

October 3, 2005

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information a summary of actions approved by The University of Akron's Board of Trustees at its regularly scheduled meetings on Aug. 10 and Sept. 7, 2005. The two summaries have been combined in the interest of efficiency and because many faculty members were off campus in August.

August 10, 2005 Actions

Presentation to the Board

Dr. Sharon Johnson, vice president of student affairs, and Dr. Kimberly Beyer, associate director of the Center for Career Management, discussed the Career Advantage Network.

Educational Policy/Student Affairs Committee

1. Department of Student Life Formed

The personnel in the Office of Student Development and those who manage programs and services in the Student Union have joined to form the Department of Student Life. The new department's functions and services include Associated Student Government, Commuter Central, Conferencing and Events, Judicial Affairs, the SOuRCe (Student Organization Resource Center), and the Zips Programming Network, among others.

2. Research Grants and Sponsored Programs Report – July 2004-June 2005

For July 2004-June 2005, funding for externally funded research and other sponsored programs was \$27,537,869 to support 451 projects. In the prior fiscal year, the year-to-date

amount was \$30,474,903 to support 466 projects. During the current fiscal year, 11 patents have been granted to the University, 39 patent applications have been filed by the institution and 56 disclosures have been submitted.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – July 2004-June 2005

For July 2004-June 2005, total giving was more than \$21.3 million, as compared with \$20.2 million for July 2003-May 2004. For July 2004-June 2005, about 17,650 gifts were accepted, compared to 16,692 received during the same period last fiscal year.

Facilities Planning & Oversight Committee

1. Softball Field at Lee Jackson Field

Trustees approved the awarding of a contract for \$652,120 to Cavanaugh Building Corporation of Akron, the low bidder, for the construction of a women's intercollegiate softball field with seating for 363 people. Thompson Electric of Munroe Falls, Ohio, was the low bidder for the electrical work in the amount of \$36,470, and E&D Specialty Stands of North Collins, N.Y., was the low bidder for the bleachers in the amount of \$97,650. About three-fourths of the project will be funded by donations to the Department of Athletics. The field is to be ready for the 2006 season.

2. Renaming of the Student and Administrative Services Building

The building at 185 E. Mill St. – also known as the former Goodwill complex – has been renamed the Administrative Services Building. The student-services functions that had been housed temporarily in the building have moved to Simmons Hall.

Finance, Fiscal Policy, and Investment Committee

1. Financial and Investment Reports – Preliminary July 2004-June 2005 (approved subject to audit)

Akron campus – Preliminary tuition and fee revenue for the fiscal year was \$154.8 million, or about \$1.86 million less than budgeted. These revenues reflect summer, fall, and spring collections; they are a function of generated student credit hours. Earnings from investments, departmental sales and services, and other sources exceeded budget estimates by \$1.15 million. Expenses were \$230.9 million in the functional categories for the period, less than budgeted by \$32.7 million. The carryover is \$29.7 million, but nearly 45 percent of it is dedicated, restricted or earmarked for specific purposes such as fee assessments (i.e., course fees, tech fees, facilities fees, etc.). These are preliminary balances subject to both closing

adjustments and audit. In addition, other adjustments will be required because of debt obligations.

Wayne College – Preliminary tuition and fee receipts – reflecting summer, fall, and spring collections – were \$6.77 million, or \$561,746 less than budgeted. Receipts from continuing education department sales and other sources exceeded budget estimates by \$226,896. Total educational and general expenditures in the functional categories were \$8.54 million, which was less than budgeted by \$3.1 million.

Endowment – The market value of the University endowment increased by \$2.8 million between July 2004 and June 2005. The increase – which includes gifts, bequests, fund transfers and endowment income – raises the total market value to \$50.5 million as of June 30, 2005. Combined endowment assets – the University endowment plus The University of Akron Foundation endowment – now total \$176 million.

2. Purchases of More Than \$150,000

Trustees approved the purchase of an enterprise-wide document imaging system by Nolij Corporation of Danvers, Mass., for \$220,794. The system, built for higher education, will allow the Office of Admissions to eliminate paper files, provide better and faster response to prospective students, streamline office processing, and provide better control and management of the nearly 80,000 documents it handles annually. The Nolij system ties in with PeopleSoft, a benefit that none of the other eight bidders provided.

