

Presiding:  
Chair  
Richard W. Pogue  
September 19, 2012

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	New Business
10	Next Regular Meeting: October 31, 2012 Student Union, Room 339 Executive Session, 7:30 or 8 a.m.; Board Meeting, 10 a.m.
11	Adjournment

**THE UNIVERSITY OF AKRON  
BOARD OF TRUSTEES**

Meeting Minutes  
Wednesday, August 8, 2012  
Student Union, Room 339

**Board Members Present:**

Richard W. Pogue, Chair	Roland H. Bauer	Warren L. Woolford
Ralph J. Palmisano, Vice Chair	Judge Jane E. Bond	Nicholas C. York
Jonathan T. Pavloff, Vice Chair	Dr. Chander Mohan	

**Student Trustee Present:**

Alan M. Bowdler

**Staff Officers of the Board Present:**

Ted A. Mallo, Secretary; Vice President and General Counsel  
Paul A. Herold, Assistant Secretary; Special Assistant to the President

**Administrative Officers Present:**

Dr. Luis M. Proenza, President  
Dr. William M. (Mike) Sherman, Senior Vice President, Provost and COO  
Candace Campbell Jackson, Vice President and Chief of Staff  
David J. Cummins, Vice President, Finance and Administration/CFO  
Ted Curtis, Vice President, Capital Planning and Facilities Management  
Dr. Charles J. Fey, Vice President, Student Engagement and Success  
Dr. Becky J. Hoover, Vice President, Talent Development and Human Resources  
John A. LaGuardia, Vice President, Public Affairs and Development  
Dr. George R. Newkome, Vice President for Research and Dean, Graduate School  
James L. Sage, Vice President, Information Technology/CIO  
James P. Tressel, Vice President, Strategic Engagement

**Others Present** (See Appendix A)

**REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES**

Chair Pogue called the meeting to order at 8:02 a.m., and the Board adjourned into executive session on a 7-0 vote for the stated purposes of—considering employment matters pursuant to ORC 121.22(G)(1), considering real estate matters pursuant to ORC 121.22(G)(2), meeting with legal counsel pursuant to 121.22(G)(3) and reviewing for collective bargaining pursuant to 121.22(G)(4) of the Revised Code. Trustee York joined the meeting at 8:27 a.m. On a vote of 8-0, the meeting returned to public session at 10:01 a.m.

**REPORT OF THE CHAIR**

Mr. Pogue said he wanted to inform Trustees about a procedural matter related to the so-called “Bittle Rule,” which requires that all materials for regular Board meetings be furnished to Trustees seven days in advance. He said that any additional materials to be submitted after the deadline must be cleared through the Chair.

Mr. Pogue also reminded Board members that there should be at least two Trustees participating in each commencement ceremony. The Board office is circulating an annual schedule for Trustees to sign up.

He also offered Mr. Pavloff and Judge Bond belated happy birthday congratulations on behalf of the Board.

Mr. Pogue reminded everyone that the Board's committee structure and meeting formats have been refined and now use a consent agenda. He said that every voting Trustee could ask that any item be removed from the consent agenda and considered separately, and any items that were not on the consent agenda would be voted on immediately after those items were discussed.

**REPORT OF THE PRESIDENT** (See Appendix C)

**REPORT OF THE STUDENT TRUSTEES**

Mr. Bowdler introduced students Molly Arnold, Erin Rosen and Kelsey Snyder (See Appendix D), who offered some remarks to the Board regarding their experiences at the University. Each received a commemorative clock from Trustees.

**CONSIDERATION OF MINUTES** (Tab 1) presented by Chair Pogue

**RESOLUTION 8-1-12** (See Appendix B)

**REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE**

presented by Committee Chair Palmisano

- Personnel Actions recommended by Dr. Proenza as amended (Tab 1)

Mr. Palmisano noted that this item would be considered separately from the consent agenda and said he would again recuse himself from any discussion of the personnel actions, as he had done at the July 30 committee meeting. At Mr. Palmisano's request, Committee Vice Chair York presided over the item.

**RESOLUTION 8-2-12** (See Appendix B)

**ACTION: York motion on behalf of committee passed 7-0. Palmisano abstained.**

Mr. Palmisano asked Mr. LaGuardia to summarize action item 1 and Mr. Cummins to summarize action items 2-3.

- Cumulative Gift and Grant Income Report (Tab 2)

For July 2011–June 2012, giving totaled \$52.8 million, 13 percent more than the \$46.7 million received for FY2011 and 29 percent more than the five-year average of \$40.9 million. The number of gifts increased from 21,121 for July 2010–June 2011 to 21,907 for FY2012.

**RESOLUTION 8-3-12** (See Appendix B)

- Ratification of FY2013 Miscellaneous Fees (Tab 3)

At its meeting on June 13, 2012, the University's Board of Trustees approved 35 pages of proposed changes in course and miscellaneous fees. A later review of materials showed that an additional seven pages of proposed fee changes were omitted inadvertently from Board and committee materials. As soon as the oversight was discovered, Board officers were notified and agreed to the administrations' proposal that all proposed FY2013 miscellaneous fees be implemented, pending ratification of the omitted changes at the July 30 committee and August 8 Board meetings.

**RESOLUTION 8-4-12** (See Appendix B)

- Purchase for More Than \$350,000 (Tab 4)

The Department of Auxiliary Enterprises proposed awarding a contract to Micros Systems, Inc. to provide a new point-of-sale system for use on campus at all Auxiliary Enterprises' retail locations. The initial contract will be for the purchase, installation and training on the new software and register terminals. The proposal submitted by Micros Systems, Inc. was determined to be the lowest responsive and responsible proposal. The initial purchase of hardware, software and training will be approximately \$449,598, although the actual total cost will depend on the number of units installed and the number of training days needed, which may change slightly during the implementation process. The total cost is not expected to exceed \$500,000.

A point-of-sale system is comprised of both computer hardware and software that records a sale on a real-time basis and is vital to effective recordkeeping. It is imperative for the Department of Auxiliary Enterprises to have state-of-the-art technology to stay current in retail, hospitality and other business transactions. This new point-of-sale system will give a new level of control to those business units by increasing efficiency and, therefore, productivity. The system can be used by all departments such as Surplus Property, Parking Services and other cash operations.

**RESOLUTION 8-5-12** (See Appendix B)

Mr. Palmisano asked for comments from Mr. Cummins on item 5, Mr. LaGuardia on item 6, and Mr. Curtis on item 7, all of which were informational.

- Purchases of \$25,000 to \$350,000 (Tab 5) INFORMATION ONLY

In this category, during May 2012, there were 22 purchases totaling \$1,100,165.80. During June, 8 purchases in this category totaled \$779,648.08.

- Alumni Association Report (Tab 6) INFORMATION ONLY

- Status Report on Capital Projects (Tab 7) INFORMATION ONLY

The report reflected the status of state-funded projects, University-funded projects and planning-related projects and issues.

**REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE**

presented by Committee Chair Bond

- Report of the Provost INFORMATION ONLY (See Appendix E)

Following the report, Mr. Pogue asked Dr. Sherman if he could quantify the amount of online learning. Dr. Sherman said that three master's programs are totally online and courses are offered online to the University's alternative locations. Dr. Sherman said it will be a topic of a future presentation. Judge Bond said it was gratifying to watch the specific rollout and teamwork going forward.

- Presentation: Student Success Update INFORMATION ONLY

Provost Mike Sherman and Vice President of Strategic Engagement Jim Tressel presented a Student Success Update. They said more "college ready" students will attend UA this fall than last fall. The improvement, they said, is a direct result of the University's new "Inclusive Pathways" model for admissions. The model has been designed to help more students succeed at UA and as post-graduates.

Under the model, each prospective student has a pathway into the University.

- "College ready" students, who have an ACT of 21 or more, are admitted directly to their majors.
- "Emergent" students, with ACT scores of 17 to 20, are admitted as pre-majors and will receive intentional and intensive support to enhance their readiness.
- "Preparatory" students have ACT scores of 16 and below, and increasingly, they are being guided to Wayne College or other partner community colleges for the initial stage in their pathways to the University.

The percentage of incoming college-ready students is estimated to be 58 percent of the class this year, up from 53 percent last year. The percentage of preparatory students is expected to be 11 percent this year, down from 15 percent last year.

Mr. Tressel also commented on title changes related to the reorganization of personnel to support the new model.

- Recognition of Omicron Delta Kappa Theta Circle 90<sup>th</sup> Anniversary (Tab 1)

The Board formally acknowledged Omicron Delta Kappa Theta Circle's celebration on October 5, 2012, "recognizing 90 years of achievement." Of more than 315 Circles of Omicron Delta Kappa in the United States, the Theta Circle at The University of Akron is the eighth oldest, having received its charter on April 28, 1922.

**RESOLUTION 8-6-12 (See Appendix B)**

- Tentative Summer Graduation List and Statistics (Tab 2)

Trustees approved a tentative list of candidates eligible to participate in Summer 2012 Commencement ceremonies. The tentative total of 1,105 degrees to be conferred included 44 doctoral, 411 master, 502 baccalaureate and 148 associate degrees.

**RESOLUTION 8-7-12 (See Appendix B)**

- Research Services and Sponsored Programs Summary of Activity for May 2012 (Tab 3)

For July 2011-May 2012, funding for externally funded research and other sponsored programs totaled \$55,152,388 for 440 projects. For July 2010-May 2011, funding was \$31,189,286 for 413 projects. For July 2011-May 2012, 14 new patents were issued, 33 patent applications were filed, and 58 disclosures were submitted—compared to 8, 34 and 71, respectively, for July 2010-May 2011.

**RESOLUTION 8-8-12** (See Appendix B)

- Information Technology Report (Tab 4) INFORMATION ONLY

This report is a combined update of all current IT projects as they relate to IT campus wide.

- Student Engagement and Success Report (Tab 5) INFORMATION ONLY

This update provides a summary of activities to date regarding campus and student life.

**REPORT OF THE STRATEGIC ISSUES COMMITTEE**

presented by Committee Co-chair York

Mr. York said one of the most important things done last year by the Strategic Issues Committee was helping, with a host of many other people, to ensure completion of the Vision 2020 document. He said Strategic Issues continues to be on the front line of ensuring that the Vision 2020 goals are achieved, which brings to mind two adages:

1. Even the best ideas in the world are not self-executing. The University has some terrific ideas and now has a lot of work to do. Strategic Issues will focus on that and work with Dr. Sherman and others to ensure success.
2. You are what you measure. One of the things that Dr. Sherman alluded to in his earlier presentation was the metrics analysis that we're going to go through. We are going to work real hard on that over the coming month and, hopefully, will have something at the next Board meeting to provide in more detail. That is really going to be a differentiator for us. We are really going to take a close look at the goals we set out to achieve, measuring those and adjusting. It is most important for Strategic Issues that we look at both the challenges that we face and the opportunities.

**CONSENT AGENDA VOTE**

Mr. Pogue said all of the items on the consent agenda had been discussed thoroughly during committee meetings on July 30 and summarized during this meeting.

**ACTION: Mohan motion, Pavloff second for approval of resolutions 8-1-12 and 8-3-12 through 8-8-12, passed 8-0**

**ADJOURNMENT**

Mr. Pogue said the next regular meeting of the Board would take place in the Student Union on September 19, 2012 at 10 a.m., with an executive session to begin either at 7:30 or 8 a.m. Committee meetings will be held on September 10.

**ACTION: Meeting adjourned at 11:04 a.m.**

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Richard W. Pogue  
Chair, Board of Trustees

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Ted A. Mallo  
Secretary, Board of Trustees

September 19, 2012

**APPENDIX A: OTHERS PRESENT**

Molly Arnold, Featured Student  
Thomas J. Baker, Staff Architect, Capital Planning and Facilities Management  
Carol Biliczky, Akron Beacon Journal  
Julie Burdick, Assistant Vice President, Academic Affairs  
Scott M. Campbell, Assistant General Counsel and Records Compliance Officer  
Kelly E. Daw, Director of Communications, Office of Academic Affairs  
Dr. Roberta A. DePompei, Interim Dean, College of Health Professions  
Timothy R. DuFore, Associate Vice President, Development  
Dr. Elaine M. Fisher, Professor, School of Nursing, College of Health Professions  
Sidney C. Foster, Jr., Assistant Vice President and Associate General Counsel  
Dr. Christine H. Graor, Assistant Professor, School of Nursing, College of Health Professions  
Holly J. Harris Bane, Associate Vice President, Strategic Initiatives and Engagement  
Lisa Hart, Akron City Hospital  
Wayne R. Hill, Associate Vice President and Chief Marketing Officer  
Scott Horstman, Horstman Photography  
Clifford J. Isroff, Consultant  
Kimberly M. Karson, Assistant Vice President, Alumni and College-Centered Programs  
Eileen Korey, Associate Vice President and Chief Communication Officer  
John Kramanak, Assistant Director, Maintenance Technology, Student Union  
Dr. Timothy H. Lillie, University Council  
Herbert S. Matheny, CPAC  
Dr. Stacey J. Moore, Associate Vice President for Student Success  
Nathan J. Mortimer, Associate Vice President, Institutional Operational Effectiveness  
Dr. Dale H. Mugler, Dean, Honors College  
Dr. Karla T. Mugler, Associate Vice President, Integrated Student Success  
Paula Neugebauer, Coordinator, Office of the Board of Trustees  
Fedearia A. Nicholson, Assistant Vice President, Student Success  
David Nypaver, Associate Vice President, Public Affairs and Development  
Dr. John Pope, Akron Children's Hospital  
Dr. Rex D. Ramsier, Vice Provost, Academic Programs and Operations  
John J. Reilly, Assistant Vice President and Associate General Counsel  
Nancy L. Roadruck, Assistant Vice President, Student Success  
Erin Rosen, Featured Student  
Stanley B. Silverman, Associate Provost; Dean, Summit and University Colleges  
Adam A. Smith, Assistant Vice President, Student Success  
Kelsey Snyder, Featured Student  
Dr. Harvey L. Sterns, Faculty Senate  
Christopher J. Tankersley, CPAC  
Thomas Wistracill, Director, Athletics

**APPENDIX B: RESOLUTIONS**

**RESOLUTION 8-1-12:** Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of June 13, 2012, be approved as amended.

**RESOLUTION 8-2-12:** Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated June 13, 2012, as provided, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

**RESOLUTION 8-3-12:** Gift Income Report July 2011 through June 2012

BE IT RESOLVED that the recommendation of the Finance & Administration Committee on August 8, 2012, pertaining to the Gift Income Report for July 2011 through June 2012, be approved.

**RESOLUTION 8-4-12:** Miscellaneous Fees for FY2013

BE IT RESOLVED, that the recommendations of the Finance & Administration Committee on August 8, 2012, be approved, thus ratifying the implementation of specific miscellaneous fee changes for FY2013.

**RESOLUTION 8-5-12:** Purchase of More Than \$350,000

BE IT RESOLVED, that the recommendations of the Finance & Administration Committee on August 8, 2012, be approved:

Award to Micros Systems, Inc. a contract to provide a new point of sale system for use on campus at all Auxiliary Enterprises' retail locations in an amount not to exceed \$500,000

**RESOLUTION 8-6-12:** Recognition of 90<sup>th</sup> Anniversary Celebration for the Omicron Delta Kappa Theta Circle

WHEREAS, there are over 315 Circles of Omicron Delta Kappa in the United States, the Theta Circle at The University of Akron is the 8th oldest and was the only Circle chartered in 1922, having received its charter on April 28, 1922; and

WHEREAS, the founders formulated the idea that leadership of exceptional quality and versatility in college should be recognized, that representatives in all phases of college life should cooperate in worthwhile endeavors, and that outstanding students, faculty, and administrators should meet on a basis of mutual interest, understanding, and helpfulness; and

WHEREAS, OΔK was the first college honor society of a national scope to give recognition and honor for meritorious leadership and service in extracurricular activities and to encourage development of general campus citizenship; and

WHEREAS, the purpose of Omicron Delta Kappa is threefold: first, to recognize those who have attained a high standard of efficiency in collegiate activities and to inspire others to strive for

**APPENDIX B: RESOLUTIONS, Page 2**

conspicuous attainments along similar lines; second, to bring together the most representative students in all phases of collegiate life and, thus, to create an organization which will help to mold the sentiment of the institution on questions of local and intercollegiate interest; and third, to bring together members of the faculty and student body of the institution, as well as other Omicron Delta Kappa members, on a basis of mutual interest, understanding, and helpfulness; NOW, THEREFORE,

BE IT RESOLVED that The University of Akron's Board of Trustees recognizes Omicron Delta Kappa Theta Circle's celebration on October 5, 2012, acknowledging 90 years of achievement in the areas of scholarship, athletics, campus/community service, social/religious activities, and campus government, journalism, speech and mass media, and the creative and performing arts.

**RESOLUTION 8-7-12:** Proposed Degree Recipients for Summer 2012

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on August 8, 2012, pertaining to the proposed list of degree recipients for summer 2012, contingent upon candidates' fulfillment of requirements, be approved.

**RESOLUTION 8-8-12:** Acceptance of the Office of Research Summary of Activity Report for May 2012

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on August 8, 2012, pertaining to the acceptance of the Office of Research Summary of Activity Report for May 2012, be approved.

## APPENDIX C: REPORT OF THE PRESIDENT

Dr. Proenza said that, by necessity, discussions with the Board tend to be about matters of immediate concern as the result of the economy or other pressing matters. He said that he wanted to focus these remarks on two broader issues of potential significance to this institution in the coming years. One is the effort in the United States and throughout the world to maintain the preeminence of the role of the research university. Second is the ongoing search for workable approaches capable of creating economies of scale and thereby reducing the rate of the cost growth that we have seen in higher education or in health care, both of which are said by many to be unsustainable.

Dr. Proenza said that, recently, the National Academy of Sciences published a report titled [Research Universities and the Future of America: Ten Breakthrough Actions Vital to Our Nation's Prosperity and Security](#). He said that he had awaited the report with some interest because he had been privileged to be invited to discuss his concerns before that committee a little over a year ago. Because so many of his colleagues tend to suggest that there are too many such universities and that only the large should prevail, he had taken that opportunity to voice his concern that such suggestions are protectionist in nature. He instead believes in a somewhat healthier competition that has characterized the diversity of higher education in the United States.

Dr. Proenza said that many of the recommendations that were published by that committee involve matters of federal policy, practices, regulations and funding, but four are of direct interest to The University of Akron. He shared some of the context of those proposals, beginning with the following quote from the report:

America is driven by innovation ... In the past half century, innovation itself has been increasingly driven by educated people and the knowledge they produce. Our nation's primary source of both new knowledge and graduates with advanced skills continues to be our research universities.

He said the report also notes that our nation began investing in research universities as far back as the creation of the land-grant institution through the Morrill Act of 1862, and it has continued to do so over the last 150 years. Today, according the report, "our nation faces new challenges and a time of rapid economic, social and political transformation driven by exponential growth in knowledge and innovation ... In this environment, educated people, the knowledge they produce, and the innovation and entrepreneurial skills they possess ... are keys to our nation's future."

Dr. Proenza said he was reminded in that regard about the public purpose of education that Trustee Bond had written about a few weeks prior.<sup>1</sup>

He said that, as we focus on the many immediate issues we face at The University of Akron, let us keep in mind that our long-term relevance, connectivity and productivity will depend greatly upon our value as a research university. To that end, he reviewed briefly a few of the recommendations from the NAS report.

The report calls for stronger partnerships with industry. It notes that "business and industry have

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<sup>1</sup> [Jane Bond: What happened to education as a public good?](#), Akron Beacon Journal, Sunday, July 1, 2012

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largely dismantled (their own) large corporate research laboratories that drove American industrial leadership in the 20<sup>th</sup> century, (such as for example) Bell Labs, but they have not yet fully partnered with research universities to fill the gap at a time when the new knowledge and ideas emerging from university research are needed by society more than ever.”

On that issue, he said, the report makes three key points:

- “The relationship between business and higher education should become more peer-to-peer in nature, stressing collaboration in areas of joint interest rather than remaining in a traditional customer-supplier relationship ...”
- “Businesses and universities should work closely together to develop new graduate-degree programs that address strategic workforce gaps for science-based employers.”
- “Universities should improve management of intellectual property to improve technology transfer.”

Dr. Proenza said that we are fortunate to be on the leading edge of many of those ideas. Our Akron Model has, to a certain extent, defined a response to these kinds of issues. Where technology transfer is concerned, our i6 award and the work we have done on the Council of Competitiveness and PCAST have highlighted best practices in these areas. Relationships with companies such as Timken, Omnova and a number of others are a testament to our close, strategic collaboration with a number of important industrial-sector companies in Northeast Ohio.

He said that another issue addressed in the report is the reform of graduate education. The report suggests that, “Employers – business, government agencies and nonprofits – that hire master’s- and doctorate-level graduates should more deeply engage programs in research universities by providing internships, student projects, advice on curriculum development and real-time information on employment opportunities.”

Again, Dr. Proenza cited relationships with Timken and others. He noted the Innovation through Convergence and Entrepreneurism program that is being promoted by the College of Engineering and the University of Akron Research Foundation. That program seeks to shorten the timeline for graduate students to become entrepreneurs in spin-out companies by more closely aligning their knowledge-creation experience with ways to put that knowledge to work, rather than waiting for their knowledge to incubate for years before they see the results of their innovation.

The last of the report’s recommendations noted by Dr. Proenza concerns improving university productivity. He said the report has several proposals in that area, including the adoption of modern instructional methods such as cyber learning. Those notions relate to the second broad issue of his remarks.

Dr. Proenza said that, in the last month or so, some of the nation’s best-known universities had partnered with firms like Coursera, or created their own firms, such as MITx, edX, Udacity and Udemy. These new firms offer massively open online courses, known by the acronym MOOCs.

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These online courses are free, he said, and whenever you pair that magical word with such prestigious names as Harvard, Stanford and MIT, you get a lot of interest. A single MOOC from one of those institutions may enroll hundreds of thousands of students from around the world.

At present, Dr. Proenza said, there are substantial challenges in the path of this approach. The most obvious, of course, is credentialing. Another, he said, is how to garner an economy of scale, because it seems like academics are going into the classroom every morning and doing the equivalent of what some of us older people used to do when we made toothpaste from scratch. Dr. Proenza said that the world has moved forward in other ways, and there are ways to create economies of scale.

Saying he thinks those are only temporary obstacles in light of current thinking on such concepts as an integrator or assessor university, he cited Thomas Friedman's recent observation that, "Big breakthroughs happen when what is suddenly possible meets what is desperately necessary,"<sup>2</sup> and Eli Noam's statement of more than 15 years ago, "Change the technology and economics, and the institutions must change, eventually."<sup>3</sup>

Dr. Proenza said that the University is working to develop a proposal for an integrator/assessor university platform model with an eye toward those trends. The goal is to ultimately transform the cost structures of learning to a more sustainable level by reducing the need for all knowledge to be recreated by individual instructors each day for presentation in a physical classroom.

He added that he does not believe universities as they exist currently will ever disappear; there always will be a place for the college experience with individual contact between students and professors. However, the world is changing, he said. As Louis Collins foretold over a decade ago, perhaps we will have universities creating the equivalents of electronic Olympic teams or, conversely, electronic Olympic villages where people want to gather to advance their learning and do so in a variety of ways. Dr. Proenza said he sees universities as becoming enablers of knowledge acquisition and assessors of knowledge acquired rather than the all-inclusive providers of knowledge resources and credentialing that requires students to be physically present.

Dr. Proenza quoted a recent article from The Economist in summary. "Four-year (residential) colleges cannot keep on raising their fees faster than the public's capacity to pay for them, especially when online degrees are so much cheaper. Universities that fail to prepare for the hurricane ahead are likely to be flattened by it."<sup>4</sup>

Dr. Proenza then recognized the following recent accomplishments and honors, for which he offered his congratulations:

- In fiscal 2011-2012, The University of Akron reported to the National Science Foundation total research expenditures in excess of \$65 million, its largest amount ever.

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<sup>2</sup> "[Come the Revolution](#)," Thomas L. Friedman, The New York Times, May 15, 2012

<sup>3</sup> "Electronics and the Dim Future of the University," Eli M. Noam, American Association for the Advancement of Science, October 13, 1995

<sup>4</sup> "The college-cost calamity," The Economist, August 4, 2012

**APPENDIX C: REPORT OF THE PRESIDENT, Page 4**

- Men’s Soccer Head Coach Caleb Porter was named to the Greater Akron Chamber’s 2012 list of “30 for the Future.”
- Eight of the University’s athletics programs have earned perfect scores on the NCAA Academic Progress Rate, and 15 of 19 programs have exceeded the NCAA national multi-year average.
- The University’s Diversity Council, headed by Associate Vice President for Inclusion and Equity and Chief Diversity Officer Lee Gill, was ranked among the nation’s top 25 by the Association of Diversity Councils for the second consecutive year.
- The Plain Dealer interviewed Dr. William Guegold, our resident expert on Olympic music, for a story that appeared on August 6. The article included a photograph of Dr. Guegold wearing his Olympic medal, which he received a few years ago when he was invited to speak and share his experience.

Finally, Dr. Proenza noted that in three days, the Summer Commencement Ceremonies would be held at The University of Akron’s E.J. Thomas Performing Arts Hall, and more than 1,100 degrees would be conferred at the morning and afternoon ceremonies. He encouraged Trustees to attend one or both ceremonies.

**APPENDIX D: FEATURED STUDENTS' BIOGRAPHICAL SKETCHES**

**MOLLY ARNOLD**

Molly Arnold graduated from Ontario High School in Ontario, Ohio. At Akron, she is involved in the Honors Nursing Group, Campus Focus, AK-Rowdies and Akron Swim Club. She recently was inducted as a member and an intern with the Delta Omega chapter of Sigma Theta Tau International, a nursing honorary society.

Molly is a student nurse technician at Summa Akron City Hospital in the cardiac step-down and telemetry unit. She participated in Army ROTC here at Akron and may join the military after graduation. She wants to eventually obtain a nurse practitioner's licensure.

**ERIN ROSEN**

Erin Rosen is a member of the Honors Nursing Club and an emergency management group, participating in volunteer projects and fundraisers with each. She also is involved in South Street Ministries and has coordinated volunteer work there. In addition, she works as a nurse extern/technician throughout the year at Akron Children's Hospital in the pediatric intensive care unit.

In summer 2011, Erin traveled to Ghana, and this summer she was in Bangalore, India. In each place, she studied international aid, global health care and cultural differences regarding health care, women's rights, child empowerment and education/literacy. She hopes to secure a nursing job at Children's Hospital in the P.I.C.U., continue medical mission work, and eventually go on to obtain an advanced degree in the medical field and teach.

**KELSEY SNYDER**

Kelsey Snyder is from a small town near Columbus, Ohio. At the University, she is the student Representative to the Dean of the College of Nursing, a member of Delta Gamma Sorority, and serves as a Learning Assistant to tutor students in the Anatomy and Physiology course. She also is a nurse technician at Summa Rehabilitation Hospital.

Following graduation, she plans to be a nurse on either a medical surgical or telemetry floor and eventually become a hospital administrator.

## APPENDIX E: REPORT OF THE PROVOST

Dr. Sherman reported that the Pathways Model is the key to our success, and we are now seeing the results of implementing that model:

- College-ready students have increased from 53 to 58 percent of our incoming class in just one year.
- As planned, our preparatory students, those with ACT scores of less than 17, have decreased from 15 to 11 percent.

Moving forward, he said, these changes will greatly improve our persistence and graduation rates, outcomes that will increase the reputation of The University of Akron.

Dr. Sherman added that important to enrollment and persistence is the Enroll Now initiative that began seven weeks prior. All across campus, from admissions to orientation to college efforts, many have been working hard to increase enrollment and persistence for fall and beyond. He noted the following results for week seven:

- Nearly 3,000 more continuing students who are academically eligible have been enrolled.
- Holds were lifted for 100 students as a result of the generous gift of \$60,000 from James and Vanita Oelschlager. They have a passion for supporting students who have unique challenges, and we thank them for stepping up to support our students.
- Freshman confirmations have increased by 500.
- A transfer scholarship increased enrollment by 400 students, an increase in yield from 55 percent to 73 percent.

Dr. Sherman said that we are following through with the support of our students by investing in faculty. This fall, we will welcome 55 new full-time faculty, including 3 professors, 2 associate professors, 30 assistant professors, 9 college lecturers/instructors and 11 visiting faculty members. He said there are two new department chairs from outside the University who will bring experience and drive that will help their departments reach new heights of success:

- James Thomson, who served for 26 years at the Federal Reserve Bank of Cleveland, most recently as vice president in its research department, will lead the Department of Finance.
- Brian Davis comes from the Austen BioInnovation Institute in Akron to lead the Department of Biomedical Engineering. He was the vice president and director of the Medical Device Development Center at ABIA.

Dr. Sherman said that we have decided to impact the world by stimulating and enabling interdisciplinary research. He said our commitment to funding our Achieving Distinction program at \$2 million per year for the next 10 years will greatly enhance the reputation of the University with collaborative approaches to problem solving across the colleges and disciplines resulting in research breakthroughs. He said we have received 27 high-quality proposals from all across campus in the areas of the Human Condition, Innovative Technologies, Health Care and Medicine, and Regional Solutions. He said he looks forward to sharing more with the Board about this exciting program in the near future.

**APPENDIX E: REPORT OF THE PROVOST, Page 2**

Dr. Sherman said that we have committed as a university to an 80-percent career/graduate school placement rate within six months of graduation. That will be the hallmark of value of a UA degree that, combined with the Akron Experience, will distinguish our graduates from all others. He said the colleges all have outlined the ways in which they will support this goal, including:

- New professional development workshops for students.
- Increased avenues to internships and co-ops to give students a head start to achieving a career-related goal and employment.
- Intensive advising to more rapidly connect students to their major and to then stay on track to graduation.

Dr. Sherman reported that the five teams writing our self-study document for the Higher Learning Commission reaccreditation visit are submitting drafts. The next step in our self-study process is to compile the drafts into one cohesive document for sharing with our campus community, the general public and the Board of Trustees. The feedback received will guide the final document for submission to the Higher Learning Commission in December, which will be followed by our site visit in March.

Dr. Sherman said he looked forward to an exciting year ahead. He said that the deans of the colleges and our academic units have aligned goals this summer that will result in a successful 2012-2013 academic year, a year that will keep us on track toward our aspirational goals of Vision 2020. Our student success Pathways and our innovative Achieving Distinction initiative will benefit our region and beyond. We also are expanding our evening and weekend programs, as well as online programs, to offer more alternative learning for our students. And importantly, we are diligently measuring this program with a comprehensive set of Vision 2020 metrics that this Board will receive in the near future, he said.

In closing, Dr. Sherman said that, while we have faced challenges, the Board has supported us in creating great opportunities, and we will be successful in achieving our goals and our aspirations.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 9- -12**

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of August 8, 2012, be approved.

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Ted A. Mallo  
Secretary  
Board of Trustees

September 19, 2012

Presiding:  
Ralph J. Palmisano  
September 19, 2012

<b>1</b>	Personnel Actions
	Action Items for Consent Agenda Consideration:
<b>2</b>	Cumulative Gift and Grant Income Report for July 2012
<b>3</b>	Quarterly Financial Report for April through June 2012
<b>4</b>	Quarterly Investment Report for April through June 2012
<b>5</b>	Purchases for More Than \$350,000
	Information Only:
<b>6</b>	Purchases \$25,000 to \$350,000
<b>7</b>	Alumni Relations Report
<b>8</b>	Status Report on Capital Projects

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

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

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

September 19, 2012

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>FULL-TIME EMPLOYEE PERSONNEL ACTIONS</b>				
<b>OFFICE OF THE PRESIDENT</b>				
<b><u>Appointment/Reappointment</u></b>				
Battisson, Robert	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	07/12/12	\$600.00 one time payment	Additional pay for soccer camp
Bowden, Terry W.	Head Football Coach/Office of Athletics/Contract Professional	01/01/12 12/31/12	\$25,000.00 12 mo	Temporary stipend for development per contract
		07/01/12 06/30/13	\$50,000.00 12 mo	Extension of temporary stipend for media per contract
		07/01/12 06/30/13	\$25,000.00 12 mo	Extension of temporary stipend for apparel per contract
		07/01/12 06/30/13	\$6,000.00 12 mo	Extension of temporary stipend for club membership per contract
		08/02/12	\$7,697.00 one time payment	Additional pay for development work per contract
Castillo, Kristy	Assistant Women's Swimming Coach/Office of Athletics/ Contract Professional	06/22/12	\$500.00 one time payment	Additional pay for swimming camp
Dos Santos, Aline	Assistant Volleyball Coach/Office of Athletics/ Contract Professional	07/20/12	\$1,225.00 one time payment	Additional pay for volleyball camp
Embick, Jared	Assistant Men's Soccer Coach/ Office of Athletics/ Contract Professional	07/01/12 06/30/13	\$10,000.00 12 mo	Extension of temporary stipend for ongoing men's soccer camps and clinics
Ethridge, Melissa	Coordinator, Learning Center/Office of Athletics/ Contract Professional	08/22/12	\$40,000.00 12 mo	Appointment vice C. McFadden
Jankowski, Brian	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	07/12/12	650.00 one time payment	Additional pay for men's soccer camp assistant
		07/19/12	\$650.00 one time payment	Additional pay for men's soccer camp assistant
Klim, Nittaya	Head Women's Swimming Coach/Office of Athletics/ Contract Professional	06/22/12	\$2,600.00 one time payment	Additional pay for swimming camp
Lake, Mark J.	Assistant Athletics Trainer/ Office of Athletics/Contract Professional	08/20/12	\$38,000.00 12 mo	Appointment vice R. Herold
Lambeck, Michael B.	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	07/26/12	\$28,682.00 12 mo	Appointment vice R. Battisson
Macatangay, Michael	Assistant Athletics Trainer/ Office of Athletics/Contract Professional	07/12/12	\$500.00 one time payment	Additional pay for men's basketball camp
		07/26/12	\$500.00 one time payment	Additional pay for men's basketball camp

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Moreira, Pablo	Director, Men's Soccer Operations/Office of Athletics/Contact Professional	07/12/12	\$2,000.00 one time payment	Additional pay for men's soccer camp assistant
Murphy, Jay G.	Assistant Softball Coach/Office of Athletics/Contract Professional	07/24/12	\$36,500.00 12 mo	Appointment vice J. Thornberry
Peters, Daniel	Director, Men's Basketball Operations/Office of Athletics/Contact Professional	07/12/12	\$225.00 one time payment	Additional pay for men's basketball camp
		07/26/12	\$450.00 one time payment	Additional pay for men's skills and basketball camp
Plummer, B. Jayme	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/20/12	\$1,835.00 one time payment	Additional pay for volleyball camp
Sarver, Keri	Assistant Women's Soccer Coach/Office of Athletics/Contract Professional	07/23/12	\$39,500.00 12 mo	Appointment vice V. Croft
Slawson, Oliver M.	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	07/01/12 06/30/13	\$10,000.00 12 mo	Extension of temporary stipend for men's soccer camps
Smith, Sr., Marc	Coordinator Academic Support Services-Athletics/Office of Athletics/Contract Professional	08/23/12	\$38,000.00 12 mo	Appointment vice C. Theissen
Walters, John R.	Assistant Athletics Trainer/Office of Athletics/Contract Professional	07/27/12	\$35,000.00 12 mo	Appointment vice C. Dailey

#### **OFFICE OF ACADEMIC AFFAIRS**

##### **Appointment/Reappointment**

Githora, Rosa M.	Interim Director, Women's Resource Center/Women's Studies/Contract Professional	09/01/12 12/31/12	\$33,475.00 12 mo	Temporary reappointment
Jackson, Patrick E.	Coordinator, Multicultural Development/Multicultural Development/Contract Professional	08/20/12 07/01/13	\$42,000.00 12 mo	Temporary appointment vice E. Coleman
Smith, Adam A.	Director, Choose Ohio First Scholarship Program & Stem Student Initiatives; Special Assistant, Office of Academic Affairs/Contract Professional	07/01/12 07/31/12	\$10,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$80,000.00/12 mo

##### **Change**

Beauvais, Monique	Assistant to Associate Vice President/Office of Academic Affairs/Contract Professional	07/01/12		Title change from Assistant to Associate Provost-Systems
Haverkamp, Kimberly A.	Manager, Strategic Initiatives/Office of Academic Affairs/Contract Professional	10/01/11		Title change from Manager, Educational Engagement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>VICE PRESIDENT FOR STRATEGIC ENGAGEMENT</b>				
<b><u>Appointment/Reappointment</u></b>				
Rahman, Sylvia	Assistant Director, Career Center/Contract Professional	08/15/12	\$41,500.00 12 mo	Appointment vice N. Larker
Rieder Bennett, Sara L.	Assistant Director, Testing/Counseling Center/Contract Professional	08/27/12	\$62,500.00 12 mo	Appointment vice S. Silling
<b><u>Change</u></b>				
Protopapa, Joseph	Director, Career Center/Contract Professional	07/01/12 08/10/12	\$75,000.00 12 mo	Job reclassification via reorganization; salary change from \$61,300.00/12 mo; title change from Interim Director, Career Center
<b><u>Separation</u></b>				
Protopapa, Joseph	Director, Career Center/Contract Professional	08/10/12	\$75,000.00 12 mo	Resignation
<b>VICE PRESIDENT FOR STUDENT ENGAGEMENT</b>				
<b><u>Appointment/Reappointment</u></b>				
John, Chris	Manager, Outdoor Adventure/Student Recreation & Wellness Services/Contract Professional	08/22/12	\$37,245.00 12 mo	Appointment vice A. Loue
<b><u>Change</u></b>				
Garrett-Brown, Denise M.	Associate Director, International Programs & Services/International Programs/Contract Professional	07/01/12	\$62,401.00 12 mo	Job reclassification via reorganization; salary change from \$57,779.00/12 mo; title change from Immigration Compliance Specialist; grade change from 119 to 121
Powell, Bethany S.	Coordinator, Residence Life/Residence Life & Housing/Contract Professional	06/25/12	\$31,500.00 12 mo	Job reclassification via job audit; salary change from \$27,500.00/12 mo
Reusser, Rebekka	International Student Advisor Academics & Education Abroad/International Programs/Contract Professional	07/01/12		Title change from Academic Advisor International
Starik, Genrietta	International Student & Scholar Services Advisor/International Programs/Contract Professional	07/01/12	\$41,828.00 12 mo	Job reclassification via reorganization; salary change from \$18.62/H; title change from Student Services Counselor; appointment basis change from staff; grade change from 117 to 119
<b><u>Separation</u></b>				
Fey, Charles J.	Vice President, Student Engagement & Success/Contract Professional	09/30/12	\$209,300.00 12 mo	Retirement
Norman, Sarah	Educational Specialist/Academic Achievement Programs/Contract Professional	08/29/12	\$32,988.00 12 mo	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>VICE PRESIDENT FOR FINANCE &amp; ADMINISTRATION/CFO</b>				
<b><u>Appointment/Reappointment</u></b>				
Grogan, Justin	Assistant Manager, Dining Services/University Dining Services/Staff	08/27/12	\$1,076.92 BW	Appointment vice C. Miller
Woodford, Patricia A.	Office Assistant/Associate Vice President & Controller/Staff	09/01/12 12/31/12	\$13.31/H	Temporary reappointment
<b><u>Change</u></b>				
Moss, Sarah	Treasury Analyst Senior/ Treasurer/Contract Professional	07/01/12		Title change from Accountant
Munas, Natalie L.	Administrative Assistant Senior/Auxiliary Enterprises/Staff	05/01/12	\$16.86/H	Job reclassification via job audit; salary change from \$13.97/H; title change from Administrative Assistant; grade change from 116 to 118
Uhl, Scotland R.	Lead Team Coordinator-Dining Services/University Dining Services/Staff	07/16/12 06/30/13	\$10.50/H	Job reclassification via job audit; salary change from \$9.98/H; title change from Team Coordinator; grade change from 112 to 114
<b><u>Separation</u></b>				
Fry, Debra K.	Accounting Clerk Senior/ University Dining Services/Staff	08/31/12	\$14.60/H	Resignation
Lenze, Gary	Manager, Food Services/ University Dining Services/Staff	08/08/12	\$1,528.37 BW	Resignation
<b>VICE PRESIDENT FOR CAPITAL PLANNING &amp; FACILITIES MANAGEMENT</b>				
<b><u>Change</u></b>				
Palmer, Jerone L.	Custodial Superintendent/ Physical Facilities/Staff	07/02/12	\$16.32/H	Promotion vice R. Moore; salary change from \$15.72/H; title change from Master Building Services Worker Certified; grade change from 04 to 117
<b><u>Separation</u></b>				
Hagen, Michelle	Campus Safety Services Assistant/University Police Department/Staff	08/14/12	\$15.50/H	Resignation
Shaughnessy, Matthew P.	Coordinator, Real Estate/Vice President, Capital Planning & Facilities Management/Staff	08/30/12	\$2,033.16 BW	Job abolishment
<b>VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO</b>				
<b><u>Appointment/Reappointment</u></b>				
Noble, Douglas A.	Computer Support Assistant/ Hardware, Operations & Operating Systems Services/Staff	08/20/12	\$17.50/H	Appointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b><u>Separation</u></b>				
Bowling, Jason R.	Network Engineer/Network & Communication Services/Staff	08/03/12	\$2,074.94 BW	Resignation
Mitchell, Brian A.	Computer Technician Senior/ Hardware, Operations & Operating Systems Services/ Staff	08/24/12	\$17.78/H	Resignation
Rogers, William S.	Inventory Accountant/ Information Technology Services Office Support/ Contract Professional	12/31/12	\$49,378.00 12 mo	Retirement

**VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES**

**Appointment/Reappointment**

Alsapach, Jared L.	Benefits Analyst/Human Resources/Contract Professional	09/10/12	\$36,000.00 12 mo	Appointment vice L. Genovese
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**Change**

Feagan, Kris	Director, Employment & Classification Services; Deputy Appointing Authority/Vice President, Talent Development & Human Resources/Contract Professional	09/10/12	\$75,681.00 12 mo	Promotion due to reorganization; title change from Director, Employment Services and Deputy Appointing Authority; salary change from \$65,681.00/12 mo
Prewitt, Bonita	Director, Equal Employment Opportunity/Affirmative Action/ Vice President, Talent Development & Human Resources/Contract Professional	09/10/12	\$75,068.00 12 mo	Promotion due to reorganization; title change from Associate Director, Equal Employment Opportunity/Affirmative Action; salary change from \$63,068.00/12 mo
Stasitis, Mark	Director, Labor Relations & Immigration Service; Deputy Appointing Authority/Vice President, Talent Development & Human Resources/Contract Professional	09/10/12	\$75,690.00 12 mo	Promotion due to reorganization; additional title of Deputy Appointing Authority; salary change from \$65,690.00/12 mo
Selzer, Katherine A.	HRIS Specialist/Human Resources/Staff	08/13/12	\$14.00/H	Promotion vice J. Casserman; salary change from \$11.28/H; title change from Office Assistant; appointment basis change from temporary

**Separation**

Reinoso, Gaston	Assistant Vice President, Talent Development Human Resources; Director, Equal Employment Opportunity/ Affirmative Action; Deputy Appointing Authority/Contract Professional	09/10/12	\$92,700.00 12 mo	Resignation
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>VICE PRESIDENT FOR RESEARCH &amp; DEAN GRADUATE SCHOOL</b>				
<b><u>Change</u></b>				
Hinkle, Mary Ellen	Director, Accounting University of Akron Research Foundation/ Office of Technology Transfer/ Contract Professional	05/01/12	\$75,00.00 12 mo	Job reclassification via job audit; salary change from \$58,635.00/12 mo; grade change from 122 to 125
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>				
<b><u>Appointment/Reappointment</u></b>				
Cushing, Bruce S.	Professor, Biology/Faculty (BUF)	01/17/12 12/20/13	\$11,026.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$121,282.00/12 mo
Jackman, Sean M.	Visiting College Lecturer, Music/Faculty	08/27/12 05/11/13	\$42,000.00 9 mo	Temporary appointment
Kvaran, Kara M.	College Lecturer/Women's Studies/Faculty (BUF)	08/27/12	\$45,000.00 9 mo	Appointment
Lee, Matthew T.	Professor, Sociology; Chair, Sociology/Faculty	07/01/12 07/01/12 06/30/13	\$102,946.00 12 mo (base) \$9,358.00 12 mo (stipend)	Additional title and administrative stipend for Chair assignment; base salary change from \$77,942.00/9 mo to \$84,299.00/9 mo prior to conversion to 12 mo; 10% of stipend to roll into base salary for each year of Chair assignment
Michelson, Andrew V.	Postdoctoral Research Associate/Geology & Environmental Science/Staff	08/27/12 05/11/13	\$1,884.61 BW	Temporary appointment
Park Boush, Lisa E.	Professor, Geology & Environmental Science/Faculty (BUF)	08/16/12 08/15/13	\$108,935.00 12 mo (base) \$9,903.00 12 mo (stipend)	Temporary reappointment
Zentall, Shannon	Assistant Professor, Family & Consumer Sciences/Faculty (BUF)	08/27/12	\$55,000.00 9 mo	Appointment
<b><u>Change</u></b>				
Green, John C.	Director, Ray C. Bliss Institute; Interim Chair, Economics; Interim Chair, Political Science; Interim Chair, Public Administration & Urban Studies; Professor, Political Science/Arts & Sciences Dean's Office/Faculty	07/01/12 06/30/13	\$136,364.00 12 mo	Additional titles
Minocchi, Joseph	Academic Adviser II/Arts & Sciences Dean's Office/Contract Professional	07/18/12	\$37,000.00 12 mo	Transfer due to reorganization; department change from Music
Park Boush, Lisa E.	Professor, Geology & Environmental Science/Faculty (BUF)	08/16/12 05/11/13	\$108,935.00 12 mo	Relinquish professional development leave for 2012-13

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Stakleff, Simon	NMR System Engineer/ Chemistry/Staff	08/23/12 08/24/13	\$3,494.28 BW	Extension of temporary increase to reflect additional duties; salary change from \$3,340.43/ BW
<b><u>Separation</u></b>				
Borowiak, Dale S.	Professor, Statistics; Coordinator, Basic Statistics/ Faculty (BUF)	05/31/13	\$99,991.00 9 mo	Retirement
Fey, Melba A.	Research Associate, Arts & Sciences/Arts & Sciences Dean's Office/Contract Professional	09/30/12	\$70,390.00 9 mo	Resignation
Guegold, William	Interim Associate Dean, Buchtel College of Arts & Sciences; Interim Director, Dance, Theatre & Arts Administration; Professor, Music/Faculty	09/30/12	\$121,464.00 12 mo (base)  \$12,000.00 12 mo (stipend)	Retirement
Szabo, John P.	Professor, Geology & Environmental Science; Department Chair, Geology & Environmental Science/Faculty	06/30/13	\$134,287.00 12 mo (base)  \$2,754.00 12 mo (stipend)	Retirement

#### COLLEGE OF BUSINESS ADMINISTRATION

##### Appointment/Reappointment

Grambo, Nichole	Coordinator Internships-CBA/ College of Business Administration Dean's Office/ Contract Professional	07/30/12	\$43,000.00 12 mo	Appointment
Hauser, William	Associate Professor, Marketing; Interim Assistant Dean & Interim Director, Graduate Programs/College of Business Administration Dean's Office/ Faculty	08/01/12 05/11/13	\$12,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Interim Dean and Director assignment; base salary is \$110,158.00/9 mo; relinquish title of Director, Suarez Applied Marketing Research Lab

##### Change

Rowan, Jacquelyn P.	Neuro Projects Coordinator/ College of Business Administration Dean's Office/Staff	08/13/12 07/31/13	\$16.00/H	Transfer; salary change from \$12.00/H; title change from Research Assistant; department change from Summit College Dean's Office
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#### COLLEGE OF EDUCATION

##### Appointment/Reappointment

Goodrich, Sandra	Assistant Director, Center for Child Development/Contract Professional	06/30/12 09/21/12	\$32,000.00 12 mo	Temporary reappointment
Keown-Belous, Christopher	Visiting Assistant Professor, Counseling/Faculty	08/27/12 05/11/13	\$45,000.00 9 mo	Temporary appointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Lewis, Melissa E.	Visiting Assistant Professor, Counseling/Faculty	08/27/12 05/11/13	\$45,000.00 9 mo	Temporary appointment
Tejada, Laura J.	Visiting College Lecturer, Education/Counseling/Faculty	08/27/12 05/11/13	\$45,000.00 9 mo	Temporary appointment
<b>Leave</b>				
Liang, Xin	Professor, Education/ Educational Foundations & Leadership/Faculty (BUF)	08/27/12 12/16/12		Cancel faculty professional improvement leave for fall 2012 semester
<b>Separation</b>				
Bing, Patricia	Literacy Coach/Education Dean's Office/Contract Professional	08/30/12	\$46,350.00 12 mo	Resignation
<b>COLLEGE OF ENGINEERING</b>				
<b>Appointment/Reappointment</b>				
Bell, Brett	Engineering Technician/Civil Engineering/Staff	08/18/12 11/18/12	\$26.27/H	Temporary reappointment
Choi, Seungdeog	Assistant Professor, Electrical & Computer Engineering/ Faculty (BUF)	08/27/12	\$75,000.00 9 mo	Appointment vice I. Husain
Li, Lingyan	Visiting Instructor, Chemical & Biomolecular Engineering/ Faculty	08/01/12 07/31/13	\$35,000.00 12 mo	Temporary appointment
Paterson, Stephen	Engineering Technician/Civil Engineering/Staff	07/27/12 12/31/12	\$25.97/H	Temporary appointment
Ramasamy, Sivakumar	Research Assistant Professor/ Mechanical Engineering/Faculty	08/06/12 08/05/13	60,000.00 12 mo	Temporary reappointment; salary change from \$44,803.00/12 mo to reflect title change from 9/26/11
Verstraete, Mary C.	Associate Professor, Biomedical Engineering; Associate Chair, Biomedical Engineering/Faculty (BUF)	07/01/12 06/30/13	\$5,000.00 12 mo (stipend)	Additional title and administrative stipend for Associate Chair assignment; base salary is \$98,726.50/9 mo
Wasowski, Janice L.	Senior Research Engineer/ Engineering Dean's Office/Staff	07/01/12 11/30/12	\$3,245.43 BW	Temporary reappointment
<b>Change</b>				
Payer, Joe H.	Chief Scientist/Engineering Dean's Office/Contract Professional	07/01/12 06/30/13	\$175,000.00 12 mo	Appointment basis change from faculty
Puskas, Judit E.	Professor, Chemical & Biomolecular Engineering; Professor, Polymer Science; Professor, Chemistry/Faculty (BUF)	07/01/12 07/01/14	\$158,564.00 9 mo	Joint appointment with Chemical and Biomolecular Engineering (primary) and Chemistry (secondary)
Tan, Juay Seng	Assistant Professor, Biomedical Engineering/Faculty (BUF)	07/27/12	78,056.00 9 mo	Change in resignation date from 05/05/12

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>COLLEGE OF HEALTH PROFESSIONS</b>				
<b><u>Appointment/Reappointment</u></b>				
Blair, Donna J.	Coordinator, Learning Resource Center/School of Nursing/ Contract Professional	09/04/12	\$53,000.00 12 mo	Appointment vice J. Luckmeier
Bonnett, Pamela L.	Visiting Instructor, Nursing/School of Nursing/ Faculty	08/27/12 05/11/13	\$58,000.00 9 mo	Temporary appointment
Christensen, Diane C.	Visiting Instructor, Nursing/School of Nursing/ Faculty	08/27/12 05/11/13	\$58,000.00 9 mo	Temporary appointment
Francis, Wendy L.	Administrative Assistant/ School of Nursing/Staff	07/01/12 12/31/12	\$12.60/H	Temporary reappointment
Halischak, James M.	Instructor, Speech-Language Pathology & Audiology/ Faculty (BUF)	08/27/12	\$46,000.00 9 mo	Appointment
Huff, Marlene S.	Associate Professor, Nursing; Coordinator, Education Progression & Graduate Programs/School of Nursing/ Faculty	07/01/12 06/30/13	\$8,000.00 12 mo (stipend)	Temporary administrative stipend for Coordinator assignment; base salary is \$94,915.00/12 mo
Lorenzen, Diane S.	Instructor, Nursing/School of Nursing/Faculty (BUF)	08/27/12	\$58,000.00 9 mo	Appointment vice M. Perkins
Moss, Kimberly A.	Director, Workforce Development/College of Health Professionals Dean's Office/ Contract Professional	09/04/12	\$64,000.00 12 mo	Appointment vice C. Kelades
Purcell, Patricia J.	Distance Education Coordinator; Assistant Director, Innovations/ Alternative Pathways/School of Nursing/Contract Professional	07/01/12 06/30/13	\$12,000.00 12 mo (stipend)	Temporary administrative stipend for Assistant Director assignment; base salary is \$72,100.00/12 mo
Rasor-Greenhalgh, Sue A.	Interim Associate Dean, Community Outreach & Research/School of Nursing/ Faculty	09/03/12 09/02/13	\$78,000.00 12 mo	Temporary appointment
Schreiner, Stacie	Visiting Instructor, Nursing/School of Nursing/ Faculty	09/17/12 09/16/13	\$85,000.00 12 mo	Temporary appointment
Schupp, Kathy	Visiting Instructor/Nutrition & Dietetics/Faculty	08/20/12 08/16/13	\$65,000.00 12 mo	Temporary reappointment
Visker, Jennifer	Clinical Supervisor/Speech- Language Pathology & Audiology/Contract Professional	08/20/12 06/23/13	\$49,000.00 10 mo	Temporary appointment vice S. Leslie
Wissmar, Carrie	Visiting Instructor, Nursing/School of Nursing/ Faculty	08/27/12 05/11/13	\$60,000.00 9 mo	Temporary appointment
Woods, Stephanie J.	Professor, Nursing/School of Nursing/Faculty (BUF)	08/27/12 05/27/13	\$12,000.00 9 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$88,191.00/9 mo
<b><u>Separation</u></b>				
Birckbichler, Rhonda K.	Simulation Support Specialist/ Nursing/Contract Professional	08/03/12	\$50,000.00 12 mo	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Norris, Marianne	Nurse Practitioner/Nursing/ Contract Professional	08/03/12	72,100.00 12 mo	Resignation

#### COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING

##### Appointment/Reappointment

Cao, Yan	Research Assistant/Institute of Polymer Science/Staff	08/01/12 08/13/12	\$8.40/H	Temporary reappointment
Hamilton, Barton	Lab Technician/Polymer Engineering/Staff	10/14/12 11/30/12	\$1,616.31 BW	Temporary reappointment
Hsiao, Ming-Siao	Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff	08/13/12 06/30/13	\$1,192.31 BW	Temporary appointment
Huang, Tsang-Min	Postdoctoral Fellow/Polymer Engineering/Staff	09/01/12 06/30/13	\$1,288.46 BW	Temporary reappointment
Kulkarni, Manish	Postdoctoral Research Associate/Polymer Engineering/ Staff	12/31/10 12/31/12	\$1,412.31 BW	Temporary reappointment
Smith Callahan, Laura A.	Postdoctoral Research Associate/Institute of Polymer Science/Staff	08/31/12 05/11/13	\$1,777.94 BW	Temporary reappointment
Zhu, Yu	Assistant Professor, Polymer Science/Faculty (BUF)	08/22/12	\$90,000.00 9 mo	Appointment

##### Change

Hao, Jinkun	Postdoctoral Research Associate/Polymer Engineering/ Staff	09/13/10 09/01/12	\$1,461.54 BW	Change end date from 09/30/12
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##### Separation

Cao, Yan	Research Assistant/Institute of Polymer Science/Staff	08/13/12	\$8.40/H	End of temporary employment
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#### SUMMIT COLLEGE

##### Appointment/Reappointment

Herold, Kelly M.	Assistant to the Dean, Strategic Initiatives, Summit College; Chief Administrator, East Central Region College Technical Preparation-Program of Study Center/Summit College Dean's Office/Contract Professional	07/01/12 06/30/13	\$10,000.00 12 mo (stipend)	Additional title and administrative stipend for Chief Administrator assignment; base salary is \$81,887.00/ 12 mo
Kraft, Kristine N.	Assistant Professor, Allied Health Technology/Faculty (BUF)	08/27/12	\$52,000.00 9 mo	Appointment
Rowan, Jacquelyn P.	Research Assistant/Summit College Dean's Office/Staff	08/01/12 08/12/12	\$12.00/H	Temporary reappointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b><u>Change</u></b>				
Mehlberg, Timothy R.	Associate Professor, Hospitality Management/Business Technology/Faculty (BUF)	08/27/12	\$57,388.00 9 mo	Promotion from Assistant Professor; tenure granted; salary change from \$51,388.00/9 mo
Wiebe, Avril	Student Services Counselor/ Summit College Dean's Office/ Staff	07/01/12	\$16.09/H	Transfer due to reorganization; department change from University College Dean's Office

**UNIVERSITY LIBRARIES**

<b><u>Change</u></b>				
Aby, Stephen H.	Professor Emeritus, Bibliography/UL Research & Learning Services/Faculty	06/30/12		Title change; award of emeritus status
Chlebek, Diana	Associate Professor Emeritus, Bibliography/UL Research & Learning Services/Faculty	06/30/12		Title change; award of emeritus status
LaRose, Joseph A.	Associate Professor Emeritus, Bibliography/UL Research & Learning Services/Faculty	06/30/12		Title change; award of emeritus status
Robinson, Bennie P.	Assistant Professor Emeritus, Bibliography/UL Research & Learning Services/Faculty	06/30/12		Title change; award of emeritus status

**WAYNE COLLEGE**

<b><u>Appointment/Reappointment</u></b>				
Watters, Shawn	Visiting Instructor, Educational Foundations-Wayne College/ Faculty	08/27/12 05/11/13	\$45,000.00 9 mo	Temporary appointment

<b><u>Change</u></b>				
Horn, Susanna	Coordinator, Developmental Programs; Coordinator, Smucker Learning Center/Developmental Programs/Contract Professional	08/01/12 06/30/13	\$2,320.00 12 mo stipend	Additional title and temporary administrative stipend for Smucker Learning Center duties; base salary is \$57,993.00/12 mo

<b><u>Leave</u></b>				
Whitsel, Nan M.	Account Executive Sales/ Workforce Development & Continuing Education/Contract Professional	06/01/12 06/24/12	\$43,726.00 12 mo	100% leave without compensation

<b><u>Separation</u></b>				
Wilson, Louis R.	Coordinator, Academic Advising/Student Services Administration/Contract Professional	07/30/12	\$50,737.00 12 mo	Deceased

**THE UNIVERSITY OF AKRON**

**RESOLUTION 9- -12**

Pertaining to Personnel Actions

**BE IT RESOLVED**, that the Personnel Actions recommended by President Luis M. Proenza, dated September 19, 2012, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

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Ted A. Mallo, Secretary  
Board of Trustees

## **REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES**

Department of Development  
September 19, 2012

The University of Akron recorded total giving of \$3,245,167 for July 2012. That total compares to \$1,404,332 for July 2011 (an increase of 131 percent) and a year-to-date average of \$1,934,437 for the previous five years (an increase of 68 percent). During July 2012, 1,455 gifts were received, as compared with 1,071 for the same period in the last fiscal year (an increase of 36 percent).

### **Comparable Year-to-Date Totals for July 2012**

Fiscal Year	2007-2008	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013
Total Giving	\$1,928,636	\$2,517,136	\$1,645,500	\$2,176,583	\$1,404,332	\$3,245,167
Total Gifts	799	1,115	1,115	1,254	1,071	1,455

*Note: Totals reflected in this report include only in-hand gifts; pledges are not included.*

**THE UNIVERSITY OF AKRON**

**RESOLUTION 9- -12**

Pertaining to Gift Income Report  
July 2012

BE IT RESOLVED that the recommendation of the Finance and Administration Committee on September 19, pertaining to the Gift Income Report for July 2012, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees



September 19, 2012

**SUBJECT: Quarterly Financial Report for April through June 2012**

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ACTION SUMMARY

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The overall FY12 budget trailed estimates by \$11.2 million. This variance is the result of total revenues falling short of the budget estimate by \$7.8 million (2.0%); and total year-to-date expenditures slightly below the budget estimate by \$10.5 million (3.1%). In addition, there was an unfavorable net variance in transfers of \$14.0 million.

The shortfall in tuition and fees is \$10.3 million (3.8%) relative to original budget. However, this is partly offset by State Share of Instruction and other revenue sources that exceeded estimates by \$2.5 million combined.

Underspending offset the revenue shortfall. Total compensation was slightly below estimate. Fringe benefit expenses were \$5.3 million (8.9%) below original budget. However, payroll exceeded the original budget by nearly \$4.6 million (2.8%). Supplies and services were well below budget by \$13.6 million (2.5%). Concerns about enrollment and revenue likely impacted spending in this area. Utilities were \$2.4 million (19.8%) below budget reflecting favorable rates for energy and the mild winter. Student Aid was well above original budget by \$5.4 million (13.9%). Some of this was planned to spend down a carry-over balance of \$2.5 million. However, the variance is also the result of graduate assistant fee remissions exceeding budget by \$1.2 million, and other aid increases.

With the inclusion of transfers-in and transfers-out, the net change in the current fund balance is a reduction of \$11.2 million. This takes into account the \$8.4 million of carryover provided to partially offset the reduction in state support and \$5.1 million in reductions to departmental carry-overs toward resolving the \$26 million for Early Retirement Liability.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Acceptance of the Quarterly Financial Report for April through June 2012

**BE IT RESOLVED**, that the recommendation presented by the Finance and Administration Committee on September 19, 2012, accepting the Quarterly Financial Report for April through June 2012, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012



September 19, 2012

**SUBJECT: Summary of the Quarterly Investment Report for April through June 2012**

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ACTION SUMMARY

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The Quarterly Investment Report for June 30 reflects a fourth quarter rate of return of 0.6% and an annual return of 2.15% for operating funds. These investments generated \$2.5 million in income for FY12. The market value of endowments declined \$2.7 million in FY12. The portfolio composite of the pooled endowments posted a -3.9% rate of return for the fourth quarter and a -2.75% return for FY 12.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Acceptance of the Quarterly Investment Report for April through June 2012

**BE IT RESOLVED**, that the recommendation presented by the Finance and Administration Committee on September 19, 2012, accepting the Quarterly Investment Report for April through June 2012, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012



September 19, 2012

**SUBJECT: Purchases for More Than \$350,000**

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**ACTION SUMMARY**

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The Office of Risk Management is proposing the award of a contract to the Evans Insurance Agency to act as the University's "agent of record" in regard to incidental insurance matters and to Leonard Insurance Services to act as the University's "agent of record" in regard to Student Health and Accident Insurance. The initial contract period will be five years with an option to renew thereafter in one year increments upon mutual agreement of both parties. The annual premiums paid by the University for the incidental insurance policies is approximately \$190,000 and approximately \$690,000 annually for the Student Health and Accident Insurance which is paid for by the students that elect to purchase coverage (required for International students).

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 – – 12**

Purchases for More Than \$350,000

**BE IT RESOLVED**, that the recommendations of the Finance & Administration Committee on September 19, 2012, be approved:

Award to Evans Insurance Agency a contract to act as the University's "agent of record" in regard to incidental insurance matters for a period of five years with an option to renew thereafter in one year increments with an annual premium of approximately \$190,000.

Award to Leonard Insurance Services a contract to act as the University's "agent of record" in regard to Student Health and Accident Insurance for a period of five years with an option to renew thereafter in one year increments with an annual premium of approximately \$690,000.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012



September 19, 2012

**SUBJECT: Purchases for July 2012 between \$25,000 and \$350,000 (information only)**

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REPORT SUMMARY

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For July 2012, 42 purchases in the amount of \$2,330,168.43. The information below provides a breakout of purchases by funding source. The account numbers indicate the funding source.

- The Dept/Fund numbers beginning with 2 are General Fund. (The Dept/Fund number beginning with 0 is for inventory and is also in the General Fund total.) Total General Fund plus Inventory is \$1,401,548.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$249,929.93.
- The Dept/Fund numbers beginning with 5 and 6 are Grants. Total Grants/Restricted is \$678,690.50.

**Alumni Relations and Student Engagement Strategy Report to  
The University of Akron's Board of Trustees  
September 19, 2012**

**College-Centered Alumni Boards**

The Office of Alumni Relations and Student Engagement will host fall alumni board activities on the following dates:

- College of Education Alumni Board Soccer Tailgate – Sunday, September 16, 5:30 p.m., Coleman Commons
- College of Nursing Alumni Distinguished Alumni Award Dinner – Wednesday, October 10, 5:30 p.m., 5<sup>th</sup> Floor InfoCision Stadium/Summa Field

**Student – Alumni Continuum**

**First Year Student Experiences**

- Alumni and friends participated in the *Annual Meet and Greet* for incoming first-year students hosted by the College of Business Administration at InfoCision Stadium/Summa Field
- Assistant Director of Alumni Relations served as master of ceremonies for the *2012 First-Year Convocation* on Friday, August 24 with nearly 1,800 first-year students and their family and friends

**Roo Crew Initiative**

- Nearly 400 alumni and friends have been contacted and completed the survey
- Eleven liaisons have been established from the following areas of interest: Admissions, Arts and Sciences, Business, Career Center, Education, Engineering, Health Professions, Honors, Law, Polymer Science and Engineering, and Summit College
- First official Roo Crew event in collaboration with *UA on Display: An Akron Experience for Zips: Past, Present, and Future* will be held on Saturday, September 15 at the Stile Athletics Field House from 12:30 – 3 p.m.

**Communication**

**Homecoming 2012 Outreach**

- The University of Akron Alumni office mailed *Homecoming 2012* postcards to more than 120,000 alumni

**LinkedIn**

- The University of Akron Alumni Association site: 6,500 members as of August 30, 2012 (An increase of 210 members from July 18, 2012)

**Facebook**

- The University of Akron Alumni Association page: 3,834 “likes” as of August 30, 2012



**INTEROFFICE CORRESPONDENCE**  
**Capital Planning and Facilities Management**  
**EXT - 8316 FAX - 5838**

TO: Dr. Mike Sherman, Sr. V.P. & Provost & COO

FROM: Ted Curtis, AIA, NCARB   
Vice President, Capital Planning and Facilities Management

DATE: August 30, 2012

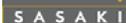
SUBJECT: Current and Active Projects for the Board of Trustee Meeting

The report contains the following items:

- A. Status of Projects and Planning Issues**
- B. Information Items**
- C. State Capital Request Prioritization (2013-2018)**
- D. Construction Status of Selected Projects**
- E. Change Order Report**
- F. Summary of Contingency Funds**

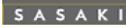
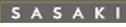
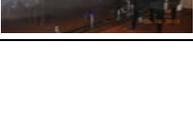
PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Administrative Services Building Phase III	UAK07007		Renovate vacant space to relocate the DEPARTMENT OF INSTITUTIONAL MARKETING from the Broadway Building; renovate exterior walls and roof. Construction schedule: 09/2010 through 08/2012.		East Elevation tuck-pointing and window replacement remain. Construction 85% complete. Project on hold until further notice.
Administrative Services Building Standby Generator	UAK090051		Install emergency generator and associated equipment with capacity to maintain financial operations of the university during power failures.		Construction complete. Closeout in progress.
Auburn Science 379 Lab Buildout	130003		Buildout tissue research lab.		Consultant selection underway.
Auburn Science and Engineering 2B/2C Renovation	120003		Renovate vacant space to create a research lab for the College of Engineering.		Construction complete. Closeout in progress.
Auburn South/West/North Tower Roof Replacement	UAK120004		Complete tear off and replacement of the roofs.		Added North Tower and re-bid in Fall 2012.
Auburn West Tower Rehabilitation Phase I, II and III	250-2004-123		Renovate existing parking deck for BIOLOGY; relocate BIOLOGY from West Tower; abate hazardous materials and renovate West Tower for BIOLOGY and ENGINEERING.		Construction complete. Closeout in progress.
Bierce Library Exterior and Roof Replacement	UAK090005		Replace deteriorated sealants in building envelope and replace roof. Construction schedule: Fall 2012 Phase I, Spring 2013 Phase II.		Phase I (exterior) bids due 09/05/2012. Phase II (roof) to be bid in Spring 2013.
Bierce Library Learning Common Phase 1	UAK090001		Phase 1A: Renovate upper levels to make space for Learning Commons. Phase 1B: Renovate first floor to provide technology rich information environment for student success and security improvements.		Construction complete. Closeout complete.
Broadway Building Demolition	UAK090010		Demolish building after INSTITUTIONAL MARKETING relocates to the Administrative Services Building. Demolition schedule: to be determined by City of Akron.		Asbestos abatement bids due 09/19/2012.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
**(As of August 30, 2012)**

Buchtel Hall Exterior Renovations	110027		Exterior renovations to Buchtel Hall. Construction schedule: 05/2012 to 09/2012.		Window gasket replacement underway. Construction 96% complete.
Campus Guide Plan Update	110025		In September of 1999, Sasaki Associates completed the Campus Development Guide Plan (CDGP) for The University of Akron. Since that time, the university has relied on that document to guide capital improvements through the Landscape for Learning. The dramatic change in academic programs, campus life and physical environment during that time oblige an update to the CDGP for the future development of campus.		Update in progress.
Campus Implementation - Coleman Common Phase IV	04013		Development and design of last phase for Campus Implementation - Coleman Common. Construction schedule: 10/2012 to 12/2012.		Design and construction documents complete. Bids due 09/18/2012.
Demolition of Acquired Properties	01004		Hazardous material abatement and demolition of recently acquired real estate. Demolition schedule: determined by closing dates and hazardous material content.		Project ongoing as properties are acquired.
EJ Thomas Deferred Maintenance	100017		Phase I: Replace flex wood wall covering and restore walls of the Grand Tier Lobby. Phases II & III: Renovation and repairs to address aging safety controls and equipment, electrical, HVAC and building envelope leaks.		Construction complete. Punch list and closeout in progress.
Electric Metering Program	090027		Meter buildings.		Construction complete. Closeout in progress.
Energy Center Cooling Tower #3	120006		Rebuild Cooling Tower #3.		Construction complete. Punch list and closeout in progress.
Goodyear 6th Floor Office and Lab Renovations	120002		Renovate vacated office and lab.		Construction complete. Installation of users equipment complete. Closeout underway.
Grant Street Student Housing Phase IA (South Hall)	110022		533 bed residence hall at Grant, Sherman and Exchange Streets.		Construction complete. Urban park construction complete. Punch list and closeout in progress. Students have moved in - all beds full.

 Project pending recommendation of Campus Guide Plan Update.  
 Project delayed or over budget.  
 Project in budget and on schedule.  
 Project substantially complete.

**THE UNIVERSITY OF AKRON  
CAPITAL PLANNING AND FACILITIES MANAGEMENT  
STATUS OF PROJECTS AND PLANNING ISSUES  
(As of August 30, 2012)**

InfoCision Stadium - Development and Alumni Renovations	120023		Renovate vacant shell space on level 200 at InfoCision Stadium for Development and Alumni.		Architect/Engineer and Construction Manager selected. Contracts forwarded for signatures.
Intercollegiate Soccer Stadium Improvements Phases I, II, III, IV	100013		Phase IV grandstand expansion club seats.		Project in development (Phase IV)
James A. Rhodes Arena Feasibility Study	110028		Study for improved sight lines, revisions to seating configuration, improved concessions, novelty and ticketing as well as team and offices facilities.		Final scheme complete. Under review by Athletics.
Law School New Building	100008		New building for the Law School located west of computer center.		Additional scheme for renovation of existing building in progress.
Olson Hall Roof Replacement	UAK120005		Complete tear off and roof replacement with a "green" roof. Construction schedule: 06/25/2012 through 10/2012.		Construction 60% complete.
Parking Deck Repairs 2011	110016		Repairs to the ASB, EJ THOMAS, EAST CAMPUS, EXCHANGE STREET, NORTH CAMPUS, ROBERTSON, SCHRANK and WEST CAMPUS PARKING DECKS.		Construction complete. Closeout in progress.
Parking Lot 29 Renovation	120024		Install asphalt at previous Grounds Building location. Construction schedule: TBD		Requesting bids.
Quaker Square Inn Elevator Interior Remodel	120010		Interior remodel of two elevators within silo to service residence hall and Inn.		Construction complete. Closeout in progress.
Quaker Square Inn Hotel Renovation	100014		Renovate 65 guest rooms including finishes and furnishings. Construction schedule: project on hold pending results of financial feasibility studies.		Project on hold.
Quaker Square Schumacher Kitchen 145B	130002		Renovations for Kitchen 145B Construction Schedule: 08/2012 to 10/2012.		Construction 10% complete.

 Project pending recommendation of Campus Guide Plan Update.  
 Project delayed or over budget.  
 Project in budget and on schedule.  
 Project substantially complete.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
**(As of August 30, 2012)**

South Campus Parking Deck	080009		1,324 space parking deck.		Construction complete. Closeout in progress.
Student Union Off-Campus Student Services Build Out	110024		Renovate 2,590 sf in the old Planet Underground to house Off-Campus Student Services.		Construction complete. Punch list and closeout in progress.
Wayne Campus North Entrance Drive	120012		<i>The project will construct a new main entry into the north side of Wayne Campus. The new access will enter at the North Crown Hill/ Back Massillon Road intersection. It will included 3,000 ft of new roadway, 2,750 ft of bike path and 33 new parking spaces (including 12 ADA accessible).</i>		<i>Design in progress.</i>
Wayne College Rooms C110 and C111 Renovation	120014		Convert rooms C110 and C111 into distance learning classroom.		<i>Construction complete. Punch list in progress.</i>
Wayne College Science Lab Renovation	UAK120019		Renovation for Biology and Chemistry laboratories.		<i>Contract underway with Louis Perry &amp; Associates.</i>
Wolf Ledges Engineering Building	UAK100002	 	New Research Building located south of Buckingham Hall. <u>Phase I Construction schedule:</u> 04/2011 to 05/2012 with partial occupancy 12/2011. <u>Phase II Addition Construction schedule:</u> 06/2012 to 12/2012. <u>Timken "A" Build out Construction schedule:</u> 11/2011 to 05/2012. <u>Timken "B" Build out Construction schedule:</u> 05/2012 to 09/2012. <u>Bio-Molecular Engineering Construction schedule:</u> 04/2012 to 10/2012.		<i>Phase I Construction complete. Phase II Construction 30% complete. Timken "A" Construction complete. Timken "B" Construction 85% complete. Bio-Molecular Engineering Construction 75% complete.</i>
Zook Hall Renovation	UAK120015		Total renovation of Zook Hall.		<i>Associate and Construction Manager contracts were amended to reflect new project scope. Swing space for the College of Education will be required during renovation. Programming for swing space complete. Design of swing space pending availability of Central Hower and confirmation by the College.</i>

 Project pending recommendation of Campus Guide Plan Update.  
 Project delayed or over budget.  
 Project in budget and on schedule.  
 Project substantially complete.

