

July 21, 2004

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 June 30, 2004, meeting of The University of Akron's Board of Trustees:

Educational Policy/Student Affairs Committee

1. Resolution Honoring Eric Smith

A Board resolution was presented to the family of alumnus Eric Smith, honoring him for being named the Outstanding Student Teacher of the Year for Northeast Ohio in 2003-04 by the Ohio Association of Teacher Educators. Smith, who graduated on December 13, 2003, left that same day with his National Guard unit to serve an 18-month tour of duty in Iraq. Smith has stayed in touch, via e-mail, with the students and teachers at Springfield Local and Coventry Local schools, where he did his student teaching, and he plans to send them geography lessons during his deployment.

2. Tentative Graduation List and Statistics for Summer 2004

Approximately 1,274 degrees will be conferred during commencement ceremonies on August 21. The total includes 80 doctoral degrees, 445 master's degrees, 557 bachelor's degrees and 192 associate degrees.

3. Academic Program Changes

Trustees approved the following changes in the academic program, all of which were approved by the Provost and recommended by the Curriculum Review Committee and Faculty Senate:

- Bachelor of Science in Respiratory Therapy Technology

The Community and Technical College has developed a Bachelor of Science in Respiratory Therapy Technology to replace the Associate in Applied Science in

Respiratory Care. The program emphasizes critical thinking and assessment of patients with cardiopulmonary disorders, and will prepare graduates to perform respiratory therapy procedures under the direction of a physician. Admission is selective, due to space availability in the clinical component of the program.

- Name Change for M.S. in Geography Program

At the request of the Department of Geology, the M.S. in Geography program has been renamed the M.S. in Geography: Geographic Information Sciences program. The change better reflects the scientific and technical components of the discipline, the nature of the education our students receive, and the types of careers they pursue.

- Graduate Certificate in Public Affairs

The Buchtel College of Arts and Sciences has created a Graduate Certificate in Public Affairs with six specialization options — public management; nonprofit management; local and regional development administration; policy analysis; program evaluation; and urban affairs. The new program replaces the Certificate in Mid-Careers Program in Urban Studies and better addresses the needs of working professionals in the field.

- Graduate Certificate in Literature

The Buchtel College of Arts and Sciences has created a Graduate Certificate in Literature that parallels those in Linguistic Studies, Teaching English as a Second Language, and Composition. The new certificate responds to the needs of students in the M.A./English Composition track who would like to establish credentials in literary studies.

- Science, Mathematics, and Technology School Concept

The College of Education has the endorsement of the Board to explore the potential of collaboration with Akron Public Schools, the National Inventor's Hall of Fame, and the city of Akron to establish a partnership school to serve as a model for innovative middle school science, mathematics, and technology teaching and learning.

4. Real Estate Agreement with Medina County

The University has accepted a gift of nearly 44 acres from Medina County as the site for the future University of Akron Medina County University Center. The property is located south of the city of Medina and bounded by Lake and Wedgwood roads.

5. Research Grants and Contracts Report – May 2004

For July 2003-May 2004, total funding for externally funded research and other sponsored programs was \$27,913,193 to support 400 projects. Comparable totals for the last fiscal year to date were \$25,819,939 to support 382 projects. During the current fiscal year, eight patents

were granted to the University, 26 patent applications were filed by the institution, and 35 disclosures were submitted.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – May 2004

Total giving to the University for July 2003-May 2004 was \$17.1 million, 22 percent less than last year's comparable total of \$22 million and 12 percent less than the year-to-date average for the previous five years of \$19.6 million. During July 2003-May 2004, 15,368 gifts were received, as compared to 14,129 gifts for the same period in the last fiscal year, an increase of 9 percent.

Finance and Fiscal Policy Committee

1. Ten-month Financial Report – April 2004 (approved subject to audit)

Akron campus tuition and fee receipts for July 2003 through April 2004 were less than budget estimates by \$767,591, while revenues from other sources exceeded estimates by \$2,540,040. Expenses in the functional categories were less than budgeted by \$9,915,420.

Tuition and fee receipts for the Wayne College branch campus during the same period exceeded budget estimates by \$469,657, while revenues from other sources fell short of estimates by \$167,572. Expenses in the functional categories were less than budgeted by \$2,860,059.