3. Renewal of Lease for the Holmes County Higher Education Center

Trustees approved a recommendation to renew a lease for 3,840 square feet of property in Millersburg, Ohio, for three years at \$24,720 annually from the Eagle B Leasing Company. The space will be used by Wayne College's Holmes County Higher Education Center, which had 136 students in the 2004-05 academic year (up from 61 the year prior). The center expects to achieve its goal of 200 students this coming academic year.

4. Personnel Actions (attached)

New Business

1. Amendment to the Alternative Retirement Plan

Trustees approved amendments to the plan that bring it into accord with federal and State of Ohio requirements resulting from changes in state law. The amendments make three substantive changes:

- The legislation extends eligibility to participate in the plan to all full-time employees. Classified employees hired within five years of the effective date, Aug. 1, 2005, and after the effective date are eligible to transfer to the plan.

Before the change, only faculty and unclassified administrative employees were eligible to participate in the plan.

- Employees can now transfer all or part of their account balance from one provider to another. Before, the entire account balance had to be transferred; now employees have the option of leaving a balance with the previous provider.
- Under prior law, the percentage of each participant's compensation contributed to the plan was determined by the Board of Trustees at each institution. Now the employer is required to contribute the same amount to the plan as would have been contributed to PERS, SERS or STRS had the employee been a participant in those plans.

Notes

1. President's Report

I opened my remarks by welcoming the new chairman, Dr. John A. Fink, and the new vice chairs, Dr. William F. Demas and Philip S. Kaufmann. I also welcomed new board member Jack Morrison Jr. of Silver Lake, who is the managing partner and president of Amer Cunningham Co., L.P.A. Morrison earned a bachelor's degree in business administration and a juris doctor degree from UA.

Several highlights were shared with the Board:

- The Dale Chihuly sculpture near the Goodyear Polymer Building is, in the words of Dean Frank Kelley, "the next great landmark in Akron." Chihuly artisans were on campus in July to install the 83 hollow, polymer pieces of weather-resistant, transparent polyurethane. The \$470,000 sculpture was supported through private donations, including Bayer Corp. of Pittsburgh, which donated the polymer materials. Myers School of Art distinguished professor Mark Soppeland said it best: "Dale Chihuly is the most important artist working in the glass movement today... (transforming) the traditional perception of glass as a craft into one that is considered to be a major art form." Indeed, Dale Chihuly has a remarkable body of art, and we are pleased that The University of Akron is the home of his most recent addition.
- Board members were invited to summer commencement, during which the University granted an Honorary Doctor of Humane Letters degree to Senator Bill Harris, president of the Ohio Senate, in recognition of his many civic and legislative accomplishments. I also mentioned the Westfield Cup soccer tournament, which was held Aug. 18-21. The well-attended event was billed as the nation's premier pre-season soccer tournament with powerhouse teams in both men's and women's collegiate soccer participating.

- Northeast Ohio’s business, civic, philanthropic, and higher education leaders have joined forces to launch College 360° — a four-year, \$5 million cross-sector initiative to increase the region’s supply of college-educated workers. College 360° will connect Northeast Ohio students with hundreds of internship opportunities and employers from across the region. The initiative includes a booklet published annually called “Campus Visit” with articles on Cleveland and Akron, the college experience, and a calendar of events.
- I concluded my report by noting that 20 students returned to campus with a wealth of new experiences, thanks to a five-week, study-abroad trip to Greece coordinated by the College of Business Administration. While in Athens, the students took a variety of courses, including independent study courses in international business and honors colloquiums in humanities and the social sciences.

With every good wish,

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Gray". The signature is written in a cursive style with a large, looping initial "J".

