

February 21, 2003

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information the following summary of actions that were approved at the January 29, 2003, meeting of The University of Akron's Board of Trustees:

Educational Policy/Student Affairs Committee

1. New Degree: Ph.D. in Integrative Biology

The University has taken the first steps toward offering a Ph.D. in Integrative Biology. Following Board approval, the program proposal will be forwarded to the Regents' Advisory Committee on Graduate Study and the Ohio Board of Regents in accordance with the guidelines and procedures for review and approval of graduate degree programs. The Ph.D. in Integrative Biology will train students in the three areas in which the Department of Biology has established high profiles – cell and molecular biology, organismal physiology, and evolution/ecology.

2. Research Grants and Contracts Reports – December 2002

As of December 31, 2002, externally funded research and other sponsored programs received \$12,934,134 to support 204 projects. Payments totaling \$228,895 have been received in connection with three license agreements. Last fiscal year-to-date totals were \$18,354,337 to support 247 projects.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – December 2002

For July-December 2002, total giving was recorded at \$10.3 million, down from \$16.1 million for July-December 2001 (a decrease of 36 percent) and from a year-to-date average of \$13.2 million for the previous five years (a decrease of 22 percent).

Facilities Planning and Oversight Committee

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

Furniture, fixtures, and equipment contracts totaling \$384,490.20 (\$85,332 less than budget) for the Student Recreation Center/Athletic Field House/Indoor Varsity Golf Practice Facility project were awarded to – Ohio Laundry Equipment, laundry equipment, \$35,374; Rental Service Corporation, maintenance equipment - personnel lift and articulating boom, \$6,200 and \$74,690, respectively; Baker Vehicle Systems, maintenance equipment - motorized cart, \$7,839; Hough Supply, maintenance equipment - custodial, \$5,265; W.W. Grainger, maintenance/tools and equipment, \$8,830.50; and Commercial Fitness Solutions, fitness equipment, \$246,291.70.

2. Student Housing

Signet Development, LTD has been chosen to develop a proposal for the procurement, financing and construction of traditional and nontraditional student housing.

3. Naming of Robert W. Little Conference Center

In recognition of a \$250,000 gift from the Robert W. Little Foundation, the meeting suite on the first floor the Buchtel College of Arts & Sciences building has been named the Robert W. Little Conference Center.

Finance and Fiscal Policy Committee

1. Five-month Financial Report – November 2002 (subject to audit)

Akron campus results were short of budget estimates by \$1,649,141, reflecting the summer and fall collections of tuition and fees, a function of generated student credit hours. It was anticipated that state appropriations also would fall short of budget by year's end. Earnings on investments and endowments at the close of November exceeded budget estimates by \$1,350,421, primarily in the area of departmental sales. Total expenses were less than budget by a total of \$6,212,375 on November 30.

Tuition and revenues for the Wayne College branch campus were \$39,981 greater than budget, and it was anticipated that state appropriations would slightly exceed budget by year's end. Receipts from Continuing Education and other departmental sales accounts were \$68,086 less than budget. That shortfall was due to timing and was more than offset by spending that was \$286,197 less than budget. Expenses were less than budget by \$1,176,852 at the close of November.

2. External Auditor Recommendation, FY2003-2007

PricewaterhouseCoopers, LLP, has been selected as the University's external auditor for July 2002 through June 2007. The proposed cost for the first year of the contract is \$179,550, with the annual cost rising to \$206,200 in the fifth year. The State Auditor requires that the University, The University of Akron Foundation and The University of Akron Research Foundation be audited under the auspices of the State Auditor, with all three entities using the same audit firm.

3. Purchases for More Than \$150,000

PeopleSoft USA, Inc., was awarded contracts in the following amounts: annual software maintenance and support fees of \$103,560 for PeopleSoft Financials and \$112,190 for PeopleSoft Student Administration; and \$211,200 for consultants, to implement the Enterprise Performance Management data warehouse product.

4. Akron Thermal Energy Contract Update

The University has entered into a new agreement with Akron Thermal to supply steam to cover the University's energy needs. Campus heating costs will be capped at \$1.4 million for the term of the contract, which ends in August 2003.