2. Third Quarter Operating and Endowment Investment Reports – March 2004

The University's portfolio composite for endowment funds posted a positive return of 1.64 percent for the quarter ended March 2004. This performance placed the University below the median of the DB Alex.Brown index of managers at a positive 2.63 percent increase, a difference of 99 basis points. For operating fund investments, actual revenue exceeded budget estimates by \$137,054 for the nine-month period, due to realized gains of \$267,112 from the liquidation of the PIMCO and MetWest fixed-income investments.

3. Revision to Miscellaneous Fees

Subsequent to the approval of miscellaneous fees at the April Board meeting, the tuition was revised for the Joint Au.D. in Audiology program, the Joint Ph.D. in Nursing program, and the Master's of Public Health program.

The English Language Institute tuition for Independent Study was corrected because its Independent Study and its Workshop are two sections of the same course and must reflect

equal fees. Therefore, the fees for the Independent Study section have been reduced to match those of the Workshop section.

4. Drilling of Gas Wells

Subject to review and approval by the University's legal department, the Ohio Valley Energy Systems Corporation was awarded a contract to drill no more than eight gas wells total on the Akron and Wayne College campuses, as directed by the University, at a fee not to exceed \$325,000 per well. The company has drilled numerous successful wells in Northeast Ohio with such clients as the Mill Creek Metropolitan Park District and the city of Akron.

5. Loop Shuttle Service and Metro Pass Program Renewals

The University has revised and renewed two contracts with Metro RTA to continue services under different terms.

First, Metro RTA will provide Loop Shuttle Service for the Polsky Express Route only, at a cost not to exceed \$50,000 annually. The reduced service is possible because all parking decks and surface lots will be open this fall. As a result, the University will spend \$250,000 less for shuttle service in FY2005 than in FY2004.

Second, also to realize savings now that all decks and lots have returned to service, the Metro RTA bus pass program will be offered under new terms for one year, with the option for two one-year renewals. Under the new contract, University students and employees will be able to purchase a system-wide Metro RTA bus pass on campus for \$25 per semester. The same pass costs the general public \$42 per month.

6. Purchases for More Than \$150,000

- Computer Hut has been awarded \$342,365 for the purchase of Cisco Systems SMARTnet maintenance on miscellaneous equipment for Information Technology Services for July 2004-June 2005. The cost is based upon a 37.1 percent discount off of the current list price.
- Software House International has been awarded \$227,350 for a license to use various Microsoft software on all University computers and student-owned computers for July 2004-June 2005. The purchase is funded by student technology fees.
- AVAYA, Inc., has been awarded \$198,816 for the renewal of maintenance service for the campus telephone switch for July 2004-June 2005.

7. Personnel Actions (attached)

Committee on Rules

1. O.A.C.3359-08-01 — Officers of Student Affairs

The change aligns the language in the rule with the language in the search documentation for the Vice President of Student Affairs. Specifically, it now states that the Vice President of Student Affairs reports to the President through the Senior Vice President and Provost.

2. O.A.C.3359-20-06.1 — Part-time Faculty Appointments

The rule change eliminates the upper salary limit for each of the part-time faculty ranks to eliminate the need to change the upper limits annually, thus allowing salaries to fluctuate upward within a category within a discipline to address market realities.

3. O.A.C.3359-24-01 — Bylaws of Graduate Faculty

The Bylaws of Graduate Faculty were established in 1969. University Rule 3359-24-01, which codifies those bylaws, was created in 1977 and last revised in 1979. Eight changes that were made to the bylaws between 1981 and 1999, with the approval of both Graduate Council and Graduate Faculty, had not been incorporated into the University rule. The most significant of those changes occurred in 1990 when the graduate faculty voted to convert from a three-category structure to a two-category structure. Those changes now have been included in University Rule 3359-24-01.

4. O.A.C.3359-60-03.1 — Credit by Transfer and/or Examination

The Ohio Board of Regents mandated the following changes to meet stipulations in Amended Substitute House Bill 95:

The acceptable transfer grade has been changed from “C” to “C-” to standardize transfer requirements among all Ohio universities, some of which do not use a plus/minus grading system. Students who meet the requirements of the Ohio Transfer module and receive an Associate of Arts or an Associate of Science degree with a cumulative grade point average of 2.00 or better will continue to receive transfer credit for college-level coursework passed with a grade of “D” or better.