**Personnel Transactions Approved by the Board of Trustees
August 10, 2005**

Appointments

Ismail Al-Amin, education specialist, Academic Achievement Programs, 06/13/05; **Patrick Bangtson**, head baseball coach, Athletics, 07/18/05; **Nancy Beirne**, assistant director, employer relations, Center for Career Management, 07/18/05; **Kimberly Blake**, instructor, Nursing, 08/29/05; **Alan T. Boettger**, computer support assistant, Wayne College Dean's Office, 06/15/05; **Guy Bordo**, assistant professor, Music, director, orchestra, School of Music, 08/29/05; **Connie Chronister**, instructor, Nursing, 08/29/05; **Amber Cook**, instructor, Nursing, 08/29/05; **Edward D. Dalessandro**, supervisor, college bookstore, Wayne College Dean's Office (rehire per reemployment agreement), 07/05/05; **Donald Darr**, head men's golf coach, Athletics, 07/11/05; **Rosalyn Ann Davis**, military personnel clerk, Military Science, 06/13/05; **Reno Ferri**, coordinator, football operations, Athletics, 06/27/05; **Hua Gu**, postdoctoral research fellow, Polymer Engineering, 06/01/05; **Christopher J. Harrigan**, senior application systems analyst, Learning Technologies and Scholar/Learner Services, 07/11/05; **Kathleen Horning**, instructor, Nursing, 08/29/05; **Louise Kazmier**, education specialist, Academic Achievement Programs, 06/13/05; **Patrick Kreger**, director, development, intercollegiate athletics and annual fund, associate athletics director, Department of Development, 07/11/05; **Martin Lacayo**, coordinator, career planning and marketing, Office of Multicultural Development, 06/13/05; **Peter J. Leahy**, senior research associate, director, public service research and training, Institute for Health and Social Policy (rehire per reemployment agreement), 06/02/05; **M. Patrice McCarthy**, associate professor, Nursing, 08/29/05; **Erik D. Nagy**, recruiting officer, Military Science, 07/05/05; **Yi Pang**, Coleman associate professor, Chemistry, research associate, Institute of Polymer Science, Chemistry (with tenure), 08/29/05; **Kathy Perfect**, visiting assistant professor, Curricular and Instructional Studies, 08/29/05; **Amod N. Pyakuryal**, research assistant II, Institute for Health and Social Policy, 07/05/05; **Michael A. Reyes**, National Guard recruiting, Military Science, 06/03/05; **Julie Silva**, assistant professor, Geography and Planning, 08/29/05; **Carol L. Slatter**, employment services coordinator, Human Resources, 08/08/05; **Baomei Zhao**, assistant professor, Family and Consumer Sciences, 08/29/05; and **Liang Zhou**, postdoctoral research fellow, Polymer Engineering, 06/09/05.

Changes

Melissa A. Anderson, administrative secretary, Registrar, promotion and title change from secretary, Pan African Center, status change from part-time temporary to full-time regular, 07/11/05; **Scott Bungard**, inventory specialist, Hardware Operations and Operating Systems Services, job reclassification and title change from inventory accountant, 06/01/05; **Billi Copeland**, director, McNair Scholars Program, reclassification and title change from assistant director, 07/01/05; **Maria Denisiak**, administrative assistant, Law, title change from grant administrative assistant and status change from part-time temporary to full-time regular, 06/27/05; **Susanne Goodyear**, student service counselor, Admissions, promotion and title change from office assistant, status change from temporary to regular, 05/23/05; **John A. Gromofsky**, building maintenance supervisor, Physical Facilities, promotion and title change

