Arrington**, assistant director, Student Financial Aid, 6/10/02; **Christine R. Bates**, assistant to the general counsel, Office of the General Counsel, 6/19/02; **Barbara J. Berasi**, secretary, Graduate School, 6/05/02; **Davina J. Dennis**, secretary, Pan African Culture and Research Center, 5/28/02; **William D. Doll**, associate director, energy management, Physical Facilities, 4/15/02; **William J. Donovan**, assistant professor, Chemistry, 8/26/02; **Keith Dromm**, visiting assistant professor, Philosophy, 8/26/02; **Carol Dugan**, assistant women's basketball coach, Athletics, 6/01/02; **David Faddis**, research associate, Institute of Polymer Science, 5/14/02; **Shelly Fetchen**, assistant professor, Education, 8/26/02; **Doris Grace**, assistant building services worker, Physical Facilities, 4/29/02; **Jacqueline Guhde**, visiting instructor, Nursing, 8/26/02; **Nik Rumzi Nik Idris**, visiting research associate, Electrical Engineering, 4/05/02; **Walter Jevack**, network engineer, Network Communications Services, 4/15/02; **Kevin Kaut**, assistant professor, Psychology, 8/26/02; **Kyung Min Lee**, postdoctoral research fellow, Polymer Engineering, 5/13/02; **Tong Lin**, postdoctoral research fellow, Polymer Engineering, 4/24/02; **Nola Lowther**, assistant professor, Nursing, 8/26/02; **Marcelo D. Marucho**, postdoctoral fellow, Institute of Polymer Science, 5/13/02; **Cristina O'Leary**, head teacher, Curricular and Instructional Studies, 6/30/02; **Timothy W. O'Neil**, assistant professor, Computer Science, 8/26/02; **Ernian Pan**, associate professor, Civil Engineering, 8/01/02; **Vimolvan Pimpan**, visiting scientist, Institute of Polymer Science, 4/05/02; **Arthur C. Prevost**, assistant women's basketball coach, Athletics, 5/23/02; **Yu Qiao**, assistant professor, Civil Engineering, 8/26/02; **Vicki L. Reed**, administrative secretary, Civil Engineering, 5/06/02; **Annette Romito**, Gold Bar recruiter, Military Science, 5/13/02; **Sangrama K. Sahoo**, postdoctoral research associate, Chemistry, 5/01/02; **Susan Scheks**, administrative secretary, Fine and Applied Arts Dean's Office, 4/29/02; **Theresa A. Schillig**, program assistant, Akron Polymer Training Center-Polymer Engineering, 5/13/02; **Lisa M. Shauver**, instructor, Biology, 6/01/02; **Thomas R. Weglarz**, HVAC technician, Physical Facilities, 4/29/02; **Dennis Welch**, manager, Cashier's Office, 5/06/02; **Dan Wessman**, assistant strength and conditioning coach, Athletics, 4/29/02; **Randall S. White**, adjunct professor, Military Science, 5/20/02; **Richard Williams**, assistant building services worker, Physical Facilities, 4/29/02; **Eric S. Wright**, assistant professor, Applied Mathematics, 8/26/02; **Gary R. Zimmerman**, adjunct professor, Aerospace Studies, 7/15/02; and **John M. Zoya**, HVAC technician, Physical Facilities, 4/15/02.