The Advanced Placement Policy no longer requires original documentation to be presented before advanced placement credit can be transferred. To maintain consistency among Ohio’s public universities, advanced placement credit accepted by one Ohio university is transferable without documentation to other Ohio universities.

New Business

1. Real Estate Purchases

The Board approved the purchase of property at 390 Brown St., as well as the purchase of property at 260 E. Exchange St. The latter property, combined with other University property, will be included as part of an exchange of properties that will result in the University acquiring the current site of McDonald's restaurant on Exchange St.

2. Tentative Agreement with the Communication Workers of America

Trustees ratified a two-year, four-month contract with the Communication Workers of America. University and CWA negotiators reached tentative agreement on May 4, 2004, and union members ratified that agreement on June 7.

3. Mutual Aid Agreement Among Participating Ohio Universities

The University has entered into a mutual aid agreement with several other Ohio universities to share police resources when needed. The institutions that already have entered into the agreement are Bowling Green State University, Kent State University, the University of Cincinnati, and the University of Toledo.

4. Name change for the Community and Technical College

The Community and Technical College has been renamed Summit College. The Division of Workforce Development and Continuing Education also is part of the new college, which will enroll its first entering students in fall 2005. Because all printed materials, including the Undergraduate Bulletin and class schedules, are prepared a year in advance, the name change takes effect immediately. The change was recommended by the College and reviewed by the Executive Committee of Faculty Senate.

5. Resolutions of Appreciation

Board members approved two resolutions honoring outgoing Trustees and a resolution giving special recognition to a former University president.

Separate resolutions acknowledged the contributions of Student Trustee Robert B. Preston III and Board Chair Patricia L. Graves and thanked them for their service during terms that conclude on July 1, 2004. In addition, Mrs. Graves was named Chairwoman Emeritus of The University of Akron's Board of Trustees.

Trustees also noted the contributions of Dr. Marion A. Ruebel, the 14th president of the University, and named him President Emeritus.

Notes

1. President's Report

In the interest of time, I abbreviated my remarks to just a couple of acknowledgements and several highlights.

It was with some sadness but with great appreciation that I thanked outgoing Board Chair Patricia Graves, on behalf of this University for her many years of continuous and distinguished service. I also offered the University's gratitude, and congratulations on his new position, to outgoing Student Trustee Robert Preston.

Next, two special guests were introduced – our recently appointed head men's basketball coach Keith Dambrot and our distinguished colleague, former president Marion Ruebel.

I then reported that I had the great privilege to co-host a meeting of the President's Council of Advisors on Science and Technology together with Bernadine Healy in Cleveland on June 29. I offered to provide more details on that at another time.

Several highlights were shared with the Board:

- Our College of Engineering has been chosen for Challenge X. It was picked by the U.S. Department of Energy and General Motors Corporation as 1 of only 17 university teams to work intensively on cutting the nation's reliance on petroleum for transportation. The three-year, student engineering competition challenges the teams to re-engineer a production sport-utility vehicle to sharply reduce energy consumption and decrease pollutant emission while maintaining performance.
- Our mechanical engineering students continue to be formidable competitors in the college design competition conducted by the Society of Automotive Engineers.
- Our law graduates, for the third consecutive year, ranked first among first-time test takers on the February exam. That accomplishment continues their distinguished showing and the recognition that our law school continues to enjoy.
- Leigh Hall, just recently renovated, is in the national spotlight, being recognized in the 2004 *American School and University Educational Interior Showcase*.
- Vice President of Capital Planning and Facilities Management Ted Curtis, who pioneered the Quaker Square project that is now known as the Crowne Plaza, was invited by the Tempe Historic Preservation Committee to explore a similar project in Arizona. I know he will bring great credit to that project, as well.

I concluded my remarks by circulating a letter from Priscilla Simmons, the youngest child of former University President Hezzleton E. Simmons, in regard to the decision to name the Student Affairs Building in her father's honor.