from maintenance repair worker, 06/13/05; **Cheri R. Head**, program assistant, Center for Career Management, promotion and title change from administrative secretary, 07/18/05; **Cherie M. Hedrick**, enrollment services specialist, Registrar, promotion and title change from enrollment services associate, 06/27/05; **Karen Jackson**, engineering technician senior, Institute of Polymer Engineering, reclassification via job audit and title change from engineering technician, 05/30/05; **Michael Jalbert**, associate dean, Summit College, professor, Social Science, professor, Labor Studies, Intellectual Property Center fellow, title change from interim associate dean, Summit College, 07/01/05; **Karyn Bobkoff Katz**, associate dean, Honors College, professor, Speech/Language Pathology and Audiology, title change from associate director, Honors Program, 07/01/05; **Takashi Kobayashi**, visiting research scholar, Institute of Polymer Engineering, status change from part time to full time, 06/13/05; **Vivian L. Krosnick**, coordinator, computer technology, Ohio Reads, Education Dean's Office, reclassification via job audit and title change from computer specialist, 06/27/05; **Neal A. L'Amoreaux**, supervisor, computer solutions, Hardware Operations and Operating Systems Services, promotion and title change from PC software specialist, 06/13/05; **Charissa McDowell**, library specialist, University Libraries Circulation, promotion and title change from library reference assistant, status change from part-time temporary to full-time regular, 06/20/05; **Joseph Moorhead**, assistant head football coach, pass game coordinator, Athletics, title change from assistant football coach, 02/02/05; **Dale Mugler**, dean, Honors College, professor, Biomedical Engineering, professor, Applied Mathematics, title change from director, Honors Program, 07/01/05; **O. Dee Dee Pitts**, assistant director, academic advising, Summit College Dean's Office, reclassification via job audit and title change from academic adviser II, 07/01/05; **Loretta Prosser**, computer lab support specialist, Nursing, reclassification via job audit and title change from learning lab resource assistant, 02/07/05; **William Rickett**, assistant director, Legal Clinic, transfer from Law School Dean's Office and title change from assistant dean external programs, 07/01/05; **Janice A. Roberts**, administrative assistant, Environmental and Occupational Health and Safety, promotion and title change from office assistant, 06/27/05; **Brenda M. Rodgers**, test monitor, Counseling Testing and Career Center, promotion and title change from accounting clerk II, Controller's Office, 08/08/05; **Tiffany Seoldo**, director, academic support services, Athletics, title change from coordinator, academic support services, 06/15/05; **Stefanie Shatrach**, administrative assistant senior, Senior Vice President and Provost, transfer from University College, 07/11/05; **Sharon Sirpilla**, director, Development, promotion and title change from assistant director, 07/01/05; **Rennae Sloan**, accounting clerk senior, Controller's Office, promotion and title change from accounting clerk 2, 06/09/05; **Shaka Smart**, associate head men's basketball coach, Athletics, title change from assistant men's basketball coach, 05/26/05; **Barbara Smith**, administrative secretary, Chemistry, reclassification via job audit and title change from secretary, 04/18/05; **Kenneth A. Smith**, custodial superintendent, Residence Life and Housing, transfer from Student Union, 07/05/05; **Vernon L. Virgili**, computer support assistant, Wayne College Dean's Office, promotion and title change from technical specialist and status change from part time to full time, 06/14/05; **Terry Weigand**, assistant men's basketball coach, Athletics, status change from part-time temporary to full-time regular, 07/01/05; **Norma L. Welling**, administrative secretary, Military Science, transfer from Aerospace Studies, 06/15/05; **Brenda Westbrook**, institutional research associate, Senior Vice President and Provost, title change from research assistant and status change from part time to full time, 08/22/05; **Thomas E. Wykoff**, patrol sergeant, University Police, promotion and title change from patrol officer II, 05/16/05; and **Sajit Zachariah**, assistant dean, administration and strategic

initiatives, associate professor, Education, promotion and title change from associate professor, basis change from 9 months to 12 months, 07/01/05.

Separations

James Antrim, manager, technical services, Performing Arts Hall, 06/30/05; **Daniel Barackskay**, assistant professor, Social Science, Associate Studies, 08/28/05; **Dwight Bishop**, manager, multimedia learning technologies and new media center, Learning Technologies and Scholar/Learner Services, 06/30/05; **Richard A. Campbell**, personnel officer, Aerospace Studies, 06/15/05; **Jeffrey R. Case**, coordinator, football operations, Athletics, 06/24/05; **Mary Cassidy**, examiner assistant, Admissions, 08/04/05; **Hangseok Choi**, assistant professor, Civil Engineering, 08/28/05; **Edward D. Dalessandro**, supervisor, college bookstore, Wayne College Dean's Office (retirement), 06/30/05; **Virginia A. Daniel**, publications specialist, Development, 06/23/05; **Thomas L. Dusek**, laboratory glassblower, Institute of Polymer Science, 06/17/05; **Paul D. Gary**, building services worker, Physical Facilities, 06/16/05; **Michael B. Greer**, general maintenance worker, Residence Life and Housing, 06/27/05; **Madeline Haasz**, nurse supervisor, Health Services, 06/30/05; **William Harpine**, professor, Communication, 06/18/05; **Michael E. Ickes**, computer support assistant, Wayne College Dean's Office, 06/17/05; **A. Sue Jones**, student services counselor, Admissions, 09/30/05; **Nasir W. Keith**, general maintenance worker, Residence Life and Housing, 06/21/05; **Scott Lattime**, research assistant professor, Engineering, Engineering Dean's Office, 05/27/05; **Maria McBride**, coordinator, Residence Life, 06/30/05; **Trent McIlvain**, assistant baseball coach, Athletics, 08/31/05; **Sheila C. Schmidt**, coordinator, records management, Wayne College Dean's Office, 09/15/05; **Carolyn Schubert**, instructor, College of Nursing, 08/27/05; **Ryan C. Shubat**, gold bar recruiter, Military Science, 07/05/05; **Jerry Stinner**, professor, Biology, department chair, Biology, 06/30/05; **Eric Turner**, recruiter/advisor, Nursing, 07/15/05; **Antoaneta P. Tzenova**, training coordinator, Office of Technology Transfer, 07/08/05; **Thomas Wilt**, visiting research associate, Civil Engineering, 06/10/05; **Eric Wright**, assistant professor, Applied Mathematics, Theoretical and Applied Mathematics, 08/28/05; and **Gary Zimmerman**, adjunct professor, Aerospace Studies, 06/15/05.