**PART-TIME FACULTY TEACHING CREDIT COURSES FOR  
SUMMER 6-4-12 TO 8-11-12; FALL 8-27-12 TO 12-16-12**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>OFFICE OF ACADEMIC AFFAIRS</b>						
Bradford,Tony L	Assistant Lecturer	Student Academic Success	4800.00	800.00	REH	Fall
Fowler,Rachel M	Assistant Lecturer	Student Academic Success	2045.52	681.84	REH	Fall
Hazen,Christine A	Assistant Lecturer	Student Academic Success	2206.26	735.42	DTA	Fall
Lu,Qingjun	Assistant Lecturer	Student Academic Success	5735.04	716.88	REH	Fall
Nguyen,Tho Truong	Assistant Lecturer	Student Academic Success	7049.50	704.95	REH	Fall
Polcover,Pamela A	Assistant Lecturer	Student Academic Success	9372.44	852.04	REH	Fall
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>						
Abousena,Eihab T	Instructor - Summer	Political Science	3435.00	1145.00	REH	Summer
Antonucci,Sally M	Associate Lecturer	Family & Cons Sciences	2100.00	700.00	HIR	Fall
Brandel,Irvin W*	Senior Lecturer	Family & Cons Sciences	2994.21	998.07	REH	Fall
Broadhurst,Amy M	Assistant Lecturer	Family & Cons Sciences	1800.00	600.00	HIR	Fall
Cox III,Raymond W	Professor-Summer	Public Admin & Urban Studies	1440.00	2400.00	REH	Summer
Dewerth,Brittyn J	Special Lecturer	Art	2800.00	700.00	HIR	Fall
Dill,Scott	Assistant Lecturer	English	4500.00	750.00	HIR	Fall
Ehret,Sara R	Assistant Lecturer	English	8400.00	700.00	HIR	Fall
Geil,Holly A	Senior Lecturer	English	9792.00	816.00	REH	Fall
Goodall,Patricia T	Senior Lecturer	Family & Cons Sciences	12000.00	1000.00	REH	Fall
Lopez,Andrew T	Assistant Lecturer	Art	5600.00	700.00	HIR	Fall
Merz,Jill Marie	Associate Lecturer	Family & Cons Sciences	4800.00	800.00	HIR	Fall
Scarpa,Lauren A	Assistant Lecturer	English	8400.00	700.00	HIR	Fall
Shinn,Kelley E	Assistant Lecturer	English	6975.00	775.00	HIR	Fall
Thoenen,Heidi L	Assistant Lecturer	English	8400.00	700.00	HIR	Fall
Usher,Ann L	Professor-Summer	Music	2400.00	2400.00	REH	Summer
Villagomez,Nicole	Special Lecturer	Art	2800.00	700.00	HIR	Fall
Weeks,Stephen C	Professor-Summer	Biology	2400.00	2400.00	REH	Summer
Zhao,Baomei	Assoc Prof - Summer	Family & Cons Sciences	10290.00	1715.00	REH	Summer
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>						
Clark,Thomas J	Associate Lecturer	Finance	2507.85	835.95	REH	Fall
Cora,Edgardo R	Associate Lecturer	Management	2802.00	934.00	HIR	Fall
Ferrise,Joseph A	Assistant Lecturer	Finance	4800.00	800.00	REH	Fall
Higgins,Alan Wayne	Assistant Lecturer	Accountancy	600.00	1000.00	REH	Summer
Honeck,Richard D	Associate Lecturer	Finance	2512.17	837.39	REH	Fall
Judge,John W	Assistant Lecturer	Finance	2283.36	761.12	REH	Fall
Musengo,James D	Assistant Lecturer	Finance	2317.50	772.50	REH	Fall
Ramjit,Jadgesh J	Assistant Lecturer	Accountancy	2400.00	800.00	HIR	Fall
Rice,Kathleen	Assistant Lecturer	Management	3000.00	1000.00	HIR	Fall
Weisbrod,Christopher	Assistant Lecturer	Management	2400.00	800.00	HIR	Fall
<b>COLLEGE OF EDUCATION</b>						
Bays,Joan B	Special Lecturer	Sport Science & Wellness Educ	2908.72	727.18	REH	Fall
Beyer,Joseph	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Beyer,Kimberly A	Senior Lecturer	Educ Found & Leadership	2400.00	800.00	REH	Fall
Brantner,Jeremy Christoph	Assistant Lecturer	Sport Science & Wellness Educ	1357.66	678.83	REH	Fall
Broadway,Francis S	Professor-Summer	Curr & Instr Studies	4320.00	2400.00	REH	Summer
Brown,Keith A.	Special Lecturer	Sport Science & Wellness Educ	727.18	727.18	REH	Fall
Brusko,Mallory K	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Cerrone,Kathryn L	Asst Prof - Summer	Curr & Instr Studies	2980.00	1490.00	HIR	Summer
Conner,James R	Special Lecturer	Sport Science & Wellness Educ	2783.24	695.81	REH	Fall
DePaoli,Jennifer L	Assistant Lecturer	Educ Found & Leadership	1800.00	600.00	HIR	Fall
DeSalvo,Renee M	Assistant Lecturer	Sport Science & Wellness Educ	7200.00	600.00	REH	Fall
Dooley,Jason R	Assistant Lecturer	Educ Found & Leadership	7200.00	600.00	REH	Fall
<b>COLLEGE OF EDUCATION(Cont)</b>						
Dornfeld,David K	Senior Lecturer	Sport Science & Wellness Educ	10812.50	1081.25	REH	Fall
Draper,Brett A	Assistant Lecturer	Sport Science & Wellness Educ	3677.12	919.28	REH	Fall
Duve,Michael A	Senior Lecturer	Sport Science & Wellness Educ	15658.20	1304.85	REH	Fall

\*Retiree

**PART-TIME FACULTY TEACHING CREDIT COURSES FOR  
SUMMER 6-4-12 TO 8-11-12; FALL 8-27-12 TO 12-16-12**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
Dzeba,Anka J	Senior Lecturer	Curr & Instr Studies	2607.24	869.08	REH	Summer
Ehrenfried,Pahtrick	Special Lecturer	Sport Science & Wellness Educ	1938.36	646.12	REH	Fall
Eriksen,Caleigh A	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Evans,Edward A	Assoc Prof - Summer	Curr & Instr Studies	5145.00	1715.00	REH	Summer
Feedback,Matthew R	Senior Lecturer	Sport Science & Wellness Educ	9000.00	900.00	REH	Fall
Ford,Bridgie A	Professor-Summer	Curr & Instr Studies	7200.00	2400.00	REH	Summer
Ford,Jeremy L	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Gerberich,Mark W	Special Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Hartley, Tom T	Professor-Summer	Curr & Instr Studies	600.00	2400.00	HIR	Summer
Hawkins,Nedra L	Assistant Lecturer	Supervising Teachers	396.00	600.00	HIR	Summer
Herberghs,Bryan J	Assistant Lecturer	Sport Science & Wellness Educ	3708.00	618.00	REH	Fall
Hofer,Carolyn J	Special Lecturer	Sport Science & Wellness Educ	2545.14	848.38	REH	Fall
Hogg,Richard J	Assistant Lecturer	Sport Science & Wellness Educ	2674.96	668.74	REH	Fall
Holbrook,Valerie A	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Holgate,Gail A	Senior Lecturer	Sport Science & Wellness Educ	6487.50	1081.25	REH	Fall
Holliday,Gary M	Asst Prof - Summer	Curr & Instr Studies	2682.00	1490.00	HIR	Summer
Hoon,Allan M	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Johnston,Jessica R	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	HIR	Fall
Jurgung,Toby	Assistant Lecturer	Sport Science & Wellness Educ	4412.52	735.42	REH	Fall
Keen,Tonya A	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	HIR	Fall
Kennell,Brian J	Assistant Lecturer	Sport Science & Wellness Educ	5673.24	630.36	REH	Fall
King,James K	Assistant Lecturer	Educ Found & Leadership	7200.00	600.00	HIR	Fall
King-Cooley,Sarah	Assistant Lecturer	Curr & Instr Studies	3600.00	600.00	HIR	Fall
Klim,Joseph O	Assistant Lecturer	Sport Science & Wellness Educ	6618.78	735.42	REH	Fall
Klingler,Judith A	Senior Lecturer	Sport Science & Wellness Educ	2400.00	800.00	REH	Fall
Kreiner,Dale S	Assistant Lecturer	Sport Science & Wellness Educ	731.68	731.68	REH	Fall
Kunsman,Charles A	Assistant Lecturer	Sport Science & Wellness Educ	2941.68	735.42	REH	Fall
Leffler,Mark T	Assistant Lecturer	Sport Science & Wellness Educ	1854.00	618.00	REH	Fall
Lewis Jr,Charlton	Assistant Lecturer	Sport Science & Wellness Educ	1891.08	630.36	REH	Fall
Loe,Cynthia H	Special Lecturer	Sport Science & Wellness Educ	7201.60	720.16	REH	Fall
Loth,Francis	Assoc Prof - Summer	Curr & Instr Studies	428.75	1715.00	HIR	Summer
MacDonald III,John A	Assistant Lecturer	Sport Science & Wellness Educ	678.83	678.83	REH	Fall
Makki,Nidaa	Asst Prof - Summer	Curr & Instr Studies	2980.00	1490.00	REH	Summer
Malcolm,Tedd J	Assistant Lecturer	Sport Science & Wellness Educ	2422.47	807.49	REH	Fall
Maroon,Richard J	Assistant Lecturer	Counseling	2400.00	600.00	HIR	Summer
Martucci,Phillip P	Senior Lecturer	Curr & Instr Studies	1604.95	891.64	REH	Summer
Monty,Chelsea	Asst Prof - Summer	Curr & Instr Studies	372.50	1490.00	HIR	Summer
Nelson,Charley M	Associate Lecturer	Educ Found & Leadership	2100.00	700.00	REH	Fall
Newton,Evangeline	Professor-Summer	Curr & Instr Studies	4320.00	2400.00	REH	Summer
O'dell,Kyle	Senior Lecturer	Educ Found & Leadership	2400.00	800.00	REH	Fall
Oswald,Ruth	Assoc Prof - Summer	Curr & Instr Studies	7200.00	1715.00	DTA	Summer
Oswald,Ruth	Professor-Summer	Curr & Instr Studies	11520.00	2400.00	DTA	Summer
Pachnowski,Lynne M	Professor-Summer	Curr & Instr Studies	7200.00	2400.00	REH	Summer
Peck,Jacqueline K	Visiting Assoc Prof - Sur	Curr & Instr Studies	5145.00	1715.00	REH	Summer
Phipps,Chelsea A.C.	Assistant Lecturer	Sport Science & Wellness Educ	1200.00	600.00	HIR	Fall
Plas,Susan E	Assistant Lecturer	Educ Found & Leadership	1800.00	600.00	HIR	Fall
Plaster,Karen B	Clinical Instructor	Curr & Instr Studies	2290.00	1145.00	HIR	Summer
Saliga,Linda Marie	Assoc Prof - Summer	Curr & Instr Studies	3430.00	1715.00	REH	Summer
Saunders,Marnie M	Assoc Prof - Summer	Curr & Instr Studies	428.75	1715.00	HIR	Summer
Scozzaro,Phillip P	Senior Lecturer	Educ Found & Leadership	272.85	909.50	REH	Summer
Scozzaro,Phillip P	Senior Lecturer	Curr & Instr Studies	5457.00	909.50	REH	Summer

**COLLEGE OF EDUCATION(Cont)**

Scozzaro,Phillip P	Senior Lecturer	Educ Found & Leadership	2728.50	909.50	HIR	Fall
Simpson,Erin Elizabeth	Assistant Lecturer	Educ Found & Leadership	1890.00	700.00	HIR	Fall
Spickard Prettyman,Sandr	Assoc Prof - Summer	Educ Found & Leadership	857.50	1715.00	REH	Summer
Starkey,Ann L	Associate Lecturer	Curr & Instr Studies	2100.00	700.00	HIR	Fall
Testa,Elizabeth A	Visit College Lect - Sum	Curr & Instr Studies	3435.00	1145.00	REH	Summer
Thomas,Bruce W	Senior Lecturer	Curr & Instr Studies	2400.00	800.00	REH	Summer
Webber,Kristin K	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	REH	Fall
Weeks,Stephen C	Professor-Summer	Curr & Instr Studies	1440.00	2400.00	HIR	Summer

**PART-TIME FACULTY TEACHING CREDIT COURSES FOR  
SUMMER 6-4-12 TO 8-11-12; FALL 8-27-12 TO 12-16-12**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>COLLEGE OF ENGINEERING</b>						
Andrews,Robert J	Senior Lecturer	Civil Engineering	3468.00	1156.00	REH	Fall
Bredikhin,Alexandre J	Associate Lecturer	Civil Engineering	3459.00	1153.00	REH	Fall
Bunnell,Robert L	Senior Lecturer	Civil Engineering	6936.00	1156.00	REH	Fall
Dilling,Scott A	Assistant Lecturer	Mechanical Engineering	3300.00	1100.00	HIR	Fall
<b>COLLEGE OF HEALTH PROFESSIONS</b>						
Abbott,Hope M	Associate Lecturer	School of Nursing	10400.94	1155.66	REH	Fall
Abboud,Rita M	Assistant Lecturer	Nutrition & Dietetics	1213.44	735.42	HIR	Fall
Austin,Elmira Christina	Assistant Lecturer	Speech-Lang Path & Audiology	2332.32	777.44	HIR	Fall
Baker,Rose A	Assistant Lecturer	School of Nursing	2800.00	1400.00	REH	Fall
Bass,Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	2935.50	978.50	REH	Fall
Begue,Laura Marie	Assistant Lecturer	School of Nursing	10400.94	1155.66	REH	Fall
Beriswill,Gail J	Assistant Lecturer	School of Nursing	9455.40	1050.60	REH	Fall
Bohnert,Laura D	Assistant Lecturer	School of Nursing	11346.30	1260.70	REH	Fall
Cowger,Kimberly A	Special Lecturer	School of Nursing	2700.00	900.00	REH	Fall
Crites,Lisa K	Assistant Lecturer	Social Work	4853.76	808.96	REH	Fall
Cuomo,Carrie A	Assistant Lecturer	School of Nursing	4944.00	1236.00	REH	Fall
Curfman,Laurie A	Assistant Lecturer	Social Work	1600.00	800.00	REH	Fall
Davis,Ronald E	Assistant Lecturer	Social Work	4800.00	800.00	REH	Fall
DeBois,Kristen Cletzer	Assistant Lecturer	Nutrition & Dietetics	4320.00	720.00	HIR	Fall
Denton,Robert	Senior Lecturer	Social Work	2994.21	998.07	REH	Fall
Dieterich,Linda Marie	Special Lecturer	School of Nursing	10400.94	1155.66	REH	Fall
Drope,Misti Kaye	Special Lecturer	School of Nursing	3600.00	900.00	REH	Fall
Dunivant,Crystal Nacolle	Assistant Lecturer	Social Work	3200.00	800.00	REH	Fall
Edgar,Tim C	Assistant Lecturer	Social Work	1600.00	800.00	REH	Fall
Ellis,Gregory M	Assistant Lecturer	Social Work	2400.00	800.00	HIR	Fall
Enlow,Michele Z	Assistant Lecturer	School of Nursing	9455.40	1260.72	REH	Fall
Ezzie,Beth A	Assistant Lecturer	School of Nursing	5042.88	1260.72	REH	Fall
Faggella Fuller,Gabrielle	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Farris,Leah A	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audiology	2931.18	977.06	REH	Fall
Fleming,Mandy M	Assistant Lecturer	Speech-Lang Path & Audiology	2757.82	787.95	REH	Fall
Francis,Mary Ann C	Assistant Lecturer	Social Work	2400.00	800.00	HIR	Fall
Fratena,Christina	Assistant Lecturer	School of Nursing	10506.00	1050.60	REH	Fall
Frye-Leland,Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	8730.00	970.00	REH	Fall
Garn-Nunn,Pamela G*	Senior Lecturer	Speech-Lang Path & Audiology	4800.00	1200.00	REH	Fall
George,Mary C	Assistant Lecturer	School of Nursing	5200.47	1155.66	HIR	Fall
Greene,Ashley M	Special Lecturer	School of Nursing	4050.00	900.00	REH	Fall
Hebebrand,Kathleen Ann	Assistant Lecturer	School of Nursing	5042.88	1260.72	REH	Fall
Heineman,Rose A	Assistant Lecturer	School of Nursing	4800.00	1200.00	REH	Fall
Herrick,Lisa R	Special Lecturer	School of Nursing	8550.00	950.00	REH	Fall
Huff,Debra L	Associate Lecturer	Social Work	5547.18	924.53	REH	Fall
Indermuhle,Patricia	Special Lecturer	School of Nursing	9900.00	900.00	REH	Fall
Kerr,Linda J	Associate Lecturer	School of Nursing	7800.00	1300.00	REH	Fall
<b>COLLEGE OF HEALTH PROFESSIONS(Cont)</b>						
Kiefer,Mary S	Assistant Lecturer	School of Nursing	10506.00	1050.60	REH	Fall
Kiefer,Patricia L	Special Lecturer	School of Nursing	2836.62	945.54	REH	Fall
Kinsey,Jessica Lee	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Kost,Kimberly D	Assistant Lecturer	Social Work	3200.00	800.00	REH	Fall
LaRose,Vivienne Marie	Assistant Lecturer	School of Nursing	6180.00	1236.00	REH	Fall
Lewis,Jennifer	Assistant Lecturer	School of Nursing	9455.40	1050.60	REH	Fall
McCollister,Melissa Kay	Assistant Lecturer	Social Work	5011.38	835.23	REH	Fall
McManus,Mark Donald	Senior Lecturer	Social Work	7416.00	824.00	REH	Fall
Moeller,Ruth Ann	Assistant Lecturer	School of Nursing	10000.00	1000.00	REH	Fall
Montgomery,Susan L	Assistant Lecturer	School of Nursing	10400.94	1155.66	REH	Fall
Nibling,Marilyn Sue	Assistant Lecturer	School of Nursing	10800.00	1200.00	REH	Fall
Olszewski,Sally A	Special Lecturer	School of Nursing	2700.00	900.00	REH	Fall
Resler,Rose M	Asst Prof - Summer	Speech-Lang Path & Audiology	8940.00	1490.00	REH	Summer

**PART-TIME FACULTY TEACHING CREDIT COURSES FOR  
SUMMER 6-4-12 TO 8-11-12; FALL 8-27-12 TO 12-16-12**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
Schrull,Patricia	Associate Lecturer	School of Nursing	3572.04	893.01	REH	Fall
Sette,Jennie E	Assistant Lecturer	Social Work	3200.00	800.00	REH	Fall
Volenik,Fiovdaliza	Assistant Lecturer	School of Nursing	2700.00	900.00	HIR	Fall
<b>HONORS COLLEGE</b>						
Akers,Sarah M*	Associate Lecturer	Honors College Dean's Office	6240.00	780.00	REH	Fall
Akers,Stanley W*	Senior Lecturer	Honors College Dean's Office	2000.00	1000.00	REH	Summer
Akers,Stanley W*	Senior Lecturer	Honors College Dean's Office	8000.00	1000.00	REH	Fall
Dunbar,Michael D	Associate Lecturer	Honors College Dean's Office	2800.00	700.00	REH	Fall
Foster,Harold M	Senior Lecturer	Honors College Dean's Office	2400.00	1200.00	REH	Fall
<b>SCHOOL OF LAW</b>						
Benjamin,David M	Senior Lecturer	Law - Instruction	3084.03	1028.01	REH	Fall
Cahoon,Peter T	Senior Lecturer	Law - Instruction	1542.01	1028.01	REH	Fall
Cook,Stephen R*	Senior Lecturer	Law - Instruction	5000.01	1666.67	REH	Fall
Dowling,William D	Senior Lecturer	Law - Instruction	870.00	870.00	HIR	Fall
Hornickel,John	Senior Lecturer	Law - Instruction	1017.19	1017.19	REH	Fall
KahrI,Robert Conley	Senior Lecturer	Law - Instruction	15000.00	5000.00	REH	Fall
Matejkovic,Margaret E	Senior Lecturer	Law - Instruction	3084.03	1028.01	REH	Fall
<b>SUMMIT COLLEGE</b>						
Abbott,Donna M	Assistant Lecturer	Allied Health Technology	2472.00	824.00	REH	Fall
<b>WAYNE COLLEGE</b>						
Vierheller,Timothy R	Professor-Summer	Chemistry-Wayne	9600.00	2400.00	REH	Summer

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING**  
**(Spring 1/9/12-5/6/12;Summer 5/14/12-8/11/12; Fall 8/27/12-12/16/12;Spring 1/14/13-5/12/13)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
<b>OFFICE OF THE PRESIDENT</b>								
Adlard,Andrew S	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	550.00	HIR	1XP
Adlard,Andrew S	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	550.00	HIR	1XP
Antal,David A	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Cannady,Matthew E	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Capellas,Carl	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	750.00	HIR	1XP
Chatman,Brocklon	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	600.00	HIR	1XP
Clayes,Martin	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	REH	1XP
Coppinger,Gerard I	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	600.00	HIR	1XP
Cunningham,Kenneth	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	300.00	REH	1XP
Cunningham,Kenneth	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	300.00	REH	1XP
Curran, Liam	Athletics Assistant	Athletics Office	STA		3/12/2012	0.00	TER	CAN
Deighton,Ben R	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	300.00	REH	1XP
Deighton,Ben R	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	300.00	REH	1XP
Denisco,Andrew A	Camp Worker	Athletics Office	STA	7/26/2012	7/26/2012	450.00	HIR	1XP
Denisco,Andrew A	Camp Worker	Athletics Office	STA	6/22/2012	6/22/2012	225.00	HIR	1XP
Dials,Nicholas J	Camp Worker	Athletics Office	STA	6/22/2012	6/22/2012	225.00	HIR	1XP
Diguardi,Robert	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Dobson,Stuart	Volunteer Asst Coach	Athletics Office	STA	8/1/2012	2/28/2013	0.00	HIR	TMP
Ford,Graham	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	700.00	HIR	1XP
Harwat,Kirk A	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	700.00	HIR	1XP
Henry,Ian	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	600.00	HIR	1XP
Hutchison,Aaron M	Volunteer Asst Coach	Athletics Office	CP	8/3/2012	8/3/2013	0.00	HIR	TMP
Johnson,Raegan J	Camp Worker	Athletics Office	STA	7/26/2012	7/26/2012	225.00	REH	1XP
Joseph,Kyle D	Camp Worker	Athletics Office	STA	7/22/2012	7/22/2012	225.00	REH	1XP
Kadera,Kassandra	Camp Worker	Athletics Office	STA	7/20/2012	7/20/2012	915.00	HIR	1XP
Kish,Nathan	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	700.00	HIR	1XP
Kish,Nathan	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	700.00	REH	1XP
Kolba,Thomas	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	700.00	HIR	1XP
Krispinsky,Daniel S	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Lawless,Desmond	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	675.00	HIR	1XP
Lawless,Desmond	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	675.00	REH	1XP
Lawrence,William	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Loomis,Tina	Camp Worker	Athletics Office	STA	6/22/2012	6/22/2012	400.00	HIR	1XP
McCarthy,Steven	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	550.00	PAY	OTH
McNees,Stephen W	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	225.00	REH	1XP
McNees,Stephen W	Camp Worker	Athletics Office	STA	7/26/2012	7/26/2012	450.00	REH	1XP
Middleton,Cedrick	Camp Worker	Athletics Office	STA	7/12/2012	7/26/2012	225.00	REH	1XP
Middleton,Cedrick	Camp Worker	Athletics Office	STA	7/26/2012	7/26/2012	225.00	REH	1XP
Mitchell,Alexandra	Dance Team Coach	Athletics Office	CP	7/1/2012	6/30/2013	8000.00	REA	TMP
Mladenovic,Dejan	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	600.00	HIR	1XP
Peters,Brian J	Asst Women's Tennis Coach	Athletics Office	STA	7/2/2012		1038.46	PAY	OFF
Porter,Andrea L	Camp Worker	Athletics Office	STA	6/22/2012	6/22/2012	300.00	HIR	1XP
Scalf,Scott	Volunteer Assistant Coach	Athletics Office	CP	8/1/2012	7/30/2013	0.00	HIR	TMP
Sheehan,Donald	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	700.00	HIR	1XP
Smith,Jason	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Smith,Kerry	Camp Worker	Athletics Office	STA	6/22/2012	6/22/2012	400.00	HIR	TMP
Stock,Brian D	Camp Worker	Athletics Office	STA	7/12/2012	7/12/2012	650.00	HIR	1XP
Wagner,Ryan	Camp Worker	Athletics Office	STA	7/19/2012	7/19/2012	550.00	HIR	1XP
Wolfe,C. Perry	Asst Cheerleading Coach	Athletics Office	CP	7/1/2012	6/30/2013	6000.00	REA	TMP
<b>OFFICE OF ACADEMIC AFFAIRS</b>								
Bean,Janet P	Assoc Prof - Summer	Office of Academic Affairs	FAC	6/1/2012	8/31/2012	3000.00	REH	TMP
Kennedy,Elizabeth	Professor-Summer	Office of Academic Affairs	FAC	6/4/2012	7/28/2012	3000.00	HIR	TMP
White,Naomi C	Asst Prof - Summer	Office of Academic Affairs	FAC	6/1/2012	8/31/2012	3000.00	HIR	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING**  
**(Spring 1/9/12-5/6/12;Summer 5/14/12-8/11/12; Fall 8/27/12-12/16/12;Spring 1/14/13-5/12/13)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
<b>OFFICE OF STRATEGIC ENGAGEMENT</b>								
Conwi,Amy Liikala	Coord Ldrshp & Transition-OOA	Office of Accessibility	STA	8/11/2012	1/2/2013	2352.00	REA	REA
<b>OFFICE OF STUDENT ENGAGEMENT</b>								
Arend,Audrey	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.95	TER	RES
Brown,Alexandria	Residence Life Assistant	Residence Life & Housing	STA		8/13/2012	8.70	TER	RES
Eyman,Christian	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.95	TER	RES
Formanik,Chelsea	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
Galmarini,Nicole	Residence Life Assistant	Residence Life & Housing	STA		7/28/2012	12.50	TER	RES
Latourette,Clare	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
Liebig,Chris	Adjunct Physician	Health Services	CP	7/1/2012	6/30/2014	0.00	HIR	TMP
Lumpp,Matthew	Residence Life Assistant	Residence Life & Housing	STA		8/10/2012	8.70	TER	RES
McManus,Eric	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
Mickley,Victoria	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.95	TER	RES
Mong,Joseph	Residence Life Assistant	Residence Life & Housing	STA		8/14/2012	8.70	TER	RES
Morrison,Christine	Residence Life Assistant	Residence Life & Housing	STA		8/10/2012	8.70	TER	RES
Murray, John	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
Stimler,Chris	Residence Life Assistant	Residence Life & Housing	STA		8/4/2012	9.65	TER	RES
Vierheller,Ellen	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
Yanul,Michelle	Residence Life Assistant	Residence Life & Housing	STA		8/12/2012	8.70	TER	RES
<b>VICE PRESIDENT FOR FINANCE &amp; ADMINISTRATION/CFO</b>								
Bailey,Pamela	Retail Associate	University Dining Services	STA		8/5/2012	8.40	TER	RES
Chatman,Carolyn	Hotel Houskeeping Attendant	Quaker Square Inn	STA	7/30/2012	6/17/2013	9.00	HIR	TMP
Mize,Bridget Bonita	Hotel Houskeeping Attendant	Quaker Square Inn	STA	8/13/2012	6/17/2013	9.00	HIR	TMP
Nicolard,Jack	Computer Specialist	Printing Services	STA	7/1/2012	12/31/2012	12.61	REA	REA
<b>VICE PRESIDENT FOR RESEARCH &amp; DEAN OF GRADUATE SCHOOL</b>								
Chandy,Abhilash J	Asst Prof - Summer	Graduate School	FAC	6/4/2012	7/26/2012	500.00	HIR	TMP
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>								
Barrett,Linda Ruth	Assoc Prof - Summer	Geology & Environ. Sciences	FAC	5/14/2012	8/11/2012	3000.00	HIR	TMP
Blue,Christopher	Art Model	Art	STA	8/27/2012	6/30/2013	15.55	REH	TMP
Breslin,Mary Ann	Office Assistant	Computer Science	STA	8/1/2012	12/31/2012	12.84	REA	TMP
Clark,Kathleen Diana	Assoc Prof	Communication	FAC	7/1/2012	8/31/2012	3000.00	DTA	REO
Cox III,Raymond W	Professor-Summer	Public Admin & Urban Studies	FAC	7/30/2012	8/3/2012	2170.00	REH	TMP
Dudack,Matthew John	Senior Lecturer	Music	FAC	7/9/2012	7/10/2012	1920.00	REH	TMP
Fenwick,Rudy	Assoc Prof - Summer	Sociology	FAC	6/3/2012	8/25/2012	3000.00	REH	TMP
Fox,Rachel L	Office Assistant	Anthropology & Classical St	STA	7/23/2012	11/30/2012	12.23	HIR	SWV
Hajjafar,Ali	Professor-Summer	Mathematics	FAC	5/21/2012	6/3/2012	3000.00	REH	TMP
Irwin,James F	Art Model	Art	STA	8/27/2012	6/30/2013	14.00	REH	PRC
Jacoway,Paul R	Consultant	Communication	CP	5/6/2012	5/6/2012	100.00	HIR	1XP
Jorgensen,Robert D	Professor-Summer	Music	FAC	6/25/2012	6/27/2012	600.00	REH	TMP
Karriker,Galen S	Assoc Prof - Summer	Music	FAC	6/25/2012	6/27/2012	600.00	REH	TMP
Lafferty,Laurie J	Professor-Summer	Music	FAC	6/25/2012	6/27/2012	600.00	REH	TMP
Lashbrook,Laurie E	Assoc Prof - Summer	Music	FAC	7/16/2012	7/21/2012	729.00	REH	TMP
Madden,John T	Associate Lecturer	Music	FAC	6/11/2012	6/16/2012	1900.00	REH	TMP
Marino,Christopher	Art Model	Art	STA	8/27/2012	6/30/2013	10.00	REH	TMP
Matney,Timothy	Professor-Summer	Anthropology & Classical St	FAC	5/9/2012	8/11/2012	3000.00	REH	TMP
Paudel,Liladhar	Adjunct Asst Prof	Chemistry	FAC	8/12/2012	10/31/2012	0.00	HIR	TMP
Paugh,Kelli	Art Model	Art	STA	8/27/2012	6/30/2013	11.00	REH	TMP
Rinaldi,Peter L	Professor-Summer	Chemistry	FAC	8/1/2012	8/31/2012	3677.48	REH	TMP
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>								
Schullo,Julie M	Lecturer	Dance Institute	FAC	7/12/2012	7/19/2012	71.54	REH	TMP
Senko,John M	Asst Prof - Summer	Geology & Environ Sciences	FAC	8/5/2012	8/11/2012	1000.00	REH	TMP
Silverman,Laura	Senior Lecturer	Music	FAC	7/16/2012	7/21/2012	300.00	REH	TMP
Slowiak,James R	Professor-Summer	Dance, Theatre & Arts Adm.	FAC	8/1/2012	8/31/2012	3000.00	REH	TMP
Smith,Gabor D	Consultant	Communication	CP	5/24/2012	5/24/2012	1610.00	HIR	1XP
Stoynoff,Catherine A	College Lecturer	English	FAC	5/1/2012	5/1/2012	100.00	REH	1XP
Tabacher,Patrick M	Computer Specialist	Communication	STA	4/30/2012	4/30/2012	1000.00	HIR	1XP
Weeks,Stephen C	Professor-Summer	Biology	FAC	8/1/2012	8/31/2012	3000.00	REH	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING**  
**(Spring 1/9/12-5/6/12; Summer 5/14/12-8/11/12; Fall 8/27/12-12/16/12; Spring 1/14/13-5/12/13)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
Wyzgoski, Faith J	Adjunct Assoc Prof	Chemistry	FAC	8/1/2012	8/31/2012	720.30	REH	TMP
<b>COLLEGE OF EDUCATION</b>								
Boit, Rachel J	Asst Prof - Summer	Curr & Instr Studies	FAC	8/1/2012	8/3/2012	1500.00	REH	TMP
Ford, Bridgie A	Professor-Summer	Curr & Instr Studies	FAC	5/14/2012	7/21/2012	6223.85	REH	TMP
Ford, Bridgie A	Professor-Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	REH	TMP
Holliday, Gary M	Asst Prof - Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	HIR	TMP
Kline, Lynn S	Assoc Prof - Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	REH	TMP
Liang, Xin	Assoc Prof - Summer	Educ Found & Leadership	FAC	6/6/2012	8/13/2012	19358.28	REH	TMP
Maguth, Brad M	Asst Prof - Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	HIR	TMP
Makki, Nidaa	Asst Prof - Summer	Curr & Instr Studies	FAC	8/1/2012	8/24/2012	5098.35	REH	TMP
Makki, Nidaa	Asst Prof - Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	REH	TMP
Nelson, Raymond	Camp Worker	Education Dean's Office	STA	6/29/2012	6/29/2012	2000.00	HIR	1XP
Newton, Evangeline	Professor-Summer	Curr & Instr Studies	FAC	7/9/2012	8/11/2012	1060.37	REH	TMP
Pachnowski, Lynne	Professor-Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	REH	TMP
Pachnowski, Lynne	Professor-Summer	Curr & Instr Studies	FAC	8/1/2012	8/31/2012	8258.65	REH	TMP
Raiff, Patricia A	Senior Instructor	Education Dean's Office	FAC	5/9/2012	5/9/2012	2400.00	HIR	1XP
Rainey, Rosalyn	Substitute Teacher	Ctr, Child Development	STA		8/3/2012	9.50	TER	RES
Shaub, Deborah	Outreach Coordinator	Education Dean's Office	STA		6/30/2012	47.20	TER	NOR
Stiggers, Nonita Alice	Substitute Teacher	Ctr, Child Development	STA	8/6/2012	6/30/2013	10.00	HIR	TMP
Stuart, Denise H	Assoc Prof - Summer	Curr & Instr Studies	FAC	7/1/2012	7/31/2012	500.00	REH	TMP
<b>COLLEGE OF ENGINEERING</b>								
Bian PhD, Yadong	Research Scholar	Civil Engineering	STA	7/16/2012	12/1/2012	500.00	HIR	SWV
Blumenthal, Lisa	Research Trainee	Chemical & Bio .Engr	STA	6/18/2012	8/3/2012	924.00	PAY	OTH
Carletta, Joan E	Assoc Prof - Summer	Electrical & Computer Engr	FAC	8/1/2012	8/31/2012	3000.00	REH	TMP
Cheng, Gang	Asst Prof - Summer	Chemical & Bio Engr	FAC	8/1/2012	8/14/2012	2073.00	REH	TMP
Friess, John	Research Trainee	Chemical & Bio. Engr	STA	8/3/2012	8/3/2012	645.00	HIR	1XP
Gao, Xiaosheng	Professor-Summer	Mechanical Engineering	FAC	8/20/2012	8/23/2012	2176.43	REH	TMP
Hartley, Tom T	Professor-Summer	Electrical & Computer Engr	FAC	8/1/2012	8/31/2012	12764.00	REH	TMP
Ida, Nathan	Professor-Summer	Electrical & Computer Engr	FAC	8/1/2012	8/31/2012	14550.00	REH	TMP
Isen, Evren	Research Scholar	Electrical & Computer Engr	STA	6/6/2012	9/2/2012	0.00	HIR	TMP
Jin, Frank	Research Asst	Civil Engineering	STA	8/6/2012	8/26/2012	8.00	HIR	SWV
Li, Jing Jing	Research Asst	Mechanical Engineering	STA	9/1/2012	2/28/2013	15.00	REA	TMP
Ma, David	Research Trainee	Chemical & Bio. Engr	STA	7/2/2012	8/10/2012	1000.00	PAY	OTH
Mittal, Gaurav	Asst Prof - Summer	Mechanical Engineering	FAC	7/30/2012	7/31/2012	303.66	REH	TMP
Morscher, Gregory N	Assoc Prof - Summer	Mechanical Engineering	FAC	8/6/2012	8/18/2012	4476.92	REH	TMP
Newby, Bi-min Zhang	Assoc Prof - Summer	Chemical & Bio. Engr	FAC	6/4/2012	7/28/2012	4700.00	REH	TMP
Newby, Bi-min Zhang	Assoc Prof - Summer	Chemical & Bio. Engr	FAC	8/1/2012	8/31/2012	8240.00	REH	TMP
Saleeb, Atef F	Professor-Summer	Civil Engineering	FAC	6/1/2012	7/31/2012	31608.01	REH	TMP
Sastry, Shivakumar	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2012	7/31/2012	2331.99	REH	TMP
Sastry, Shivakumar	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2012	7/31/2012	12563.10	REH	TMP
<b>COLLEGE OF ENGINEERING (Cont.)</b>								
Schneider IV, William	Asst Prof - Summer	Civil Engineering	FAC	6/1/2012	6/30/2012	2009.81	REH	TMP
Schneider IV, William	Asst Prof - Summer	Civil Engineering	FAC	6/1/2012	6/30/2012	1196.00	REH	TMP
Schneider IV, William	Asst Prof - Summer	Civil Engineering	FAC	6/1/2012	6/30/2012	3215.70	REH	TMP
Schneider IV, William	Asst Prof - Summer	Civil Engineering	FAC	6/1/2012	6/30/2012	2009.81	HIR	TMP
Tsukerman, Igor A	Professor-Summer	Electrical & Computer Engr	FAC	8/1/2012	8/31/2012	12153.00	REH	TMP
Wong, Shing-Chung	Asst Prof - Summer	Mechanical Engineering	FAC	5/7/2012	5/31/2012	7071.96	REH	TMP
Wong, Shing-Chung	Assoc Prof - Summer	Mechanical Engineering	FAC	8/1/2012	8/31/2012	11120.00	REH	TMP
Wu, Jiang	Visiting Research Scholar	Chemical & Bio Engr	STA	9/25/2012	3/25/2013	0.00	HIR	TMP
Yu, Bing	Asst Prof - Summer	Biomedical Engineering	FAC	8/1/2012	8/25/2012	7978.32	HIR	TMP
<b>COLLEGE OF HEALTH PROFESSIONS</b>								
Carlin, Charles H	Asst Prof - Summer	Speech-Lang Path & Audio.	FAC	7/4/2012	8/17/2012	13061.11	REH	TMP
Dorando, Susan L	Interpreter	Speech-Lang Path & Audio.	STA	6/4/2012	6/4/2012	100.00	HIR	1XP
Fisher, Elaine M	Professor-Summer	Nursing - Instruction	FAC	6/1/2012	8/31/2012	3000.00	REH	TMP

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason	
Harding,Jamie Dawn	Clinical Instructor	Speech-Lang Path & Audio.	FAC	8/27/2012	6/13/2013	31250.00	REH	TMP	
Marino,Deborah D	Assoc Prof - Summer	Nutrition & Dietetics	FAC	7/9/2012	8/11/2012	3488.00	REH	TMP	
McCollister,Melissa	Project/Grant Consultant	Social Work	STA	9/1/2012	8/31/2013	27.36	REA	TMP	
Milano,Abby M	Clinical Instructor	Speech-Lang Path & Audio.	FAC	8/15/2012	6/15/2013	32000.00	REH	TMP	
Wang,Qiang	Visiting Scholar	School of Nursing	STA	6/21/2012	9/19/2012	0.00	HIR	TMP	
Woods,Stephanie J	Professor-Summer	School of Nursing	FAC	7/1/2012	8/25/2012	3000.00	REH	TMP	
<b>SCHOOL OF LAW</b>									
Dessin,Carolyn L	Professor-Summer	Law - Instruction	FAC	6/1/2012	8/1/2012	3000.00	REH	TMP	
<b>COLLEGE OF POLYMER SCIENCE &amp; POLYMER ENGINEERING</b>									
Adepetun,Adeyemi	Research Asst	Institute, Polymer Science	STA	9/1/2012	9/30/2012	15.03	REA	TMP	
Bekele,Selemon	Visiting Research Scientist	Institute, Polymer Science	STA	7/28/2012	8/31/2012	0.00	REA	TMP	
Dong,Lingbo	Visiting Research Scholar	Polymer Engineering	STA	7/2/2012	7/1/2013	0.00	HIR	TMP	
Fan,Changliang	Visiting Research Scientist	Institute, Polymer Science	STA	7/2/2012	7/1/2013	0.00	HIR	TMP	
Gimenez,Enrique	Post-Doctoral Fellow	Polymer Engineering	STA	7/10/2012	9/9/2012	0.00	HIR	TMP	
Hou,Xuemei	Research Scholar	Institute, Polymer Science	STA		9/1/2012	0.00	TER	TMP	
Isayev,Avraam I *	Distinguished Prof - Summer	Polymer Engineering	FAC	8/1/2012	8/24/2012	13749.43	REH	TMP	
Lu,Hung-Lin	Student Intern	Institute, Polymer Science	STA		7/14/2012	0.00	TER	TMP	
Lu,Yuyuan	Visiting Research Scholar	Institute, Polymer Science	STA	10/4/2012	12/31/2012	0.00	HIR	TMP	
Matsuura,Yoko	Postdoctoral Research Fellow	Polymer Engineering	STA	8/2/2012	9/22/2012	0.00	HIR	TMP	
Raditya,Randy	Research Asst	Institute, Polymer Science	STA	8/1/2012	11/1/2012	8.00	HIR	SWV	
Sahai,Nita	Professor-Summer	Polymer Science	FAC	6/22/2012	8/26/2012	10962.17	HIR	TMP	
Yang,Tingbin	Research Scholar	Polymer Engineering	STA		7/11/2012	0.00	TER	TMP	
<b>SUMMIT COLLEGE</b>									
Boryk,Ronald J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	1/16/2012	2/25/2012	216.00	REH	TMP	
Ciszewski,Kathleen	Academic Adviser II	Summit College Dean's Office	CP	5/14/2012	8/10/2012	5725.00	REH	TMP	
Compton,Joshua L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	3/5/2012	3/10/2012	189.00	REH	TMP	
Kraft,Kristine N	Asst Prof	Allied Health Technology	FAC	8/27/2012	5/11/2013	5250.00	HIR	30H	
Martin,Robert D	Lecturer - Summer	Workforce Dev & Cont Educ	FAC	7/22/2012	7/28/2012	500.00	REH	TMP	
McClish,Tammy A	Validation Site Coordinator	Summit College Dean's Office	STA	7/1/2012	6/30/2013	30.00	REA	REA	
McKnight,Lynn B	Academic Adviser I	Summit College Dean's Office	CP	5/14/2012	8/10/2012	5725.00	REH	TMP	
Mehlberg,Timothy	Asst Prof - Summer	Workforce Dev & Cont Educ	FAC	8/12/2012	8/18/2012	875.00	REH	TMP	
Milks,Andrew E	Assistant Lecturer	Workforce Dev & Cont Educ	FAC	8/5/2012	8/25/2012	720.00	REH	TMP	
O'Wesney,Denise M	Lecturer - Summer	Workforce Dev & Cont Educ	FAC	8/5/2012	8/25/2012	315.00	REH	TMP	
Shriner,Barbara D	Academic Adviser II	Summit College Dean's Office	CP	5/14/2012	8/10/2012	5725.00	REH	TMP	
Spangler,Robert	Lecturer	Workforce Dev & Cont Educ	FAC	7/22/2012	8/4/2012	960.00	REH	REH	
Venditti Jr,Paul T	Lecturer - Summer	Workforce Dev & Cont Educ	FAC	7/15/2012	8/18/2012	570.00	REH	TMP	
Withem,Dennis D	Lecturer - Summer	Workforce Dev & Cont Educ	FAC	7/29/2012	8/18/2012	1440.00	REH	TMP	
<b>WAYNE COLLEGE</b>									
Augustine,Joseph R	Artist In Residence	Wayne College Dean's Office	CP	8/17/2012	8/17/2012	2270.00	HIR	TMP	
Bobola,Michele M	Lecturer	Work. Dev. & Cont. Educ-Wayne	FAC	7/18/2012	7/18/2012	420.00	REH	1XP	
Hauenstein,Robin	Lecturer	Holmes Cnty Higher Educ Ctr	FAC	7/1/2012	7/31/2012	260.00	REH	TMP	
Kiper,Jennifer L	Head Women's Vball Coach-WC	Wayne College Dean's Office	CP	9/1/2012	12/31/2012	4000.00	HIR	TMP	
Menke,Roberta	Facilities Maint. Worker MCUC	Medina County Univ Center	STA		7/26/2012	0.00	TER	RES	
Teague,Colleen M	Assoc Prof - Summer	Business & Off. Tech-Wayne	FAC	7/9/2012	8/11/2012	800.00	REH	TMP	

\* Retiree

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>OFFICE OF THE PRESIDENT</b>								
Bozeka,Nicholas	GAA	Athletics Office		7/8/2012			TER	RES
Butler,Amanda L	GAI	Athletics Office	8/1/2012	5/11/2013	324.31	B	HIR	TMP
Carroll,Tim	GAI	Athletics Office		8/3/2012			TER	RES
Dagilis,Matthew J	GAI	Athletics Office	7/8/2012	7/12/2012	110.00	D	REH	1XP
Dagilis,Matthew J	GAI	Athletics Office	7/15/2012	7/19/2012	110.00	D	REH	1XP
Faciana,Nicholas R	GAI	Athletics Office	8/27/2012	5/11/2013	389.19	B	REH	TMP
Futch,Matthew D	GAI	Athletics Office	7/16/2012	7/28/2012	450.00	B	REH	SPL
Gildersleeve,Matthew R	GAA	Athletics Office	6/18/2012	8/24/2012	480.00	B	HIR	TMP
Gildersleeve,Matthew R	GAA	Athletics Office	8/27/2012	5/11/2013	324.32	B	REH	TMP
Greulich,Beth A	GAI	Athletics Office	7/16/2012	7/20/2012	304.00	D	REH	1XP
Guerin,Brian D	GAI	Athletics Office	7/23/2012	7/26/2012	56.25	D	REH	SPL
Horning,Erin M	GAI	Athletics Office	7/8/2012	7/12/2012	100.00	D	REH	1XP
Horning,Erin M	GAI	Athletics Office	7/15/2012	7/19/2012	100.00	D	REH	1XP
Konate,Ibrahim	GAI	Athletics Office		8/27/2012			TER	CAN
O'Donnell,Garrett J	GAI	Athletics Office	8/27/2012	5/11/2013	389.19	B	REH	TMP
Paez,Enrique Javier	GAI	Athletics Office	7/8/2012	7/12/2012	110.00	D	REH	1XP
Paez,Enrique Javier	GAI	Athletics Office	7/15/2012	7/19/2012	110.00	D	REH	1XP
Reid,Preston J	GAI	Athletics Office	7/23/2012	7/26/2012	37.50	D	HIR	1XP
Rodriguez,James M	GAA	Athletics Office	8/27/2012	6/29/2013	324.32	B	REH	TMP
Stratton,Terrance R	GAA	Athletics Office	8/1/2012	6/29/2013	416.67	B	HIR	TMP
Torkelson,Dawn L	GAI	Athletics Office	8/27/2012	5/11/2013	389.19	B	REH	TMP
<b>OFFICE OF ACADEMIC AFFAIRS</b>								
Clift,Dierre J	GAA	Multicultural Development	8/27/2012	5/11/2013	513.51	B	HIR	TMP
Fekete,Loren D	GAR	Office of Academic Affairs	8/13/2012	8/12/2013	540.00	B	HIR	TMP
Shendy,Shimaa S	GAA	Multicultural Development	8/27/2012	5/11/2013	378.37	B	REH	TMP
Slate,Ryan A	GAA	Military Science & Leadership	8/27/2012	5/11/2013	432.00	B	HIR	TMP
<b>VICE PRESIDENT FOR STRATEGIC ENGAGEMENT</b>								
Bechtel,Taylor J	GAA	Admissions	8/27/2012	8/16/2013	420.00	B	HIR	TMP
Cargill,Marisa L	GAA	Off-Campus Student Services	8/13/2012	8/12/2013	421.45	B	HIR	TMP
Cavanaugh,Caitlin M	GAR	VP, Strategic Engagement	8/15/2012	5/15/2013	694.44	B	HIR	TMP
Cooper,Emily L	GAA	Transfer Student Services Ctr	8/20/2012	8/23/2013	420.00	B	REH	TMP
Culver,Trillah J	GAA	Office of Accessibility	8/6/2012	8/2/2013	576.92	B	HIR	TMP
Hauler,Renee A	GAA	Transfer Student Services Ctr	8/20/2012	5/3/2013	420.00	B	REH	TMP
Mauck,Michelle D	GAA	Admissions	8/27/2012	8/16/2013	420.00	B	HIR	TMP
Pee,Damon R	GAR	VP, Strategic Engagement	8/15/2012	8/15/2013	500.00	B	HIR	TMP
Wilson,Chantale N	GAR	VP, Strategic Engagement	8/15/2012	5/15/2013	694.44	B	HIR	TMP
<b>VICE PRESIDENT FOR STUDENT ENGAGEMENT</b>								
Beasley,Brandi M	GAA	Residence Life & Housing Off	7/23/2012	5/7/2013	459.46	B	HIR	TMP
Bogert,Adam J	GAA	Student Rec & Wellness Svcs	8/15/2012	5/18/2013	510.20	B	HIR	TMP
Culver,Trillah J	GAA	VP, Student Engagement		8/27/2012			TER	CAN
Ewald,Jessica A	GAA	Student Rec & Wellness Svcs	8/20/2012	5/11/2013	510.20	B	REH	TMP
Falk,Daniel C	GAA	International Programs	8/27/2012	12/15/2012	350.00	B	REH	TMP
Kolli,Bhavana	GAA	International Programs	8/27/2012	5/10/2013	350.00	B	REH	TMP
Yates,Mackenzie R	GAA	Student Rec & Wellness Svcs	7/1/2012	6/29/2013	510.20	B	REH	TMP
<b>VICE PRESIDENT FOR FINANCE &amp; ADMINISTRATION/CFO</b>								
Chanpraipayak,Muanfun	GAA	University Dining Services	8/27/2012	12/15/2012	190.80	B	HIR	TMP
Sataranuwat,Thuangpuk	GAA	University Dining Services	8/27/2012	12/15/2012	210.00	B	REH	TMP
Welsh,William L	GAA	University Dining Services	8/27/2012	12/15/2012	382.00	B	REH	TMP
Wongprasert,Anusorn	GAA	University Dining Services	8/27/2012	12/15/2012	212.40	B	REH	TMP
<b>VICE PRESIDENT FOR INFORMATION TECHNOLOGY SERVICES/CIO</b>								
Clark,Megan N	GAA	Instructional Services	8/27/2012	5/10/2013	450.00	B	HIR	TMP
Mellor,Joel S	GAA	Instructional Services	8/13/2012	12/15/2012	500.00	B	REH	TMP
<b>VICE PRESIDENT FOR RESEARCH &amp; DEAN OF GRADUATE SCHOOL</b>								
GAC	GAR	Graduate School	7/16/2012	7/28/2012	150.00	B	HIR	SPL
GAF		Grad Fellowship						
GAI		Grad Instructional Support						
GAR		Grad Research Asst						
GAT		Grad Teaching Asst						

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>								
Abassah,Collins A	GAI	Statistics	8/27/2012	5/11/2013	471.56 B		HIR	TMP
Agyekum,Collins D	GAI	Statistics	8/27/2012	5/11/2013	471.56 B		HIR	TMP
Anim-Koranteng,Emmanuel	GAI	Dance, Theatre & Arts Admin	8/27/2012	5/11/2013	367.57 B		HIR	TMP
Astrop,Timothy I	GAT	Biology	8/27/2012	5/11/2013	1054.05 B		REH	TMP
Barnes,Jeffrey J	GAT	History	8/27/2012	5/11/2013	540.54 B		REH	TMP
Barsa,Andrew J	GAT	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Benedetti,Alison A	GAR	Psychology	8/27/2012	5/10/2013	700.55 B		REH	TMP
Bowers,David J	GAF	Chemistry	8/27/2012	12/15/2012	50.00 B		REH	SPL
Boykins,Tracy F	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06 B		HIR	TMP
Brinkley,Carl L	GAR	Public Admin & Urban Studies	8/27/2012	8/17/2013	580.40 B		HIR	TMP
Brown,Katie L	GAT	History	8/27/2012	5/11/2013	702.70 B		REH	TMP
Brown,Zachary G	GAR	Public Admin & Urban Studies	8/27/2012	8/17/2013	580.40 B		HIR	TMP
Bruback,Zac T	GAA	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Buk,Tara B	GAT	Biology	8/27/2012	5/11/2013	786.48 B		REH	TMP
Cao,Xuan	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06 B		REH	TMP
Carr,Alison E	GAR	Psychology	7/16/2012	7/28/2012	3096.75 B		REH	1XP
Chudik,Melanie V	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		HIR	TMP
Coleman,Alicia B	GAR	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06 B		REH	TMP
Craig,David T	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06 B		HIR	TMP
Croft,Caitlin E	GAR	Public Admin & Urban Studies	8/27/2012	12/16/2012	643.75 B		REH	TMP
Croft,Caitlin E	GAR	Public Admin & Urban Studies	1/14/2013	5/11/2013	363.52 B		REH	TMP
Cruse,Kenneth A	GAI	English	8/27/2012	5/11/2013	284.05 B		HIR	TMP
Derrig,Coda	GAA	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Dervisholli,Edona S	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		HIR	TMP
Dickson,Cavan J	GAT	Mathematics	8/20/2012	5/11/2013	684.21 B		HIR	TMP
Dluzniewski,Eric J	GAT	Music	8/27/2012	5/11/2013	189.19 B		REH	TMP
Dodge,Kama D	GAR	Psychology	7/21/2012	7/25/2012	144.50 D		REH	1XP
Dodge,Kama D	GAT	Psychology	8/27/2012	12/15/2012	781.25 B		REH	TMP
Dogbey-Gakpetor,Jerry	GAI	Statistics	8/27/2012	5/11/2013	471.56 B		HIR	TMP
Dolis,Chad Michael	GAR	Psychology	7/30/2012	8/11/2012	212.50 B		REH	1XP
Duah,Ernest	GAT	Chemistry	7/1/2012	8/26/2012	934.42 B		REH	TMP
Dunn,Troy S	GAT	Biology	8/27/2012	5/11/2013	786.48 B		REH	TMP
Egresi,Brett A	GAT	Geology		8/27/2012			TER	CAN
Endicott,David A	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		REH	TMP
Frantz,Noelle B	GAT	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Gabriel,Allison S	GAR	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Gant,Melissa M	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	324.32 B		HIR	TMP
Gatesman,Brett M	GAT	Psychology	8/27/2012	5/11/2013	621.62 B		REH	TMP
Gerevics,Rebecca A	GAT	Biology	8/27/2012	5/11/2013	786.48 B		REH	TMP
Gonzalez,Cristina	GAR	Public Admin & Urban Studies	8/27/2012	5/11/2013	640.27 B		REH	TMP
Granger,Douglas	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		REH	TMP
Gunu,Emma A	GAI	Statistics	8/27/2012	5/11/2013	471.56 B		HIR	TMP
Harris,Mary Margaret	GAT	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Headley,Jessica A	GAA	Psychology	8/27/2012	8/23/2013	791.11 B		REH	TMP
Heitger,Samantha K	GAA	Family & Cons Sciences	8/27/2012	8/17/2013	392.16 B		HIR	TMP
Hilliard,Zachary H	GAT	History	8/27/2012	5/11/2013	594.59 B		REH	TMP

### BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)

Jackson,Krystle	GAT	Sociology		8/27/2012			TER	CAN
Jackson,Rachel L	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		HIR	TMP
Jahan,Shamima	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06 B		HIR	TMP
Johnson,Nicole L	GAR	Psychology	8/20/2012	8/16/2013	675.68 B		REH	TMP
Johnston,Michael D	GAT	Biology	8/27/2012	5/11/2013	786.48 B		REH	TMP
Kadeba,Myriam T	GAR	Psychology	8/27/2012	5/11/2013	675.67 B		REH	TMP
Katzenmeyer,Bryan C	GAT	Chemistry	8/12/2012	12/15/2012	730.77 B		REH	TMP
Knapp,Christopher	GAT	Statistics		8/27/2012			TER	CAN
Kufta,Sarah M	GAT	Political Science	8/20/2012	5/17/2013	553.87 B		HIR	TMP
Lalani,Reza	GAT	Biology	8/27/2012	12/15/2012	1218.75 B		REH	TMP

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Lama,Bimala	GAR	Chemistry	8/15/2012	12/31/2012	730.77	B	REH	TMP
Larue,Dionna D	GAT	History	8/27/2012	5/11/2013	702.70	B	REH	TMP
Leo,Benjamin M	GAT	Economics	8/27/2012	12/15/2012	445.40	B	HIR	TMP
Lim,Hye Ree	GAI	Economics	8/27/2012	5/11/2013	267.24	B	HIR	TMP
Maia Villar De Queiroz,Rafael	GAT	Biology	1/14/2013	5/11/2013	1147.05	B	REH	TMP
Miller,Derrick J	GAT	Political Science	8/20/2012	5/17/2013	553.87	B	REH	TMP
Miller,James K	GAR	Mathematics	7/2/2012	8/24/2012	1000.00	B	REH	TMP
Njus,Kelsey Anne	GAR	Biology	8/27/2012	5/11/2013	786.48	B	HIR	TMP
O'Brien,Cassandra L	GAT	Music	8/27/2012	5/11/2013	189.19	B	HIR	TMP
Ostertag,Tricia M	GAR	Public Admin & Urban Studies	8/27/2012	5/11/2013	640.27	B	REH	TMP
Owoyele,Omololu A	GAI	Economics	8/27/2012	5/11/2013	267.24	B	HIR	TMP
Pears,Elizabeth S	GAT	Psychology	8/27/2012	5/11/2013	621.62	B	REH	TMP
Peloquin,Matthew J	GAT	Biology	8/27/2012	5/11/2013	786.48	B	REH	TMP
Pennington,David J	GAF	History	8/27/2012	5/11/2013	702.70	B	REH	TMP
Petrak,David	GAT	Chemistry	8/27/2012	12/15/2012	730.77	B	HIR	TMP
Phlipot,Bradley J	GAT	Political Science	8/20/2012	5/17/2013	553.87	B	HIR	TMP
Preston,Andrew S	GAT	History	8/27/2012	5/11/2013	594.59	B	REH	TMP
Prokop,Jeremy W	GAR	Biology	8/27/2012	9/8/2012	1000.00	B	REH	SPL
Rife,Gary L	GAT	Psychology	8/27/2012	5/11/2013	675.67	B	REH	TMP
Roketenetz,Lara D	GAR	Biology	7/30/2012	8/11/2012	400.00	B	REH	SPL
Rosier,Sasha M	GAT	Music	8/27/2012	5/11/2013	189.19	B	HIR	TMP
Sapp,Jonathan T	GAT	History	8/27/2012	5/11/2013	594.59	B	REH	TMP
Schutte,Valerie E	GAT	History	8/27/2012	5/11/2013	702.70	B	REH	TMP
Scott,Cassandra A	GAI	Dance, Theatre & Arts Admin	8/27/2012	5/11/2013	367.57	B	HIR	TMP
Shaw,James W	GAT	Political Science	8/20/2012	5/17/2013	553.87	B	HIR	TMP
Shondrick,Sara J	GAR	Psychology	7/15/2012	7/16/2012	510.00	D	REH	1XP
Simmons,Lauren D	GAT	Political Science	8/20/2012	5/17/2013	553.87	B	HIR	TMP
Suwanpoh,Josephine Polim	GAT	Music	8/27/2012	5/11/2013	141.89	B	HIR	TMP
Tahat,Linda S	GAR	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06	B	REH	TMP
Taylor,Bonnie J	GAT	Geography & Planning		8/27/2012			TER	CAN
Tetiker,Gulcin	GAT	Physics	7/1/2012	8/24/2012	554.61	B	REH	TMP
Thanatwaranon,Uea-Issara	GAR	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06	B	REH	TMP
Thome,Benjamin S	GAF	Chemistry	8/20/2012	12/15/2012	76.92	B	REH	SPL
Thompson,Benjamin R	GAT	Physics	8/27/2012	6/29/2013	554.61	B	HIR	TMP
Van Liew,Shakita T	GAI	Public Admin & Urban Studies	8/27/2012	5/11/2013	334.06	B	HIR	TMP
Walker,Kelsey E	GAT	History	8/27/2012	12/15/2012	687.50	B	REH	TMP
Walker,Tia	GAF	Chemistry	8/27/2012	12/15/2012	50.00	B	REH	SPL
Weeman,Glenn S	GAT	Mathematics	1/14/2013	5/11/2013	764.70	B	HIR	TMP
White,Jason	GAI	Dance, Theatre & Arts Admin		8/27/2012			TER	CAN
Wickham,Allison	GAI	Dance, Theatre & Arts Admin	8/27/2012	5/11/2013	367.57	B	HIR	TMP
Wilks,Melissa K	GAT	Biology	8/27/2012	5/11/2013	786.48	B	REH	TMP
Witmer,Daniel B	GAT	Economics	8/27/2012	12/15/2012	445.40	B	HIR	TMP

### COLLEGE OF BUSINESS ADMINISTRATION

Akki,Sandeep	GAI	Finance	8/27/2012	5/10/2013	167.03	B	HIR	TMP
Esterle,Jason T	GAI	CBA Dean's Office	7/16/2012	5/31/2013	700.00	B	HIR	TMP
Fleck,Matthew L	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP
George,Michelle R	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP
Heisterman,Dare E	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP
Lieb,Nathan A	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP
Moermond,Brandon A	GAI	Marketing	8/27/2012	5/11/2013	334.06	B	HIR	TMP
Pariano,Dominick L	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP
Pusapati,Srisoumya	GAI	CBA Dean's Office	8/27/2012	12/15/2012	193.13	B	HIR	TMP
Wang,Longlong	GAI	Accountancy	8/27/2012	5/10/2013	167.03	B	HIR	TMP

### COLLEGE OF EDUCATION

Barton,Angela B	GAI	Curr & Instr Studies	8/27/2012	12/15/2012	417.56	B	REH	TMP
Cadaret,Michael C	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP
Chrisman,Nichole E	GAI	Curr & Instr Studies	8/27/2012	12/15/2012	417.56	B	HIR	TMP
Cole,Bethanie A	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Cumming,Barbara J	GAA	Educ Found & Leadership	8/27/2012	5/10/2013	417.56	B	HIR	TMP
Dang, Yue	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
Edwards,Sharece N	GAA	Education Dean's Office	8/27/2012	5/10/2013	417.56	B	REH	TMP
Graham,William C	GAR	Curr & Instr Studies	8/27/2012	12/15/2012	417.56	B	REH	TMP
Holt,Alexis M	GAT	Sport Science & Wellness Educ	8/27/2012	12/15/2012	200.00	B	REH	TMP
Janke,Adrienne L	GAA	Education Dean's Office	8/27/2012	5/11/2013	417.56	B	REH	TMP
Kautzman- East,Melanie A	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
Kim,Soyeong	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP
McCarthy,Alannah S	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
Meyers,Shelley L	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP
Miranda,Megan L	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP
Moore,Amy Marie	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
Muffley,Derek D	GAA	Education Dean's Office	8/27/2012	5/11/2013	417.56	B	REH	TMP
Reynolds,Robert J	GAT	Sport Science & Wellness Educ	8/27/2012	5/11/2013	417.56	B	HIR	TMP
Rojas,Elsa E	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	REH	TMP
Schell,Kelsey M	GAI	Curr & Instr Studies	8/27/2012	12/15/2012	437.50	B	REH	TMP
Simmons,Christopher T	GAA	Education Dean's Office	8/20/2012	8/24/2013	417.56	B	REH	TMP
Smith,Charity A	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
Smith,Melissa	GAA	Educ Found & Leadership		8/27/2012			TER	CAN
Wheeler,Julie A	GAR	Education Dean's Office	8/27/2012	12/10/2012	421.62	B	REH	TMP
White,Jason C	GAI	Educ Found & Leadership	8/27/2012	5/11/2013	487.19	B	HIR	TMP
Whitman,Rachel E	GAA	Education Dean's Office	8/27/2012	5/11/2013	417.56	B	REH	TMP
Wootton,Katie M	GAI	Counseling	8/27/2012	5/11/2013	584.59	B	HIR	TMP
<b>COLLEGE OF ENGINEERING</b>								
Ackerson,Nana Osei B	GAI	Civil Engineering	8/27/2012	8/26/2013	576.92	B	HIR	TMP
Adhikari,Sudeep	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60	B	REH	TMP
Ahmed,Adeeb	GAR	Electrical & Computer Engr	7/15/2012	6/29/2013	615.38	B	REH	TMP
Ahmed,Adeeb	GAR	Electrical & Computer Engr	6/18/2012	6/30/2012	2000.00	B	HIR	SPL
Akinbowale,Sunday O	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92	B	HIR	TMP
Alhasan,Ahmad A	GAI	Civil Engineering	8/27/2012	5/11/2013	732.60	B	REH	TMP
Alizadeh,Ardalan	GAR	Electrical & Computer Engr	7/2/2012	5/11/2013	750.00	B	REH	TMP
Alqadhi,Mohamed A	GAI	Chemical & Biomolecular Engr	7/30/2012	7/30/2012	300.00	D	REH	1XP
Apala,Krushikanth R	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
Appleby,Matthew P	GAR	Mechanical Engineering	8/15/2012	8/14/2013	798.47	B	REH	TMP
Appleby,Matthew P	GAR	Mechanical Engineering	7/17/2012	7/17/2012	1000.00	D	HIR	SPL
Azimi,Alireza	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
<b>COLLEGE OF ENGINEERING (Cont.)</b>								
Baker,Christopher R	GAR	Mechanical Engineering	7/17/2012	7/17/2012	1000.00	D	REH	SPL
Bethi,Shiva Sai	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	576.92	B	REH	TMP
Coates,Angela M	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
Dhakal,Binod	GAI	Civil Engineering	8/27/2012	5/11/2013	1017.94	B	JED	OTH
Dyanati Badabi,Mojtaba	GAR	Civil Engineering	8/27/2012	12/15/2012	576.92	B	REH	TMP
Edirisuriya,Amila E	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	500.00	B	REH	TMP
Elrayyah,Ali Y	GAR	Electrical & Computer Engr		7/14/2012			TER	RES
Elrayyah,Ali Y	GAR	Electrical & Computer Engr	7/16/2012	6/29/2013	692.31	B	REH	TMP
Elrayyah,Ali Y	GAR	Electrical & Computer Engr	6/18/2012	6/30/2012	2000.00	B	HIR	SPL
Eltayeb,Mohammed	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	692.31	B	REH	TMP
Erdem,Ziya	GAI	Civil Engineering	8/27/2012	6/29/2013	576.92	B	REH	TMP
Fan,Haijian	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60	B	REH	TMP
Feng,Hao	GAR	Mechanical Engineering	7/9/2012	8/17/2012	663.34	B	REH	TMP
Frankhouser,Andrew C	GAR	Civil Engineering	8/27/2012	12/15/2012	638.46	B	REH	TMP
Freese,Kevin M	GAR	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
Ganapuram,Saikrishna	GAR	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
Gandomi,Amirhossein	GAR	Civil Engineering	8/27/2012	5/11/2013	692.60	B	REH	TMP
Gao,Zhicheng	GAR	Civil Engineering	8/27/2012	5/11/2013	519.23	B	HIR	TMP
Guo,Lin	GAI	Civil Engineering	8/27/2012	6/29/2013	576.92	B	REH	TMP
Harpal Singh,Harpal	GAR	Civil Engineering	8/13/2012	12/31/2012	576.92	B	REH	TMP
Holik,William A	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92	B	REH	TMP
GAA	Grad Admin Asst							
GAF	Grad Fellowship							
GAI	Grad Instructional Support							
GAR	Grad Research Asst							
GAT	Grad Teaching Asst							

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Hossain,Mohammad	GAI	Mechanical Engineering		8/27/2012			TER	CAN
Hutjens,Charles M	GAR	Polymer Engineering		8/1/2012			TER	RES
Ji,Guang	GAR	Mechanical Engineering	8/22/2012	6/29/2013	633.84 B		REH	TMP
Khalil Arya,Farid	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Khan,Mohammed Imtiaz	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Khasawneh,Ahmad A	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		PAY	OTH
Kimber,Stephanie I	GAA	Engineering Dean's Office	8/27/2012	12/15/2012	445.00 B		HIR	TMP
Li,Lin	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Li,Yalong	GAI	Chemical & Biomolecular Engr	8/27/2012	6/29/2013	730.76 B		HIR	TMP
Mahmoudi,Behzad	GAI	Civil Engineering	8/27/2012	5/11/2013	576.23 B		REH	TMP
Maistros,Alexander R	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Maleki Pirbazari,Mehdi	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	692.31 B		REH	TMP
Mamidisetty,Kranthi Kumar	GAR	Electrical & Computer Engr	8/13/2012	8/25/2012	5560.00 B		HIR	TMP
Molavi Tabrizi,Amirhossein	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Musa,Abdisa Mohammed	GAR	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Mutyala,Kalyan Chakravarthi	GAR	Civil Engineering	8/13/2012	12/31/2012	576.92 B		REH	TMP
Niu,Wei	GAR	Chemical & Biomolecular Engr	7/30/2012	7/8/2013	650.00 B		HIR	TMP
Patel,Kunal	GAR	Biomedical Engineering	8/27/2012	12/15/2012	576.92 B		REH	TMP
Patel,Nikul G	GAR	Biomedical Engineering	8/27/2012	12/15/2012	633.84 B		REH	TMP
Qaqish Jr,Walid P	GAT	Biomedical Engineering	8/27/2012	12/15/2012	576.92 B		REH	TMP
Rahimi,Abbas	GAI	Civil Engineering	8/27/2012	5/11/2013	776.92 B		REH	TMP
Rajapaksha,Nilanka T	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	615.38 B		REH	TMP
Sadeghzadeh,Seyedmehdi	GAR	Electrical & Computer Engr	7/2/2012	8/25/2012	750.00 B		REH	TMP
Shajiei Niaz Abadi,Ehsan	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Shang,Shen	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Shen,Wenjing	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Shrestha,Suman	GAR	Electrical & Computer Engr	8/27/2012	12/14/2012	550.00 B		REH	TMP
Skeriotis,Andrew T	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Song,Hokyung	GAI	Chemical & Biomolecular Engr	7/1/2012	12/15/2012	730.77 B		REH	TMP
Sorouri,Shaghayegh	GAR	Civil Engineering	8/27/2012	12/15/2012	576.92 B		REH	TMP
Sullivan,Sarah E	GAI	Civil Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP

### COLLEGE OF ENGINEERING (Cont.)

Tabatabaei,Seyed Ali	GAI	Civil Engineering	8/27/2012	12/15/2012	692.60 B		REH	TMP
Uddin,Md. Wasi	GAR	Electrical & Computer Engr	7/1/2012	8/26/2013	692.31 B		REH	TMP
Uppal,Ravi	GAT	Mechanical Engineering	8/27/2012	6/29/2013	633.84 B		REH	TMP
Vu,Hung V	GAR	Electrical & Computer Engr	8/27/2012	6/29/2013	390.24 B		HIR	TMP
Wang,Hua	GAR	Chemical & Biomolecular Engr	7/1/2012	12/15/2012	730.77 B		REH	TMP
Wimalagunaratne,Randeel	GAR	Electrical & Computer Engr	7/1/2012	6/29/2013	500.00 B		REH	TMP
Yang,Xi	GAI	Chemical & Biomolecular Engr	8/27/2012	6/29/2013	615.39 B		HIR	TMP
York,Spencer L	GAR	Biomedical Engineering	8/27/2012	5/11/2013	576.92 B		REH	TMP
Zhang,Chao	GAI	Civil Engineering	8/27/2012	5/11/2013	692.60 B		REH	TMP
Zhang,Songling	GAR	Civil Engineering	8/27/2012	12/30/2012	576.92 B		HIR	TMP
Zhao,Jun	GAI	Chemical & Biomolecular Engr	7/1/2012	6/29/2013	730.76 B		REH	TMP
Zhao,Yanfei	GAI	Civil Engineering	8/27/2012	6/29/2013	692.60 B		REH	TMP
Zhou,Wenda	GAR	Biomedical Engineering	8/27/2012	5/11/2013	633.84 B		REH	TMP
Zhu,Xiaoliang	GAI	Mechanical Engineering	8/27/2012	5/11/2013	633.84 B		HIR	TMP

### COLLEGE OF HEALTH PROFESSIONS

Barasa,David Sidaka	GAF	School of Nursing	7/30/2012	8/11/2012	867.29 B		REH	1XP
Borgelt,Jesse R	GAF	School of Nursing	7/30/2012	8/11/2012	867.29 B		HIR	1XP
Bregar,Lauren E	GAR	Speech-Lang Path & Audiology	8/27/2012	6/12/2013	288.47 B		HIR	TMP
Breining,Olivia C	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27 B		REH	TMP
Bruntz-McDonald,Kelly J	GAF	School of Nursing	7/30/2012	8/11/2012	867.29 B		HIR	1XP
Burke,Timothy A	GAF	School of Nursing	7/30/2012	8/11/2012	867.29 B		REH	1XP
Burkhart,Jessica M	GAF	Speech-Lang Path & Audiology	8/27/2012	12/16/2012	156.25 B		REH	TMP
Burkhart,Jessica M	GAF	Speech-Lang Path & Audiology	1/14/2013	5/11/2013	147.05 B		REH	TMP
Burmaster,Ashley L	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	250.55 B		REH	TMP
Carriero,Antonio D	GAT	School of Nursing	8/27/2012	5/11/2013	216.21 B		HIR	TMP
Chalmers,Lill M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29 B		REH	1XP

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Coggins,Nicole W	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27	B	REH	TMP
Coteat,Jermaine L	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
Douglas,Katlin R	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	299.84	B	REH	TMP
Dziedzicki,Brittany M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Ellis,Madeline Clare	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27	B	REH	TMP
Fallow,Whitney A	GAR	Speech-Lang Path & Audiology	7/2/2012	8/24/2012	540.00	B	REH	TMP
Fallow,Whitney A	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	437.83	B	REH	TMP
Farage,Diana J	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	249.73	B	REH	TMP
Fertis,Evaggelia D	GAT	School of Nursing	8/27/2012	5/11/2013	486.48	B	REH	TMP
Fortlage,Nicole E	GAT	School of Nursing	8/27/2012	5/11/2013	270.27	B	REH	TMP
Fout,Patricia L	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Fries,Whitney R	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27	B	REH	TMP
Ganz,Julie	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Garrett,Michelle D	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Groom,Erica M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Guthrie,Megan Suzanne	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Hagan,Suzannah C	GAF	Speech-Lang Path & Audiology	7/2/2012	6/28/2013	384.61	B	REH	TMP
Hamrock,Jenna L	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Handwork,Colleen K	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Harris,Quentana	GAT	Social Work		8/27/2012			TER	CAN
Hastil,Ben	GAT	Social Work	8/27/2012	5/11/2013	340.54	B	HIR	TMP
Hefner,Kimberly A	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	249.73	B	HIR	TMP
Johnson,Christopher A	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
Keister,Elizabeth	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Kelly,Patrick S	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	108.10	B	REH	TMP
Korpieski,Kathleen C	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	108.10	B	REH	TMP

### COLLEGE OF HEALTH PROFESSIONS (Cont.)

LaValey,Collette B	GAR	School of Nursing	8/27/2012	5/11/2013	432.43	B	REH	TMP
Lange-Richey,Star Heather	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	135.13	B	REH	TMP
Lasiychuk,Zoryana	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Lucas,Alyssa A	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27	B	REH	TMP
Lucas,Melissa	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Mayle,Duane G	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
McKerrihan,Kelly A	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	249.73	B	HIR	TMP
McLaughlan,Katherine M	GAT	School of Nursing	8/27/2012	5/11/2013	270.27	B	REH	TMP
Muntean,Elizabeth D	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Murray,Tammy J	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Nielsen,Amanda E	GAR	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	497.30	B	REH	TMP
Novak,Laura L	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
O'Donnell,Alison	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
O'Leary,Heather L	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Pearce,Jennifer Lynne	GAT	Speech-Lang Path & Audiology	8/27/2012	12/16/2012	156.25	B	REH	TMP
Pearce,Jennifer Lynne	GAT	Speech-Lang Path & Audiology	1/14/2013	5/11/2013	147.05	B	REH	TMP
Peddle,Jaclyn M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Petti,Melisa M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Peyton,Brittany M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
Pontillo,Tara K	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Ransburgh,Rebecca A	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Rupert,Katie M	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	135.13	B	REH	TMP
Savron,Jamie M	GAA	School of Nursing	8/27/2012	5/11/2013	432.43	B	HIR	TMP
Schultz,Alexander T	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	54.05	B	HIR	TMP
Seifert,Brittany A	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Simkins,Kelly L	GAR	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Sprague,Kristin M	GAF	Speech-Lang Path & Audiology	8/27/2012	5/11/2013	270.27	B	REH	TMP
Stelkic,Jasmina S	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Stephens,Andrea L	GAT	School of Nursing	8/27/2012	5/11/2013	270.27	B	REH	TMP
Strnad,Rachel	GAR	School of Nursing	8/27/2012	5/4/2013	702.70	B	REH	TMP
Sveda Jr,Edward J	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Toller,Matthew R	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
Tucholski,Jennifer A	GAT	School of Nursing	8/27/2012	5/11/2013	216.21	B	HIR	TMP
Waickman,Erika M	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Wammes,Heidi J	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	REH	1XP
White,Letisha N	GAF	School of Nursing	7/30/2012	8/11/2012	867.29	B	HIR	1XP
Yannerella,Katherine A	GAF	Speech-Lang Path & Audiology	8/27/2012	12/16/2012	156.25	B	REH	TMP
Yannerella,Katherine A	GAF	Speech-Lang Path & Audiology	1/14/2013	5/11/2013	147.05	B	REH	TMP
<b>HONORS COLLEGE</b>								
Koch,Jessica L	GAA	Honors College Dean's Office	6/18/2012	8/24/2013	405.40	B	REH	TMP
Privett,Ashley M	GAA	Honors College Dean's Office	8/27/2012	6/29/2013	405.40	B	REH	TMP
<b>SCHOOL OF LAW</b>								
Cebula,Sharon M	GAI	Law - Instruction	8/20/2012	5/4/2013	473.24	B	HIR	TMP
Doslovich,Serife F	GAA	Law Dean's Office	8/27/2012	5/15/2013	324.32	B	REH	TMP
Louis,Nicholas V	GAA	Law - Instruction	8/27/2012	5/11/2013	324.32	B	HIR	TMP
Martin,Tabitha	GAI	Law - Instruction	8/20/2012	5/4/2013	473.24	B	REH	TMP

### COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING

Agapov,Rebecca Lynn	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Alvarez Albarran,Alejandra	GAR	Polymer Science	8/27/2012	12/31/2012	846.15	B	REH	TMP
Badge,Ila Ravindra	GAR	Polymer Science	8/24/2012	8/23/2013	914.99	B	REH	TMP
Batra,Saurabh	GAR	Polymer Engineering		8/26/2012			TER	RES
Batra,Saurabh	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	REH	TMP
Chang,Teng	GAR	Polymer Engineering	8/20/2012	5/10/2013	846.15	B	REH	TMP
Chapa Garza,Jose L	GAR	Polymer Engineering	8/20/2012	12/31/2012	846.15	B	REH	TMP
Charif Rodrigues,Andrea	GAR	Polymer Science	8/27/2012	12/31/2012	846.15	B	REH	TMP
Cheng,Shiwang	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Childers,Erin P	GAR	Polymer Science	8/27/2012	8/31/2012	846.15	B	REH	TMP
Chu, Yang	GAR	Polymer Science	8/27/2012	9/29/2012	673.08	B	REH	TMP
Dhopatkar,Nishad P	GAR	Polymer Science	8/27/2012	8/26/2013	842.92	B	REH	TMP
Dong,Xuehui	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Fei,Pengzhan	GAR	Polymer Engineering	8/27/2012	1/15/2013	846.15	B	REH	TMP
Feng,Xueyan	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Gao,Xiang	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Gergely,Attila L	GAR	Polymer Science	8/27/2012	12/31/2012	846.15	B	REH	TMP
Govindarajan,Sudhanva R	GAR	Polymer Science	8/27/2012	8/24/2013	846.15	B	REH	TMP
He,Ruixuan	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
He,Zhouying	GAR	Polymer Engineering	8/27/2012	12/31/2012	846.15	B	REH	TMP
Heiber,Michael C	GAR	Polymer Science	8/26/2012	10/15/2012	846.15	B	REH	TMP
Hu,Rundong	GAR	Polymer Engineering		7/31/2012			TER	RES
Huang,Keyuan	GAR	Polymer Engineering	8/27/2012	12/31/2012	846.15	B	REH	TMP
Hutjens,Charles M	GAR	Polymer Engineering	8/2/2012	8/18/2012	846.15	B	REH	TMP
Jain,Dharamdeep	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Klittich,Mena R	GAR	Polymer Science	8/27/2012	8/23/2013	846.15	B	REH	TMP
Kumar,Nishant C	GAR	Polymer Science	8/27/2012	11/25/2012	846.15	B	REH	TMP
Kumar,Nishant C	GAR	Polymer Science	11/26/2012	12/29/2012	846.15	B	REH	TMP
Lecorchick,Willis A	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Lee,Hyungjin	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Lee,Jin Kuk	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Leuty,Gary M	GAR	Polymer Science	8/12/2012	5/18/2013	846.15	B	REH	TMP
Li,Mingzhe	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Lin,Panpan	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Lin,Zhiwei	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Lipowski,Brian M	GAR	Polymer Engineering	8/27/2012	1/15/2013	846.15	B	REH	TMP

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
Liu,Gengxin	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Liu,Hua	GAR	Polymer Engineering		7/1/2012			TER	RES
Liu,Hua	GAR	Polymer Engineering	7/1/2012	6/29/2013	460.00	B	REH	TMP
Ma,Yanrui	GAR	Polymer Science	8/12/2012	8/31/2013	846.15	B	REH	TMP
McClanahan,Eric R	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	REH	TMP
McClellan,Phillip E	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Meng,Lei	GAR	Polymer Engineering	8/27/2012	12/31/2012	846.15	B	REH	TMP
Merling,Weston L	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Nalawade,Priyanka P	GAR	Polymer Engineering	8/27/2012	3/30/2013	846.15	B	REH	TMP
Qu,Cheng	GAR	Polymer Engineering	8/27/2012	12/15/2012	846.15	B	REH	TMP
Ramezani-Dakhel,Hadi	GAR	Polymer Engineering	8/18/2012	6/29/2013	916.00	B	REH	TMP
Raut,Prasad S	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Samant,Saumil P	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Satam,Sayali S	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Scavuzzo,Joseph J	GAR	Polymer Science	9/3/2012	12/29/2012	846.15	B	REH	TMP
Schenger,Jacob D	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP

### COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)

Shah,Brinda B	GAR	Polymer Science	8/27/2012	11/1/2012	846.15	B	REH	TMP
Shinko,Andrew P	GAR	Polymer Engineering	9/1/2012	6/29/2013	825.00	B	REH	TMP
Silva Mojica,Ernesto	GAR	Polymer Science	8/1/2012	12/15/2012	865.38	B	REH	TMP
Sun,Yan	GAR	Polymer Engineering		8/26/2012			TER	RES
Sun,Yan	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	REH	REH
Tangvijitsakul,Pattarasai	GAR	Polymer Engineering	8/27/2012	11/8/2012	800.00	B	REH	TMP
Tiwari,Ankit	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Wang,Chao	GAR	Polymer Science	8/27/2012	9/20/2012	423.08	B	REH	TMP
Wang,Chao	GAR	Polymer Science	9/21/2012	12/29/2012	423.08	B	REH	TMP
Wang,Xiao	GAR	Polymer Engineering	10/3/2012	5/10/2013	954.25	B	REH	TMP
Wiener,Clinton G	GAR	Polymer Engineering	8/27/2012	6/29/2013	846.15	B	HIR	TMP
Willett,Erik A	GAR	Polymer Science	8/27/2012	12/15/2012	865.38	B	REH	TMP
Yimer,Yeneneh Y	GAR	Polymer Science	8/12/2012	5/18/2013	846.15	B	REH	TMP
Yuan,Hongyi	GAR	Polymer Engineering	8/22/2012	2/23/2013	846.15	B	REH	TMP
Zhang,Wei	GAR	Polymer Science	8/27/2012	12/15/2012	846.15	B	REH	TMP
Zhang,Yu	GAR	Polymer Science	8/27/2012	5/31/2013	846.15	B	REH	TMP
Zheng,Jukuan	GAR	Polymer Science	8/12/2012	8/31/2013	846.15	B	REH	TMP
Zhong,Jing	GAR	Polymer Engineering		8/26/2012			TER	RES
Zhong,Jing	GAR	Polymer Engineering	8/27/2012	12/31/2012	846.15	B	REH	TMP
Zhou,Jinjun	GAR	Polymer Science	8/12/2012	8/31/2013	846.15	B	REH	TMP

GAA Grad Admin Asst  
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 GAI Grad Instructional Support  
 GAR Grad Research Asst  
 GAT Grad Teaching Asst

## THE UNIVERSITY OF AKRON

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

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
123	22704	Dir Marketing & Retail Operations	Exempt	X	9/1/12
120	23128	Asst to VP Info Tech & CIO	Exempt	X	9/1/12
120	24112	Employee Training & Dev Spec	Exempt	X	9/1/12
120	24317	Coord Real Estate	Exempt	X	9/1/12
126	24553	Asst VP Student Success	Exempt		8/1/2012
122	27622	Dir Trans & Adult Stu Enroll Ctr	Exempt		8/1/2012
125	27724	Dir Career Center	Exempt		8/21/2012
122	27748	Assoc Dir Acad Advisement Ctr	Exempt		8/1/2012
123	28120	Exec Dir Student Initiatives	Exempt		8/1/2012
121	28521	NMR Electronics Specialist	Exempt		8/23/2012
119	28733	Educational Specialist-AAP	Exempt		8/22/2012
119	28782	Educational Specialist	Exempt		8/1/2012
999	29109	VP Student Engagement & Success	Exempt	X	10/1/12
999	29283	Volunteer Asst Coach	Exempt		8/1/2012
999	29559	Postdoctoral Fellow-PT	Non-exempt		8/27/2012
999	29762	Medical Director	Exempt		8/23/2012
999	29763	Interim Dir ELI	Exempt		8/1/2012
999	29877	Proj Mgr-Formative Instru Prac	Exempt		8/13/2012

**The following unfilled positions are eliminated:**

GRADE	JOB CODE	JOB TITLE	FLSA	EFFECTIVE
120	24112	Employee Training & Dev Spec	Exempt	9/1/12
120	24317	Coord Real Estate	Exempt	9/1/12
999	29109	VP Student Engagement & Success	Exempt	10/1/12

The University of Akron  
AAUP Bargaining Unit 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Abbas,Ala R	Assoc Prof, Civil Engineering	Civil Engineering	78,571.00	88,696.00	9-month	12.89%
Abousena,Eihab T	Assoc Instr, Modern Languages	Modern Languages	42,633.00	44,127.00	9-month	3.50%
Acierto,Sheri A	Instr, Nursing	School of Nursing	53,145.00	54,916.00	9-month	3.33%
Aggarwal,Raj	FC Sullivan Prof, Intl Busn	Finance	190,104.00	195,074.00	9-month	2.61%
Akhigbe,Aigbe	Prof, Finance	Finance	193,850.00	216,224.00	9-month	11.54%
Allen,Philip A	Prof, Psychology	Psychology	119,427.00	128,111.00	9-month	7.27%
Al-Niemi,Naman Najim	College Lecturer, Mathematics	Mathematics	38,877.00	40,265.00	9-month	3.57%
Ambrisco,Alan S	Assoc Prof, English	English	64,369.00	66,423.00	9-month	3.19%
Apple,Jerome E	Instr, Accounting	Accountancy	68,318.00	71,054.00	9-month	4.00%
Aron,Stephen C	Prof, Music	Music	76,460.00	81,363.00	9-month	6.41%
Arter,Roland K	Assoc Prof, Mech Engr Tech	Engineering & Science Tech	64,654.00	68,929.00	9-month	6.61%
Asencio,Emily K	Asst Prof, Sociology	Sociology	63,422.00	65,306.00	9-month	2.97%
Ashby,Susan	Assoc Prof, Bibliography	UL Electronic Services	72,538.00	74,629.00	12-month	2.88%
Aupperle,Kenneth E	Prof, Management	Management	131,963.00	153,395.00	9-month	16.24%
Bagatto,Brian P	Assoc Prof, Biology	Biology	71,429.00	74,551.00	9-month	4.37%
Bahrami,Hamid R	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	79,824.00	82,025.00	9-month	2.76%
Balasubramnian,Bhanu	Asst Prof, Finance	Finance	107,000.00	110,295.00	9-month	3.08%
Ballou,Brian M	Assoc Prof, Constr Engr Tech	Engineering & Science Tech	64,333.00	68,624.00	9-month	6.67%
Baranowski,Shelley O	Dist Prof, History	History	104,594.00	117,121.00	9-month	11.98%
Barrett,Linda Ruth	Assoc Prof, Geography & Plan	Geology & Environmental Sci	73,676.00	77,337.00	9-month	4.97%
Barton,Hazel A	Assoc Prof, Biology	Biology	73,500.00	76,089.00	9-month	3.52%
Bays,Gary A	Assoc Prof, English	English-Wayne	78,847.00	83,164.00	9-month	5.48%
Bean,Janet P	Assoc Prof, English	English	65,118.00	67,479.00	9-month	3.63%
Becker,Matthew L	Assoc Prof, Polymer Science	Polymer Science	116,926.00	126,391.00	9-month	8.09%
Beckett,Julia	Assoc Prof, PAUS	Public Admin & Urban Studies	79,164.00	86,074.00	9-month	8.73%
Behrman,Carolyn	Assoc Prof, Anthropology	Anthropology & Classical St	70,429.00	72,778.00	9-month	3.34%
Belcher,Marcia C	Prof, Constr Engr Tech	Engineering & Science Tech	75,852.00	79,262.00	9-month	4.50%
Beltz,John F	Sr Coll Lect, Geol & Env Sci	Geology & Environmental Sci	46,580.00	48,571.00	9-month	4.27%
Beneke,Charles C	Assoc Prof, Art	Art	67,364.00	69,567.00	9-month	3.27%
Bennett,Richard L	Assoc Prof, Fire Protect Tech	Public Service Technology	61,660.00	64,738.00	9-month	4.99%
Besch,Thomas M	Prof, Survey & Map Tech	Engineering & Science Tech	80,331.00	80,331.00	9-month	0.00%
Beuk,Frederik Willem	Asst Prof, Marketing	Marketing	107,000.00	109,965.00	9-month	2.77%

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Bhati,Kuldir S	Asst Prof, Education	Counseling	62,866.00	64,661.00	9-month	2.86%
Biddinger,Mary	Assoc Prof, English	English	67,709.00	78,008.00	9-month	15.21%
Biddle,Stacia Elizabeth	Asst Prof, Resp Therapy Tech	Allied Health Technology	50,037.00	53,637.00	9-month	7.19%
Bilia,Angela	Sr Coll Lect, English	English	45,387.00	46,747.00	9-month	3.00%
Birdsall,Eric R	Prof, English	English	98,765.00	105,471.00	9-month	6.79%
Bisconti,Toni L	Assoc Prof, Psychology	Psychology	74,570.00	76,892.00	9-month	3.11%
Bixler,Shawneen G	Sr Coll Lect, Devel Progs	Developmental Programs	43,114.00	44,452.00	9-month	3.10%
Blackledge,Todd Alan	Prof, Biology	Biology	82,653.00	85,408.00	9-month	3.33%
Boal,John M	Assoc Prof, Criminal Just Tech	Public Service Technology	61,264.00	64,813.00	9-month	5.79%
Bodman,Alan K	Prof, Music	Music	78,771.00	83,966.00	9-month	6.60%
Boit,Rachel J	Asst Prof, Education	Curr & Instr Studies	48,000.00	49,275.00	9-month	2.66%
Boltz,Michelle Marie	Clinical Instr, Nutri & Diet	Nutrition & Dietetics	50,000.00	56,695.00	9-month	13.39%
Bordo,Guy V	Assoc Prof, Music	Music	58,963.00	62,739.00	9-month	6.40%
Borowiak,Dale S	Prof, Statistics	Statistics	99,991.00	110,807.00	9-month	10.82%
Borowiec,Andrew	Dist Prof, Art	Art	111,131.00	120,750.00	9-month	8.66%
Bouchard,Constance B	Dist Prof, History	History	119,046.00	125,768.00	9-month	5.65%
Bove,Frank J	Assoc Prof, Bibliography	UL Electronic Services	61,884.00	63,967.00	12-month	3.37%
Braun,Minel J	Dist Prof, Mechanical Eng	Mechanical Engineering	146,047.00	158,147.00	9-month	8.29%
Brechbill,James L	Assoc Prof, Elec Engr Tech	Engineering & Science Tech	57,532.00	61,700.00	9-month	7.24%
Bright Cobb,Marie A	Sr Instr, Nursing	School of Nursing	55,347.00	57,058.00	9-month	3.09%
Brinker,Lori A	Assoc Prof, Office Tech	Business & Office Tech-Wayne	63,304.00	65,752.00	9-month	3.87%
Broadway,Francis S	Prof, Education	Curr & Instr Studies	81,288.00	83,713.00	9-month	2.98%
Brooks,Stephen C	Assoc Prof, Political Science	Political Science	87,377.00	92,070.00	12-month	5.37%
Brougham,Rose M	Asst Prof, Modern Languages	Modern Languages	56,012.00	57,768.00	9-month	3.14%
Brown,Diane K	Sr Instr, Nursing	School of Nursing	55,499.00	57,371.00	9-month	3.37%
Brownlow,Robert J	Associate College Lect, Music	Music	41,841.00	43,473.00	9-month	3.90%
Buchanan,James H	Prof, Philosophy	Philosophy	75,885.00	75,885.00	9-month	0.00%
Buckland,Sandra K	Prof, Family & Consumer Sci	Family & Cons Sciences	77,530.00	80,664.00	9-month	4.04%
Budd,Kathryn Marie	Assoc Prof, Art	Art	63,503.00	67,416.00	9-month	6.16%
Buford,Christopher T	College Lecturer, Philosophy	Philosophy	43,911.00	45,710.00	9-month	4.10%
Buldum,Alper	Assoc Prof, Physics	Physics	74,621.00	77,312.00	9-month	3.61%
Buser,Stacey L	Sr Clin Instr, SSWE	Sport Science & Wellness Educ	47,110.00	48,488.00	9-month	2.93%