2. Corrections to Memo on April 30, 2004, Board Actions

The following items in the May 19, 2004, memorandum regarding April 30, 2004, Board actions contained errors. The corrected items follow:

Under Academic Policy/Student Affairs Committee (3) Academic Program Changes on page 2 –

- Undergraduate Certificate in Conflict Management for Educators in the Buchtel College of Arts and Sciences

A 21-credit, interdisciplinary certificate has been designed by the Center for Conflict Management in the Buchtel College of Arts and Sciences, in collaboration with the College of Education, for educators or students interested in teaching at any level. Currently, the center is partnered with an area elementary school on the development of its peer mediation program and the growth of these programs.

Under External Affairs Committee (2) Naming of Student Affairs Building on page 3 –

The Student Affairs Building that is now under construction has been designated Hezzleton E. Simmons Hall, in honor of the University's 10th president. Simmons was a student, faculty member, and president of the University. During his 41 years as teacher and administrator, his dedication to the service of students was his hallmark. The student newspaper insisted that a building be named in his honor, and the former Simmons Hall was so named in 1936. That building was razed in 2000.

3. **Next regular meeting**

August 18, 2004, 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
June 30, 2004**

Appointments

Robert A. Algera, director, Small Business Development Center, Office of Technology Transfer, 5/01/04; **Margaret C. Baughman**, research assistant 3, Institute for Health and Social Policy, 4/19/04; **Jeanette L. Berger**, office assistant, New Student Orientation, 5/17/04; **Judith Buzzi**, coordinator, projects, Education Dean's Office, 7/01/04; **Richard A. Campbell**, personnel officer, Aerospace Studies, 6/01/04; **Ang Chen**, assistant professor, Physics and Chemistry, joint appointment with Physics (primary) and Chemistry, 8/30/04; **Cinda Chima**, assistant professor, Family and Consumer Sciences, 8/30/04; **David L. Chuhay**, PC support assistant, Hardware, Operations and Operating Systems Services, 5/10/04; **Stephanie A. Davis**, manager, fitness, Student Recreation and Wellness Services, 6/28/04; **Ramon Eady**, assistant strength and conditioning coach, Athletics, 7/12/04; **Elizabeth A. Edmondson**, office assistant, Student Development, 4/08/04; **Robert Eley**, assistant dean, student affairs and associate professor, Education, 7/01/04 (rehire per reemployment agreement); **Robin Z. Evans**, secretary, Academic Achievement Programs, 5/17/04; **Mark Feakes**, assistant director, fitness and wellness, 5/24/04; **John L. Gamble**, general maintenance worker, Residence Life and Housing, 5/08/04; **Jimmie V. Gray**, general maintenance worker, Residence Life and Housing, 5/08/04; **Gordon Holly**, senior director, student life and enrollment management, Wayne College, 7/19/04; **John Horn**, associate director, Recreation and Wellness Services Programming, 6/01/04; **Radhakrishnan Karunakaran**, visiting scientist, Institute of Polymer Science, 5/03/04; **Nasir W. Keith**, general maintenance worker, Residence Life and Housing, 5/08/04; **Brian P. Kosarko**, PC support assistant, Hardware, Operations and Operating Systems Services, 5/10/04; **Robert C. Kropff**, director, Internal Communication, 07/01/04; **Claire C. Lerner**, regional coordinator (New York), Institute for Health and Social Policy, 5/03/04; **Maria Lenardon**, instructor, Modern Languages, 8/30/04; **Michael LiCause**, PC support assistant, Hardware Operations and Operating Systems Services, 5/10/04; **Amal H. Liddell**, general maintenance worker, Residence Life and Housing, 5/08/04; **Robert L. Lockwood**, general maintenance worker, Residence Life and Housing, 5/08/04; **Raymond B. McCray Jr.**, general maintenance worker, Residence Life and Housing, 5/08/04; **Patricia Memdoza-Bejar**, visiting assistant professor, Philosophy, 8/30/04; **Scott Meng**, postdoctoral research fellow, Polymer Engineering, 5/05/04; **Thomas Moreland Jr.**, seasonal grounds worker, Physical Facilities, 4/27/04; **Rahman A. Mosby**, general maintenance worker, Residence Life and Housing, 5/08/04; **Namunyu N. Mwonyonyi**, general maintenance worker, Residence Life and Housing, 5/08/04; **Wasilwa W. Mwonyonyi**, general maintenance worker, Residence Life and Housing, 5/08/04; **Patricia A. Nelson**, dean and professor, Education (with tenure), 7/01/04; **Zhihong Pan**, server systems developer, Hardware, Operations and Operating Systems Services, 5/03/04; **Michael P. Papania**, manager, information systems, Student Recreation and Wellness Services, 6/21/04; **Lamont E. Paris**, assistant men's basketball coach, Athletics, 4/19/04; **Kevin J. Peck**, PC support assistant, Hardware, Operations and Operating Systems Services, 5/10/04; **Lois Peplinski**, administrative assistant senior, Development, 8/01/04 (rehire per reemployment agreement); **Mark Preto**, video operations technician, Athletics, 3/25/04; **Daniel E. Selzer**, maintenance repair worker, Physical Facilities, 4/19/04; **Kimberly Shapiro**, assistant director,