5. Personnel Actions (attached)

Included in the approved personnel actions were the following items of note:

- Faculty salary increases for the second phase of year-one compression allocations were approved, as recommended by the Academic Salary Affairs Task Force. Average salaries for associate and full professors now rank at approximately the 50th percentile among Ohio public universities, while the average for assistant professors already ranks near the 75th percentile goal level.
- The Board also approved Faculty Improvement Leaves for the 2003-2004 academic year, as recommended by the senior vice president and provost.
- Two organization changes, recommended by the president, were approved –
 - University Libraries and the Dean of University Libraries now report to the Office of the Senior Vice President instead of the Office of the VPCIO; and
 - Human Resources now reports to the Office of the Vice President for Business and Finance/Chief Financial Officer instead of the Office of the President.

Committee on Rules

1. Rule O.A.C. 3359-20-03.1 – Salaries (full-time faculty)

The rule change establishes a direct link between annual faculty evaluations and the awarding of merit pay. Each department will be required to establish procedures and criteria for both annual evaluation and for the awarding of merit. Prior to this change, there were no formal requirements stating how the results of annual evaluations would be used in determining merit pay increases. Changes to the rule, which Faculty Senate recommended in November 2002, were sufficiently extensive to require that the old rule be rescinded and replaced.

2. Rule O.A.C. 3359-20-03.7 – Guidelines for Initial Appointment, Reappointment, Tenure, and Promotion of Regular Faculty

The rule change allows a candidate reviewed for, but denied, early tenure by the committee to be automatically reappointed rather than having to go through a reappointment review process. Faculty Senate recommended the rule change in December 2002.

3. Rule O.A.C. 3359-20-05.1 – Grading System, Discipline, Academic Probation, and Dismissal and Adoption of Change to Rule 3359-60-03.3 – Repeating Courses

These rule changes clarify options for grades that can be received when repeating for change of grade. The changes will be included in the Undergraduate Bulletin section “Repeating Courses.” The substantive changes disallow the repeating of a course with the intent of earning an audit grade when the course was previously taken for a grade, and precludes the repeating of a course for which a grade of “C” or better was received. Faculty Senate recommended the rule change in December 2002.

4. Rule O.A.C. 3359-60-03.6 – Graduation

The rule change clarifies the minimum number of credits required for the awarding of an additional baccalaureate or associate degree to be earned in residence at The University of Akron after the awarding of the first baccalaureate or associate degree. The change will be included in the Undergraduate Bulletin section “Requirements for Additional Baccalaureate or Associate Degrees.” Faculty Senate recommended the rule change in December 2002.

New Business

1. Real Estate Purchases

Two property purchases were approved, both at prices that were below the appraised values. Property at 462 Brown Street was purchased for \$157,000, and property at 414 Carroll Street was purchased for \$415,000. The Carroll Street property, most recently occupied by Sigma Nu Fraternity, may be used as student housing.

2. Property Donation

Ohio Edison Company has donated property on North Street, east of the Cascade Locks of the old Ohio & Erie Canal, which contains the remnants of a mill. The University will use the site for archeological investigation, which will be funded by grants.

Notes

1. President's Report

I began my report by noting that those who watched the Super Bowl may have seen a quiet but strong advocacy announcement on behalf of The University of Akron and one of its students, Dwight Smith. Mr. Smith was playing in the Super Bowl and made his team and the University proud when he scored two touchdowns. However, Mr. Smith was not the only University of Akron person on the field that day. University of Akron alumnus Mark Steinkerchner served as one of the Super Bowl officials.

I told the Board that, on January 13, the first phase of the Student Union opened officially. It is approximately one-third of the size of the eventually completed facility. The demolition of the former Gardner Student Center is proceeding very rapidly and providing the window from the south that was provided in the master plan. I also informed Trustees that the Science and Engineering Library was recently dedicated. It is the major addition to the Auburn Science Center on the north and east side of that complex. Noting that continuing progress is being made on the Student Recreation Center, I invited all Trustees and guests to view our many new facilities. I applauded the work of Ted Curtis, David Pierson, their team, the administration, students and faculty who helped plan these facilities.

In addressing the economic uncertainties that continue to press upon the State of Ohio and the nation, I commented that the more we learn, the less we seem to know for certain. Governor Taft is proposing, during the next two years, slight increases in state funding to higher education, but in turn, may be seeking to reinstate a tuition cap that we will need to learn more about in the days ahead. The Governor's news conference also warned that, if the legislature does not agree to proposed tax increase provisions, the Governor would have to ask agencies, including higher education and K-12, to further reduce their budgets. I told Board members that, for the moment, the Governor's proposal includes no cuts to the state share of instruction (what has been traditionally called a subsidy or subvention) but modest decreases of about 2.5 percent in the non-subsidy components, which would impact some aspects of the University's operations.