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Byrne,Michelle W	Asst Prof, Tech Writing & Comp	Associate Studies	48,261.00	49,916.00	9-month	3.43%
Cai,Sean X	Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	76,989.00	85,248.00	9-month	10.73%
Cakmak,Mukerrem	Dist Prof, Polymer Engineering	Polymer Engineering	164,423.00	173,271.00	9-month	5.38%
Callanan,Valerie J	Assoc Prof, Sociology	Sociology	68,038.00	70,091.00	9-month	3.02%
Caplan,Richard E	Assoc Prof, Communication	Communication	71,663.00	73,654.00	9-month	2.78%
Carletta,Joan E	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	98,527.00	102,048.00	9-month	3.57%
Carlin,Charles H	Asst Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	66,382.00	68,497.00	9-month	3.19%
Carlson,Sara G	Instr, Biology	Biology	42,681.00	44,435.00	9-month	4.11%
Carr,Fred M	Prof, Education	Educ Found & Leadership	99,510.00	99,510.00	12-month	0.00%
Carri,Gustavo A	Assoc Prof, Polymer Science	Polymer Science	104,068.00	108,362.00	9-month	4.13%
Castaneda-Lopez,Homero	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	77,000.00	84,441.00	9-month	9.66%
Cavicchi,Kevin A	Assoc Prof, Polymer Engineering	Polymer Engineering	91,189.00	94,162.00	9-month	3.26%
Ceccio,Joseph F	Prof, English	English	91,195.00	97,862.00	9-month	7.31%
Cerrone,Kathryn L	Asst Prof, Tech Mathematics	Associate Studies	48,593.00	50,184.00	9-month	3.27%
Chandra,Akhillesh	Prof, Accounting	Accountancy	148,232.00	156,750.00	9-month	5.75%
Chandy,Abhilash J	Asst Prof, Mech Engineering	Mechanical Engineering	73,927.00	76,298.00	9-month	3.21%
Chase,George G	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	138,497.00	145,677.00	9-month	5.18%
Cheh,John J	Prof, Accounting	Accountancy	127,775.00	133,530.00	9-month	4.50%
Chen,Ang	Assoc Prof, Physics	Physics	74,556.00	77,152.00	9-month	3.48%
Cheng,Gang	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	76,884.00	79,474.00	9-month	3.37%
Chernikova,Irina A	Prof, Tech Mathematics	Associate Studies	72,733.00	74,896.00	9-month	2.97%
Cheung,Harry M	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	117,451.00	127,719.00	9-month	8.74%
Chiu,Sheau-Huey	Asst Prof, Nursing	School of Nursing	66,512.00	73,614.00	9-month	10.68%
Choi,Jae-Won	Asst Prof, Mech Engineering	Mechanical Engineering	75,000.00	77,277.00	9-month	3.04%
Choi,Jeong Hoon	Asst Prof, Management	Management	99,700.00	102,332.00	9-month	2.64%
Chojnacki,Bonnie	Asst Prof, Bibliography	UL Science & Technology	56,519.00	58,198.00	12-month	2.97%
Choy,Fred Kat-Chung	Prof, Mechanical Engineering	Mechanical Engineering	120,885.00	130,884.00	9-month	8.27%
Chronister,Connie S	Assoc Instr, Nursing	School of Nursing	51,090.00	52,845.00	9-month	3.44%
Chronister,Kelli A	Asst Prof, Resp Therapy Tech	Allied Health Technology	53,804.00	55,480.00	9-month	3.12%
Chuang,Steven S	Prof, Polymer Science	Polymer Science	176,480.00	182,434.00	9-month	3.37%
Chura,Patrick J	Assoc Prof, English	English	64,681.00	77,366.00	9-month	19.61%
Chyi,Lindgren L	Prof, Geology & Environ Sci	Geology & Environmental Sci	97,572.00	108,024.00	9-month	10.71%

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Cioffari,Cynthia A	Instr, Music	Music	33,362.00	34,859.00	9-month	4.49%
Ciszewski,Kathleen M	Sr Coll Lect, Devel Progs	Developmental Programs	44,248.00	45,609.00	9-month	3.08%
Clark,Kathleen Diana	Assoc Prof, Communication	Communication	64,072.00	67,662.00	9-month	5.60%
Clark,Susan G	Prof, Education	Educ Found & Leadership	80,568.00	85,230.00	9-month	5.79%
Clary,William S	Sr Instr, Mathematics	Mathematics	46,585.00	47,767.00	9-month	2.54%
Clemons,Curtis B	Prof, Mathematics	Mathematics	87,218.00	90,768.00	9-month	4.07%
Coffey,Daniel J	Assoc Prof, Political Science	Political Science	65,875.00	70,897.00	9-month	7.62%
Cohen,David Brian	Prof, Political Science	Political Science	76,166.00	80,960.00	9-month	6.29%
Collard,Michael L.	Asst Prof, Computer Science	Computer Science	72,000.00	74,406.00	9-month	3.34%
Colville-Hall,Susan G	Prof, Education	Curr & Instr Studies	77,872.00	81,006.00	9-month	4.02%
Conrad,Edward J	Assoc Prof, Accounting	Accountancy	126,556.00	132,145.00	9-month	4.42%
Cossey,James P	Asst Prof, Mathematics	Mathematics	65,728.00	67,756.00	9-month	3.09%
Cox III,Raymond W	Prof, PAUS	Public Admin & Urban Studies	109,166.00	118,680.00	9-month	8.72%
Coyner,Sandra C	Prof, Education	Educ Found & Leadership	78,873.00	81,332.00	9-month	3.12%
Croskey,Renee L	Assoc Prof, Office Admin	Business Technology	63,660.00	67,157.00	9-month	5.49%
Crowley,Robert F	Assoc Coll Lec, Communication	Communication	40,597.00	41,787.00	9-month	2.93%
Cushing,Bruce S	Prof, Biology	Biology	121,282.00	125,032.00	12-month	3.09%
Cutright,Teresa J	Assoc Prof, Civil Engineering	Civil Engineering	83,895.00	87,267.00	9-month	4.02%
Damson,Enoch E	Prof, Computer Info Sys	Business Technology	75,356.00	77,727.00	9-month	3.15%
Datta,Sujay	Assoc Prof, Statistics	Statistics	85,000.00	87,113.00	9-month	2.49%
Daugherty,Terry	Assoc Prof, Marketing	Marketing	105,330.00	108,534.00	9-month	3.04%
Daviso III,Alfred W	Asst Prof, Education	Curr & Instr Studies	50,967.00	52,818.00	9-month	3.63%
de Gregorio,Federico	Asst Prof, Marketing	Marketing	105,210.00	108,636.00	9-month	3.26%
Deason,Lucinda Marie	Assoc Prof, PAUS	Public Admin & Urban Studies	69,610.00	69,610.00	9-month	0.00%
Deckler,Daniel Carl	Prof, Engineering	Engineering Technology-Wayne	79,993.00	82,623.00	9-month	3.29%
Dejbord-Sawan,Parizad T	Assoc Prof, Modern Languages	Modern Languages	65,609.00	68,928.00	9-month	5.06%
Dey,Asoke K	Asst Prof, Management	Management	102,567.00	106,774.00	9-month	4.10%
Dickie,Jill L	Prof, Community Svcs Tech	Public Service Technology	77,953.00	80,363.00	9-month	3.09%
Diefendorff,James M	Assoc Prof, Psychology	Psychology	97,304.00	105,558.00	9-month	8.48%
Doamekpor,Francois K	Assoc Prof, PAUS	Public Admin & Urban Studies	65,855.00	65,855.00	9-month	0.00%
Donovan,William J	Assoc Prof, Chemistry	Chemistry	76,314.00	82,314.00	9-month	7.86%
Dordevic,Sasa	Assoc Prof, Physics	Physics	74,060.00	76,765.00	9-month	3.65%

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Doverspike,Dennis	Prof, Psychology	Psychology	106,756.00	112,269.00	9-month	5.16%
Dreussi,Amy Shriver	Assoc Prof, Social Science	Associate Studies	54,499.00	56,088.00	9-month	2.92%
Drew,Julie A	Prof, English	English	74,619.00	80,486.00	9-month	7.86%
Duan,Zhong-Hui	Prof, Computer Science	Computer Science	105,542.00	113,695.00	9-month	7.72%
Ducharme Jr,Howard M	Prof, Philosophy	Philosophy	92,130.00	99,039.00	9-month	7.50%
Duell,Mark H	Assoc Coll Lect, Mathematics	Developmental Programs	37,000.00	38,170.00	9-month	3.16%
Duff,Robert Joel	Prof, Biology	Biology	75,975.00	80,454.00	9-month	5.90%
Duirk,Stephen Edward	Asst Prof, Civil Engineering	Civil Engineering	73,071.00	75,437.00	9-month	3.24%
Dunlap,Laurie A	Assoc Prof, Educ Math	Mathematics	61,562.00	63,356.00	9-month	2.91%
Eichler,Rosemarie T	Sr Instr, History	History	45,429.00	46,992.00	9-month	3.44%
Einsporn,Richard L	Assoc Prof, Statistics	Statistics	75,876.00	82,465.00	9-month	8.68%
Elbuluk,Malik E	Prof, Elect & Comp Engr	Electrical & Computer Engr	106,390.00	116,657.00	9-month	9.65%
Elicker,Joelle D	Assoc Prof, Psychology	Psychology	71,643.00	75,817.00	9-month	5.83%
Elliott Jr,J. Richard	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	119,230.00	128,647.00	9-month	7.90%
Elman,Cheryl S	Prof, Sociology	Sociology	81,231.00	85,226.00	9-month	4.92%
Endres,Kathleen L	Dist Prof, Communication	Communication	103,771.00	121,613.00	9-month	17.19%
Engeberg,Erik D	Asst Prof, Mech Engineering	Mechanical Engineering	73,506.00	75,793.00	9-month	3.11%
English,Kristina M	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	80,313.00	88,797.00	9-month	10.56%
Erickson,Elizabeth B	Assoc Prof, Economics	Economics	79,047.00	85,220.00	9-month	7.81%
Erickson,Rebecca J	Prof, Sociology	Sociology	92,180.00	100,693.00	9-month	9.24%
Evans,Edward A	Assoc Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	91,960.00	95,417.00	9-month	3.76%
Falah,Ghazi	Prof, Geography & Plan	Public Admin & Urban Studies	87,652.00	94,950.00	9-month	8.33%
Falk,Jane	Sr Coll Lect, English	English	44,982.00	46,391.00	9-month	3.13%
Fant,J. Clayton	Prof, Classical Studies	Anthropology & Classical St	89,054.00	92,061.00	9-month	3.38%
Farooqi,Zarreen	Prof, Computer Info Sys	Business Technology	74,075.00	77,909.00	9-month	5.18%
Feerasta,Jamal	Prof, Hospitality Mngt	Business Technology	71,845.00	75,368.00	9-month	4.90%
Feldt,Kevin M	Assoc Prof, Mktg & Sales Tech	Business Technology	64,402.00	67,758.00	9-month	5.21%
Feltey,Kathryn	Assoc Prof, Sociology	Sociology	81,824.00	84,994.00	9-month	3.87%
Fenwick,Rudy	Assoc Prof, Sociology	Sociology	69,584.00	72,164.00	9-month	3.71%
Fielding,Lori Jean	Assoc Prof, Bibliography	UL Research & Learning Svcs	64,656.00	66,717.00	12-month	3.19%
Figler,Robert A	Assoc Prof, Management	Management	96,164.00	105,163.00	9-month	9.36%
Filer-Tubaugh,Bonnie L	Sr Coll Lect, Devel Progs	Developmental Programs	43,392.00	44,736.00	9-month	3.10%

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Fister,Carrie L	Instr, Sports Sci & Wellness	Sport Science & Wellness Educ	41,464.00	42,693.00	9-month	2.96%
Fitzgerald,Karen M	Assoc Instr, Nursing	School of Nursing	51,457.00	53,154.00	9-month	3.30%
Forcey,Stefan A	Asst Prof, Mathematics	Mathematics	62,233.00	64,189.00	9-month	3.14%
Ford,Bridgie A	Prof, Education	Curr & Instr Studies	92,113.00	96,828.00	9-month	5.12%
Forster,Antonia	Prof, English	English	87,099.00	94,326.00	9-month	8.30%
Frank,Gary B	Prof, Accounting	Accountancy	128,140.00	140,287.00	9-month	9.48%
Frech,Adrienne M	Asst Prof, Sociology	Sociology	59,000.00	66,055.00	9-month	11.96%
Friberg,LaVerne M	Assoc Prof, Geology & Envi Sci	Geology & Environmental Sci	77,686.00	81,493.00	9-month	4.90%
Fridline,Mark M	Assoc Instr, Statistics	Statistics	55,045.00	56,977.00	9-month	3.51%
Gamble,Sherry L	Assoc Prof, Surgical Asst Tech	Allied Health Technology	64,971.00	69,081.00	9-month	6.33%
Gao,Xiaosheng	Prof, Mechanical Engineering	Mechanical Engineering	100,660.00	105,237.00	9-month	4.55%
Gargarella,Elisa B	Assoc Prof, Art Education	Art	62,197.00	65,833.00	9-month	5.85%
Gatzia,Dimitria E	Asst Prof, Philosophy	Philosophy-Wayne	51,898.00	53,703.00	9-month	3.48%
Gehani,R. Ray	Assoc Prof, Mngt & Int'l Busn	Management	121,622.00	125,794.00	9-month	3.43%
Gelleny,Ronald D	Assoc Prof, Political Science	Political Science	71,237.00	74,762.00	9-month	4.95%
Gerhardt,Jon Stuart	Design Prof, Mech Engr	Mechanical Engineering	86,401.00	92,489.00	9-month	7.05%
Gerhardt,Sabine	Assoc Prof, Early Childhood Dev	Public Service Technology	53,681.00	55,437.00	9-month	3.27%
Gessel,Robert	Assoc Coll Lect, Mathematics	Mathematics	40,791.00	42,133.00	9-month	3.29%
Ghosh,Sucharita	Assoc Prof, Economics	Economics	81,100.00	90,325.00	9-month	11.37%
Giaconia,Jennifer Y	College Lecturer, English	English	38,941.00	40,365.00	9-month	3.66%
Giakos,George C	Prof, Elect & Comp Engr	Electrical & Computer Engr	101,520.00	104,662.00	9-month	3.09%
Giffels,David Patrick	Asst Prof, English	English	68,902.00	71,128.00	9-month	3.23%
Giralt,Gabriel F	Prof, Communication	Communication	84,265.00	89,329.00	9-month	6.01%
Glotzer,Richard S	Prof, Social Work	Social Work	85,659.00	88,375.00	9-month	3.17%
Golovaty,Dmitry	Assoc Prof, Mathematics	Mathematics	76,184.00	78,878.00	9-month	3.54%
Gong,Xiong	Asst Prof, Polymer Engineering	Polymer Engineering	87,867.00	91,140.00	9-month	3.72%
Goodell,John W	Asst Prof, Finance	Finance	116,640.00	120,731.00	9-month	3.51%
Gordon,Lesley J	Prof, History	History	80,588.00	89,840.00	9-month	11.48%
Gordon,Samuel	Prof, Music	Music	96,338.00	99,873.00	9-month	3.67%
Gradisher,Suzanne M	Asst Prof, Business Law	Finance	66,362.00	72,771.00	9-month	9.66%
Graham,Michael F	Prof, History	History	79,263.00	83,512.00	9-month	5.36%
Graor,Christine H	Asst Prof, Nursing	School of Nursing	60,286.00	62,258.00	9-month	3.27%

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Griffith,W. Ashley	Asst Prof, Geol & Environ Sci	Geology & Environmental Sci	57,650.00	59,810.00	9-month	3.75%
Guhde,Jacqueline Ann	Sr Instr, Nursing	School of Nursing	60,093.00	62,061.00	9-month	3.27%
Gunn, Virginia L	Prof, Family & Consumer Sci	Family & Cons Sciences	101,868.00	106,321.00	9-month	4.37%
Habtzghi,Desale	Asst Prof, Statistics	Statistics	64,638.00	66,804.00	9-month	3.35%
Hajjafar,Ali	Prof, Mathematics	Mathematics	86,710.00	90,463.00	9-month	4.33%
Hall,Rosalie J	Assoc Prof, Psychology	Psychology	89,736.00	92,459.00	9-month	3.03%
Hallam,Stephen F	Prof, Management	Management	166,175.00	170,537.00	9-month	2.62%
Hallett,Terry L	Assoc Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	68,809.00	73,537.00	9-month	6.87%
Hamdani,Maria R	Asst Prof, Management	Management	106,000.00	109,416.00	9-month	3.22%
Hamed,Gary R	Prof, Polymer Science	Polymer Science	161,568.00	182,540.00	12-month	12.98%
Hanley,Dena	Assoc Prof, Political Science	Political Science	65,417.00	69,863.00	9-month	6.80%
Hardy,James K	Prof, Chemistry	Chemistry	104,525.00	113,609.00	9-month	8.69%
Hariharan,Subramaniya I	Prof, Elect & Comp Engr	Electrical & Computer Engr	136,426.00	145,371.00	9-month	6.56%
Harp,Stephen L	Prof, History	History	86,448.00	90,535.00	9-month	4.73%
Harper,Augustus L	Assoc Prof, Business Mngt Tech	Business Technology	64,815.00	68,778.00	9-month	6.11%
Hart,Lisa A	Instr, Nursing	School of Nursing	49,716.00	50,916.00	9-month	2.41%
Hartley, Tom T	Prof, Elect & Comp Engr	Electrical & Computer Engr	126,946.00	136,128.00	9-month	7.23%
Hassenpflug,Ann	Prof, Education	Educ Found & Leadership	83,032.00	87,365.00	9-month	5.22%
Hauser,William Joseph	Assoc Prof, Marketing	Marketing	110,158.00	113,386.00	9-month	2.93%
Hausknecht,Douglas R	Assoc Prof, Mktg & Int'l Busn	Marketing	93,812.00	100,923.00	9-month	7.58%
Hebert,Jennifer G	Sr Coll Lect, English	English	44,096.00	45,432.00	9-month	3.03%
Heinz,Hendrik	Assoc Prof, Polymer Engineering	Polymer Engineering	91,038.00	99,068.00	9-month	8.82%
Heminger,John A	Assoc Prof, Mathematics	Mathematics	70,543.00	73,996.00	9-month	4.89%
Hicks,V.	Assoc Prof, Music	Music	76,588.00	79,477.00	12-month	3.77%
Hill,Patricia S	Assoc Prof, Communication	Communication	65,311.00	69,732.00	9-month	6.77%
Hixson,Walter L	Dist Prof, History	History	104,545.00	111,202.00	9-month	6.37%
Holda,James H	Assoc Prof, Biology	Biology	68,337.00	70,978.00	9-month	3.86%
Holliday,Gary M	Asst Prof, Education	Curr & Instr Studies	57,500.00	63,398.00	9-month	10.26%
Holz,Jennifer L	Prof, Sociology	Sociology-Wayne	72,048.00	74,513.00	9-month	3.42%
Hoo Fatt,Michelle S	Prof, Mechanical Engineering	Mechanical Engineering	102,109.00	106,912.00	9-month	4.70%
Hoot,Christopher P	Prof, Art	Art	78,734.00	80,831.00	9-month	2.66%
Horn,Melissa A	Asst Prof, Nursing	School of Nursing	62,000.00	63,730.00	9-month	2.79%

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Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Horning,Kathleen M	Assoc Instr, Nursing	School of Nursing	55,015.00	56,588.00	9-month	2.86%
Houston,K. Todd	Assoc Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	70,000.00	77,570.00	9-month	10.81%
Howley,Heather A	Asst Prof, Communication	Speech & Theatre Arts-Wayne	51,056.00	52,819.00	9-month	3.45%
Hoyt Jr,William G	Prof, Music	Music	78,592.00	84,816.00	9-month	7.92%
Hreno,Travis M. R.	Asst Prof, Philosophy	Philosophy	52,415.00	54,234.00	9-month	3.47%
Hu,Yu-Kuang	Assoc Prof, Physics	Physics	72,224.00	75,098.00	9-month	3.98%
Huang,Qindan	Asst Prof, Civil Engineering	Civil Engineering	71,000.00	72,689.00	9-month	2.38%
Huff,Marlene S	Prof, Nursing	School of Nursing	98,631.00	106,326.00	12-month	7.80%
Huss,John	Asst Prof, Philosophy	Philosophy	54,925.00	56,979.00	9-month	3.74%
Iannuzzi,Mariano	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	76,000.00	78,346.00	9-month	3.09%
Ida,Nathan	Dist Prof, Elect & Comp Engr	Electrical & Computer Engr	144,270.00	156,965.00	9-month	8.80%
Isayev,Avraam I	Dist Prof, Polymer Engineering	Polymer Engineering	149,626.00	163,945.00	9-month	9.57%
Jain,Naveen Kumar	Asst Prof, Mktg & Int'l Busn	Marketing	94,773.00	97,319.00	9-month	2.69%
Jana,Sadhan C	Prof, Polymer Engineering	Polymer Engineering	152,494.00	159,434.00	9-month	4.55%
Jennings-Rentenaar,Teena	Prof, Family & Consumer Sci	Family & Cons Sciences	72,959.00	76,438.00	9-month	4.77%
Jensrud,Qetler	Assoc Prof, Education	Educ Found & Leadership	68,738.00	71,278.00	9-month	3.70%
Jia,Li	Assoc Prof, Poly Science	Polymer Science	101,177.00	109,522.00	9-month	8.25%
Johanyak,Debra L	Prof, English	English-Wayne	80,349.00	82,960.00	9-month	3.25%
Johanyak,Michael F	Prof, Tech Writing & Comp	Associate Studies	76,042.00	80,185.00	9-month	5.45%
Johnson,Dawn M	Asst Prof, Psychology	Psychology	72,403.00	79,947.00	9-month	10.42%
Johnson,Thomas W	Assoc Coll Lect, Devel Progs	Developmental Programs	40,012.00	41,286.00	9-month	3.18%
Johnston,Scott A	Prof, Music	Music	80,736.00	93,631.00	9-month	15.97%
Jolly,Tucker R	Prof, Music	Music	89,042.00	91,711.00	9-month	3.00%
Jones,Anedra W	College Lecturer, Mathematics	Mathematics	38,614.00	39,886.00	9-month	3.29%
Jones,Dwayne Keith	Assoc Prof, Criminal Just Tech	Public Service Technology	54,635.00	56,231.00	9-month	2.92%
Jones,Gwendolyn	Prof, Business Mngt Tech	Business Technology	77,485.00	81,440.00	9-month	5.10%
Jones,Kristina B	Prof, Music	Music	73,891.00	76,711.00	9-month	3.82%
Jorgensen,Robert D	Prof, Music	Music	95,741.00	106,043.00	9-month	10.76%
Joy,Abraham	Asst Prof, Polymer Science	Polymer Science	87,152.00	89,933.00	9-month	3.19%
Justice,Brad L	Assoc Coll Lect, Mathematics	Mathematics	41,109.00	42,609.00	9-month	3.65%
Juvancic-Heltzel,Judith A	Asst Prof, Education	Sport Science & Wellness Educ	50,372.00	51,982.00	9-month	3.20%
Kahl,Douglas R	Prof, Finance & Int'l Busn	Finance	150,668.00	161,923.00	9-month	7.47%

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Kaltenthaler,Karl C	Prof, Political Science	Political Science	89,447.00	92,206.00	9-month	3.08%
Kandray,Daniel E	Asst Prof, Manf Tech&Mech Tech	Engineering & Science Tech	59,248.00	61,263.00	9-month	3.40%
Kang,Eunsu	Asst Prof, Art	Art	54,939.00	56,677.00	9-month	3.16%
Kappler,Rachele M	Sr Clin Instr, SSWE	Sport Science & Wellness Educ	46,231.00	47,781.00	9-month	3.35%
Karriker,Galen S	Assoc Prof, Music	Music	62,810.00	65,485.00	9-month	4.26%
Kaut,Kevin Patrick	Assoc Prof, Psychology	Psychology	75,084.00	79,832.00	9-month	6.32%
Keil,Marjorie	Sr Coll Lect, Devel Progs	Developmental Programs	49,812.00	51,288.00	9-month	2.96%
Keiper,Bonnie J	Sr Instr, Communication	Communication	44,337.00	46,131.00	9-month	4.05%
Kellar,Thomas W	Assoc Prof, Computer Info Sys	Business Technology	64,608.00	69,698.00	9-month	7.88%
Keller,Debra S	Prof, Computer Info Sys	Business Technology	102,244.00	105,180.00	9-month	2.87%
Kelly III,S. Graham	Assoc Prof, Mechanical Engr	Mechanical Engineering	124,371.00	128,453.00	9-month	3.28%
Keltyka,Pamela Kay	Assoc Prof, Accounting	Accountancy	104,007.00	113,599.00	9-month	9.22%
Kemp,Sukanya	Assoc Prof, Social Science	Associate Studies	54,766.00	56,431.00	9-month	3.04%
Kendra,Mary Agnes	Assoc Prof, Nursing	School of Nursing	68,321.00	75,094.00	9-month	9.91%
Kennedy,Elizabeth A	Prof, Social Science	Associate Studies	78,800.00	81,089.00	9-month	2.90%
Kern,Kevin F	Assoc Prof, History	History	67,178.00	72,629.00	9-month	8.11%
Kernen,Margaret V	Sr Clin Instr, Education	Curr & Instr Studies	48,977.00	50,298.00	9-month	2.70%
Kidd,Lori I	Asst Prof, Nursing	School of Nursing	64,157.00	66,126.00	9-month	3.07%
Kim,Il-woon	Prof, Accounting & Intl Busn	Accountancy	150,970.00	162,004.00	9-month	7.31%
King,Deborah P	Sr Coll Lect, Geog & Plan	Geology & Environmental Sci	47,795.00	49,814.00	9-month	4.22%
Klein,Janet	Assoc Prof, History	History	67,477.00	70,090.00	9-month	3.87%
Kline,Lynn S	Assoc Prof, Education	Curr & Instr Studies	62,436.00	68,314.00	9-month	9.41%
Klingler,Mona L	Assoc Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	64,740.00	68,524.00	9-month	5.84%
Kolodziej,Matthew	Professor, Art	Art	72,682.00	81,069.00	9-month	11.54%
Kornspan,Alan S	Assoc Prof, Education	Sport Science & Wellness Educ	65,154.00	69,510.00	9-month	6.69%
Koskey,Kristin L	Asst Prof, Education	Educ Found & Leadership	56,147.00	58,108.00	9-month	3.49%
Kostandy,Raouth	Asst Prof, Nursing	School of Nursing	56,557.00	58,452.00	9-month	3.35%
Kraft,Lori A	Assoc Prof, General Tech	Engineering & Science Tech	62,901.00	67,433.00	9-month	7.20%
Kraus,Sophia A	Assoc Clin Instr, SLP&A	Speech-Lang Path & Audiology	64,050.00	65,947.00	12-month	2.96%
Kreider,Kevin L	Prof, Mathematics	Mathematics	95,962.00	100,478.00	9-month	4.71%
Kreidler,Maryhelen C	Prof, Nursing	School of Nursing	95,610.00	103,327.00	9-month	8.07%
Krishna,Lala B	Prof, Mathematics	Mathematics	83,563.00	91,934.00	9-month	10.02%

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Kropff,Janet S	Assoc Prof, Computer Info Sys	Business Technology	65,087.00	70,526.00	9-month	8.36%
Kurzawa,Colleen J	Instr, Nursing	School of Nursing	52,903.00	54,618.00	9-month	3.24%
Kushner Benson,Susan	Assoc Prof, Education	Educ Found & Leadership	73,812.00	76,151.00	9-month	3.17%
Kyu,Thein	Dist Prof, Polymer Engineering	Polymer Engineering	148,416.00	159,974.00	9-month	7.79%
Lafferty,Laurie J	Prof, Music	Music	74,542.00	77,664.00	9-month	4.19%
Lahey,Karen Eilers	Prof, Finance	Finance	153,293.00	165,738.00	9-month	8.12%
Laipply,Richelle S	Prof, Allied Health Tech	Allied Health Technology	71,203.00	73,227.00	9-month	2.84%
Landis,William J	Prof, Polymer Science	Polymer Science	164,858.00	168,714.00	9-month	2.34%
Lashbrook,Laurie E	Assoc Prof, Music	Music	60,028.00	63,584.00	9-month	5.92%
Laster,Sharalyn J	Asst Prof, Bibliography	UL Research & Learning Svcs	51,533.00	55,175.00	12-month	7.07%
Lavrentyev,Peter J	Prof, Biology	Biology	74,741.00	79,405.00	9-month	6.24%
Lazar,Lisa A	Asst Prof, Bibliography	UL Research & Learning Svcs	54,834.00	56,517.00	12-month	3.07%
Lee,Kye-Shin	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	77,664.00	79,883.00	9-month	2.86%
Lee,Seungbum	Asst Prof, Education	Sport Science & Wellness Educ	48,764.00	50,366.00	9-month	3.29%
Leeper,Thomas C	Asst Prof, Chemistry	Chemistry	67,961.00	70,280.00	9-month	3.41%
Leipzig,Nic D	Robt Iredell Ast Prof Chem Eng	Chemical & Biomolecular Engr	77,907.00	80,403.00	9-month	3.20%
Lenhart,Lisa A	Prof, Education	Curr & Instr Studies	78,838.00	85,557.00	9-month	8.52%
Leonov,Arkadii I	Prof, Polymer Engineering	Polymer Engineering	117,139.00	128,531.00	9-month	9.73%
Lesner,Sharon A	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	100,669.00	111,527.00	9-month	10.79%
Levant,Ronald F	Prof, Psychology	Psychology	165,049.00	169,590.00	9-month	2.75%
Levin,Michael J	Assoc Prof, History	History	67,637.00	73,950.00	9-month	9.33%
Lewis,Susan M	College Lecturer, Busn Tech	Business & Office Tech-Wayne	45,222.00	46,890.00	9-month	3.69%
Li,Huey-Li	Prof, Education	Educ Found & Leadership	81,838.00	87,284.00	9-month	6.65%
Li,Peter K	Assoc Prof, Social Work	Social Work	66,074.00	69,179.00	9-month	4.70%
Liang,Robert Y	Dist Prof, Civil Engr	Civil Engineering	157,235.00	164,140.00	9-month	4.39%
Liang,Xin	Prof, Education	Educ Found & Leadership	81,788.00	84,298.00	9-month	3.07%
Licate,David Anthony	AssocProf,CrmJustTech&EmergMgt	Public Service Technology	60,772.00	66,993.00	9-month	10.24%
Lieberman,Alvin H	Assoc Prof, Accounting	Accountancy	112,121.00	119,114.00	9-month	6.24%
Lillard,Robert S	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	110,000.00	114,062.00	9-month	3.69%
Lillie,Timothy H	Assoc Prof, Education	Curr & Instr Studies	63,589.00	69,167.00	9-month	8.77%
Lin,Young Y	Prof, Communication	Communication	79,763.00	85,505.00	9-month	7.20%
Liszka,Kathy J	Prof, Computer Science	Computer Science	114,131.00	117,383.00	9-month	2.85%

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Liu,Lingyun	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	74,994.00	77,621.00	9-month	3.50%
Liu,Liping	Prof, Mgt & Info Systems	Management	145,816.00	150,533.00	9-month	3.23%
Liu,Pei-Yang	Asst Prof, Nutri & Diet	Nutrition & Dietetics	51,500.00	53,056.00	9-month	3.02%
Liu,Qin	Prof, Biology	Biology	80,643.00	84,639.00	9-month	4.96%
LiVecchi,Joseph P	Assoc Prof, Philosophy	Philosophy	61,757.00	66,801.00	9-month	8.17%
Loesch,Jack A	Assoc Prof, Business Mngt Tech	Business & Office Tech-Wayne	63,605.00	66,090.00	9-month	3.91%
Londrville,Richard L	Prof, Biology	Biology	87,244.00	95,591.00	9-month	9.57%
Loth,Francis	FT Harrington Endow Assoc Prof	Mechanical Engineering	113,117.00	117,183.00	9-month	3.59%
Loven,Del Rey	Prof, Art	Art	103,874.00	106,443.00	9-month	2.47%
Lueck,Therese L	Prof, Communication	Communication	88,004.00	97,036.00	9-month	10.26%
Luettmmer-Strathmann,Jutta	Assoc Prof, Physics	Physics	73,286.00	76,176.00	9-month	3.94%
Lukach,Thomas F	Prof, Mechanical Engr Tech	Engineering & Science Tech	72,548.00	75,885.00	9-month	4.60%
Luthern,John J	Assoc Prof, General Tech	Engineering & Science Tech	58,546.00	62,049.00	9-month	5.98%
Lyuksyutov,Sergei F	Assoc Prof, Physics	Physics	72,850.00	75,769.00	9-month	4.01%
Mac Donald,Suzanne C	Prof, Education	Educ Found & Leadership	80,086.00	84,058.00	9-month	4.96%
MacCracken,Mary Jo	Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	98,708.00	107,175.00	9-month	8.58%
Madanayake,Habarakada L	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	77,119.00	79,825.00	9-month	3.51%
Maguth,Brad M	Asst Prof, Education	Curr & Instr Studies	53,000.00	54,834.00	9-month	3.46%
Makki,Nidaa	Asst Prof, Education	Curr & Instr Studies	53,626.00	55,175.00	9-month	2.89%
Malavite,Patsy A	Assoc Prof, Busn & Office Tech	Business & Office Tech-Wayne	81,098.00	83,658.00	9-month	3.16%
Maringer,Richard M	Assoc Prof, Economics	Economics-Wayne	69,162.00	71,189.00	9-month	2.93%
Marino,Deborah D	Assoc Prof, Nutri & Diet	Nutrition & Dietetics	73,262.00	76,161.00	9-month	3.96%
Marion,Nancy E	Prof, Political Science	Political Science	87,615.00	99,326.00	9-month	13.37%
Mascaro,Michelle J	Asst Prof, Bibliography	UL Electronic Services	53,609.00	55,377.00	12-month	3.30%
Matejkovic,John E	Assoc Prof, Business Law	Finance	99,642.00	107,946.00	9-month	8.33%
Matney,Timothy	Prof, Archaeology	Anthropology & Classical St	79,499.00	87,032.00	9-month	9.48%
Mc Donald,Rebecca A	Sr Coll Lect, Devel Progs	Developmental Programs	43,089.00	44,426.00	9-month	3.10%
McArdle,Linda J	Associate Instr, Social Work	Social Work	62,191.00	69,234.00	12-month	11.32%
McCarthy,Daniel W	Prof, Music	Music	76,917.00	79,851.00	9-month	3.81%
McElfresh,Rebecca A	College Lecturer, Education	Educ Found & Leadership	45,259.00	46,988.00	9-month	3.82%
McHenry,William Keith	Assoc Prof, Management	Management	117,048.00	121,116.00	9-month	3.48%
McKnight,Lynn B	Assoc Coll Lectr, Devel Prog	Developmental Programs	40,012.00	41,244.00	9-month	3.08%

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Meehan,Susanne M	Prof, Psychology	Psychology-Wayne	75,098.00	77,667.00	9-month	3.42%
Mehlberg,Timothy Robert	Asst Prof, Hospitality Mngt	Business Technology	57,388.00	59,011.00	9-month	2.83%
Memmer,Debra	Asst Prof, Nutrition & Diet	Nutrition & Dietetics	49,353.00	51,036.00	9-month	3.41%
Meyer,David G	Assoc Prof, Management	Management	83,729.00	83,729.00	9-month	0.00%
Migid-Hamzza,Adel A	Prof, Theatre Arts	Dance, Theatre & Arts Admin	92,351.00	99,862.00	9-month	8.13%
Milam,Jennifer L	Asst Prof, Education	Curr & Instr Studies	59,911.00	61,827.00	9-month	3.20%
Milks,Andrew E	Asst Prof, Electr Engr Tech	Engineering & Science Tech	58,208.00	60,201.00	9-month	3.42%
Miller,Christopher M	Assoc Prof, Civil Engineering	Civil Engineering	86,571.00	90,178.00	9-month	4.17%
Miller,Jon Stephen	Assoc Prof, English	English	64,257.00	68,940.00	9-month	7.29%
Miller,Michelle A	Sr Coll Lect, Devel Progs	Developmental Programs	43,946.00	45,301.00	9-month	3.08%
Millhoff,Patricia A	Assoc Prof, Criminal Just Tech	Public Service Technology	65,722.00	68,350.00	9-month	4.00%
Milsted,Amy	Prof, Biology	Biology	95,162.00	99,997.00	9-month	5.08%
Minc,Janet Barnett	Prof, English	English-Wayne	92,981.00	95,879.00	9-month	3.12%
Mitchell,Randall J	Prof, Biology	Biology	87,312.00	93,581.00	9-month	7.18%
Mittal,Gaurav	Asst Prof, Mech Engineering	Mechanical Engineering	76,194.00	78,609.00	9-month	3.17%
Miyoshi,Toshikazu	Assoc Prof, Polymer Science	Polymer Science	112,480.00	115,658.00	9-month	2.83%
Modarelli,David A	Prof, Chemistry	Chemistry	90,643.00	97,796.00	9-month	7.89%
Monty,Chelsea	Asst Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	75,786.00	78,165.00	9-month	3.14%
Moore Gardner,Megan	Assoc Prof, Education	Educ Found & Leadership	62,075.00	66,999.00	9-month	7.93%
Moore,Francisco B	Assoc Prof, Biology	Biology	70,143.00	73,336.00	9-month	4.55%
Morgan,Karyn I	Sr Instr, Nursing	School of Nursing	57,060.00	58,965.00	9-month	3.34%
Morrison II,John W	Assoc Prof, Art	Art	64,999.00	67,501.00	9-month	3.85%
Morscher,Gregory N	Assoc Prof, Mechanical Engr	Mechanical Engineering	82,823.00	92,821.00	9-month	12.07%
Morse,Mindy	Sr Coll Lect, Devel Progs	Developmental Programs	43,946.00	45,301.00	9-month	3.08%
Mudrey-Camino,Renee	Assoc Prof, Education	Educ Found & Leadership	63,224.00	67,547.00	9-month	6.84%
Mukherjee,Debmalya	Asst Prof, Management	Management	111,392.00	119,609.00	9-month	7.38%
Murray,Amber R	Assoc Instr, Nursing	School of Nursing	56,122.00	57,795.00	9-month	2.98%
Murrock,Carolyn J	Asst Prof, Nursing	School of Nursing	68,124.00	70,259.00	9-month	3.13%
Mutter III,Jay L	Sr Coll Lect, Economics	Economics	46,168.00	47,792.00	9-month	3.52%
Myers,Mary E	Assoc Prof, Criminal Just Tech	Public Service Technology	64,617.00	67,448.00	9-month	4.38%
Myers,Steven C	Assoc Prof, Economics	Economics	84,087.00	90,194.00	9-month	7.26%
Nelson,Lance D	Sr Coll Lect, Mathematics	Mathematics	43,593.00	45,167.00	9-month	3.61%

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Newby,Bi-min Zhang	Assoc Prof, Chemical Engr	Chemical & Biomolecular Engr	92,703.00	101,257.00	9-month	9.23%
Newman,Melinda L	Assoc Prof, Finance	Finance	124,990.00	144,235.00	9-month	15.40%
Newton,Evangeline	Prof, Education	Curr & Instr Studies	85,291.00	87,841.00	9-month	2.99%
Nguyen,Hung Ngoc	Asst Prof, Mathematics	Mathematics	61,451.00	63,364.00	9-month	3.11%
Nguyen,Truyen Van	Asst Prof, Mathematics	Mathematics	65,161.00	67,150.00	9-month	3.05%
Nicholas,John B	Asst Prof, Comp Info Systems	Business Technology	57,222.00	59,211.00	9-month	3.48%
Niewiarowski,Peter H	Prof, Biology	Biology	84,257.00	88,425.00	9-month	4.95%
Nofziger,Stacey	Assoc Prof, Sociology	Sociology	68,393.00	71,553.00	9-month	4.62%
Nunn,Hillary M	Assoc Prof, English	English	65,170.00	69,687.00	9-month	6.93%
Obiekwe,Jerry C	Prof, Mathematics	Mathematics-Wayne	79,280.00	81,950.00	9-month	3.37%
Ofobike,Emeka O	Assoc Prof, Accounting	Accountancy	107,188.00	115,223.00	9-month	7.50%
Oh,Namkyung	Asst Prof, PAUS	Public Admin & Urban Studies	56,440.00	58,283.00	9-month	3.27%
Okonieski,Deborah A	Sr Coll Lect, Mathematics	Mathematics	43,099.00	44,686.00	9-month	3.68%
O'Neil,Timothy W	Assoc Prof, Computer Science	Computer Science	96,762.00	99,768.00	9-month	3.11%
Onita,Colin G	Asst Prof, Accounting	Accountancy	100,000.00	103,521.00	9-month	3.52%
Orr,Linda M	Assoc Prof, Marketing	Marketing	118,604.00	122,315.00	9-month	3.13%
Ortega-Liston,Ramona	Assoc Prof, PAUS	Public Admin & Urban Studies	77,502.00	85,678.00	9-month	10.55%
O'Sullivan,Terrence M	Asst Prof, Political Science	Political Science	57,828.00	59,194.00	9-month	2.36%
Oswald,Ruth	Prof, Education	Curr & Instr Studies	74,740.00	77,454.00	9-month	3.63%
Osyk,Barbara A	Assoc Prof, Management	Management	100,986.00	107,920.00	9-month	6.87%
Ott,Donald W	Prof, Biology	Biology	86,291.00	89,894.00	9-month	4.18%
Otterstetter,Ronald	Assoc Prof, Education	Sport Science & Wellness Educ	65,308.00	69,402.00	9-month	6.27%
Owen,Cheryl L	Instr, Nursing	School of Nursing	52,357.00	54,113.00	9-month	3.35%
Owens,Deborah L	Assoc Prof, Mktg & Int'l Busn	Marketing	98,984.00	105,886.00	9-month	6.97%
Pachnowski,Lynne M	Prof, Education	Curr & Instr Studies	79,284.00	82,481.00	9-month	4.03%
Palacas,Arthur L	Prof, English	English	90,049.00	96,386.00	9-month	7.04%
Palmer,Lori J	Assoc Instr, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	57,000.00	58,669.00	9-month	2.93%
Pan,Ernian	Prof, Civil Engineering	Civil Engineering	103,085.00	108,140.00	9-month	4.90%
Pang,Yi	Coleman Assoc Prof, Chemistry	Chemistry	91,110.00	96,905.00	9-month	6.36%
Park Boush,Lisa E	Prof, Geology & Environ Sci	Geology & Environmental Sci	108,935.00	116,431.00	12-month	6.88%
Park,Youngki	Asst Prof, Management	Management	100,000.00	102,899.00	9-month	2.90%
Parr,Patricia E	Prof, Education	Counseling	79,573.00	83,928.00	9-month	5.47%

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Paruchuri,Sailaja M	Asst Prof, Chemistry	Chemistry	67,500.00	69,764.00	9-month	3.35%
Patankar,Jayprakash G	Prof, Management	Management	136,388.00	160,413.00	9-month	17.62%
Patnaik,Anil	Assoc Prof, Civil Engineering	Civil Engineering	84,610.00	88,999.00	9-month	5.19%
Peck,John A	Prof, Geology & Envi Sci	Geology & Environmental Sci	87,636.00	92,372.00	9-month	5.40%
Peeples,Georgia K	Prof, Music	Music	84,721.00	94,266.00	9-month	11.27%
Pendleton,Brian F	Prof, Sociology	Sociology	116,593.00	122,481.00	9-month	5.05%
Peralta,Robert L	Assoc Prof, Sociology	Sociology	66,488.00	70,603.00	9-month	6.19%
Perosa,Linda M	Assoc Prof, Education	Counseling	63,200.00	67,601.00	9-month	6.96%
Perosa,Sandra L	Prof, Education	Counseling	81,173.00	86,873.00	9-month	7.02%
Perry,David S	Prof, Chemistry	Chemistry	118,225.00	127,060.00	9-month	7.47%
Piccorelli,Annalisa V	Asst Prof, Statistics	Statistics	68,000.00	70,145.00	9-month	3.15%
Pipps,Val S	Asst Prof, Communication	Communication	50,067.00	51,902.00	9-month	3.67%
Plaster,Karen B	Clinical Instr, Education	Curr & Instr Studies	45,000.00	46,252.00	9-month	2.78%
Plummer,Karen A	Assoc Prof, Bibliography	UL Electronic Services	71,599.00	73,610.00	12-month	2.81%
Pond,Kelly M	Sr Instr, Nursing	School of Nursing	86,120.00	88,234.00	9-month	2.45%
Pope Jr,Robert F	Prof, English	English	98,189.00	108,038.00	9-month	10.03%
Pope,Durand L	Assoc Prof, Theatre Arts	Dance, Theatre & Arts Admin	73,585.00	77,247.00	9-month	4.98%
Pope,George S	Prof, Music	Music	84,291.00	90,497.00	9-month	7.36%
Pope,Susan H	Prof, Business Mngt Tech	Business Technology	76,670.00	78,840.00	9-month	2.83%
Povitsky,Alex	Assoc Prof, Mechanical Engr	Mechanical Engineering	92,246.00	95,837.00	9-month	3.89%
Prichard,Robin	Asst Prof, Dance	Dance, Theatre & Arts Admin	55,122.00	57,052.00	9-month	3.50%
Prochazka,David	Assoc Prof, Bibliography	UL Electronic Services	68,597.00	70,610.00	12-month	2.93%
Pugh,Coleen	Prof, Polymer Science	Polymer Science	123,738.00	136,031.00	9-month	9.93%
Puskas,Judit E	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	158,564.00	162,925.00	9-month	2.75%
Queener,John E	Prof, Education	Counseling	74,299.00	79,073.00	9-month	6.43%
Quesada,Antonio R	Prof, Mathematics	Mathematics	102,090.00	107,564.00	9-month	5.36%
Quinn,D. Dane	Prof, Mechanical Engineering	Mechanical Engineering	101,708.00	107,048.00	9-month	5.25%
Radesic,Brian P	Associate Instr, Nursing	School of Nursing	125,593.00	128,638.00	12-month	2.42%
Raiff,Patricia A	Sr Clin Instr, Education	Educ Found & Leadership	54,370.00	56,294.00	9-month	3.54%
Rakoff,Penny A	Prof, Art	Art	86,009.00	92,361.00	9-month	7.39%
Ramcharran,Harridutt	Prof, Finance & Int'l Busn	Finance	135,775.00	144,607.00	9-month	6.50%
Ramirez,Rolando Juan	Assoc Prof, Biology	Biology	68,808.00	70,795.00	9-month	2.89%

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Ramlo,Susan E	Prof, General Tech	Engineering & Science Tech	79,821.00	83,661.00	9-month	4.81%
Ramsey-Chin,Kimberly C	Assoc Coll Lect, Mathematics	Mathematics	40,965.00	42,400.00	9-month	3.50%
Rancer,Andrew S	Prof, Communication	Communication	104,270.00	111,530.00	9-month	6.96%
Randby,Scott P	Assoc Prof, Tech Mathematics	Associate Studies	63,534.00	66,740.00	9-month	5.05%
Reddy,Narender P	Prof, Biomedical Engineering	Biomedical Engineering	130,751.00	146,527.00	9-month	12.07%
Reeves,John N	Sr Instr, Anthropology	Anthropology & Classical St	44,529.00	46,127.00	9-month	3.59%
Reneker,Darrell H	Dist Prof, Polymer Science	Polymer Science	193,869.00	207,374.00	12-month	6.97%
Renna,Francesco	Assoc Prof, Economics	Economics	83,755.00	91,710.00	9-month	9.50%
Resanovic,Nikola	Prof, Music	Music	78,783.00	86,515.00	9-month	9.81%
Resler,Rose M	Asst Prof, Child Life	Nutrition & Dietetics	54,396.00	55,883.00	9-month	2.73%
Reynolds,Cynthia A	Prof, Education	Counseling	77,472.00	82,547.00	9-month	6.55%
Rhoades,Elizabeth	Sr Coll Lect, English	English	44,061.00	45,453.00	9-month	3.16%
Riedl,Jeffrey M	Assoc Prof, Mathematics	Mathematics	71,568.00	74,406.00	9-month	3.97%
Riley,Tracy A	Assoc Prof, Nursing	School of Nursing	83,384.00	86,838.00	9-month	4.14%
Rinaldi,Peter L	Prof, Chemistry	Chemistry	119,357.00	132,845.00	9-month	11.30%
Ritchey,David	Prof, Communication	Communication	83,076.00	87,741.00	9-month	5.62%
Rittenour,Mark W	Assoc Coll Lec, Communication	Communication	40,184.00	41,887.00	9-month	4.24%
Roberts,Jane F	Prof, Social Services Tech	Public Service Tech-Wayne	87,972.00	90,681.00	9-month	3.08%
Rogers Jr,James R	Prof, Education	Counseling	86,328.00	94,866.00	9-month	9.89%
Roke,David A	Asst Prof, Civil Engineering	Civil Engineering	70,425.00	72,348.00	9-month	2.73%
Ronccone II,John E	Asst Prof, Physical Educ	Sport Sci & Well Educ Wayne	51,056.00	54,844.00	9-month	7.42%
Rossetti,Michael R	College Lecturer, Mathematics	Mathematics	38,754.00	40,051.00	9-month	3.35%
Rostedt,Vicki D	Prof, Mktg & Sales Tech	Business Technology	75,516.00	77,760.00	9-month	2.97%
Roy,Jeanne-Helene	Assoc Prof, Modern Languages	Modern Languages	58,666.00	61,476.00	9-month	4.79%
Ruvolo,Douglas A	Instr, Statistics	Statistics	42,000.00	43,681.00	9-month	4.00%
Sahai,Nita	Professor, Polymer Science	Polymer Science	156,000.00	160,353.00	9-month	2.79%
Saleeb,Atef F	Prof, Civil Engineering	Civil Engineering	135,988.00	142,247.00	9-month	4.60%
Saliga,Linda Marie	Assoc Prof, Mathematics	Mathematics	70,315.00	73,349.00	9-month	4.31%
Salisbury,Ronald L	Assoc Prof, Biology	Biology	70,786.00	72,741.00	9-month	2.76%
Samangy,Anthony J	Asst Prof, Graphic Design	Art	49,718.00	51,327.00	9-month	3.24%
Sancaktar,Erol	Prof, Polymer Engineering	Polymer Engineering	120,895.00	128,512.00	9-month	6.30%
Sangganjanavanich,Varunee	Asst Prof, Education	Counseling	56,597.00	58,519.00	9-month	3.40%

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Santos,Martha S	Assoc Prof, History	History	64,419.00	66,423.00	9-month	3.11%
Sasowsky,Ira D	Prof, Geology & Environ Sci	Geology & Environmental Sci	91,173.00	96,178.00	9-month	5.49%
Sastry,Shivakumar	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	93,539.00	101,514.00	9-month	8.53%
Saunders,Marnie M	Assoc Prof, Biomedical Engr	Biomedical Engineering	89,163.00	100,779.00	9-month	13.03%
Sawyer,Scott D	Assoc Prof, Mechanical Engr	Mechanical Engineering	82,300.00	87,825.00	9-month	6.71%
Schaeffer,Leann	Asst Prof, Nutrition & Diet	Nutrition & Dietetics	50,116.00	51,814.00	9-month	3.39%
Schantz,Jeffry D	Prof, Tech Writing & Comp	Associate Studies	73,410.00	75,039.00	9-month	2.22%
Schantz,John A	Prof, Music	Music	72,281.00	74,406.00	9-month	2.94%
Schneider IV,William H	Assoc Prof, Civil Engineering	Civil Engineering	80,363.00	82,855.00	9-month	3.10%
Schuller,Gary A	Prof, Survey & Map Tech	Engineering & Science Tech	73,211.00	76,563.00	9-month	4.58%
Schulze,Pamela Ann	Prof, Family & Consumer Sci	Family & Cons Sciences	78,224.00	81,520.00	9-month	4.21%
Schwartz,Robert C	Prof, Education	Counseling	78,337.00	83,188.00	9-month	6.19%
Schwartz,Robert M	Assoc Prof, Emergency Mgmt	Public Service Technology	68,559.00	70,584.00	9-month	2.95%
Scotto,Carol J	Assoc Prof, Nursing	School of Nursing	68,618.00	70,499.00	9-month	2.74%
Senko,John M	Asst Prof, Geol & Environ Sci	Geology & Environmental Sci	59,153.00	66,220.00	9-month	11.95%
Sett,Kallol	Asst Prof, Civil Engineering	Civil Engineering	73,454.00	75,679.00	9-month	3.03%
Shaffer,Ronald E	Assoc Coll Lect, Devel Prog	Developmental Programs	37,535.00	37,535.00	9-month	0.00%
Shanklin,Richard L	Assoc Prof, Music	Music	64,891.00	66,870.00	9-month	3.05%
Shanks,Linda C	Assoc Prof, Nursing	School of Nursing	66,757.00	73,850.00	9-month	10.63%
Shawkey,Matthew D	Assoc Prof, Biology	Biology	70,452.00	78,958.00	9-month	12.07%
Shriner,Barbara D	Sr Coll Lect, Devel Progs	Developmental Programs	43,392.00	44,736.00	9-month	3.10%
Shubat,Larry C	Prof, Survey & Map Tech	Engineering & Science Tech	75,202.00	78,597.00	9-month	4.51%
Siebert,Loren	Assoc Prof, Geography & Plan	Geology & Environmental Sci	62,595.00	62,595.00	9-month	0.00%
Simms,Sherry A	Assoc Prof, Art	Art	61,769.00	65,785.00	9-month	6.50%
Slowiak,James R	Prof, Theatre Arts	Dance, Theatre & Arts Admin	87,099.00	91,361.00	9-month	4.89%
Smith,Frederick T	Prof, Dance	Dance, Theatre & Arts Admin	75,661.00	79,937.00	9-month	5.65%
Smith,Mieko K	Prof, Social Work	Social Work	95,737.00	98,964.00	9-month	3.37%
Smith,Monica Harrison	Assoc Prof, Mathematics	Mathematics-Wayne	82,144.00	84,735.00	9-month	3.15%
Smith,Priscilla R	Asst Prof, Social Work	Social Work	58,335.00	60,338.00	9-month	3.43%
Smolen,Lynn A	Prof, Education	Curr & Instr Studies	90,433.00	93,282.00	9-month	3.15%
Snell,Andrea F	Assoc Prof, Psychology	Psychology	77,388.00	81,238.00	9-month	4.97%
Snider,Larry D	Prof, Music	Music	100,274.00	107,017.00	9-month	6.72%

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Snow,Alan J	Asst Prof, Biology	Biology-Wayne	51,489.00	53,209.00	9-month	3.34%
Soppeland,Mark E	Dist Prof, Art	Art	96,488.00	106,839.00	9-month	10.73%
Sotnak,Eric	Assoc Prof, Philosophy	Philosophy	69,091.00	75,573.00	9-month	9.38%
Soucek,Mark	Prof, Polymer Engineering	Polymer Engineering	114,436.00	128,418.00	9-month	12.22%
Sozer,Yilmaz	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	83,548.00	86,215.00	9-month	3.19%
Speers,Susan D	Prof, Theatre Arts	Dance, Theatre & Arts Admin	98,930.00	105,464.00	9-month	6.60%
Speight,Suzette L	Assoc Prof, Psychology	Psychology	90,566.00	93,320.00	9-month	3.04%
Spence,Maria A	Asst Prof, Social Work	Social Work	52,794.00	54,407.00	9-month	3.06%
Sperling,James C	Prof, Political Science	Political Science	95,410.00	102,025.00	9-month	6.93%
Spickard Prettyman,Sandra	Assoc Prof, Education	Educ Found & Leadership	67,166.00	70,481.00	9-month	4.94%
Spohn,Cydney	Assoc Prof, Dance	Dance, Theatre & Arts Admin	57,135.00	61,429.00	9-month	7.52%
Srinivasan,Mahesh	Asst Prof, Management	Management	103,706.00	107,408.00	9-month	3.57%
Srivastava,Prashant	Asst Prof, Marketing	Marketing	104,964.00	108,187.00	9-month	3.07%
Srivatsan,Tirumalai S	Prof, Mechanical Engineering	Mechanical Engineering	123,919.00	130,933.00	9-month	5.66%
Stallard,Melissa K	Asst Prof, Art	Art	50,757.00	52,387.00	9-month	3.21%
Steer,David N	Prof, Geology & Environ Sci	Geology & Environmental Sci	81,843.00	86,914.00	9-month	6.20%
Steiger,James	Prof, Sp-Lang Path & Aud	Speech-Lang Path & Audiology	76,531.00	89,110.00	9-month	16.44%
Stein,Karen M	Sr Coll Lect, Devel Progs	Developmental Programs	44,248.00	45,609.00	9-month	3.08%
Sterns,Harvey L	Prof, Psychology	Psychology	111,574.00	121,581.00	9-month	8.97%
Stitz,Tammy A	Asst Prof, Bibliography	UL Science & Technology	53,211.00	54,824.00	12-month	3.03%
Stoyhoff,Catherine A	College Lecturer, English	English	39,641.00	40,949.00	9-month	3.30%
Stuart,Denise H	Assoc Prof, Education	Curr & Instr Studies	65,519.00	69,632.00	9-month	6.28%
Sutowski,Caroline C	Assoc Coll Lect, English	English	40,948.00	42,243.00	9-month	3.16%
Sutter,Carolyn J	Assoc Instr, Nursing	School of Nursing	61,221.00	63,035.00	9-month	2.96%
Svehla,Lance M	Assoc Prof, English	English	71,243.00	74,303.00	9-month	4.30%
Swinscoe,Thomas J	Assoc Instr, Eng Lang Inst	English Language Institute	53,000.00	54,590.00	12-month	3.00%
Szalay,David M	Asst Prof, Graphic Design	Art	54,276.00	55,973.00	9-month	3.13%
Takyi,Baffour K	Prof, Sociology	Sociology	79,650.00	84,239.00	9-month	5.76%
Tang,Tang	Asst Prof, Communication	Communication	47,932.00	54,804.00	9-month	14.34%
Taschner,Michael J	Prof, Chemistry	Chemistry	106,563.00	117,416.00	9-month	10.18%
Tavana,Hossein	Asst Prof, Biomedical Engr	Biomedical Engineering	77,335.00	79,785.00	9-month	3.17%
Tessier,Claire A	Prof, Chemistry	Chemistry	100,810.00	113,944.00	9-month	13.03%

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Thomas,Andrew Robert	Assoc Prof, Mktg & Int'l Busn	Marketing	115,070.00	118,679.00	9-month	3.14%
Thompson,Christine M	Asst Prof, Classical Studies	Anthropology & Classical St	55,932.00	57,711.00	9-month	3.18%
Thompson,Janet Elizabeth	Sr Coll Lect, Devel Progs	Developmental Programs	43,536.00	44,882.00	9-month	3.09%
Thomson,Philip G	Assoc Prof, Music	Music	68,710.00	70,640.00	9-month	2.81%
Thornton,Michele D	Instr, Social Work	Social Work	51,161.00	53,010.00	12-month	3.61%
Tokar,David M	Prof, Psychology	Psychology	89,501.00	97,993.00	9-month	9.49%
Toliver,Brooks A	Prof, Music	Music	78,424.00	80,870.00	9-month	3.12%
Tosko,Michael P	Assoc Prof, Bibliography	UL Research & Learning Svcs	66,017.00	68,021.00	12-month	3.04%
Tran,Huu Nghi	Asst Prof, Elec & Comp Engr	Electrical & Computer Engr	75,000.00	76,843.00	9-month	2.46%
Triece,Mary E	Prof, Communication	Communication	76,678.00	83,260.00	9-month	8.58%
Troutman,Janice S	Prof, Art	Art	76,914.00	79,216.00	9-month	2.99%
Tsai,I-Chun	Asst Prof, Education	Educ Found & Leadership	53,597.00	55,476.00	9-month	3.51%
Tsige,Mesfin	Assoc Prof, Polymer Science	Polymer Science	112,689.00	116,186.00	9-month	3.10%
Tsukerman,Igor A	Prof, Elect & Comp Engr	Electrical & Computer Engr	109,377.00	113,545.00	9-month	3.81%
Turner,Carol Michele	Prof, Chemistry	Chemistry-Wayne	71,523.00	73,930.00	9-month	3.37%
Tusaie,Kathleen	Assoc Prof, Nursing	School of Nursing	68,949.00	75,716.00	9-month	9.81%
Vakil,Shernavaz	Prof, Education	Curr & Instr Studies	70,718.00	74,175.00	9-month	4.89%
Varian,Anne S	Senior Instr, Education	Curr & Instr Studies	59,495.00	61,121.00	9-month	2.73%
Veillette,Robert J	Assoc Prof, Elect & Comp Engr	Electrical & Computer Engr	96,323.00	99,182.00	9-month	2.97%
Verstraete,Mary C	Assoc Prof, Biomedical Engr	Biomedical Engineering	98,965.00	102,785.00	9-month	3.86%
Vierheller,Timothy R	Prof, Physics	Physics-Wayne	87,514.00	90,725.00	9-month	3.67%
Vijayaraman,Bindiganavale	Prof, Mgt & Info Systems	Management	131,438.00	140,267.00	9-month	6.72%
Vinnedge,Laura A	Assoc Prof, Art	Art	61,491.00	64,487.00	9-month	4.87%
Vogl,Markus V	Asst Prof, Graphic Design	Art	53,851.00	60,598.00	9-month	12.53%
Vogt,Bryan D	Assoc Prof, Polymer Engr	Polymer Engineering	110,000.00	117,885.00	9-month	7.17%
Vollmer,John Lawrence	Assoc Prof, Fam & Cons Sci	Family & Cons Sciences	66,327.00	69,455.00	9-month	4.72%
Von Spiegel,Janice	College Lecturer, Mathematics	Mathematics	38,766.00	40,130.00	9-month	3.52%
Vukadinovic,Vlada	Assoc Prof, Art	Art	63,150.00	65,868.00	9-month	4.30%
Wadia,Adil M	Assoc Prof, Geology & Envi Sci	Geology-Wayne	58,180.00	62,532.00	9-month	7.48%
Waehler,Charles A	Assoc Prof, Psychology	Psychology	78,096.00	83,902.00	9-month	7.43%
Walker,Angela M	Assoc Prof, Business Mngt Tech	Business Technology	63,517.00	67,977.00	9-month	7.02%
Walker,Deborah J	Instr, Education	Curr & Instr Studies	41,333.00	42,468.00	9-month	2.75%

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Walter,Heather L	Assoc Prof, Communication	Communication	66,704.00	72,516.00	9-month	8.71%
Wang,Guo-Xiang	Assoc Prof, Mechanical Engr	Mechanical Engineering	86,248.00	90,801.00	9-month	5.28%
Wang,Li	Asst Prof, Accounting	Accountancy	123,841.00	132,208.00	9-month	6.76%
Wang,Shengyong	Asst Prof, Mech Engineering	Mechanical Engineering	77,104.00	79,653.00	9-month	3.31%
Wang,Shi-Qing	Prof, Polymer Science	Polymer Science	152,930.00	160,107.00	9-month	4.69%
Ward,Cheryl L	Assoc Prof, Education	Educ Found & Leadership	56,041.00	61,871.00	9-month	10.40%
Ward,Frank	Asst Prof, Music	Music	44,826.00	46,357.00	9-month	3.42%
Wasserman,Eric	Asst Prof, English	English	53,650.00	60,666.00	9-month	13.08%
Webb,Donna S	Prof, Art	Art	85,499.00	93,448.00	9-month	9.30%
Webb,Kelly A	Asst Prof, Tech Writing & Comp	Associate Studies	49,261.00	50,937.00	9-month	3.40%
Weeks,Stephen C	Prof, Biology	Biology	92,266.00	96,420.00	9-month	4.50%
Weidknecht,Marcia E	Sr Instr, Polymer Sci	Polymer Science	63,373.00	66,149.00	9-month	4.38%
Weigold,Ingrid	Asst Prof, Education	Counseling	58,738.00	60,538.00	9-month	3.06%
Weinstein,Paul B	Prof, History	History-Wayne	79,740.00	82,307.00	9-month	3.22%
Wesdemiotis,Chrys	Dist Prof, Chemistry	Chemistry	124,771.00	133,477.00	9-month	6.98%
Wheland,Ethel R	Assoc Prof, Mathematics	Mathematics	75,763.00	78,598.00	9-month	3.74%
Whisenhunt,Amber M	Asst Prof, Accounting	Accountancy	125,000.00	127,655.00	9-month	2.12%
White,Naomi C	Asst Prof, Social Work	Social Work	57,786.00	59,778.00	9-month	3.45%
White,Sylvia E	Assoc Prof, Communication	Communication	68,255.00	71,235.00	9-month	4.37%
Whitmore,Julie	Asst Prof, Interior Design	Family & Cons Sciences	49,430.00	51,066.00	9-month	3.31%
Wilber,J. Patrick	Assoc Prof, Mathematics	Mathematics	74,347.00	76,957.00	9-month	3.51%
Wilding,James	Assoc College Lect, Music	Music	41,602.00	43,272.00	9-month	4.01%
Willett,Stacy Lynn	Prof, Emergency Mgmt	Public Service Technology	76,959.00	79,093.00	9-month	2.77%
Williams,Mary B	Prof, Office Admin	Business Technology	79,601.00	84,354.00	9-month	5.97%
Williams,Zachery R	Assoc Prof, History	History	67,213.00	69,796.00	9-month	3.84%
Willits,Rebecca	Assoc Prof, Biomedical Engr	Biomedical Engineering	107,583.00	110,478.00	9-month	2.69%
Wilson,Gregory	Assoc Prof, History	History	72,810.00	77,250.00	9-month	6.10%
Wise,Craig	Asst Prof, Const Engr Tech	Engineering & Science Tech	51,107.00	52,975.00	9-month	3.66%
Witt,David D	Prof, Family & Consumer Sci	Family & Cons Sciences	92,391.00	97,546.00	9-month	5.58%
Witt,Susan D	Prof, Family & Consumer Sci	Family & Cons Sciences	79,992.00	83,571.00	9-month	4.47%
Wong,Shing-Chung Josh	Assoc Prof, Mechanical Engr	Mechanical Engineering	100,018.00	104,080.00	9-month	4.06%
Woods,Douglas B	Assoc Prof, Business Mngt Tech	Business & Office Tech-Wayne	67,732.00	69,979.00	9-month	3.32%

The University of Akron  
AAUP Bargaining Unit 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Woods,Stephanie J	Prof, Nursing	School of Nursing	88,191.00	92,778.00	9-month	5.20%
Xi,Juan	Asst Prof, Sociology	Sociology	67,696.00	69,763.00	9-month	3.05%
Yi,Ping	Prof, Civil Engineering	Civil Engineering	97,282.00	102,511.00	9-month	5.38%
Ying,Hui-Chu	Prof, Art	Art	75,845.00	78,023.00	9-month	2.87%
Yoder,Janice D	Prof, Psychology	Psychology	105,549.00	114,200.00	9-month	8.20%
Young,Gerald W	Prof, Mathematics	Mathematics	130,982.00	140,405.00	9-month	7.19%
Young,Rita K	Sr Instr, Nursing	School of Nursing	52,449.00	54,206.00	9-month	3.35%
Young,Susan M	Sr Coll Lect, Mathematics	Mathematics	46,801.00	48,464.00	9-month	3.55%
Youngs,Wiley J	Dist Prof, Chemistry	Chemistry	117,540.00	128,231.00	9-month	9.10%
Yun,GunJin	Asst Prof, Civil Engineering	Civil Engineering	68,453.00	70,727.00	9-month	3.32%
Yun,Yang Hyun	Assoc Prof, Biomedical Engr	Biomedical Engineering	91,413.00	98,250.00	9-month	7.48%
Zanetta,Maria A	Prof, Modern Languages	Modern Languages	81,612.00	85,274.00	9-month	4.49%
Zhang,Ge	Asst Prof, Biomedical Engr	Biomedical Engineering	79,657.00	81,827.00	9-month	2.72%
Zhang,Lan	Asst Prof, Civil Engineering	Civil Engineering	72,393.00	74,104.00	9-month	2.36%
Zhang,Wei	Asst Prof, English	English	53,000.00	54,530.00	9-month	2.89%
Zhao,Baomei	Assoc Prof, Social Work	Social Work	58,967.00	63,188.00	9-month	7.16%
Zhao,Gang	Assoc Prof, History	History	61,888.00	63,587.00	9-month	2.75%
Zhe,Jiang John	Prof, Mechanical Engr	Mechanical Engineering	103,033.00	107,034.00	9-month	3.88%
Ziegler,Christopher J	Prof, Chemistry	Chemistry	86,167.00	98,502.00	9-month	14.32%

The University of Akron  
Non-Bargaining Unit Faculty 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Adamowicz-Hariasz, Maria	Assoc Prof, Modern Languages	Modern Languages	66,587.00	70,079.00	9-month	5.24%
Anderson, Lloyd C	Prof, Law	Law - Instruction	147,538.00	151,593.00	9-month	2.75%
Ash, Steven R	Assoc Prof, Management	Management	131,296.00	139,235.00	12-month	6.05%
Baker, David B	MCM Ex Dir Ctr for Am Psych	Psychology Archives	157,603.00	162,331.00	12-month	3.00%
Baker, William E	Prof, Marketing	Marketing	151,255.00	160,003.00	12-month	5.78%
Barnes, Gail Kristen	Asst Prof, Law	Law - Instruction	93,643.00	96,453.00	9-month	3.00%
Batur, Celal	Prof, Mechanical Engineering	Mechanical Engineering	162,270.00	167,138.00	12-month	3.00%
Baumgartner, Samuel P	Professor, Law	Law - Instruction	126,982.00	132,062.00	9-month	4.00%
Belsky, Martin H	Randolph Baxter Prof, Law	Law Dean's Office	252,458.00	260,031.00	12-month	3.00%
Binienda, Wieslaw K	Prof, Civil Engineering	Civil Engineering	153,655.00	158,655.00	12-month	3.25%
Buchanan, Cheryl L	Asst Dir, Undergraduate Progs	School of Nursing	83,965.00	85,944.00	12-month	2.36%
Calderon, Thomas G	Prof, Accounting	Accountancy	201,691.00	212,766.00	12-month	5.49%
Calvo, Kim C	Prof, Chemistry	Chemistry	125,901.00	136,268.00	12-month	8.23%
Calzonetti, Jo Ann	Prof, Bibliography	UL Science & Technology	89,942.00	94,640.00	12-month	5.22%
Carro, J. Dean	Prof, Clinical Law	Law - Instruction	155,288.00	161,503.00	12-month	4.00%
Chan, Chien-Chung	Prof, Computer Science	Computer Science	115,876.00	120,920.00	9-month	4.35%
Cheng, Stephen Z. D.	Dean, PS&PE	Polymers Dean's Office	270,609.00	285,492.00	12-month	5.50%
Cohen, Richard C	Assoc Prof, Law	Law - Instruction	107,829.00	110,254.00	9-month	2.25%
Cole, Dana	Assoc Prof, Law	Law - Instruction	99,812.00	102,557.00	9-month	2.75%
Cravens, Sarah M.R.	Assoc Prof, Law	Law - Instruction	100,473.00	112,793.00	9-month	12.26%
Daniels, Christopher C	Research Assoc Prof	Engineering Dean's Office	126,184.00	131,231.00	12-month	4.00%
De Abreu-Garcia, Jose Alexis	Prof, Elect & Comp Engr	Electrical & Computer Engr	138,002.00	142,142.00	12-month	3.00%
DeChambeau, Aimee L	Assoc Prof, Bibliography	UL Electronic Services	80,000.00	82,400.00	12-month	3.00%
DePompei, Roberta A	Int Dean, Coll of Health Prof	Health Professions Dean's Off	151,525.00	159,859.00	12-month	5.50%
Dessin, Carolyn L	Prof, Law	Law - Instruction	118,657.00	126,513.00	9-month	6.62%
Dhinojwala, Ali	Prof, Polymer Science	Polymer Science	180,802.00	198,024.00	12-month	9.53%
Divoky, James J	Assoc Dean, CBA	CBA Dean's Office	175,001.00	186,001.00	12-month	6.29%
Doll, Gary L	Dir, Timken Eng Surf&End Chair	Engineering Dean's Office	160,000.00	164,800.00	12-month	3.00%
Fisher, Charles D	Asst Prof, Bibliography	UL Access Services	65,000.00	66,950.00	12-month	3.00%
Fisher, Elaine M	Prof, Nursing	School of Nursing	108,440.00	115,307.00	12-month	6.33%
Fleischer, S. Victor	Assoc Prof, Bibliography	UL Archival Services	70,852.00	74,978.00	12-month	5.82%
Foster, Mark D	Assoc Dean, Prog, Pol & Eng	Polymer Science	198,931.00	207,849.00	12-month	4.48%
Frampton, James D	Prof, Draft & Comp Draft Tech	Engineering & Science Tech	104,889.00	106,987.00	12-month	2.00%
Franks, Jeffrey A	Assoc Prof, Bibliography	UL Research & Learning Svcs	79,814.00	82,208.00	12-month	3.00%
Gammon, Julia A	Prof, Bibliography	UL Acquisitions	93,393.00	96,195.00	12-month	3.00%
Garafolo, Nicholas Gordon	Research Asst Prof	Engineering Dean's Office	78,750.00	81,900.00	12-month	4.00%

The University of Akron  
Non-Bargaining Unit Faculty 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Genetin,Bernadette Bollas	Assoc Prof, Law	Law - Instruction	109,236.00	114,151.00	9-month	4.50%
Gibson,Willa E	Prof, Law	Law - Instruction	125,015.00	133,015.00	9-month	6.40%
Gibson-Lee,Rebecca	Prof, Medical Asst Tech	Allied Health Technology	90,857.00	93,583.00	12-month	3.00%
Gilpatric,Lawrence	Prof, Hospitality Mngt	Business Technology	106,588.00	109,786.00	12-month	3.00%
Graham,Elizabeth E	Prof, Communication	Communication	114,650.00	119,236.00	12-month	4.00%
Green,John C	Dir RC Bliss Inst of Appl Pol	A&S Dean's Office	136,364.00	149,642.00	12-month	9.74%
Guegold,William K	Interim Assoc Dean, Fine Arts	A&S Dean's Office	121,464.00	126,760.00	12-month	4.36%
Gujrati,Purushottam D	Prof, Physics	Physics	107,183.00	115,248.00	9-month	7.52%
Hanlon,Susan C	Assistant Dean, CBA	CBA Dean's Office	140,000.00	145,200.00	12-month	3.71%
Haritos,George K	Dean, Engineering	Engineering Dean's Office	250,800.00	264,594.00	12-month	5.50%
Hudak,Sandra L	Assoc Prof, Nutri & Dietetics	Nutrition & Dietetics	80,250.00	83,460.00	12-month	4.00%
Huff,Robert J	Prof, Art	Art	102,000.00	103,020.00	12-month	1.00%
Huhn,Wilson R	Prof, Law	Law - Instruction	154,114.00	160,564.00	9-month	4.19%
Jalbert,Michael J	Assoc Dean, Summit College	Summit College Dean's Office	116,969.00	120,478.00	12-month	3.00%
Jordan III,William S	Assoc Dean, Law	Law Dean's Office	170,466.00	177,040.00	12-month	3.86%
Jordan,Karin B	Prof, Education	Counseling	115,751.00	123,224.00	12-month	6.46%
Ju,Lu-Kwang	Prof, Chem & Biomol Engr	Chemical & Biomolecular Engr	154,320.00	159,320.00	12-month	3.24%
Karim,Alamgir	Goodyear Tire&Rubber Prof/Poly	Polymer Engineering	182,628.00	187,628.00	9-month	2.74%
Krovi,Ravi	Dean, CBA	CBA Dean's Office	227,288.00	239,789.00	12-month	5.50%
Kruse,Sharon D	Prof, Education	Educ Found & Leadership	151,788.00	156,342.00	12-month	3.00%
Lavoie,Richard L	Professor, Law	Law - Instruction	111,212.00	121,060.00	9-month	8.86%
Lee,Brant T	Prof, Law	Law - Instruction	117,865.00	121,130.00	9-month	2.77%
Lee,Matthew T	Assoc Prof, Sociology	Sociology	102,946.00	104,946.00	12-month	1.94%
Levy,Paul E	Prof, Psychology	Psychology	132,764.00	139,904.00	12-month	5.38%
Linberger,Peter	Prof, Bibliography	UL Dean's Office	67,556.00	69,583.00	12-month	3.00%
Lyons Jr,William T	Dir, Ctr for Conflict Mgmt	A&S Dean's Office	75,305.00	82,289.00	9-month	9.27%
Mallik,Robert R	Prof, Physics	Physics	105,926.00	109,104.00	9-month	3.00%
McBurney,Molly	Asst Prof, Legal Writing	Law - Instruction	74,154.00	78,921.00	9-month	6.43%
McCarragher,Timothy M	Assoc Prof, Social Work	Social Work	91,962.00	95,685.00	12-month	4.05%
McHugh,James T	Prof, Political Science	Political Science	84,254.00	87,033.00	9-month	3.30%
Menzemer,Craig C	Assoc Dean, Grad Studies & Adm	Engineering Dean's Office	150,468.00	156,782.00	12-month	4.20%
Midha,Chand	Dean, Arts & Sciences	A&S Dean's Office	264,688.00	279,246.00	12-month	5.50%
Mitzel,Annette R	Dir, Cntr for Nrsng Clin	School of Nursing	77,532.00	80,635.00	12-month	4.00%
Morath,Sarah J	Asst Prof, Legal Writing	Law - Instruction	74,154.00	79,997.00	9-month	7.88%
Moritz,E. Stewart	Assoc Prof, Law	Law - Instruction	97,823.00	101,768.00	9-month	4.03%
Mugler,Dale H	Dean, Honors College	Honors College Dean's Office	139,951.00	146,949.00	12-month	5.00%

The University of Akron  
Non-Bargaining Unit Faculty 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Nelson,Michael A	Prof, Economics	Economics	127,104.00	132,018.00	9-month	3.87%
Newman,Alan	Prof, Law	Law - Instruction	123,641.00	128,791.00	9-month	4.17%
Norfolk,Timothy S	Prof, Mathematics	Mathematics	98,861.00	105,611.00	9-month	6.83%
O'Connor,Phyllis G	Interim Dean, Univ Lib	UL Dean's Office	115,000.00	118,450.00	12-month	3.00%
Oddi,A. Samuel	Prof, Law	Law - Instruction	163,267.00	168,162.00	9-month	3.00%
Olson,Susan J	Asc Dean, ExProg,Grant,Bud,Per	Education Dean's Office	138,672.00	142,832.00	12-month	3.00%
Oravec,Heather Ann	Research Asst Prof	Engineering Dean's Office	78,750.00	81,900.00	12-month	4.00%
Padfield,Stefan	Assoc Prof, Law	Law - Instruction	98,804.00	105,369.00	9-month	6.64%
Pinheiro,Victor E	Assoc Prof, Phys & Hlth Educ	Sport Science & Wellness Educ	99,264.00	106,242.00	12-month	7.03%
Qammar,Helen K	Dir, Inst Teaching & Learning	Office of Academic Affairs	131,803.00	135,757.00	12-month	3.00%
Rich,William D	Assoc Prof, Law	Law - Instruction	90,641.00	93,361.00	9-month	3.00%
Richert,Paul	Law Librarian	Law Library	132,015.00	134,515.00	12-month	1.89%
Robbins,Kalyani	Assoc Prof, Law	Law - Instruction	95,469.00	103,094.00	9-month	7.99%
Ross-Alaolmolki,Kathleen M	Assoc Dean, Academics	Health Professions Dean's Off	123,401.00	126,486.00	12-month	2.50%
Sahl,Joann Marie	Asst Clinical Prof, Law	Law - Instruction	81,647.00	86,705.00	9-month	6.19%
Sahl,John P	Prof, Law	Law - Instruction	108,908.00	114,354.00	9-month	5.00%
Sakezles,Priscilla K	Prof, Philosophy	Philosophy	101,221.00	104,594.00	12-month	3.33%
Salem,Joseph A	Assoc Prof, Bibliography	UL Research & Learning Svcs	86,000.00	88,580.00	12-month	3.00%
Samuels,Jeffrey M	David L. Brennan Prof, Law	Law - Instruction	171,632.00	176,782.00	9-month	3.00%
Sapienza,Neil B	Interim Dean, Wayne College	Wayne College Dean's Office	133,000.00	136,990.00	12-month	3.00%
Savery,John R	Dir, Instructional Services	Instructional Services	114,762.00	118,205.00	12-month	3.00%
Schiavone,Ann L	Asst Prof, Legal Writing	Law - Instruction	78,325.00	82,975.00	9-month	5.94%
Schuldiner,Michael	Prof, English	English	102,463.00	105,537.00	9-month	3.00%
Shaver,Elizabeth A	Asst Prof, Legal Writing	Law - Instruction	78,325.00	82,800.00	9-month	5.71%
Sheng,Michael M	Prof, History	History	92,687.00	95,529.00	9-month	3.07%
Shott,Michael	Prof, Archaeology	Anthropology & Classical St	123,360.00	128,133.00	12-month	3.87%
Silverman,Stanley B	Dean, Summit College	Summit College Dean's Office	196,131.00	202,015.00	12-month	3.00%
Spiker,Julia A	Int Assoc Dean, Honors College	Honors College Dean's Office	86,165.00	88,750.00	12-month	3.00%
Spring,Gary W	Assoc Clinical Prof, Law	Law - Instruction	75,585.00	81,351.00	9-month	7.63%
Steiner,Richard P	Prof, Statistics	Statistics	94,920.00	100,504.00	9-month	5.88%
Stokes,Nancy L	Special Asst to Ofc of Acad Aff	Office of Academic Affairs	117,823.00	121,357.00	12-month	3.00%
Stratton,Richard W	Act Asst Dean, Assess&Fis Aff	A&S Dean's Office	111,937.00	116,265.00	12-month	3.87%
Strong,Richard R	Asst Prof, Legal Writing	Law - Instruction	78,250.00	82,800.00	9-month	5.81%
Subich,Linda M	Assoc Dean, Arts & Sciences	A&S Dean's Office	132,989.00	143,429.00	12-month	7.85%
Szabo,John P	Prof, Geology & Environ Sci	Geology & Environmental Sci	134,287.00	143,517.00	12-month	6.87%
Tausig,Mark B	Assoc Dean, Graduate School	Graduate School	122,833.00	126,518.00	12-month	3.00%

The University of Akron  
Non-Bargaining Unit Faculty 2012-13 Rates of Compensation

Name	Title	Department	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Teague, Colleen M	Assoc Prof, Busn & Office Tech	Business & Office Tech-Wayne	66,848.00	69,853.00	9-month	4.50%
Theilin, William	Prof, English	English	107,556.00	108,636.00	12-month	1.00%
Thomas, Tracy A	Prof, Law	Law - Instruction	123,257.00	137,532.00	9-month	11.58%
Turner, Dudley B	Assoc Prof, Communication	Communication	73,028.00	75,414.00	9-month	3.27%
Turner, Monte E	Prof, Biology	Biology	126,408.00	135,087.00	12-month	6.87%
Usher, Ann L	Prof, Music	Music	71,783.00	76,697.00	9-month	6.85%
Vacca, Ryan Gabriel	Asst Prof, Law	Law - Instruction	86,132.00	99,632.00	9-month	15.67%
Visco Jr, Donald P	Assoc Dean, UG Studies	Engineering Dean's Office	141,750.00	148,843.00	12-month	5.00%
Wainwright, A. Martin	Prof, History	History	107,556.00	109,556.00	12-month	1.86%
Wallace, Patricia A	Prof, Early Childhood Dev	Public Service Technology	108,806.00	112,070.00	12-month	3.00%
Weber, Deborah S	Asst Dean, Advising Services	Summit College Dean's Office	108,230.00	111,477.00	12-month	3.00%
Weiss, Robert A	Prof, Polymer Engineering	Polymer Engineering	234,918.00	239,918.00	12-month	2.13%
Welton, Evonn N	Assoc Dean, Student Services	Education Dean's Office	137,343.00	141,463.00	12-month	3.00%
Wilder, Joseph W	Assoc Dean, Arts & Sciences	A&S Dean's Office	134,050.00	140,762.00	12-month	5.01%
Wrice, Sheldon B	Prof, Tech Writing & Comp	Associate Studies	106,665.00	112,740.00	12-month	5.70%
Wyszynski, Matthew	Assoc Prof, Modern Languages	Modern Languages	72,489.00	75,619.00	9-month	4.32%
Xiao, Yingcai	Assoc Prof, Computer Science	Computer Science	101,472.00	105,531.00	9-month	4.00%
Zipp, John F	Assoc Dean for Planning, A & S	A&S Dean's Office	159,514.00	167,087.00	12-month	4.75%