**Changes**

**Jean M. Andrick**, administrative assistant, Office of the Registrar, transfer from temporary to regular status, 5/04/02; **Kim Beyer**, interim associate director - career services, Center for Career Management, temporary reclassification change from associate director, Center for Career Management, 7/01/02; **Kristina Billings**, supervisor, Dining Services, temporary assignment and title change from food services worker, 8/26/02; **Constance B. Bouchard**, distinguished

professor, History, promotion from professor, 8/26/02; **Beth Burdno Chonko**, interim director, Center for Career Management, temporary reclassification, 4/16/02; **Anne Marie Dickens**, cashier senior, Cashier's Office, reclassification via job audit and title change from cashier, 2/25/02; **Erin Farnsworth**, cashier senior, Cashier's Office, reclassification via job audit and title change from cashier, 2/25/02; **Kristina Feagan**, coordinator/recruiter - employment services, Human Resources, reclassification via job audit and title change from coordinator - employment services, 5/06/02; **Irene Fickert**, supervisor cashier, Cashier's Office, reclassification via job audit and title change from cashier senior, 5/06/02; **David M. Forshee**, assistant facilities manager, Wayne Physical Facilities, temporary reclassification and title change from facilities maintenance worker, 4/29/02; **Carolyn Freelon**, word processing center specialist, Wayne College, reclassification via job audit and title change from desktop publishing specialist, 5/06/02; **Carol Frey**, program assistant, Education, transfer from Workforce Development and Continuing Education, 1/16/02; **Jessica N. Fritz**, examiner senior, Graduate School, reorganization and title change from examiner assistant, 4/29/02; **Debra Gannon**, secretary, Center for Child Development, transfer from Statistics and title change from administrative assistant and appointment basis change from full-time to part-time, 4/08/02; **Cheryl A. Garcia**, coordinator, Technology Transfer, reorganization and title change from examiner senior and transfer from Graduate School, 4/29/02; **Kimberly Gentile**, interim director, Admissions, temporary reclassification, 6/01/02; **Alan Grad**, interim assistant chief, University Police, temporary assignment and title change from captain, 5/06/02; **Deborah S. Gwin**, director, UA Adult Focus and member of the general faculty, title change from director, Evening College Division due to department name change, 3/01/02; **Thomas L. Kemp**, interim manager - distributed education facilities, Network Communication Services, temporary reclassification and title change from senior coordinator - distance education facilities, 5/01/02; **Christina Klespies**, coordinator - employment services, Human Resources, reclassification via job audit and title change from employment services specialist; 5/06/02; **Charlene Lance**, office manager - student services administration, Wayne College, reclassification via job audit and title change from student services counselor, 3/11/02; **Keith Lavery**, patrol sergeant, University Police, promotion and title change from patrol officer 2, 4/08/02; **Cynthia Mako**, interim associate director - cooperative education and internships, Center for Career Management, temporary reclassification to interim associate director, 7/01/02; **David A. McConnell**, professor, Geology, additional title of director, Center for Collaboration and Inquiry, 5/13/02; **Chand K. Midha**, professor and department chair, Statistics and director, Center for Statistical Consulting and faculty coordinator, Academic Financial Affairs, title change from faculty coordinator, Student Outcomes Assessment, 5/02/02; **Holly Mothes**, manager - Technology Learning/Support Center, Learning Technologies and Scholar/Learner Services, reclassification and title change from supervisor - Technology Learning/Support Center, 12/31/01; **Jeffrey D. Newman**, patrol sergeant, University Police, promotion and title change from patrol officer 2, 4/08/02; **Anjanette O'Rourke**, computer lab support specialist, Theoretical and Applied Mathematics, reorganization and transfer from Computer Science, 7/01/02; **Paulette Popovich**, associate professor, Family and Consumer Science, Wayne College, relinquish associate dean assignment, 1/13/03; **Virginia Reese**, cashier senior, Cashier's Office, reclassification via job audit and title change from cashier, 2/25/02; **Susan Schmidt**, project manager (student, alumni, academic, research) emeritus, title change from project manager (student, alumni, academic, research), 8/06/01; **Robert Sherlock**, master HVAC technician, Physical Facilities, temporary assignment and title change from HVAC technician, 3/25/02; **Bryan D. Taylor**, patrol sergeant,