September 7, 2005 Actions

Presentation to the Board

Dr. Elizabeth J. Stroble, senior vice president, provost and chief operating officer, discussed the Academic Plan and the Academic Scorecard (formerly the Balanced Scorecard).

Educational Policy/Student Affairs Committee

1. Research Grants and Sponsored Programs Report – July 2005

For July 2005, funding for externally funded research and other sponsored programs was \$4,418,204 to support 26 projects. In the prior fiscal year, the year-to-date amount was \$2,818,815 to support 42 projects. In the month, two patents have been granted to the University, one patent application has been filed by the institution and 10 disclosures have been submitted.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – July 2005

For July 2005, total giving was more than \$1.2 million, as compared with \$990,000 for July 2004. For July 2005, 648 gifts were accepted, compared to 723 received during the same period last fiscal year.

Finance, Fiscal Policy, and Investment Committee

1. The financial report for the first quarter of Fiscal Year 2006 will be presented at the October Board meeting.

2. Purchases of More Than \$150,000

Trustees approved a recommendation from the Department of Physical Facilities to purchase an estimated \$334,640 in natural gas from the Amerada Hess Corporation to use as a backup to power boilers when high temperature hot water from Akron Thermal is not available. The agreement will be in effect from Oct. 1, 2005, to July 31, 2006. The Amerada Hess bid was determined to be the best by Physical Facilities and by E-Group, a unit of First Energy Service, which assisted with the process.

Trustees also approved a proposal from the Department of Mechanical Engineering to purchase a Nano XP Indenter with DMA capability from MTS Systems Corporation for \$244,631.

3. Recommendation of Investment Managers for Endowment Funds

After review, several investment managers were added and others deleted from the portfolios of The University of Akron Foundation and the University.

4. Personnel Actions (attached)

Committee on Rules

1. Rule change concerning selection and appointment of personnel

Trustees approved a rule change that clarifies the process for the selection and appointment of department chairs and directors of schools. Specifically, the change eliminates an inconsistency between two University rules concerning the use of search committees. The two rules were 3359-20-03(A)(3) and 3359-20-02(B)(4).

New Business

1. Assistance to Students Affected by Hurricane Katrina

Trustees approved a recommendation to allow students displaced by Hurricane Katrina to continue their education at The University of Akron in accord with a directive issued by the Chancellor of the State of Ohio.

2. Approval of purchase of building at 250 East Market Street

The resolution permits the University to purchase the building, known as the Urban League Building, for \$942,000.

Notes

1. President's Report

I began my remarks by updating the Trustees on the University's efforts to help the victims of Hurricane Katrina. The University has been offering admissions assistance to area students who had planned to attend Gulf Coast universities that are now closed. It is waiving late admission and registration fees, helping them locate housing, and providing other assistance as appropriate. To date, seven students are enrolled. Yesterday, the chancellor of the Board of Regents' issued a letter further granting to our respective boards of trustees authority to assist in these matters, and a resolution was prepared for consideration during this meeting.

In addition, the University's Emergency Response Management program expects to be

involved, with its participation being coordinated by the American Red Cross. Further, many campus groups are mobilizing to raise dollars, including the Department of Athletics, which will collect funds at future home games.