The University of Akron  
IATSE 2012-13 Rates of Compensation

Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Bullock,Margaret	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
Clark,Donald L	Production Asst - Technical	Dance, Theatre & Arts Admin	PT	Staff	10.14	10.44	Hourly	3%
Jones,Adrienne N	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
King,Timothy P	Theatre Technician	Dance, Theatre & Arts Admin	PT	Staff	15.86	16.34	Hourly	3%
Musselman-Tobasko,Kathryn L	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
Rinella,Elena I	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
Ryel,Patrick S	Production Asst - Technical	Dance, Theatre & Arts Admin	PT	Staff	11.54	11.89	Hourly	3%
Sauber,Rachael A	Production Asst - Technical	Dance, Theatre & Arts Admin	PT	Staff	11.54	11.89	Hourly	3%
Smerglia,Lane T	Production Asst - Technical	Dance, Theatre & Arts Admin	PT	Staff	10.14	10.44	Hourly	3%
Snyder,Mark Robert	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	10.68	11.00	Hourly	3%
Sterle,Catherine I	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
Strickland,Kendra N	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	9.29	9.57	Hourly	3%
Strickland,Kimberly D	Production Asst - Costume	Dance, Theatre & Arts Admin	PT	Staff	10.14	10.44	Hourly	3%
Summy,Julie A	Production Asst - Technical	Dance, Theatre & Arts Admin	PT	Staff	10.38	10.69	Hourly	3%

The University of Akron  
2012-13 Non-Bargaining Unit Contract Professional and Staff Rates of Compensation

Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Abid,Wissem	Asst to Inst Dir Cultural Aff	Polymers Dean's Office	FT	Contr Prof	50,000.00	51,500.00	12 month	3%
Abutal,Jose P	Chemical Storekeeper	Chemistry	FT	Staff	12.84	13.23	Hourly	3%
Ackerman,Susan D	Coord Word Processing Center	Word Processing Ctr-Wayne	FT	Staff	22.03	22.69	Hourly	3%
Adams Jr,Dale R	Dir, Student Judicial Affairs	Student Judicial Affairs	FT	Contr Prof	70,000.00	72,100.00	12 month	3%
Adams,Nicole M	Asst Dir Acad Advisement Ctr	Summit College Dean's Office	FT	Contr Prof	45,895.00	47,272.00	12 month	3%
Adams,Ronnie G	Academic Adviser I	Summit College Dean's Office	PT	Staff	20.39	21.00	Hourly	3%
Ahrens,Erin E	Academic Adviser II	Honors College Dean's Office	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Alderman,Gara P	Administrative Assistant	Engineering Dean's Office	FT	Staff	21.15	21.78	Hourly	3%
Alexander,Deon J	Building Maintenance Supt	Physical Facilities	FT	Staff	20.45	21.06	Hourly	3%
Alexander,Ivory V	Athletics Maint Asst Sup	Athletics Office	FT	Staff	20.96	21.59	Hourly	3%
Alexander,Jeanah L	Departmental Systems Adm	Env & Occ Health & Safety	FT	Staff	24.61	25.35	Hourly	3%
Alexander,Winifred W	Sr Exec Administrative Asst	VP, Public Affairs & Dev	FT	Staff	26.00	26.78	Hourly	3%
Alherimi,Yaser A	Electronic Technician	Instructional Services	FT	Staff	23.65	24.36	Hourly	3%
Allen,Stephen J	Sr Multi-Media Producer	Institutional Marketing	FT	Contr Prof	71,797.00	73,951.00	12 month	3%
Aller,Amanda M	Coord Men's Basketball Opns	Athletics Office	FT	Staff	15.29	15.75	Hourly	3%
Aller,Amanda M	Athletics' Events Asst	Athletics Office	PT	Staff	22.94	23.63	Hourly	3%
Allison,Nancy J	Substitute Teacher	Ctr, Child Development	PT	Staff	10.51	10.83	Hourly	3%
Allshouse,Susan D	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	22.16	22.82	Hourly	3%
Anderson,Julie E	Academic Adviser & Spec Evnts	Engineering Dean's Office	FT	Contr Prof	41,191.00	42,427.00	12 month	3%
Anderson,Michael E	Accompanist	Dance Institute	PT	Staff	15.76	16.23	Hourly	3%
Anderson,Michael E	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	15.76	16.23	Hourly	3%
Andrews,Sabrina L	Dir Institutional Research	Institutional Research	FT	Contr Prof	114,292.00	117,721.00	12 month	3%
Annis,Susan K	Administrative Assistant	Acad Adv & Stu Succ - Simmons	FT	Staff	21.37	22.01	Hourly	3%
Appleby Jr,Donald R	Library Specialist	UL Access Services	FT	Staff	21.09	21.72	Hourly	3%
Arenz,Ronald T	Head Volleyball Coach	Athletics Office	FT	Contr Prof	68,289.00	70,338.00	12 month	3%
Arrington,Pamela L	Dir, Student Services Center	Student Services Center	FT	Contr Prof	55,765.00	57,438.00	12 month	3%
Artino,Kristina A	Academic Adviser II	Student Athlete Academic Svcs	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Asbury,Patricia M	Medical Secretary	Health Services	FT	Staff	15.16	15.61	Hourly	3%
Ashbaugh,Jackie E	Adm Couns & Coord, Stu Act-WC	Student Services Adm-Wayne	FT	Contr Prof	40,091.00	41,294.00	12 month	3%
Augustine,Joseph R	Artist In Residence	A&S Dean's Office	FT	Contr Prof	55,556.00	57,223.00	9 month	3%
Aupperle,Shannon F	Administrative Assistant	Law - Instruction	FT	Staff	14.18	14.61	Hourly	3%
Austin,Laura L	Asst Dir Development-Research	Department of Development	FT	Contr Prof	52,530.00	54,106.00	12 month	3%
Avery,Kimberlee A	Assoc Dir Transfer Stu Svc Ctr	Transfer & Adult Stu Enroll Ctr	FT	Contr Prof	40,171.00	41,376.00	12 month	3%
Awalt,Dolores A	Student Account Specialist	Student Accounts/Bursar	FT	Staff	16.63	17.13	Hourly	3%
Azbill,Jason K	Sr Systems Administrator	Hardware & Oper Sys Svcs	FT	Staff	2,307.70	2,376.93	Biweekly	3%
Bable,Brenda Sue	Administrative Assistant	Department of Development	FT	Staff	12.60	12.98	Hourly	3%
Bach,Gregg G	Asst Athl Dir Athl Comm	Athletic Media Relations	FT	Contr Prof	51,500.00	53,045.00	12 month	3%
Bacher,P. Thomas	Director, University Press	University Press	FT	Contr Prof	101,908.00	104,965.00	12 month	3%
Bacon,Judy A	Accounting Clerk II	Assoc VP & Controller	FT	Staff	17.86	18.40	Hourly	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Badran,Cynthia L.	Accompanist	Dance Institute	PT	Staff	16.88	17.39	Hourly	3%
Badran,Cynthia L.	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	16.88	17.39	Hourly	3%
Bahil,Ryan N	Student Services Specialist	Student Services Center	FT	Staff	1,160.76	1,195.58	Biweekly	3%
Bahvala,Anna V	Asst Dir Student Employment	Career Center	FT	Contr Prof	34,657.00	35,697.00	12 month	3%
Bai,Rong	Engineering Technician Sr	Institute, Polymer Engineering	FT	Staff	1,997.46	2,057.38	Biweekly	3%
Bailey,Clifford G	Engineering Technician Sr	Mechanical Engineering	FT	Staff	2,269.30	2,337.38	Biweekly	3%
Bailey,Matthew	Coord vNOC	Instructional Services	FT	Staff	27.82	28.65	Hourly	3%
Bailey-Porter,Maryanne	Account Coord Stu Publications	Buchtelite	PT	Staff	15.08	15.53	Hourly	3%
Baker,Renee A	Coord CE & Wfc Dev Supp	Workforce Dev & Cont Ed, Wayne	FT	Staff	15.86	16.34	Hourly	3%
Baker,Stephanie E	Program Assistant	Developmental Programs-Wayne	FT	Staff	12.23	12.60	Hourly	3%
Baker,Susan E	Administrative Assistant	Associate Studies	FT	Staff	20.11	20.71	Hourly	3%
Baker,Thomas J	Dir Cap Planning & Fac Mgmt	VP, Capital Plan & Fac Mngt	FT	Contr Prof	85,000.00	87,550.00	12 month	3%
Ball,John T	Library Associate Sr	UL Archival Services	FT	Staff	20.12	20.72	Hourly	3%
Baltrinic,Barbara L	Student Teaching Liaison	Education Dean's Office	FT	Contr Prof	50,429.00	51,942.00	12 month	3%
Bame,Kathleen F	Dir, Development	Department of Development	FT	Contr Prof	84,468.00	87,002.00	12 month	3%
Barkakaty,Balaka	Sr PostDoctoral Fellow	Chemical & Biomolecular Engr	FT	Staff	1,346.16	1,386.54	Biweekly	3%
Barnes,Anthony E	Mgr, Governmental Comm	VP, Public Affairs & Dev	FT	Contr Prof	57,153.00	58,868.00	12 month	3%
Barnes,Edith S	College Program Specialist	A&S Dean's Office	FT	Staff	27.86	28.70	Hourly	3%
Barnett,James E	Dir, Development - Major Gifts	Department of Development	FT	Contr Prof	80,340.00	82,750.00	12 month	3%
Barton,Charles R	Dir, Nurse Anesthesia Track	School of Nursing	FT	Contr Prof	128,459.00	132,313.00	12 month	3%
Barton,Lizette Royer	Archives Associate Sr	Psychology Archives	FT	Contr Prof	35,195.00	36,251.00	12 month	3%
Barton,Michael D	Postdoctoral Fellow	Biology	FT	Staff	1,461.54	1,505.39	Biweekly	3%
Barton,Nancy L	Mgr Sales/Marketing-PAH	Performing Arts Hall	FT	Staff	2,208.12	2,274.36	Biweekly	3%
Barua,Jibak	Sr Applications Systems Anly	Instructional Services	FT	Staff	2,777.88	2,861.22	Biweekly	3%
Bass,Scott B	Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,060.00	2,121.80	Biweekly	3%
Batchelder,Kathy S	Coord Acad Affairs Support WC	Academic Affairs - Wayne	FT	Staff	18.97	19.54	Hourly	3%
Bates,Rosa	Ticket Booth/Lot Monitor	Parking & Transportation Svcs	PT	Staff	8.63	8.89	Hourly	3%
Beauvais,Monique	Asst to Assoc Provost	Office of Academic Affairs	FT	Contr Prof	62,122.00	63,986.00	12 month	3%
Beaven,Matthew W	Univ Enterprise Risk Mgr	Purchasing Department	FT	Contr Prof	59,665.00	61,455.00	12 month	3%
Beck,Thomas G	General Mgr, WZIP-FM	Communication	FT	Contr Prof	93,044.00	95,835.00	12 month	3%
Becker,Tonya E	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	13.31	13.71	Hourly	3%
Beckham,John W	Library Associate Sr	UL Research & Learning Svcs	FT	Staff	14.80	15.24	Hourly	3%
Beckman,Gary D	Mgr Central Stores	Central Stores	FT	Staff	1,755.91	1,808.59	Biweekly	3%
Beckwith,Cheryl	Coord, Wrkf Dev & Cont Ed	Workforce Dev & Cont Educ	FT	Contr Prof	50,860.00	52,386.00	12 month	3%
Becton,Patricia M	Departmental Records Spec	Summit College Dean's Office	FT	Staff	17.63	18.16	Hourly	3%
Beers,Mark Richard	Coord Emergency Management	VP, Capital Plan & Fac Mngt	FT	Staff	2,179.39	2,244.77	Biweekly	3%
Beham,Sharon F	Accounting Clerk Sr	Physical Facilities	FT	Staff	23.02	23.71	Hourly	3%
Beke,Susan	Asst to VP FisOperStuEng&Suc	VP, Student Engagement	FT	Contr Prof	63,112.00	65,005.00	12 month	3%
Bell,Brett M	Engineering Technician	Civil Engineering	FT	Staff	26.27	27.06	Hourly	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Bell,Thelma G	Office Manager	English	FT	Staff	22.04	22.70	Hourly	3%
Benedict O'Brien,Alisa N	Asst Dir Career Plng&Place-Law	Law Dean's Office	FT	Contr Prof	50,000.00	51,500.00	12 month	3%
Benes,Joseph G	Photographic Lab Technician	Art	FT	Staff	18.01	18.55	Hourly	3%
Bennett Jr,Calvin A	Laboratory Asst-PSPE	Polymers Dean's Office	FT	Contr Prof	45,900.00	47,277.00	12 month	3%
Berasi,Barbara J	Business Office Mgr - Stu Lif	Student Life	FT	Staff	22.06	22.72	Hourly	3%
Berger,Jeanette	Academic Adviser II	Medina County Univ Center	FT	Contr Prof	36,771.00	37,874.00	12 month	3%
Beyer,Joseph	Mgr Athl Facilities & Oper	Athletics Office	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Beyer,Kimberly A	ExecAssttoVP&DirStratPlng&Comm	VP, Student Engagement	FT	Contr Prof	75,000.00	77,250.00	12 month	3%
Beyerle,Theresa S	Assoc Dir Inst Teach & Lrng	Office of Academic Affairs	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Beynon,Deborah B	Administrative Assistant Sr	Assoc VP & Controller	FT	Staff	20.14	20.74	Hourly	3%
Billier,Deborah M	Departmental Systems Adm	Student Financial Aid	FT	Staff	24.64	25.38	Hourly	3%
Bisesi,Terri R	College Program Specialist	Law Dean's Office	FT	Staff	23.40	24.10	Hourly	3%
Bish,Diana	Accountant	Assoc VP & Controller	FT	Contr Prof	37,000.00	38,110.00	12 month	3%
Bishop,Brian J	Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,060.00	2,121.80	Biweekly	3%
Blake,Heather A	Administrative Assistant Sr	Graduate School	FT	Staff	21.12	21.75	Hourly	3%
Bledsoe,Crystal M	Coord Admissions	Admissions	FT	Staff	16.87	17.38	Hourly	3%
Blevins,Betty J	CBA & E Testing Asst	Instructional Services	FT	Staff	20.63	21.25	Hourly	3%
Blewitt,Nancy J	Departmental Records Spec	Student Financial Aid	FT	Staff	16.23	16.72	Hourly	3%
Bloodsworth,Valerie A	Assoc Dir RLH-Housing Srvs	Residence Life & Housing Off	FT	Contr Prof	51,740.00	53,292.00	12 month	3%
Bloom,John E	RHL Facilities Worker	Residence Life & Housing Off	PT	Staff	11.33	11.67	Hourly	3%
Boarman,Katie M	Supv Clinical Instr	Speech-Lang Path & Audiology	FT	Contr Prof	58,500.00	60,255.00	12 month	3%
Boaz,Valerie J	Coord Grants Sr	Rsch Srvs & Sponsored Progs	FT	Staff	1,818.35	1,872.90	Biweekly	3%
Bobbs,Marchelle R	Asst to the Dean	Law Dean's Office	FT	Contr Prof	47,277.00	48,695.00	12 month	3%
Boden,Gay J	Administrative Secretary	Electrical & Computer Engr	FT	Staff	20.10	20.70	Hourly	3%
Boettger,Alan T	Computer Support Assistant	Community Relations - Wayne	FT	Staff	16.83	17.33	Hourly	3%
Boley,Joshua A	Engineering Technician	Engineering & Science Tech	FT	Staff	16.48	16.97	Hourly	3%
Boll,Cynthia L	Financial Analyst	Assoc VP & Controller	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Bolois,Janet Lykes	Mgr, Mkt & Events Bliss Inst	Bliss Institute	FT	Contr Prof	39,286.00	40,465.00	12 month	3%
Bonecutter,Andrew J	Application Systems Analyst	Instructional Services	FT	Staff	21.36	22.00	Hourly	3%
Bonko,Laura M	Secretary	Acad Adv & Stu Succ - Simmons	PT	Staff	10.43	10.74	Hourly	3%
Booker,Jeanine L	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Borden,Donna J	Student Enrollment Counselor	Registrar	FT	Staff	13.31	13.71	Hourly	3%
Boware,Theresa A	Library Specialist	UL Access Services	FT	Staff	15.23	15.69	Hourly	3%
Bowman Jr,Ronald L	Assoc Univ Registrar-Oper	Registrar	FT	Contr Prof	60,935.00	62,763.00	12 month	3%
Bowman,Marilyn K	Dir, Sports Medicine	Athletics Office	FT	Contr Prof	72,100.00	74,263.00	12 month	3%
Bowman,Melissa J	Coord, Academic Programs	Polymer Science	FT	Contr Prof	59,759.00	61,552.00	12 month	3%
Boyd,Lisa R	Accounting Clerk II	Assoc VP & Controller	FT	Staff	14.39	14.82	Hourly	3%
Boyes,James D	Dir Medina County Univ Center	Medina County Univ Center	FT	Contr Prof	73,542.00	75,748.00	12 month	3%
Bracher,Nancy	Mgr, Publications	Institutional Marketing	FT	Contr Prof	57,801.00	59,535.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Bradfield,Kimberly A	Asst to the Director Music	Music	FT	Staff	22.60	23.28	Hourly	3%
Bradford,Susan	Student Services Counselor	School of Nursing	FT	Staff	21.32	21.96	Hourly	3%
Bradley,Benjamin R	Recreation Program Spec	Student Rec & Wellness Svcs	PT	Staff	12.36	12.73	Hourly	3%
Brady,Charles E	Library Reference Asst	UL Science & Technology	PT	Staff	15.00	15.45	Hourly	3%
Brauning,Patricia L	Legal Assistant	VP & General Counsel	FT	Staff	25.98	26.76	Hourly	3%
Braziel,Helen M	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	11.82	12.17	Hourly	3%
Breitenbach,Deborah	Sr Exec Administrative Asst	VP, Capital Plan & Fac Mngt	FT	Staff	33.22	34.22	Hourly	3%
Brewer,Andrea P	Dir, Audiology & Speech Center	Speech-Lang Path & Audiology	FT	Contr Prof	63,771.00	65,684.00	12 month	3%
Brewer,Christina M	IHSP Administrator	Inst, Bioscience & Social Rsch	FT	Staff	1,742.22	1,794.49	Biweekly	3%
Brickman,Ryan	Environmental Compl Officer	Env & Occ Health & Safety	FT	Staff	2,115.38	2,178.84	Biweekly	3%
Briston,Thomas W	Sr Systems Analyst Programmer	Application Systems Svs	FT	Staff	3,265.90	3,363.88	Biweekly	3%
Broadus,Alicia	Coord Admissions-WC	Student Services Adm-Wayne	FT	Staff	21.75	22.40	Hourly	3%
Brockett,Beverly H	Accountant Sr.	Assoc VP & Controller	FT	Contr Prof	73,542.00	75,748.00	12 month	3%
Brodie,Angela D	Program Assistant-Temp	Civil Engineering	PT	Staff	15.22	15.68	Hourly	3%
Bromley,Bonnie J	Administrative Assistant	Residence Life & Housing Off	FT	Staff	21.83	22.48	Hourly	3%
Brooks,Yvonne	Coord Benefits	Human Resources	FT	Staff	21.93	22.59	Hourly	3%
Brothers,Stephanie M	Mgr Facilities Projects	VP, Capital Plan & Fac Mngt	FT	Staff	1,923.08	1,980.77	Biweekly	3%
Brown,Angela M	Administrative Assistant	School of Nursing	FT	Staff	16.79	17.29	Hourly	3%
Brown,Brenda J	Accountant	Assoc VP & Controller	FT	Contr Prof	55,748.00	57,420.00	12 month	3%
Brown,Keith A.	Coord Operations	Student Life	FT	Staff	14.92	15.37	Hourly	3%
Brown,Tracey M	Administrative Assistant	Department of Development	FT	Staff	12.23	12.60	Hourly	3%
Bruce,Sean P	Parking Fac Maint Shift Leader	Parking & Transportation Svcs	FT	Staff	13.50	13.91	Hourly	3%
Brummert,Wayne	Dir Technology-Summit College	Summit College Dean's Office	FT	Staff	2,198.28	2,264.23	Biweekly	3%
Brummond,Kristin A	Legal Assistant Sr	VP & General Counsel	FT	Staff	32.16	33.12	Hourly	3%
Bruno,Anne F	Dir Student Union	Student Life	FT	Contr Prof	84,946.00	87,494.00	12 month	3%
Brunty,Mark D	Property Accounting Specialist	Assoc VP & Controller	FT	Staff	18.22	18.77	Hourly	3%
Brusso,Steven D	Electronic Technician	Audio Visual Services	FT	Staff	19.43	20.01	Hourly	3%
Bryant,Betty J	Coord Admin Affairs-TDHR	VP, Talent Dev & HR	FT	Staff	21.40	22.04	Hourly	3%
Bryson,Kathleen	Lead Internal Auditor	Univ Internal Audit Office	FT	Contr Prof	68,646.00	70,705.00	12 month	3%
Buie,Dan L	Academic Adviser I	Honors College Dean's Office	PT	Staff	34.79	35.83	Hourly	3%
Bungard,Matthew R	Sr Systems Analyst Programmer	Application Systems Svs	FT	Staff	1,851.74	1,907.29	Biweekly	3%
Burdick,Julie	Asst VP Academic Affairs	Office of Academic Affairs	FT	Contr Prof	132,000.00	135,960.00	12 month	3%
Burkey,Abigail I	Library Associate Sr	Law Library	FT	Staff	13.48	13.88	Hourly	3%
Burkey,Zachary P	Fac Maint Worker-WC	Academic Affairs - Wayne	FT	Staff	10.74	11.06	Hourly	3%
Burkholder,Trevor R	Sr Web Dev Spec	UL Electronic Services	FT	Staff	21.63	22.28	Hourly	3%
Burrell,Charlotte L	Asst to Dean, Summit Col	Summit College Dean's Office	FT	Contr Prof	61,252.00	63,090.00	12 month	3%
Burton,Barbara A	Secretary	Strat Engage - Ctr Student Succ	FT	Staff	16.00	16.48	Hourly	3%
Burton,Heather E	Dir McNair Scholars Program	Graduate School	FT	Contr Prof	58,710.00	60,471.00	12 month	3%
Bussey,Linda K	Assistant Director Howe House	Hower House	FT	Staff	1,368.58	1,409.64	Biweekly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Butcher,Elaine	Administrative Assistant	Geology & Environmental Sci	FT	Staff	17.16	17.67	Hourly	3%
Butler,Jeremy B	Dir Development Annual Giving	Department of Development	FT	Contr Prof	56,650.00	58,350.00	12 month	3%
Butler,Sheryl A	Administrative Assistant	Athletics Office	FT	Staff	19.66	20.25	Hourly	3%
Butts,Theresa A	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.75	15.19	Hourly	3%
Buza,Darlene K	Administrative Assistant	Counseling	FT	Staff	19.84	20.44	Hourly	3%
Byers,Mara E	Transcriber/CART ProviderCoord	Office of Accessibility	PT	Staff	27.32	28.14	Hourly	3%
Byrd,Bonita G	Administrative Assistant	Health Professions Dean's Off	FT	Staff	16.04	16.52	Hourly	3%
Caillet,Barbara A	Mgr Student Services - WC	Student Services Adm-Wayne	FT	Contr Prof	45,761.00	47,134.00	12 month	3%
Caine,Jaclyn Lee	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	10.50	10.82	Hourly	3%
Calabrese,Charlene G	Administrative Assistant Sr	Health Professions Dean's Off	FT	Staff	23.05	23.74	Hourly	3%
Calderon,Andrienne C	Dir, College Admin Svcs	CBA Dean's Office	FT	Contr Prof	67,410.00	69,432.00	12 month	3%
Caldwell,Karen L	Coord Grad Stu Fin Aid	Graduate School	FT	Staff	2,226.43	2,293.22	Biweekly	3%
Caley,Mitchell A	High Tech Crime Specialist	Public Service Technology	FT	Contr Prof	45,000.00	46,350.00	12 month	3%
Calhoun,Lavail S	Hotel Houskeeping Attendant	Quaker Square Inn	PT	Staff	9.77	10.06	Hourly	3%
Callahan,Paul J	Asst VP, Campus Safety	University Police Department	FT	Contr Prof	108,212.00	111,458.00	12 month	3%
Campbell,Emma V	Administrative Assistant	CBA Dean's Office	FT	Staff	19.03	19.60	Hourly	3%
Campbell,Rebecca A	Coord Grants Sr	Rsch Svcs & Sponsored Progs	FT	Staff	2,058.38	2,120.13	Biweekly	3%
Campbell,Timothy R	Dir, Strength & Conditioning	Athletics Office	FT	Contr Prof	50,470.00	51,984.00	12 month	3%
Canary,Donald F	Academic Adviser II	Health Professions Dean's Off	FT	Contr Prof	45,778.00	47,151.00	12 month	3%
Cannon,Rosemary	Asst Dean, Finance & Adm Law	Law Dean's Office	FT	Contr Prof	89,744.00	92,436.00	12 month	3%
Cantoni,Madeleine A	General Mgr Food Services	University Dining Services	FT	Staff	1,538.47	1,584.62	Biweekly	3%
Canzonetta,Margaret M	Sr Exec Administrative Asst	Info Tech Svcs Office Support	FT	Staff	25.25	26.01	Hourly	3%
Carano,Patricia L	Academic Adviser I	Summit College Dean's Office	PT	Staff	20.39	21.00	Hourly	3%
Cardarelli,Dominic Albert	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	12.88	13.27	Hourly	3%
Carlson,Julie Anne	Accompanist	Dance Institute	PT	Staff	16.88	17.39	Hourly	3%
Carmean,Richard A	Network Engineer	Instructional Services	FT	Staff	1,867.46	1,923.48	Biweekly	3%
Carmony,Traci Lynn	Adm Couns & Coord, Stu Act-WC	Student Services Adm-Wayne	FT	Contr Prof	37,154.00	38,269.00	12 month	3%
Carr,Katherine E	Accounting Clerk Sr	Telecommunications	FT	Staff	23.24	23.94	Hourly	3%
Carr,Tashauna N	Front Desk Clerk	Quaker Square Inn	PT	Staff	10.82	11.14	Hourly	3%
Carroll,Judith J	Intl Stu& Scholar Svcs Advisor	International Programs	FT	Contr Prof	37,586.00	38,714.00	12 month	3%
Carson,Jeanette M	Mgr, AV & Distance Learning Sv	Audio Visual Services	FT	Contr Prof	88,702.00	91,363.00	12 month	3%
Carstarphen,James	Building Maintenance Supt	Physical Facilities	FT	Staff	21.63	22.28	Hourly	3%
Carter,Sheila R	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	13.05	13.44	Hourly	3%
Carter,Yolanda	Network Engineer	Network & Comm Svcs	FT	Staff	2,145.33	2,209.69	Biweekly	3%
Casey,Debbie	Student Services Counselor	Admissions	FT	Staff	19.90	20.50	Hourly	3%
Casserman,Judy Ann	HRIS Administrator	Human Resources	FT	Staff	18.00	18.54	Hourly	3%
Cassidy,Mary E	Departmental Records Spec	New Student Orientation	FT	Staff	13.99	14.41	Hourly	3%
Caughron,Marlene Jane	Administrative Assistant Sr	Department of Development	PT	Staff	14.51	14.95	Hourly	3%
Cesare,Patricia L	Library Associate Sr	UL Acquisitions	FT	Staff	19.99	20.59	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Chaff,Kelly L	Student Services Counselor	Education Dean's Office	FT	Staff	17.52	18.05	Hourly	3%
Chafin,Bethany J	Student Services Counselor	Admissions	FT	Staff	13.99	14.41	Hourly	3%
Chakravartula Srivatsa,Srikanth	Visiting Research Scholar	Institute, Polymer Science	FT	Staff	1,313.25	1,352.65	Biweekly	3%
Chapman,Patricia	Coord ZIP Card Office	University Dining Services	FT	Staff	16.06	16.54	Hourly	3%
Chapman,Tameca L	Head Teacher/Admin Designee	Ctr, Child Development	FT	Staff	14.75	15.19	Hourly	3%
Charlton,Terri L	Administrative Assistant Sr	University Police Department	FT	Staff	25.17	25.93	Hourly	3%
Childers,Keren P	HRIS Specialist	Human Resources	FT	Staff	16.59	17.09	Hourly	3%
Christian,Christina L	Administrative Secretary	Mechanical Engineering	FT	Staff	13.18	13.58	Hourly	3%
Christman,Melanie	Head Teacher	Ctr, Child Development	FT	Staff	15.16	15.61	Hourly	3%
Christy,Christie A. Ann	Accountant Sr	Assoc VP & Controller	FT	Contr Prof	51,572.00	53,119.00	12 month	3%
Cieslinski,Paul	Police 911 Telecom	University Police Department	PT	Staff	14.45	14.88	Hourly	3%
Citano,Bernadette	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	39,317.00	40,497.00	12 month	3%
Clark,Jacqueline A	Administrative Assistant	Polymer Science	FT	Staff	15.90	16.38	Hourly	3%
Clark,Kathryn L	Administrative Assistant	Department of Development	FT	Staff	12.84	13.23	Hourly	3%
Clark,William	Mgr, Data Collections	Academic Affairs - Wayne	FT	Contr Prof	47,307.00	48,726.00	12 month	3%
Clutter,Denny C	Audit Manager	Univ Internal Audit Office	FT	Contr Prof	78,000.00	80,340.00	12 month	3%
Cochran,Brittany S	Admissions Counselor	Admissions	FT	Contr Prof	30,180.00	31,085.00	12 month	3%
Cochran,Christopher P	Web Dev Spec-Law	Law Dean's Office	FT	Staff	20.60	21.22	Hourly	3%
Codrea,Judy M	Accountant Sr	Assoc VP & Controller	FT	Contr Prof	54,631.00	56,270.00	12 month	3%
Coffey,Matthew A	Media Support Associate Wayne	Audio Visual Services-Wayne	PT	Staff	11.28	11.62	Hourly	3%
Coldwell,LuAnn Linson	Sr Asst Dir Career Services	Career Center	FT	Contr Prof	47,500.00	48,925.00	12 month	3%
Cole,Loretta J	Substitute Teacher	Ctr, Child Development	PT	Staff	10.30	10.61	Hourly	3%
Cole,Suzanne	Office Support Spec-Parking	Parking & Transportation Svcs	FT	Staff	12.79	13.17	Hourly	3%
Coleman,Jared D	Dir Parking&TransportationSrvs	Parking & Transportation Svcs	FT	Contr Prof	65,000.00	66,950.00	12 month	3%
Collett,Brian Charles	Fac Maint Worker Sr-WC	Physical Plant-Wayne	FT	Staff	14.84	15.29	Hourly	3%
Collinson,James A	Coord Parking Facilities	Parking & Transportation Svcs	FT	Staff	14.75	15.19	Hourly	3%
Collins-Wakefield,Vicki Lynn	Assistant Buyer	Purchasing Department	FT	Staff	17.75	18.28	Hourly	3%
Colucci III,Anthony P	College Program Specialist	Law Dean's Office	FT	Staff	15.85	16.33	Hourly	3%
Compher,Jason T	Assistant Equipment Manager	Athletics Office	FT	Staff	1,118.68	1,152.24	Biweekly	3%
Conger,Paula Ann	Asst Dir Development-Research	Department of Development	FT	Contr Prof	52,530.00	54,106.00	12 month	3%
Conley,Laura H	Dir, UA Adult Focus	UA Adult Focus	FT	Contr Prof	59,884.00	61,681.00	12 month	3%
Conrad,Deborah J	Payroll Specialist Sr	Assoc VP & Controller	FT	Staff	21.24	21.88	Hourly	3%
Conrad,Margaret	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.94	15.39	Hourly	3%
Conrad,Martha A	Dir, Interprofess Simulation	Health Professions Dean's Off	FT	Contr Prof	68,289.00	70,338.00	12 month	3%
Cook,M. Celeste	Assoc VP & Deputy Gen Counsel	VP & General Counsel	FT	Contr Prof	158,620.00	163,379.00	12 month	3%
Cook,Nicole M	Storekeeper Sr	Central Stores	FT	Staff	15.95	16.43	Hourly	3%
Cooke,Mary E	Administrative Secretary	Dance, Theatre & Arts Admin	FT	Staff	12.61	12.99	Hourly	3%
Cool,Denise N	Assoc Dir, Purchasing	Purchasing Department	FT	Contr Prof	72,592.00	74,770.00	12 month	3%
Coontz,Tammie L	Radio Dispatcher	Physical Facilities	FT	Staff	17.92	18.46	Hourly	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Cooper, Stacy L	Asst to Costume Designer	Dance, Theatre & Arts Admin	PT	Staff	11.56	11.91	Hourly	3%
Corby, John T	Proj Mgt & Cont Qual Imprv Off	Application Systems Svs	FT	Contr Prof	84,815.00	87,359.00	12 month	3%
Corsaro, Carla E	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	16.62	17.12	Hourly	3%
Cousineau, Rennae	Accounting Specialist	Assoc VP & Controller	FT	Staff	19.33	19.91	Hourly	3%
Cousins, Ann	Substitute Teacher	Ctr, Child Development	PT	Staff	10.99	11.32	Hourly	3%
Cowser, G. Jean	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	52,745.00	54,327.00	12 month	3%
Cox, Valerie	Coord Scheduling	Student Life	FT	Staff	19.54	20.13	Hourly	3%
Craig, Anthony B	Secretary	Biology	FT	Staff	12.08	12.44	Hourly	3%
Craig, Vicki L	Media Support Associate Wayne	Developmental Programs-Wayne	PT	Staff	12.56	12.94	Hourly	3%
Cramer, Luba	Purchasing Agent	Purchasing Department	FT	Staff	2,041.75	2,103.00	Biweekly	3%
Crawford, Sandie L	Dir, Developmental Programs	Developmental Programs	FT	Contr Prof	85,099.00	87,652.00	12 month	3%
Cressman, Heidi E	Dir, Women in Engr Programs	Engineering Dean's Office	FT	Contr Prof	65,610.00	67,578.00	12 month	3%
Crevcoure, Pamela M	Mgr Costume Design	Dance, Theatre & Arts Admin	FT	Staff	1,900.45	1,957.46	Biweekly	3%
Crisan, Brian G	Police 911 Telecom	University Police Department	FT	Staff	15.89	16.37	Hourly	3%
Crosby, Clarence E	DocuZip Assistant	Printing Services	FT	Staff	9.81	10.10	Hourly	3%
Crowe, James R	Slide Librarian	Art	FT	Contr Prof	48,631.00	50,090.00	12 month	3%
Crutchley, Elizabeth Markovich	Student Services Counselor	Graduate School	FT	Staff	13.31	13.71	Hourly	3%
Cuddy, Janice A	Administrative Assistant	Social Work	FT	Staff	15.89	16.37	Hourly	3%
Cummings, Beverly J	Secretary	Department of Development	PT	Staff	10.43	10.74	Hourly	3%
Cundiff, Wendy A	Academic Adviser II	Student Services Adm-Wayne	FT	Contr Prof	42,616.00	43,894.00	12 month	3%
Cunningham, Chad	Lieutenant	University Police Department	FT	Staff	2,909.35	2,996.63	Biweekly	3%
Curry, Amelia E	Cashier Lead	Student Accounts/Bursar	FT	Staff	13.31	13.71	Hourly	3%
Curry, Christine R	Dir Devel, Stwrdsdp/Donor Svcs	Department of Development	FT	Contr Prof	84,868.00	87,414.00	12 month	3%
Curry, Coleen	Dir, Acad Achievement Prog	Acad Achievement Programs	FT	Contr Prof	84,333.00	86,863.00	12 month	3%
Cusripituck, Pimphorn	Sr Systems Analyst Programmer	Application Systems Svs	PT	Staff	1,504.46	1,549.59	Biweekly	3%
Dabb, Joanne E	Secretary	Associated Student Government	FT	Staff	17.46	17.98	Hourly	3%
Dahl, Daniel L	Exec Dir, Performing Arts Hall	Performing Arts Hall	FT	Contr Prof	152,232.00	156,799.00	12 month	3%
Dale, Andrea L	Student Services Specialist	Student Services Center	FT	Staff	1,160.77	1,195.59	Biweekly	3%
Dangel, Jo L	Dir, Development	Department of Development	FT	Contr Prof	80,000.00	82,400.00	12 month	3%
Daniluk, Tanya J	Departmental Records Spec	Student Financial Aid	FT	Staff	13.71	14.12	Hourly	3%
Darra, Patrick A	Academic Adviser I	Summit College Dean's Office	PT	Staff	19.64	20.23	Hourly	3%
Dato, Florence A	Student Services Counselor	Admissions	FT	Staff	19.57	20.16	Hourly	3%
David, Marie S	Administrative Assistant	Marketing	FT	Staff	14.71	15.15	Hourly	3%
Davis, Brian E	Assoc VP, Treasury & Fin Plng	Assoc VP, Treasury & Fin Plan	FT	Contr Prof	136,000.00	140,080.00	12 month	3%
Davis, Isaac F	Food Production Worker	University Dining Services	PT	Staff	11.76	12.11	Hourly	3%
Davis, Jacqueline D	Coord Student Financial Aid	Student Financial Aid	FT	Staff	22.01	22.67	Hourly	3%
Davis, Maureen L	Administrative Assistant	Law Dean's Office	FT	Staff	15.71	16.18	Hourly	3%
Davis, Rachelle X	Library Specialist	UL Access Services	FT	Staff	16.09	16.57	Hourly	3%
Davis, Richmond L	Academic Adviser I	CBA Dean's Office	PT	Staff	19.51	20.10	Hourly	3%

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Davis,Sean M	Chef Dining Services Sr	University Dining Services	FT	Staff	1,343.92	1,384.24	Biweekly	3%
Daw,Dolores	Accounting Clerk II	Telecommunications	FT	Staff	18.70	19.26	Hourly	3%
Daw,Kelly E	Dir, Communications - OAA	Office of Academic Affairs	FT	Contr Prof	60,000.00	61,800.00	12 month	3%
Dawson Everett,Stephanie O	Administrative Assistant	UL Dean's Office	FT	Staff	12.23	12.60	Hourly	3%
Dean,Roger C L	Food Utility Worker	University Dining Services	PT	Staff	8.04	8.28	Hourly	3%
Deeb,Betty L	Academic Adviser II	CBA Undergraduate Studies	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Deeds,Cher	Mgr, Tech Support Svs WC	Technical Support Srvs - Wayne	FT	Staff	1,787.07	1,840.68	Biweekly	3%
DeFago,Jessica L	Assoc Dir, Off Accessibility	Office of Accessibility	FT	Contr Prof	51,500.00	53,045.00	12 month	3%
Defibaugh,Philip A	Ticket Booth/Lot Monitor	Parking & Transportation Srvs	PT	Staff	8.22	8.47	Hourly	3%
DelPrince,Leslie	Asst Mgr Dance Institute	Dance Institute	PT	Staff	15.76	16.23	Hourly	3%
Dennis,Diane M	Office Support Spec-Dining	University Dining Services	FT	Staff	12.20	12.57	Hourly	3%
Desantis,Katherine M	Transcriber	Office of Accessibility	PT	Staff	21.74	22.39	Hourly	3%
Dickens,Anne Marie L	Student Account Specialist	Student Accounts/Bursar	FT	Staff	16.49	16.98	Hourly	3%
Dickerhoof,Ronald D	Customer Support Specialist	Hardware & Oper Sys Svs	FT	Staff	14.62	15.06	Hourly	3%
Dickerhoof,Scott D	Sr Technology Support Analyst	Hardware & Oper Sys Svs	FT	Staff	21.23	21.87	Hourly	3%
Dignan Weir,Joette	Mgr, Editorial Services	Institutional Marketing	FT	Contr Prof	52,633.00	54,212.00	12 month	3%
Dingler,Mary A	Coord Grants	Rsch Srvs & Sponsored Progs	FT	Staff	23.69	24.40	Hourly	3%
Dipold,Edward	Network Engineer	Network & Comm Svs	FT	Staff	2,024.51	2,085.25	Biweekly	3%
Dispina,Christine A	HR Business Analyst	Human Resources	FT	Staff	1,961.54	2,020.39	Biweekly	3%
Dixon,Tamra J	Administrative Assistant	Sociology	FT	Staff	19.93	20.53	Hourly	3%
Dixson,Domonick A	Food Utility Worker	University Dining Services	PT	Staff	9.18	9.46	Hourly	3%
Doehring,Alison E	Coord Civic Engagement	Student Life	FT	Contr Prof	34,000.00	35,020.00	12 month	3%
Doerfler,Bradley S	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	16.55	17.05	Hourly	3%
Doherty,Cynthia S	Sr Database Administrator	Application Systems Svs	FT	Staff	2,884.61	2,971.15	Biweekly	3%
Dolansky,Kara N	Financial Analyst	Student Accounts/Bursar	FT	Contr Prof	39,140.00	40,314.00	12 month	3%
Dollinger,Susan E	Dir, Indus Part & Tech Mktg	Technology Transfer, Off of	FT	Contr Prof	85,000.00	87,550.00	12 month	3%
Dolog,Ivan	Inst & Rsrch Support Mgr	Physics	FT	Contr Prof	50,630.00	52,149.00	12 month	3%
Donatelli,Frances J	Administrative Assistant	Dance, Theatre & Arts Admin	FT	Staff	22.05	22.71	Hourly	3%
Donnelly,Virginia K	Office Manager	Office of Accessibility	FT	Staff	21.34	21.98	Hourly	3%
Donovan,Patricia L	Mgr Technical Srvs PAH	Performing Arts Hall	FT	Contr Prof	56,639.00	58,338.00	12 month	3%
DosSantos,Aline	Asst Volleyball Coach	Athletics Office	FT	Contr Prof	38,110.00	39,253.00	12 month	3%
Douglas,Elizabeth F	Delivery Driver/Printing Asst	Printing Services	PT	Staff	9.24	9.52	Hourly	3%
Dowd,Matthew A	Computer Lab Support Spec	CBA Dean's Office	FT	Staff	16.85	17.36	Hourly	3%
Dowdell,Michael P	Departmental Systems Adm	UL Electronic Services	FT	Staff	28.75	29.61	Hourly	3%
Downs,Theresa E	Student Services Specialist	Student Services Center	FT	Staff	1,739.97	1,792.17	Biweekly	3%
Doyle,Thad Matthew	Assoc Dir, Student Life	Student Life	FT	Contr Prof	59,884.00	61,681.00	12 month	3%
Draher,Douglas M	Assoc Dir, Off Res Anly & Budg	Resource Analysis & Budgeting	FT	Contr Prof	71,530.00	73,676.00	12 month	3%
Draper,Brett A	Asst Athletics Trainer	Athletics Office	FT	Contr Prof	45,633.00	47,002.00	12 month	3%
Draper,Richard A	Dir, Appl Systems Services	Application Systems Svs	FT	Contr Prof	114,515.00	117,950.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Dreher,Christine D	Tutor WC	Developmental Programs-Wayne	PT	Staff	17.42	17.94	Hourly	3%
Drennen,Peggy L	Sr Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,378.07	2,449.41	Biweekly	3%
Droddy II,William Guy	Asst Dir, Sports Medicine	Athletics Office	FT	Contr Prof	51,781.00	53,334.00	12 month	3%
DuBois,Lauren E	Asst Dir, Compliance	Athletics Office	FT	Contr Prof	36,771.00	37,874.00	12 month	3%
Duboise,Valery	Administrative Assistant	Curr & Instr Studies	FT	Staff	19.78	20.37	Hourly	3%
DuBose,Kathy D	Mgr, Comp Based Assess & Eval	Instructional Services	FT	Contr Prof	84,815.00	87,359.00	12 month	3%
Dudipala,Venkat Reddy	Sol, NMR Mgr Mag Res Ctr	Chemistry	FT	Contr Prof	71,324.00	73,464.00	12 month	3%
Duey,Kristin K	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	10.88	11.21	Hourly	3%
DuFore,Timothy R	Assoc VP, Development	Department of Development	FT	Contr Prof	210,120.00	216,424.00	12 month	3%
Duncan,Marvin B	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	27.26	28.08	Hourly	3%
Duncan,Pamela J	Administrative Secretary	Institute, Polymer Science	FT	Staff	11.28	11.62	Hourly	3%
Dundon,Connie J	Administrative Assistant	Alumni Association	FT	Staff	15.60	16.07	Hourly	3%
Dunn,Deanna R	Dir Co-Operative Educ Engr	Office of Coop Coord-Engr	FT	Staff	2,870.66	2,956.78	Biweekly	3%
Eaglewolf,Patricia A	Administrative Secretary	International Programs	FT	Staff	22.81	23.49	Hourly	3%
Earl,Diontre L	Dir Development	Education Dean's Office	FT	Contr Prof	55,000.00	56,650.00	12 month	3%
Earp,Paul W	Computer Support Assistant	Summit College Dean's Office	FT	Staff	16.92	17.43	Hourly	3%
Easterling,Nancy E	Coord Confucius Institute	Office of Academic Affairs	FT	Staff	14.81	15.25	Hourly	3%
East-Jenkins,Antoinette CL	Academic Adviser AAP	Acad Achievement Programs	FT	Contr Prof	39,616.00	40,804.00	12 month	3%
Ede,Kimberly A	Administrative Assistant	Student Rec & Wellness Svcs	FT	Staff	17.00	17.51	Hourly	3%
Edmonds,Glendale R	Student Financial Aid Couns	Student Financial Aid	FT	Staff	20.09	20.69	Hourly	3%
Edwards,Cathy L	Dir, HRIS	Human Resources	FT	Contr Prof	96,804.00	99,708.00	12 month	3%
Edwards,Sandra B	Academic Adviser I	Workforce Dev & Cont Educ	PT	Staff	21.74	22.39	Hourly	3%
Ehrenfried,Pahtrick	Recreation Program Spec	Student Rec & Wellness Svcs	PT	Staff	21.01	21.64	Hourly	3%
Eidam,James J	Mgr Production	Printing Services	FT	Staff	1,968.82	2,027.88	Biweekly	3%
Elder,James	Fac Maint Worker Sr-WC	Physical Plant-Wayne	FT	Staff	14.22	14.65	Hourly	3%
Ellis,Michelle	Exec Dir Stu Financial Aid	Student Financial Aid	FT	Contr Prof	90,000.00	92,700.00	12 month	3%
Ellis,Regena M	Administrative Assistant	School of Nursing	FT	Staff	16.73	17.23	Hourly	3%
Elosh,Erin E	Coord Cooperative Education	Office of Coop Coord-Engr	FT	Contr Prof	35,748.00	36,820.00	12 month	3%
Embick,Jared R	Assoc Head Men's Soccer Coach	Athletics Office	FT	Contr Prof	77,694.00	80,025.00	12 month	3%
Engle,Kevin E	Asst to Dean Dev-WC	Wayne College Dean's Office	FT	Contr Prof	46,549.00	47,945.00	12 month	3%
Epner,Tracie J	Administrative Secretary	School of Nursing	FT	Staff	14.91	15.36	Hourly	3%
Ertley,Dale	Engineering Technician Sr	Engineering Dean's Office	FT	Staff	2,411.13	2,483.46	Biweekly	3%
Estep,Elizabeth A	Coord NCERCAMP	Engineering Dean's Office	FT	Staff	15.40	15.86	Hourly	3%
Eubanks,Elijah P	Lead Computer Support-Law	Law Dean's Office	FT	Staff	20.71	21.33	Hourly	3%
Evans,Ann M	Administrative Assistant	UL Research & Learning Svcs	FT	Staff	19.63	20.22	Hourly	3%
Evans,Jacklyn M	Asst Teacher	Ctr, Child Development	PT	Staff	10.51	10.83	Hourly	3%
Evans,Kathryn R	Coord Res Svcs & Spon Progs	Rsch Svcs & Sponsored Progs	FT	Staff	22.26	22.93	Hourly	3%
Faessel,Thomas L	Assoc Dir, Res Life Activities	Residence Life & Housing Off	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Falcione,Dominic L	3 D Technician	Art	FT	Staff	16.51	17.01	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Farnsworth,Erin C	Student Services Specialist	Student Services Center	FT	Staff	1,341.62	1,381.87	Biweekly	3%
Farruggia,Carmella	Library Specialist	UL Access Services	FT	Staff	22.73	23.41	Hourly	3%
Farwell,Jeri	Learning Tech Support Spec	Instructional Services	FT	Staff	2,455.57	2,529.24	Biweekly	3%
Fashinpaur,Diane J	Dir, Health Services	Health Services	FT	Contr Prof	87,137.00	89,751.00	12 month	3%
Fawver,Anthony D	Supv Pre-Press Graphics	Printing Services	FT	Staff	19.85	20.45	Hourly	3%
Faye,Cathy	Assistant Director	Psychology Archives	FT	Contr Prof	36,153.00	37,238.00	12 month	3%
Feagan,Kristina K	Director, Employment Services	Human Resources	FT	Contr Prof	65,681.00	67,651.00	12 month	3%
Feaster Jr,Fred L	Custodial Superintendent	Physical Facilities	FT	Staff	18.53	19.09	Hourly	3%
Felder,Carrie Lynn	Mgr Ticket Office	EJT Hall Box Office	FT	Staff	1,517.41	1,562.93	Biweekly	3%
Felix,Gay L	Tutor WC	Developmental Programs-Wayne	PT	Staff	19.63	20.22	Hourly	3%
Felton,Carolyn Clark	Coord Educ Talent Search	Acad Achievement Programs	FT	Contr Prof	46,226.00	47,613.00	12 month	3%
Ferguson,Neadra A	Student Services Specialist	Enrollment Management	FT	Staff	1,264.45	1,302.38	Biweekly	3%
Ferrell,Barbara	Administrative Assistant	Career Center	FT	Staff	16.11	16.59	Hourly	3%
Ferrell,Charles E	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	13.93	14.35	Hourly	3%
Ferrell,Tonia P	Dir, Development - Research	Department of Development	FT	Contr Prof	57,783.00	59,516.00	12 month	3%
Fetter,Kelli	Events Asst/Coord REU	Polymers Dean's Office	PT	Staff	14.00	14.42	Hourly	3%
Fettig,Karen	Asst Dir, Development	Department of Development	FT	Contr Prof	56,000.00	57,680.00	12 month	3%
Feudner,Catherine A	Administrative Assistant	Education Dean's Office	FT	Staff	14.18	14.61	Hourly	3%
Fey,Marshall H	Asst Dir New Media	Athletics Office	FT	Contr Prof	35,020.00	36,071.00	12 month	3%
Ficken,Carol A	Coord, Library Acquisitions	UL Acquisitions	FT	Contr Prof	48,516.00	49,971.00	12 month	3%
Fields,Deborah D	Payroll Clerk	Assoc VP & Controller	PT	Staff	16.12	16.60	Hourly	3%
Fightmaster IV,Max Donald	Engineering Technician	Engineering & Science Tech	FT	Staff	21.39	22.03	Hourly	3%
Fillmore,Emily M	Administrative Assistant	Physical Facilities	FT	Staff	12.84	13.23	Hourly	3%
Fincham,Nicholas A	Delivery Worker	Mailing Services	FT	Staff	10.21	10.52	Hourly	3%
Fink,Jane M	Personal Counselor/ADA Rep	Developmental Programs-Wayne	FT	Contr Prof	52,446.00	54,019.00	12 month	3%
Fiocca,Patrick D	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	14.21	14.64	Hourly	3%
Fiocca,Tina E	Administrative Assistant	A&S Dean's Office	FT	Staff	12.23	12.60	Hourly	3%
Firestone,Marilyn	Police 911 Telecom	University Police Department	FT	Staff	17.89	18.43	Hourly	3%
Fisher,William C	Computer Support Assistant	Technical Support Svcs - Wayne	FT	Staff	14.82	15.26	Hourly	3%
Fitzgerald,Jenni L	Mgr, Internships Bliss Inst	Bliss Institute	FT	Contr Prof	37,500.00	38,625.00	12 month	3%
Fleming,James M	Grounds Superintendent	Physical Facilities	FT	Staff	22.28	22.95	Hourly	3%
Flowers,Stephanie T	Academic Adviser II	A&S Dean's Office	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Floyd,Kristina M	Administrative Assistant	Law Library	FT	Staff	12.84	13.23	Hourly	3%
Flynt,Darcie L	PFOC Budget/Fiscal Admin	Physical Facilities	FT	Staff	1,704.44	1,755.57	Biweekly	3%
Foisie,Christina W	Mgr, Dance Institute	Dance Institute	FT	Contr Prof	52,248.00	53,815.00	12 month	3%
Folk,Betty J	Administrative Assistant Sr	School of Nursing	FT	Staff	21.09	21.72	Hourly	3%
Ford,Matthew L	Asst Baseball Coach	Athletics Office	FT	Contr Prof	30,000.00	30,900.00	12 month	3%
Ford,Patricia S	Coord Bursars Office	Student Accounts/Bursar	FT	Staff	21.37	22.01	Hourly	3%
Forrester,Brian C	Asst Track Coach	Athletics Office	FT	Contr Prof	50,000.00	51,500.00	12 month	3%

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Foster Jr,Sidney C	Asst VP & Assoc Gen Counsel	VP & General Counsel	FT	Contr Prof	111,426.00	114,769.00	12 month	3%
Foster-Brandon,Kali	Delivery Worker	Mailing Services	FT	Staff	9.42	9.70	Hourly	3%
Fowkes,Michele R	Head Teacher	Ctr, Child Development	FT	Staff	15.19	15.65	Hourly	3%
Fowler,Richard J	Sr Laboratory Technician	Engineering Dean's Office	FT	Staff	2,389.65	2,461.34	Biweekly	3%
Fox,Roberta M	Coord SRWC Budget Operations	Student Rec & Wellness Svcs	FT	Staff	20.19	20.80	Hourly	3%
Foy,Kristin C	Asst Dir Admissions	Admissions	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Frampton,Autumnn	Educational Specialist	Acad Achievement Programs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Franklin,Misty D	College Program Specialist	Law Dean's Office	FT	Staff	18.41	18.96	Hourly	3%
Franz,Christine C	Administrative Assistant Sr	Alumni Association	FT	Staff	20.48	21.09	Hourly	3%
Franze,Gayantonia	Postdoctoral Research Assoc	Biology	FT	Staff	1,615.38	1,663.84	Biweekly	3%
Frase,Dana P	Administrative Assistant	Modern Languages	FT	Staff	12.84	13.23	Hourly	3%
Freelon,Carolyn M	Word Processing Ctr Spec Wayne	Word Processing Ctr-Wayne	FT	Staff	19.98	20.58	Hourly	3%
Freels,Amy	Editorial & Design Coordinator	University Press	FT	Staff	1,652.05	1,701.61	Biweekly	3%
Freeman,Esther M	Asst Dir Parking Services	Parking & Transportation Svcs	FT	Staff	1,996.93	2,056.84	Biweekly	3%
French,William M	Lead Technology Specialist	Hardware & Oper Sys Svcs	FT	Staff	37.76	38.89	Hourly	3%
Freund,Elizabeth L	Academic Adviser II	CBA Undergraduate Studies	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Friedt,Haldin Eugene	Fac Maint Worker Sr-WC	Physical Plant-Wayne	FT	Staff	16.55	17.05	Hourly	3%
Frisby,Cindy	Supv Development Services	Department of Development	FT	Staff	2,139.02	2,203.19	Biweekly	3%
Fuller,Barbara A	Assistant Buyer	Purchasing Department	FT	Staff	17.96	18.50	Hourly	3%
Fullwood,Kara Adia	Asst Teacher	Ctr, Child Development	PT	Staff	10.30	10.61	Hourly	3%
Funk,Barbara	Administrative Assistant Sr	Human Resources	FT	Staff	21.40	22.04	Hourly	3%
Gainer,Emily R	SpecCollsLib/AsstProcArchivist	Psychology Archives	FT	Contr Prof	34,670.00	35,710.00	12 month	3%
Galloway,Jennifer A	Safety & Health Inspector	Env & Occ Health & Safety	FT	Staff	21.14	21.77	Hourly	3%
Gannon,Debra A	College Program Specialist	Honors College Dean's Office	FT	Staff	20.06	20.66	Hourly	3%
Garcia,Cheryl A	Asst Dir, Tech Tran & IP Mgt	Technology Transfer, Off of	FT	Contr Prof	75,823.00	78,098.00	12 month	3%
Garcia,Jean A	Administrative Secretary	Chemistry	FT	Staff	15.95	16.43	Hourly	3%
Garner,Brittany M	Academic Adviser II	A&S Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Garretson,Jennifer L	Departmental Records Spec	Student Financial Aid	FT	Staff	13.31	13.71	Hourly	3%
Garrett Brown,Denise M	Assoc Dir Intl Progs & Svcs	International Programs	FT	Contr Prof	62,401.00	64,273.00	12 month	3%
Garrett,Kelly E	Student Empl Records Asst	Career Center	FT	Staff	11.86	12.22	Hourly	3%
Garrett,Mary Ann	Secretary	Law Dean's Office	FT	Staff	14.64	15.08	Hourly	3%
Geer,Rebecca E	Student Account Specialist	Student Accounts/Bursar	FT	Staff	12.60	12.98	Hourly	3%
Geimer,Michael P	Sr Technology Specialist	Hardware & Oper Sys Svcs	FT	Staff	26.54	27.34	Hourly	3%
Gentile,Kimberly A	Sr Assoc Dir, Adm Outreach	Admissions	FT	Contr Prof	63,075.00	64,967.00	12 month	3%
George,Anna J	Library Specialist	UL Electronic Services	FT	Staff	13.99	14.41	Hourly	3%
Gerber,Lissia K	HR Analyst	Human Resources	FT	Staff	2,015.14	2,075.59	Biweekly	3%
Gerbetz,Stephen M	Engineering Technician Sr	Mechanical Engineering	FT	Staff	2,101.20	2,164.24	Biweekly	3%
Gessel,Cindy L	Sr Exec Administrative Asst	Office of the President	FT	Staff	26.00	26.78	Hourly	3%
Getz,Katelin L	Coord Greek Life	Student Life	FT	Contr Prof	36,000.00	37,080.00	12 month	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Getz,Rebecca Marlene	Financial Analyst	Student Accounts/Bursar	FT	Contr Prof	39,000.00	40,170.00	12 month	3%
Giai,Carla	Research Assoc	Chemical & Biomolecular Engr	FT	Staff	1,346.15	1,386.53	Biweekly	3%
Giannone,Michael A	Comm Officer VP/CIO Division	Info Tech Srvs Office Support	FT	Contr Prof	57,258.00	58,976.00	12 month	3%
Gilbride,James P	Lieutenant	University Police Department	FT	Staff	2,826.92	2,911.73	Biweekly	3%
Gill JD,Lee A	Assoc VP Incl & Equity/CDO	Incl & Equity/Chief Diversity	FT	Contr Prof	139,325.00	143,505.00	12 month	3%
Gill,Lesa L	Administrative Secretary	Residence Life & Housing Off	FT	Staff	11.86	12.22	Hourly	3%
Gillespie,Jack R	Laboratory Glassblower	Institute, Polymer Science	FT	Staff	2,303.24	2,372.34	Biweekly	3%
Gilliland,Amy S	Dir, Off Res Anly & Bdgtg	Resource Analysis & Budgeting	FT	Contr Prof	100,709.00	103,730.00	12 month	3%
Gills,Barry E	Athletics Facilities Maint Wkr	Athletics Office	FT	Staff	17.79	18.32	Hourly	3%
Girton,Sharon K	Administrative Assistant Sr	Incl & Equity/Chief Diversity	FT	Staff	19.78	20.37	Hourly	3%
Glennon,Marlene Renee	Library Associate Sr	UL Electronic Services	FT	Staff	15.02	15.47	Hourly	3%
Gless,Karan A	Accompanist	Dance Institute	PT	Staff	18.91	19.48	Hourly	3%
Gless,Karan A	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	18.91	19.48	Hourly	3%
Glessner,Patricia G	Coord Library Acquisitions	Law Library	FT	Contr Prof	36,843.00	37,948.00	12 month	3%
Gokhale,Sachin	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,346.15	1,386.53	Biweekly	3%
Goldan,Mohammad H	Mgr Food Services	University Dining Services	FT	Staff	1,569.86	1,616.96	Biweekly	3%
Goldberg,Gary C	Dir Dining Services/Admin	University Dining Services	FT	Contr Prof	106,000.00	109,180.00	12 month	3%
Golz,Ginger C	Sr Exec Administrative Asst	VP, Student Engagement	FT	Staff	25.00	25.75	Hourly	3%
Gonser,Courtney B	Dir Alumni Relations&StuEngmt	Alumni Association	FT	Contr Prof	57,000.00	58,710.00	12 month	3%
Gooding Jr,Dale E	Captain	University Police Department	FT	Staff	3,192.31	3,288.08	Biweekly	3%
Goodman,Margaret R	Administrative Assistant	UL Dean's Office	FT	Staff	15.50	15.97	Hourly	3%
Grad,Alan L	Captain	University Police Department	FT	Staff	3,274.64	3,372.88	Biweekly	3%
Granger,Nancy M	Asst Dir Stu Health Srvs	Health Services	FT	Staff	1,845.37	1,900.73	Biweekly	3%
Gray,Gavin Karl	Front Desk/Reservation Mgr	Quaker Square Inn	FT	Staff	20.96	21.59	Hourly	3%
Grebenc,Mary Jane	Manager Classf & Research	Human Resources	FT	Contr Prof	58,118.00	59,862.00	12 month	3%
Green,Brenda Joyce	Custodial Superintendent	Physical Facilities	FT	Staff	16.42	16.91	Hourly	3%
Green,Eric	Dir Off Campus Stu Svcs	Off-Campus Student Services	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Green,Gary	Dir Bldg Gnds & Spec Srv	Physical Facilities	FT	Staff	2,888.08	2,974.72	Biweekly	3%
Greene,Karen L	College Program Specialist	Education Dean's Office	FT	Staff	18.91	19.48	Hourly	3%
Gregor,Joseph P	Asst VP Physical Facilities	Physical Facilities	FT	Staff	4,479.91	4,614.31	Biweekly	3%
Gressock,Dennis M	Customer Support Specialist	Hardware & Oper Sys Svs	FT	Staff	18.76	19.32	Hourly	3%
Gribschaw,Mary Lu	Sr Assoc Athletics Dir/SWA	Athletics Office	FT	Contr Prof	97,850.00	100,786.00	12 month	3%
Grizer,Richard G	Mgr Maintenance	Student Rec & Wellness Srvs	FT	Staff	1,572.75	1,619.93	Biweekly	3%
Grof-Rice,Rachel C	Budget Coord - Dining Services	University Dining Services	FT	Staff	19.26	19.84	Hourly	3%
Gromofsky,John A	Building Maintenance Supt	Physical Facilities	FT	Staff	22.13	22.79	Hourly	3%
Gross,Joshua G	Coord Media Support Tech-Law	Law Dean's Office	FT	Staff	16.77	17.27	Hourly	3%
Grove,Melinda	Assoc Dir Res Life & Housing	Residence Life & Housing Off	FT	Contr Prof	51,740.00	53,292.00	12 month	3%
Grubb,Don E	Dir PFOC Business Operations	Physical Facilities	FT	Staff	2,741.84	2,824.10	Biweekly	3%
Gruich,Dorothy D	Coord Psychology Archives	Psychology Archives	FT	Contr Prof	43,769.00	45,082.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Guo,Mingming	Solid State NMR Lab Mgr	Institute, Polymer Science	FT	Contr Prof	76,293.00	78,582.00	12 month	3%
Guzzardo,Ayla N	Asst Women's Basketball Coach	Athletics Office	FT	Contr Prof	45,000.00	46,350.00	12 month	3%
Haas,Bradley P	Mgr, PFOC Information System	Physical Facilities	FT	Staff	1,807.70	1,861.93	Biweekly	3%
Hackenberg,Jeanne D	Business Mgmt Assoc - PAH	Performing Arts Hall	PT	Staff	22.42	23.09	Hourly	3%
Hadnett,Robin	General Mgr Food Services	University Dining Services	FT	Staff	1,919.67	1,977.26	Biweekly	3%
Hale,Cynthia J	Asst Departmental Systems Adm	Registrar	FT	Staff	21.62	22.27	Hourly	3%
Hall,Arian Y	Budget Assistant	Resource Analysis & Budgeting	FT	Staff	11.86	12.22	Hourly	3%
Hall,Bernadette M	Asst Mgr Payroll	Assoc VP & Controller	FT	Staff	1,978.92	2,038.29	Biweekly	3%
Hamilton,Barton H	Laboratory Technician	Polymer Engineering	FT	Staff	1,616.31	1,664.80	Biweekly	3%
Hamilton,MaryAnn C	Data Systems Specialist	Registrar	FT	Staff	24.35	25.08	Hourly	3%
Hammel,Rachel J	Coord Grants Sr	Rsch Svcs & Sponsored Progs	FT	Staff	1,615.38	1,663.84	Biweekly	3%
Hammond,Paul A	Assoc Athls Dir, Fac & Oper	Athletics Office	FT	Contr Prof	75,622.00	77,891.00	12 month	3%
Hammond,Tom J	Computer Lab Support Spec	Technical Support Svcs - Wayne	FT	Staff	20.31	20.92	Hourly	3%
Hamner,Erica N	Cashier Sr	Student Accounts/Bursar	FT	Staff	12.23	12.60	Hourly	3%
Hampshire,Megan E	Administrative Secretary	Institute, Polymer Engineering	FT	Staff	11.62	11.97	Hourly	3%
Hannah,Susan R	Student Financial Aid Couns	Student Financial Aid	FT	Staff	19.79	20.38	Hourly	3%
Hanson,Anne C	Mgr Cont Ed and Outreach	Engineering Dean's Office	FT	Contr Prof	53,500.00	55,105.00	12 month	3%
Hardin,Mary L	Dir, Technology - CBA	CBA Dean's Office	FT	Contr Prof	72,065.00	74,227.00	12 month	3%
Haren,Deborah	Tutor WC	Developmental Programs-Wayne	PT	Staff	16.40	16.89	Hourly	3%
Harhay,Julie Lynn	Administrative Assistant	Curr & Instr Studies	FT	Staff	13.13	13.52	Hourly	3%
Hariasz,Christopher	Dir, Tech Dance & Theatre Prod	Dance, Theatre & Arts Admin	FT	Contr Prof	53,436.00	55,039.00	12 month	3%
Harmon,Marlene E	Administrative Assistant	Communication	FT	Staff	15.93	16.41	Hourly	3%
Harrigan,Christopher J	Sr Applications Systems Anly	Instructional Services	FT	Staff	2,545.03	2,621.38	Biweekly	3%
Harris Bane,Holly J	Assoc VP, Strategic Init & Eng	Office of Academic Affairs	FT	Contr Prof	126,072.00	129,854.00	12 month	3%
Harris,Cheri Renee	Program Assistant	Career Center	FT	Staff	17.26	17.78	Hourly	3%
Harris,Evon G	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	21.18	21.82	Hourly	3%
Harris,Nancy J	Clinical Supervisor	Speech-Lang Path & Audiology	FT	Contr Prof	67,433.00	69,456.00	12 month	3%
Harris,Terrance L	Academic Adviser II	Acad Adv & Stu Succ - Shrank	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Harrison,Thomas A	Enterprise Systems Programmer	Hardware & Oper Sys Svcs	FT	Staff	2,589.23	2,666.91	Biweekly	3%
Hartleben,Marjorie K	Telecom Network Administrator	Network & Comm Svcs	FT	Staff	2,192.31	2,258.08	Biweekly	3%
Hartman,Benjamin C	Mgr Fitness & Wellness	Student Rec & Wellness Svcs	FT	Contr Prof	36,007.00	37,087.00	12 month	3%
Hartman,Lynn S	Interpreter	Office of Accessibility	PT	Staff	37.08	38.19	Hourly	3%
Harwell,Jeffrey S	Graphic Designer	Institutional Marketing	FT	Contr Prof	52,839.00	54,424.00	12 month	3%
Haskell,James C	Dir Camp Plng & Space Utl	VP, Capital Plan & Fac Mngt	FT	Staff	3,327.32	3,427.14	Biweekly	3%
Hassan,Mohamed K	Asst to Instructional Dir PSPE	Polymers Dean's Office	FT	Contr Prof	80,000.00	82,400.00	12 month	3%
Hauenstein,Robin M	Tutor WC	Developmental Programs-Wayne	PT	Staff	16.41	16.90	Hourly	3%
Haverkamp,Kimberly A	Mgr, Educational Engagement	Office of Academic Affairs	FT	Contr Prof	56,379.00	58,070.00	12 month	3%
Hayden,Eric William	Psychologist	Counseling Center	FT	Contr Prof	58,961.00	60,730.00	12 month	3%
Hayes,Barbara J	Assistant Buyer	Purchasing Department	FT	Staff	17.69	18.22	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Hayes,Debra L	University Registrar	Registrar	FT	Contr Prof	92,658.00	95,438.00	12 month	3%
Hayes,Martha A	Administrative Assistant	Athletics Office	FT	Staff	14.18	14.61	Hourly	3%
Haynes,Amy Marie	Supv Business Office WC	Business Office - Wayne	FT	Staff	15.86	16.34	Hourly	3%
Head,Michael L	Educational Specialist	Acad Achievement Programs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Heldenfels,Connie R	Coord Housing Assign&Contracts	Residence Life & Housing Off	FT	Staff	13.98	14.40	Hourly	3%
Helfer,Carin A	Asst Dir AGPA Sci Educ & Out	Polymer Engineering	FT	Staff	1,873.19	1,929.39	Biweekly	3%
Helfrich,Christine L	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	39,317.00	40,497.00	12 month	3%
Hemminger,Vicki L	Administrative Assistant Sr	Department of Development	FT	Staff	21.18	21.82	Hourly	3%
Henderson Sr,Anthony D	Dir Athletics Development	Athletics Office	FT	Contr Prof	57,000.00	58,710.00	12 month	3%
Hendrickson,Jill	Psychologist	Counseling Center	FT	Contr Prof	56,884.00	58,591.00	12 month	3%
Henline,Debra S	Library Associate	Law Library	FT	Staff	15.14	15.59	Hourly	3%
Henry,Andrew K	Recycling Superintendent	Physical Facilities	FT	Staff	16.48	16.97	Hourly	3%
Henry,Brenda J	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	44,557.00	45,894.00	12 month	3%
Henry,Denise	Public Relations Rep	Institutional Marketing	FT	Contr Prof	40,973.00	42,202.00	12 month	3%
Henson,Kimberly D	Student Enrollment Counselor	Registrar	FT	Staff	13.99	14.41	Hourly	3%
Herbert,Marcia A	Administrative Assistant	Physical Facilities	FT	Staff	16.94	17.45	Hourly	3%
Herchenroeder,Susan	Customer Support Specialist	Hardware & Oper Sys Svs	FT	Staff	23.06	23.75	Hourly	3%
Herman,Sarah Marie	Desktop Publishing Specialist	Word Processing Ctr-Wayne	FT	Staff	11.28	11.62	Hourly	3%
Hernandez,Bianka L	Accountant	Assoc VP & Controller	FT	Contr Prof	39,140.00	40,314.00	12 month	3%
Herold,Kelly M	Asst to Dean, Strat Initiative	Summit College Dean's Office	FT	Contr Prof	81,887.00	84,344.00	12 month	3%
Herold,Paul A	Asst Secretary, BOT	Board of Trustees	FT	Contr Prof	147,084.00	151,497.00	12 month	3%
Herrick,Raymond S	Safety Officer	Physical Facilities	FT	Staff	1,743.08	1,795.37	Biweekly	3%
Hertzig,Gail A	Application Svcs Tech Lead	Application Systems Svs	FT	Contr Prof	87,410.00	90,032.00	12 month	3%
Heuer,Robert A	Asst Athletics Dir, Compliance	Athletics Office	FT	Contr Prof	66,950.00	68,959.00	12 month	3%
Hickey,Daniel	Dir, Wkc Dev & Cont Ed	Workforce Dev & Cont Educ	FT	Contr Prof	75,831.00	78,106.00	12 month	3%
Hill,Zachary C	Food Utility Worker	University Dining Services	PT	Staff	8.04	8.28	Hourly	3%
Hilliard,James N	University Records Manager	UL Archival Services	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Himmelright,Allyson R	Academic Adviser I	Acad Adv & Stu Succ - Simmons	PT	Staff	18.33	18.88	Hourly	3%
Hinkle,Mary Ellen	Dir Accounting UARF	Technology Transfer, Off of	FT	Contr Prof	75,000.00	77,250.00	12 month	3%
Hite,Robert J	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	9.69	9.98	Hourly	3%
Hofer,James A	Chemical Storekeeper	Biology	FT	Staff	17.95	18.49	Hourly	3%
Hoff,Thomas P	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	10.51	10.83	Hourly	3%
Hoffman,Phil R	General Manager, Z-TV	Communication	FT	Contr Prof	77,867.00	80,203.00	12 month	3%
Hoge,Sarah Michelle	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Holbert,Craig A	Archives Associate	UL Archival Services	FT	Staff	17.20	17.72	Hourly	3%
Holland II,Robert T	Parking Maintenance Worker	Parking & Transportation Svcs	FT	Staff	11.50	11.85	Hourly	3%
Hollingsworth,Amy B	Coord Biology Laboratory	Biology	FT	Staff	1,495.08	1,539.93	Biweekly	3%
Hollis,Cynthia A	Managing Director	Performing Arts Hall	FT	Staff	3,887.15	4,003.76	Biweekly	3%
Holly,Gordon	Sr Dir, Student Life & Enr Mgt	Student Services Adm-Wayne	FT	Contr Prof	87,951.00	90,590.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Holmes, DaNelle Marie	Assistant Controller	Assoc VP & Controller	FT	Contr Prof	59,359.00	61,140.00	12 month	3%
Holmes, Nickole D	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Holtman, Mark S	Asst to Director, IPE	Institute, Polymer Engineering	FT	Contr Prof	63,280.00	65,178.00	12 month	3%
Holzappel, D. Ann	Secretary	Dance Institute	PT	Staff	13.40	13.80	Hourly	3%
Holzer Jr, Charles E	Engineering Technician Sr	Institute, Polymer Science	FT	Staff	1,870.18	1,926.29	Biweekly	3%
Homa, Nancy	Administrative Assistant	Chemistry	FT	Staff	22.89	23.58	Hourly	3%
Honigman Bernadine, Dawn M	Cashier Assistant	Business Office - Wayne	PT	Staff	8.61	8.87	Hourly	3%
Hoon, Allan M	Manager, Athletics Field House	Athletics Office	FT	Contr Prof	42,412.00	43,684.00	12 month	3%
Hoover, Linda Sue	Administrative Secretary	Institute, Polymer Science	FT	Staff	21.20	21.84	Hourly	3%
Hoover, Pamela J	Asst to Dept Chair	Mathematics	FT	Staff	22.65	23.33	Hourly	3%
Horn, Susanna K	Coord, Developmental Programs	Developmental Programs-Wayne	FT	Contr Prof	57,993.00	59,733.00	12 month	3%
Horton, Lori A	Testing Specialist	Counseling Center	FT	Staff	18.47	19.02	Hourly	3%
Hothem, Kathleen Y	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.45	15.91	Hourly	3%
Hough, Todd Robert	Lieutenant	University Police Department	FT	Staff	2,826.92	2,911.73	Biweekly	3%
Houle, Danica S	Administrative Assistant Sr	CBA Dean's Office	FT	Staff	23.45	24.15	Hourly	3%
Howard, Crystal P	Chef Dining Services	University Dining Services	FT	Staff	13.71	14.12	Hourly	3%
Howard, Kristine M	Sr Instructional Designer	Instructional Services	FT	Contr Prof	57,000.00	58,710.00	12 month	3%
Huang, Tsang-Min	Postdoctoral Fellow	Polymer Engineering	FT	Staff	1,288.46	1,327.11	Biweekly	3%
Huba, Gabriel J	Asst Facilities Mgr Wayne	Physical Plant-Wayne	FT	Staff	23.53	24.24	Hourly	3%
Hubbard, Connie S	Research Asst	Institute, Polymer Science	PT	Staff	15.30	15.76	Hourly	3%
Huettmann, Bryan T	Dir, Infocision Stadium & Lic & Mer	Athletic External Relations	FT	Contr Prof	47,550.00	48,977.00	12 month	3%
Hughes, Cynthia L	Administrative Assistant Sr	Assoc VP, Treasury & Fin Plan	FT	Staff	31.97	32.93	Hourly	3%
Hughes, Daniel M	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	12.36	12.73	Hourly	3%
Hughes, Michael J	Supv DocuZip Center	Printing Services	FT	Staff	19.32	19.90	Hourly	3%
Hughes, Susan K	Administrative Assistant Sr	Education Dean's Office	FT	Staff	22.64	23.32	Hourly	3%
Hummel, Kenneth P	Athletics Maintenance Supv	Athletics Office	FT	Staff	22.35	23.02	Hourly	3%
Hunt, Amber M	Position Mgt Analyst Sr	Resource Analysis & Budgeting	FT	Contr Prof	60,000.00	61,800.00	12 month	3%
Hunt, Keith A	Dir, Inter & Srv Sys Svcs	Hardware & Oper Sys Svcs	FT	Contr Prof	105,247.00	108,404.00	12 month	3%
Hunt, Lisa A	Student Enrollment Counselor	Registrar	FT	Staff	21.70	22.35	Hourly	3%
Huth, Robyn J	Cashier Sr-Main Campus	Student Accounts/Bursar	FT	Staff	12.23	12.60	Hourly	3%
Iler, Katie E	Office Assistant	University Dining Services	PT	Staff	7.70	7.93	Hourly	3%
Irvin, Elaine	Library Associate	UL Acquisitions	FT	Staff	18.03	18.57	Hourly	3%
Isner, Jason M	Software Deployment Specialist	Hardware & Oper Sys Svcs	FT	Staff	29.57	30.46	Hourly	3%
Jackson, Karen K	Engineering Technician Sr	Institute, Polymer Engineering	FT	Staff	2,174.74	2,239.98	Biweekly	3%
Jackson, Marcinda	Administrative Secretary	Institute, Polymer Engineering	FT	Staff	19.68	20.27	Hourly	3%
Jackson, Melissa B	Assoc Women's Basketball Coach	Athletics Office	FT	Contr Prof	68,000.00	70,040.00	12 month	3%
Jackson, Michael V	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	9.34	9.62	Hourly	3%
Jackson, Virginia D	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Jacobson, Steven J	Student Enrollment Counselor	Registrar	FT	Staff	13.31	13.71	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Jacquet,Robin M	Laboratory Manager	Institute, Polymer Science	FT	Staff	2,475.97	2,550.25	Biweekly	3%
Jagodzinski,Vincent J	Mgr Gnds, Spec Srvs & Recycling	Physical Facilities	FT	Staff	1,923.08	1,980.77	Biweekly	3%
Jamerson,Cheryl A	Academic Adviser I	Summit College Dean's Office	PT	Staff	15.32	15.78	Hourly	3%
Janosi,Miklos P	Sr Web Developer	Application Systems Svs	FT	Staff	26.63	27.43	Hourly	3%
Janosi,Renata	Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,248.70	2,316.16	Biweekly	3%
Jansen,Vincent P	Mgr Zone Operations	Physical Facilities	FT	Staff	2,203.69	2,269.80	Biweekly	3%
Jarvis,Deloris L	Secretary	Social Work	FT	Staff	12.33	12.70	Hourly	3%
Jarvis,Donald Wayne	Building Maintenance Supt	Physical Facilities	FT	Staff	20.80	21.42	Hourly	3%
Jeffries,Donna M	Accounting Clerk II	Assoc VP & Controller	FT	Staff	13.86	14.28	Hourly	3%
Jemison,Keith A	Asst Mgr Mailing Srvs	Mailing Services	FT	Staff	16.18	16.67	Hourly	3%
Jenkins II,Lynn E	Student Enrollment Counselor	Registrar	FT	Staff	13.99	14.41	Hourly	3%
Jenkins,Barbara M	Dir, Outreach	Education Dean's Office	FT	Contr Prof	64,499.00	66,434.00	12 month	3%
Jenkins,Bill J	Asst Dir, Purchasing	Purchasing Department	FT	Contr Prof	71,324.00	73,464.00	12 month	3%
Jenkins,Gwendolyn M	Coord Fed Work Study Program	Student Financial Aid	FT	Staff	20.54	21.16	Hourly	3%
Jenkins,Valerie M	Library Cataloging Specialist	UL Electronic Services	FT	Staff	20.12	20.72	Hourly	3%
Jenson,Michelle E	Data Systems Specialist	Registrar	FT	Staff	18.21	18.76	Hourly	3%
Jentner,Carolyn R	Budget Coord-Art	Art	FT	Staff	17.41	17.93	Hourly	3%
Jett,Kathy M	Nurse Practitioner-Nursing	School of Nursing	FT	Contr Prof	80,000.00	82,400.00	12 month	3%
Jevack,Jillian Marie	Coord Online Learning Tech	Health Professions Dean's Off	FT	Contr Prof	54,000.00	55,620.00	12 month	3%
Jevack,Walter	Video Network Engineer	Instructional Services	FT	Staff	2,463.02	2,536.91	Biweekly	3%
Jirsa,Francesca	Academic Adviser II	Health Professions Dean's Off	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Johns,Joann M	Application Svcs Tech Lead	Application Systems Svs	FT	Contr Prof	75,705.00	77,976.00	12 month	3%
Johnson,Arlynn N	Ticket Booth/Lot Monitor	Parking & Transportation Srvs	PT	Staff	8.65	8.91	Hourly	3%
Johnson,Lisa	Coord UA Adult Focus	UA Adult Focus	FT	Staff	17.44	17.96	Hourly	3%
Jones,Deborah J	Customer Support Specialist	Hardware & Oper Sys Svs	FT	Staff	21.37	22.01	Hourly	3%
Jones,Janet M	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.27	15.73	Hourly	3%
Jones,Julie A	Head Women's Softball Coach	Athletics Office	FT	Contr Prof	70,390.00	72,502.00	12 month	3%
Jones,Maria	Student Services Counselor	Transfer & Adult Stu Enroll Ctr	FT	Staff	19.96	20.56	Hourly	3%
Jones,Scott	Assoc Head Track Coach	Athletics Office	FT	Contr Prof	50,845.00	52,370.00	12 month	3%
Jorgensen,Anne M	Assoc AD for St Ath Acad Srvs	Student Athlete Academic Srvs	FT	Contr Prof	78,249.00	80,596.00	12 month	3%
Joseph,Scott S	Student Services Counselor	Admissions	FT	Staff	15.55	16.02	Hourly	3%
Juliano,Janete Orchanian	Library Specialist	UL Research & Learning Srvs	FT	Staff	17.08	17.59	Hourly	3%
Juscak,Sylvia D	Administrative Assistant	Philosophy	FT	Staff	20.58	21.20	Hourly	3%
Kalb,Keely A	Program Assistant	Education Dean's Office	PT	Staff	12.23	12.60	Hourly	3%
Kallenborn,Dora L	Administrative Assistant	Academic Affairs - Wayne	FT	Staff	12.33	12.70	Hourly	3%
Kaplan,Mary Anne	Nurse Practitioner	Health Services	PT	Staff	37.50	38.63	Hourly	3%
Karas,James M	Manager, Tax	Assoc VP & Controller	FT	Contr Prof	64,403.00	66,335.00	12 month	3%
Karasek,Kristen Lauren	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	31,500.00	32,445.00	12 month	3%
Karson,Kimberly M	Asst VP Alumni & Col Ctr Progs	Department of Development	FT	Contr Prof	106,908.00	110,115.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Katanic, Maureen G	Asst VP, Development	Department of Development	FT	Contr Prof	118,995.00	122,565.00	12 month	3%
Kauffman, Tanya L	Office Support Spec-Dining	University Dining Services	FT	Staff	9.66	9.95	Hourly	3%
Kaye, Joan N	Sr Exec Administrative Asst	Office of Academic Affairs	FT	Staff	30.61	31.53	Hourly	3%
Kazmier, Louise A	Academic Adviser II	A&S Dean's Office	FT	Contr Prof	38,561.00	39,718.00	12 month	3%
Keller, Lloyd B	Building Maintenance Supt	Physical Facilities	FT	Staff	22.00	22.66	Hourly	3%
Keller, Shelly M	Administrative Assistant Sr	Physical Facilities	FT	Staff	15.55	16.02	Hourly	3%
Kelley, John R	Sr Systems Analyst Programmer	Instructional Services	FT	Staff	2,436.10	2,509.18	Biweekly	3%
Kellogg, Joanne K	Substitute Teacher	Ctr, Child Development	PT	Staff	11.04	11.37	Hourly	3%
Kelly, James H	Electronic Technician Sr	Audio Visual Services	FT	Staff	26.57	27.37	Hourly	3%
Kelly, Sarah J	Dir Benefits Administration	Human Resources	FT	Contr Prof	83,368.00	85,869.00	12 month	3%
Kemp, Kimberly S	Accountant	Assoc VP & Controller	FT	Contr Prof	37,595.00	38,723.00	12 month	3%
Kemp-Queener, Charlene	Asst Dir UA Adult Focus	UA Adult Focus	FT	Contr Prof	52,110.00	53,673.00	12 month	3%
Kennedy, Jeanne	Student Services Counselor	Law Dean's Office	FT	Staff	18.49	19.04	Hourly	3%
Kennedy, Kathleen J	Exec Dir, Taylor Institute	Marketing	FT	Contr Prof	107,500.00	110,725.00	12 month	3%
Kent, Mark S	Mgr Crystal Room Operations	Business Technology	FT	Staff	2,869.42	2,955.50	Biweekly	3%
Kent, Richard A	Electronic Technician	Communication	FT	Staff	20.50	21.12	Hourly	3%
Kenyon, R. Ryan	Mgr SRWC Systems	Student Rec & Wellness Svcs	FT	Contr Prof	41,694.00	42,945.00	12 month	3%
Kerekes Jr, Joseph F	Accountant Sr	Assoc VP & Controller	FT	Contr Prof	54,468.00	56,102.00	12 month	3%
Kerns, Elizabeth A	Academic Adviser II	Education Dean's Office	FT	Contr Prof	41,499.00	42,744.00	12 month	3%
Kerr, Scott A	Lieutenant	University Police Department	FT	Staff	2,909.35	2,996.63	Biweekly	3%
Kest, Jodi B	Head Women's Basketball Coach	Athletics Office	FT	Contr Prof	164,500.00	169,435.00	12 month	3%
Ketcham, Kaye	Administrative Assistant Sr	UL Dean's Office	FT	Staff	22.16	22.82	Hourly	3%
Kiba, Joseph S	Building Maintenance Supt	Physical Facilities	FT	Staff	28.35	29.20	Hourly	3%
Kiba, Stephanie A	Front Desk Clerk	Quaker Square Inn	PT	Staff	10.50	10.82	Hourly	3%
Kilcullen, Tina M	Library Associate Sr	Library Administration-Wayne	FT	Staff	12.23	12.60	Hourly	3%
Kimble, Michael	Asst to VP Res & Dean Grad Sch	VP Research & Grad School	FT	Contr Prof	56,650.00	58,350.00	12 month	3%
King, Connie L	Mgr Workforce Development-MCUC	Medina County Univ Center	FT	Contr Prof	59,740.00	61,532.00	12 month	3%
King, Jenny R	Head Women's Golf Coach	Athletics Office	FT	Contr Prof	48,793.00	50,257.00	12 month	3%
Klayko, Karil L	Administrative Secretary	Health Professions Dean's Off	FT	Staff	11.86	12.22	Hourly	3%
Klein, Rita A	Dir, College Student Affairs	Health Professions Dean's Off	FT	Contr Prof	60,167.00	61,972.00	12 month	3%
Klim, Nittaya	Head Women's Swimming Coach	Athletics Office	FT	Contr Prof	64,157.00	66,082.00	12 month	3%
Kline Jr, John F	Library Cataloging Specialist	UL Electronic Services	FT	Staff	22.56	23.24	Hourly	3%
Kline, Kathryn L	Administrative Assistant	Department of Development	FT	Staff	17.18	17.70	Hourly	3%
Klosterman, Eleanor M	Academic Adviser I	Acad Adv & Stu Succ - Simmons	PT	Staff	15.24	15.70	Hourly	3%
Knowles, Wendi S	Student Services Counselor	Admissions	FT	Staff	18.00	18.54	Hourly	3%
Knowlton, Virginia A	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.45	15.91	Hourly	3%
Knuckles, Perry R	Chef Dining Services	University Dining Services	FT	Staff	18.80	19.36	Hourly	3%
Kodish, Cathy	CBA & E Testing Asst	Instructional Services	FT	Staff	27.67	28.50	Hourly	3%
Koehler, Mark E	Asst to Director, IPS	Institute, Polymer Science	FT	Contr Prof	82,482.00	84,956.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Kolaczewski-Ferris,Christine A	Dir, Student Academic Success	Student Academic Success	FT	Contr Prof	70,280.00	72,388.00	12 month	3%
Kolasky,Paul L	Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,074.01	2,136.23	Biweekly	3%
Kolton,Rosemary F	Administrative Assistant Sr	Polymers Dean's Office	FT	Staff	25.90	26.68	Hourly	3%
Konet,Rose Marie B	Academic Adviser I	Acad Adv & Stu Succ - Simmons	PT	Staff	15.24	15.70	Hourly	3%
Kontak,Jeannette M	Secretary	Health Professions Dean's Off	FT	Staff	19.12	19.69	Hourly	3%
Koscick,Matt Alan	Coord Projects	Trng Ctr, Fire & Haz Mtrls	PT	Staff	12.88	13.27	Hourly	3%
Kotch,Kelly M	Coord Admissions	Transfer & Adult Stu Enroll Ctr	FT	Staff	18.52	19.08	Hourly	3%
Kotila,Janet E	Administrative Assistant	Accountancy	FT	Staff	12.84	13.23	Hourly	3%
Kovatch,John E	Assoc VP/Controller	Assoc VP & Controller	FT	Contr Prof	122,125.00	125,789.00	12 month	3%
Kozy,Stefanie L	Departmental Records Spec	Student Financial Aid	FT	Staff	13.71	14.12	Hourly	3%
Kracker,Timothy M	Asst University Registrar	Registrar	FT	Contr Prof	54,590.00	56,228.00	12 month	3%
Kramanak,John	Coord Maintenance	Student Life	FT	Staff	1,772.64	1,825.82	Biweekly	3%
Kratzer,Ronald E	Fac Maint Worker-WC	Physical Plant-Wayne	FT	Staff	15.57	16.04	Hourly	3%
Kraus,Heather L	Assoc Controller	Assoc VP & Controller	FT	Contr Prof	67,238.00	69,255.00	12 month	3%
Kraus,Robert J	Dir Energy Operations	Physical Facilities	FT	Staff	2,541.36	2,617.60	Biweekly	3%
Kreeger,Dennis	PeopleSoft Administrator	Application Systems Svs	FT	Staff	2,166.00	2,230.98	Biweekly	3%
Kreider,Eric W	Dir Web Services	Application Systems Svs	FT	Contr Prof	80,266.00	82,674.00	12 month	3%
Kropff,Robert C	Dir, Internal Communication	Institutional Marketing	FT	Contr Prof	65,847.00	67,822.00	12 month	3%
Krumm,Kraig A	Electronic Technician Sr	Hardware & Oper Sys Svs	FT	Staff	25.43	26.19	Hourly	3%
Kuckovic,Maria Ann	Hotel Houskeeping Attendant	Quaker Square Inn	PT	Staff	9.77	10.06	Hourly	3%
Kugler Jr,Kenneth W	Building Maintenance Supt	Physical Facilities	FT	Staff	25.24	26.00	Hourly	3%
Kugler,Heather M	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	10.00	10.30	Hourly	3%
Kulick,Michael J	Assoc Dir Career Services	Career Center	FT	Contr Prof	55,000.00	56,650.00	12 month	3%
Kunsman,Charles A	Assoc Dir, Rec & Wlns Svcs Opr	Ocasek Natatorium	FT	Contr Prof	60,426.00	62,239.00	12 month	3%
Kurtz,Jeremy J	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.19	15.65	Hourly	3%
Kusnyer,Nancy M	Secretary	Acad Achievement Programs	FT	Staff	17.18	17.70	Hourly	3%
Kyer,Jason K	Food Utility Worker	University Dining Services	PT	Staff	8.04	8.28	Hourly	3%
LaBadie,Lee	Asst Track Coach	Athletics Office	FT	Contr Prof	45,000.00	46,350.00	12 month	3%
LaBelle,Charlotte A	Administrative Assistant	Biomedical Engineering	FT	Staff	16.76	17.26	Hourly	3%
Lafferty,Mary	Administrative Assistant	Athletic External Relations	FT	Staff	15.91	16.39	Hourly	3%
Lake,Barbara A	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	11.95	12.31	Hourly	3%
L'Amoreaux,Neal	Lead Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	25.53	26.30	Hourly	3%
Lampner,Wendy J	Project Dir Online Learning	Instructional Services	FT	Contr Prof	68,773.00	70,836.00	12 month	3%
LaNasa,Patricia J	Coord Events	Music	FT	Staff	15.23	15.69	Hourly	3%
Landis,Greg	Sr Asst Dir, Admissions	Admissions	FT	Contr Prof	47,406.00	48,828.00	12 month	3%
Lane,Sarah J	Public Relations Rep	Institutional Marketing	FT	Contr Prof	42,741.00	44,023.00	12 month	3%
Lange,David E	Asst Departmental Systems Adm	Registrar	FT	Staff	21.49	22.13	Hourly	3%
Lanik,Donna M	Library Specialist	UL Science & Technology	FT	Staff	18.47	19.02	Hourly	3%
Laster,Brandon Michael	Secretary	Pan African Ctr for Com Studie	FT	Staff	12.42	12.79	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Laster,Brenda G	Student Account Specialist	Student Accounts/Bursar	FT	Staff	17.04	17.55	Hourly	3%
Lauck,Sharon M	Departmental Systems Adm	Registrar	FT	Staff	27.20	28.02	Hourly	3%
Laughlin,Edward L	Engineering Technician Sr	Institute, Polymer Science	FT	Staff	1,910.11	1,967.41	Biweekly	3%
Laughner,Jennifer L	Assistant Controller	Assoc VP & Controller	FT	Contr Prof	59,359.00	61,140.00	12 month	3%
Lavelle,Thomas W	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	24.61	25.35	Hourly	3%
Lawrence,James K	Academic Adviser II	Student Services Adm-Wayne	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Lax,Greta A	ARI-AHEC Center Dir	School of Nursing	FT	Contr Prof	51,500.00	53,045.00	12 month	3%
Lax,Jay D	Patrol Officer	University Police - Wayne	PT	Staff	23.96	24.68	Hourly	3%
Lay Hughes,Rachelle	Head Teacher	Ctr, Child Development	FT	Staff	12.00	12.36	Hourly	3%
Leahy,Peter J	Sr Research Assoc IHSP	Inst, Bioscience & Social Rsch	FT	Staff	3,973.73	4,092.94	Biweekly	3%
Ledendecker,Thea C	Administrative Assistant	English	FT	Staff	12.84	13.23	Hourly	3%
Lee,Roger	Food Utility Worker	University Dining Services	PT	Staff	11.24	11.58	Hourly	3%
Lee,Valoree	Coord Purchasing Admin	Purchasing Department	FT	Staff	19.70	20.29	Hourly	3%
Leffler,Mark T	Asst Athletics Trainer	Athletics Office	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Lehr,Theodore Charles	Coord Classroom Srvs	Audio Visual Services	FT	Staff	14.50	14.94	Hourly	3%
Lenart,Lynn M	Asst Law Librarian	Law Library	FT	Contr Prof	62,159.00	64,024.00	12 month	3%
Leonard,Marijane	Application Svcs Tech Lead	Application Systems Svs	FT	Contr Prof	81,621.00	84,070.00	12 month	3%
Lerch,Maureen T	Dir, Library - Wayne College	Library Administration-Wayne	FT	Contr Prof	50,861.00	52,387.00	12 month	3%
Lewis Jr,Charlton	Coord Acad Support Srvs Athl	Athletics Office	FT	Contr Prof	38,271.00	39,419.00	12 month	3%
Lewis,David C	Facilities Manager-RLH	Residence Life & Housing Off	FT	Staff	2,611.81	2,690.16	Biweekly	3%
Lewis,Gregory A	Dir Elec & Comp Engr Tech Srvs	Electrical & Computer Engr	FT	Staff	3,004.72	3,094.86	Biweekly	3%
LiCause,Joy	Administrative Assistant	Engineering & Science Tech	FT	Staff	18.58	19.14	Hourly	3%
Liles,Jamie D	Asst Speed/Strength&Cond Coach	Athletics Office	FT	Contr Prof	36,050.00	37,132.00	12 month	3%
Lillie II,Michael W	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Lindeman,Kenneth Scott	Sr Enterprise Systems Prog	Hardware & Oper Sys Svs	FT	Staff	3,305.19	3,404.35	Biweekly	3%
Livengood,Stephanie P	Library Associate Sr	Library Administration-Wayne	PT	Staff	14.53	14.97	Hourly	3%
Lobbins,Kyra M	Coord Acad Supp Srvs Stu-Athl	Athletics Office	FT	Contr Prof	35,000.00	36,050.00	12 month	3%
Logan,Marie F	Food Production Worker	University Dining Services	PT	Staff	11.78	12.13	Hourly	3%
Logsdon,Katherine M	Administrative Assistant	Nutrition & Dietetics	FT	Staff	12.84	13.23	Hourly	3%
Logue,Sharon M.	Administrative Assistant Sr	Office of the President	FT	Staff	12.60	12.98	Hourly	3%
Lombardi,Jackie M	Administrative Assistant	Engineering Dean's Office	FT	Staff	12.60	12.98	Hourly	3%
Lombardi,Robin L	Program Coord Law School Ctrs	Law - Instruction	FT	Staff	14.51	14.95	Hourly	3%
Long,Jaime M	Grounds Superintendent	Physical Facilities	FT	Staff	17.40	17.92	Hourly	3%
Long,Jeffrey D	Engineering Technician Sr	Institute, Polymer Engineering	FT	Staff	1,897.18	1,954.10	Biweekly	3%
Long,Michael	Institutional Research Assoc	Institutional Research	FT	Contr Prof	57,686.00	59,417.00	12 month	3%
Longenecker,Sandra J	Asst to the Director Music	Music	FT	Staff	21.70	22.35	Hourly	3%
Lorson,John C	Coord, HCHEC	Holmes County Higher Educ Ctr	FT	Contr Prof	40,862.00	42,088.00	12 month	3%
Lott,Joyce A	Secretary	Mathematics	FT	Staff	16.69	17.19	Hourly	3%
Loughney,Heather M	Administrative Assistant	Faculty Senate	FT	Staff	18.15	18.69	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Louscher,Susan M	Exec Dir, NCERCAMP	Engineering Dean's Office	FT	Contr Prof	180,000.00	185,400.00	12 month	3%
Lowe,Tamara A	Sr Dir, Bus Oper & Fin-WC	Business Office - Wayne	FT	Contr Prof	87,936.00	90,574.00	12 month	3%
Lucas,Adrian K	Delivery Worker	Mailing Services	FT	Staff	9.42	9.70	Hourly	3%
Lucas,Andrew R	Systems Administrator	Hardware & Oper Sys Svs	FT	Staff	1,673.13	1,723.32	Biweekly	3%
Lucas,Lynn	Institutional Rsch Assoc Sr	Institutional Research	FT	Contr Prof	63,372.00	65,273.00	12 month	3%
Luccioni,Jay D	Mgr Telecommunications	Telecommunications	FT	Staff	2,884.61	2,971.15	Biweekly	3%
Luggelle,Kevin C	Mgr Mailing Services	Mailing Services	FT	Staff	25.16	25.91	Hourly	3%
Luisi,Lori	Transcriber	Office of Accessibility	PT	Staff	23.60	24.31	Hourly	3%
Luli,Carin Marie	Dir Development-Fund Raising	Department of Development	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Lundy,Tanya V	Coordinator SSAPO	Student Financial Aid	FT	Staff	21.60	22.25	Hourly	3%
Lynch,Elizabeth F	Coord Marketing - PAH	Performing Arts Hall	FT	Staff	20.49	21.10	Hourly	3%
Ma,Hongwei	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,153.00	1,187.59	Biweekly	3%
Macatangay,Michael L	Asst Athletics Trainer	Athletics Office	FT	Contr Prof	47,867.00	49,303.00	12 month	3%
MacDonald III,John A	Assoc Dir Rec & Wlns Srvs Prog	Student Rec & Wellness Srvs	FT	Contr Prof	52,530.00	54,106.00	12 month	3%
Mackey,Alicia K	Asst Dir Mktg & Promotions	Athletics Office	FT	Contr Prof	29,070.00	29,942.00	12 month	3%
Mackey,Teri L	Library Specialist	UL Science & Technology	FT	Staff	21.88	22.54	Hourly	3%
Mack-Shafer,Irene A	Supv Costume Shop	Dance, Theatre & Arts Admin	FT	Staff	19.37	19.95	Hourly	3%
Madajewski Jr,James A	Custodial Superintendent	Residence Life & Housing Off	FT	Staff	16.75	17.25	Hourly	3%
Madden,Laurie E	Assoc VP, Auxiliary Enterprise	Auxiliary Enterprises	FT	Contr Prof	117,556.00	121,083.00	12 month	3%
Maddipatla Venkata,Srirama N	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,346.15	1,386.53	Biweekly	3%
Maffei,Diane Y	Asst Dir, Inst Research	Institutional Research	FT	Contr Prof	73,542.00	75,748.00	12 month	3%
Magyar,James D	Media Support Associate Wayne	Technical Support Srvs - Wayne	PT	Staff	10.74	11.06	Hourly	3%
Mahapatra,Anu	Institutional Research Assoc	Institutional Research	FT	Contr Prof	60,392.00	62,204.00	12 month	3%
Main,Marcia D	Administrative Assistant	Chemical & Biomolecular Engr	FT	Staff	20.28	20.89	Hourly	3%
Mako-Robinson,Cynthia	Dir, Undergraduate Programs	CBA Dean's Office	FT	Contr Prof	54,001.00	55,621.00	12 month	3%
Malachin,Linda K	HRIS Administrator	Human Resources	FT	Staff	18.53	19.09	Hourly	3%
Malloy,Brian M	Coord Workforce Dev&Cont Educ	Workforce Dev & Cont Educ	FT	Contr Prof	45,000.00	46,350.00	12 month	3%
Mandl,Beth	Student Services Specialist	Student Services Center	FT	Staff	1,337.82	1,377.95	Biweekly	3%
Mangum,Kathleen E	Business Coord Dining Services	University Dining Services	FT	Staff	19.62	20.21	Hourly	3%
March,Lorri Lynn	Coord, Campus Programs	Student Life	FT	Contr Prof	44,296.00	45,625.00	12 month	3%
Marchand III,Eugene Paul	Sr Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	26.59	27.39	Hourly	3%
Markley,Linda S	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.77	15.21	Hourly	3%
Marks Jr,Peter M	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	22.91	23.60	Hourly	3%
Maroli,John A	Coord, Developmental Programs	Developmental Programs-Wayne	FT	Contr Prof	58,322.00	60,072.00	12 month	3%
Marrelli,Guy	Electrical Engineer	Physical Facilities	FT	Contr Prof	71,895.00	74,052.00	12 month	3%
Marsden,Robert K	Asst to Dean, PSPE	Polymers Dean's Office	FT	Contr Prof	98,504.00	101,459.00	12 month	3%
Marsh,Paul J	Sr System Analyst Programmer	Application Systems Svs	FT	Staff	2,920.26	3,007.87	Biweekly	3%
Marsteller,David A	Asst Dir, Stu Financial Aid	Student Financial Aid	FT	Contr Prof	41,652.00	42,902.00	12 month	3%
Marszalek,Jolanta E	Postdoctoral Research Assoc	Polymer Engineering	FT	Staff	1,576.92	1,624.23	Biweekly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Martell,Shelley	Administrative Secretary	Statistics	FT	Staff	13.65	14.06	Hourly	3%
Martin,Ann B	Test Monitor	Workforce Dev & Cont Ed, Wayne	FT	Staff	13.34	13.74	Hourly	3%
Martin,Brian E	College Data Research Analyst	Education Dean's Office	FT	Contr Prof	35,000.00	36,050.00	12 month	3%
Martin,Christopher C	Systems Administrator	Hardware & Oper Sys Svs	FT	Staff	2,269.75	2,337.84	Biweekly	3%
Martin,Juanita K	Dir, Counseling Center	Counseling Center	FT	Contr Prof	93,934.00	96,752.00	12 month	3%
Martin,Katie M	Coord AFMC Grant	Polymer Science	FT	Staff	15.40	15.86	Hourly	3%
Martin,Ricco	Coord Classroom Srvs	Audio Visual Services	FT	Staff	17.84	18.38	Hourly	3%
Martin,Susanne L	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	13.12	13.51	Hourly	3%
Martorana,Lanna K	Administrative Assistant	Educ Found & Leadership	FT	Staff	14.18	14.61	Hourly	3%
Maschek,David T	Lead Computer Lab Support Spec	Hardware & Oper Sys Svs	FT	Staff	20.01	20.61	Hourly	3%
Mason,Deborah A	Benefits Administrator	Human Resources	FT	Staff	22.59	23.27	Hourly	3%
Massie,Laura Martinez	Dir Media Relations	Institutional Marketing	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Mast,Amy H	Dir, Cont Educ & Wrkf Devel	Workforce Dev & Cont Ed, Wayne	FT	Contr Prof	61,891.00	63,748.00	12 month	3%
Matejkovic,Margaret E	Assoc Dean, External Prg-Law	Law Dean's Office	FT	Contr Prof	84,259.00	86,787.00	12 month	3%
Matheny Jr,Herbert S	Dir Enterprise Data Center	Hardware & Oper Sys Svs	FT	Contr Prof	98,827.00	101,792.00	12 month	3%
Mauck,Valerie J	Student Account Specialist Sr	Student Accounts/Bursar	FT	Staff	18.51	19.07	Hourly	3%
Mawson,Stephanie	Administrative Secretary	Workforce Dev & Cont Educ	FT	Staff	17.08	17.59	Hourly	3%
May,Frederick J	Mgr Accounts Payable	Assoc VP & Controller	FT	Staff	2,391.65	2,463.40	Biweekly	3%
May,James E	Postdoctoral Research Assoc	Civil Engineering	PT	Staff	25.00	25.75	Hourly	3%
Mazan,William A	Building Maintenance Supt	University Police Department	FT	Staff	26.44	27.23	Hourly	3%
Mazzolini,Christine M	Delivery Driver/Printing Asst	Printing Services	FT	Staff	11.17	11.51	Hourly	3%
McBride,Darcy N	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.75	15.19	Hourly	3%
McCalister,Lucille A	Accounting Clerk II	Assoc VP & Controller	FT	Staff	15.53	16.00	Hourly	3%
McCann,Peggy A	College Program Specialist	Curr & Instr Studies	FT	Staff	24.72	25.46	Hourly	3%
McCarthy,Paula E	Career Adviser	Career Center	FT	Contr Prof	34,248.00	35,275.00	12 month	3%
McCartney,Joseph A	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	32,892.00	33,879.00	12 month	3%
McCollister,Melissa Kay	Project/Grant Consultant	Social Work	PT	Staff	27.36	28.18	Hourly	3%
McCracken,Janis M	Mgr Facilities Projects	VP, Capital Plan & Fac Mngt	FT	Staff	2,307.70	2,376.93	Biweekly	3%
McCune,Theresa M	Mgr, Graduate Admissions	Graduate School	FT	Contr Prof	51,276.00	52,814.00	12 month	3%
McDaniel,Dwight O	Ticket Booth/Lot Monitor	Parking & Transportation Srvs	PT	Staff	7.81	8.04	Hourly	3%
McDonald,Donna L	Asst Dir, Couns Ctr Training	Counseling Center	FT	Contr Prof	63,526.00	65,432.00	12 month	3%
McElliott,Geraldine M	Administrative Assistant Sr	Music	FT	Staff	24.44	25.17	Hourly	3%
McHenry,Brenda L	Payroll Specialist	Assoc VP & Controller	FT	Staff	17.88	18.42	Hourly	3%
McHood,Rodney A	Coord Parking Facilities	Parking & Transportation Srvs	FT	Staff	13.65	14.06	Hourly	3%
McKibben,Susan M	Mgr, Software Training Srvs	Hardware & Oper Sys Svs	FT	Contr Prof	82,787.00	85,271.00	12 month	3%
McKinzie,Montreal U	Coord Mailing Services	Mailing Services	FT	Staff	16.58	17.08	Hourly	3%
McLean,Philip W	Dir Trng Ctr Fire & Haz Mtrls	Trng Ctr, Fire & Haz Mtrls	FT	Staff	2,426.11	2,498.89	Biweekly	3%
McNamara,Kathleen A	Research Asst	Biomedical Engineering	PT	Staff	13.00	13.39	Hourly	3%
McNicholas,Jason B	Radiation Safety Officer	Env & Occ Health & Safety	FT	Staff	2,629.45	2,708.33	Biweekly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
McNicholas,Leanne	Student Services Counselor	Graduate School	FT	Staff	16.87	17.38	Hourly	3%
McNutt,Carolyn N	Asst Dir, New Stu Orientation	New Student Orientation	FT	Contr Prof	33,619.00	34,628.00	12 month	3%
McPherson,Sue A	Buyer Sr	Purchasing Department	FT	Staff	1,825.30	1,880.06	Biweekly	3%
McSteen,John G	Departmental Systems Adm	Physical Facilities	FT	Staff	30.39	31.30	Hourly	3%
McVaney,David C	Engineering Technician Sr	Civil Engineering	FT	Staff	2,078.09	2,140.43	Biweekly	3%
McVay,Sharon E	Houskeeping Supv	Quaker Square Inn	FT	Staff	1,465.59	1,509.56	Biweekly	3%
McWhorter,Sharon	Assoc Dir Res Srvc & Spon Prog	Rsch Srvs & Sponsored Progs	FT	Contr Prof	73,974.00	76,193.00	12 month	3%
Mealy,Janet L	Asst Dir Polymer Training Ctr	Polymers Dean's Office	FT	Staff	1,195.62	1,231.49	Biweekly	3%
Medvedeff,Christopher Q	Asst Swim/Head Diving Coach	Athletics Office	FT	Contr Prof	29,417.00	30,300.00	12 month	3%
Meek,Lori A	Advertising Manager	Institutional Marketing	FT	Contr Prof	55,629.00	57,298.00	12 month	3%
Meier,Stacy	Administrative Assistant	Mechanical Engineering	FT	Staff	19.44	20.02	Hourly	3%
Melby,Laura Annette	Transcriber	Office of Accessibility	PT	Staff	59.80	61.59	Hourly	3%
Menyes,Michael	Mgr Accts Rec/Coll/Install/Pay	Student Accounts/Bursar	FT	Staff	2,450.00	2,523.50	Biweekly	3%
Mertes,Jennifer M	Student Enrollment Counselor	Registrar	FT	Staff	13.71	14.12	Hourly	3%
Messina,John Anthony	AsstVP,StuEngmt&Suc/CHO	Residence Life & Housing Off	FT	Contr Prof	100,445.00	103,458.00	12 month	3%
Messner,Adam P	Asst Dir, Adm & Data Mgr	Law Dean's Office	FT	Contr Prof	49,836.00	51,331.00	12 month	3%
Messner,Sharon A	Legal Assistant	VP & General Counsel	FT	Staff	25.40	26.16	Hourly	3%
Metelko,Suzanne S	Dir UA Lakewood Location	Office of Academic Affairs	FT	Contr Prof	63,500.00	65,405.00	12 month	3%
Metz,Jeffrey Alan	Ticket Booth/Lot Monitor	Parking & Transportation Srvs	PT	Staff	8.96	9.23	Hourly	3%
Michael,Yetunde	Dir, Ctr Child Development	Education Dean's Office	FT	Contr Prof	60,913.00	62,740.00	12 month	3%
Migden,Joseph	Academic Adviser I	Health Professions Dean's Off	PT	Staff	21.57	22.22	Hourly	3%
Mikulski,Brandon A	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	32,325.00	33,295.00	12 month	3%
Mileti,Heidi L	Coord Cooperative Education	Engineering Dean's Office	FT	Contr Prof	39,000.00	40,170.00	12 month	3%
Milkovich,Denise L	Student Services Specialist	Student Services Center	FT	Staff	1,477.23	1,521.55	Biweekly	3%
Miller,Douglas	Network Engineer	Network & Comm Svcs	FT	Staff	1,795.48	1,849.34	Biweekly	3%
Miller,Erin L	Coord, Hearing Aid Dispensary	Speech-Lang Path & Audiology	FT	Contr Prof	72,613.00	74,791.00	12 month	3%
Miller,James R	Lead Network Engineer	Network & Comm Svcs	FT	Staff	3,419.70	3,522.29	Biweekly	3%
Miller,Jason E	Graphic Design Specialist	Polymer Engineering	FT	Staff	1,459.89	1,503.69	Biweekly	3%
Miller,Patricia L	Departmental Records Spec	Multicultural Development	FT	Staff	18.89	19.46	Hourly	3%
Miller,Theresa L	Customer Support Specialist	Hardware & Oper Sys Svcs	FT	Staff	15.43	15.89	Hourly	3%
Miller-Francis,Laura M	Sr Exec Administrative Asst	VP, Finance & Admin/CFO	FT	Staff	28.29	29.14	Hourly	3%
Mira,Kim M	Sr Systems Analyst Programmer	Application Systems Svcs	FT	Staff	2,914.36	3,001.79	Biweekly	3%
Mitchell,Dennis W	Head Men's/Women's Track Coach	Athletics Office	FT	Contr Prof	120,000.00	123,600.00	12 month	3%
Mitchell,Linda G	Mgr Enrollment Services	Student Life	FT	Staff	1,708.28	1,759.53	Biweekly	3%
Mitchell,Stephen R	Energy Management Supt	Physical Facilities	FT	Staff	21.77	22.42	Hourly	3%
Mize,Jason E	Building Maintenance Supt	Physical Facilities	FT	Staff	23.79	24.50	Hourly	3%
Monroe,Laura B	Coord Writing Lab	Student Academic Success	FT	Contr Prof	47,277.00	48,695.00	12 month	3%
Monroy,Victor M	Instructional Director PSPE	Polymers Dean's Office	FT	Contr Prof	210,120.00	216,424.00	12 month	3%
Montanari,Denise K	Asst Dir, Commuter Central	Off-Campus Student Services	FT	Contr Prof	50,115.00	51,618.00	12 month	3%