University Police, promotion and title change from patrol officer 2, 4/08/02; **Frankie Thompson**, interim manager, contract custodial services, Physical Facilities, temporary assignment and title change from custodial superintendent, 5/20/02; **Melissa Triplett**, administrative secretary, Wayne College, reclassification via job audit and title change from secretary, 3/11/02; **Judy Vardon**, program assistant, Education, transfer from Workforce Development and Continuing Education, 1/16/02; **Bojie Wang**, manager - microscopy lab, Institute of Polymer Science, change in appointment status from staff to contract professional and title change from research scientist, 5/21/02; **Wayne Watkins**, associate vice president for research and Intellectual Property Center fellow, additional title of Fitzgerald Institute fellow, Entrepreneurship, 6/01/02; **Kathy R. Watson**, executive director, Human Resources, title change from interim director, 7/01/02; **Ernie Weaver**, master painter, Physical Facilities, promotion and title change from painter, 3/18/02; and **James P. Weber**, interim chief, University Police, temporary assignment and title change from captain, 5/06/02.

### Separations

**Barbara J. Berasi**, secretary, Academic Achievement Programs, 5/01/02; **Shirley H. Brown**, adjunct professor, Aerospace Studies, 7/12/02; **Sophia Maria Bryson**, manager, Biology Resources Center, 1/31/02; **Philip J. Buckenmeyer**, associate professor, Education and department chair, Sport Science and Wellness Education, 8/23/02; **Deirde D. Duell**, student financial aid assistant - student services, Wayne College, 5/09/02; **Judith A. Ertman**, cashier, Cashier's Office, 5/30/02; **Michael Fry**, administrative assistant, Registrar, 5/04/02; **Thomas G. Furlan**, disability specialist and service coordinator, Office of Accessibility, 6/30/02; **Jo Ann Gustafson**, controller, Controller's Office, 6/30/02; **George Harrison III**, manager food services, Dining Services, 4/24/02; **Philip A. Howard**, associate professor, History and course director, World Civilizations, 8/24/02; **Barbara D. Keller**, administrative assistant senior, Office of the Provost, 5/03/02; **Hyung-Jin Kim**, postdoctoral research assistant, Institute of Polymer Science, 6/07/02; **Patricia Kirk**, administrative secretary - student services, Wayne College, 6/05/02; **Donald Kuhns**, telecommunications network administrator, 4/30/02; **Kim M. Lauritzen**, academic advisor, College of Business Administration, 5/22/02; **Celia C. Lo**, associate professor, Sociology, 8/24/02; **Eric Mobley**, assistant track and field coach, Athletics, 6/01/02; **Ronda E. Page**, human resources generalist, Human Resources, 5/10/02; **Jennifer A. Pechie**, assistant director - regional admissions, Aerospace Studies, 6/18/02; **Diane M. Petri**, accounting clerk 2, Controller's Office, 4/30/02; **Jhengije Pi**, research associate, Institute of Polymer Science, 4/30/02; **Terri M. Pohly**, cashier, Cashier's Office, 5/13/02; **Darius Rastomji**, professor, Computer Information Systems and professor, Marketing and Sales Technology and associate chair, Business Technology, Community and Technical College, (deceased) 4/27/02; **Dennis Siegle**, assistant building services worker, Physical Facilities, 4/03/02; **Jonathon South**, patrol officer 2, University Police, 6/17/02; **Catherine E. Stiller**, instructor, Nursing, 8/10/02; **Daniel Stuewe**, Gold Bar recruiter, Military Science, 5/30/02; **Calvin Thomas**, assistant building services worker, Physical Facilities, 4/03/02; **Gregory M. Townsend**, assistant professor, Physics, 8/15/02; **Metin Tulu**, postdoctoral research assistant, Institute of Polymer Science, 6/01/02; **Sherman Vander Ark**, professor, Music, 5/31/02; **Thomas Weglarz**, HVAC technician, Physical Facilities, 5/24/02; and **Robert S. Wright**, 3-D technical assistant, Art, 8/02/02.