Recreation and Wellness Support Services, 4/26/04; **David A. Schrader**, director, Development, 7/01/04; **Brandon S. Smith**, PC support assistant, Hardware, Operations and Operating Systems, 5/10/04; **Sheila A. Sternecker**, counselor, Small Business Development Center, Office of Technology Transfer, 5/01/04; **Than H. Thein**, counselor, Small Business Development Center, Office of Technology Transfer, 5/01/04; **Antoaneta Tzenova**, coordinator, training, Small Business Development Center, Office of Technology Transfer, 5/01/04; **Allyson M. Van Horn**, office assistant, Senior Vice President and Provost, 5/10/04; **Lawrence Washington Jr.**, general maintenance worker, Residence Life and Housing, 5/08/04; **Jane L. Williams**, assistant law librarian, Technical Services, 5/03/04; **Michael W. Withem**, general maintenance worker, Residence Life and Housing, 5/08/04; **Shing-Chung Wong**, assistant professor, Mechanical Engineering, 8/30/04; **Yang Hyun Yun**, assistant professor, Biomedical Engineering, 8/30/04; **Zhenning Yu**, postdoctoral research associate, Institute of Polymer Science, 3/29/04; and **Weiping Zheng**, assistant professor, Chemistry, 8/30/04.

Changes

Zia Ahmed, interim director, University Dining Services, title change from assistant director, 5/31/04; **Vinod Arya**, visiting professor, Theoretical and Applied Mathematics, title change from visiting associate professor, 6/01/04; **David Betts Jr.**, master building services worker certified, Physical Facilities, promotion and title change from building services worker certified, 4/19/04; **Scott A. Boettger**, computer support assistant, dean's office, Wayne College, reclassification via job audit and title change from web editor, 4/01/04; **Lawrence Brown**, custodial superintendent, Physical Facilities, temporary assignment and title change from master building services worker certified, 4/12/04; **Tae Joon Cho**, visiting scientist, Institute of Polymer Science, transfer from Office of the Vice President for Research and Dean of the Graduate School, 7/01/03; **Coleen Curry**, director, Academic Achievement Programs, title change from interim director and appointment status change from temporary to regular, 4/09/04; **Dan Deckler**, professor, Engineering, additional title of director, faculty, Wayne College, and change from 9-month to 12-month basis, 8/23/04; **Roberta DePompei**, professor and acting director, Speech-Language Pathology and Audiology and fellow, Institute for Life-Span Development and Gerontology, title change from clinical supervisor and change from 9-month to 12-month basis, 5/17/04; **Douglas M. Draher**, assistant director, Resource Analysis and Budget, title change from budget analyst senior, 7/01/04; **Debra Fry**, accounting clerk senior, University Dining Services, reclassification via job audit and title change from accounting clerk I, 4/22/04; **Rachel Grof**, office manager, University Dining Services, reclassification via job audit and title change from administrative assistant, 3/22/04; **Susan Guy-Alsobrook**, position management analyst senior, Resource Analysis and Budget, title change from budget analyst, 7/01/04; **Robin Hadnett**, general manager, food services, University Dining Services, title change from chef, 3/01/04; **Subramaniya I. Hariharan**, associate dean, research and graduate studies, Engineering and professor, Electrical and Computer Engineering and professor, Applied Mathematics, title change from interim associate dean and change from 9-month to 12-month basis, 7/01/04 (correction to May 19, 2004, memo); **Allison K. Harrigan**, instructor emeritus, Nursing, title change from instructor, 12/31/03; **Ilona M. Hayes**, assistant to the vice president, Student Affairs, transfer from Office of the Senior Vice President and Provost and title change from assistant to the senior vice president and provost for administrative services, 5/17/04;