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Montesano,Nicole R	Dir, Development-Research	Department of Development	FT	Contr Prof	57,783.00	59,516.00	12 month	3%
Montgomery,Tiffany M	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	31,500.00	32,445.00	12 month	3%
Moore,Cathy F	Administrative Assistant Sr	A&S Dean's Office	FT	Staff	24.54	25.28	Hourly	3%
Moore,Damon A	Mgr Food Services	University Dining Services	FT	Staff	1,494.68	1,539.52	Biweekly	3%
Moore,Jeff T	Delivery Worker	Mailing Services	FT	Staff	8.97	9.24	Hourly	3%
Moorefield,Charles N	Senior Research Scientist	Institute, Polymer Science	FT	Contr Prof	92,517.00	95,293.00	12 month	3%
Moreira,Pablo N	Dir Men's Soccer Ops	Athletics Office	FT	Contr Prof	30,000.00	30,900.00	12 month	3%
Moretta,Cora L	Sr Assoc Dir Stu Fin Aid Adm	Student Financial Aid	FT	Contr Prof	62,168.00	64,033.00	12 month	3%
Morgan,Thomas Joseph	Chemical Storekeeper	Biology-Wayne	PT	Staff	12.23	12.60	Hourly	3%
Morley,Michael P	Asst Dir, Career Center	Career Center	FT	Contr Prof	44,607.00	45,945.00	12 month	3%
Morris,Cynthia L	Coord Nat Stu Loan Data Sys	Student Financial Aid	FT	Staff	16.91	17.42	Hourly	3%
Morrison,Theresa A	Administrative Assistant	Off-Campus Student Services	FT	Staff	20.71	21.33	Hourly	3%
Morrow,Sarah J	Admissions Counselor	Student Services Adm-Wayne	FT	Contr Prof	33,619.00	34,628.00	12 month	3%
Mortimer,Nathan J	Assoc VP Inst Oper Eff	Office of Academic Affairs	FT	Contr Prof	133,000.00	136,990.00	12 month	3%
Morton-Hill,Joyce M	Administrative Secretary	Speech-Lang Path & Audiology	FT	Staff	16.24	16.73	Hourly	3%
Moss,Denise M	Dir, Student Accounts/Bursar	Student Accounts/Bursar	FT	Contr Prof	88,805.00	91,469.00	12 month	3%
Moss,Laura K	Asst Dir HRIS	Human Resources	FT	Staff	2,424.47	2,497.20	Biweekly	3%
Moss,Sarah M	Treasury Analyst Sr	Treasurer	FT	Contr Prof	42,500.00	43,775.00	12 month	3%
Mothes,Charles	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	26.37	27.16	Hourly	3%
Mothes,Holly G	Mgr Tech Learning Support Ctr	Hardware & Oper Sys Svs	FT	Staff	2,381.82	2,453.27	Biweekly	3%
Motika,Stephen M	Asst Dean, Student Success	Summit College Dean's Office	FT	Contr Prof	86,149.00	88,733.00	12 month	3%
Motley,Aiesha Lynette	Assoc Dir, Multicultural Dev	Multicultural Development	FT	Contr Prof	46,226.00	47,613.00	12 month	3%
Motley,Linda D	Coord Admissions, Adult Recr	Transfer & Adult Stu Enroll Ctr	FT	Contr Prof	45,800.00	47,174.00	12 month	3%
Moyer,Dallas	Asst Dir, Athl Communications	Athletic Media Relations	FT	Contr Prof	38,007.00	39,147.00	12 month	3%
Mueller,Perry M	Building Maintenance Asst Supt	University Police Department	FT	Staff	22.89	23.58	Hourly	3%
Mugler,Karla T	Assoc VP, Int Stu Succ	Office of Academic Affairs	FT	Contr Prof	140,833.00	145,058.00	12 month	3%
Mullet,Nicole Lynne	Dir Tech Prep	Summit College Dean's Office	FT	Contr Prof	54,459.00	56,093.00	12 month	3%
Mullins,Barbara Denise	Library Associate Sr	UL Acquisitions	FT	Staff	12.60	12.98	Hourly	3%
Mullins,Sarah M	Library Assistant	Library Administration-Wayne	PT	Staff	10.43	10.74	Hourly	3%
Munas,Natalie Laura	Administrative Assistant	Auxiliary Enterprises	FT	Staff	16.86	17.37	Hourly	3%
Mundy,Eric J	Research Associate III - IHSP	Center for Policy Studies	FT	Staff	1,961.56	2,020.41	Biweekly	3%
Muniak,Deborah R	Coord Events	Community Relations - Wayne	PT	Staff	13.71	14.12	Hourly	3%
Musaelyan,Natasha U	Accompanist	Dance Institute	PT	Staff	16.88	17.39	Hourly	3%
Musaelyan,Natasha U	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	16.88	17.39	Hourly	3%
Musser,David R	Mechanical Engineer	Physical Facilities	FT	Contr Prof	66,672.00	68,672.00	12 month	3%
Myers,Lindsay L	Front Desk Clerk	Quaker Square Inn	FT	Staff	11.35	11.69	Hourly	3%
Myers,Selena C	Asst Dir, Alumni	Alumni Association	FT	Contr Prof	39,261.00	40,439.00	12 month	3%
Myers,Stephen E	Executive in Residence	CBA Dean's Office	FT	Contr Prof	18,911.00	19,478.00	12 month	3%
Nagy,Lisa A	Coord, Library Services WC	Library Administration-Wayne	FT	Contr Prof	38,662.00	39,822.00	12 month	3%

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Nakoneczny,Kristina K	Administrative Assistant Sr	Residence Life & Housing Off	FT	Staff	16.52	17.02	Hourly	3%
Naska,Theresa M	Administrative Assistant	Public Admin & Urban Studies	FT	Staff	17.54	18.07	Hourly	3%
Neal,Julia C	Manager, Special Events	Student Rec & Wellness Svcs	FT	Contr Prof	35,195.00	36,251.00	12 month	3%
Nemer,Richard E	Engineering Technician Sr	Biomedical Engineering	FT	Staff	2,327.08	2,396.89	Biweekly	3%
Nerren,Rachel P	Secretary	Acad Achievement Programs	FT	Staff	10.43	10.74	Hourly	3%
Nesbitt,Valarie J	Secretary	Allied Health Technology	PT	Staff	16.84	17.35	Hourly	3%
Neugebauer,Maria L	Systems Administrator	Hardware & Oper Sys Svcs	FT	Staff	1,767.74	1,820.77	Biweekly	3%
Neugebauer,Paula D	Coord Office Board of Trustees	Board of Trustees	FT	Staff	24.86	25.61	Hourly	3%
Nevins,Tiffanie N	Library Associate Sr	Law Library	FT	Staff	13.94	14.36	Hourly	3%
Newhall,James A	Multi Media Producer	Instructional Services	FT	Contr Prof	52,216.00	53,782.00	12 month	3%
Neylon,Robert A	Office Support Spec-Parking	Parking & Transportation Svcs	FT	Staff	16.01	16.49	Hourly	3%
Nice,Mary L	Business Coord Dining Services	University Dining Services	FT	Staff	24.01	24.73	Hourly	3%
Nichols,Thomas M	Asst Dir, Stu Financial Aid	Student Financial Aid	FT	Contr Prof	48,243.00	49,690.00	12 month	3%
Nicholson,Marcia R	Library Specialist	UL Access Services	FT	Staff	21.58	22.23	Hourly	3%
Nicolard,Jack	Computer Specialist	Printing Services	PT	Staff	12.61	12.99	Hourly	3%
Niesz,Sherri L	Administrative Secretary	English Language Institute	FT	Staff	20.23	20.84	Hourly	3%
Nine-Duff,Ruth N	Sr Business Analyst	Acad Adv & Stu Succ - Simmons	FT	Staff	1,961.53	2,020.38	Biweekly	3%
Nixon,S. Mark	Plant Maintenance Engineer	Physical Facilities	FT	Staff	28.97	29.84	Hourly	3%
Njus,Emily M	Coord Grants Sr	Rsch Svcs & Sponsored Progs	FT	Staff	1,615.38	1,663.84	Biweekly	3%
Nolte-Dies,Elizabeth	Asst Dir Events & Scheduling	Student Life	FT	Contr Prof	39,335.00	40,515.00	12 month	3%
Novachek,Michele A	Coord Events	Law Dean's Office	FT	Staff	15.40	15.86	Hourly	3%
Nypaver,David	Assoc VP Public Affairs & Dev	VP, Public Affairs & Dev	FT	Contr Prof	72,100.00	74,263.00	12 month	3%
Oberdorfer,Crystal L	Student Account Specialist	Student Accounts/Bursar	FT	Staff	17.57	18.10	Hourly	3%
O'Connell,Adam D	Dir Tickets Operations	Athletics Office	FT	Contr Prof	43,000.00	44,290.00	12 month	3%
O'Connor,Kevin G	Equipment Mgr	Athletics Office	FT	Staff	2,149.69	2,214.18	Biweekly	3%
O'Connor,Kevin L	Academic Adviser II	Education Dean's Office	FT	Contr Prof	44,018.00	45,339.00	12 month	3%
Ogg,Joan L	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	37,822.00	38,957.00	12 month	3%
Ohlemacher,Crittenden John	Mgr Applied Polymer Research	Institute, Polymer Science	FT	Contr Prof	63,036.00	64,927.00	12 month	3%
Ohlson,Margo E	Mgr Food Services	University Dining Services	FT	Staff	1,800.59	1,854.61	Biweekly	3%
Oldham,Vicki G	Office Support Specialist	Physical Facilities	FT	Staff	12.16	12.52	Hourly	3%
Oliver,Julia E	Academic Adviser II	Acad Adv & Stu Succ - Shrank	FT	Contr Prof	44,290.00	45,619.00	12 month	3%
Omanovic,Alma	Departmental Records Spec	Honors College Dean's Office	FT	Staff	13.31	13.71	Hourly	3%
Oriti,Jamie T	Coord Admissions	Admissions	FT	Staff	14.51	14.95	Hourly	3%
Oswald,Lisa M	Clinical Audiologist	Speech-Lang Path & Audiology	PT	Staff	30.47	31.38	Hourly	3%
Ott,Douglas C	Coord Projects	Trng Ctr, Fire & Haz Mtrls	PT	Staff	24.72	25.46	Hourly	3%
Owen,Beatrice R	Mgr Food Services	University Dining Services	FT	Staff	1,715.03	1,766.48	Biweekly	3%
Owens,Delores A	Office Support Specialist	Performing Arts Hall	FT	Staff	17.30	17.82	Hourly	3%
Ozarchuk,Vanessa J	Program Assistant	Public Service Technology	FT	Staff	17.27	17.79	Hourly	3%
Painter,Christopher E	Mgr, Membership	Student Rec & Wellness Svcs	FT	Contr Prof	38,435.00	39,588.00	12 month	3%

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Palmer,Christine M	Bakery Coordinator	University Dining Services	PT	Staff	13.25	13.65	Hourly	3%
Palmer,David A	Dir Maintenance & Operations	Physical Facilities	FT	Staff	2,630.84	2,709.77	Biweekly	3%
Palmer,Jerone L	Custodial Superintendent	Physical Facilities	FT	Staff	16.32	16.81	Hourly	3%
Palmer,Lori J	Interpreter	Office of Accessibility	PT	Staff	35.36	36.42	Hourly	3%
Pang,Yaohong	Polymer Characterization Spec	Institute, Polymer Science	FT	Staff	1,786.07	1,839.65	Biweekly	3%
Papania,Elizabeth A	Student Services Counselor	School of Nursing	FT	Staff	15.81	16.28	Hourly	3%
Papoi,Brenda L	Administrative Assistant	Summit College Dean's Office	FT	Staff	12.84	13.23	Hourly	3%
Parish,Janice A	Administrative Secretary	Health Professions Dean's Off	FT	Staff	19.86	20.46	Hourly	3%
Parker,Alan D	Financial Analyst	Purchasing Department	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Parker,Belinda C	EEO/AA Specialist	Human Resources	FT	Staff	19.96	20.56	Hourly	3%
Parker,Laura A	Lead Production Control Anly	Hardware & Oper Sys Svs	FT	Staff	26.39	27.18	Hourly	3%
Parks,Gregory L	Building Maintenance Supt	Physical Facilities	FT	Staff	21.14	21.77	Hourly	3%
Parrish,Marjorie E	Administrative Assistant	Institute, Polymer Science	FT	Staff	22.07	22.73	Hourly	3%
Parry,David S	Academic Adviser II	Acad Adv & Stu Succ - Shrank	FT	Contr Prof	37,822.00	38,957.00	12 month	3%
Passmore,Kyle S	Deputy Law Librarian	Law Library	FT	Contr Prof	96,422.00	99,315.00	12 month	3%
Pastor,Debbie I	Mgr Production	Printing Services	FT	Staff	1,794.94	1,848.79	Biweekly	3%
Pastor,John M	Database Administrator	Application Systems Svs	FT	Staff	2,909.11	2,996.38	Biweekly	3%
Paul,Melissa L	Coord External Programs PAH	Performing Arts Hall	FT	Contr Prof	45,120.00	46,474.00	12 month	3%
Pavkov,Janine T	Library Associate Sr	UL Research & Learning Srvs	FT	Staff	22.09	22.75	Hourly	3%
Payer,Joe H	Chief Scientist, NCERCAMP	Engineering Dean's Office	FT	Contr Prof	175,000.00	180,250.00	12 month	3%
Pearce-Keating,Leslie A	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.75	15.19	Hourly	3%
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	PT	Staff	11.28	11.62	Hourly	3%
Peel,Edward	Asst Dir Auxiliary Bus Ops	University Dining Services	FT	Staff	1,985.60	2,045.17	Biweekly	3%
Pelc,Frank S	Engineering Technician Sr	Chemical & Biomolecular Engr	FT	Staff	2,321.83	2,391.48	Biweekly	3%
Perduyn,Ellen	Exec DirCorpFnd&DirDevCOE&PSPE	Department of Development	FT	Contr Prof	104,554.00	107,691.00	12 month	3%
Perez,Frank J	Building Maintenance Supt	Physical Facilities	FT	Staff	19.96	20.56	Hourly	3%
Perry,Matthias S	Building Maintenance Supt	Physical Facilities	FT	Staff	19.96	20.56	Hourly	3%
Perry,Pamela L	Departmental Systems Adm	Residence Life & Housing Off	FT	Staff	20.04	20.64	Hourly	3%
Pete,Becky Lee	General Manager-Retail	University Dining Services	FT	Staff	1,524.31	1,570.04	Biweekly	3%
Peters,Brian J	Asst Women's Tennis Coach	Athletics Office	PT	Staff	961.54	990.39	Biweekly	3%
Petersen,Jessica F	Comm Officer COE	Education Dean's Office	FT	Contr Prof	47,000.00	48,410.00	12 month	3%
Petit,Carol A	Sr Exec Administrative Asst	Department of Development	FT	Staff	30.78	31.70	Hourly	3%
Petras,Matthew B	Application Svcs Tech Lead	Application Systems Svs	FT	Contr Prof	81,304.00	83,743.00	12 month	3%
Petsche,Susan C	Administrative Assistant	Education Dean's Office	FT	Staff	12.84	13.23	Hourly	3%
Petusky,Gregory A	Coord Public Address System	Audio Visual Services	FT	Staff	14.51	14.95	Hourly	3%
Phillips,Julia C	Assoc Dir, Couns Ctr Training	Counseling Center	FT	Contr Prof	70,064.00	72,166.00	12 month	3%
Phillips,Michaelle	Coord IT Budget Operations	Info Tech Srvs Office Support	FT	Staff	20.86	21.49	Hourly	3%
Phillips,Tennille J	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	10.32	10.63	Hourly	3%
Philpot,Clarysa L	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	23.96	24.68	Hourly	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Phipps,Chelsea A.C.	Mgr, Intramurals	Student Rec & Wellness Svcs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Phipps,Jonnie J	Curriculum Designer	VP, Info Tech Svcs/CIO	FT	Staff	2,613.81	2,692.22	Biweekly	3%
Pickett,Cedric S	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	13.03	13.42	Hourly	3%
Piepho,Keith A	Sr Systems Administrator	Hardware & Oper Sys Svcs	FT	Staff	3,009.59	3,099.88	Biweekly	3%
Pierson,David J	Asst VP, Cap Plng & Fac Mngt	VP, Capital Plan & Fac Mngt	FT	Contr Prof	125,206.00	128,962.00	12 month	3%
Pilliod,Kandi L	Accounting Specialist Sr	Assoc VP & Controller	FT	Staff	26.01	26.79	Hourly	3%
Pinkard,Rosalyn S	Coord/Recruiter Empl Svcs	Human Resources	FT	Staff	1,526.94	1,572.75	Biweekly	3%
Piper,Heather Lynn	General Manager C Stores	University Dining Services	FT	Staff	1,588.88	1,636.55	Biweekly	3%
Pitman,Megan E	Office Support Specialist	Summit College Dean's Office	PT	Staff	10.51	10.83	Hourly	3%
Pitts,O. Dee Dee	Dir Advising Services	Summit College Dean's Office	FT	Contr Prof	62,773.00	64,656.00	12 month	3%
Pizzute,Leonard J	Technical Svcs Assoc -PAH	Performing Arts Hall	PT	Staff	22.31	22.98	Hourly	3%
Pleuss,Carol J	Acad Adv & Coord, CP	Student Services Adm-Wayne	FT	Contr Prof	44,966.00	46,315.00	12 month	3%
Plummer,Benjamin Jayme	Asst Volleyball Coach	Athletics Office	FT	Contr Prof	28,840.00	29,705.00	12 month	3%
Plybon,Mike S	Sr Technology Specialist	Hardware & Oper Sys Svcs	FT	Staff	24.94	25.69	Hourly	3%
Podlogar,Krista	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	17.96	18.50	Hourly	3%
Ponder,Adam	Mgr, Informal Recreation	Student Rec & Wellness Svcs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Pope,Dolores M	Administrative Assistant	Student Athlete Academic Svcs	FT	Staff	12.60	12.98	Hourly	3%
Popio,Kathryn L	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.78	16.25	Hourly	3%
Porter,Caleb	Head Men's Soccer Coach	Athletics Office	FT	Contr Prof	270,000.00	278,100.00	12 month	3%
Porter,Mark A	Sr Network Engineer	Network & Comm Svcs	FT	Staff	2,391.17	2,462.91	Biweekly	3%
Poulos,Ashley D	Disability Spec & Srv Coord	Office of Accessibility	FT	Contr Prof	38,996.00	40,166.00	12 month	3%
Pratt,Julie K	Assoc Head Softball Coach	Athletics Office	FT	Contr Prof	41,632.00	42,881.00	12 month	3%
Pratt,Mark E	Delivery Worker	Mailing Services	FT	Staff	17.23	17.75	Hourly	3%
Preston,Kenneth G	Assoc VP, Res & Dir Tech Trans	Technology Transfer, Off of	FT	Contr Prof	178,407.00	183,759.00	12 month	3%
Prewitt,Bonita	Assoc Dir, EEO/AA	Human Resources	FT	Contr Prof	63,068.00	64,960.00	12 month	3%
Priest,Joanne Thanos	Ticket Booth/Lot Monitor	Parking & Transportation Svcs	PT	Staff	8.96	9.23	Hourly	3%
Prior Jr,Ronald L	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	12.00	12.36	Hourly	3%
Privett,Rachel A	Asst Dir, Adm for Events	Admissions	FT	Contr Prof	40,973.00	42,202.00	12 month	3%
Pryor,Marlene	Program Assistant	Acad Adv & Stu Succ - Simmons	FT	Staff	12.60	12.98	Hourly	3%
Pugh,Walter R	Facilities Mgr Wayne	Physical Plant-Wayne	FT	Staff	2,092.96	2,155.75	Biweekly	3%
Purcell,Patricia J	Distance Education Coord	School of Nursing	FT	Contr Prof	72,100.00	74,263.00	12 month	3%
Purdy,Claire J	Dir, Financial Svcs & Sys	Assoc VP & Controller	FT	Contr Prof	85,305.00	87,864.00	12 month	3%
Purdy,Laura V	Dir, Development	Department of Development	FT	Contr Prof	57,165.00	58,880.00	12 month	3%
Qiu,Yi Joy	Budget Administrator Sr	CBA Dean's Office	FT	Contr Prof	48,156.00	49,601.00	12 month	3%
Quick,Thomas J	Research Associate, Geology	Geology & Environmental Sci	FT	Contr Prof	57,526.00	59,252.00	12 month	3%
Quinlan-Randolph,Mary R	Benefits Administrator	Human Resources	FT	Staff	18.47	19.02	Hourly	3%
Quinn,Jeanette M	Administrative Assistant	Economics	FT	Staff	19.18	19.76	Hourly	3%
Rabbitts,Theresa A	Student Services Counselor	Wayne College Dean's Office	FT	Staff	15.03	15.48	Hourly	3%
Raber,Bruce L	Fac Maint Worker-WC	Physical Plant-Wayne	FT	Staff	10.74	11.06	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Raies,Beth A	Administrative Assistant	Political Science	FT	Staff	14.79	15.23	Hourly	3%
Ramer,Ashley L	Coord Biology Laboratory	Biology	FT	Staff	1,403.57	1,445.68	Biweekly	3%
Ramos,Joycelyn D	Library Cataloging Specialist	UL Electronic Services	FT	Staff	21.33	21.97	Hourly	3%
Ramos,Ronald A	Creative Director	Institutional Marketing	FT	Contr Prof	78,795.00	81,159.00	12 month	3%
Ray,Casey R	Assoc Dir Off Univ Scheduling	Student Life	FT	Contr Prof	42,000.00	43,260.00	12 month	3%
Raybuck,Diane R	Dir, Admissions	Admissions	FT	Contr Prof	98,694.00	101,655.00	12 month	3%
Rayl,Kenneth L	Lieutenant	University Police Department	FT	Staff	2,909.35	2,996.63	Biweekly	3%
Reale,Loretta R	Simulation Tech Specialist	School of Nursing	FT	Staff	1,698.94	1,749.91	Biweekly	3%
Redford,Jennifer R	Program Assistant	Workforce Dev & Cont Educ	FT	Staff	16.23	16.72	Hourly	3%
Reed,Michelle D	Coord Distance Educ Facilities	Instructional Services	FT	Staff	21.99	22.65	Hourly	3%
Reedy,Brandon G	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	11.56	11.91	Hourly	3%
Rees,Rosanne S	Night Auditor	Quaker Square Inn	FT	Staff	16.28	16.77	Hourly	3%
Reese,Roberta A	Computer Support Assistant	Education Dean's Office	FT	Staff	22.64	23.32	Hourly	3%
Reeves,Carrie A R	Coord Acad Achievement Prog	Acad Achievement Programs	FT	Contr Prof	47,000.00	48,410.00	12 month	3%
Reeves,Desiree	Administrative Assistant	Health Professions Dean's Off	FT	Staff	17.18	17.70	Hourly	3%
Regula,Matthew T	Executive Chef	University Dining Services	FT	Staff	1,865.38	1,921.34	Biweekly	3%
Reichert,Brenda	Data Systems Specialist	Education Dean's Office	FT	Staff	15.31	15.77	Hourly	3%
Reid,Phoebe A	Secretary	Summit College Dean's Office	FT	Staff	18.44	18.99	Hourly	3%
Reilly,John J	Assoc VP & Assoc Gen Counsel	VP & General Counsel	FT	Contr Prof	140,000.00	144,200.00	12 month	3%
Reinart,Elizabeth A	Secretary	Engineering & Science Tech	PT	Staff	10.74	11.06	Hourly	3%
Rembielak,Richard A	Head Baseball Coach	Athletics Office	FT	Contr Prof	70,000.00	72,100.00	12 month	3%
Reusser,Rebekka Lynne	Int'l Stu Adv Aca & Educ Abr	International Programs	FT	Contr Prof	45,692.00	47,063.00	12 month	3%
Rex,Kathleen M	Administrative Assistant Sr	Athletics Office	FT	Staff	25.00	25.75	Hourly	3%
Reynolds,Deanne M	Administrative Assistant	Sport Science & Wellness Educ	FT	Staff	18.14	18.68	Hourly	3%
Reynolds,Martha R	Coord/Recruiter Empl Svcs	Human Resources	FT	Staff	1,432.00	1,474.96	Biweekly	3%
Reynolds,Phyllis A	Student Enrollment Counselor	Registrar	FT	Staff	20.53	21.15	Hourly	3%
Rho,Richard E	Fac Maint Worker Sr-MCUC	Medina County Univ Center	FT	Staff	16.28	16.77	Hourly	3%
Riccardi,Richard W	Coord Site Design&Landscaping	VP, Capital Plan & Fac Mngt	FT	Staff	2,527.13	2,602.94	Biweekly	3%
Rice,Brad C	Web Graphics Designer	Application Systems Svs	FT	Staff	26.10	26.88	Hourly	3%
Rice,Joshua D	Systems Administrator	Hardware & Oper Sys Svs	FT	Staff	2,181.26	2,246.70	Biweekly	3%
Rich,Mark A	Storekeeper	Institute, Polymer Science	PT	Staff	11.28	11.62	Hourly	3%
Rich,Pamela K	Coord Biology Laboratory	Biology	FT	Staff	1,500.67	1,545.69	Biweekly	3%
Richardson,Megan E	Student Services Counselor	Graduate School	FT	Staff	16.48	16.97	Hourly	3%
Richey,Cynthia A	Administrative Assistant	Department of Development	FT	Staff	14.81	15.25	Hourly	3%
Richter,Klaus-Peter	Sr Elastomer Tech Expert	Polymers Dean's Office	FT	Contr Prof	80,000.00	82,400.00	12 month	3%
Ricks,Debbie Renee	Administrative Assistant	Department of Development	FT	Staff	12.23	12.60	Hourly	3%
Riddick,Nettie L	Budget Analyst	Resource Analysis & Budgeting	FT	Contr Prof	52,530.00	54,106.00	12 month	3%
Riebau,Brett	Dir, Financial Reporting	Assoc VP & Controller	FT	Contr Prof	78,795.00	81,159.00	12 month	3%
Riedinger,Michelle D	Secretary Student Life	Student Life	FT	Staff	14.55	14.99	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Riegler,Ann L	Nurse Practitioner-Nursing	School of Nursing	FT	Contr Prof	80,000.00	82,400.00	12 month	3%
Rinaldo,Erik D	Laboratory Technician	Electrical & Computer Engr	FT	Staff	24.01	24.73	Hourly	3%
Rinaldo,Thomas M	Computer Support Assistant	University Dining Services	FT	Staff	13.71	14.12	Hourly	3%
Rinehart,Christen H	Administrative Secretary	Business Technology	PT	Staff	11.86	12.22	Hourly	3%
Rinehart,Rhonda L	Mgr Special Collections	Psychology Archives	FT	Contr Prof	43,829.00	45,144.00	12 month	3%
Rinehart,William J	Building Maintenance Supt	Physical Facilities	FT	Staff	21.59	22.24	Hourly	3%
Ringer II,Charles A	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	32,325.00	33,295.00	12 month	3%
Rini,Ashley L	Academic Adviser II	A&S Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Roberts,Janice	Administrative Assistant	Env & Occ Health & Safety	FT	Staff	14.18	14.61	Hourly	3%
Roberts,Julie M	Administrative Assistant	Athletics Office	FT	Staff	18.62	19.18	Hourly	3%
Roberts,Scott S	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	42,536.00	43,812.00	12 month	3%
Robertson,Susan C	Mgr Food Services	University Dining Services	FT	Staff	1,500.10	1,545.10	Biweekly	3%
Robinson,Doris K	Administrative Assistant Sr	VP, Student Engagement	FT	Staff	21.10	21.73	Hourly	3%
Robinson,Gregory F	Sr Assoc Dir, Couns Ctr Trng	Counseling Center	FT	Contr Prof	71,000.00	73,130.00	12 month	3%
Robinson,Susan L	Asst to Dept Chair-Biology	Biology	FT	Staff	22.74	23.42	Hourly	3%
Rocco,Denine M	AssocVPStuEng&Suc&Dean,Stu	VP, Student Engagement	FT	Contr Prof	112,837.00	116,222.00	12 month	3%
Rochester,Benjamin M	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	42,024.00	43,285.00	12 month	3%
Rodehaver,Pamela K	Administrative Systems Trainer	Hardware & Oper Sys Svs	FT	Contr Prof	65,019.00	66,970.00	12 month	3%
Rodgers,Brenda M	Test Monitor	Counseling Center	FT	Staff	18.58	19.14	Hourly	3%
Rodriguez,Michael J	Assoc Athletics Dir, Business	Athletics Office	FT	Contr Prof	77,250.00	79,568.00	12 month	3%
Roembke,Melinda S	Fiscal Administrator	Health Professions Dean's Off	FT	Contr Prof	54,967.00	56,616.00	12 month	3%
Rogers,William S	Inventory Accountant	Info Tech Srvs Office Support	FT	Contr Prof	49,378.00	50,859.00	12 month	3%
Rohrbough,Samantha L	Office Support Spec-Parking	Parking & Transportation Srvs	FT	Staff	11.46	11.80	Hourly	3%
Rolf,William J	Accompanist	Dance Institute	PT	Staff	16.32	16.81	Hourly	3%
Rolf,William J	Accompanist	Dance, Theatre & Arts Admin	PT	Staff	16.32	16.81	Hourly	3%
Romano,Annette L	Program Assistant	Workforce Dev & Cont Educ	FT	Staff	21.21	21.85	Hourly	3%
Roper,Deborah L	Dir, Spec Events & Projects	Human Resources	FT	Contr Prof	74,063.00	76,285.00	12 month	3%
Ross,Anthony S	Telecom Network Administrator	Telecommunications	FT	Staff	23.43	24.13	Hourly	3%
Rossett,Mary E	Mgr Enrollment Services	Transfer & Adult Stu Enroll Ctr	FT	Staff	1,333.01	1,373.00	Biweekly	3%
Roth,Andrew W	Dir, Purchasing	Purchasing Department	FT	Contr Prof	91,402.00	94,144.00	12 month	3%
Routh,Ryan J	Admissions Counselor	Admissions	FT	Contr Prof	31,500.00	32,445.00	12 month	3%
Rovnak,Amanda M	Coord, Clin Indv & Fam Couns	Counseling	PT	Contr Prof	26,265.00	27,053.00	12 month	3%
Ruhe,Deborah M	Mgr Bus Opns & Finance-MCUC	Medina County Univ Center	FT	Staff	1,374.18	1,415.41	Biweekly	3%
Rushing,Kevin G	Asst Director	Student Accounts/Bursar	FT	Contr Prof	49,037.00	50,508.00	12 month	3%
Russ,Jana R	NEOMFA Program Coord	English	PT	Staff	18.19	18.74	Hourly	3%
Ruther,Kathie J	Dir Network & Telecom	Telecommunications	FT	Staff	3,740.14	3,852.34	Biweekly	3%
Ryan,Eric E	Printing Office Support Spec	Printing Services	FT	Staff	11.28	11.62	Hourly	3%
Rzeczycki,Susan T	Asst VP Applications Dev	Application Systems Svs	FT	Contr Prof	136,578.00	140,675.00	12 month	3%
Samartgedes,Mary	Secretary	Rsch Srvs & Sponsored Progs	FT	Staff	14.18	14.61	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Samples,Debra L	Sr Mgr Technology & Compliance	Student Financial Aid	FT	Staff	2,769.23	2,852.31	Biweekly	3%
Sampson,Terrie L	Dir Development - Major Gifts	Department of Development	FT	Contr Prof	82,400.00	84,872.00	12 month	3%
Samson-Akpan,Melissa L	Student Services Counselor	International Programs	FT	Staff	13.34	13.74	Hourly	3%
Sanate,Nancy J	Administrative Secretary	VP, Capital Plan & Fac Mngt	FT	Staff	14.41	14.84	Hourly	3%
Sansom,Linda M	Coord Business & Opns-SC	Summit College Dean's Office	FT	Staff	29.21	30.09	Hourly	3%
Satter,Daniel J	Sr Assoc Athletic Dir, Ext Rel	Athletics Office	FT	Contr Prof	113,300.00	116,699.00	12 month	3%
Satterfield,Shannon	Cashier Sr-Main Campus	Student Accounts/Bursar	FT	Staff	14.86	15.31	Hourly	3%
Saunders,Danny R	Parking Maintenance Worker	Parking & Transportation Svcs	FT	Staff	11.50	11.85	Hourly	3%
Savage,Dena L	Coord Police Evidence Records	University Police Department	FT	Staff	18.30	18.85	Hourly	3%
Sawyer,Tammi S	Assoc Dir Stu Financial Aid	Student Financial Aid	FT	Contr Prof	49,712.00	51,203.00	12 month	3%
Sawyer,Terry F	Fiscal Administrator	Polymers Dean's Office	FT	Contr Prof	47,277.00	48,695.00	12 month	3%
Schadle,Mary	Coord Univ Scholarship Progs	Student Financial Aid	FT	Staff	20.79	21.41	Hourly	3%
Schafer,Matthew J	Sr Writer	Institutional Marketing	FT	Contr Prof	53,000.00	54,590.00	12 month	3%
Scheks,Susan A	Administrative Assistant	Speech-Lang Path & Audiology	FT	Staff	17.92	18.46	Hourly	3%
Schillig,Theresa A	Accounting Clerk Sr	Assoc VP & Controller	FT	Staff	17.33	17.85	Hourly	3%
Schindewolf,Deborah A	Student Account Specialist Sr	Student Accounts/Bursar	FT	Staff	21.19	21.83	Hourly	3%
Schindler,Thomas D	Info Tech Security Officer	Hardware & Oper Sys Svcs	FT	Contr Prof	85,000.00	87,550.00	12 month	3%
Schmidt,Bonita L	Events Assistant	Performing Arts Hall	PT	Staff	10.93	11.26	Hourly	3%
Schmith,Dottie M	Coord Athletic Publications	Athletics Office	FT	Staff	31.39	32.33	Hourly	3%
Schneider,Valerie A	Mgr E-911 Telecom	University Police Department	FT	Staff	18.60	19.16	Hourly	3%
Schoenberger,Vivian L	Office Asst Dining Svcs-PT	University Dining Services	PT	Staff	8.97	9.24	Hourly	3%
Schoffman,Garth D	Dir, Instr & Prog Dev	Academic Affairs - Wayne	FT	Contr Prof	44,597.00	45,935.00	12 month	3%
Schonauer,Candace C	Office Support Specialist	Parking & Transportation Svcs	PT	Staff	9.66	9.95	Hourly	3%
Schuett,Elizabeth A	Asst Equipment Mgr	Athletics Office	FT	Staff	1,526.86	1,572.67	Biweekly	3%
Schwaben,Jacqueline M	Administrative Secretary	Ctr, Child Development	PT	Staff	11.28	11.62	Hourly	3%
Schwartz,Regina L	Mgr, Community Relations	Community Relations - Wayne	FT	Contr Prof	42,000.00	43,260.00	12 month	3%
Schweitzer,Jennifer Kristine Dedo	Administrative Assistant	Medina County Univ Center	FT	Staff	13.13	13.52	Hourly	3%
Scott,Beth L	Registered Nurse	Health Services	PT	Staff	22.00	22.66	Hourly	3%
Scott,Kathleen D	Nurse Practitioner-Nursing	School of Nursing	FT	Contr Prof	84,216.00	86,742.00	12 month	3%
Sederwall,John K	Interpreter	Office of Accessibility	PT	Staff	41.98	43.24	Hourly	3%
Sedlock,Cherie M	Coord Veterans Services	Transfer & Adult Stu Enroll Ctr	FT	Staff	1,714.58	1,766.02	Biweekly	3%
Seese,Aaron T	Supv Printing Svcs	Printing Services	FT	Staff	21.19	21.83	Hourly	3%
Seiple,Robert H	HIEI Facilities Coord	Institute, Polymer Science	FT	Contr Prof	110,313.00	113,622.00	12 month	3%
Semilia,Jeanne M	Supv Developmental Progs Supp	Developmental Programs	FT	Staff	13.64	14.05	Hourly	3%
Serpette,Anthony W	Web Developer	Application Systems Svcs	FT	Staff	23.89	24.61	Hourly	3%
Shaffer,Katherine F	Administrative Assistant	Public Service Technology	FT	Staff	16.94	17.45	Hourly	3%
Shardy Sr,Robert J	Dir, Engr Comp & Network Svcs	Engineering Dean's Office	FT	Contr Prof	84,180.00	86,705.00	12 month	3%
Sharpe,LaVelle D	Educational Specialist	Acad Achievement Programs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Shatrich,Stefanie	Administrative Assistant Sr	Office of Academic Affairs	FT	Staff	23.88	24.60	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Shaw, Eric M	Storekeeper	Chemistry-Wayne	PT	Staff	13.91	14.33	Hourly	3%
Shaw, Eric M	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.45	15.91	Hourly	3%
Sheeks, Cynthia A	Asst Dir, Development	Department of Development	FT	Contr Prof	55,000.00	56,650.00	12 month	3%
Shepherd, Cheryl A	3 D Technician	Art	PT	Staff	16.49	16.98	Hourly	3%
Sheppard Stafford, Shirley A	Administrative Secretary	Career Center	FT	Staff	19.35	19.93	Hourly	3%
Sheppard, Scott T	Telecom Technician II	Telecommunications	FT	Staff	20.80	21.42	Hourly	3%
Shiao, Grace C	Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,035.28	2,096.34	Biweekly	3%
Shiller, Paul J	Research Scientist	Engineering Dean's Office	FT	Staff	3,758.84	3,871.61	Biweekly	3%
Shovestull, T. Diane	Mgr, Payroll	Assoc VP & Controller	FT	Contr Prof	67,241.00	69,258.00	12 month	3%
Showalter, Lisa A	Dining Services Analyst	University Dining Services	FT	Staff	15.32	15.78	Hourly	3%
Shultz, Robert Dean	Administrative Systems Trainer	Hardware & Oper Sys Svs	FT	Contr Prof	51,000.00	52,530.00	12 month	3%
Shuster, James E	Sr Technology Support Analyst	Instructional Services	FT	Staff	32.62	33.60	Hourly	3%
Siffert, Karen B	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.45	15.91	Hourly	3%
Simmers, Sara E	Administrative Secretary	Counseling Center	FT	Staff	19.12	19.69	Hourly	3%
Simmons, Pamela K	Tutor WC	Developmental Programs-Wayne	PT	Staff	14.50	14.94	Hourly	3%
Simon, Wendy L	Student Services Counselor	Admissions	FT	Staff	18.11	18.65	Hourly	3%
Simone, Sheri L	Administrative Assistant	Management	FT	Staff	12.60	12.98	Hourly	3%
Sir Louis, Sarah	Student Services Counselor	Admissions	FT	Staff	16.18	16.67	Hourly	3%
Sisson, Timothy L	Coord Projects	Education Dean's Office	FT	Contr Prof	48,328.00	49,778.00	12 month	3%
Skelton, Shannon M	Secretary	Acad Achievement Programs	FT	Staff	10.96	11.29	Hourly	3%
Slatter, Carol L	Coord Print Mfg & Digital Prod	University Press	FT	Staff	1,425.65	1,468.42	Biweekly	3%
Slawson, Oliver M	Asst Men's Soccer Coach	Athletics Office	FT	Contr Prof	56,324.00	58,014.00	12 month	3%
Slonaker, Victoria A	Administrative Assistant	Art	FT	Staff	15.66	16.13	Hourly	3%
Slusarczyk, Cheryl A	Administrative Assistant	Polymer Engineering	FT	Staff	17.72	18.25	Hourly	3%
Smialek, Tomasz K	Asst Track Coach	Athletics Office	FT	Contr Prof	40,000.00	41,200.00	12 month	3%
Smith Callahan, Laura A	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,777.94	1,831.28	Biweekly	3%
Smith, Angela S	Coord Office Admin - Law	Law Dean's Office	FT	Staff	17.79	18.32	Hourly	3%
Smith, Candace L	Dir, Women's Basketball Oper	Athletics Office	FT	Contr Prof	35,600.00	36,668.00	12 month	3%
Smith, Christine M	Administrative Secretary	Parking & Transportation Svcs	FT	Staff	13.13	13.52	Hourly	3%
Smith, Gregory A	Mgr, Field Station	Biology	FT	Contr Prof	47,691.00	49,122.00	12 month	3%
Smith, James R	Delivery Worker	Mailing Services	FT	Staff	8.97	9.24	Hourly	3%
Smith, Kathleen G	Student Services Specialist	Student Services Center	FT	Staff	1,807.80	1,862.03	Biweekly	3%
Smith, Kimberly A	Departmental Records Spec	Student Financial Aid	FT	Staff	13.71	14.12	Hourly	3%
Smith, Linda M	Sr Exec Administrative Asst	VP Research & Grad School	FT	Staff	19.23	19.81	Hourly	3%
Smith, Margie R	Sr Student Enrollment Assoc	Registrar	PT	Staff	14.21	14.64	Hourly	3%
Smith, Maura E	Sr Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,626.50	2,705.30	Biweekly	3%
Smith, Michelle Margaret	Dir Women's Soccer Ops	Athletics Office	FT	Contr Prof	30,000.00	30,900.00	12 month	3%
Smith, Michelle Marie	Asst Dir Benefits Admin	Human Resources	FT	Contr Prof	57,000.00	58,710.00	12 month	3%
Smith, Sandra	Dir Physical Facilities Admin	Physical Facilities	FT	Staff	2,859.09	2,944.86	Biweekly	3%

The University of Akron  
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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Smith,Stanley Howard	High Tech Forensic Examiner	Public Service Technology	FT	Contr Prof	45,000.00	46,350.00	12 month	3%
Smith-Farrell,Melanie F	Coord, Access Services	UL Access Services	FT	Contr Prof	44,476.00	45,810.00	12 month	3%
Smothers,Sharon E	Student Enrollment Counselor	Registrar	FT	Staff	13.99	14.41	Hourly	3%
Snider,Cynthia D	Asst to Dean, BCAS	A&S Dean's Office	FT	Contr Prof	76,904.00	79,211.00	12 month	3%
Snyder,Ila J	Business Mngr, Aud & Speech	Speech-Lang Path & Audiology	FT	Contr Prof	37,822.00	38,957.00	12 month	3%
Snyder,Mark Robert	Asst to Costume Designer	Dance, Theatre & Arts Admin	PT	Staff	11.97	12.33	Hourly	3%
Soinski,Jan M	Administrative Assistant	University Dining Services	FT	Staff	12.60	12.98	Hourly	3%
Solema,Michael R	Coord Technology	Student Life	FT	Staff	13.31	13.71	Hourly	3%
Sollenberger,Sara L	Student Services Counselor	Admissions	FT	Staff	15.46	15.92	Hourly	3%
Solomon,Paulette	Administrative Secretary	Counseling Center	FT	Staff	18.89	19.46	Hourly	3%
Sopko,Craig E	Custodial Superintendent	Physical Facilities	FT	Staff	16.10	16.58	Hourly	3%
Sorg,Carolyn Noll	Asst Dir, Admissions	Admissions	FT	Contr Prof	38,347.00	39,497.00	12 month	3%
Sorrent Jr,Dominick Thomas	Graphic Design Instr Support	Art	FT	Staff	15.86	16.34	Hourly	3%
Souare,Annette A	Faculty Services Librarian	Law Library	FT	Contr Prof	49,095.00	50,568.00	12 month	3%
South,Gregg S	Database Administrator	Application Systems Svs	FT	Staff	2,302.66	2,371.74	Biweekly	3%
Spangler,Jean L	Office Manager	Workforce Dev & Cont Educ	FT	Staff	22.48	23.15	Hourly	3%
Spataro,Tari L	Coord Gift Processing	Department of Development	FT	Staff	14.03	14.45	Hourly	3%
Spayd,Michael A	Coord/Recruiter Empl Srvs	Human Resources	FT	Staff	1,308.00	1,347.24	Biweekly	3%
Spencer,Jeffrey H	Coord Biology Laboratory	Biology	FT	Staff	1,577.31	1,624.63	Biweekly	3%
Spencer,Valarie J	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	13.09	13.48	Hourly	3%
Spinner,J. D.	Reg Dir, Devel-Major Gift	Department of Development	FT	Contr Prof	78,795.00	81,159.00	12 month	3%
Spray,Laura	Technology Administrator - HR	Human Resources	FT	Staff	3,568.80	3,675.86	Biweekly	3%
Staab,Tamyra M	Departmental Records Spec	Health Professions Dean's Off	FT	Staff	17.88	18.42	Hourly	3%
Staats,Suzanne M	Coord Events	Law Dean's Office	FT	Staff	17.84	18.38	Hourly	3%
Stachowiak Jr,Robert W	Departmental Systems Adm	University Police Department	FT	Staff	33.67	34.68	Hourly	3%
Stack,Ellen C	Student Enrollment Counselor	Registrar	FT	Staff	16.42	16.91	Hourly	3%
Stafford Jr,John F	Asst Dir, Stu Financial Aid	Student Financial Aid	FT	Contr Prof	47,027.00	48,438.00	12 month	3%
Stakleff,Alex M	Envir & Occup Health Spec	Env & Occ Health & Safety	FT	Staff	2,629.45	2,708.33	Biweekly	3%
Stakleff,Simon M	NMR System Engineer	Chemistry	FT	Staff	3,494.28	3,599.11	Biweekly	3%
Starik,Genrietta S	Intl Stu & Scholar Svcs Adv	International Programs	FT	Contr Prof	18.62	19.18	Hourly	3%
Stasitis,Mark Gerald	Dir, Labor Rel & Immig Svcs	Human Resources	FT	Contr Prof	65,690.00	67,661.00	12 month	3%
Stasitis,Michele Bersani	Sr Asst Dir, Admissions	Admissions	FT	Contr Prof	45,223.00	46,580.00	12 month	3%
Stefanov,Louise V	Student Enrollment Counselor	Registrar	FT	Staff	14.43	14.86	Hourly	3%
Steinel,Cynthia	Technology Specialist	Hardware & Oper Sys Svs	FT	Staff	19.21	19.79	Hourly	3%
Steiner,Brian E	Safety Assistant	Env & Occ Health & Safety	FT	Staff	12.23	12.60	Hourly	3%
Steiner,Zachary D	Asst Dir Off Campus Stu Srvc	Off-Campus Student Services	FT	Contr Prof	40,685.00	41,906.00	12 month	3%
Stephenson,Trenda B	Cashier Sr	Business Office - Wayne	FT	Staff	14.19	14.62	Hourly	3%
Sterling,Alexander L	Office Asst -Parking	Parking & Transportation Svcs	PT	Staff	10.51	10.83	Hourly	3%
Stevens,Amy C	Laboratory Technologist	Nutrition & Dietetics	FT	Staff	16.66	17.16	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Stevens,Shawn T	Estimator & ADA Coord	Physical Facilities	FT	Staff	1,818.10	1,872.64	Biweekly	3%
Stevens,Stefane M	Secretary	Acad Achievement Programs	FT	Staff	10.43	10.74	Hourly	3%
Stevenson,Douglas A	Coord Safety & Health Comm	Env & Occ Health & Safety	FT	Staff	2,383.31	2,454.81	Biweekly	3%
Stewart,Jo Anne	Asst Dir, A&S Careers Program	A&S Dean's Office	FT	Contr Prof	42,981.00	44,270.00	12 month	3%
Stewart,Thomas J	Technical Svcs Assoc -PAH	Performing Arts Hall	PT	Staff	26.41	27.20	Hourly	3%
Stimler,Stephen E	Custodial Superintendent	Physical Facilities	FT	Staff	20.29	20.90	Hourly	3%
Stinson,Shaddrick A	Academic Adviser II	Honors College Dean's Office	FT	Contr Prof	37,080.00	38,192.00	12 month	3%
Stokes,Callie A	Educational Specialist	Strat Engage - Ctr Student Succ	FT	Contr Prof	34,665.00	35,705.00	12 month	3%
Stokowska,Dominika	Asst Track Coach	Athletics Office	FT	Contr Prof	34,389.00	35,421.00	12 month	3%
Stone,Deborah G	Coord, Acad Achievement Progs	Acad Achievement Programs	FT	Contr Prof	64,454.00	66,388.00	12 month	3%
Stone,Kimberly A	Administrative Assistant	Civil Engineering	FT	Staff	17.28	17.80	Hourly	3%
Stott,Nancy S	Administrative Assistant	Athletics Office	FT	Staff	18.70	19.26	Hourly	3%
Stoyhoff,Bryan H	Sr Systems Analyst Programmer	Application Systems Svs	FT	Staff	2,376.92	2,448.23	Biweekly	3%
Stoyhoff,Jason M	Mgr Sys Tech Dev Svcs	Department of Development	FT	Staff	1,923.20	1,980.90	Biweekly	3%
Strong,Michael A	Assoc Dir, Res Life & Housing	Residence Life & Housing Off	FT	Contr Prof	53,581.00	55,188.00	12 month	3%
Stults,Timothy A	Offset Prod Specialist II	Printing Services	FT	Staff	17.86	18.40	Hourly	3%
Sturm,Timothy L	Computer Specialist	Hardware & Oper Sys Svs	FT	Staff	16.92	17.43	Hourly	3%
Sturmi,Kimberly D	Secretary	Psychology	FT	Staff	10.74	11.06	Hourly	3%
Su,Nathaniel C	Graphic Design Specialist	Polymers Dean's Office	FT	Staff	1,293.05	1,331.84	Biweekly	3%
Sveda,Leigh Ann	Adaptive Tech & Service Coord	Office of Accessibility	FT	Contr Prof	33,631.00	34,640.00	12 month	3%
Swanson,Elisha V	Academic Adviser AAP	Acad Achievement Programs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Swanson,Jacqueline M	Administrative Assistant	Communication	FT	Staff	18.20	18.75	Hourly	3%
Switocz-Cohen,Ann C	Head Teacher	Ctr, Child Development	FT	Staff	14.89	15.34	Hourly	3%
Swope Jr,George E	Assoc Controller	Assoc VP & Controller	FT	Contr Prof	65,280.00	67,238.00	12 month	3%
Szabat,Carol A	Administrative Secretary	English	PT	Staff	14.96	15.41	Hourly	3%
Szczukowski,Michael A	Dir, Materials Handling	Printing Services	FT	Contr Prof	71,109.00	73,242.00	12 month	3%
Tabatcher,Mary L	Administrative Assistant	Statistics	FT	Staff	21.21	21.85	Hourly	3%
Tabatcher,Patrick M	Sr Multi-Media Producer	Instructional Services	FT	Contr Prof	59,659.00	61,449.00	12 month	3%
Tahir,Tayba L	Dir Polymer Training Ctr	Polymers Dean's Office	FT	Staff	2,302.07	2,371.13	Biweekly	3%
Tankersley,Christopher J	Dir, New Student Orientation	New Student Orientation	FT	Contr Prof	54,150.00	55,775.00	12 month	3%
Tankersley,Gail A	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	43,151.00	44,446.00	12 month	3%
Taylor,Anna L	Mgr, Group Exercise & Wellness	Student Rec & Wellness Svcs	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Taylor,Bryan D	Captain	University Police Department	FT	Staff	3,197.31	3,293.23	Biweekly	3%
Taylor,Ryan D	Accountant Sr	Assoc VP & Controller	FT	Contr Prof	58,834.00	60,599.00	12 month	3%
Tepe,Andrea L	Dir of Ops Men & Women Track	Athletics Office	FT	Contr Prof	30,000.00	30,900.00	12 month	3%
Terakedis,Kyle B	Data Collections Analyst	Academic Affairs - Wayne	PT	Staff	14.95	15.40	Hourly	3%
Testa,Denise L	Assoc Dir Student Svcs-MCUC	Medina County Univ Center	FT	Contr Prof	66,234.00	68,221.00	12 month	3%
Testerman,Suzanne	Project Mgr	Application Systems Svs	FT	Contr Prof	61,193.00	63,029.00	12 month	3%
Thacker,Sherrey A	Clinical Dietitian	School of Nursing	FT	Contr Prof	51,500.00	53,045.00	12 month	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Thomas,Kristin M	Asst Dir Transfer Stu Svc Ctr	Transfer & Adult Stu Enroll Ctr	FT	Contr Prof	45,814.00	47,188.00	12 month	3%
Thomas,Sheila E	Security Administrator	Application Systems Svs	FT	Staff	2,336.86	2,406.97	Biweekly	3%
Thompson,Blake E	Engineering Technician Sr	Communication	FT	Staff	2,033.86	2,094.88	Biweekly	3%
Thompson,Daniel A	Media Support Associate Wayne	Technical Support Srvs - Wayne	PT	Staff	10.43	10.74	Hourly	3%
Thompson,Frankie	Asst Dir Bldg Srvs, Grds, Rycl	Physical Facilities	FT	Staff	2,360.25	2,431.06	Biweekly	3%
Thompson,Oletha	Assoc VP, Stu Engage & Success	VP, Student Engagement	FT	Contr Prof	117,489.00	121,014.00	12 month	3%
Thorley,Sarah A	Coord, Academic Programs	Polymer Engineering	FT	Contr Prof	59,329.00	61,109.00	12 month	3%
Thorman,Shari L	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Thorpe,Lauri S	Asst Dean, Law Adm & Stu Aff	Law Dean's Office	FT	Contr Prof	91,766.00	94,519.00	12 month	3%
Tierney,Betsy	Mgr, Cashier's Office	Student Accounts/Bursar	FT	Contr Prof	40,994.00	42,224.00	12 month	3%
Tiller,David E	Dir Envir Health &Occup Safety	Env & Occ Health & Safety	FT	Contr Prof	72,100.00	74,263.00	12 month	3%
Timperio,Katie A	Mgr Student Affairs-Art	Art	FT	Contr Prof	39,140.00	40,314.00	12 month	3%
Tindall,Diane G	Administrative Secretary	Career Center	FT	Staff	16.57	17.07	Hourly	3%
Todaro,Karen M	Administrative Assistant	Psychology	FT	Staff	18.44	18.99	Hourly	3%
Tohill,Mary F	Tutor WC	Developmental Programs-Wayne	PT	Staff	19.81	20.40	Hourly	3%
Toma,Robert	Enterprise Systems Programmer	Hardware & Oper Sys Svs	FT	Staff	2,925.92	3,013.70	Biweekly	3%
Tomajko,Marci L	Recruiter/Adviser Nursing	Health Professions Dean's Off	FT	Contr Prof	39,923.00	41,121.00	12 month	3%
Tompkins Jr,John C	Storekeeper Sr	Physical Facilities	FT	Staff	21.33	21.97	Hourly	3%
Tondra,Kevin Michael	Academic Adviser II	Education Dean's Office	FT	Contr Prof	47,850.00	49,286.00	12 month	3%
Trainor Jr,David B	Head Men's Golf Coach	Athletics Office	FT	Contr Prof	60,000.00	61,800.00	12 month	3%
Travis,Cynthia	Custodial Superintendent	Residence Life & Housing Off	FT	Staff	16.75	17.25	Hourly	3%
Treap,Linda K	Secretary Wayne College	Holmes County Higher Educ Ctr	PT	Staff	11.41	11.75	Hourly	3%
Tresidder,Amy L	Asst to Costume Designer	Dance, Theatre & Arts Admin	PT	Staff	11.97	12.33	Hourly	3%
Triplett,Melissa M	Student Services Counselor	Student Services Adm-Wayne	FT	Staff	16.91	17.42	Hourly	3%
Trotter,Harry E	Athletics Facilities Worker	Athletics Office	FT	Staff	13.96	14.38	Hourly	3%
Tucker,Leslie R	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Tully,Sue L	Administrative Assistant	CBA Dean's Office	FT	Staff	12.84	13.23	Hourly	3%
Turner,Kelley D	Secretary	Acad Achievement Programs	FT	Staff	10.74	11.06	Hourly	3%
Tyson,Garland D	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	10.60	10.92	Hourly	3%
Uber,Karen L	Administrative Assistant	Business Technology	FT	Staff	21.78	22.43	Hourly	3%
Uhl,Scotland R	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	9.98	10.28	Hourly	3%
Ullman,Rebecca M	Hotel Houskeeping Attendant	Quaker Square Inn	PT	Staff	9.77	10.06	Hourly	3%
Ulupinar-Butzer,Aysen	Coord Residence Life	Residence Life & Housing Off	FT	Contr Prof	32,325.00	33,295.00	12 month	3%
Valatka,Judy A	Coord New Student Orientation	New Student Orientation	FT	Staff	18.63	19.19	Hourly	3%
Van Horne IV,George H	Assoc Athl Dir Development	Athletics Office	FT	Contr Prof	84,048.00	86,569.00	12 month	3%
Van Tilburg,Charles C	Sr Systems Administrator	Hardware & Oper Sys Svs	FT	Staff	1,858.76	1,914.52	Biweekly	3%
Vance,Megan S	CHP Coord of Development	Psychology Archives	PT	Staff	22.20	22.87	Hourly	3%
Vang,Martha	Educational Specialist	Strat Engage - Ctr Student Succ	FT	Contr Prof	32,988.00	33,978.00	12 month	3%
Vansickle,Kenneth R	Tutor WC	Developmental Programs-Wayne	PT	Staff	15.19	15.65	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Vanucci,Diana E	Dir, Mktg & Comm - Law	Law Dean's Office	FT	Contr Prof	55,000.00	56,650.00	12 month	3%
Varonis,Evangeline M	Multi Media Specialist	Instructional Services	FT	Staff	26.47	27.26	Hourly	3%
Vaughn,Janice R	Administrative Assistant	Summit College Dean's Office	FT	Staff	20.16	20.76	Hourly	3%
Veigel,J. Eric	Coord Dis Lean Prog Dev	Instructional Services	FT	Staff	22.98	23.67	Hourly	3%
Venuto,Jennifer S	Mgr Operations	Student Life	FT	Contr Prof	38,000.00	39,140.00	12 month	3%
Vesalo,John P	Coord Acad Achievement Prog	Acad Achievement Programs	FT	Contr Prof	51,003.00	52,533.00	12 month	3%
Viau,William H	Assoc VP, Talent Dev & HR	Human Resources	FT	Contr Prof	128,029.00	131,870.00	12 month	3%
Villers,Misty M	Asst to VP/Fiscal Officer CPFM	VP, Capital Plan & Fac Mngt	FT	Contr Prof	85,393.00	87,955.00	12 month	3%
Virgili,Vernon L	Computer Support Assistant	Technical Support Svcs - Wayne	FT	Staff	15.19	15.65	Hourly	3%
Vonderau,Michael P	Computer Support Assistant	Hardware & Oper Sys Svcs	PT	Staff	13.31	13.71	Hourly	3%
VonGutten,Barbara A	Secretary	VP, Capital Plan & Fac Mngt	FT	Staff	17.88	18.42	Hourly	3%
Voth,Elizabeth D	Univ Treasury Manager	Treasurer	FT	Contr Prof	58,540.00	60,296.00	12 month	3%
Wade,William L	Fac Maint Worker-WC	Physical Plant-Wayne	FT	Staff	15.26	15.72	Hourly	3%
Wagers,Anjalee B	Office Assistant	Polymer Science	FT	Staff	14.18	14.61	Hourly	3%
Wagler,Todd A	Supv Chemical Laboratories	Chemistry	FT	Staff	1,990.38	2,050.09	Biweekly	3%
Wagner,Leslie A	Administrative Assistant Sr	Office of Academic Affairs	FT	Staff	15.24	15.70	Hourly	3%
Wagner,Sonya E	Office Support Specialist	Student Services Adm-Wayne	FT	Staff	9.95	10.25	Hourly	3%
Walchalk,Peggy L	Administrative Assistant Sr	Honors College Dean's Office	FT	Staff	19.96	20.56	Hourly	3%
Walczyk,James J	Dir Student Rec & Wellness Svc	Student Rec & Wellness Svcs	FT	Contr Prof	90,557.00	93,274.00	12 month	3%
Walker,Bernice	Coord Food Services	Ctr, Child Development	FT	Staff	11.94	12.30	Hourly	3%
Walker,Darlene K	Coordinator Student Enrollment	Registrar	FT	Staff	23.16	23.85	Hourly	3%
Walker,Jamie Lynn	Student Services Counselor	Student Services Adm-Wayne	FT	Staff	13.31	13.71	Hourly	3%
Waltrip,Beth K	Asst Dir, Stu Union Operations	Student Life	FT	Contr Prof	48,000.00	49,440.00	12 month	3%
Wang,Bojie	Mgr, Microscopy Laboratory	Institute, Polymer Science	FT	Contr Prof	60,458.00	62,272.00	12 month	3%
Ward,Juanita F	Administrative Assistant	Summit College Dean's Office	FT	Staff	12.84	13.23	Hourly	3%
Ware,Catharine E	Accounting Clerk II	Assoc VP & Controller	FT	Staff	13.60	14.01	Hourly	3%
Warner,Leanda Carol	Secretary	Word Processing Ctr-Wayne	PT	Staff	11.28	11.62	Hourly	3%
Warner,Paul	Assoc Dir, Athl Communications	Athletics Office	FT	Contr Prof	42,032.00	43,293.00	12 month	3%
Warstler,Jessica M	Classification & Rsch Analyst	Human Resources	FT	Contr Prof	33,978.00	34,997.00	12 month	3%
Wasarovich,James Brian	Technology Specialist	Hardware & Oper Sys Svcs	FT	Staff	19.18	19.76	Hourly	3%
Wascak,Elizabeth A	College Program Specialist	Law Dean's Office	FT	Staff	26.01	26.79	Hourly	3%
Washington-Marshall,Ivy K	Asst Dir Adm & Acad Succ Prog	Law Dean's Office	FT	Contr Prof	50,000.00	51,500.00	12 month	3%
Wasowski,Janice L	Sr Research Associate	Engineering Dean's Office	FT	Staff	3,245.43	3,342.79	Biweekly	3%
Watkins,Wayne H	Assoc VP, Research	Technology Transfer, Off of	FT	Contr Prof	180,000.00	185,400.00	12 month	3%
Watkins-Wendell,Kathryn A	Dir, Rsch Svcs & Spon Progs	Rsch Svcs & Sponsored Progs	FT	Contr Prof	95,605.00	98,473.00	12 month	3%
Watts,Janet	Administrative Assistant Sr	Institutional Marketing	FT	Staff	21.35	21.99	Hourly	3%
Weakland,Myra J	Asst Dir, Grad Business Adv	CBA Dean's Office	FT	Contr Prof	54,410.00	56,042.00	12 month	3%
Weaver,Diane M	Mgr Aquatics	Student Rec & Wellness Svcs	FT	Contr Prof	35,460.00	36,524.00	12 month	3%
Webb,Christine A	Police 911 Telecom	University Police Department	FT	Staff	14.94	15.39	Hourly	3%