I pointed out that, in his Inaugural Address, the Governor also announced that he intends to establish a Commission on Higher Education and the Economy to explore ways to enhance the quality of higher education as well as to seek efficiencies and reductions of duplication and better ways to have higher education serve the long-term economic and public interest of the State of Ohio. The Governor expects to announce the members of the committee and provide the charge by the end of February.

I also informed the Board that Dean Steve Hallam is resigning from the deanship of the College of Business Administration so that he can return to full-time teaching and research in that college. The Director of the Global Business Institute James W. Barnett will serve as interim dean, and Dean Hallam has agreed to work with Mr. Barnett for a smooth transition. I have asked Provost Hickey to immediately constitute a search committee and launch a national search that will identify a successful candidate to begin no later than the beginning of Fall Semester. The University community expressed its deep felt gratitude to Steve Hallam for his hard work and dedication and the many exceptional examples of success, including fundraising for the Global Business Institute, increases in enrollment, considerable increases in student quality, and many other indicators of faculty excellence and productivity. I said that I wanted the record to show that the University expressed its appreciation to Dean Hallam.

I was pleased to advise Trustees that the University has recruited an excellent person to continue the progress of the Knight Foundation University Park Alliance project. A Knight Foundation grant pays the salary for this position. Kenneth Stapleton, who most recently served as senior vice president for the Downtown Cleveland Partnership, will begin his duties on February 13. Mr. Stapleton was responsible for the creation and implementation of a district revitalization plan in Cleveland that resulted in more than \$400 million of private investment during a six-year period.

I reported several academic highlights –

- The University of Akron's Archives of the History of American Psychology has been accepted by the Smithsonian Institution into their prestigious Affiliates Program. The program at the Smithsonian offers museums across the country the opportunity to have greater access to Smithsonian collections and resources. Our psychology archives becomes the first archive in the nation to be granted affiliate status by the Smithsonian.
- "The Responsibilities of the Public Citizen" is the title and theme for the 2003 Black History Lecture Series presented by our Pan-African Students Program, the Ohio Humanities Council and Alltel Mobile. The lectures begin on February 6 at the Martin University Center, featuring Harvard University Professor Dr. William Julius Wilson, who will speak on urban policy and minority groups.
- Professor Raymond Cox, who serves as chair of the University's Department of Public Administration and Urban Studies, is on leave to lend his expertise to the country of Latvia. He is doing so under a special Fulbright Senior Specialist Program, which matches U.S. faculty and professionals with colleagues at institutions overseas.

I ended my report by sharing excerpts from a letter received from the Executive Office of the President, specifically John Marburger, Director of the Office of Science and Technology, in relationship to the work that the President's Council of Advisors on Science and Technology has accomplished during the last year. The President's Council of Advisors on Science and Technology's first report on research and development priorities highlights issues that facilitated the enactment of the National Science Foundation authorizing legislation, which

the President of the United States signed into law in December. The report also led to implementing a recommendation for which the Office of Science and Technology Policy tasked the Science Committee of the interagency National Science and Technology Council to assess how best to establish new research, development fellowships and scholarship programs to address the need for enhanced participation of U.S. students in science and technology programs. Third, the President's Council of Advisors on Science and Technology's report on science and technology aspects of the new Department of Homeland Security led to ongoing discussion with the chair of that committee, Norm Augustine, the former chairman and CEO of Lockheed Martin. The new department has incorporated all of the President's Council of Advisors on Science and Technology's recommendations, particularly concerning the role of the new agency in research and development for national security requirements. Additional reports of PCAST were approved late in 2002, one on energy efficiency and another on broadband deployment. Because those reports are very new, they have not yet had the full impact as expected, but they have been received very enthusiastically by the administration. Dr. Marburger ended his letter with these lines, "In short, your efforts over the past year have been timely and impactful. They have addressed needs of policy makers, and have positively affected Administration policies." I thanked the Board for their support of my participation in the PCAST.

2. Next regular meeting

February 26, 2003, 10 a.m., Bulger Residence Hall 16th floor meeting room.