Catherine A. Herold, senior executive administrative assistant, Office of the Senior Vice President and Provost, transfer from Education Dean's Office and title change from administrative assistant senior, 5/17/04; **Paul A. Herold**, associate vice president, Public Affairs and Development and member, general faculty, additional title of chief communication officer, 7/01/04; **Sharon L. Johnson**, vice president, Student Affairs, title change from interim vice president, 5/10/04; **Sharon Kruse**, associate dean and professor, Education, promotion and title change from interim associate dean, 7/01/04; **Lori A. Life**, secretary, Residence Life and Housing, appointment status change from temporary to regular, 4/05/04; **David Lyngholm**, interim general manager, Martin University Center, temporary assignment and title change from manager, Food Service, 5/31/04; **Diane Maffei**, institutional research associate, Institutional Research, transfer from Application Systems Services, 4/23/04; **Kent Marsden**, assistant to the dean, Polymer Science and Polymer Engineering and member, general faculty, reclassification via job audit and title change from director, college administrative services, 3/01/04; **Thomas Mayer**, assistant director, Recreation and Wellness Services Facilities, transfer from Vice President for Capital Planning and Facilities Management and title change from manager, Facilities Projects and change from staff to contract professional, 4/19/04; **William Mazan**, building maintenance assistant superintendent, University Police, transfer from Physical Facilities, 5/17/04; **Jason E. Miller**, graphic design specialist, Akron Global Polymer Academy, appointment basis change from part-time to full-time, 3/01/04; **Scott A. Miller**, data warehouse database administrator and customer applications developer, Institutional Research, transfer from Application Systems Services, 4/23/04; **Ed Mink**, locksmith, University Police, transfer from Physical Facilities, 5/17/04; **Charles N. Moorefield**, associate research scientist, Institute of Polymer Science, transfer from Office of the Vice President for Research and Dean of the Graduate School, 2/01/04; **John Morris**, locksmith, University Police, transfer from Physical Facilities, 5/17/04; **Perry Mueller**, locksmith, University Police, transfer from Physical Facilities, 5/17/04; **Bruce Robertson**, locksmith, University Police, transfer from Physical Facilities, 5/17/04; **Charles Scattone**, locksmith, University Police, transfer from Physical Facilities, 5/17/04; **Richard C. Stephens**, professor, Sociology and senior research associate, Institute for Health and Social Policy, title change from director, Institute for Health and Social Policy, 7/01/04; **Nancy Stokes**, associate provost for academic policies, procedures and revisions and professor, Bibliography and NCA liaison, title change from NCA self-study liaison, 4/27/04; **Elizabeth J. Stroble**, senior vice president and provost and professor, Education, relinquish title of dean, College of Education, 6/30/04; **Cynthia Summers**, manager, student recruiting and community relations, Wayne College, reclassification via job audit and title change from assistant to the dean, 2/01/04; **Timothy R. Vierheller**, professor, Physics, relinquish title of director, faculty, Wayne College, 8/21/04; **David G. Wasik**, special assistant to the vice president for business and finance and member, general faculty, title change from director, Application Systems Services, 5/26/04; **Pingshan Wang**, postdoctoral research associate, Institute of Polymer Science, transfer from Office of the Vice President for Research and Dean of the Graduate School, 7/01/03; and **James L. White**, Harold A. Morton Professor, Polymer Engineering, relinquish title professor, Polymer Engineering, 4/16/04.