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Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Webb,Lindsie B	Administrative Assistant Sr	Wayne College Dean's Office	FT	Staff	19.23	19.81	Hourly	3%
Webb,Shanice C	Admissions Counselor	Admissions	FT	Contr Prof	30,180.00	31,085.00	12 month	3%
Weber,James P	Asst Chief Univ Police	University Police Department	FT	Staff	3,569.20	3,676.28	Biweekly	3%
Weber,Nicholas R	Asst Dir, Aquatics	Ocasek Natatorium	FT	Contr Prof	40,191.00	41,397.00	12 month	3%
Weigand,Rose Mary	HRIS Specialist - Projects	Human Resources	PT	Staff	14.58	15.02	Hourly	3%
Weinzierl,Barbara C	Dir, Career Plng & Plcmt-Law	Law Dean's Office	FT	Contr Prof	70,691.00	72,812.00	12 month	3%
Weisman,Jason B	Mgr Facilities Projects Sr	VP, Capital Plan & Fac Mngt	FT	Contr Prof	60,000.00	61,800.00	12 month	3%
Welch,Donald F	Asst to Dir, Communications	Communication	FT	Contr Prof	41,715.00	42,966.00	12 month	3%
Welday,Wendy L	Asst University Registrar	Registrar	FT	Contr Prof	51,622.00	53,171.00	12 month	3%
Wellington,Pamela D	Payroll Clerk Sr	Assoc VP & Controller	FT	Staff	21.88	22.54	Hourly	3%
Wells,Rena M	Student Enrollment Counselor	Registrar	FT	Staff	13.99	14.41	Hourly	3%
Welsh,Diana A	Student Enrollment Counselor	Registrar	FT	Staff	13.31	13.71	Hourly	3%
Wenzel,William A	Engineering Technician Sr	Engineering Dean's Office	FT	Staff	2,384.86	2,456.41	Biweekly	3%
Wetzel,Katie M	Academic Adviser II	Summit College Dean's Office	FT	Contr Prof	36,000.00	37,080.00	12 month	3%
Weygandt,Steve J	Retail Mgr	University Dining Services	FT	Staff	1,195.62	1,231.49	Biweekly	3%
Whalen,Shannon M	Systems Analyst Programmer	Application Systems Svs	FT	Staff	1,920.00	1,977.60	Biweekly	3%
Wheeler,Eloise A	Academic Adviser II	Acad Adv & Stu Succ - Simmons	FT	Contr Prof	38,134.00	39,278.00	12 month	3%
Wheeler,Harry A	Mgr Parking Projects	Parking & Transportation Svcs	FT	Staff	1,640.57	1,689.79	Biweekly	3%
White,Alison L	Project Mgr	Education Dean's Office	FT	Contr Prof	51,350.00	52,891.00	12 month	3%
White,Deborah	Asst VP Computer Operations	Hardware & Oper Sys Svs	FT	Contr Prof	126,072.00	129,854.00	12 month	3%
White,Jennifer Kay	Coord Veterans Services	Transfer & Adult Stu Enroll Ctr	FT	Staff	1,280.05	1,318.45	Biweekly	3%
White,Susan M	Administrative Assistant	Student Judicial Affairs	FT	Staff	16.04	16.52	Hourly	3%
Whitman,Linda G	Archaeologist	Anthropology & Classical St	FT	Contr Prof	47,334.00	48,754.00	12 month	3%
Whitsel,Nan M	Account Executive Sales	Workforce Dev & Cont Ed, Wayne	FT	Contr Prof	43,726.00	45,038.00	12 month	3%
Wiebe,Avril J	Student Services Counselor	Univ College Dean's Office	FT	Staff	16.09	16.57	Hourly	3%
Wieland,Kathryn L	Coord Spec Fin Aid Enr Progs	Student Financial Aid	FT	Staff	17.36	17.88	Hourly	3%
Wieland,Michael R	Supv Printing Svcs	Printing Services	FT	Staff	23.98	24.70	Hourly	3%
Wilbanks,Jacqueline E	Coord, Licensure	Education Dean's Office	FT	Contr Prof	56,979.00	58,688.00	12 month	3%
Wilburn,Denise M	Lead Team Coord - Dining Srvc	University Dining Services	FT	Staff	13.50	13.91	Hourly	3%
Wilcox,James Wade	Administrative Assistant	History	FT	Staff	16.27	16.76	Hourly	3%
Wilhite,Deborah E	Administrative Secretary	Institute, Polymer Engineering	FT	Staff	11.62	11.97	Hourly	3%
Wilke,Judith	Administrative Secretary	Chemical & Biomolecular Engr	FT	Staff	11.28	11.62	Hourly	3%
Wilkinson,Aaron L	Asst Departmental Systems Adm	Admissions	FT	Staff	16.69	17.19	Hourly	3%
Williams,Anthony M	Media Support Associate Wayne	Technical Support Svcs - Wayne	PT	Staff	10.74	11.06	Hourly	3%
Williams,Bonita L	Assoc Dean, University College	Univ College Dean's Office	FT	Contr Prof	75,594.00	77,862.00	12 month	3%
Williams,Christopher N	Buchtelite Adviser	Communication	FT	Contr Prof	46,350.00	47,741.00	12 month	3%
Williams,Jennifer N	Mgr Food Services	University Dining Services	FT	Staff	1,335.72	1,375.79	Biweekly	3%
Williams,Joseph E	Asst to Dean Univ Libraries	UL Dean's Office	FT	Contr Prof	46,350.00	47,741.00	12 month	3%
Williams,Rebecca	Head Teacher	Ctr, Child Development	FT	Staff	12.85	13.24	Hourly	3%

The University of Akron  
2012-13 Non-Bargaining Unit Contract Professional and Staff Rates of Compensation

Name	Title	Department	FT/PT	Job Function	2012-13 Contract Rate Prior to Increase	Final 2012-13 Contract Rate	Contract Basis	% of Incr
Williams,Ronda M	Coord, Career Planning & Mrktg	Multicultural Development	FT	Contr Prof	41,499.00	42,744.00	12 month	3%
Wilson,Kendra L	Legal Assistant	VP & General Counsel	FT	Staff	20.23	20.84	Hourly	3%
Wilson,Tyrone E	Academic Adviser II	Acad Adv & Stu Succ - Shrank	FT	Contr Prof	37,822.00	38,957.00	12 month	3%
Winter,Kimberly M	Treasury Manager Sr	Treasurer	FT	Contr Prof	63,000.00	64,890.00	12 month	3%
Wise,Robert J	Parking Maintenance Worker	Parking & Transportation Svcs	PT	Staff	10.22	10.53	Hourly	3%
Wistrill,Thomas	Dir, Athletics	Athletics Office	FT	Contr Prof	236,385.00	243,477.00	12 month	3%
Withem,Rose M	Program Assistant	Workforce Dev & Cont Educ	FT	Staff	13.66	14.07	Hourly	3%
Woicovich,Vincent G	Grounds Superintendent	Physical Facilities	FT	Staff	19.97	20.57	Hourly	3%
Wojtkun,James	Asst to Dean, Oper & Strat In	Health Professions Dean's Off	FT	Contr Prof	64,087.00	66,010.00	12 month	3%
Wolfe,Jane E	Administrative Assistant Sr	Education Dean's Office	FT	Staff	23.35	24.05	Hourly	3%
Woodall Caine,Pamela L	Secretary	VP, Student Engagement	FT	Staff	17.58	18.11	Hourly	3%
Woodling,Randall M	Network Engineer	Network & Comm Svcs	FT	Staff	2,280.85	2,349.28	Biweekly	3%
Worth,Walter F	Asst Baseball Coach	Athletics Office	FT	Contr Prof	35,000.00	36,050.00	12 month	3%
Wray,Lisa K	Residence Life & Housing Spec	Residence Life & Housing Off	FT	Staff	25.53	26.30	Hourly	3%
Wright,Cynthia A	Administrative Assistant	Education Dean's Office	FT	Staff	20.41	21.02	Hourly	3%
Wykoff,Thomas E	Lieutenant	University Police - Wayne	FT	Staff	2,909.35	2,996.63	Biweekly	3%
Wyszynski,Joan M	Student Account Specialist	Student Accounts/Bursar	FT	Staff	12.84	13.23	Hourly	3%
Wyszynski,Sara Ann	Administrative Systems Trainer	Hardware & Oper Sys Svcs	PT	Contr Prof	31,786.00	32,740.00	12 month	3%
Xu,Zhijun	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,692.31	1,743.08	Biweekly	3%
Yahner,Lori J	Administrative Secretary	Institute, Polymer Science	FT	Staff	19.31	19.89	Hourly	3%
Yeager,S. Kelci	Coord, Athl Field House Oper	Athletics Office	FT	Contr Prof	32,569.00	33,546.00	12 month	3%
Yoder,Richard K	Coord, Academic Affairs	Academic Affairs - Wayne	FT	Contr Prof	57,814.00	59,548.00	12 month	3%
Yost,Randy D	Mgr Ticket Office	EJT Hall Box Office	FT	Staff	1,864.34	1,920.27	Biweekly	3%
Zaber,Cheryl A	Student Enrollment Counselor	Registrar	FT	Staff	13.99	14.41	Hourly	3%
Zacharias,Christine E	Sr Exec Admin Asst to Pres	Office of the President	FT	Staff	35.62	36.69	Hourly	3%
Zaffran,Meredith A	Athletics Business Manager	Athletics Office	FT	Contr Prof	41,200.00	42,436.00	12 month	3%
Zaratsian,Dana M	Sr Exec Administrative Asst	Office of the President	FT	Staff	29.55	30.44	Hourly	3%
Zaroka,Sharon E	Team Coord Dining Svcs-PT	University Dining Services	PT	Staff	11.78	12.13	Hourly	3%
Zhang,Wenbin	Postdoctoral Research Assoc	Institute, Polymer Science	FT	Staff	1,533.62	1,579.63	Biweekly	3%
Zhao,Julie Yuhua	Dir IDEAs Program	Engineering Dean's Office	FT	Contr Prof	65,920.00	67,898.00	10 month	3%
Zickefoose II,Robert G	Supv Animal Facility	Rsch Svcs & Sponsored Progs	FT	Staff	13.71	14.12	Hourly	3%
Zickefoose,Lisa L	Fiscal Administrator	Chemistry	FT	Contr Prof	53,332.00	54,932.00	12 month	3%
Zufall,Marie E	Library Specialist	UL Science & Technology	FT	Staff	18.87	19.44	Hourly	3%

## Guide to Terminology Used in Personnel Reports

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

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

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



### **CHARTS**

Annual Giving – Monthly-YTD, May, June, July Quarterly – **Exhibit 5**

Annual Giving – 5 years – **Exhibit 6**

Bequest Report – Monthly-YTD, May, June, July Quarterly – **Exhibit 7**

Bequest Report – 5 years, July 2012, FYTD – **Exhibit 8**

### **CAMPAIGN REPORTS**

School of Law Building Campaign - \$23.5M Goal – **Exhibit 9**

College of Engineering Building Campaign - \$10M Goal – **Exhibit 10**

Soccer Stadium Campaign - \$5M Goal – **Exhibit 11**

Bequest Campaign, FY2010 – \$75M Goal – **Exhibit 12**

*\*Center for Gift and Estate Planning Campaign*

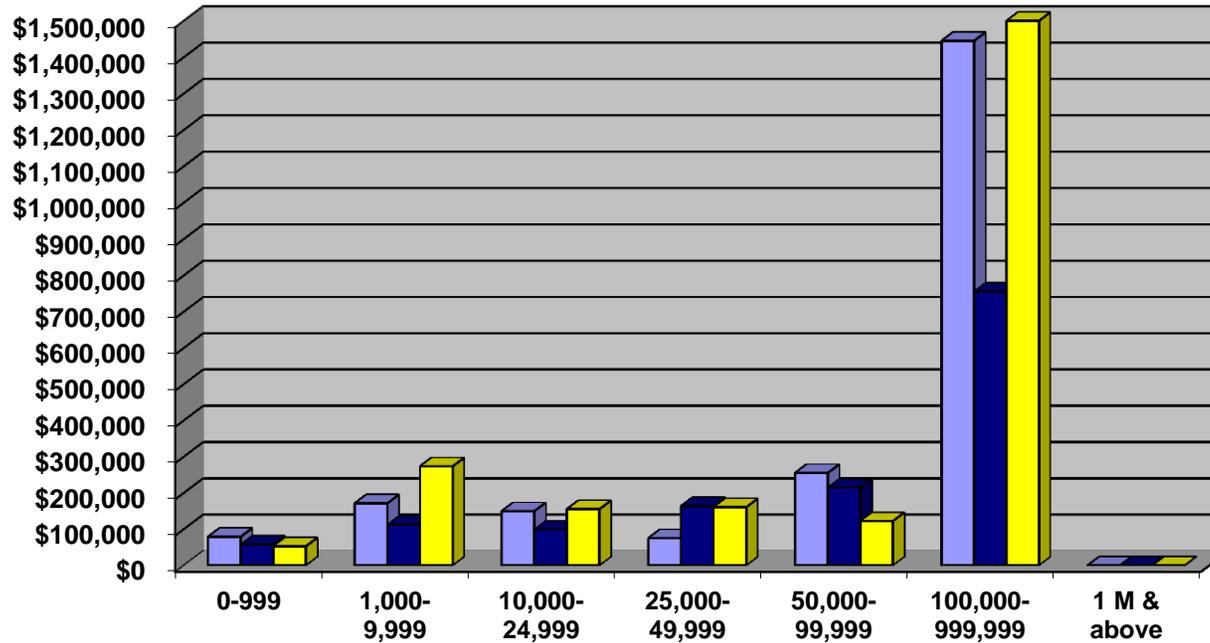
Family Campaign Report – 10 years - \$20M Goal – **Exhibit 13**

# The University of Akron

## Cumulative Gift and Grant Income Report

Exhibit 1

Comparison July 1 - July 31 -- FY 2010-2011, FY 2011-2012, FY 2012-2013

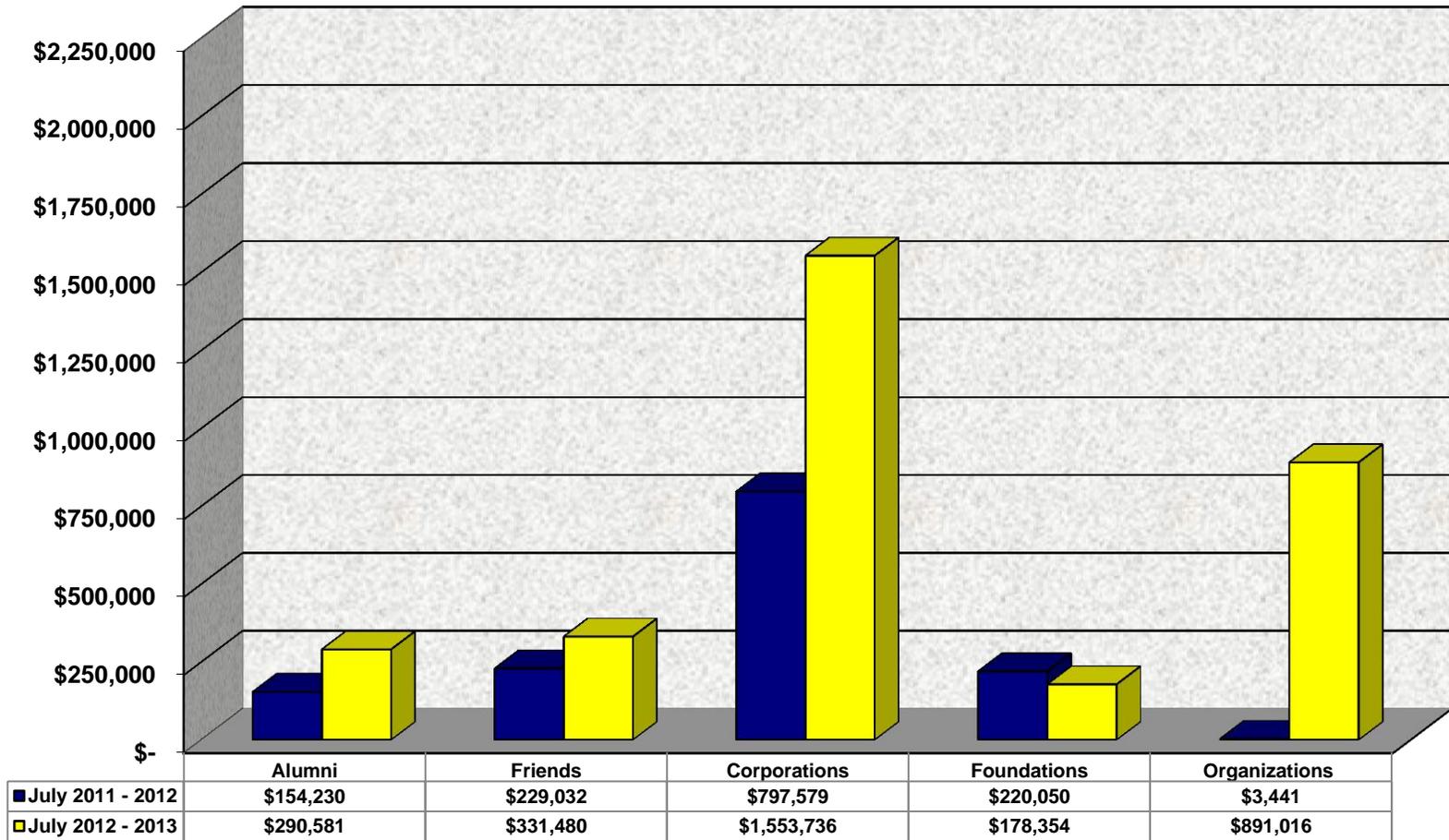


								TOTAL
July 2010	\$79,334	\$171,607	\$149,665	\$75,500	\$255,273	\$1,445,204	\$0	\$2,176,583
	1,162	69	12	3	4	4	0	1,254
July 2011	\$57,867	\$112,675	\$99,112	\$163,872	\$215,000	\$755,806	\$0	\$1,404,332
	1,002	53	7	4	3	2	0	1,071
July 2012	\$52,990	\$273,516	\$153,320	\$160,658	\$122,500	\$2,480,183	\$0	\$3,245,167
	1,342	84	12	5	2	10	0	1,455

**Note:** Totals reflected in this report include only in-hand gifts; pledges are not included.

**The University of Akron**  
**Cumulative Gifts Income Report**  
**Comparison July 1 - July 31 -- FY 2012, FY 2013**

**Exhibit 2**



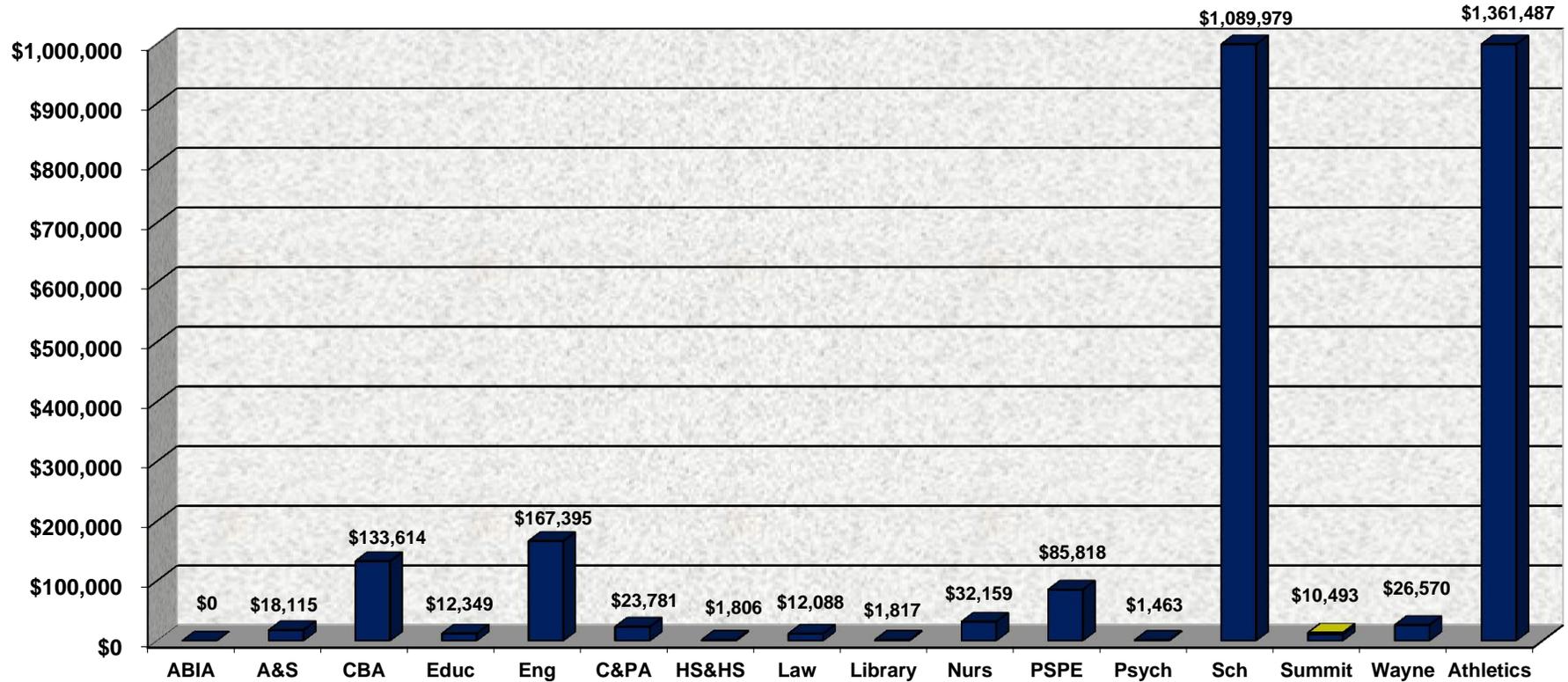
**Alumni:** graduates and former students of UA  
**Friends:** individuals who are not alumni  
**Corporations:** private, for-profit entities

**Foundations:** non-profit entities whose sole purpose is charitable work  
**Organizations:** all other entities; neither corporation or foundation

**Note:** Totals reflected in this report include only in-hand gifts; pledges are not included.

**The University of Akron  
Program Centered Private Support  
Fiscal Year 2012 - 2013  
July 1 - July 31, 2012**

**Exhibit 3**



**ABIA:** Austen BioInnovation Institute of Akron  
**A&S:** Buchtel College of Arts and Sciences  
**CBA:** College of Business Administration  
**Educ:** College of Education  
**Eng:** College of Engineering

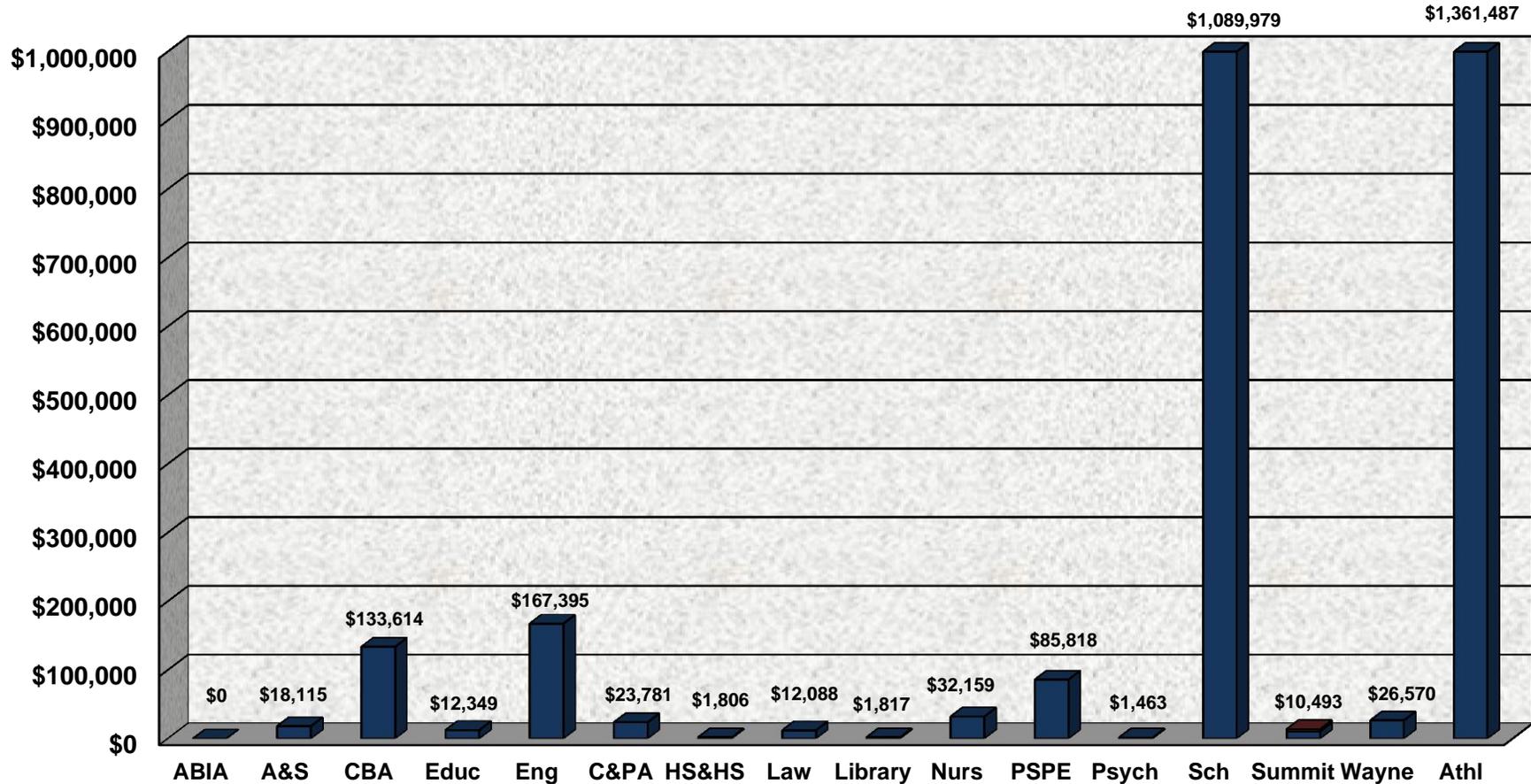
**C&PA:** Creative and Professional Arts  
**HS&HS:** Health Sciences and Human Services  
**Law:** School of Law  
**Library:** University Libraries  
**Nursing:** College of Nursing

**PSPE:** College of Polymer Science and Polymer Engineering  
**Psych:** Psychology Archives  
**Sch:** General Scholarships  
**Summit:** Summit College  
**Wayne:** Wayne College  
**Athletics:** Zips Athletics Scholarship Fund (Z-Fund)

**Note:** Totals reflected in this report include in-hand cash gifts; pledges are not included. Yellow indicates Gift-in-Kind contributions.

**The University of Akron  
Program Centered Private Support  
Fiscal Year 2012-2013  
July 1 - July 31, 2012**

**Exhibit 4**



**ABIA:** Austen BioInnovation Institute of Akron  
**A&S:** Buchtel College of Arts and Sciences  
**CBA:** College of Business Administration  
**Educ:** College of Education  
**Eng:** College of Engineering

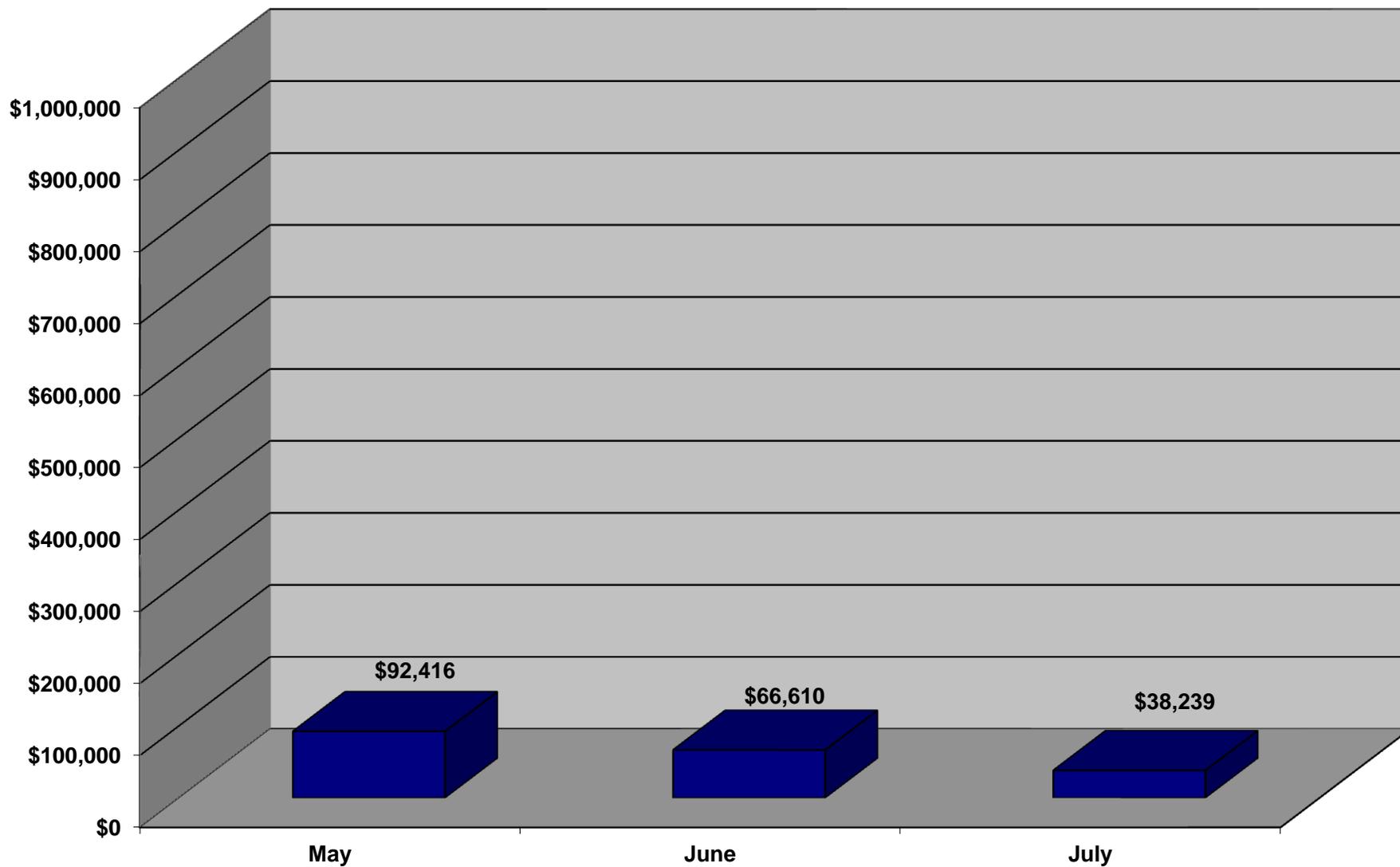
**C&PA:** College of Creative & Professional Arts  
**HS&HS:** College of Health Sciences & Human Services  
**Law:** School of Law  
**Library:** University Libraries  
**Nurs:** College of Nursing

**PSPE:** College of Polymer Science & Polymer Engineering  
**Psych:** Psychology Archives  
**Sch:** General Scholarships  
**Summit:** Summit College  
**Wayne:** Wayne College  
**Athletics:** Zips Athletics Scholarship Fund (Z-Fund)

**Note:** Totals reflected in this report include only in-hand gifts; pledges are not included . Burgundy indicates gift-in-kind contributions.

**THE UNIVERSITY OF AKRON**  
**UA Annual Giving**  
**Monthly Totals- May, June, July FY 2011-2012, FY 2012-2013**

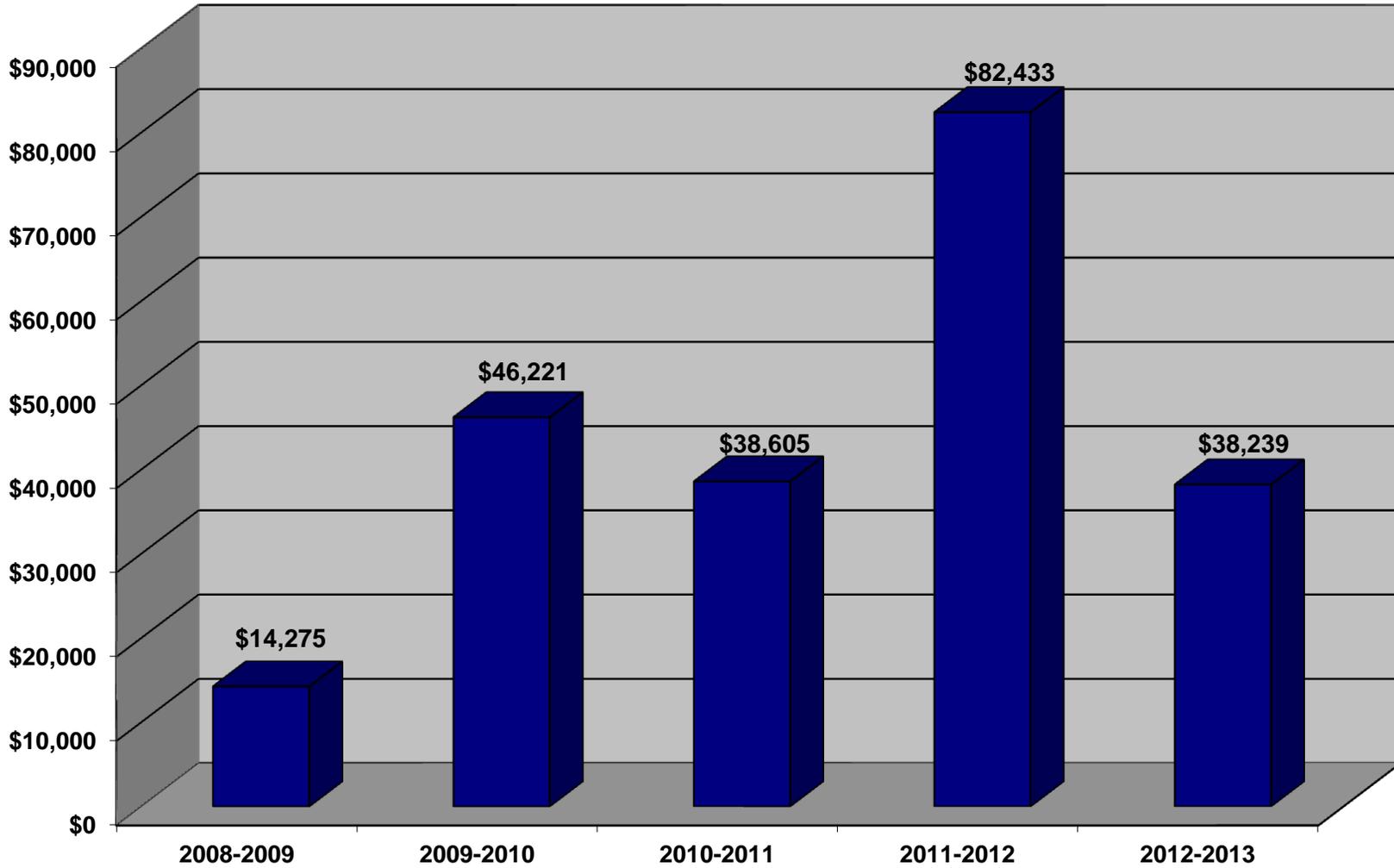
**Exhibit 5**



**\*UA Annual Giving is primarily direct mail and telemarketing only.**

**THE UNIVERSITY OF AKRON**  
**UA Annual Giving**  
**FY2008-2009; FY2009-2010, FY2010-2011, FY2011-2012, FY2012-2013**  
**July 1 through July 31, 2012 FYTD**

**Exhibit 6**

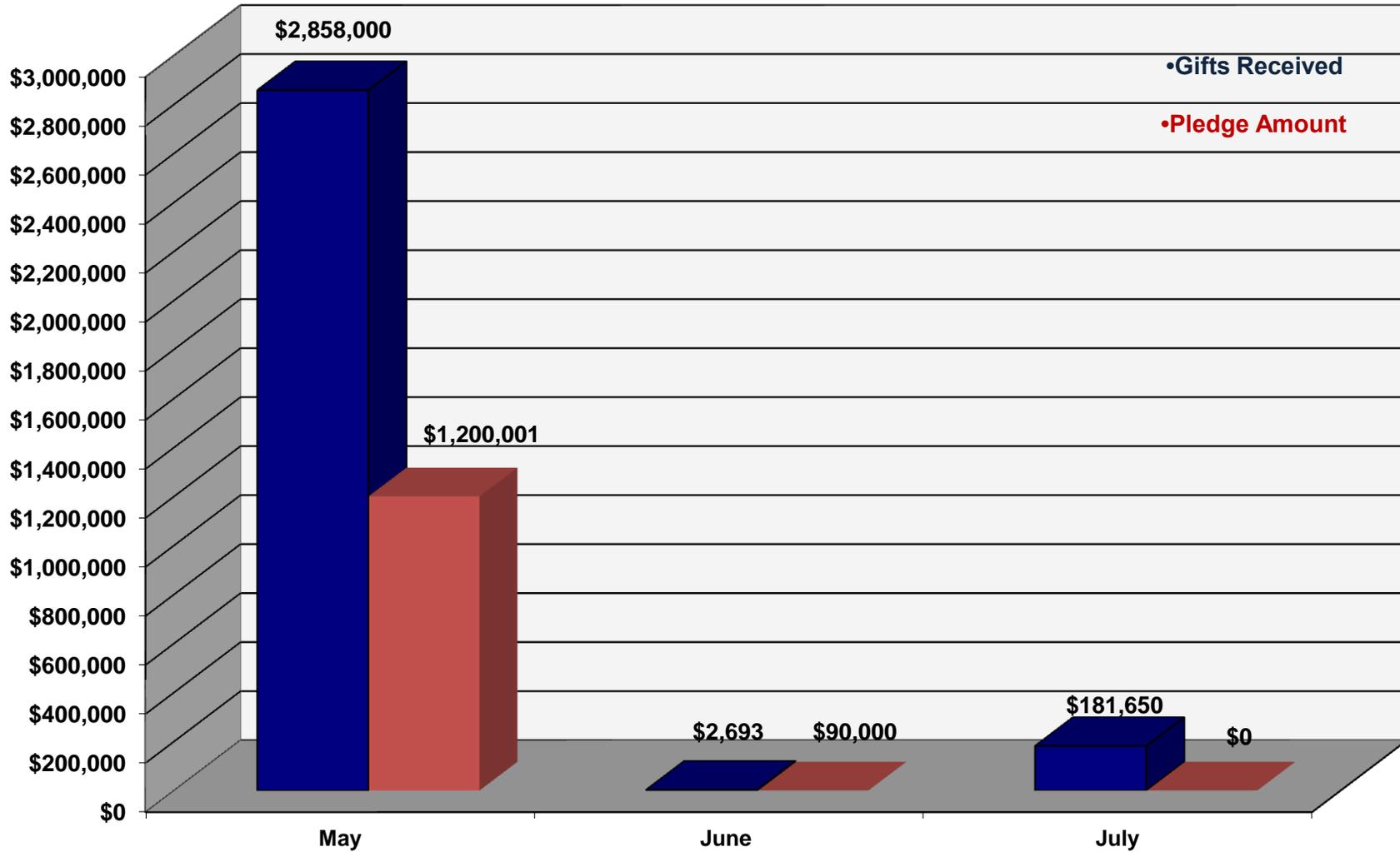


**\*UA Annual Giving is primarily direct mail and telemarketing only.**

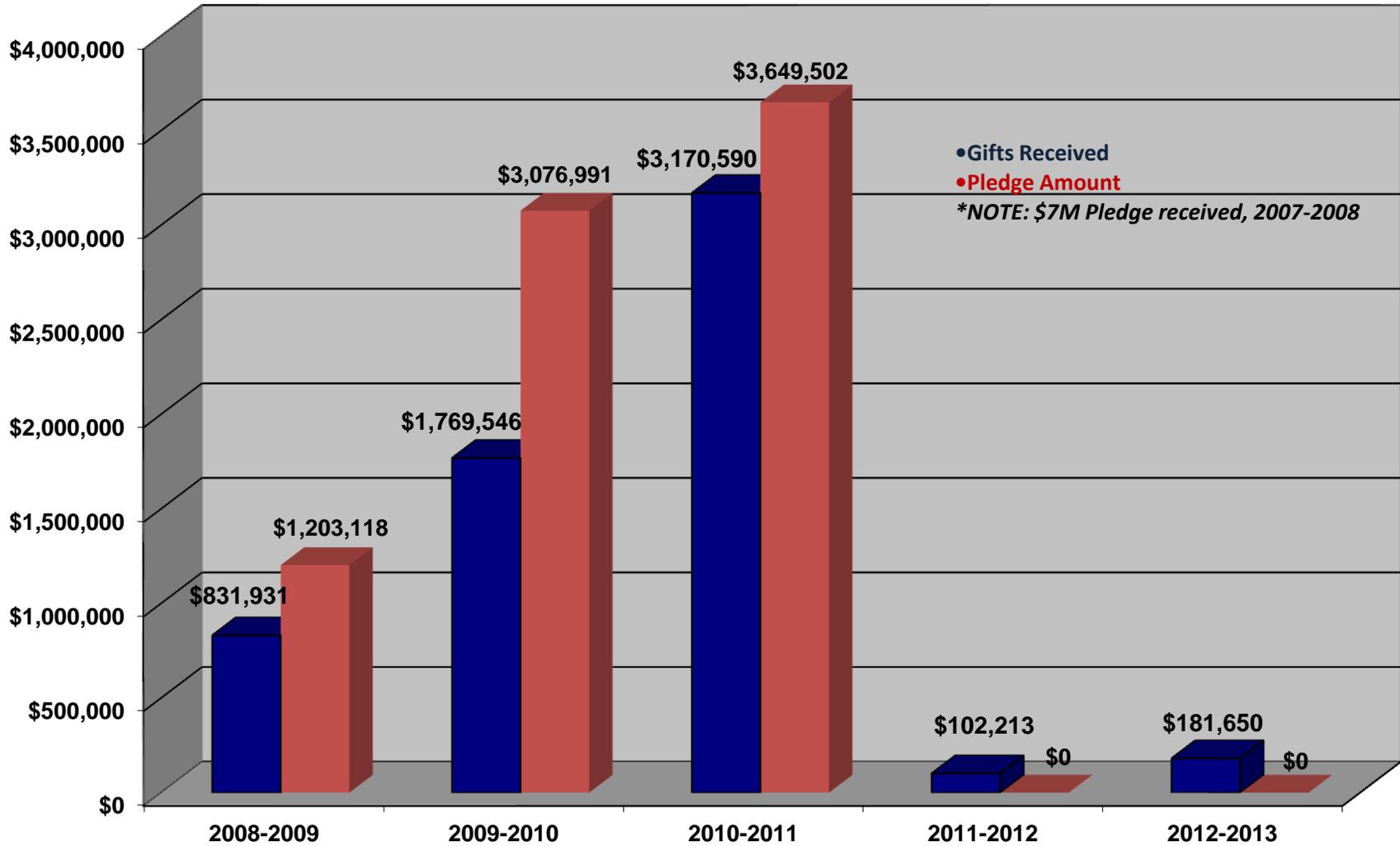
**THE UNIVERSITY OF AKRON  
Bequests Campaign Report  
Monthly Totals**

**Exhibit 7**

**May-June- July, FY 2011-2012, FY 2012-2013**

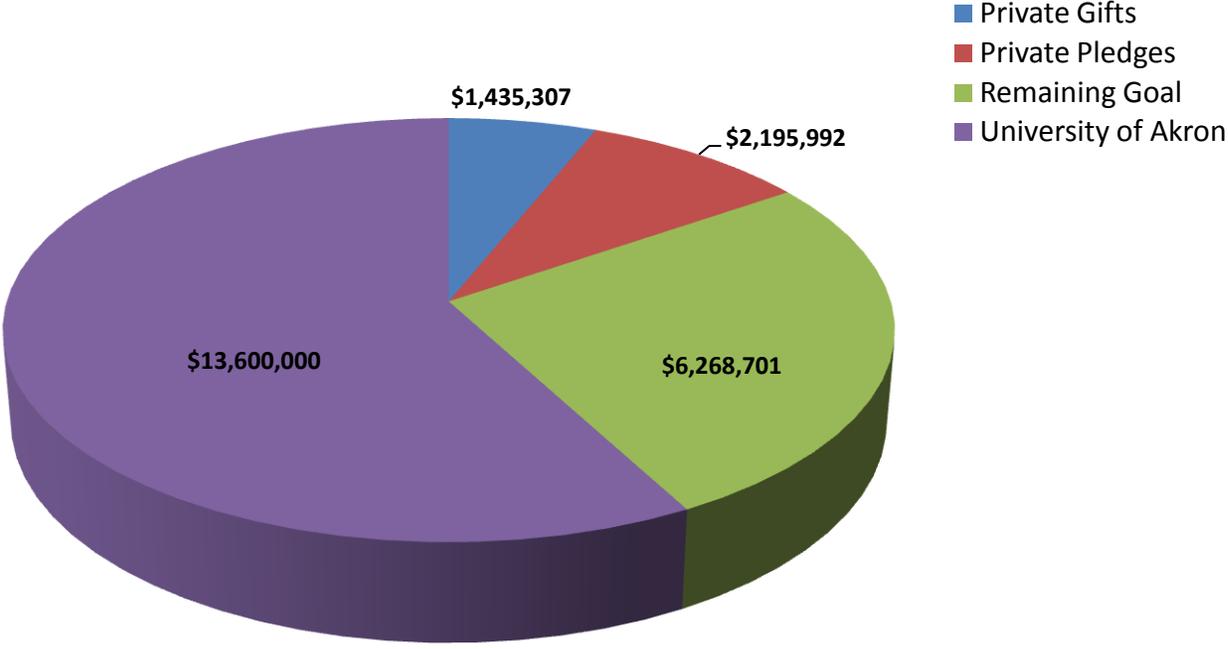


THE UNIVERSITY OF AKRON  
Bequest Report  
FY2008-2009; FY2009-2010, FY2010-2011, FY2011-2012, FY 2012-2013  
July 31, 2012, FYTD



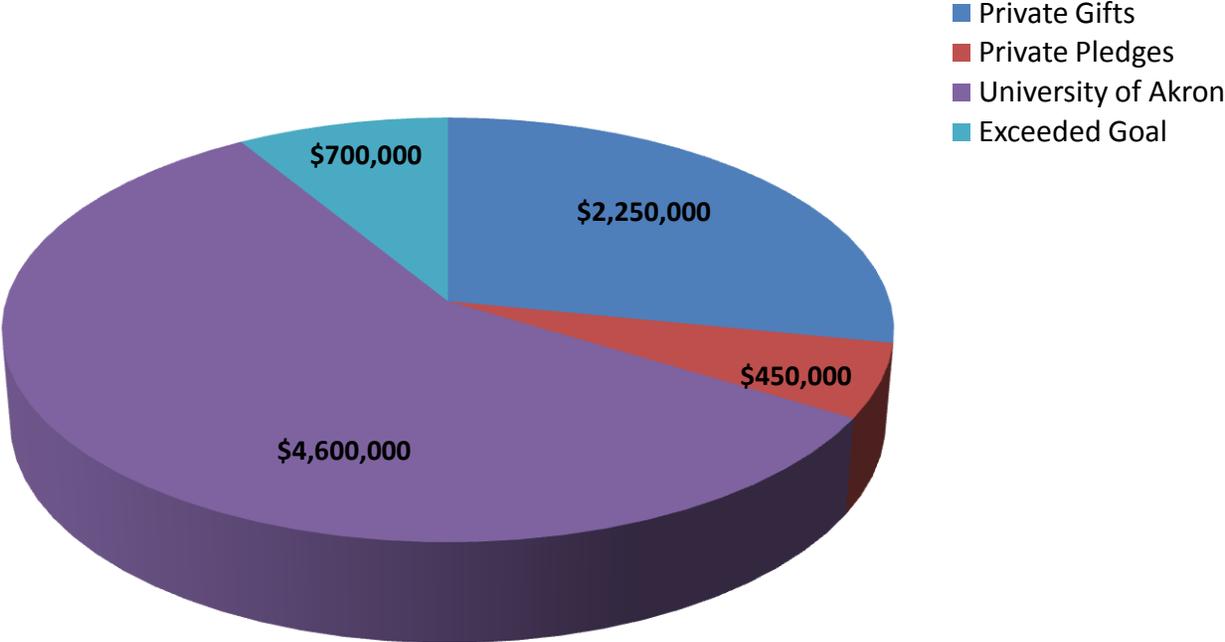
**The University of Akron  
School of Law Building Campaign- \$23.5M Goal  
July 31, 2012, FYTD**

**Exhibit 9**



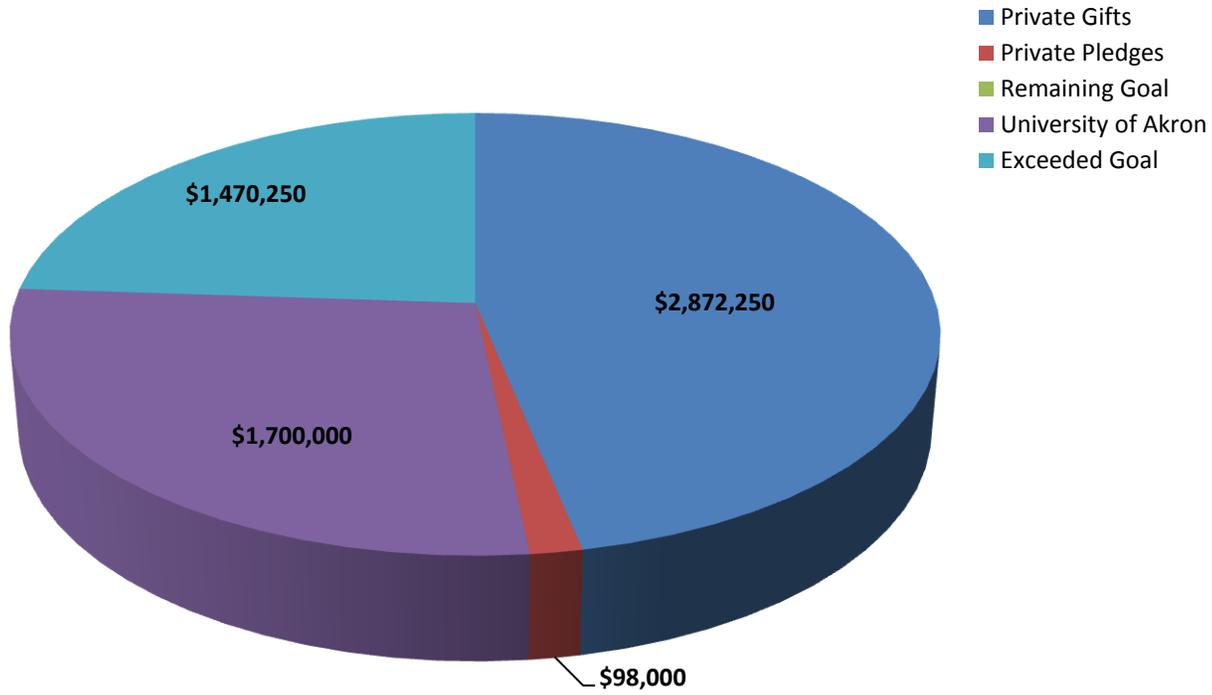
**The University of Akron  
College of Engineering Building Campaign- \$6.6M Goal  
July 31, 2012, FYTD**

**Exhibit 10  
Phase I-Complete**



**The University of Akron  
Soccer Stadium Campaign - \$3.2 M Goal  
July 31, 2012, FYTD**

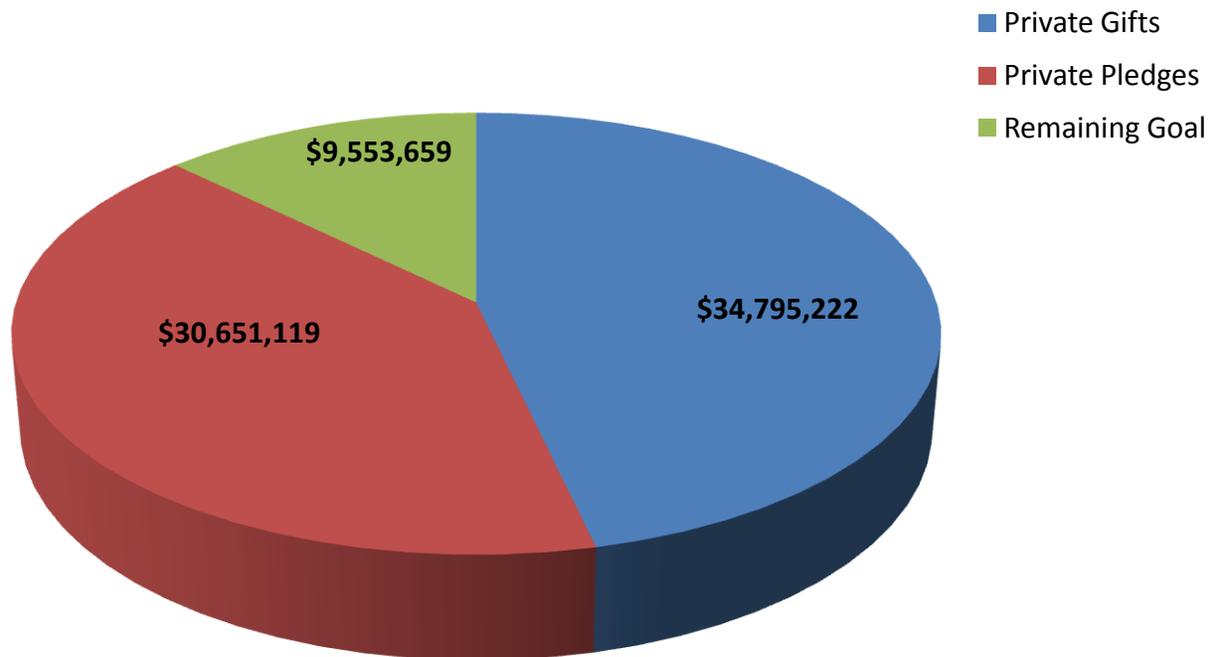
**Exhibit 11  
Campaign Goal Exceeded**



**PHASE II**

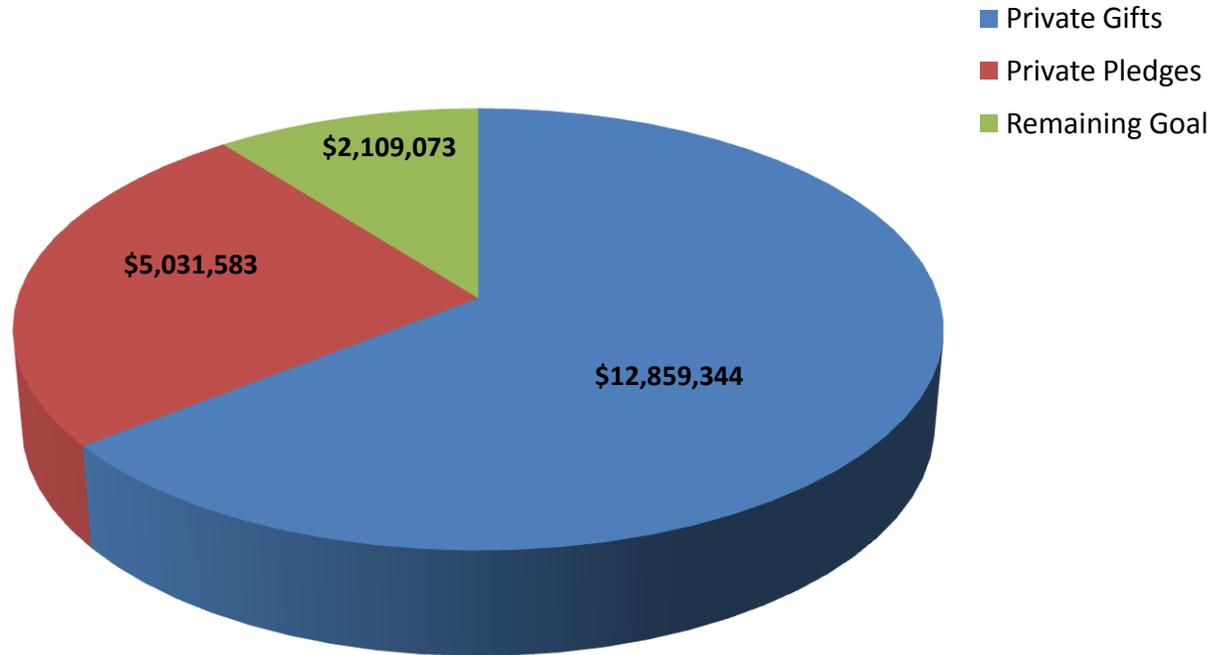
**The University of Akron  
Bequest Campaign - \$75M Goal  
*\*Center for Gift and Estate Planning*  
June 30, 2012, FYTD**

**Exhibit 12**



**The University of Akron  
Family Campaign - \$20M Goal  
July 31, 2012, FYTD**

**Exhibit 13**



THE UNIVERSITY OF AKRON - Akron Campus  
Statement of Unrestricted Current Fund - BY EXPENSE CATEGORY

Exhibit A5  
EXPENDITURES BY EXPENSE POOL

July 1, 2011 to June 30, 2012 (final 08/06/12)

	YEAR-TO-DATE JUNE				
	June 11 Actual	June 12 Actual	FY12 Orig. Budget	Variance Orig. Budget	Carryover From FY11
<b>RESOURCES</b>					
Revenues:					
Tuition and Fees:					
Undergraduate Tuition & Fees	\$ 178,849.6	\$ 183,204.2	\$ 193,353.8	\$ (10,149.6)	
Graduate Tuition & Fees	39,787.8	41,098.4	40,701.6	396.8	
Non-resident Surcharge	10,147.3	11,511.7	11,186.0	325.7	
Other Student Fees <sup>1</sup>	24,264.4	24,471.3	25,329.0	(857.7)	
<b>Total Tuition and Fees</b>	<b>\$ 253,049.1</b>	<b>\$ 260,285.6</b>	<b>\$ 270,570.4</b>	<b>\$ (10,284.8)</b>	
<b>State Appropriations</b>	<b>\$ 104,679.3</b>	<b>\$ 90,578.6</b>	<b>\$ 89,691.6</b>	<b>\$ 887.0</b>	
Other Sources:					
Earnings on Investments	\$ 2,656.5	\$ 2,494.4	\$ 2,209.0	\$ 285.4	
Unrealized gain (loss)	(319.3)	705.2	0.0	705.2	
Departmental Sales & Services	14,817.8	14,960.6	14,249.1	711.5	
Workforce Dev./Cont. Ed.	536.3	489.9	547.9	(58.0)	
Indirect Cost	4,867.9	4,883.3	4,425.8	457.5	
Miscellaneous	706.0	576.2	1,050.0	(473.8)	
<b>Total Other Sources</b>	<b>\$ 23,265.2</b>	<b>\$ 24,109.8</b>	<b>\$ 22,481.8</b>	<b>\$ 1,628.0</b>	
<b>Endowment</b>	<b>\$ 226.6</b>	<b>\$ 224.9</b>	<b>\$ 220.0</b>	<b>\$ 4.9</b>	
<b>Total Revenues</b>	<b>\$ 381,220.2</b>	<b>\$ 375,199.0</b>	<b>\$ 382,963.8</b>	<b>\$ (7,764.9)</b>	
<b>Transfers-In</b>	<b>\$ 3,594.6</b>	<b>\$ 4,064.6</b>	<b>\$ 8,400.0</b>	<b>\$ (4,335.4)</b>	<b>\$ 55,781.5</b>
<b>Total Resources Available</b>	<b>\$ 384,814.8</b>	<b>\$ 379,263.5</b>	<b>\$ 391,363.8</b>	<b>\$ (12,100.3)</b>	<b>\$ 55,781.5</b>
<b>EXPENDITURES &amp; TRANSFERS-OUT</b>					
E & G Expenses by Pool					
Payroll	\$ 158,258.8	\$ 166,368.8	\$ 162,572.2	\$ (3,796.6)	\$ 1,714.1
Sick leave accrual	185.4	764.1	0.0	(764.1)	0.0
Fringe Benefits	49,431.0	54,078.8	59,357.5	5,278.6	410.7
<b>Subtotal Compensation</b>	<b>\$ 207,875.3</b>	<b>\$ 221,211.7</b>	<b>\$ 221,929.6</b>	<b>\$ 717.9</b>	<b>\$ 2,124.8</b>
Student assistants	\$ 3,934.9	\$ 4,027.3	\$ 3,626.3	\$ (401.0)	\$ 1,021.4
Supplies & services	37,206.8	40,716.8	54,306.0	13,589.2	33,679.0
Utilities	11,266.8	9,725.9	12,149.5	2,423.6	615.9
Communications	2,984.1	3,177.0	2,386.7	(790.3)	964.2
Travel	4,082.4	4,226.6	2,968.3	(1,258.3)	1,768.1
Student aid	40,827.7	44,047.5	38,655.3	(5,392.2)	2,542.5
Other	3,899.4	2,330.6	3,941.7	1,611.2	13,065.6
<b>Subtotal Non-compensation</b>	<b>\$ 104,202.1</b>	<b>\$ 108,251.7</b>	<b>\$ 118,033.9</b>	<b>\$ 9,782.2</b>	<b>\$ 53,656.7</b>
<b>Total Educational &amp; General</b>	<b>\$ 312,077.4</b>	<b>\$ 329,463.4</b>	<b>\$ 339,963.5</b>	<b>\$ 10,500.1</b>	<b>\$ 55,781.5</b>
Transfers-Out:					
Mandatory	\$ 7,402.8	\$ 9,011.7	\$ 9,733.6	\$ 721.9	\$ 0.0
Non-Mandatory	60,996.9	52,020.2	41,666.7	(10,353.5)	0.0
<b>Total Transfers-Out</b>	<b>\$ 68,399.7</b>	<b>\$ 61,031.9</b>	<b>\$ 51,400.3</b>	<b>\$ (9,631.6)</b>	<b>\$ 0.0</b>
<b>Total Expend.&amp; Transfers-Out</b>	<b>\$ 380,477.1</b>	<b>\$ 390,495.4</b>	<b>\$ 391,363.8</b>	<b>\$ 868.5</b>	<b>\$ 55,781.5</b>
<b>NET CHANGE IN FUND BALANCE</b>	<b>\$ 4,337.7</b>	<b>\$ (11,231.8)</b>	<b>\$ 0.0</b>	<b>\$ (11,231.8)</b>	<b>0.0</b>
PLUS Transfers-in for Dept'l Carryovers	\$ 59,843.8	\$ 64,181.5	\$ 0.0	\$ 64,181.5	
Minus transfers-out for carryover reserve	(64,181.5)	(52,949.7)	0.0	(52,949.7)	
<b>Ending balances</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	

<sup>1</sup> Major categories of "Other Student Fees" include Course Fees, Information Technology Fees and Facility Fees

July 1, 2011 to June 30, 2012 (final 08/06/12)

**YEAR-TO-DATE JUNE**

	<u>June 11 Actual</u>	<u>June 12 Actual</u>	<u>FY12 Orig. Budget</u>	<u>Variance Orig. Budget</u>	<u>Carryover From FY11</u>
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**TRANSFER DETAIL**

**Transfers-In**

**Carryovers and Reallocations:**

Departmental Sales Accounts					
Departmental Carryovers	\$ 0.0	\$ 0.0	\$ 8,400.0	\$ 8,400.0	55,781.5
	0.0	0.0	0.0	0.0	
Reallocated and Committed	0.0	0.0	0.0	0.0	
ERIP program	0.0	0.0	0.0	0.0	
Capital Component	0.0	0.0	0.0	0.0	
Reserve for Encumbrances	3,129.6	3,816.8	0.0	(3,816.8)	
Departmental Sales	447.8	227.0	0.0	(227.0)	
Debt Service Reserve	17.2	0.0	0.0	0.0	

**Budgeted Transfers-In:**

Auxiliaries	0.0	0.0	0.0	0.0	
Other	0.0	1.6	0.0	(1.6)	
Capital Component	0.0	0.0	0.0	0.0	
Contingency reserve	0.0	19.2	0.0	(19.2)	

<b>Total Transfers-In</b>	<b>\$ 3,594.6</b>	<b>\$ 4,064.6</b>	<b>\$ 8,400.0</b>	<b>\$ 4,335.4</b>	<b>55,781.5</b>
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**Transfers-Out**

Auxiliary Enterprises	\$ 38,543.6	\$ 36,035.8	\$ 36,860.2	\$ 824.4	
Misc/Dept Sale	1,223.2	292.5	0.0	(292.5)	
Plant Funds	1,000.0	2,000.0	2,000.0	0.0	
Additional Plant Projects	393.4	830.7	806.5	(24.2)	
Bonded Debt Repayment	5,769.7	7,487.5	7,815.9	328.4	
City Assessments per Contract	0.0	0.0	400.0	400.0	
Budget Stabilization Fund	6,039.4	2,000.0	2,000.0	0.0	
Capital Component/Int. Financing	2,005.4	1,524.2	1,517.7	(6.5)	
Internal Loan Repayment	0.0	5,095.4	0.0	(5,095.4)	

**Year-end closing items:**

Reserve for encumbrances	3,816.8	3,933.7	0.0	(3,933.7)	
Reserve for departmental sales	1,215.6	1,107.7	0.0	(1,107.7)	
Group insurance reserve	8,694.7	0.0	0.0	0.0	
Unrealized gain/loss	(319.3)	705.2	0.0	(705.2)	
Debt service reserve	17.2	19.2	0.0	(19.2)	

<b>Total Transfers-Out</b>	<b>\$ 68,399.7</b>	<b>\$ 61,031.9</b>	<b>\$ 51,400.3</b>	<b>\$ (9,631.6)</b>	
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## RESOURCES

**Tuition & Fees** – Total FY12 Tuition and General Fee revenues were less than budgeted as growth in credit hour production fell short of the anticipated levels by 4.1% in summer, 1.6% in the fall, and 3.8% in the spring. Overall, year-end student revenue fell short of budget by \$10.3 million, or 3.8%,

**State Appropriations** – The FY12 final State Share of Instruction (SSI) came in at \$89.7 million which exceeded the budget by \$0.9 million, or 1%.

**Departmental Sales and Workforce Development** – Revenues in the sales and service areas and Workforce Development were greater than the annual budget by \$0.7 million. This variance is the net result of about 140 revenue-generating operations. The primary driver is the English Language Institute which collected \$1.6 million more than expected. Offsetting that positive variance are several operations that fell short of expected receipts, primarily the Computer Store and Literacy Services which fell short of revenue goals by \$0.7 million and \$0.5 million, respectively.

**Indirect Cost Recovery** – These revenues were 10% greater than budgeted through the end of the fiscal year. The receipts, which relate to externally funded grant activity, are based on the related spending and vary greatly from period to period. A portion of these funds is distributed to offset indirect costs resulting from research activity and the related overhead.

**Earnings from Investments and Endowments** – The year-end accumulated earnings from investments and endowments exceeded the budget by nearly \$0.3 million, or 12%. In addition to the earnings, the unrealized gain recognized for the fiscal year was \$0.7 million.

**Miscellaneous Income** – The annual budget of \$1.0 million relates to any income source that is not included in the above-referenced categories. The year-end miscellaneous revenue of \$0.6 million is largely from rental income from the Quaker Square retail spaces (\$252k) and \$112k in support of the Confucius Institute (from the China Ministry of Education). Other revenues from miscellaneous sources total nearly \$0.5 million, however are nearly offset with the write-off of \$0.3 million of receivables.

**Transfers-in** – Transfers-in of \$3.8 million covered open purchase orders from FY11. Institutional departmental carryover of \$64.1 million was reduced by \$8.4 million to balance the FY12 budget.

**Total Resources** – In total, the FY12 pre-audit net available resources fell short of the budget by \$12.1 million (see Exhibit A5).

## EXPENDITURES BY TYPE

**Payroll** – Total payroll expenses exceeded the original budget by about \$3.8 million. While there were minimal savings of over \$0.6 million in full time positions, the over-spending was in the areas of part time faculty (\$0.7 million), summer faculty (\$0.9 million), part time and overtime staff (\$0.6 million) and graduate assistant stipends (\$1.8 million). These expenses were covered through reallocations of existing resources.

**Fringe Benefits** – Total fringe benefit expenses were significantly less than the original budget. While group insurance costs were \$5 million less than expected, the retirement and Medicare costs were \$0.8 million greater than anticipated. Employee and dependent fee remissions were in line with budget as was the support of employee parking.

**Unrestricted Current Fund Revenues – Akron Campus****Twelve-Month Period Ended 6/30/12 – (pre-audit)**

**Student Assistants** – The payments to students employed on campus were just over \$4 million. This was 13.8% greater than anticipated. This is partially attributed to the January increase of 4% in the minimum wage rate.

**Supplies and Services** - The annual budget of \$54.3 million was more than sufficient to support the FY12 spending of \$40.7 million for supplies and services. This is the largest category of expenses and primarily includes office supplies, computers and peripherals, and contracted services. The campus community was cognizant of the fiscal concerns related to less-than-anticipated enrollment growth, and this was reflected in spending results.

**Utilities** – A combination of improved rates and mild weather led to favorable results in purchased utilities. The total utility spending of \$9.7 million in FY12 was \$2.4 million or 20% less than anticipated.

**Communications** – Communications expenses range from phones to postage and in FY12, these expenses exceeded the budget by \$0.8 million, or 33%. This is due, in part, to an increase in the use of cellular phone and other portable technology. The expenses in excess of budget were funded through budgetary reallocations as needed.

**Travel and Entertainment** – Expenses for travel and entertainment exceeded the original budget by about \$1.3 million, but increased only 3.5% above the FY11 expenditure level.

**Student Aid** – Total unrestricted current fund expenses related to student aid exceeded the original budget by nearly \$5.4 million. About half of the over-spending was planned and was offset by related carryover dollars. Graduate assistant fee remissions are included in this category and surpassed the budgeted amount by \$1.2 million.

**Transfers Out** – Mandatory transfers out reflect debt obligations and are in line with the original budget. The non-mandatory transfers reflect support to auxiliaries as well as transfers to reserves in support of the budget stabilization fund, facility fee set-aside, and plant funds. In addition, the five-year plan to address the \$26 million issue related to the payment of the early retirement program was planned to be implemented in FY13, however, several areas addressed their commitments and reduced carryover balances by an additional \$5.1 million in FY12.

**EXPENDITURES BY FUNCTION**

**Introduction:** The expenses in each of the functional categories are compared to the budget to reflect the FY12 spending against the original budget. Through the end of FY12, total functional expenditures were \$10.5 million less than budgeted.

FY12 - AKRON E&G EXPENDITURES (\$ in thousands)	YTD JUNE		Variance	
	ACTUAL	Original Budget		
Instruction	\$133,089.5	\$151,625.6	\$18,536.1	12.2%
Research	10,782.0	5,025.9	(5,756.1)	-114.5%
Public Service	8,948.3	9,348.8	400.5	4.3%
Academic Support	35,346.8	30,162.4	(5,184.4)	-17.2%
Student Services	10,991.8	14,571.5	3,579.7	24.6%
Institutional Support	61,193.4	64,222.1	3,028.7	4.7%
Plant Operation & Maintenance	23,401.9	24,963.8	1,561.9	6.3%
Scholarships	44,945.6	40,043.5	(4,902.2)	-12.2%
Sick Leave Accrual	764.1	-	(764.1)	n/a
<b>Total</b>	<b>\$329,463.4</b>	<b>\$339,963.5</b>	<b>\$10,500.1</b>	<b>3.1%</b>

**Instruction** – All expenses in this category reflect the direct cost of providing instruction to the students. These expenses are primarily compensation at 92% of the total. Expenses within this function were less than budgeted by \$18.5 million, or 12.2%. This variance is largely due to the fact that various reserves are budgeted within this function and then distributed to other functions throughout the fiscal year. Examples are the course fee budget, technology fee budget, start-up funds, merit pool, etc.

**Research** – Through June, the activity in Research reflects an unfavorable spending variance of \$5.8 million, or 114.5%. This is partially offset by the year-end positive variance in indirect cost revenue. Resources are also allocated to this function from the start-up fund reserve within the Instruction function.

**Public Service** – Activity in this function was in line with the original budget as the year-end results reflect a favorable variance of \$0.4 million, or 4.3%

**Academic Support** – Spending in the Academic Support areas was greater than budget by 17.2%, or \$5.2 million. While library-related expenses exceeded the base budget by \$2.7 million, the remaining academic support operations were greater than the base budget by \$2.5 million. The original budget was adjusted during the year for salary changes, filling of positions, etc. Such expenses were originally included in the Instruction category.

**Student Services** – Total FY12 spending was 24.6% less than the original budget. This is primarily attributed to the budget for the revenue share related to off-campus instruction. Throughout the year, the funds are dispersed in support of outreach programming.

**Institutional Support** - Expenses of \$59.3 million were less than the budgeted \$62.8 million. This favorable variance of \$3 million, or 4.7%, includes the Reserve for Bad Debt (last line of E&G data)

**Unrestricted Current Fund Revenues – Akron Campus****Twelve-Month Period Ended 6/30/12 – (pre-audit)**

activity. The amount of bad debt written off in FY12 was about \$1.9 million – against a budget of \$1.4 million.

**Plant Operation & Maintenance** – Activity in this function was less than the original budget by \$1.6 million, or 6.3%. Favorable utility spending is partially offset by overtime and other expenses in excess of the base budget.

**Scholarships** – The results in the scholarship function are greater than budgeted. Fee remissions for graduate assistants exceeded the annual budget by around \$1.7 million. Also, scholarships are awarded following a long-term allocation plan that relies on accumulated carryover balances. Overall expenses related to the scholarship function exceeded the annual budget by \$4.9 million or 12.2%.