With every good wish,

Sincerely,

Luis M. Proenza

**Personnel Transactions Approved by the Board of Trustees
January 29, 2003**

Appointments

Julie Anderson, administrative assistant, dean's office, Engineering, 11/18/02; **Clinton Cloyd**, assistant building services worker, Physical Facilities, 11/12/02; **Loren H. Dill**, adjunct associate professor, Applied Mathematics, 1/13/03; **Zeynep Ergungor**, postdoctoral research fellow, Polymer Engineering, 12/01/02; **James P. Filon**, assistant building services worker, Physical Facilities, 12/02/02; **Karen C. Flynn**, assistant professor, Anthropology, 8/25/03; **Sheryl Gesquiere**, manager, ticket office, E. J. Thomas Performing Arts Hall, 11/14/02; **Pingang He**, postdoctoral research fellow, Polymer Engineering, 12/16/02; **Christine A. Lancia**, Gold Bar Recruiter, Military Science, 11/27/02; **Donald McGinnis**, assistant building services worker, Physical Facilities, 11/12/02; **Darryl McGrady**, assistant building services worker, Physical Facilities, 11/18/02; **Douglas G. Neckers**, Harold A. Morton Distinguished Visiting Professor, Polymer Science, 1/13/03; **Sayee S. Rajamany**, multi-media specialist, Learning Technologies and Scholar/Learner Services, 12/02/02; **Roberto Salvati**, adjunct associate professor, Geology, 11/10/02; **Darlene Shuler**, education specialist, Academic Achievement Programs, 1/06/03; **Kenneth Stapleton**, project manager, University Park Alliance, 2/13/03; **Pingshan Wang**, postdoctoral research associate, Office of the Vice President for Research and Dean of the Graduate School, 11/26/02; **Stephen E. Webber**, visiting scientist, Institute of Polymer Science, 1/13/03; **William M. West III**, maintenance repair worker, Physical Facilities, 12/02/02; and **Matthew Williams**, admissions counselor and coordinator, student activities, Wayne College, 11/11/02.

Changes

James W. Barnett, director, Institute for Global Business, additional title of interim dean, College of Business Administration, 1/31/03; **Karen Caldwell**, coordinator, graduate student financial aid, Graduate School, reclassification via job audit and title change from coordinator, graduate student financial assistance, 6/17/02; **Elicia Calhoun**, examiner associate, Graduate School, reclassification via job audit and title change from examiner assistant, 7/29/02; **Coleen Curry**, interim director, Academic Achievement Programs, transfer and title change from assistant dean, University College, and appointment status change from regular to temporary, 1/02/03; **Giannina D'Agruma**, interim director, graduate outreach programs, Graduate School, transfer from Education, 1/01/03; **Richard A. Danals**, director, Gardner Student Center, additional title of assistant to the vice president for student affairs for organizational development, 9/01/02; **James Emore**, associate dean, College of Business Administration and associate professor, Accounting, promotion and title change from assistant dean and director, undergraduate business programs, 12/01/02; **Kevin Engle**, assistant to the dean, Wayne College, appointment status change from part-time temporary to full-time temporary, 12/02/02; **Geraldine Faria**, director, School of Speech-Language Pathology and Audiology and professor, School of Social Work, transfer from School of Social Work and title change from interim director, 1/01/03; **Barbara Ferrell**, administrative secretary, Center for Career Management,