Several highlights were shared with the Board:

- The University is one of only 13 schools selected to participate in a national project to examine the best ways to get freshmen off to a right start in college. The project, called “Foundations of Excellence in the First College Year,” dovetails with what the University has been doing under the leadership of Provost Stroble with our First Year Experience Program.
- At commencement last week, UA experienced several firsts: The University celebrated its first graduate from the College of Nursing joint Ph.D. in nursing program and our first doctor of audiology as well. The joint Ph.D. in nursing is a collaborative program with other institutions.
- You may have seen the *New York Times* article on the research by Dr. Ali Dhinojwala, associate professor in polymer science, and his graduate student, Betul Hurdjakan. They have designed nano materials that mimic the ability of lizards, specifically geckos, to climb on walls and even suspend themselves from ceilings.
- UA is a finalist in three categories in *Northern Ohio Live* magazine's 2005 Awards of Achievement. In the architecture category, Ted Curtis, vice president for capital planning and facilities management, is representing the New Landscape for Learning program. In the education category, Dr. David McConnell, professor of geology, is representing the studies into the use of clicker technologies in classrooms to provide instant feedback to the professors. In the health and medicine category, Dr. Daniel Smith, professor of chemistry, and Dr. Darrell Reneker, professor of polymer science, are finalists for their work with electro-spun nanofibers in the creation of nanofiber bandage technology.

Three winners in each category will be announced at a dinner on Monday, Sept. 19, at the State Theatre in Cleveland. Congratulations to all of our finalists.

- On Oct. 7, The University of Akron will host the Northeast Ohio Council on Higher Education, or NOCHE, for a celebration of teaching. Selected members of the UA faculty, along with those from other participating NOCHE schools, will be honored with Awards for Teaching Excellence at the luncheon to be held in the Student Union. This year's honorees from UA are Dr. Thomas Price, Dr. Maria Zanetta, Dr. Jon Hawes, and Dr. Susan Ramlo. The 2004 recipients of this award included Dr. Richard Londraville, Elizabeth Reilly, and Dr. Laura Gelfand.

NOCHE's other major project is called College 360, the regional branding and collaborative initiative for higher education. College 360 is being chaired by Paul Dolan, the owner and principal of the Cleveland Indians. Mr. Dolan visited the

University a few weeks ago and was very impressed.

- Finally, The University of Akron Division of Workforce Development and Continuing Education has been awarded the 2005 Program Excellence Award from the Ohio Continuing Higher Education Association. The program is designed for entrepreneurs, small business owners, nonprofit organizations and others with positions and responsibilities such as sales or marketing management, advertising, promotion, brand building, and pricing.

2. Next Regular Meeting

- October 19, 2005, 10 a.m., Wayne College

With every good wish,

Sincerely,

A handwritten signature in black ink, appearing to read "Jim Gray". The signature is written in a cursive style with a large, looping initial "J".

**Personnel Transactions Approved by the Board of Trustees
September 7, 2005**

Appointments

Ala Abbas, assistant professor, Civil Engineering, 08/29/05; **Joseph W. Betz**, Gold Bar recruiter, Military Science, 08/08/05; **Michael Camarata**, instructor, Management, 08/29/05; **Camilo Cano**, postdoctoral research fellow, Polymer Engineering, 07/13/05; **Kevin Cavicchi**, assistant professor, Polymer Engineering, 01/02/06; **Lianhui Cong**, postdoctoral fellow, Institute of Polymer Science, 09/18/05; **John Corby**, application services technical lead, Application Systems Services, 08/11/05; **Kelly Cowdery**, service learning coordinator, Student Affairs, 07/11/05; **Brian Donohew**, assistant baseball coach, Athletics, 08/15/05; **Patricia Donovan**, interim manager, technical services, E.J. Thomas Performing Arts Hall, 07/25/05; **Yvonne Dortch**, office assistant, University College Dean's Office, 07/15/05; **Reginald C. Dove**, assistant building services worker, Student Recreation and Wellness Services, 07/31/05; **Amanda Feaster**, administrative secretary, Wayne College Dean's Office, 08/15/05; **Neadra A. Ferguson**, student loan specialist, Student Financials, 08/01/05; **Allan Hoon**, coordinator, athletics field house operations, Athletics, 08/22/05; **Juliet Jordan Lowery**, coordinator, academic support services, Office of Multicultural Development, 08/15/05; **Jin Kook Kim**, postdoctoral research associate, Mechanical Engineering, 09/01/05; **Susan Klein**, associate professor, Nursing, director, Center for Gerontological Health Nursing and Advocacy, Nursing, 08/29/05; **Nancy Krajewski**, instructor, Management, 08/29/05; **Marion K. Matthews**, administrative assistant senior, Office of the President, 08/01/05; **Scott Taylor**, coordinator, academic support services, Athletics, 08/15/05; **Jennifer K. White**, enrollment services specialist, Registrar, 07/18/05; and **Christopher Whitenstine**, assistant building services worker, Physical Facilities, 08/22/05.