THE UNIVERSITY OF AKRON - Akron Campus  
AUXILIARY ENTERPRISES  
July 1, 2011 to June 30, 2012  
(\$ in Thousands)

YEAR-TO-DATE JUNE

	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Comments	FY12 Approved Budget
<b>INFOCISION STADIUM</b>						
<i>Beginning Fund Balance</i>	\$ -	\$ -	\$ -	\$ -	General Fund assistance of \$492K for Football ticket sales allowed for Athletics to meet its share of the debt service costs associated with the facility for FY12. The expense side is favorable due to less than budgeted utility costs.	
Operating Resources	\$ 5,356.0	\$ 5,327.4	\$ 5,397.8	\$ (70.4)		\$ 5,397.3
Expenditures	5,356.0	5,285.0	5,397.8	112.8		5,397.3
<b>Net Surplus (Deficit)</b>	<b>\$ -</b>	<b>\$ 42.4</b>	<b>\$ -</b>	<b>\$ 42.4</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ -	\$ 42.4	\$ -	\$ 42.4		
<b>ATHLETICS</b>						
<i>Beginning Fund Balance</i>	\$ -	\$ 59.0	\$ 59.0	\$ -	The FY12 budget initially projected a \$400K shortfall, which did <u>not</u> include the transition costs associated with a new football coaching staff. For various sports, coaching contracts with a built in bonus structure also led to higher-than-expected expenses.	
Operating Resources	\$ 23,981.9	\$ 25,473.2	\$ 24,664.4	\$ 808.8		\$ 24,650.8
Expenditures	23,922.9	25,530.6	24,664.4	(866.2)		24,650.8
<b>Net Surplus (Deficit)</b>	<b>\$ 59.0</b>	<b>\$ (57.4)</b>	<b>\$ -</b>	<b>\$ (57.4)</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 59.0	\$ 1.6	\$ 59.0	\$ (57.4)		
<b>DINING SERVICES</b>						
<i>Beginning Fund Balance</i>	\$ 2,909.6	\$ 3,233.8	\$ 3,233.8	\$ -	Surplus revenues of \$400K were sufficient to offset expense overages of about \$300 K. Capital projects of \$300K were partially responsible for the expense overage.	
Operating Resources	\$ 17,047.9	\$ 17,442.0	\$ 17,010.2	\$ 431.8		\$ 17,002.1
Expenditures	16,723.7	17,264.7	17,010.2	(254.5)		17,002.1
<b>Net Surplus (Deficit)</b>	<b>\$ 324.2</b>	<b>\$ 177.3</b>	<b>\$ -</b>	<b>\$ 177.3</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 3,233.8	\$ 3,411.1	\$ 3,233.8	\$ 177.3		
<b>EJ THOMAS PERFORMING ARTS HALL</b>						
<i>Beginning Fund Balance</i>	\$ -	\$ 57.9	\$ 57.9	\$ -	EJ Thomas Performing Arts Hall operated in line with budget for FY12. A minimal revenue surplus was more than enough to offset a minimal expense overage.	
Operating Resources	\$ 3,093.8	\$ 2,943.9	\$ 2,921.8	\$ 22.2		\$ 2,918.1
Expenditures	3,035.9	2,938.9	2,921.8	(17.1)		2,918.1
<b>Net Surplus (Deficit)</b>	<b>\$ 57.9</b>	<b>\$ 5.1</b>	<b>\$ -</b>	<b>\$ 5.1</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 57.9	\$ 63.0	\$ 57.9	\$ 5.1		

THE UNIVERSITY OF AKRON - Akron Campus  
AUXILIARY ENTERPRISES  
July 1, 2011 to June 30, 2012  
(\$ in Thousands)

YEAR-TO-DATE JUNE

	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Comments	FY12 Approved Budget
<b>PARKING SERVICES</b>						
<i>Beginning Fund Balance</i>	\$ 931.8	\$ 337.3	\$ 337.3	\$ -	The Transportation Fee provided sufficient resources to cover expenses while leaving a surplus at year end. Funds brought forward from FY11 have covered \$1.5 million in capital project/repair costs for the year.	
Operating Resources	\$ 10,229.4	\$ 11,290.8	\$ 11,466.4	\$ (175.6)		\$ 9,988.0
Expenditures	10,823.9	10,534.1	11,466.4	932.3		9,988.0
<b>Net Surplus (Deficit)</b>	<b>\$ (594.5)</b>	<b>\$ 756.7</b>	<b>\$ -</b>	<b>\$ 756.7</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 337.3	\$ 1,094.0	\$ 337.3	\$ 756.7		
<b>RESIDENCE LIFE &amp; HOUSING</b>						
<i>Beginning Fund Balance</i>	\$ 5,223.7	\$ 4,834.1	\$ 4,834.1	\$ -	Current year shortfall is all on the revenue side. Spring occupancy rate fell into the low-mid 80's%. Potential cost savings from lower-than-anticipated occupancy were offset by capital purchases near \$.5 million. A healthy fund balance is sufficient to absorb the deficit for the year.	
Operating Resources	\$ 19,918.3	\$ 19,602.9	\$ 20,808.4	\$ (1,205.6)		\$ 20,767.9
Expenditures	20,307.8	20,619.2	20,808.4	189.2		20,767.9
<b>Net Surplus (Deficit)</b>	<b>\$ (389.5)</b>	<b>\$ (1,016.3)</b>	<b>\$ 0.0</b>	<b>\$ (1,016.4)</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 4,834.1	\$ 3,817.8	\$ 4,834.2	\$ (1,016.4)		
<b>STUDENT RECREATION &amp; WELLNESS</b>						
<i>Beginning Fund Balance</i>	\$ 786.9	\$ 975.6	\$ 975.6	\$ -	An additional \$209K transfer in from the Facility Fee in February, initiated by the VP of Student Engagement to assist with costs of re-carpeting facility, and fitness equipment replacement should allow for the SRWS to finish with a surplus for the year. Also a major factor, favorable weather has allowed for utility costs to be \$171k less than estimated.	
Operating Resources	\$ 5,057.9	\$ 5,000.9	\$ 4,680.8	\$ 320.1		\$ 4,537.6
Expenditures	4,869.2	4,713.6	4,680.8	(32.8)		4,537.6
<b>Net Surplus (Deficit)</b>	<b>\$ 188.7</b>	<b>\$ 287.3</b>	<b>\$ 0.0</b>	<b>\$ 287.3</b>		<b>(0.0)</b>
<i>Ending Fund Balance</i>	\$ 975.6	\$ 1,262.9	\$ 975.6	\$ 287.3		
<b>STUDENT UNION</b>						
<i>Beginning Fund Balance</i>	\$ 879.8	\$ 930.1	\$ 930.1	\$ -	Both revenues and expenses virtually even with budget. Favorable weather has assisted this auxiliary as well, with utility costs approximately \$99K less than estimated.	
Operating Resources	\$ 6,373.0	\$ 6,693.8	\$ 6,668.8	\$ 25.0		\$ 6,601.2
Expenditures	6,322.7	6,491.1	6,668.8	177.8		6,601.2
<b>Net Surplus (Deficit)</b>	<b>\$ 50.3</b>	<b>\$ 202.8</b>	<b>\$ 0.0</b>	<b>\$ 202.8</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 930.1	\$ 1,132.9	\$ 930.1	\$ 202.8		

THE UNIVERSITY OF AKRON - Akron Campus  
 AUXILIARY ENTERPRISES  
 July 1, 2011 to June 30, 2012  
 (\$ in Thousands)

YEAR-TO-DATE JUNE

	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Comments	FY12 Approved Budget
<b>TELECOMMUNICATIONS</b>						
<i>Beginning Fund Balance</i>	\$ 743.1	\$ 1,102.6	\$ 1,102.6	\$ -		
Operating Resources	\$ 4,050.3	\$ 3,374.1	\$ 3,433.4	\$ (59.4)	Very stable while still investing significantly in University infrastructure. No rate changes necessary in FY13 budget.	\$ 3,386.0
Expenditures	3,690.9	3,232.5	3,433.4	200.9		3,386.0
<b>Net Surplus (Deficit)</b>	<b>\$ 359.4</b>	<b>\$ 141.5</b>	<b>\$ -</b>	<b>\$ 141.5</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 1,102.6	\$ 1,244.1	\$ 1,102.6	\$ 141.5		

**TOTAL AUXILIARY ENTERPRISES - AKRON CAMPUS**

<i>Beginning Fund Balance</i>	\$ 11,474.9	\$ 11,530.3	\$ 11,530.3	\$ -		
Operating Resources	\$ 95,108.4	\$ 97,148.9	\$ 97,052.1	\$ 96.9		\$ 95,249.1
Expenditures	95,053.0	96,609.7	97,052.0	442.4		\$ 95,249.1
<b>Net Surplus (Deficit)</b>	<b>\$ 55.4</b>	<b>\$ 539.3</b>	<b>\$ 0.0</b>	<b>\$ 539.3</b>		<b>0.0</b>
<i>Ending Fund Balance</i>	\$ 11,530.3	\$ 12,069.6	\$ 11,530.4	\$ 539.3		

THE UNIVERSITY OF AKRON - Wayne Campus  
 AUXILIARY ENTERPRISES  
 July 1, 2011 to June 30, 2012  
 (\$ in Thousands)

YEAR-TO-DATE JUNE

	FY 2011 Actual	FY 2012 Actual	FY 2012 Budget	YTD Variance	Comments	FY12 Approved Budget
<b>Wayne Student Union</b>						
<b>Beginning Fund Balance</b>	\$ 27.7	\$ 127.2	\$ 127.2	\$ -		
Operating Resources	\$ 106.2	\$ 86.6	\$ 84.0	\$ 2.6	While revenues were in line with the budget, the FY12 expenses were minimal, therefore the operation ended the year with a substantial fund balance of \$210,500.	\$ 84.0
Expenditures	6.7	3.4	84.0	80.6		84.0
<b>Net Surplus (Deficit)</b>	<b>\$ 99.5</b>	<b>\$ 83.3</b>	<b>\$ -</b>	<b>\$ 83.3</b>		<b>0.0</b>
<b>Ending Fund Balance</b>	<b>\$ 127.2</b>	<b>\$ 210.5</b>	<b>\$ 127.2</b>	<b>\$ 83.3</b>		

**THE UNIVERSITY OF AKRON**  
**Restricted Current Fund Activity**  
**Twelve-Month Period Ended 6/30/12**

**Exhibit A9**

**Introduction:** Restricted funds available for financing operations, but are limited by donors and other external agencies to specific purposes, programs, or departments.

FY12 - RESTRICTED ACTIVITY (\$ in thousands)	Balance	YTD (06/30/12)		Balance
	07/01/11	Revenues	Expenditures	06/30/12
University scholarships	\$ 9,324	\$ 2,194	\$ 1,979	\$ 9,539
Research grants and contracts	9,758	33,078	35,806	7,030
Student Aid	87	46,409	46,553	(57)
UA Foundation income	3,327	1,890	1,749	3,468
Other departmental funds	16,292	12,633	11,823	17,102
<b>Totals</b>	<b>\$ 38,788</b>	<b>\$ 96,204</b>	<b>\$ 97,910</b>	<b>\$ 37,082</b>

**University Scholarships** - Income from the University's endowments to be used for scholarships.

**Research** - Activities specifically organized to produce research outcomes. Includes research projects, training programs, or similar instructional activities for which amounts are received or expenditures are reimbursable under the terms of a government or private grant or contract.

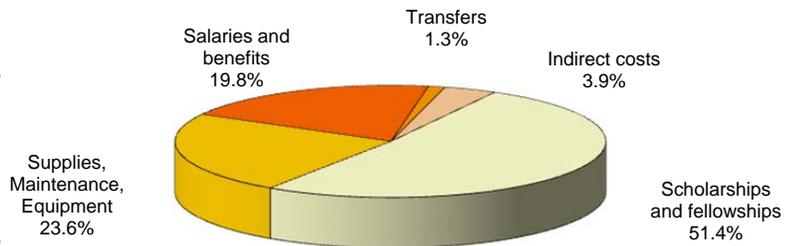
**Student Aid** - Federal grants and aid activity to the students.

**UA Foundation Income** - Income from the Foundation used for student scholarships.

**Other Departmental Funds** - Other resources given to The University for a specific purpose. Includes resources designated for campus departments, sports programs, or unique events.

**Restricted Expenditures by Type**

(\$ thousands)	Total YTD Expenditures
Salaries and benefits	\$ 19,350
Supplies, maint., equipment	23,117
Scholarships and fellowships	50,342
Indirect costs	3,861
Transfers	1,240
<b>Totals</b>	<b>\$ 97,910</b>

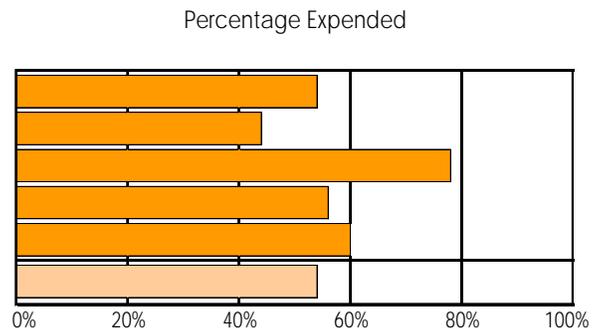


**Percentage of Completion by Type of Research Project (Active Projects)**

Generally, research grants and contracts are awarded for longer than one year, with many awarded for up to a three-year period. This shows the total amount completed for the entire grant award period.

- Federal** - from US governmental agencies
- State** - from State of Ohio governmental agencies
- Local** - from county or other agencies
- Private** - from institutes, foundations, or corporations
- UARF** - from the UA Research Foundation

(\$ thousands)	Total Active Project Budgets	Total Active Project Expenditures	Percentage Expended	Number of Active Projects
Federal	\$ 73,682	\$ 37,955	52%	145
State	18,601	9,486	51%	94
Local	1,795	1,413	79%	9
Private	29,109	17,235	59%	131
UARF	7,768	4,925	63%	52
<b>Totals</b>	<b>\$ 130,955</b>	<b>\$ 71,014</b>	<b>54%</b>	<b>431</b>



The percentage expended reflects the actual grant expenditures and not the status of the work involved on these grants.

**THE UNIVERSITY OF AKRON**  
**Plant Fund Activity**  
**Twelve-Month Period Ended 6/30/12**

**Exhibit A10**

**Introduction:** Plant funds are resources for capital facility project costs, debt service costs, and the cost of long-lived assets.

**Current Capital Projects** are accounts for unexpended resources accumulated to finance the acquisition of long-lived assets. Each capital project is recorded in a separate account.

FY12 - PLANT ACTIVITY (\$ in thousands)	Balance	YTD (06/30/12)		Balance
	07/01/11	Revenues	Expenditures	06/30/12
University funded	\$ 11,773	\$ 5,754	\$ 7,265	\$ 10,262
Billable	223	33,926	30,454	3,695
Bonds	3,793	4,548	9,853	(1,512)
<b>Totals</b>	<b>\$ 15,789</b>	<b>\$ 44,228</b>	<b>\$ 47,572</b>	<b>\$ 12,445</b>

**University funded** – projects funded with general fund or auxiliary enterprise resources.

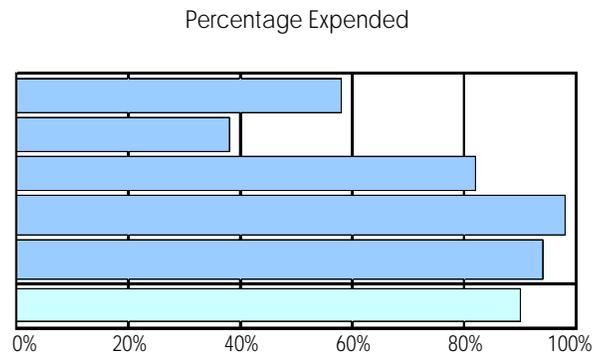
**Billable** – projects funded with external resources such as pledges or Foundation money.

**Bonds** – projects funded with the sale of bonded debt.

**Percentage of Completion by Source of Funding (Active Plant Project)**

Plant projects are budgeted for the entire projects which may last longer than one year. This shows the total amount completed for entire plant projects by funding source.

(\$ thousands)	Total Project Budgets	Total Project Expenditures	Percentage Expended	Number of Projects
	University funded	\$ 19,721	\$ 11,447	58%
Billable	7,881	2,885	37%	17
State Appropriations	45,636	36,982	81%	16
Bond 2004 <sup>1</sup>	37,262	36,827	99%	4
Bond 2008 <sup>2</sup>	183,356	176,898	96%	29
<b>Totals</b>	<b>\$ 293,856</b>	<b>\$ 265,039</b>	<b>90%</b>	<b>106</b>



The percentage completed reflects the actual plant expenditures and not the status of the work involved on these projects.

<sup>1</sup> Bond 2004 is for the Exchange Street housing project which is substantially completed. The balance reflects excess interest earnings spent on additional current projects.

<sup>2</sup> Bond 2008 is for several campus improvements including the Multiplex – Football Stadium, Quaker Square, Robertson Café, Exchange Street Parking Deck expansion, and other renovations.

THE UNIVERSITY OF AKRON  
 Unrestricted Current Fund Expenditures – Wayne Campus  
 Twelve-Month Period Ended 6/30/12

Exhibit W2

FY12 - WAYNE E&G EXPENDITURES (\$ in thousands)	YTD June 2012		YTD Variance \$'s	YTD Variance %
	ACTUAL	BUDGET		
Instruction	\$4,638.0	\$6,235.7	\$ 1,598	25.6%
Research	1.0	5.0	4.0	79.8%
Public Service	596.8	663.8	67.0	10.1%
Academic Support	1,101.9	1,290.7	188.9	14.6%
Student Services	1,247.5	1,271.8	24.2	1.9%
Institutional Support	2,099.7	2,319.4	219.8	9.5%
Plant Operation & Maintenance	1,576.4	1,941.3	364.9	18.8%
Scholarships	629.1	632.4	3.3	0.5%
<b>Total</b>	<b>\$11,890.5</b>	<b>\$14,360.1</b>	<b>2,469.7</b>	<b>17.2%</b>

**Introduction:** The expenses in each of the functional categories are compared to the budget in an effort to reflect the year-to-date spending against the approved budget. In total, functional expenditures for all categories are below FY 12 budget.

**Instruction** – All expenses in this category reflect the direct cost of providing instruction to the students. The largest expense component is faculty compensation. Budget surpluses in this area are primarily related to the fact that all vacant positions for the college fall in this category.

**Public Service** – The activity in this area is related to Workforce Development & Continuing Education programs. The expenditures for Public Service came in below the FY 12 budget 10.1%.

**Total E & G** – Overall, the total Educational & General expenditures are below the FY 12 budget with a favorable variance of 17.2% or \$2.4 million. Revenue surpassed expenditures by \$1.7 million plus the \$2.1 million carry-over from FY11 left Wayne College with a positive balance of \$3.8 million. Before final close the following transfer-out took place; Plant Funds \$500,000, Scholarships \$500,000 and Reserve for Changing Enrollment \$150,000. The overall result is a carry-over of \$2.7 million into FY13.

THE UNIVERSITY OF AKRON-WAYNE COLLEGE  
12th Month General Fund Results

RESOURCES	YEAR-TO-DATE JUNE				
	June 11 Actual	June 12 Actual	FY12 Orig. Budget	Variance	FY11 Carry-Over
<b>REVENUES</b>					
<b>Tuition and Fees:</b>					
Undergraduate Tuition & Fees	\$ 9,139.3	\$ 9,055.5	\$9,697.2	\$ (641.7)	\$ 0.0
Non-resident Surcharge	\$ 58.0	\$ 53.0	35.0	18.0	0.0
Other Fees	456.9	431.0	425.0	6.0	0.0
<b>Total Tuition and Fees</b>	<b>\$ 9,654.2</b>	<b>\$ 9,539.5</b>	<b>\$ 10,157.2</b>	<b>\$ (617.7)</b>	<b>\$ 0.0</b>
<b>State Appropriations</b>	<b>\$ 4,086.1</b>	<b>\$ 3,579.6</b>	<b>\$ 3,588.1</b>	<b>\$ (8.3)</b>	<b>\$ 0.0</b>
<b>Other Sources:</b>					
Workforce Dev./Cont. Ed.	694.0	526.6	650.2	(123.6)	\$ 0.0
Departmental Sales & Services	5.9	7.4	7.2	0.2	0.0
Miscellaneous	1.0	1.0	1.0	0.0	0.0
<b>Total Other Sources</b>	<b>\$ 700.9</b>	<b>\$ 535.0</b>	<b>\$ 658.4</b>	<b>\$ (123.4)</b>	<b>\$ 0.0</b>
<b>Total Revenues</b>	<b>\$ 14,441.2</b>	<b>\$ 13,654.1</b>	<b>\$ 14,403.7</b>	<b>\$ (749.4)</b>	<b>\$ 0.0</b>
<b>Transfers-In</b>	<b>\$ 82.8</b>	<b>\$ 157.5</b>	<b>\$ 156.5</b>	<b>\$ 1.0</b>	<b>\$ 0.0</b>
<b>Total Resources Available</b>	<b>\$ 14,524.0</b>	<b>\$ 13,811.6</b>	<b>\$ 14,560.2</b>	<b>\$ (748.4)</b>	<b>\$ 0.0</b>
<b>EXPENDITURES &amp; TRANSFERS-OUT</b>					
<b>E &amp; G Expenses by Pool</b>					
Payroll	\$ 6,529.4	\$ 6,746.9	\$ 7,473.7	\$ 726.8	\$ 377.6
Vacant Positions (net)	0.0	0.0	585.1	585.1	0.0
Sick leave accrual	(8.9)	16.6	0.0	(16.6)	0.0
Fringe Benefits	2,183.2	2,139.4	2,872.2	732.7	148.3
<b>Subtotal Compensation</b>	<b>\$ 8,703.7</b>	<b>\$ 8,902.9</b>	<b>\$ 10,931.0</b>	<b>\$ 2,028.0</b>	<b>\$ 525.9</b>
Student Assistants	\$ 149.6	\$ 140.3	\$ 186.7	\$ 46.4	\$ 38.6
Supplies & Services	1,156.3	1,161.6	1,514.8	353.2	1,099.9
Utilities	333.7	335.4	454.5	119.1	215.4
Communications	93.8	100.7	167.0	66.3	53.5
Travel	145.1	153.1	99.7	(53.5)	28.4
Student Aid	577.8	629.1	625.0	(4.1)	23.4
Other	151.6	467.2	381.5	(85.7)	141.9
<b>Subtotal Non-Compensation</b>	<b>\$ 2,607.9</b>	<b>\$ 2,987.4</b>	<b>\$ 3,429.2</b>	<b>\$ 441.7</b>	<b>\$ 1,601.1</b>
<b>Total Educational &amp; General</b>	<b>\$ 11,311.6</b>	<b>\$ 11,890.3</b>	<b>\$ 14,360.2</b>	<b>\$ 2,469.7</b>	<b>\$ 2,127.0</b>
<b>Transfers-Out:</b>					
Mandatory	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0
Non-Mandatory	4,268.2	1,280.2	200.0	(1,080.2)	0.0
<b>Total Transfers-Out</b>	<b>\$ 4,268.2</b>	<b>\$ 1,280.2</b>	<b>\$ 200.0</b>	<b>\$ (1,080.2)</b>	<b>\$ 0.0</b>
<b>Total Expenditures &amp; Transfers-Out</b>	<b>\$ 15,579.8</b>	<b>\$ 13,170.5</b>	<b>\$ 14,560.2</b>	<b>\$ 1,389.5</b>	<b>\$ 2,127.0</b>
<b>NET CHANGE IN FUND BALANCE</b>	<b>\$ (1,055.8)</b>	<b>\$ 641.1</b>	<b>\$ 0.0</b>	<b>\$ 641.1</b>	<b>\$ 2,127.0</b>
PLUS: Trf-in for Dept'l Carryover	\$ 3,182.8	\$ 2,127.0	0.0	\$ 2,127.0	
LESS: Trf-out for carryover reserves	(2,127.0)	(2,768.1)	0.0	(2,768.1)	
<b>Ending Balances</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>0.0</b>	<b>\$ 0.0</b>	

**The University of Akron**  
**Office of Resource Analysis and Budget**  
**GLOSSARY OF FINANCIAL REPORTING TERMS**

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**AUXILIARY** – An accounting entity within the current fund conducted primarily to provide goods, facilities and services to – and generate revenue from – students, faculty, staff and the general public.

**CAPITAL COMPONENT** – A line item in the state of Ohio operating budget which provides funds for capital projects. This line item is included in the state's operating budget. The state has provided universities with the ability to accept 15 annual installments in lieu of forgone capital allocations either in a lump sum, or over time. The University of Akron has agreed to collect the capital component allocation over time – we currently collect roughly \$2.5 million per year and transfer it out to the reserves for retirement of debt related to capital projects.

**CARRYOVER** – At the end of each fiscal year, the current fund has unspent resources. These resources are transferred into the succeeding fiscal year to provide spending authority in addition to the annual budget.

**DEPARTMENTAL SALES** – Revenues and expenditures which:

1. relate incidentally to the conduct of instruction, research and public service; and
2. relate to activities that exist to provide an instructional and/or laboratory experience for students while creating goods or services that may be sold to the campus community or the general public.

**FUNDS:**

**Unrestricted Current Funds**

- General fund – Classification of resources and expenditures that are either directly or indirectly in support of instruction, research and public service without specific restrictions. Primary sources of these funds are student tuition and fees, departmental sales, state share of instruction, investment income and indirect cost recovery.
- Auxiliary funds – Revenues and expenditures directly linked to the annual operation of any of the institution's auxiliaries and that are not restricted (see definition of Auxiliary).

**Restricted Current Funds**

- Sponsored programs – Research grants funded with state, federal, corporate, or other resources. The funds are required to be spent on the specific projects as outlined in the contract.
- Restricted gifts – Monetary donations to the institution that carry restrictions on how they can be used. Most common restrictions are that the funds be used for scholarships or as supplements to operations in specified departments.
- Other restricted funds for a specific purpose.

**Loan Funds** – The primary purpose of this fund group is to account for the resources available for loans to students.

**Endowment Funds** - These include funds received from a donor with the restriction that the principal is not expendable. The principal is invested for the purpose of producing present and future income which may be expended or added to the principal.

**Plant Funds**

- Current capital expenses
- Capital assets and equipment

**Agency funds**

- Student organizations
- Other outside agencies

**EXPENSE POOLS** – Classifications of types of expenditures broken into two major categories: Personnel and Operating (non-personnel). The pools are general, such as supplies and travel. Within each pool, there are more specific expense accounts which enable users to report types of purchases. For example, within the Supplies & Services expense pool, there is an account for Instructional Supplies.

**E&G FUNCTIONS** – (Education & General – also referred to as I&G, or Instructional and General). Reporting requirements define the functions into which we must categorize all unrestricted current fund expenditures. These functions group expenses based on how they contribute to the institution’s mission. They are as follows (including examples):

- Instruction and Departmental Research – All direct and applicable expenditures for activities that are part of an institution’s instructional program (i.e., faculty compensation and supplies related to the classroom).
- Separately Budgeted Research – All expenditures for activities specifically organized to produce research outcomes (i.e., indirect cost redistributions, faculty research grants).
- Public Service – All funds expended for activities that are established primarily to provide non-credit courses and services to the community at large (i.e., workforce development, continuing education, and departmental sales operations offering products or services to the public).
- Academic Support – All funds expended for support services that assist those operations directly focused on instruction, research and public service (i.e., libraries, dean’s offices, information technology fee expenses).
- Student Services – All funds expended for the administration and operation of offices of admission and registration and those activities whose primary purpose is to contribute to the students’ emotional, physical, cultural and social growth outside the context of formal instructional programs (i.e., admissions, financial aid, and registrar).
- Institutional Support – Expenditures for operations that provide support services to the total University (i.e., information technology services, legal, financial overhead).

- Operation and Maintenance of Plant – Expenditures for operation and maintenance of the physical plant – does not include capital expenditures for new construction (i.e., utilities, custodial, buildings and grounds maintenance).
- Scholarships and Fellowships – Expenditures for institutional scholarships and set-asides for need-based scholarships.

**IGB (Institute for Global Business)** – A line item in the state budget which is intended to supplement The University of Akron’s International Business program.

**INDIRECT COST RECOVERY/DISTRIBUTION** – Funds built into external grants to reimburse overhead of the institution and the investigating parties.

**STATE SHARE OF INSTRUCTION (SSI)** – State funds provided to Ohio’s public colleges and universities in support of core academic activities. The distribution calculations are primarily enrollment-driven and based on actual average costs.

**TRANSFERS IN** – The movement of resources into one fund from another. In the unrestricted current fund, transfers-in most often are to fund carryovers. The budget assumes transfers-in from reserves and from auxiliary fund balances to meet the need for resources.

**TRANSFERS OUT MANDATORY** – The movement of resources out of a fund to meet a required need. In the unrestricted current fund, mandatory transfers-out are to meet debt retirement requirements.

**TRANSFERS OUT NON-MANDATORY** – The movement of resources out of a fund for various purposes. In the unrestricted current fund, non-mandatory transfers-out are to supplement various auxiliary revenues, establish reserves, support plant funds, etc.



August 30, 2012

**TO:** Dr. Mike Sherman  
Senior Vice President, Provost and Chief Operating Officer

**FROM:** David J. Cummins   
Vice President for Finance and Administration/CFO

**SUBJECT: Update: Direct Purchase Refinancing of General Receipts Bonds**

### **Background**

In January 2012, the Board of Trustees authorized the Vice President for Finance and Administration/Chief Financial Officer to explore and engage in refunding/refinancing opportunities to take immediate advantage of favorable interest rates as they emerge. This authority also provided for the engagement of bond counsel, underwriter selection(s), and bank bond placement and stipulated that any refunding activity be subsequently reported for information purposes only to the Board of Trustees.

The selection of bond counsel was coordinated through the Office of General Counsel, via a formal request to the State Attorney General's Office.

### **RFP Process**

In response to refunding/refinancing opportunities resulting from current favorable market conditions, the University (in consultation with its financial advisor, PFM) sent out two RFPs to explore refinancing options for the Series 2003A and 2004B Bonds in an amount not to exceed \$62,855,000. The first RFP/option was for the placement of direct purchase of these tax-exempt, non-bank qualified bonds; and the second RFP/option was for the selection of underwriters for the more traditional public market sale of bonds. The University chose to proceed with a private (bank) placement of a refunding bond with JP Morgan Chase. The private placement option provided optimal savings as compared to a traditional market sale of bonds.

**Vice President for Finance & Administration/CFO**  
Akron, OH 44325-4715  
330-972-7120 Office · 330-972-6293 Fax

### **Selected Plan of Action**

The private placement with JP Morgan Chase in the amount of \$31,815,000 at 2.4% was closed on August 15<sup>th</sup>. This debt refunding will provide the University with a net present value (NPV) savings of approximately \$5.0 million (or 15.8%) over the 15-year term. To put this savings in perspective, industry standards (as well as our own debt policy) establish the acceptable NPV savings level at a minimum 3%.

Through the RFP process referenced above, the University also identified a pool of underwriters that will assist with not only future refunding opportunities but also with any new issuance needs as identified by the administration. This team will be in place for a five-year period, a very common industry practice. Either the entire team or a subset thereof can be utilized, pending the borrowing size and the perceived strength of each team member. Such future issuances will require Board approval.

- The following firms have been identified to comprise the underwriting team:

Morgan Stanley & Co. (senior manager or lead bank)  
PNC Capital Markets LLC  
Fifth Third Securities, Inc.  
Rice Financial Products Company  
JP Morgan and Chase Co.

The refunding was completed August 15. Per Resolution 1-5-12, the refunding was approved by the University President and Chair of the Finance & Administration Committee.

**THE UNIVERSITY OF AKRON**  
**Operating Funds Investment Report**  
**June 30, 2012**

**Exhibit 1**

**Policy Compliance: Asset Allocation**

- In Compliance
- Not in Compliance

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	5-100%	25.0%	<b>25.0%</b>	●
Short-Term Fixed Income	0-50%	37.5%	<b>37.5%</b>	●
Intermediate-Term Fixed Income	0-50%	37.5%	<b>37.5%</b>	●

The University's investment strategy for its operating funds focuses on the safety of principal while achieving the long-term investment objectives of maintaining liquidity and maximizing returns. The strategy includes structuring a well-diversified, high-quality portfolio by capitalizing on opportunities offered by the market.

The decision in January 2012 to reallocate \$20 million from the Short-Term Fixed Income portfolio to the Intermediate-Term Fixed Income portfolio paid dividends. The return difference of the Intermediate-Term portfolio versus the Short-Term portfolio amounted to over \$225,000 in additional market value gains.

Cash and Cash Equivalents are required to meet daily liquidity needs. In line with the normal cash flow cycle, Cash and Cash Equivalents ebb and flow across the four quarters: \$89.4 million-September 30, 2011; \$43.6 million-December 31, 2011; \$79.3 million-March 31, 2012; and \$43.7 million (all cash)-June 30, 2012. A new series of short-term (less than 6 months) CDs and commercial paper will be purchased to increase yield with the next influx of revenue which coincides with the beginning of Fall Semester 2012.

**Exhibit 2**

**Net Rates of Return for the Period Ended June 30, 2012**

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

	Market Value (Excl. Accrual)	Net Rates of Return	
		Quarter ROR/Benchmark	One Year ROR/Benchmark
Cash and Cash Equivalents <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 43,732,932	0.05% 0.03%	0.26% 0.06%
Short-Term Fixed Income <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	65,303,802	0.21% 0.19%	1.29% 0.84%
Intermediate-Term Fixed Income <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	65,329,923	1.43% 1.60%	4.97% 5.31%
<b>Total Operating Funds</b>	<b>\$ 174,366,656</b>	<b>0.60%</b>	<b>2.15%</b>

The revolving ladder of short-term CDs and commercial paper increased the yield on Cash and Cash Equivalents to beat the Merrill Lynch 3 Month Treasury Index for the quarter and the one-year rate of return.

Shorter investments of securities and corporate obligations have been sold and replaced by ones with longer durations and higher yields.

The portfolio has produced an aggregate one-year rate of return at 2.15% for the University's total

Quarterly rates of return for operating funds are presented as unannualized.

**Exhibit 3**

**Investment Income for the Period Ended June 30, 2012**

- Over Budget
- Under Budget

	Twelve Months			Over/ (Under)
	Actual	Budget	Variance \$	
Revenue	\$ 2,494,437	\$ 2,209,000	\$ 285,437	●

The FY12 budgeted revenue is \$2,209,000, or \$552,250 per quarter. Actual revenue for the fiscal year exceeded the budgeted amount by

**Exhibit 4**

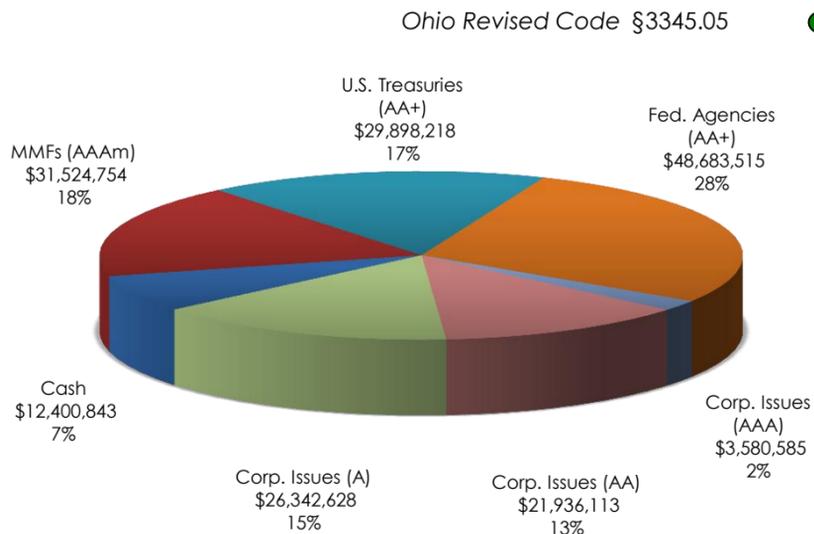
**State Compliance: Portfolio Composition and Credit Quality**

- In Compliance
- Not in Compliance

**Compliance Indicator**

**Section 3345.05 of the Ohio Revised Code states:**

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



	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income
Cash	\$ 12,400,843		
Money Market Funds	31,332,088	\$ 138,943	\$ 53,723
S/T Comm. Paper	-		
CDs	-		
U.S. Treasuries		7,662,914	22,235,304
Federal Agencies		26,550,948	22,132,567
Corporate Issues		30,950,997	20,908,329
<b>Total Operating Funds</b>	<b>\$ 43,732,932</b>	<b>\$ 65,303,802</b>	<b>\$ 65,329,923</b>

**THE UNIVERSITY OF AKRON**  
**Endowment Funds Investment Report**  
**June 30, 2012**

**Exhibit 5**

**Policy Compliance : Asset Allocation**

- In Compliance
- Not in Compliance

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Model		
Domestic Large Cap Equities	20-30%	25%	<b>25.4%</b>	●
Domestic Small/Mid Cap Equities	10-20%	15%	<b>19.7%</b>	●
International Equities	15-25%	20%	<b>19.2%</b>	●
Alternative Investments	0-15%	15%	<b>10.4%</b>	●
Fixed Income	20-30%	20%	<b>23.2%</b>	●
Cash and Cash Equivalents	0-10%	5%	<b>2.1%</b>	●

The University's current allocation of pooled endowment assets fell within the policy guidelines as of June 30, 2012.

A total of 64.3% of the endowed assets were invested in equities: 33.7% with growth managers and 30.6% with value

**Exhibit 6**

**Market Valuation of University Endowments**  
**Components of Change**  
**Fiscal Years Ended 2009 - 2012**



**Gifts & Transfers**

In FY12, no new endowments were created within the University endowments; however, gifts/transfers-in were received in support of existing endowments. Substantially less than prior years, the University endowments received \$296,403 in new gifts and \$600,000 in internal transfers during FY12.

**Total Distributions**

Distributions from endowments had been on the decline over the last three years because no distributions are made from underwater endowments as identified during the annual scholarship projection calculations.

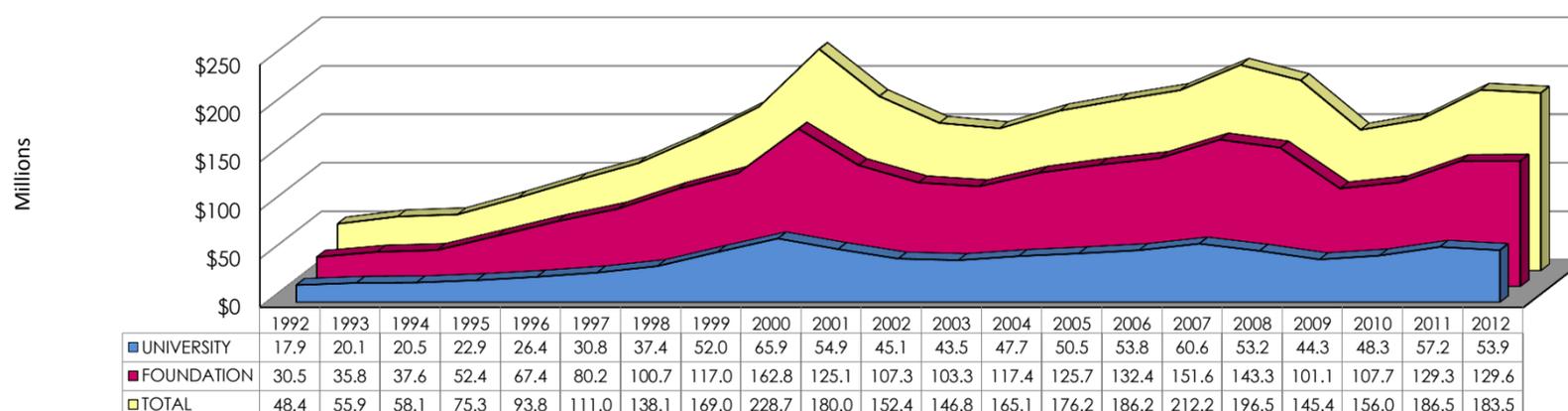
FY12 distributions were greater than FY11 distributions because the number of underwater endowments had declined.

**Market Advance/Decline**

FY12 closed with a market decline (realized and unrealized loss) of \$2.69 million for the University endowments contributing to the negative net change for the overall portfolio.

**Exhibit 7**

**The University of Akron and Foundation Endowments**  
**Historical Growth**  
**Fiscal Years Ended 1992 - 2012**



During the 20 plus years presented, the University's and the UA Foundation's combined portfolios have grown from \$48.4 million to \$183.5 million. In FY12, the combined portfolios experienced a 1.65% decrease from its three-year high of \$186.5 million as of June 30, 2011.

On an individual basis, the University's FY12 ending market value was 5.89% below its FY11 ending market value; whereas the UA Foundation's FY12 ending market value was 0.23% higher.

**THE UNIVERSITY OF AKRON**  
**Endowment Funds Investment Report**  
**June 30, 2012**

Exhibit 8

**Net Rates of Return for the Periods Ended June 30, 2012 by Portfolio Composite**

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

Pooled Market Value	Net Rates of Return			
	Quarter ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Since March 2008 ROR/Benchmark

March 2008 represents first full quarter with assets under management by Legacy Strategic Asset Management.

<b>Portfolio Composite</b>	<b>\$ 46,320,252</b>	<b>-3.90%</b> ●	<b>-2.72%</b> ●	<b>10.26%</b> ●	<b>2.16%</b> ●
Policy Balanced Index		-2.61%	-0.82%	10.35%	2.38%
Difference (in basis points)		(129)	(190)	(9)	(22)

Exhibit 9

**Net Rates of Return for the Periods Ended June 30, 2012 by Investment Manager**

- Above Benchmark
- 0-100 Basis Pts Below Benchmark
- >100 Basis Pts Below Benchmark

Market Value (Excl. Accrual)	Net Rates of Return			
	Quarter ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark

The rates of return are reported net of all fees including advisory, custodial, and management fees.

**POOLED ENDOWMENTS**

**Domestic Large Cap Equities**

Diamond Hill (Value) Russell 1000 Value Index	\$ 5,561,065	-5.26% ●	0.23% ●	13.59% ●	NA ○
		-2.20%	3.00%	15.80%	-2.19%
Oak Associates (Growth)	3,418,517	-8.68% ●	-1.23% ●	11.69% ●	1.90% ●
Neuberger Berman (Growth) Russell 1000 Growth Index	5,182,398	-5.90% ●	0.23% ●	12.92% ●	NA ○
		-4.02%	5.76%	17.50%	2.87%

**Domestic Small/Mid Cap Equities**

Systematic Financial (Value) Russell 2500 Value Index	4,801,101	-6.30% ●	-6.15% ●	17.97% ●	NA ○
		-3.02%	-1.49%	18.78%	-0.20%
Essex Investments (Growth) Russell 2500 Growth Index	3,692,701	-3.58% ●	-6.64% ●	14.09% ●	NA ○
		-5.38%	-3.19%	19.38%	2.35%

**International Equities**

Oppenheimer International Growth Fund	3,710,467	-6.69% ●	NA ○	NA ○	NA ○
Dodge & Cox International Fund MSCI All World x US	4,224,639	-8.34% ●	-15.71% ●	7.79% ●	NA ○
		-7.38%	-14.15%	7.43%	-4.18%

**Alternative Investments**

PIMCO All Asset All Authority (AAAA) Fund CPI +4% HFRI Fund of Fund	4,856,963	0.30% ●	5.06% ●	NA ○	NA ○
		1.08%	5.81%	6.12%	5.96%
		-2.31%	-4.49%	2.17%	-2.05%

**Fixed Income**

PIMCO Total Return Fund	3,261,996	2.52% ●	6.62% ●	7.76% ●	8.83% ●
MetWest Total Return Fund	2,829,332	2.41% ●	7.93% ●	11.46% ●	8.60% ●
First Merit Bank	1,602,139	1.45% ●	5.64% ●	NA ○	NA ○
Loomis Sayles Bond Fund (High Yield) Barclays Aggregate Bond Index ML High Yield	1,622,811	0.05% ●	3.94% ●	NA ○	NA ○
		2.06%	7.48%	6.94%	6.80%
		1.83%	6.51%	16.16%	8.16%
Templeton Global Bond Fund Barclays Global Aggregate	1,556,123	-1.14% ●	-0.06% ●	NA ○	NA ○
		0.62%	2.62%	6.00%	6.68%

**SEPARATELY INVESTED ENDOWMENTS**

Oelschlagel Leadership Award S&P 500	1,635,632	-7.64% ●	-0.20% ●	12.32% ●	1.31% ●
		-2.75%	5.45%	16.40%	0.22%
Seiberling Chair in Constitutional Law Barclays Aggregate Bond Index	1,436,872	0.14% ●	0.23% ●	1.10% ●	3.14% ●
		2.06%	7.48%	6.94%	6.80%

The Portfolio Composite was calculated to be lower than the Policy Balanced Index for all periods ended June 30, 2012: lower by 129 basis points for the quarter; by 190 basis points for the one-year period; by 9 basis points for the three-year period; and by 22 basis points since inception, that is, since March 2008 which represents the first full quarter with assets under management by Legacy.

Although none of the individual equity managers outperformed their respective benchmark for the one-year period, international equity managers contributed most significantly to the negative performance of the overall portfolio in FY12. In December 2011, Artio Global was replaced by a better performing Oppenheimer International Growth Fund. Dodge & Cox, another international equities manager, was within 156 basis points of the double-digit, one-year MSCI All World excluding US benchmark at -15.71%. The weak international equities sector as a whole compounded by the poor performance of the now-terminated Artio Global translated to 69% of the total portfolio's FY12 market decline of \$2.69 million.

The PIMCO All Asset All Authority Fund and the fixed income managers all posted positive returns across all periods. Only MetWest Total Return Fund consistently beat its benchmark.

During the quarterly review meeting, Legacy recommended that Essex Investments and Neuberger Berman remain on "watch" given their respective three-year

**The University of Akron**  
**Treasury Services**  
**GLOSSARY OF INVESTMENT TERMS**

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**ADMINISTRATIVE FEE** – The University levies an annual administrative fee of 1% of the market value of the pooled endowments in support of the Scholarship for Excellence Program. A deduction from principal, the administrative fee is one of the components of change in market value.

**ASSET CLASS:**

**Operating Funds**

- Cash (Less than 270 days to maturity)
- Short-Term Fixed Income
- Intermediate Fixed Income

**Endowment Funds**

- Domestic Equities
  - Large Cap Value
  - Large Cap Growth
  - Small Cap Value
  - Small Cap Growth
- International Equities
- Alternative Investments
- Bonds
  - Short-Term Fixed Income
  - Intermediate Fixed Income
- Cash and Equivalents

**ASSET ALLOCATION** – Each respective investment policy establishes an acceptable range and a target percentage of the portfolio’s investment in the appropriate asset class.

**BENCHMARK** – A standard, used for comparison. For example, the S&P 500 may be used as a benchmark against which the performance of a blended large cap manager is compared. The performances of the University’s operating and endowment investments are measured separately against appropriate benchmark indices.

**DISTRIBUTIONS** – The endowment’s spending policy allows for an annual payout of 5% of the average market value of the pooled endowments for the prior three years to support current needs, primarily University scholarships. A deduction from principal, distributions are one of the components of change in market value.

**ENDOWMENT FUNDS** – Funds received from a donor with the restriction that the principal is not expendable. The principal is invested for the purpose of producing present and future income which may be expended or added to the principal. The majority of the University’s endowment funds are commingled in a unitized investment pool allowing for broad diversification of investments.

**GIFTS & TRANSFERS** – Endowed gifts and bequests designated specifically to The University of Akron augment the University’s endowments. An addition to principal, gifts and transfers are one of the components of change in market value.

**INCOME** – Gross income earned on the principal of endowment funds. This revenue is returned to principal to offset future distributions from the endowments in support of University scholarships. An addition to principal, income is one of the components of change in market value.

**INVESTMENT INCOME** – The revenue earned on the investments of operating funds. Investment income is a source of budgeted revenue for the University's general fund.

**INVESTMENT POLICY** – The University of Akron has two separate investment policies which have been adopted by its Board of Trustees. The investment policy that governs the investment of operating funds is currently known as the *Statement of Investment Objectives and Policy for The University of Akron Operating Funds*. The investment policy that governs the investment of endowment funds is currently known as the *Statement of Investment Policy for The University of Akron Endowment Funds*.

**INVESTMENT MANAGER** – The managers have full discretion to invest the endowment assets under their management to best achieve the investment objectives set forth in the investment policy while complying with the guidelines and meeting the responsibilities imposed on them in the policy.

**MARKET ADVANCE/(DECLINE)** – The increase/(decrease) in the market value of the portfolio from the end of the last fiscal year to the present, after accounting for the other known components of change. Market advance/(decline) includes realized and unrealized gains/(losses).

**MARKET VALUE** – The portfolio's last reported sale price as determined dynamically by buyers and sellers in an open market.

**OPERATING FUNDS** – Included within the general fund, operating funds represent the total cash assets available for the operation of The University of Akron. The investment objective is to maximize the return on the operating cash balance consistent with assuring the safety of the portfolio's principal value while maintaining liquidity sufficient to meet reasonable anticipated expenses.

**PORTFOLIO COMPOSITE** – The portfolio composite is a time- and dollar-weighted rate of return incorporating the performance of all the managers (old and new) of the pooled endowments. The blended composite provides continuity regardless of changing managers and is measured against a blended benchmark provided by the University's investment consultant.

**QUASI-ENDOWMENT FUNDS** – Funds established by the University to function like an endowment fund but may be expended at any time at the discretion of the Board.

**RATE OF RETURN** – The rate of return on an investment expressed as a percentage of the total amount invested. Rates are generally reported over a combination of periods ending at the same time but with different beginning points in time (e.g., a quarter, trailing six-, nine- or twelve-month periods). On both investment reports rates are expressed net of fees.

**SEPARATELY INVESTED ASSETS** – Excluded from the investment pool, separate investment is sometimes necessary because of special provisions in the gift instrument or because of the nature of the gift property (e.g., life insurance policies).

**TRUSTEES' FEES** – Advisement, management and custodial fees assessed against the assets according to the market value of the endowment assets managed. A deduction from principal, trustee fees are one of the components of change in market value.

**THE UNIVERSITY OF AKRON FOUNDATION** – The University of Akron Foundation is a not-for-profit organization operated for the benefit of The University of Akron. The Foundation's mission is to provide financial assistance to The University of Akron by encouraging and administering gifts and bequests. The Foundation's endowments are distinctly separate from the endowments administered by The University of Akron and are governed by a third investment policy adopted by the Foundation's Executive Committee.



**DATE:** August 30, 2012

**TO:** Dr. W. Michael Sherman  
Senior Vice President, Provost and Chief Operating Officer

**FROM:** David J. Cummins   
Vice President for Finance & Administration/CFO

**SUBJECT: Board Item for Approval**

The following contracts for more than \$350,000 are recommended for approval by the Board of Trustees at its meeting on September 19, 2012.

**University Insurance “Agent of Record”:** The Office of Risk Management is proposing the award of a contract to the Evans Insurance Agency to act as the University’s “agent of record” in regard to incidental insurance matters and to Leonard Insurance Services to act as the University’s “agent of record” in regard to Student Health and Accident Insurance. The initial contract period will be five years with an option to renew thereafter in one year increments upon mutual agreement of both parties.

The selected insurance “agent of record” will be expected to provide excellent customer service, risk management and loss control services, claims support, risk analysis, loss analysis, trend and market analysis and forecasting in addition to various insurance policy placements not provided through the Inter-University Council – Insurance Consortium (IUC-IC). The annual premiums paid by the University for the incidental insurance policies is approximately \$190,000 and approximately \$690,000 annually for the Student Health and Accident Insurance which is paid for by the students that elect to purchase coverage (required for International students). The “agents of record” generate income from commissions they receive from the insurance carriers they place the business with; commission percentages will average out between 6-8% and are typical in the insurance industry.

A majority of the University’s insurance needs are met through the IUC-IC. Fiscal year 2013 annual premiums for this program were \$601,273 and broker (Marsh) fees were \$39,613.

Vice President for Finance & Administration/CFO  
Akron, OH 44325-4715  
330-972-7120 Office · 330-972-6293 Fax

An insurance "agent of record" RFP review committee was formed with representatives from Athletics, the Office of International Programs, the Department of Purchasing, the Office of Risk Managements, and the Research Foundation. At bid closing, a total of four brokers submitted proposals. The proposals were reviewed by each committee member who then rated the proposals based on a set of pre-established criteria to determine each broker's ability to properly service the University's needs. The committee then met to discuss each broker and the results of the rating tabs. At that time, a unanimous decision was reached to recommend Evans Insurance Agency and Leonard Insurance Services as the University's "agent of record" as described above.

I recommend that an award be made to Evans Insurance Agency to act as the University's "agent of record" in regard to incidental insurance matters other than Student Health and Accident Insurance and a contract to Leonard Insurance Services to act as the University's "agent of record" in regard to Student Health and Accident Insurance for an initial contract period of five years with an option to renew thereafter in one year increments upon mutual agreement of both parties and request your approval and that of the Board of Trustees at its meeting on September 19, 2012.

THE UNIVERSITY OF AKRON  
DEPARTMENT OF PURCHASING

THE FOLLOWING CONTRACTS, ALL OF WHICH WERE ENTERED INTO FOLLOWING UNIVERSITY POLICY, WERE MADE SUBSEQUENT TO THE LAST MEETING OF THE BOARD OF TRUSTEES. THESE CONTRACTS HAVE A VALUE BETWEEN \$25,000.00 AND \$350,000.00.

THIS LIST OF **JULY** CONTRACTS IS SUBMITTED FOR THE BOARD'S INFORMATION.

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
<b>General Fund</b>				
1. Ports Petroleum Co Inc. /10000 (013105)	0000077422	31-JUL-2012	8,500 gallons 87 Octane Unleaded Gasoline Inventory-Gasoline	\$26,382.34
2. Atomic Learning Inc. A4752001/10000 (200265)	0000077307	13-JUL-2012	Annual renewal of Atomic Learning Subscription Academic Software	\$34,991.92
3. Austen BioInnovation Inst. A4713034/10000 (200321)	0000077052	20-JUL-2012	UA's Support Clinical Practice/Comm. Efforts BioInnovation Member Support	\$38,050.00
4. Bath Township A0322005/10000 (201109)	MY13-73773	11-JUL-2012	Renewal of Lease -Bath Twp. Biology Field Station Bath Nature Preserve	\$27,000.00
5. Cascade Insulation A4801007/10000 (205013)	0000077519	30-JUL-2012	Piping Insulation, ORR and Sisler McFawn Zone Maintenance	\$70,000.00
6. Central Insulation Inc. A4801007/10000 (205013)	B1260627	03-JUL-2012	Blanket PO for HVAC Insulations Zone Maintenance	\$64,000.00
7. Children's Hosp. Med. Ctr. A4630001/10000 (200670)	0000077132	03-JUL-2012	Medical Services January 2012-June 2012 Health Services	\$36,750.78
8. City of Akron A4751007/10000 (201012)	0000077357	17-JUL-2012	Changes to Software Hosted by Akron Police IT Operating Projects	\$41,000.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
9. CollegeNET Inc. A4752001/10000 (200265)	0000077384	23-JUL-2012	Fees for 25Live, R25i, S25i, PS Interface, X25 Academic Software	\$34,079.00
10. Davis Printing Co. Inc. A4650001/10000 (200610)	B1334097	30-JUL-2012	Blanket PO for Printing and Mailing Services Admissions Office	\$35,000.00
11. dotCMS A4752001/10000 (200265)	0000077281	11-JUL-2012	Maintenance Renewal for WEB Support Academic Software	\$25,725.00
12. Eagle B Leasing Co. LTD W4700016/11000 (213002)	MY13-13719	10-JUL-2012	Lease - Baker Building August 12-August 13 HCHEC Operations	\$30,771.00
13. Epstein Design Partners Inc. A4773001/10000 (200550)	0000077361	19-JUL-2012	Design Services – President’s Annual Report University Advertising	\$40,000.00
14. Fallsway Equip. Co. Inc. A4757001/10000 (200270)	B1341592	30-JUL-2012	Blanket PO – Repairs and Parts for Police Cars University Police Department	\$28,000.00
15. LabCare Plus A4630001/10000 (200670)	B1357837	22-JUL-2012	Blanket PO for Laboratory Testing Services Health Services	\$25,000.00
16. NKT Photonics Inc. A0355122/10000 (207982)	0000077237	18-JUL-2012	Super-Continuum, Picosecond Pulse Laser Start Up Funds - Smith, Adam	\$84,998.50
17. Nikon Instruments Inc. A0355122/10000 (207982)	0000077248	13-JUL-2012	Nikon TiE inverted Microscope Start Up Funds - Smith, Adam	\$90,995.77
18. Orville Printing Co. W4723006/11000 (210280)	B1325414	22-JUL-2012	Blanket PO for Printing & Film Work Word Processing-Wayne College	\$26,000.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
19. Panopto Inc. A4752001/10000 (200265)	0000077389	20-JUL-2012	Panopto License & Support Renewal 9/12-8/31/13 Academic Software	\$37,026.00
20. PicoQuant Photonics Inc. A0355122/10000 (207982)	0000077539	31-JUL-2012	Photon Counting Module Start Up Funds - Smith, Adam	\$25,556.30
21. REMI Group A4753002/10000 (200263)	0000072547	06-JUL-2012	Maintenance Contract for Dell Hardware Enterprise Hardware	\$28,841.05
22. Shreve Printing W4723006/11000 (210280)	B1347732	30-JUL-2012	Blanket PO for Printing Word Processing-Wayne College	\$26,500.00
23. Towers Watson Delaware Inc. A4721006/10000 (200350)	B1373869	31-JUL-2012	Blanket PO for Benefits Consulting Services Fringe Benefit Control	\$200,000.00
24. Treasurer State of Ohio A4757001/10000 (200270)	B1311443	30-JUL-2012	Blanket PO for FBI & BCI Fingerprints University Police Department	\$150,000.00
25. Tri-City Communications A4758002/10000 (200143)	B1311634	30-JUL-2012	Blanket PO for Radio Equipment & Repairs Radio System	\$30,000.00
26. Watt Printers A4650001/10000 (200610)	0000077257	18-JUL-2012	At A Glance Brochures & Honors Viewbooks Admissions Office	\$38,867.00
27. Workflow.com LLC A4751002/10000 (200701)	0000077273	13-JUL-2012	Electronic Medical Records Software Student Info Tech Fee	\$87,740.00
<b>Total General Fund *</b>				<b>\$1,401,548.00</b>

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
<b>Auxiliary Fund</b>				
28. ABM Janitorial A8640001/20700 (309001)	B1321796	30-JUL-2012	Blanket PO Custodial Cleaning for EJ Thomas Performing Arts Hall-Admin.	\$38,700.00
29. Ecolab Inc. A7600001/20400 (305001) A7600040/20400 (305023)	B1313922	22-JUL-2012	Blanket PO for Cleaning & Supplies Athletics Athletic Administration Equipment Room Operations	\$28,000.00
30. Gordon Food Service Inc. A1841001/10844 (309844)	B1313734	30-JUL-2012	Blanket PO for Food & Non Food Items Crystal Room	\$37,000.00
31. SS&G Financial Svcs. Inc. A4754004/10933 (309933)	0000077310	16-JUL-2012	SAS 70 Tier II Audit Services ITS Shared Services	\$25,000.00
32. United Health Supplies A7600006/20400 (305004)	0000077372	19-JUL-2012	Athletics Sports Medicine Supplies Athletics Sports Medicine	\$26,229.93
33. Van Devere Chevrolet A8610001/20600 (308101)	B1372929	31-JUL-2012	Blanket PO for Parts and Repair for Roo Busses Parking & Transportation Services	\$40,000.00
34. Xerox Corporation A4742001/10825 (309825)	B1373399	31-JUL-2012	Blanket PO for Click Charges on Xerox Copier Printing Services	\$55,000.00
<b>Total Auxiliary Fund</b>				<b>\$249,929.93</b>
<b>Grants/Restricted Funds</b>				
35. Ametek Inc. A4253000/35020 (535020)	0000077528	31-JUL-2012	Modulab Chasis ERDC-CERL W9132T-11-1-0002	\$52,752.50
36. CMOR A0387000/33577 (533577)	0000077245	09-JUL-2012	2012 Evangelical Study – Telephone Research OBR/UUP-Bliss Institute	\$99,000.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
37. Lomperis, Anne E A3704000/35932 (535932)	0000076948	16-JUL-2012	HIEI English Program Consulting Services UARF/YANPET/HIEI Project-Quirk	\$25,000.00
38. Lomperis, Anne A3704000/35932 (535932)	0000077255	11-JUL-2012	HIEI English Program Consulting Services UARF/YANPET/HIEI Project-Quirk	\$26,000.00
39. Parish, James M. A0625000/34499 (534499)	0000077170	12-JUL-2012	Commercial Asphalt Polishing Machine ODOT Contract #22220 (Liang)	\$32,365.00
40. SPR Biosystems, LLC A3704000/35006 (535006)	0000077178	06-JUL-2012	Surface Plasmon Resonance Microscope NSF DMR-1126544 - Becker	\$231,524.00
41. Horiba Instruments Inc. A3704000/32907 (532907) A4268000/36483 (636483)	0000077313	13-JUL-2012	High Resolution Confocal Raman Microscope ABIA Match to Foster DOE grant Coll Polymer Sci & Engr-Equip.	\$153,000.00
42. MikroVakuu Kft A3704000/35089 (535089) A1250043/10000 (207962)	0000076958	1-JUN-2012	Optical Waveguide Lightmode Spectroscopy Sys. U of Wisconsin/NASA NNA08CN86A Start-Up Funds - Sahai	\$77,322.34
<b>Total Grants/Restricted Funds *</b>				<b>\$678,690.50</b>

\* The General Fund total includes \$18,273.34 from Item 42 which is partially charged to the General Fund and the remainder to a Grant fund.

**INFORMATION ITEMS SEPTEMBER 19, 2012**

**1. Akron Garden Club**

- Continue to develop concepts with J.D. Spinner, Director of Development and Vince Jagodzinski, Manager Grounds, Special Services and Recycling.
- Reviewing possible site locations and potential partners for Community Garden Concept.

**2. Auburn South/West/North Tower Roof Replacement**

- Project will be re-bid in fall 2012 with increase in scope of work adding North Tower.
- eS Architecture (Dublin, Ohio) to provide proposed schedule for completing construction documents and bidding phase.

**3. Campus Implementation - Coleman Common Phase IV**

- Design and Construction Documents complete.
- Bids due 09/18/2012.
- Construction schedule 10/2012 to 12/2012.

**4. Grant Street Student Housing Phase IA (South Hall)**

- Students have moved in.
- Construction completed one month early.
- All beds are full.
- Akron Beacon Journal article (Photo Board Report Section D).

**5. Grant Street Student Housing Phase IA (South Hall) - Urban Park**

- (Photos Board Report Section D)
- Installation of sod is complete.
- Serpentine masonry wall is complete.
- Sidewalks and tree planting are complete.
- Stamped concrete at Exchange is complete.
- Light Fixtures –delivered and installed 09/2012.
- Signage – being reviewed/finalized.

**6. House Bill 251 – Compliance**

- Sustainability Website is 90% complete and will be sent to campus stakeholders following approval by VP Curtis.
- Ralph Morrone, Manager University Sustainability, has reviewed energy efficiency retrofits from the late 90's and early 2000's included lighting, variable frequency drives (VFD's), and motor enhancements. He is confident that UA has already accomplished 8% of our 20% goal for HB251.
- Additionally The University of Akron has held itself to higher building standards than industry standards beginning in 1999. Ralph is currently looking into all projects from that time for additional savings.
- We are well on our way to the 20% savings and we are confident we have more energy efficiency projects to identify, implement, and achieve.

**7. InfoCision Stadium – Development and Alumni Renovations**

- Interviews for Construction Manager were held on 08/03/2012, recommending the construction management team of Kenmore Construction Company; Thomarios and Welty Building Company, LLC.
- Interviews for Architects were held on 08/07/12, recommending Four Points Architectural Services, Inc., Akron, Ohio.
- Construction Manager and Architect to forward technical proposals with contracts for review and signatures.
- Continue to review/develop studies.
- Construction completion scheduled 09/2013.

**8. Olson Hall Roof Replacement – (Photos Board Report Section D)**

- Construction continuing: Tear-off existing roofing membrane is complete. New roof insulation and membrane is being installed.
- Continue to address parapet/coping issues.
- Southeast corner of deteriorated concrete fluted veneer has been addressed; Work is complete.
- Prepare installation of new security cameras.
- 09/17/2012 – Green Roof installation to begin.
- Construction complete 10/2012.

**9. Sasaki Executive Report**

- Revised renderings showing people mover (Photos Board Report Section D).

**10. Tennis Courts**

- Continue to review/develop Jackson Field layout with proposed rotated orientation of Baseball Field.
- Review/Develop proposed master plan(s) for Buchtel Field layout.

**11. Wayne Campus North Entrance Drive (Photos Board Report Section D)**

- The project will construct a new main entry into the north side of Wayne Campus. The new access will enter at the North Crown Hill / Back Massillon Road intersection.
- Highlights of project are listed below:
  - A boulevard entry with sign.
  - 3,000 ft. of new roadway.
  - 2,750 ft. of bike path.
  - 33 New parking spaces (including 12 ADA accessible).
  - Construction budget \$1,700,000.

## The University of Akron

### Capital Projects 2013-2018

Main Campus	State Funding	Local/Other Funding	Total
<b>First Biennium Projects 2013-2014</b>			
Zook Hall Renovation	\$ 16,000,000	\$ 2,150,000	\$ 18,150,000
Sub-Total First Biennium	\$ 16,000,000	\$ 2,150,000	\$ 18,150,000
<b>Second Biennium Projects 2015-2016</b>			
Awaiting Sasaki Recommendation	\$ -	\$ -	\$ -
Sub-Total Second Biennium	\$ -	\$ -	\$ -
<b>Third Biennium Projects 2017-2018</b>			
Awaiting Sasaki Recommendation	\$ -	\$ -	\$ -
Sub-Total Third Biennium	\$ -	\$ -	\$ -

Wayne Campus	State Funding	Local/Other Funding	Total
<b>First Biennium Projects 2013-2014</b>			
Wayne College Science Lab Renovation	\$ 800,000	\$ 808,182	\$ 1,608,182
Sub-Total First Biennium	\$ 800,000	\$ 808,182	\$ 1,608,182
<b>Second Biennium Projects 2015-2016</b>			
	\$ -	\$ -	\$ -
Sub-Total Second Biennium	\$ -	\$ -	\$ -
<b>Third Biennium Projects 2017-2018</b>			
	\$ -	\$ -	\$ -
Sub-Total Third Biennium	\$ -	\$ -	\$ -

Total (Capital Projects)	\$ 16,800,000	\$ 2,958,182	\$ 19,758,182
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Capital Planning and Facilities Management February 21, 2012

**CONSTRUCTION STATUS OF SELECTED PROJECTS**

- Page 1**      **Grant Street Student Housing Phase IA – (South Hall) – Akron Beacon Journal Article**
- Page 2**      **Grant Street Student Housing Phase IA – (South Hall) Urban Park**
- Page 3**      **Olson Hall Roof Replacement –Base installation**
- Page 4-5**     **Sasaki Executive Report – Revised renderings showing people mover**
- Pages 6-7**    **Wayne Campus North Entrance Drive – North Entrance Portal**

**Grant Street Student Housing Phase IA – (South Hall) (Project# 110022)**

8/23/12

**NEW RESIDENCE HALL SYMBOLIZES FRESH START**



University of Akron resident adviser Nick Razzante, above, high fives South Hall desk manager Carlie Ellison on Wednesday. Below, students receive assistance as they move into their rooms in the school's largest dorm.

ED SCUBA JR./Akron Beacon Journal photos



The University of Akron opened its fourth residence hall in eight years this week: South Hall on East Exchange Street. The \$33 million structure will house 531 students, a net increase of 411 beds because UA had to tear down 28 townhouses on Grant Street to make way for the new dorm. Students will spend \$8,500 a year to live in the single and double rooms. Those who haven't reserved a room yet might be out of luck. UA residence halls are nearly 100 percent full, a spokeswoman said Wednesday. Fall classes start Monday.

**Grant Street Student Housing Phase IA – (South Hall) (Project# 110022)**  
**Urban Park**



**Grant Street Student Housing Phase IA – (South Hall) (Project# 110022)**  
**Urban Park**



**Olson Hall Roof Replacement (Project# UAK120005) – Base installation**



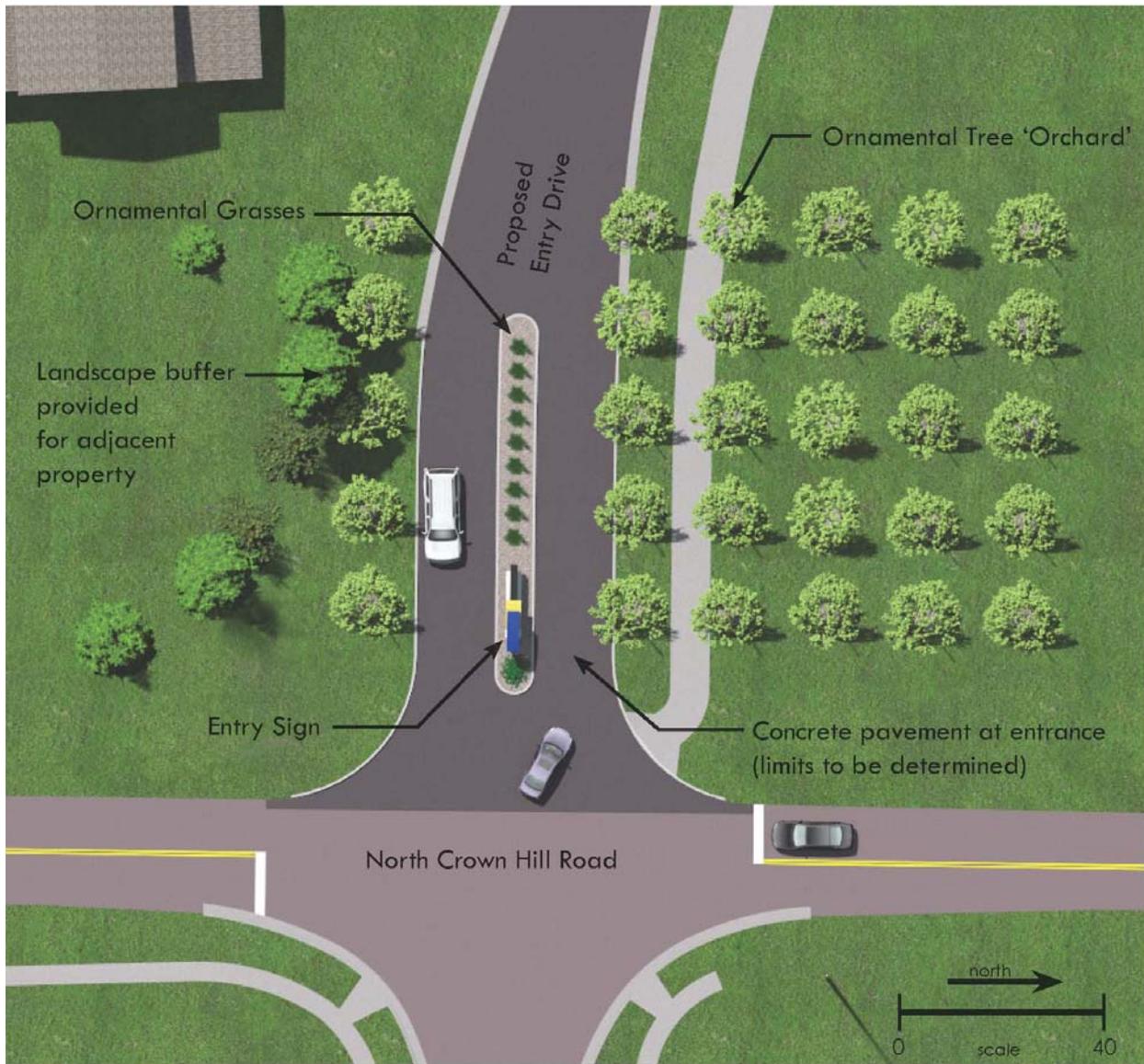
**Olson Hall Roof Replacement (Project# UAK120005) – Base installation**







**Wayne Campus North Entrance Drive (Project #120012) – North Entrance Portal**



Plan View – Landscaped Campus Gateway

**Wayne Campus North Entrance Drive (Project #120012) – North Entrance Portal**



View looking northwest from North Crown Hill Road

**Wayne Campus North Entrance Drive (Project #120012) – North Entrance Portal**



View looking southwest from North Crown Hill Road

**CHANGE ORDER REPORT AS OF AUGUST 30, 2012**

The following change orders were processed subsequent to the last meeting of the Board of Trustees:

AUBURN WEST TOWER REHABILITATION (PROJECT# 250-2004-123)

<b>Summit Electric, Inc.</b>		
045-004 III	Additional card readers	2,577.00
<b>Sona Construction, LLC</b>		
025-005 III	Additional concrete for the floor of the elevator	2,145.65
046-005 III	Rework of elevator shaft issues and code official requests due to front and rear doorways	68,975.50
		<u>73,698.15</u>

EJ THOMAS DEFERRED MAINTENANCE (PROJECT# 100017)

<b>M &amp; M Electrical Contractors</b>		
035-04	Reroute and install additional wire required to replace existing wire and conduit	7,414.00
		<u>7,414.00</u>

GOODYEAR 6TH FLOOR OFFICE AND LAB RENOVATIONS (PROJECT#120002)

<b>M &amp; M Electrical Contractors</b>		
001-04	Add power to west wall and lab tables, add light fixtures above lab sinks	1,917.00
		<u>1,917.00</u>

OLSON HALL ROOF REPLACEMENT (PROJECT# UAK120005)

<b>Cardinal Maintenance Roofing, Inc.</b>		
001-01	Repair deteriorated concrete parapet walls and remove portion of wall at elevator penthouse	5,390.44
002-01	Replace/raise equipment support rails, raise exhaust fans, install zee bar supports	5,418.22
		<u>10,808.66</u>

PARKING DECK REPAIRS 2011 (PROJECT# 110016)

<b>Suburban Maintenance &amp; Construction</b>		
004-01	Credits for work not performed and unit prices	(36,723.00)
		<u>(36,723.00)</u>

WAYNE COLLEGE ROOMS C110 AND C111 RENOVATION (PROJECT# 120014)

<b>C. C. M. Corporation</b>		
001-01	Provide an encapsulation system over the existing tile adhesive remaining on the entire floor slab	520.19
		<u>520.19</u>

WOLF LEDGES ENGINEERING BUILDING (PROJECT# UAK100002)

<b>Stanley Miller Construction Co</b>		
097-01	Phase II general trades	401,294.00

<b>Valentine Contractors, Inc.</b>		
073-04	Deduct for cleaning elevator pit performed by another contractor	(1,415.43)

<b>DSV Builders, Inc.</b>		
073-06	Complete the drywall soffit and clean elevator pit and floors	3,166.72
108-06	Additional signs and shop drawing changes	1,102.88
109-06	Complete vinyl sign in the window displaying address of building	101.75

<b>D &amp; A Plumbing &amp; Heating, Inc.</b>		
097A-09	Fire piping work Phase II	29,407.33
118-09	Crest lab DI System	5,206.33

<b>Prout Boiler Heating &amp; Welding, Inc.</b>		
090-11	HVAC for Timken Phase B	152,712.93

<b>J. W. Didado Electric, Inc.</b>		
064-12	Complete power feeder electrical to air handling unit	1,376.18
087-12	Add a tamper switch to fire alarm system for elevator fire pipe	480.68
090-12	Electric for Timken B Build-out	114,774.79
095-12	Complete wall wash fixtures in the lobby area	353.90
097-12	Complete Phase II Building Shell	52,212.93
099-12	Add wireless access point	403.58
100-12	Power for additional explosion proof exhaust fan	576.16
101-12	BAS to main electric meter communication tie-in	444.39
113-12	Audio Visual working device on exterior per UA Health and Safety request	587.65
		<u>762,786.77</u>

	Total All Change Orders	<u><u>857,144.77</u></u>
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Summary of Contingency Funds for Projects listed on the Board of Trustees Report  
as of August 30, 2012

PROJECT NUMBER	PROJECT NAME	ORIGINAL BUDGET	ACTUAL BUDGET	STATE FUNDS	LOCAL FUNDS	BOND FUNDS	DESIGN FEE	REIMBUR-SABLES	CM FEE	SAO FEE/ LOCAL AD FEE	% FOR ART	CONSTRUCTION CONTRACTS	STILL TO BE BID/ OTHER USES	FF&E	BUDGETED CONTINGENCY	CONTINGENCY USED TO DATE CHANGE ORDERS	CONTINGENCY USED TO DATE MISC CHARGES	REMAINING CONTINGENCY	% CONTINGENCY USED TO DATE	% PROJECT COMPLETION	
UAK07007	Administrative Services Building Phase III	\$ 1,344,536	\$ 1,344,536	\$ 1,344,536	\$ -	\$ -	\$ 99,800	\$ 12,500	\$ -	\$ 20,879	\$ -	\$ 1,038,060	\$ -	\$ -	\$ 173,297	\$ 122,889	\$ -	\$ 50,408	70.91%	85.00%	
UAK090051	Administrative Services Building Standby Generator	\$ 450,000	\$ 350,000	\$ 350,000	\$ -	\$ -	\$ 33,000	\$ 6,500	\$ -	\$ 4,079	\$ -	\$ 271,900	\$ -	\$ -	\$ 34,521	\$ 16,887	\$ -	\$ 17,634	48.92%	99.90%	
130003	Auburn Science 379 Lab Buildout	\$ 244,518	\$ 244,518	\$ -	\$ 244,518	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
120003	Auburn Science and Engineering 2B/2C Renovation	\$ 177,373	\$ 177,373	\$ -	\$ 177,373	\$ -	\$ 13,000	\$ 2,000	\$ -	\$ -	\$ -	\$ -	\$ 88,633	\$ -	\$ -	\$ 73,740	\$ 6,181	\$ 6,554	\$ 61,005	17.27%	99.90%
UAK120004	Auburn South/West/North Tower Roof Replacement	\$ 675,000	\$ 675,000	\$ 625,000	\$ 50,000	\$ -	\$ 35,047	\$ 5,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
250-2004-123	Auburn West Tower Rehabilitation	\$ 18,292,815	\$ 26,662,522	\$ 23,325,974	\$ 326,190	\$ 3,010,359	\$ 1,450,769	\$ 1,285,817	\$ 647,498	\$ 296,197	\$ 143,428	\$ 16,604,364	\$ -	\$ 2,721,528	\$ 3,512,921	\$ 3,344,040	\$ 50,051	\$ 118,830	96.62%	99.90%	
UAK090005	Bierce Library Exterior and Roof Replacement	\$ 1,150,000	\$ 1,150,000	\$ 1,150,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
UAK090001	Bierce Library Learning Commons Phase I	\$ 1,800,000	\$ 2,456,189	\$ 2,050,000	\$ 406,189	\$ -	\$ 163,605	\$ 17,004	\$ -	\$ 23,657	\$ -	\$ 1,721,216	\$ -	\$ 336,523	\$ 194,185	\$ 165,774	\$ 28,412	\$ (0)	100.00%	100.00%	
UAK090010	Broadway Building Demolition	\$ 200,000	\$ 200,000	\$ 200,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
110027	Buchtel Hall Exterior Renovations	\$ 479,550	\$ 373,201	\$ -	\$ 373,201	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 292,000	\$ -	\$ -	\$ 81,201	\$ 12,187	\$ 67,974	\$ 1,040	98.72%	96.00%	
110025	Campus Guide Plan Update	\$ 660,800	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
04013	Campus Implementation - Coleman Commons Phase IV	\$ 300,000	\$ 327,019	\$ -	\$ 327,019	\$ -	\$ 20,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
100017	EJ Thomas Deferred Maintenance	\$ 2,300,000	\$ 2,300,000	\$ -	\$ -	\$ 2,300,000	\$ 143,505	\$ 49,519	\$ 25,618	\$ -	\$ -	\$ 1,473,185	\$ -	\$ -	\$ 608,173	\$ 433,860	\$ 40,116	\$ 134,196	77.93%	99.90%	
090027	Electric Metering Program	\$ 700,000	\$ 534,535	\$ -	\$ 534,535	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 207,446	\$ -	\$ -	\$ 327,089	\$ 273,099	\$ 51,811	\$ 2,180	99.33%	99.90%	
120006	Energy Center Cooling Tower #3	\$ 200,000	\$ 200,000	\$ -	\$ 200,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 174,700	\$ -	\$ -	\$ 25,300	\$ -	\$ 1,828	\$ 23,472	7.22%	99.90%	
110022	Grant Street Student Housing Phase I	\$ 34,108,097	\$ 34,108,097	\$ -	\$ 34,108,097	\$ -	\$ 1,589,861	\$ -	\$ -	\$ -	\$ -	\$ 27,651,202	\$ 4,867,034	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
120002	Goodyear 6th Floor Office and Lab Renovation	\$ 151,366	\$ 151,366	\$ -	\$ 151,366	\$ -	\$ 14,225	\$ 2,441	\$ -	\$ -	\$ -	\$ 18,974	\$ -	\$ 73,409	\$ 42,317	\$ 1,917	\$ 40,282	\$ 119	99.72%	99.90%	
120023	InfoCision Stadium - Development and Alumni Renovations	\$ 3,600,000	\$ 3,600,000	\$ -	\$ 3,600,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
110028	James A. Rhodes Arena Feasibility Study	\$ 50,000	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ 48,000	\$ 9,019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (7,019)	\$ -	\$ 316	\$ (7,335)	-4.51%	99.90%	
100008	Law School - New Building	\$ 23,600,000	\$ -	\$ -	\$ -	\$ -	\$ 504,000	\$ 63,020	\$ 123,936	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
UAK120005	Olson Hall Roof Replacement	\$ 620,000	\$ 620,000	\$ 550,000	\$ 70,000	\$ -	\$ 40,000	\$ 7,900	\$ -	\$ 7,138	\$ -	\$ 475,899	\$ -	\$ -	\$ 89,063	\$ 10,809	\$ -	\$ 78,254	12.14%	60.00%	
110016	Parking Deck Repairs 2011	\$ 1,595,640	\$ 1,621,140	\$ -	\$ 1,621,140	\$ -	\$ 102,200	\$ 7,500	\$ -	\$ -	\$ -	\$ 1,403,339	\$ -	\$ -	\$ 108,101	\$ 106,025	\$ 1,469	\$ 608	99.44%	99.90%	
120024	Parking Lot 29 Renovation	\$ 195,989	\$ 195,989	\$ -	\$ 195,989	\$ -	\$ 3,850	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
120010	Quaker Square Inn Elevator Interior Remodel	\$ 60,000	\$ 60,000	\$ -	\$ 30,000	\$ 30,000	\$ 6,225	\$ -	\$ -	\$ -	\$ -	\$ 51,000	\$ -	\$ -	\$ 2,775	\$ -	\$ 1,173	\$ 1,602	42.28%	99.90%	
100014	Quaker Square Inn Hotel Renovation	\$ 650,000	\$ 650,000	\$ -	\$ -	\$ 650,000	\$ 52,000	\$ 8,464	\$ -	\$ -	\$ -	\$ 157,900	\$ -	\$ 373,468	\$ 58,168	\$ -	\$ 18,443	\$ 39,725	31.71%	0.00%	
130002	Quaker Square Schumacher Kitchen 145B	\$ 188,600	\$ 188,600	\$ -	\$ 188,600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 98,241	\$ -	\$ 32,044	\$ 58,315	\$ -	\$ -	\$ 58,315	0.00%	10.00%	
080009	South Campus Parking Deck	\$ 26,000,000	\$ 24,117,933	\$ -	\$ -	\$ 24,117,933	\$ 1,163,358	\$ 1,438,829	\$ 903,295	\$ -	\$ -	\$ 19,379,081	\$ -	\$ -	\$ 1,233,370	\$ 1,181,979	\$ 51,367	\$ 24	100.00%	99.90%	
110024	Student Union Off-Campus Student Services Build Out	\$ 456,317	\$ 456,317	\$ -	\$ 456,317	\$ -	\$ 22,100	\$ 2,700	\$ -	\$ -	\$ -	\$ 192,240	\$ -	\$ 46,484	\$ 192,793	\$ 23,664	\$ 47,786	\$ 121,343	37.06%	99.90%	
120012	Wayne Campus North Entrance Drive	\$ 2,027,047	\$ 2,027,047	\$ -	\$ 2,027,047	\$ -	\$ 124,987	\$ 12,600	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
120014	Wayne College Rooms C110 and C111 Renovation	\$ 221,701	\$ 221,701	\$ -	\$ 221,701	\$ -	\$ 7,800	\$ 2,000	\$ -	\$ -	\$ -	\$ 55,777	\$ -	\$ -	\$ 156,124	\$ 520	\$ 120,237	\$ 35,367	77.35%	99.90%	
UAK120019	Wayne College Science Lab Renovation	\$ 1,608,182	\$ 1,608,182	\$ 1,608,182	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
UAK100002	Wolf Ledges Engineering Building	\$ 4,000,000	\$ 11,416,864	\$ 294,211	\$ 4,966,179	\$ 6,156,474	\$ 710,540	\$ 398,097	\$ 226,000	\$ -	\$ -	\$ 5,819,404	\$ -	\$ 215,028	\$ 4,047,794	\$ 3,583,486	\$ 84,645	\$ 379,663	90.62%	99.90%	
UAK120015	Zook Hall Renovation	\$ 18,150,000	\$ 18,150,000	\$ 16,000,000	\$ -	\$ 2,150,000	\$ 690,559	\$ 1,119,825	\$ 317,146	\$ -	\$ 160,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -
Grand Total		\$ 146,257,531	\$ 136,838,129	\$ 47,497,902	\$ 50,925,461	\$ 38,414,766	\$ 7,638,431	\$ 4,450,734	\$ 2,243,493	\$ 351,950	\$ 303,428	\$ 77,174,561	\$ 4,867,034	\$ 3,798,485	\$ 11,012,229	\$ 9,283,316	\$ 612,463	\$ 1,116,449	60.14%	88.07%	

\*Wolf Ledges Engineering Building % complete is based on original program. It does not include the additional buildouts that have been funded.

Notes (changed October 6, 2010 BOT Report):  
Contingency Report = 50 projects  
Board Report = 48 Projects

Difference:	BOT	Contingency
Demo of Acquired Properties	48	48
Mixed Use Development	(1)	not on Contingency
Multi-Plex Football Stadium	(1)	not on Contingency
Multi-Plex Football Stadium Academic Development		(1) not on BOT
Total Projects	46	46

Items removed from Contingency entirely:  
Computer Center Fire Alarm  
Wayne College Expansion and Renovation  
Campus Implementation-Coleman Commons  
College of Nursing Programming and Feasibility Study  
Computer Center Access Floor Replacement  
Mary Gladwin Hall Simulation Space  
Polsky Criminal Justice Forensic Lab  
Polsky Office Reconfiguration School of Speech/Language  
Quaker Square Fire Alarm System

Report of the Sr. Vice President, Provost and Chief Operating Officer

Presentation  
Vision 2020: Strategic Investment to Achieve Distinction

Action Items for Consent Agenda Consideration:

Presiding:  
Warren L. Woolford  
September 19, 2012

1

Proposed Naming of Engineering Building

2

Research Services and Sponsored Programs:  
Summary of Activity Report for June 2012

For Information Only:

3

Information Technology Reports

4

Student Engagement and Success Report



Office of the Senior Vice President and Provost  
Chief Operating Officer  
Akron, OH 44325-4703  
(330) 972-7593 Office  
(330) 972-8699 Fax

August 30, 2012

**MEMORANDUM**

**TO:** President Luis Proenza

**FROM:** Dr. William M. (Mike) Sherman  
Sr. Vice President, Provost & C.O.O.

**RE: Proposal for Naming of Engineering Building**

Please consider this memorandum a formal request to name the building located at 264 Wolf Ledges Parkway, Akron, Ohio *The University of Akron Engineering Research Center*.