Separations

Sarah M. Akers, head, interlibrary loans, University Libraries-Circulation, 6/30/04; **Thomas Anthony Angelo**, associate provost for teaching, learning and faculty development and professor, Education, 5/05/04; **Rula J. Abisaab**, assistant professor, History, 6/15/04; **John Bakota**, campus planner, Capital Planning and Facilities Management, 5/26/04; **William H. Beisel**, dean, Workforce Development and Continuing Education and fellow, Institute for Life-Span Development and Gerontology, 6/01/04; **Bruce Berry**, assistant track coach, Athletics, 6/30/04; **Elvis Bond**, director, University Dining Services, 5/31/04; **Phillip Brown**, assistant to the vice president for student enrollment and fiscal policy, 6/01/04; **Janice Chatham**, recruiter/adviser, Nursing, 8/02/04; **Soobum Choi**, postdoctoral research fellow, Polymer Engineering, 3/19/04; **Thomas Creamer**, immigration program specialist, International Programs, 5/14/04; **Roger B. Creel**, dean, Arts and Sciences and professor, Physics and Chemistry, 6/30/05; **Christine Damerow**, accounting clerk senior, Controller's Office, 4/16/04; **David Durst**, professor emeritus, Finance, title change from professor at retirement, 7/31/04; **Peggy L. Effron**, office assistant, Development, 4/23/04; **Robert Eley**, assistant dean, student affairs and associate professor, Education, 7/01/04 (retirement per reemployment agreement); **Scott William Forrest**, associate director, Residence Life and Housing, 5/31/04; **Lauchlan H. Fraser**, assistant professor, Biology, 8/01/04; **Robert Gordon**, assistant director, Greek Life, 6/30/04; **Margaret Gruccio**, college lecturer, Developmental Programs, 5/31/04; **Shelby L. Howell**, assistant women's softball coach, Athletics, 8/31/04; **Wendy A. Ivory**, Equal Employment Opportunity compliance coordinator, Human Resources, 5/21/04; **Jill Jansen**, administrative assistant, Physical Facilities, 5/05/04; **Lynn E. Jenkins II**, enrollment services counselor, Registrar, 5/21/04; **Ellet Johnson**, cook, Dining Services, 5/07/04; **Marshall A. Larabee**, LAN administrator, Hardware, Operations and Systems Services, 5/31/04; **Barbara MacGregor**, professor, Music, 6/30/04; **John Marks**, visiting research associate, Civil Engineering, 4/30/04; **Marcelo D. Marucho**, postdoctoral fellow, Institute of Polymer Science, 5/07/04; **Michael D. Mierau**, adjunct assistant professor, Military Science, 9/01/04; **Mark A. Morek**, adjunct assistant professor, Military Science, 8/01/04; **Kathy L. Morrison**, administrative secretary, Student Development, 5/24/04; **Megan Nicholson**, coordinator, Residence Life and Housing, 6/30/04; **Deanna Parks**, head women's softball coach, Athletics, 8/31/04; **Michele Paquet**, student loan specialist, Loans and Receivables, 5/18/04; **Lois Peplinski**, administrative assistant senior, Development, 5/31/04 (retirement per reemployment agreement); **Keith E. Pitts**, supervisor, cartographic laboratory, Geography and Planning, 5/11/04; **Kevin Porter**, assistant athletics director, Compliance, 6/02/04; **George Prough**, professor emeritus, Marketing, change in retirement date from 8/21/04 to 5/31/04; **Lyle Reed**, assistant manager, Aquatics Facility, 5/07/04; **Vince Rosetta**, manager, Athletic Group Sales and Promotions, 5/28/04; **Daniel E. Selzer**, maintenance repair worker, Physical Facilities, 5/26/04; **Susan M. Shaffer**, secretary, word processing center, Wayne College, 5/08/04; **John T. Shelton**, gold bar recruiter, Military Science, 2/20/04; **Deborah L. Sitz**, administrative assistant senior, Human Resources, 8/31/04; **Jerry Speaight**, building services worker, Physical Facilities, 5/31/04; **Norman Spencer**, HVAC technician, Physical Facilities, 5/31/04; **Karen D. Tait**, administrative assistant, Public Service Technology, 7/31/04; **Anders Weaver**, assistant athletic trainer, Athletics, 7/08/04; and **Steven Wise**, HVAC technician, Physical Facilities, 4/16/04.