Changes

Steven Chuang, professor, Chemical Engineering, relinquish title of department chair, 08/29/05; **Norris Clark**, associate professor emeritus, English, title change from associate professor, 01/31/06; **Kevin Engle**, assistant to the dean, Wayne College Dean's Office, status change from part time to full time, 10/01/05; **Gary Green**, interim associate director, building services, Physical Facilities, reclassification via job audit and title change from interim assistant director, 04/18/05; **Louis Janelle Jr**, associate professor, Mathematics, relinquish title of director, computing services, 01/02/06; **Donna Jeffries**, accounting clerk II, Controller's Office, status change from temporary to regular, 08/01/05; **Anthony Jones**, assistant building services worker, Physical Facilities, promotion and title change from seasonal housekeeping worker, status change from part-time temporary to full-time regular, 08/22/05; **Carin Luli**, associate director, annual fund and development services, Development, job reclassification and title change from supervisor, development services, 03/01/05; **Tanya Lundy**, coordinator, satisfactory academic progress, Student Financial Aid, reclassification via job audit and title change from student financial aid counselor, 11/15/04; **James Madajewski**, building services worker certified, Residence Life and Housing, title change from building services worker, 07/25/05; **Kimberlee Mathews**, assistant director, Admissions, promotion and title change from admissions counselor,

07/12/05; **David McVay**, master building services worker, Physical Facilities, promotion and title change from building services worker, 08/22/05; **David Perry**, professor, Chemistry, relinquish title of department chair, 08/29/05; **Carol Petit**, senior executive administrative assistant, Development, transfer from Office of the President, 09/01/05; **Margaret Tonkin**, assistant professor, Public Administration and Urban Studies, transfer and title change from research associate, status change from staff to faculty, 08/29/05; **James Wilcox**, administrative assistant, History, promotion and title change from secretary, 08/09/05; and **Dana Zaratsian**, senior executive administrative assistant, Office of the President, reclassification via job audit and title change from administrative assistant senior, 03/28/05.

Separations

Alejandro Avila Ortega, visiting scientist, Institute of Polymer Science, 07/01/05; **Mark Barr**, manager, Facilities Project, 08/05/05; **Michael Bloom**, coordinator, marketing and outreach, Office of the President, 08/31/05; **Kathryn Chain**, assistant softball coach, Athletics, 07/25/05; **Sherry Cheatwood**, office support specialist, Physical Facilities, 08/19/05; **Norris Clark**, associate professor, English, 01/31/06; **Duane Covrig**, associate professor, Education, 08/27/05; **Robert Fritz**, assistant director, custodial and maintenance, Student Union, 07/31/05; **Sherryl Gesquiere**, ticket office manager, group sales, E.J. Thomas Performing Arts Hall, 06/30/05; **Thomas Kemp**, manager, distributed education facilities, Learning Technologies and Scholar/Learner Services, 07/31/05; **Fedearia Nicholson**, coordinator, academic support services, Office of Multicultural Development, 08/24/05; **Yong-Chon Park**, visiting associate professor, psychiatry, Institute for Health and Social Policy, 06/30/03; **M. Steven Parker**, head golf coach, Athletics, 08/31/05; **Ryan Reinhart**, coordinator, residence life, Residence Life and Housing, 08/31/05; **Tanzeah Sharpe**, academic advisor, Academic Achievement Programs, 08/05/05; **Yvonne Smith**, coordinator, Nursing Outreach Programs, 08/08/05; **Paul D. Toth**, assistant professor, Modern Languages, 08/28/05; and **Chenchen Xue**, visiting scientist, Institute of Polymer Science, 05/27/05.