transfer from career center, Business Administration, 12/16/02; **Susan Fisher**, administrative assistant, Psychology, reclassification via job audit and title change from secretary, 6/03/02; **Jessica Fritz**, student services counselor, Graduate School, reclassification via job audit and title change from examiner senior, 6/17/02; **Debra Gannon**, administrative secretary, Honor's Program, promotion and title change from secretary, Center for Child Development and appointment basis change from part-time to full-time, 12/30/02; **Edward Hackathorn**, plant maintenance engineer, Physical Facilities, title change from stationary engineer 2, 11/15/02; **Stephen J. Hallam**, professor, Management, transfer from dean's office, relinquish titles of dean, College of Business Administration and interim director, Fitzgerald Institute of Entrepreneurial Studies, 1/29/03; **Daniel Hickey**, interim director, Workforce Development and Continuing Education, 1/01/03; **Cynthia Hollis**, managing director, E.J. Thomas Performing Arts Hall, reclassification via job audit and title change from assistant director, 8/26/02; **John R. Hostler**, manager, Dining Services, change in start date, 11/18/02; **Donna P. Hrko**, director, Women in Engineering Program, appointment basis change from temporary to regular, 12/01/02; **Sherri L. Hrusovski**, assistant director, college career center, Center for Career Management, transfer from student organizations, Business Administration, 12/16/02; **Sharlene Husk**, administrative assistant, Accounting, change in appointment status from temporary to regular, 12/01/02; **Margaret D. Lazzerini**, assistant director, Student Judicial Affairs - Student Discipline, title change from coordinator, Student Discipline, and appointment basis change from temporary to regular, 1/01/03; **Christina Margala**, assistant director, college career center, Center for Career Management, transfer from career center, Business Administration, 12/16/02; **Janis McCracken**, manager, facilities projects, Capital Planning and Facilities Management, reclassification via job audit and title change from computer support specialist senior, 7/29/02; **Theresa McCune**, coordinator, graduate admissions, reclassification via job audit and title change from international admissions officer, 7/01/02; **Denise Montanari**, interim assistant director - programs, Gardner Student Center, temporary reclassification and title change from coordinator, marketing and assessment, Gardner Student Center, 1/06/03; **Prabhu Mohapatra**, postdoctoral research associate, Office of Vice President for Research and Dean of the Graduate School, transfer from Institute of Polymer Science, 10/21/02; **Clarysa L. Philpot**, technology support analyst, Learning Technologies and Scholar/Learning Services, title change from senior computer helpdesk specialist, 7/01/02; **Stephanie Ramsay**, assistant managing director, E. J. Thomas Performing Arts Hall, reclassification via job audit and title change from manager, patron services, 8/26/02; **Deborah L. Roper**, director, Training and Development Services, title change from director, Employee Classification, Training and Development Services and deputy appointing authority, 1/01/03; **Shasta Sadler**, maintenance repair worker, Physical Facilities, promotion and title change from building services worker, 12/02/02; **Robert Sherlock**, HVAC technician, Physical Facilities, title change from master HVAC technician, 11/04/02; **Lisa Marie Starr**, employee training and development specialist, Human Resources, title change from compensation analyst senior, 1/06/03; and **Jianping Zhu**, professor, Applied Mathematics and department chair, Theoretical and Applied Mathematics and professor, Civil Engineering, joint appointment with Theoretical and Applied Mathematics (primary) and Civil Engineering, 12/01/02.

Separations

Anima B. Bose, visiting scientist, Institute of Polymer Science, 3/07/03; **Vickie L. Burden**, internal auditor, University Auditor, 11/29/02; **David Cain**, master HVAC technician, Physical Facilities, 12/16/02; **Stephanie Canterbury**, coordinator, budget operations, Physical Facilities, 12/31/02; **Pu Chen**, research associate, Civil Engineering, 11/15/02; **Cheol Ho Choi**, postdoctoral research fellow, Polymer Engineering, 11/22/02; **Thomas Evert**, shift supervisor-computer operations, Hardware and Operations Systems Services, 12/31/02; **Guangyu Fan**, research associate, Institute of Polymer Science, 11/24/02; **Edna Gainer**, secretary, Greek Affairs, 12/31/02; **Jennifer M. House**, student services counselor, School of Law, 12/02/02; **Christopher Kandus**, assistant director, Gardner Student Center, 1/03/03; **Gary Kroska**, assistant director, building services, Physical Facilities, 11/30/02; **Sandra Lemke**, regional coordinator, Institute for Health and Social Policy, 12/14/02; **Cherie Madarsh-Hill**, assistant professor, Bibliography, 1/02/03; **Philip J. Moberg**, assistant professor, Psychology and fellow, Institute for Life Span Development and Gerontology, 8/21/04; **Vera S. Moser**, administrative assistant, School of Law, 1/03/03; **John Napier**, assistant volleyball coach, Athletics, 12/15/02; **Gregori Sigalov**, postdoctoral research fellow, Polymer Engineering, 12/20/02; **Catherine Stoyloff**, employee training specialist, Human Resources, 12/31/02; **Stephanie Tewell**, team leader, Curricular and Instructional Studies, 11/29/02; **Selma Vonderwell**, visiting assistant professor, Education, 11/23/02; **Mark Weber**, computer lab support specialist, Law, 1/31/03; and **Jacalyn Zinkon**, assistant to the dean, Wayne College, 12/02/02.