*The University of Akron Engineering Research Center* was developed to bring together industry and faculty to engage in both fundamental and applied research. Research conducted in the Center is aligned with the interests of our industrial partners and draws upon specific faculty expertise. *The University of Akron Engineering Research Center* provides world – class laboratories, custom finished to satisfy particular requirements of the industrial research programs to be conducted. Funds for the building shell construction were provided by The University of Akron, the Timken Family Foundation, the Fred A. Lennon Trust and the Goodrich Foundation. The finishing and customizing of laboratories has been provided by corporate partners including the Timken Company and BP, as well as the Conquer Chiari Patient Education Foundation, the Department of Defense, the State of Ohio’s Third Frontier Program and The University of Akron. Funds provided by The University of Akron for the Engineering Research Center have been leveraged by the College to further its educational and research missions.

I request approval of this proposal.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 9- -12**

Pertaining to Approval of  
Proposed Naming of Engineering Building

BE IT RESOLVED, that the recommendation presented by Academic Issues & Student Success Committee on September 19, 2012, pertaining to the the building located at 264 Wolf Ledges Parkway, Akron, Ohio titling the building *The University of Akron Engineering Research Center*, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012

## Research Grants and Sponsored Programs Reports, July 2011- June 2012

For July 2011-June 2012, funding for externally funded research and other sponsored programs totaled \$58,009,197 for 479 awards. For July 2010-June 2011, funding was \$50,902,802 for 491 awards. For July 2011-June 2012, 15 new patents were issued, 37 patent applications were filed, and 63 disclosures were submitted—compared to 10, 48 and 82, respectively, for July 2010-June 2011.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 9- -12**

Acceptance of the Office of Research Summary of Activity Report  
for June 2012

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on September 19, 2012, pertaining to the acceptance of the Office of Research Summary of Activity Report for June 2012, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees



To: W. Michael Sherman, Sr. Vice President, Provost & COO  
FM: Jim Sage, Vice President, Information Technology, & CIO  
Subject: Highlights: Information Technology Report to the Board of Trustees  
Date: August 30, 2012

#### Student Success

- Data Warehouse/Business Intelligence Providing structured data and strategic decision support system.
- ePortfolio (Desire2Learn) Pilot Software to allow students to take their ePortfolios with them after graduation
- Successful U Mobile application to engage students.
- Career Portal Internal portal for parents.

#### Global Relevance

- Shared Services - Lorain Akron continues work with PeopleSoft at Lorain.
- Online (eLearning) Learning Expansion of online offerings to underserved markets.
- Shared Services: Innovation Alliance Discussions continue with Stark State and Lorain regarding shared administrative services.

#### Distinction

- Quality Matters Faculty peer review process.
- Integrator University Alternate approaches to traditional education.

#### Engagement

- Digital Signage New technology to allow messages to be sent throughout the campus.
- Research Security Development of security awareness and best practices.
- Disaster Recovery RFP for disaster recovery system.

**Community**

- Police Dispatch – 911 Merger Partnership between UAPD and City of Akron Police Department.
- Contributor Relations & CRM New technologies intended to support and improve investor relations.
- Network Increase of bandwidth in residence halls.

**Integrated Planning**

- Grants Management Post Award Project to modify UA chart of accounts to support grants post award.
- Web Conferencing (Collaborate) Integration of new features in Springboard.



Division of **StudentEngagement**  
and **Success**

**Report to the Board of Trustees**  
**September 19, 2012**

*Summary*

The following report from the Office of International Programs (OIP) briefly describes OIP's services and provides graphs displaying numbers and groups of students served from 2007-2012.

# Office of International Programs

## Overview

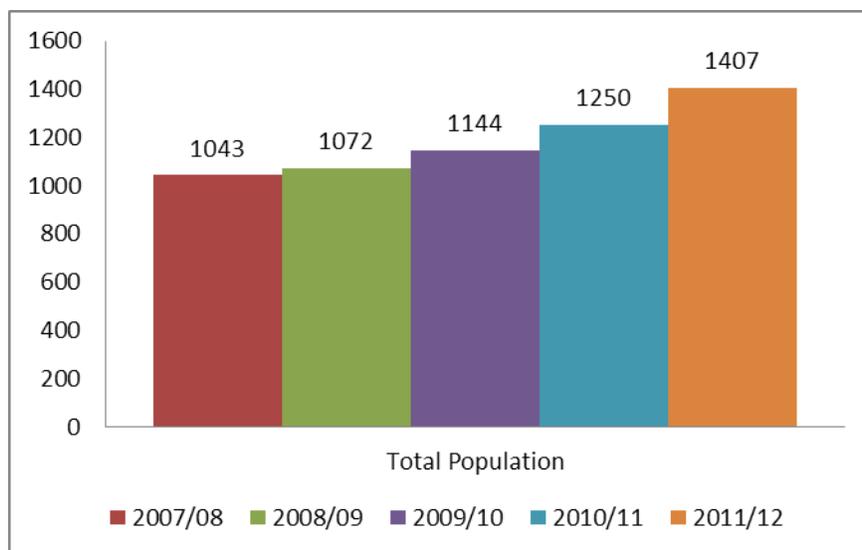
The mission of the Office of International Programs (OIP) is to enrich student learning through cross-cultural engagement, internationalizing the campus and the greater University of Akron community. The goal is to advise and empower students, scholars, and faculty as they work to achieve their educational, career and life goals by providing administrative, logistical, and counseling support.

The International Student and Scholar Services unit (ISSS) provides core services to international students, visiting scholars, faculty and academic departments at The University of Akron. Our staff provides advice, information and referrals on matters such as immigration, employment and overseas travel. We also assist with problems related to social and personal adjustments to a new culture, as well as practical matters related to living in Akron. The Education Abroad, another important functional unit of OIP, provides international, academically-based experiences in support of students' personal, professional and intellectual development. Our programs are designed to promote cross-cultural competence, disciplinary scholarship and foreign language acquisition. Education abroad inspires and informs students, equipping them with the knowledge and skills to effectively engage with local and global communities and become culturally perceptive citizens.

## Internationals Served

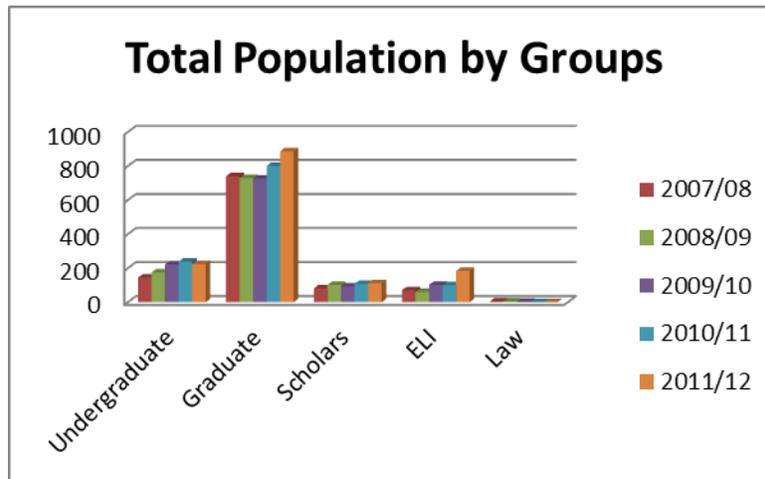
During the past five years, the international population at the UA has increased 35 percent from 1043 in 2007-08 to 1407 in 2011-12. Among the reasons for this growth are, money that went to the Embassy for Saudi recruitment, the general demand for international students desire to come to the United States, and The University of Akron's reputation.

Chart 1: Total UA International Population in the past five academic years



The international student population for the academic year of 2011-12, consists of 223 undergraduate students, 887 graduate exchange students, 112 exchange visitors, 184 students in the English Language Institute, and one in the School of Law. In addition, we also had many internationals holding other types of visa status and about 150 international students who had completed their degrees but still received extensive services from OIP. In total, these individuals represented more than 90 countries. A recent change to federal regulation requires universities continue to provide service for up to 29 months after a student has completed his/her degree.

Chart 2: International population over past five year by groups



### ***International Student & Scholar Services (ISSS) and Education Abroad***

The charts below show that numbers declined in the 2011-12 year. The efforts for both units were hampered by a reduction in staffing caused resignations. With additional staffing and renewed efforts, we expect participation to recover.

Chart 3: Services for documents provided by International Student & Scholar Services unit (ISSS)

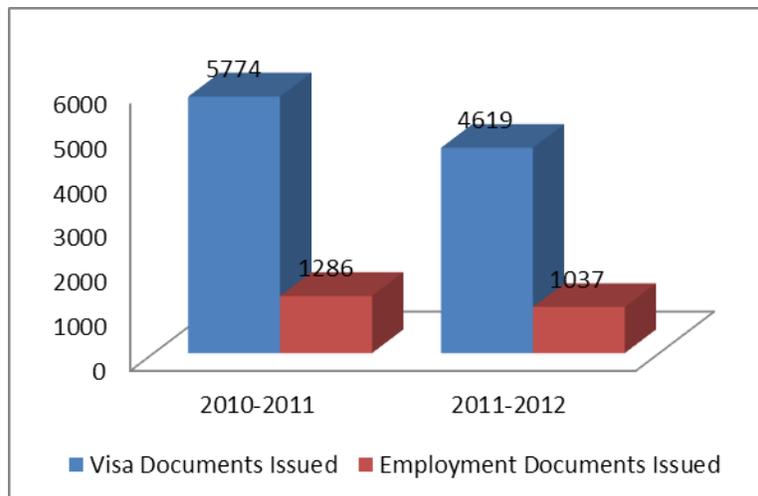
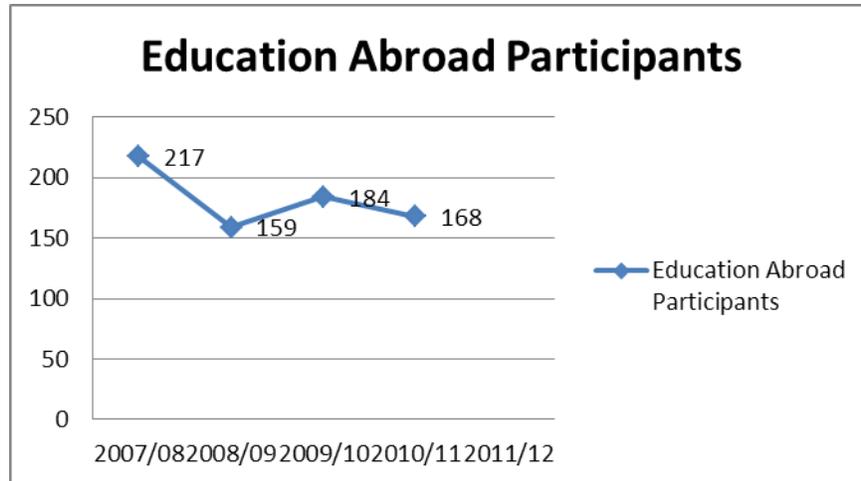


Chart 4: Total number of UA degree-seeking American students studying abroad for credit for the past five years.



OIP also has four additional functional units, including (1) Recruiting International Students and Scholars, (2) Undergraduate International Student Admissions, (3) Undergraduate International Academic Advising, and (4) Programming. Insufficient staffing and lack of funding for international recruitment (zero dollars last year) have hampered OIP's ability to provide services to the University and our community. The search process is underway for three vacant positions that we expect to fill this year. Full staffing combined with streamlined internal procedures will enable us significantly improve services in coming years.

June 2012

Office of Research and Sponsored Programs (ORSSP): pp. 2-5  
Office of Technology Transfer (OTT): p. 6  
University of Akron Research Foundation (UARF): p. 7

## SUMMARY

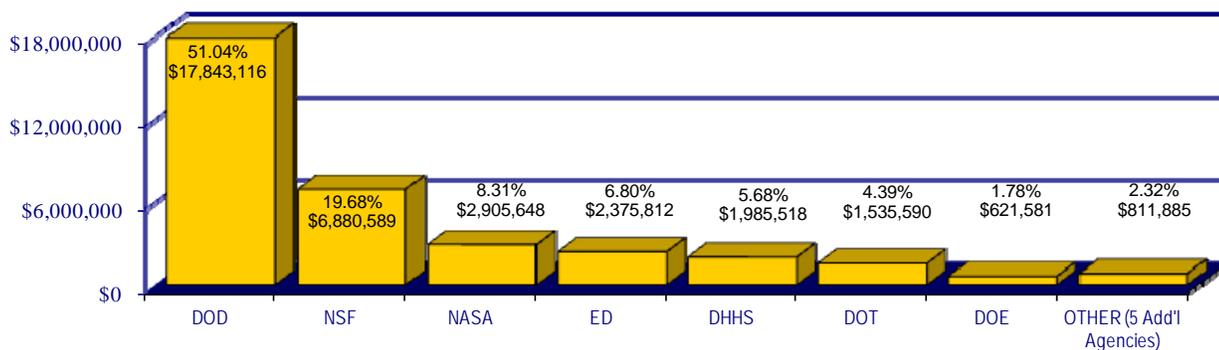
July 1, 2011 through June 30, 2012

UA & UARF Research and Sponsored Programs	<b>AWARDS</b>	<i>Dollars</i>	\$58,009,197	Goal of \$50,902,802 met and surpassed by 14.0%
		<i>Numbers</i>	479	97.6% toward goal of 491
	<b>PROPOSALS</b>	<i>Dollars</i>	\$170,668,716	85.5% toward goal of \$199,412,933
		<i>Numbers</i>	725	Goal of 640 met and surpassed by 13.3%

<b>FEDERAL AWARDS</b>	<i>Dollars</i>	\$34,959,739	Goal of \$15,786,610 met and surpassed by 121.5%
	<i>Numbers</i>	149	Goal of 128 met and surpassed by 16.4%
<b>FEDERAL PROPOSALS</b>	<i>Dollars</i>	\$130,409,359	96.3% toward goal of \$135,353,084
	<i>Numbers</i>	288	Goal of 232 met and surpassed by 24.1%

UA & UARF  
Federal  
Research

2011-2012 Federal Awards ~ By Sponsor



License Revenue	<i>Dollars</i>	\$336,155	Goal of \$278,648 met and surpassed by 20.6%
	<i>Numbers</i>	7	58.3% toward goal of 12

Technology Transfer	<b>DISCLOSURES OF INVENTION</b>	63	76.8% toward goal of 82
	<b>NEW U.S. PATENTS FILED</b>	37	77.1% toward goal of 48
	<b>U.S. PATENTS ISSUED</b>	15	Goal of 10 met and surpassed by 50%

## Research and Sponsored Programs Activity By College

<b><u>Awards</u></b>	<b>Current Period June 2012</b>		<b>2011-2012 July-June</b>		<b>2010-2011 Fiscal Year Totals</b>	
	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	6	\$244,525	98	\$4,074,991	119	\$4,688,617
Business Admin	0	\$0	6	\$43,308	14	\$226,465
Creative & Professional Arts	1	\$20,000	2	\$37,750	0	\$0
Education	4	\$78,468	28	\$669,177	21	\$4,240,306
Engineering	16	\$1,413,372	144	\$28,970,391	125	\$9,257,191
Health Sciences & Human Svcs	0	\$0	20	\$374,074	34	\$1,027,434
Nursing	1	\$400	11	\$540,069	13	\$520,356
Poly Sci & Poly Engr	6	\$334,381	127	\$19,384,147	117	\$11,114,459
Law	0	\$0	3	\$69,000	3	\$54,000
Summit College	2	\$427,834	9	\$1,106,251	7	\$859,959
Wayne College	0	\$0	2	\$12,598	3	\$77,450
Other University Units	1	\$31,250	26	\$1,920,862	34	\$3,142,344
<b>Total Awards*</b>	<b>37</b>	<b>\$2,550,230</b>	<b>476</b>	<b>\$57,202,618</b>	<b>490</b>	<b>\$35,208,581</b>
UARF included in UA totals	13	\$354,626	133	\$4,626,614	98	\$1,744,853
UARF ONLY**	2	\$306,579	3	\$806,579	1	\$14,748,247
<b>UARF Total Awards</b>	<b>15</b>	<b>\$661,205</b>	<b>136</b>	<b>\$5,433,193</b>	<b>99</b>	<b>\$16,493,100</b>
State Appropriations				\$0		\$945,974
<b>Grand Total</b>	<b>39</b>	<b>\$2,856,809</b>	<b>479</b>	<b>\$58,009,197</b>	<b>491</b>	<b>\$50,902,802</b>

<b><u>Proposals</u></b>	<b>Current Period June 2012</b>		<b>2011-2012 July-June</b>		<b>2010-2011 Fiscal Year Totals</b>	
	Count	Amount	Count	Amount	Count	Amount
Arts & Sciences	16	\$2,235,244	150	\$27,821,682	132	\$22,902,376
Business Admin	0	\$0	5	\$93,745	12	\$618,320
Creative & Professional Arts	0	\$0	1	\$343,495	2	\$369,726
Education	3	\$710,990	39	\$7,091,290	27	\$45,358,607
Engineering	19	\$4,505,266	270	\$82,934,635	215	\$60,579,838
Health Sciences & Human Svcs	14	\$2,369,054	44	\$3,231,584	25	\$4,846,192
Nursing	0	\$21,839	11	\$1,312,143	15	\$1,172,947
Poly Sci & Poly Engr	10	\$678,145	163	\$40,118,587	180	\$42,175,999
Law	0	\$0	3	\$69,000	1	\$10,000
Summit College	1	\$5,000	8	\$2,296,012	4	\$1,015,637
Wayne College	0	\$0	2	\$90,202	3	\$55,198
Other University Units	2	\$1,137,325	28	\$4,999,762	23	\$5,559,846
<b>Total Proposals*</b>	<b>65</b>	<b>\$11,662,863</b>	<b>724</b>	<b>\$170,402,137</b>	<b>639</b>	<b>\$184,664,686</b>
UARF included in UA totals	25	\$67,093	122	\$2,953,488	102	\$2,766,080
UARF ONLY**	1	\$266,579	1	\$266,579	1	\$14,748,247
<b>UARF Total Proposals</b>	<b>26</b>	<b>\$333,672</b>	<b>123</b>	<b>\$3,220,067</b>	<b>103</b>	<b>\$17,514,327</b>
<b>Grand Total</b>	<b>66</b>	<b>\$11,929,442</b>	<b>725</b>	<b>\$170,668,716</b>	<b>640</b>	<b>\$199,412,933</b>

\*Includes projects co-reported with UARF and with the Department of Development.  
\*\*UARF ONLY statistics are adjusted to reflect UARF to UA subcontracts.  
The cumulative data contained in this report may differ from the monthly reports provided to the UA Board of Trustees due to database adjustments.

Research and Sponsored Programs Activity By College

<b><u>Expenditures</u></b>	<b>Current Period June 2012</b> Amount	<b>2011-2012 July-June</b> Amount	<b>2010-2011 Fiscal Year Totals</b>
Arts & Sciences	\$666,292	\$4,928,378	\$5,462,847
Business Admin	\$4,971	\$82,949	\$194,478
Creative & Professional Arts	\$4,486	\$43,195	\$128,006
Education	\$613,107	\$2,825,158	\$3,761,573
Engineering	\$3,917,640	\$17,599,677	\$12,229,236
Health Sciences & Human Svcs	\$58,937	\$754,044	\$699,159
Nursing	\$29,918	\$633,838	\$784,734
Poly Sci & Poly Engr	\$2,182,990	\$15,872,398	\$12,360,699
Law	\$12,683	\$61,707	\$85,432
Summit College	\$104,725	\$733,109	\$553,370
Wayne College	(\$570)	\$17,228	\$83,029
Other University Units	\$768,176	\$5,875,576	\$6,935,829
<b>Total Expenditures</b>	<b>\$8,363,355</b>	<b>\$49,427,254</b>	<b>\$43,278,392</b>

This chart contains externally sponsored program expenditure data provided by the UA Controller's Office. Data reported to external entities (e.g., NSF, AUTM) is reported using different criteria.

Cumulative totals may be adjusted to account for adjustments during the previous months.

## Research and Sponsored Programs Award Detail

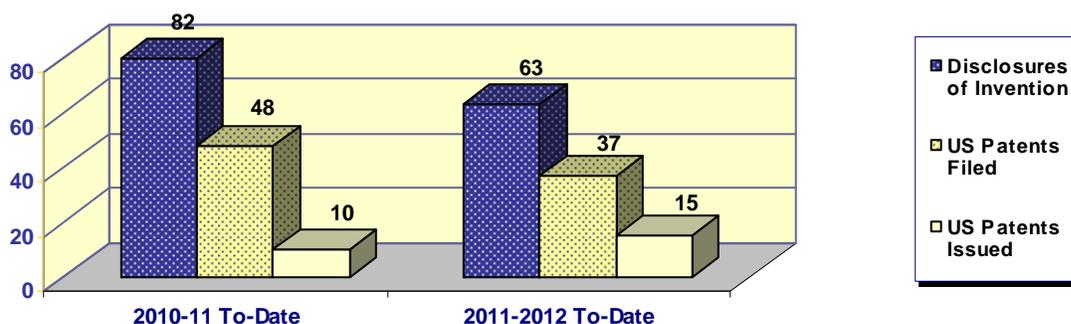
PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>BUCHTEL COLLEGE OF ARTS AND SCIENCES</b>					
Biology	The Company of Biologists	<i>Society for Integrative and Comparative Biology Symposium -- Bruce Sidells Most Excellent Career: Adventures in Thermal Biology and Cold-Bodied Fishes</i>	Londravlille, Richard L.	100%	\$2,271
Chemistry	Multiple Corporate Sponsors *	<i>Testing</i>	Rinaldi, Peter	100%	\$7,538
Geology and Environmental Science	American Chemical Society	<i>A Field-Based Geomechanical Study of the Formation, Deformation, and Internal Structure of Reservoir-Scale Sandstone Dikes, Sheep Mountain Anticline, WY</i>	Griffith, W. Ashley	100%	\$50,000
Geology and Environmental Science	National Science Foundation	<i>Intergovernmental Personnel Act (IPA) Assignment</i>	Park Bousch, Lisa E.	100%	\$157,581
Psychology	Parker Hannifin Corporation	<i>Student Internship</i>	Levy, Paul E.	100%	\$16,281
Psychology	Shaker Consulting Group	<i>Student Internship</i>	Levy, Paul E.	100%	\$10,854
<b>COLLEGE OF CREATIVE AND PROFESSIONAL ARTS</b>					
Art	National Endowment for the Arts	<i>S.A.R.A. - Synesthetic Augmented Reality Application</i>	Vogl, Markus V.	100%	\$20,000
<b>COLLEGE OF EDUCATION</b>					
Curricular and Instructional Studies	JP Morgan Chase Foundation	<i>Transforming Urban Education: Urban Learners Matter</i>	Ford, Bridgie A.	100%	\$4,468
Curricular and Instructional Studies	U.S. Department of Education through Akron Public Schools	<i>On-Line Course Development for Buchtel CLC Service Contract</i>	Lenhart, Lisa A.	100%	\$50,000
Dean's Office	Western Reserve Resource Conservation and Development Council	<i>ISLS CLEANCorps</i>	Sisson, Timothy L.	100%	\$14,000
Dean's Office			Olson, Susan J.		
Sport Science and Wellness	USTA Tennis and Education Foundation through the University of Akron Research Foundation	<i>PACE (Physical Activity/Tennis and Character/Health Education), a Service Learning Project for University Students</i>	MacCracken, Mary Jo	100%	\$10,000
<b>COLLEGE OF ENGINEERING</b>					
Chemical and Biomolecular Engineering	SWECO *	<i>Model to Estimate Fluid Flow Rate through a Vibrating Screen</i>	Chase, George G.	100%	\$39,533
Chemical and Biomolecular Engineering	National Institutes of Health	<i>Zosteric Acid Integrated Thermo-Reversible Gels for Preventing Surgical Adhesions</i>	Newby, Bi-min-Zhang	100%	\$376,362
Chemical and Biomolecular Engineering	National Science Foundation	<i>Molecular Design and Structural Basis of Peptide Inhibitors against Amyloid-Beta Aggregation</i>	Zheng, Jie	100%	\$298,106
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Duirk, Stephen E.	100%	\$600
Civil Engineering	US Department of Transportation through the Ohio Department of Transportation	<i>Long Term Validation of an Accelerated Polishing Test Procedure for HMA Pavements</i>	Liang, Robert Y.	100%	\$51,296
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Miller, Christopher M.	100%	\$6,200
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Patnaik, Anil	100%	\$8,334
Civil Engineering	National Science Foundation	<i>Collaborative Research: Stochastic Nonlinear Dynamic Simulation for Prediction of Seismic Ground Motion</i>	Sett, Kalol	100%	\$222,069
Dean's Office	Multiple Corporate Sponsors *	<i>Testing</i>	Payer, Joe	100%	\$6,666
Mechanical Engineering <i>Institute of Polymer Engineering Chemical and Biomolecular Engineering Institute of Polymer Engineering Mechanical Engineering</i>	National Science Foundation #	<i>I/UCRC Phase I: Center for Tire Research</i>	Batur, Celal Isayev, Avraam I. Puskas, Judit E. Sancaktar, Erol Wong, Shing-Chung Josh	100%	\$48,852

## Research and Sponsored Programs Award Detail

PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>COLLEGE OF ENGINEERING (Continued)</b>					
Mechanical Engineering	Korea Association of Industry Academy & Research Institute through Andong National University	Development of Automotive MID Parts Using Direct-Write Technology	Choi, Jae-Won	100%	\$100,616
Mechanical Engineering	NASA Glenn Research Center at Lewis Field	Advanced Aerospace Seals Research	Daniels, Christopher C.	85%	\$140,238
<i>Mechanical Engineering</i>			<i>Braun, Minel J.</i>	15%	
Mechanical Engineering	Multiple Corporate Sponsors *	Testing	Gao, Xiaosheng	100%	\$2,500
Mechanical Engineering	Multiple Corporate Sponsors *	Testing	Morscher, Gregory N.	100%	\$12,000
Mechanical Engineering	General Electric	Use of Damage Detecting Techniques for Different Fiber Architecture Composites with Thermal History	Morscher, Gregory N.	100%	\$50,000
Mechanical Engineering	National Science Foundation	I-Corps: Roadmap to Commercialization of Electrospun Polymer Adhesives	Wong, Shing-Chung Josh	100%	\$50,000
<b>COLLEGE OF NURSING</b>					
Nursing	Sigma Theta Tau International Society of Nursing	<i>A Mindful Eating Group Intervention for Obese Women: A Mixed Methods Feasibility Study</i>	Kidd, Lori I.	65%	\$400
<i>Nursing</i>			<i>Graor, Christine H.</i>	25%	
<i>Nursing</i>			<i>Murrock, Carolyn J.</i>	10%	
<b>COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING</b>					
Institute of Polymer Engineering	National Science Foundation	<i>Supramolecular Assembly of Low Molecular Mass Organogelators</i>	Cavicchi, Kevin A.	100%	\$8,750
Institute of Polymer Engineering	Multiple Corporate Sponsors *	Testing	Holtman, Mark	100%	\$3,456
Institute of Polymer Engineering	Ohio Department of Development through Mesocoat, Inc. *	<i>High Power Density Powder Coating System</i>	Soucek, Mark	80%	\$216,750
<i>Institute of Polymer Engineering</i>			<i>Cakmak, Mukerrem</i>	20%	
Institute of Polymer Engineering	National Science Foundation	<i>CAREER: Fundamental Reaction-Diffusion processes in the Formation of Mesoporous Films Using Vaporized</i>	Vogt, Bryan D.	100%	\$85,626
Institute of Polymer Science	Multiple Corporate Sponsors *	Testing	Seiple, Robert	100%	\$19,079
Institute of Polymer Science	Multiple Corporate Sponsors *	Testing	Wang, Bojie	100%	\$720
<b>SUMMIT COLLEGE</b>					
Dean's Office	US Department of Education through Northeast Ohio Council on Higher	<i>College Access Challenge Grant (CACG)</i>	Herold, Kelly M.	100%	\$5,000
<b>OTHER UNITS</b>					
Office of Technology Transfer	RPM *	<i>Materials Investigation Research</i>	Preston, Ken	100%	\$31,250
Workforce Development and Continuing Education	US Department of Labor through Ohio Board of Regents	<i>Ohio H-1B Technical Skills Training Grant</i>	Mast, Amy H.	100%	\$422,834

\* University of Akron Research Foundation Award

# Collaborative Research



### Disclosures of Invention

(June 2012: 5)

Disclosure Number	Title	Inventor(s)
988	<i>Electron Donor-Fullerene Conjugated Molecules</i>	Stephen Cheng, Xiong Gong, and Wei Zhang
989	<i>Wavelength Dependent Photoresponsive Polymers</i>	Abraham Joy and Srirama Venkata
990	<i>Polyurethanes Improvements</i>	Joseph Kennedy, Nihan Nugay, and Turgut Nugay
991	<i>Strain-Promoted Crosslinking of PEG-based Hydrogels</i>	Matthew Becker and Jukuan Zheng
992	<i>An Amine Functionalized Cyclooctyne</i>	Matthew Becker and Jukuan Zheng

### New Patents Filed

(June 2012: 4)

Disclosure Number	Application Type	Patent Title	Inventor(s)
922	Provisional	<i>Method to Reduce Leak Rate Through Elastomer Seal</i>	Christopher Daniels and Janice Wasowski
974	Provisional	<i>Roll to Roll Fabrication of Directionally Oriented Block Copolymer Films</i>	Alamgir Karim and Gurpreet Singh
983	Provisional	<i>Surface Enhancement in Molded Products by Incorporation of Magnetic Particles by Electromagnetic Molds</i>	Erol Sancaktar
988	Provisional	<i>Electron Donor-Fullerene Conjugated Molecules for Organic Photovoltaic Cells</i>	Xiong Gong, Stephen Cheng, and Wei Zhang

### Patents Issued

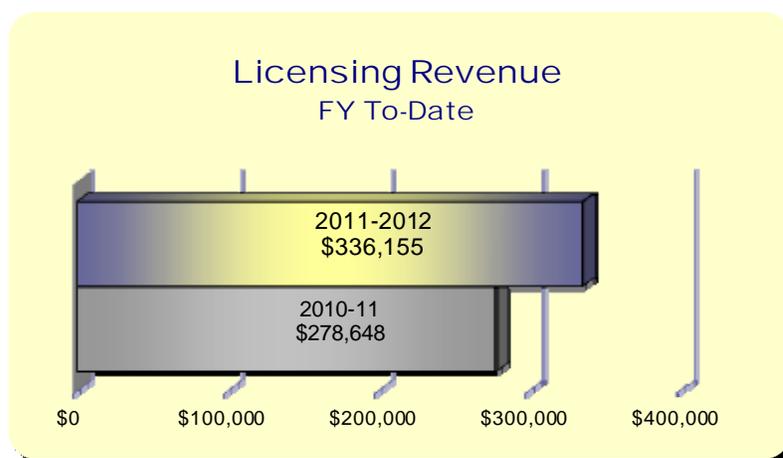
(June 2012: 1)

U.S. Patent No.	Issue Date	Patent Title	Inventor(s)
8,198,389	June 12, 2012	<i>Mold Release Compounds Using Cycloaliphatic Epoxide Functionalized Polydimethylsiloxane Coatings and Photo-Initiated Polymerization</i>	Mark Soucek and David Dworak

For the month of:

June 2012: \$0

June 2011: \$0



LICENSING REVENUE

LICENSE ACTIVITY

**BNOAT Oncology, Inc. (BNOAT)**

**Inventor: Joseph Bauer**

BNOAT and the University of Akron Research Foundation (UARF) recently entered into an exclusive license agreement in the field of therapeutic use of a UA drug delivery technology in humans and animals. The agreement involves the technology covered in US Patent No. 5,936,082 and provides for UARF to receive **royalties of 3% of net sales and 2% of any sublicensing fees**. BNOAT will also issue to UARF varying amounts of Class B Common Stock at six different milestones, including: **800 shares at execution of agreement and 1200 shares upon receipt of investigational new drug status**.

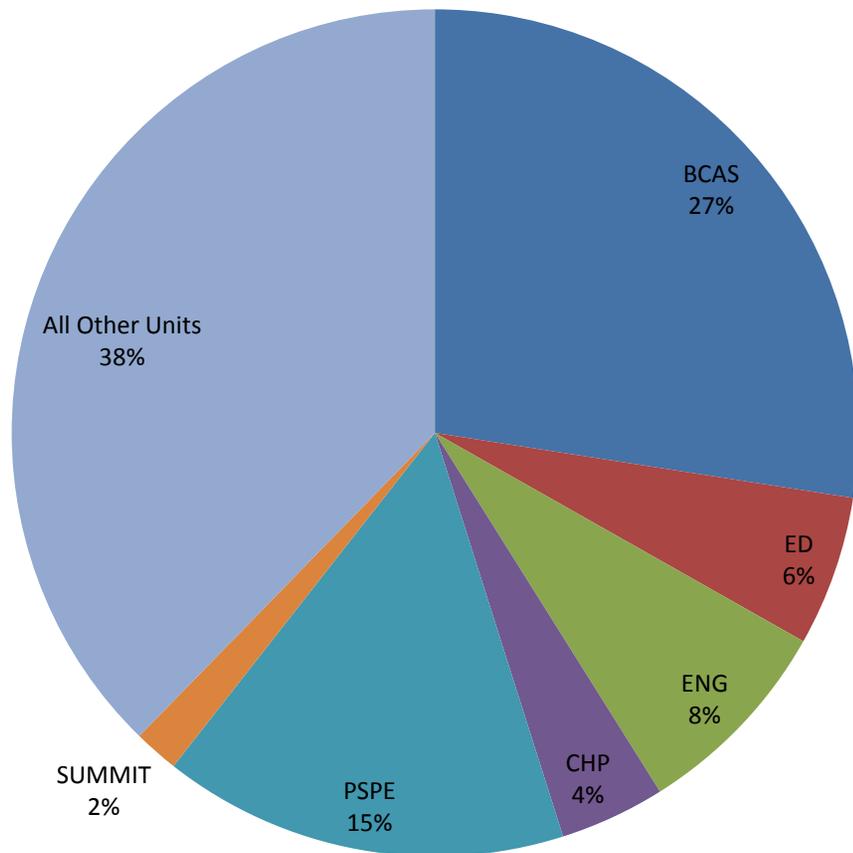
AWARDS

PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>UNIVERSITY OF AKRON RESEARCH FOUNDATION</b>					
UARF	Ohio Department of Transportation	<i>OVI Task Force</i>	Watkins, Wayne	100%	\$266,579
UARF	Multiple Corporate Sponsors	<i>Akron Functional Materials Center Annual Dues</i>	Becker, Matthew	100%	\$40,000
<b>BUCHTEL COLLEGE OF ARTS AND SCIENCES</b>					
Chemistry	Multiple Corporate Sponsors	<i>Testing</i>	Rinaldi, Peter	100%	\$7,538
<b>COLLEGE OF ENGINEERING</b>					
Chemical and Biomolecular Engineering	SWECO	<i>Model to Estimate Fluid Flow Rate through a Vibrating Screen</i>	Chase, George G.	100%	\$39,533
Civil Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Duirk, Stephen E.	100%	\$600
Civil Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Miller, Christopher M.	100%	\$6,200
Civil Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Patnaik, Anil	100%	\$8,334
Dean's Office	Multiple Corporate Sponsors	<i>Testing</i>	Payer, Joe	100%	\$6,666
Mechanical Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Gao, Xiaosheng	100%	\$2,500
Mechanical Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Morscher, Gregory N.	100%	\$12,000
<b>COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING</b>					
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Holtman, Mark	100%	\$3,456
Institute of Polymer Engineering	Ohio Department of Development through Mesocoat, Inc.	<i>High Power Density Powder Coating System</i>	Soucek, Mark	80%	\$216,750
<i>Institute of Polymer Engineering</i>			<i>Cakmak, Mukerrem</i>	20%	
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing</i>	Seiple, Robert	100%	\$19,079
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing</i>	Wang, Bojie	100%	\$720
<b>OTHER UNITS</b>					
Office of Technology Transfer	RPM	<i>Materials Investigation Research</i>	Preston, Ken	100%	\$31,250

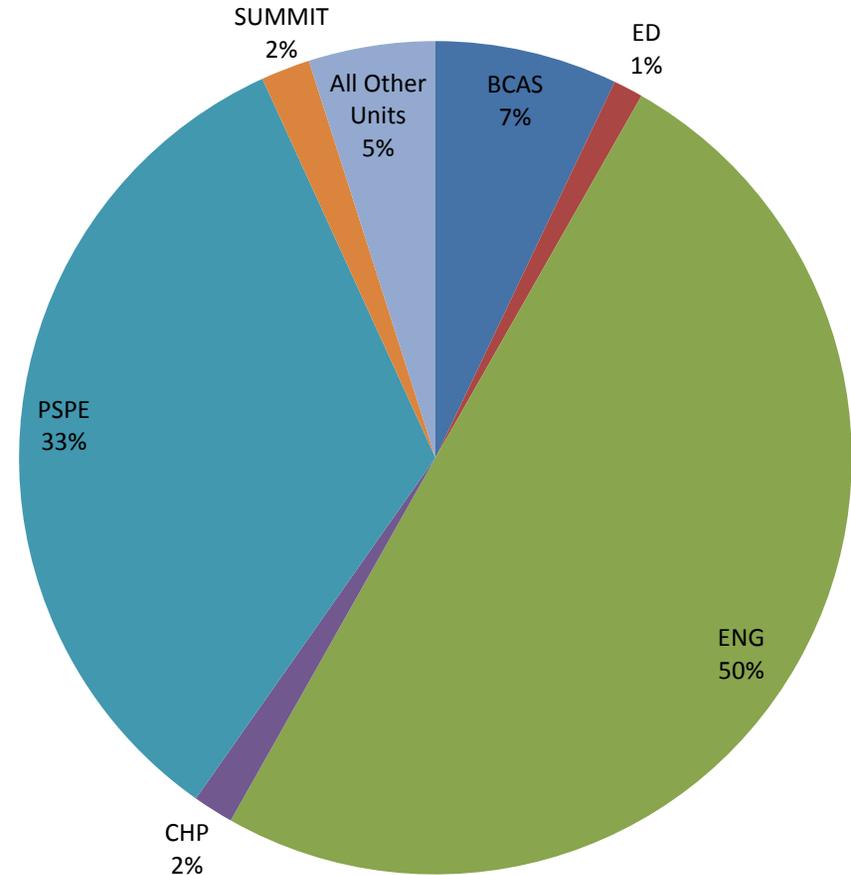
# Award Activity 2002-03 v. 2011-12

## Major Academic Units

2002-2003

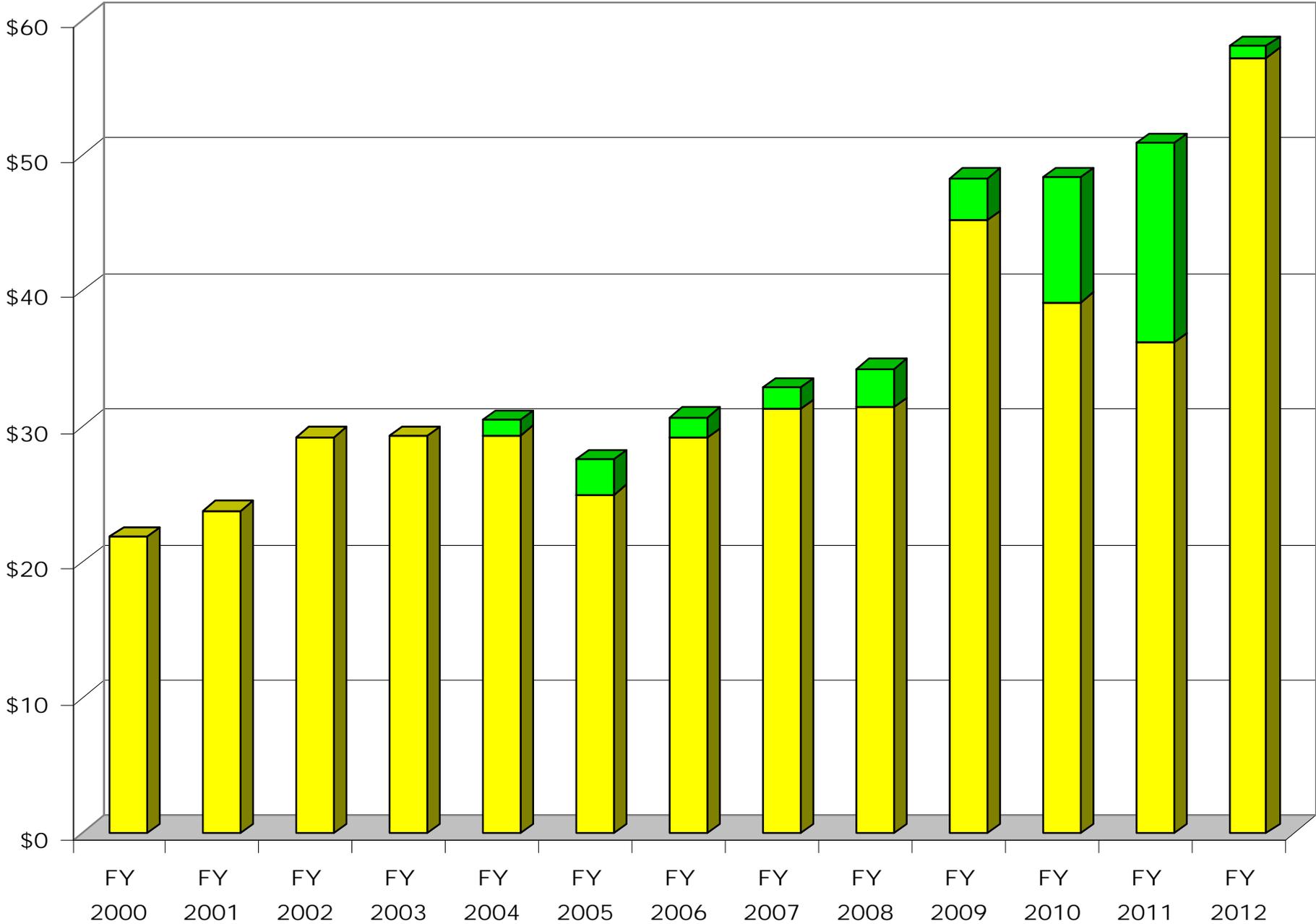


2011-2012



# Grants and Contracts (awards, in millions)

UA =  / UARF = 



# Information Technology Services

Report to the Board of Trustees  
September 19, 2012



## Information Technology Services

September 19, 2012

(Prepared August 30, 2012)

STUDENT SUCCESS	Commitment to Excellence
<ul style="list-style-type: none"><li>Data Warehouse/Business Intelligence</li></ul> 	<p>The data warehouse production system is being setup and expected to be completed by mid-September. The user acceptance testing is nearly complete for the reports delivered in phase one of the project.</p> <p>Phase two requirements and fit gap analysis have been completed, and a detailed requirement definition is nearing completion. This phase of the project is on track for the NSF report deliverable at the end of the year.</p> <p>The benefit of this project is that the University will have a single source of information which will reduce conflicting interpretations of data. The data will become more transparent and open internally which will enable the University to monitor and manage its strategic planning initiatives in a “real time” environment with accurate and current data.</p>
<ul style="list-style-type: none"><li>ePortfolio (MyDesire2Learn) Pilot</li></ul> 	<p>MyDesire2Learn is a new product offered by Desire2Learn that allows students to take their ePortfolios with them after graduation.</p> <p>An ePortfolio is a place where students capture their best work and showcase it to the public, including potential hiring managers. Students receive free storage including the ability to add to or edit their existing e-Portfolio. This is hosted by Desire2Learn, reducing the load on ITS resources to maintain access after graduation.</p> <p>UA is helping Desire2Learn pilot test this new capability in anticipation of making this available to UA students in Spring 2013.</p>

- Successful U



The University has commissioned a group of its best students to develop a mobile application that will support students in finding a more intentional and aware path through their college experience.

The students have determined that the application will be focused on first year undergraduate students and will provide awareness of activities and engagement in communities that are related to six critical student life skills:

- Personal Growth & Wellness
- Leadership & Volunteerism
- Personal Relationships
- Academics & Career
- Health & Fitness
- Financial Awareness

In addition to creating awareness for and connectedness with the students' life skills, the application will serve as a touchstone for each student to set and monitor his/her progress in each of these areas with an ongoing goal journal and self-assessment.

The Application will be called Successful U. Discovery of the requirements was completed during the last week of August and the development of the application is set to commence immediately.

- Career Portal



The University has contracted, as part of the Akron Experience initiative, with renowned author and career consultant Don Philabaum to provide an internet portal for parents.

CareerParents <http://www.uakroncareerparents.com/> is an online community for the University's parents designed to give parents the knowledge, skills and understanding of what their student will need to build successful career strategies.

CareerParents provides Videos and Webinars with tips and counseling from authors, career coaches and hiring managers. Books, reports and articles will provide further resources for parents and students alike.

Finally, a community of parents is created so that parents can discuss issues with one another in familiar social networking settings.

GLOBAL RELEVANCE	Develop Dynamic and Globally Relevant Programs
<ul style="list-style-type: none"> <li>Shared Service: Supporting PeopleSoft at LCCC</li> </ul>  	<p>UA hosts and supports PeopleSoft for LCCC (Lorain County Community College) application environment including Campus Solutions, Financials, Human Capital Management, and application development tools.</p> <p><b>Help Desk:</b> We are continuing to study how the like-business processes at both schools can be combined and organized.</p> <p>It is hoped that by combining staff the two institutions can increase coverage, improve the quality of service, and add new functionality. The current business processes at UA and LCCC have been reviewed and documented. It was determined that in order to combine the operations at both schools, a single technology platform is required.</p> <p>A Gartner Group recommended using the application at UA, FootPrints, as it was an economical choice and had sufficient functionality to meet all current and future requirements. Work is underway to create a future state model and once agreed upon, the business case.</p> <p><b>Institutional Effectiveness &amp; Planning:</b> LCCC needs assistance with institutional reporting. UA will meet with LCCC to determine how they can help with immediate requirements and investigate the possibility of hiring staffing that will work at UA but support LCCC.</p> <p>All costs associated with supporting LCCC will be charged back.</p>
<ul style="list-style-type: none"> <li>Online (eLearning) Learning</li> </ul>	<p>To scale our eLearning initiative, a search committee has been established to locate an experienced academic administrator who will lead our online unit.</p> <p>We are in the process of seeking a third party to help scale course development (instructional design) and online marketing. An internal team is working to define the online student experience.</p>

- Shared Service: Innovation Alliance



The Innovation Alliance partnership between LCCC, Stark State College, and UA studies shared services as a way of controlling the costs of administrative services. The partnership is intended to accelerate educational efficiency, knowledge creation, and economic development within an area called the Innovation Corridor.

The high level study has been completed and final recommendations were presented to the Steering Committee. It was determined that the payback period for two schools sharing payroll departments would be approximately four years. However, the study showed that scaling the number of schools or including other business functions (i.e. HR, etc.) would dramatically reduce the payback period.

Another recommendation was using Software-as-a-Service (SaaS) next generation technology to support shared service business functions rather than the current Peoplesoft applications. SaaS is a software delivery model where the application and related data are hosted in the cloud saving money over ERP applications.

UA and LCCC will investigate the business case for upgrading to a SaaS HCM. If it is determined that a business case exists, both schools will participate in the modeling and implementation of a SaaS HCM at UA. If successful, LCCC would follow.

**DISTINCTION**

**Facilitate Faculty Development and Success by Expanding Clusters of Interdisciplinary Teaching and Research**

- Quality Matters



Design and Development Services has been instrumental in sponsoring various levels of training for faculty related to Quality Matters (QM) Standards. Nearly 100 individuals have participated in one or more of these training sessions focused on excellence in online course design. The QM Course Review Program is a faculty-centered, peer review process that is designed to certify the quality of online and blended courses. There are 41 specific review standards that receive a "met" or "not met" vote by a team of three certified reviewers. Twenty-one of the standards are considered "Essential" and the course cannot pass the review if these are not met. Overall the structure must achieve 85% or greater to receive QM Certification. This rigorous evaluation uses a peer-based approach and continuous improvement in online education and student-centered learning approach. QM is considered a leader in quality assurance for online education and has received national recognition. Three faculty members thus far have achieved QM certification for the quality of their online courses.

<ul style="list-style-type: none"> <li>Integrator University</li> </ul>	<p>Integrator is a term used to describe alternative approaches to traditional education that unbundle instruction, assessment and location to create new economies of scale. A small team is researching the potential impact on the University of recent developments in massive open online courses (MOOC's) and open educational resources. The teams are exploring challenges and opportunities in the areas of content, delivery systems, and assessment/credentialing.</p>
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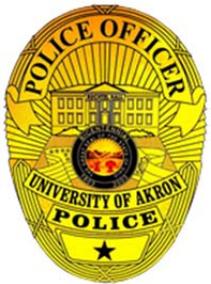
<b>ENGAGEMENT</b>	<b>Build and Sustain Vital Relationships and Partnerships</b>
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<ul style="list-style-type: none"> <li>Digital Signage</li> </ul> 	<p>At the start of the semester, several digital signs were active, primarily in the Student Union, Bulger Hall, Bierce Library and the Law School. More screens are planned for these areas. Most of the hardware is in place for many more signs. Those will be operational within a few weeks of this writing.</p> <p>As reported previously, these screens will display static content. Messaging will be maintained by each location and be appropriate to their operations. However, the plan is to also provide University-wide messaging as well. We will continue to work on expanding the signage to other areas of campus.</p>
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<ul style="list-style-type: none"> <li>Research Security</li> </ul>	<p>The Securis Group has been engaged to work with IT and the research areas to provide security awareness and best practices. This limited engagement is designed to offer a security framework to protect our University's intellectual property.</p>
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<ul style="list-style-type: none"> <li>Disaster Recovery</li> </ul>	<p>It is the University's responsibility to provide disaster recovery services for our most critical systems. The focus initially is to provide recovery operations for vital communications such as web, network, email and PeopleSoft. We have reviewed many different options to provide this service along with their associated costs. A Request for Proposal will be submitted.</p>
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<b>COMMUNITY</b>	<b>Promote Vibrant and Engaging Environments and Facilities</b>
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<ul style="list-style-type: none"> <li>Police Dispatch – 911 Merger</li> </ul> 	<p>The University of Akron Police Department continues its pursuit to partner with the City of Akron Police Department to share the City's Computer-Aided Dispatch and Records Management System to track and document public safety incidents.</p> <p>An initial services agreement has been finalized to identify each party's responsibilities through the implementation process into June 2013. A master agreement defining all ongoing responsibilities for each party once the implementation is completed is still being drafted. The initial timeframe for the master agreement is for a three-year timeframe.</p>
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<ul style="list-style-type: none"> <li>Contributor Relations &amp; CRM</li> </ul>	<p>The Contributor Relations (Donor Management) RFP that was issued will not be awarded, since the institutional priority decision is that a CRM (Customer Relationship Management) system that tracks an individual’s entire time and activities at the institution also could incorporate the donor management function and that, institutionally, the priority is to implement a “cradle to grave” type system.</p>
<ul style="list-style-type: none"> <li>Network</li> </ul>	<p>The bandwidth provisioned for the Residence Hall network has been substantially increased to accommodate increased needs of our students. The increase includes both the wired and wireless networks. In addition to the bandwidth, planning is underway to install additional wireless antennas and hardware to provide greater wireless capacity for multiple devices (smart phones, iPads, laptops, gaming devices, and others).</p>
<p><b>INTEGRATED PLANNING</b></p>	<p><b>Achieve Measurable Success</b></p>
<ul style="list-style-type: none"> <li>Grants Management Post-Award</li> </ul>	<p>The Grants Post-award project continues. When finished, the application will track awards, facilities and administration processing, and produce grants financial reports. This project will enable the University to achieve the Vision 2020 aspirational goal of \$200 million in research.</p> <p>A consultant was hired to help with the implementation and will begin work on Tuesday, September 4. He will work on the project for six weeks. The objective is to set up the application configuration tables, develop a conversion strategy, and provide knowledge transfer to the functional analyst. Without this expertise, it would significantly increase the time to implement the application and would increase risk.</p>
<ul style="list-style-type: none"> <li>Web Conferencing (Collaborate)</li> </ul> 	<p>We renewed our license with Blackboard and upgraded to version 12 of their Collaborate product. Blackboard based this product on the Elluminate platform that UA faculty and students have had great success using in the past. Major benefits to version 12 include the availability of integration with Springboard, built-in echo canceling for audio chat, and significant improvements in support for students with disabilities.</p>
<ul style="list-style-type: none"> <li>ITS Metrics</li> </ul>	<p>The ITS scorecard has been eliminated from this report. We are re-evaluating the dashboard of IT services and attempting to identify which measures will be most meaningful to the Board.</p> <p>ITS plans to resume providing a "Scorecard" in the future.</p>

1

Revisions to University Rule 3359-2-01, The Office of Academic Affairs

2

Revisions to University Rule 3359-10-02, The University of Akron Bylaws of the Faculty Senate

3

Revisions to University Rule 3359-22-01, Contract Professional Information

Presiding:

Roland H. Bauer

September 19, 2012

4

Revisions to University Rule 3359-24-01, Bylaws of the Graduate Faculty

5

Rescinding of University Rule 3359-60-03, General Procedures and Requirements

Rules Committee



September 11, 2012

TO: Dr. William M. (Mike) Sherman  
Senior Vice President and Provost and Chief Operating Officer

FROM: Scott M. Campbell   
Associate General Counsel and Records Compliance Officer

RE: **Summary of Rules Committee Agenda Items for the  
September 19, 2012 Meeting of the Board of Trustees**

At the Rules Committee meeting on September 10, it was recommended that revisions to the following Rules be considered for approval by the Board of Trustees at its regular meeting on September 19, 2012:

1. **O.A.C. 3359-2-01 The Office of Academic Affairs**

The proposed revisions to this Rule consist of adding language that allows the Provost to establish implementation procedures and oversee the collection and reporting of student and academic program-related data including mandatory graduation surveys.

2. **O.A.C. 3359-10-02 The University of Akron Bylaws of the Faculty Senate**

The proposed revisions to this Rule were approved unanimously by the body of the Faculty Senate at its meeting on May 3, 2012.

3. **O.A.C. 3359-22-01 Contract Professional Information**

The proposed revisions to this Rule allow for an appropriate level of notice to coaches/coaching-related positions, while also providing sufficient flexibility for Athletics to meet its goals. The modifications will also make the Rule consistent with the recent changes for contract professionals who are not coaches.

4. **O.A.C. 3359-24-01 Bylaws of the Graduate Faculty**

The revisions to this Rule consist of changing the composition of the Graduate Council and its standing committees as a result of the creation of the College of Health Professions, eliminating the references to the College of Health Sciences and Human Services and College of Nursing. Also, the reference to the College of Creative and Professional Arts is being removed as a result of that college merging with the Buchtel College of Arts and Sciences.

**Office of the Vice President and General Counsel**

Akron, OH 44325-4706  
330-972-7830 • 330-384-2611 Fax

Dr. William M. (Mike) Sherman  
September 11, 2012  
Page 2

5. **O.A.C. 3359-60-03 General Procedures and Requirements**

It is proposed that this Rule be rescinded, as each provision in this Rule is either covered by another existing rule or is deemed unnecessary.

Please let me know if you have any questions.

kab

Enclosures

c: Ted A. Mallo  
Paul A. Herold  
Julie Burdick

**3359-2-01 The office of academic affairs.**

(A) President of the university.

As specified in rule 3359-01-05 of the Administrative Code, the president is executive head of all university colleges, libraries, branches, schools, and departments, possessing duties, responsibilities, and powers as delineated in the bylaws.

(B) Senior vice president and provost and chief operating officer.

- (1) The senior vice president and provost and chief operating officer shall be appointed by the board upon recommendation of the president and shall hold office at the discretion of the president.
- (2) The senior vice president and provost and chief operating officer shall be responsible to the president for the supervision of the academic functions of the university in accordance with the policies and rules established by the board and the president.
- (3) The senior vice president and provost and chief operating officer shall be responsible to the president for the supervision of the operational functions of the university in accordance with the policies and rules established by the board and the president.
- (4) The senior vice president and provost and chief operating officer shall be an ex-officio member of each faculty and department or school.
- (5) The senior vice president and provost and chief operating officer shall be responsible for and have the authority to:
  - (a) Coordinate the academic offerings of the various colleges, departments, and schools;
  - (b) Assist in the selection and appointment of faculty and staff;
  - (c) Recommend promotion, tenure, salary and dismissal of faculty members; assist in the preparation of the annual budget;

- (d) Submit an annual report concerning the activities, problems, and needs of the operations under the senior vice president and provost's jurisdiction;
  - (e) Establish implementation procedures and oversee the collection and reporting of student and academic program-related data
    - (i) Required for complying with reporting to state and federal agencies and/or regional and specialized accrediting bodies, and/or
    - (ii) Necessary for internal academic assessment and planning purposes and/or for external public accountability initiatives, including but not limited to graduation, alumni, and employer satisfaction surveys;
  - ~~(e)~~(f) Oversee the university research centers and institutes;
  - ~~(f)~~(g) Supervise academic planning;
  - ~~(g)~~(h) Supervise the university libraries, including instructional media services;
  - ~~(h)~~(i) Recommend to the president the appointment of such employees necessary to assist in performing the academic function of the university.
  - ~~(i)~~(j) Perform other such duties as may be assigned by the president.
- (6) The senior vice president and provost and chief operating officer shall be responsible for and have the authority to:
- (a) Plan and direct all aspects of the university's operational policies, objectives, and initiatives.
  - (b) Manage the day-to-day operations activities of the university.

- (c) Ensure the successful implementation of functional management to attain short- and long-term financial and operational goals through:
    - (i) Serving as a single organizational focus for key management functions and selected transformation initiatives.
    - (ii) The design, operation, and improvement of the university systems that deliver services to external and internal constituents.
    - (iii) Institutionalizing accountability for optimizing management performance.
    - (iv) Integration of academic, auxiliary, and administrative operations across the university.
  - (d) Integrate various key management and transformation initiatives.
  - (e) Align daily operations with the university goals and mission.
  - (f) Support collaboration across units and constituencies through shared leadership.
  - (g) Ensure continuity of goals during leadership transition.
- (7) The chief operating officer shall perform such other duties as may be assigned by the president.
- (8) Additional operations officers. The president may recommend the appointment of additional operational officers to support the work of the senior vice president and provost and chief operating officer. These additional officers may include, but shall not be limited to: an associate vice president for inclusion and equity and chief diversity officer; other assistant or associate vice presidents; assistant, associate, or vice provosts; directors; or a dean of undergraduate studies.

Replaces: ~~Part of 3359 2 01~~

Effective: ~~October 22, 2010~~

Certification: \_\_\_\_\_  
Ted A. Mallo  
Secretary  
Board of Trustees

Prom. Under: 111.15

Statutory Auth.: 3359.01

Rule Amp.: 3359.01

Prior Effective Date: 11/4/77, 12/31/86, 12/22/89, 7/20/90, 5/22/91, 9/21/95,  
12/23/95, 4/28/97, 11/24/01, 4/11/03, 5/23/03, 9/5/2003,  
6/25/07, 2/11/08, 5/5/08, 10/22/10

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Revisions to University Rule 3359-2-01  
The Office of Academic Affairs

BE IT RESOLVED, that the recommendation presented by the Rules Committee on September 19, 2012, to revise Rule 3359-2-01 to include language that allows the Provost to establish implementation procedures and oversee the collection and reporting of student and academic program-related data including mandatory graduation surveys, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012

**3359-10-02 The university of Akron bylaws of the faculty senate.**

- (A) Name. The name of this body is the faculty senate of the university of Akron.
- (B) Duties. As delegated by the board of trustees of the university, the faculty senate is the legislative body of the faculty regarding its academic mission and is empowered to:
  - (1) Formulate suitable rules, requirements, and procedures for the admission, government, management, and control of the students, courses of study, granting of degrees and certificates, and other internal affairs of the institution necessary to meet the objectives of the university, subject to the approval of the board of trustees, in accordance with the established policies of the board.
  - (2) Review and offer recommendations concerning proposals for the creation, abolition, or rearrangement of colleges, departments, schools, or divisions of instruction, proposals from university-wide committees, and such other matters as may be referred to the senate by the president of the university. Such proposals shall be forwarded to the executive committee for inclusion on the agenda of senate meetings.
  - (3) University-wide committees which are created by the senate, shall report to the senate unless otherwise indicated by the senate; other university-wide committees shall report to the parties or body creating them and shall file an information copy of such report with the executive committee, except that the president's advisory committee, the provost's advisory committee, appropriate grievance committee, committees dealing with personnel matters, and other committees where the president of the university determines sensitivity is required shall not file such information reports with the senate. The executive committee will include the report on the agenda of the senate meetings.
    - (a) Motions or resolutions which embody committee recommendations shall be posted on the Senate electronic discussion list at least seven days prior to a scheduled meeting at which a vote is to occur. All messages must

include a statement of the rationale in support of the motion.

- (b) The Senate may, by a majority vote, override this provision to bring a motion to the floor.
- (4) All legislation introduced in the faculty senate shall be designated as such; and if passed, shall be forwarded to the president. Within forty-five days of receipt of the legislation, the president shall:
- (a) Forward the legislation to the board of trustees, or
  - (b) Forward the legislation to the appropriate vice president; or
  - (c) Put the legislation into effect if the president deems it unnecessary to send the matter to the board, or
  - (d) Disapprove and return the legislation to the senate with explanation for the president's rejection; and
  - (e) Notify the senate of the disposition of the legislation, indicating whether the legislation has been approved, referred to the board of trustees, referred to the appropriate vice president, or returned to the senate for reconsideration or amendment.
- (5) The senate shall elect the senate representative to the Ohio faculty council, who serves in that capacity along with the chair of the senate.
- (a) Senate members who are full-time teaching members of the faculties of the colleges are electors of the senate representative. Those eligible for election are full-time teaching members of the faculties of the colleges who may or may not be members of the senate.
  - (b) The election shall be by normal democratic procedures, utilizing the secret ballot.
  - (c) The representative shall be elected at the May meeting of the senate. The term of office shall be for two years. There

shall be no limit on the number of terms a person may serve.

- (d) The representative, if not already a member of the senate, shall become an ex-officio, non-voting member.

(C) Officers and executive committee.

- (1) Officers. The faculty senate shall elect a chair, vice chair, and secretary biennially from among the membership of the faculty senate. The election shall be by majority vote using a secret ballot.
- (2) Duties of the chair. The chair of the senate presides over regular meetings of the senate, calls special meetings of the faculty senate, acts as or designates the official spokesperson for the faculty senate in all of its external communications, serves on the Ohio faculty council, administers the budget of the senate, serves as chairperson of the executive committee of the senate, forwards to the president all legislation and recommendations passed by the senate, and undertakes such tasks as are directed by the senate. Upon the expiration of the chair's term of office, the ex-chair shall for one year be a voting member ex officio of the senate if he or she otherwise would not be a member. During that period, the ex-chair shall also be a voting member ex officio of the executive committee.
- (3) Duties of the vice chair. Assists the chair in such ways as the latter may request; and in the absence of the chair, the vice chair presides over the meetings of the senate.
- (4) Duties of the secretary. The secretary of the senate records, transcribes, and distributes the proceedings of the senate to all departments and interested members of the university, assists the chair in such ways as the latter may request, has custody (jointly with the chair) of the books, records, physical facilities, and tangible property of the senate, supervises the clerical staff of the senate, and arranges for the orderly conduct of the business of the senate. In the absence of the chair and the vice chair, the secretary presides over meetings of the senate.

- (5) Executive committee. The chair, vice chair, secretary, and four elected members of the senate will serve as the executive committee of the senate. The executive committee of the senate will have the following responsibilities:
    - (a) Appoint members to appropriate faculty senate committees.
    - (b) Prepare the agenda for each meeting.
    - (c) Serve as an advisory committee to the senior vice president and provost on governance matters affecting the academic mission of the university.
    - (d) Ensure that the business of permanent and ad hoc committees is completed in a timely fashion.
    - (e) Bring matters to the senate or assign matters to committees.
    - (f) Consider any questions and complaints regarding elections of members to the senate and make recommendations concerning these complaints to the senate. The executive committee shall further certify the validity of all senate elections.
- (D) Committee structure.
- (1) The faculty senate shall create such committees as it deems appropriate to the conduct of its business.
  - (2) The ~~senate~~ executive committee, at its discretion, may invite non-members of the senate to serve on senate committees.
  - (3) In special cases, the senate may choose to make part or all of the membership on a committee elective rather than appointed by the executive committee.
  - (4) The senate committees shall yearly elect their own chairs, who, if not already members of the faculty senate, shall become ex officio, non-voting members.

- (5) For organizational purposes, the committees of the senate will have either of two forms:
  - (a) University committees, which shall have elected membership from specified constituencies, or
  - (b) Permanent committees, whose membership will be drawn from the elected members of the senate and those invited members the senate deems appropriate.
  
- (E) University committees.
  - (1) The faculty rights and responsibilities committee ("FRRC").
    - (a) This committee shall concern itself with grievances relating to faculty assessment or evaluation, appointment, retention, tenure, and promotion. This committee shall be composed of one member from the tenured faculty of each degree-granting college, elected by its full-time faculty and one full-time faculty member from the university libraries, elected by its full-time faculty.
    - (b) For each grievance case submitted by a part-time faculty member three members of the part-time grievance pool shall be selected to be members of the faculty rights and responsibilities committee ("FRRC") for the duration of that case. These members will only participate in "FRRC" business involving the grievance case in question. These members will be selected by lot by the chair of the "FRRC", but part-time faculty members from the same department as the grievant shall not be eligible to serve.
    - (c) A part-time faculty grievance pool shall be established by each college every fall. The pool will consist of part-time faculty members who have taught at least four semesters at the university of Akron and who have been nominated by the part-time faculty members of that college and who have subsequently confirmed to the college dean their willingness to serve.

- (d) Any persons in an administrative position, including interim positions, at or above the decanal rank (deans, associate deans, and persons of similar rank) are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that during two years, three are elected, while four are elected during the third year. The committee shall elect its own chair who, if not already a member of the faculty senate, shall become an ex-officio, non-voting member.
- (2) The university well-being committee.
    - (a) This committee shall concern itself with matters relating to health and well-being, such as fringe benefits, insurance, pensions, and leaves. The committee shall be composed of one member of the full-time faculty from each of the degree-granting colleges, elected by its full-time faculty; one full-time faculty member from the university libraries, elected by full-time faculty; one member of the contract professionals, elected by their members, one member of the non-bargaining unit staff, elected by a vote of staff employee advisory committee members, one member from the part-time faculty currently employed by the university, elected by members of the part-time faculty.
    - ~~(b)~~ Deans, associate deans, assistant deans, and persons of similar decanal rank are ineligible to serve on the committee. Members shall serve overlapping three-year terms so that during two years, three are elected, while four are elected during the third year. The committee shall elect its own chair who, if not already a member of the faculty senate, shall become an ex-officio, non-voting member.
- (3) Graduate council. The faculty senate delegates to the graduate council operational responsibility over all matters concerning graduate education, but reserves to itself the right to take up any matters it deems necessary. All action taken by graduate council shall be reported to the senate for final approval. Graduate council shall be composed of two members of the faculty senate who have category two graduate faculty status and the elected members of the graduate council.

(F) Permanent committees.

- (1) Permanent committees of the senate shall be academic policies; curriculum review; athletics; university libraries; reference; research; student affairs; ~~and~~ computing and communication technologies; and accessibility.
- (2) Members of the executive committee shall, in May, and after considering preferences of senate members and then non-senate members, appoint all permanent and ad hoc committees of the senate. To provide some continuity of membership for each committee, the executive committee shall appoint committee members so that, if possible, only one-third of the membership of any committee is terminated each year and members serve a three-year term. At the first meeting of each committee, the committee shall elect its chair, with the exception of the curriculum review committee, which shall be chaired by the senior vice president and provost or said designee.
- (3) The following permanent committees shall have ex-officio members as indicated: athletics, the athletic director or said person's designee and the "NCAA" faculty athletics representative (appointed by the president); university libraries, the dean of university libraries or said person's designee; research, the vice president for research or said person's designee; student affairs the associated vice president and dean of student life and the associate vice president of enrollment services or said person's designee; financial aid, the director of student financial aid; computer and communications technologies, the vice president and chief information officer or said person's designee; and curriculum review, the senior vice president and provost; ~~and reference, representatives from human resources, and office of provost~~ and accessibility, the vice president for student engagement and success or said person's designee. If not already a member of the senate, the chair shall become an ex-officio, non-voting member for reporting purposes only. Ex-officio members shall be non-voting unless they are members of the senate. Additional non-voting members may be appointed to any permanent committee by committee approval.

- (4) Academic policies committee.
  - (a) Recommends and interprets academic policy on university-wide matters such as admission, retention, graduation, and dismissal requirements, etc.
  - (b) Recommends changes for the improvement of the academic program of the university.
- (5) Athletics committee.
  - (a) Advises faculty senate on all university activities relating to intercollegiate athletics including, but not limited to, conference affiliations and the national collegiate athletic association.
  - (b) Coordinates with other faculty senate committees matters of joint concern relating to intercollegiate athletics.
  - (c) Provides advice and counsel to the director of athletics concerning individual player eligibility, interpretation of policy, and other matters relating to the athletic program.
  - (d) The registrar decides questions of academic eligibility of student athletes. If conflicts arise between the registrar, student athlete, and/or athletic department, the following procedures shall be made by any of the grieved parties to the athletics committee:
    - (i) Upon reviewing the facts, the committee would make a recommendation to the senior vice president and provost.
  - (e) Promotes academic achievement among student athletes.
  - (f) Reviews team game schedules, seasonal game limitations, and participation in post-season events.
- (6) University libraries committee.

- (a) Serves as an advisory group to the dean of university libraries to express the faculty will in the growth and development of the academic support which the libraries supply.
  - (b) Provides the dean of university libraries with guidelines and advice on acquisitions, budget, policy, and other matters affecting academic areas.
- (7) Reference committee.

Reviews legislation referred to it by faculty senate to ascertain if it is drafted properly and does not conflict with existing rules and regulations or practices.
- (8) Research committee (faculty projects).
  - (a) Reviews research proposals submitted by faculty members.
  - (b) Recommends the budgeting of sums of the university's support of faculty research proposals to be funded by this committee.
  - (c) Establishes policies for funding proposals and guidelines for expenditures of those funded.
- (9) Student affairs committee.
  - (a) Recommends policy, subject to approval of faculty senate, regarding the granting of scholarships, awards, grants, and loans to university students.
  - (b) Proposes regulations concerning all extracurricular activities (except athletics) to faculty senate.
- (10) Computer and communications technologies committee.
  - (a) Provides recommendations to the senate on policy matters concerning utilization of information technology and resources related to academic systems, computing data, and voice communication.

- (b) Provides advice and counsel to the vice president and chief information officer concerning guidelines on electronic information acquisition, budget, processing, policies, and other matters affecting academic areas.

(11) Curriculum review committee.

- (a) Reviews curricula and course recommendations of the several colleges and divisions and, when necessary, submits them to faculty senate for action.
- (b) Considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions.
- ~~(a)~~(c) Reviews course changes, proposals, and new programs and recommends such changes and revisions for inclusion in the general bulletin.

(12) Accessibility committee.

- (a) Reviews and recommends policies regarding disability and accessibility issues that relate to the academic function of the university, including academic policies which apply to faculty or students, and reports these to the senate for action.
- (b) At the request of the curriculum review committee of the faculty senate, considers the mechanics of the academic programs of the several colleges and divisions, such as adjustments in admission, retention and dismissal requirements, and changes in general bulletin descriptions, as they may relate to accessibility/disability issues, and reports such to the curriculum review committee for action.
- (c) At the request of the curriculum review committee or the faculty senate, reviews proposals for new courses, course changes, and new programs as they may relate to accessibility/disability issues, recommends such proposals

for inclusion in the general bulletin, and reports such to the curriculum review committee for action.

~~(12)~~(13) Subcommittees. Each committee has, under "Robert's Rules of Order," the discretion to establish and abolish whatever subcommittees it sees fit, and no person who is not a member of a standing (permanent) committee may serve as a member of its subcommittees except by appointment of the executive committee. It is each committee chair's responsibility to maintain minutes and pass them on to the incoming chair.

(G) Meetings.

- (1) The number of meetings of the faculty senate shall be determined by the faculty senate as appropriate for the conduct of its business, but at least two general meetings will be held each semester. All reasonable efforts will be made to schedule regular meetings at a standard time and day to permit coordination of senators' teaching schedules with meeting times.
- (2) All meetings of the faculty senate shall be open to members of the university community. Non-members of the senate may make a request to address the senate. Such requests to speak will be granted subject to a vote of the senate.
- (3) All meetings of the senate will be announced at least two weeks prior to the scheduled meeting unless the senate declares itself to be meeting in emergency session.
- (4) All announcements of meetings will contain a detailed agenda. Requests to have items placed on the agenda of the senate must be submitted in writing to the secretary of the senate at least two weeks prior to the scheduled meeting of the senate.
- (5) Items referred to the senate by the president of the university, or the president's designee, for the good of the university, will be automatically placed on the agenda of the senate.
- (6) A petition of ten members of the senate may force an item on the agenda of the senate.

- (7) For purposes of conducting business, a quorum of the senate shall be defined as thirty senators present and voting.
- (8) A roll call vote will be conducted if requested by any senator.
- (9) One permanent item on the agenda shall be presidential remarks.
- (10) Special meetings may be called at any time by the presiding officer, or by the executive committee, or upon petition by any seven senate members who present their request to the chair of the executive committee in writing.
- (11) Senate members are expected to regard attendance at all meetings as a primary obligation to their colleagues and to the university. When conflicting professional duties, imperative personal affairs, or illness make attendance at a given meeting impossible, senate members are expected to notify the secretary in advance of the meetings. Such absence will be separately listed in the minutes as absences with notice.

(H) Membership.

- (1) Eligibility. Members of the faculty senate shall be elected from the members of the full-time faculty of the university of Akron, excluding deans, department chairs, and other primarily administrative officers with faculty rank; from the part-time faculty; ~~from contract professionals, excluding those with decanal rank or higher; from the non-bargaining unit staff; and from students; and from retired faculty.~~
- (2) Apportionment.
  - (a) The regular faculty of the individual degree-granting colleges and the university libraries shall elect representatives from their membership, excluding deans and other primarily administrative officers with faculty rank, apportioned on the basis of the number of regular faculty within the electorate and appointed to the units during the semester of the election; one senator for each fifteen regular faculty members or fraction thereof. For purposes of these bylaws the terms full-time faculty

includes all full-time distinguished professors, professors, associate professors, assistant professors, instructors and college lecturers.

(b) The part-time faculty shall elect two representatives from their membership.

~~(c) The contract professionals shall elect two representatives from their membership, not to include those with decanal rank or higher.~~

~~(d)~~(c) There shall be three student representatives as follows:

(i) ~~One student shall be~~ The president of associated the undergraduate student government, congruent with his or her term;

(ii) One student appointed by the president of the ~~associated~~ undergraduate government ~~to run congruent~~ whose term shall coincide with the president's term;

(iii) One graduate/professional student elected by that constituency.

~~(e) The staff employee advisory committee shall elect two senators from its membership.~~

~~(f) Conduct of nomination and election to the senate from staff employees will be the responsibility of the staff employee advisory committee.~~

~~(g)~~(d) The association of the university of Akron retirees shall elect two senators from its dues-paying membership who are retired faculty members. Senators representing the university of Akron retirees association may not be elected to the executive committee nor serve as chair or vice-chair of any senate committee on which they sit.

(3) Diversity. To insure the representation of diverse views, all reasonable efforts should be made by the various electing units to

elect women and minorities to the senate. The senate may appoint up to three additional members from regular faculty to increase diversity.

(4) Electorate.

(a) The eligible electorate, for the full-time faculty membership on the faculty senate, consists of all full-time faculty of the University of Akron. For the purposes of election to the faculty senate, academic deans, department and division chairs, directors of schools, and administrative officers holding regular faculty rank will be considered part of the electorate.

(b) The eligible electorate for the part-time faculty membership on the faculty senate consists of all part-time faculty of the university of Akron.

~~(c) The eligible electorate for the contract professional membership on the faculty senate consists of all contract professionals of the university of Akron. For the purposes of election to the faculty senate, contract professionals with decanal rank or higher will be considered part of the electorate.~~

~~(d)~~(c) The eligible electorate for the graduate/professional student membership on the faculty senate consists of all graduate and professional students currently enrolled at the university of Akron.

~~(e) The eligible electorate for the non bargaining unit staff membership on the faculty senate consists of all members of the staff employee advisory committee.~~

(5) Terms of office.

(a) The terms of office for members of the senate shall be three years.

(b) New members shall take office at the first senate meeting of the fall semester.

- (c) Should any elected member of the senate become an administrative officer either on an acting or permanent basis during the term for which the member was elected to the senate, the person's seat shall be deemed vacant.
  - (d) Should a member of the senate be unable to discharge the duties of the office, the senate may declare that seat vacant.
  - (e) Senators who are on professional, medical, or administrative leave for one semester or less will retain their seats. If the leave extends past one semester, the senate may declare that seat vacant. The senate may declare vacant the seat of any senator who becomes unable to regularly attend meetings due to conflicting professional duties, imperative personal affairs, or illness.
  - (f) The senate may expel any senator who is absent without notice from more than three meetings during an academic year. In such event, the Senator's seat shall be deemed vacant.
  - (g) Should a vacancy occur, the senate shall notify the appropriate unit to conduct a special election to fill the vacant seat.
- (6) Elections.
- (a) Elections to the senate shall be subject to the bylaws and rules of the electing unit and the following requirements:
    - (i) General elections in the individual units shall be completed by May 1 of each year.
    - (ii) All nominations and elections shall be by secret mail or electronic ballot.
    - (iii) In elections with only one seat at stake, each winning candidate must secure a majority of the votes cast. In the event no candidate receives a majority, there shall be a run-off election between

the two highest vote-getters.

(iv) In elections with more than one seat at stake, each winning candidate must receive a number of votes exceeding half of the total number of ballots cast. In the event there are seats unfilled and the remaining candidates did not achieve a sufficient number of votes, there shall be a run-off election among the highest vote-getters (two per unfilled seat).

~~(v) In the event of a tie vote, the election shall be decided by lot.~~

~~(vi)~~(v) All run-off elections are subject to the same procedural requirements as the general elections.

~~(vii)~~(vi) All special elections are subject to the same procedural requirements as the general election.

(b) Conduct of nominations and elections to the senate from the degree-granting colleges and the university libraries will be the responsibility of the respective dean.

(c) Conduct of nominations and elections to the senate from the part-time faculty will be the responsibility of the continuing part-time faculty senator, the faculty senate office, and the office of the senior vice president and provost.

~~(d) Conduct of nominations and elections to the senate from the contract professionals will be the responsibility of the contract professional advisory committee.~~

~~(e)~~(d) Conduct of nominations and elections to the senate from the graduate/professional students will be the responsibility of the graduate student council and the law student council.

~~(f) Conduct of nominations and elections to the senate from the non-bargaining unit staff will be the responsibility of the staff employee advisory committee.~~

- (I) Amendments.
  - (1) Proposal. Proposed amendments to this rule may be placed on the agenda of a regular or special meeting of the faculty senate by a member of the senate or by petition of twenty percent of the voting members of the faculty.
  - (2) Procedure. A vote by the senate on a proposed amendment may be taken only after at least thirty days have elapsed from the date on which the proposal was formally presented to the senate.
  - (3) Majority. Prior to submission to the board of trustees, a proposed amendment requires the concurrence of sixty percent of the votes cast by members of the faculty senate.
- (J) Support.
  - (1) Material support. The faculty senate shall have suitable office space, a budget for appropriate expenditures, and at least one full-time secretary for support of its activities.
  - (2) Assigned time. The officers of the senate will receive at least one three-credit course equivalent per semester assigned time for support of their service.
  - (3) Schedules. Collegiate deans, department and division chairs, and directors of schools are to use all reasonable efforts to provide members of the senate with course schedules permitting attendance at regular meetings of the senate.
  - (4) Records. All inactive documentary material and related records of the senate will be deposited in and catalogued by the university archives.
- (K) Rules. The parliamentary authority for the faculty senate shall be "Robert's Rules of Order." In any conflict between the faculty senate bylaws and "Robert's Rules of Order," the senate bylaws take priority. A person who is not a member of the faculty senate shall be appointed parliamentarian by the chair of the faculty senate.

Effective: ~~June 30, 2011~~

Certification: \_\_\_\_\_  
Ted A. Mallo  
Secretary  
Board of Trustees

Prom. Under: 111.15

Statutory Auth.: R.C. 3359.01

Rule Amp.: R.C. 3359.01

Prior Effective Dates: 9/28/97, 07/07/99, 02/14/00, 8/6/01, 11/24/01, 05/23/02,  
09/20/02, 06/09/03, 09/30/03, 11/21/03, 6/25/07, 3/24/08,  
10/3/08, 6/30/11

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Revisions to University Rule 3359-10-02  
The University of Akron Bylaws of the Faculty Senate

WHEREAS, the body of the Faculty Senate approved a series of amendments to University Rule 3359-10-02 at its May 3, 2012, meeting; and

WHEREAS, such amendments include, but are not limited to, adding an Accessibility Committee as a standing Senate Committee as well as eliminating the representation of staff and contract professionals in Faculty Senate; Now, therefore,

BE IT RESOLVED, that the recommendation presented by the Rules Committee on September 19, 2012, to revise Rule 3359-10-02 to reflect a series of amendments approved by the body of the Faculty Senate, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012

**3359-22-01 Contract professional information.**

- (A) Contract professionals. Contract professionals are full-time or part-time non-teaching professional personnel of the university to whom the board of trustees, on the recommendation of the administration, grants recognition and benefits. Contract professionals may be appointed as instructional professional staff if their responsibilities involve instructional or academic support functions or administrative professional staff if their responsibilities are business/administrative in nature. Any contract professional originally appointed to this category prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. Contract professionals do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor). The minimum requirement for this employment category is a baccalaureate degree.
- (B) Appointments.
- (1) The president recommends to the board all contract professional appointments. Contract professionals are generally appointed under contracts which have a beginning date, but do not generally include a specific end date. Contract professionals are not eligible for indefinite tenure.
  - (2) Upon appointment, each contract professional receives from the secretary of the board a certificate or letter of appointment, stating the annual salary or periodic salary if part-time, and, only if applicable, the length or end date of appointment.
- (C) Separation from employment without cause. The procedure to be followed in the separation from employment of contract professionals without cause shall be as follows:
- (1) If a contract professional, other than contract professionals in the department of athletics classified as "Coach," is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than:
    - (a) Three months prior to the date of separation during the contract professional's initial two years of continuous employment with the university of Akron, or

- (b) Six months prior to the date of separation in the event the contract professional has served more than two years of continuous employment with the university of Akron.
- (c) ~~Effective with certificates of appointment issued on or after July 1, 2002, and thereafter, contract professionals in the department of athletics, classified as “coach”, shall be issued contract terms that (1) shall not be in excess of one calendar year and (2) shall end three months following the end of their respective regular season of coaching responsibility. In the event a coach is not to be reappointed at the end of the contract term, the immediate supervisor shall notify the coach in writing not later than three months prior to the expiration of the coach’s contract.~~

~~Beginning July 1, 2002, the specific “ending” dates of coach’s contract terms shall be less than one year, and phased in as follows, unless otherwise noted on individual certificates of appointment:~~

Season/sport	Contract Term	Non-renewal Notice By
Fall: — Cross country — Football — Soccer — Volleyball	March 1 to February 28	November 30
Winter: — Basketball — Rifle — Swimming	July 1 to June 30	March 31
Spring: — Baseball — Golf — Softball — Tennis — Track	September 1 to August 31	May 31

~~Following the initial “phase-in” period for current coaches, and for all coaches hired after the effective date of this rule, the contract term shall be for a 12 month period according to the above table.~~

- (c) If a contract professional in the department of athletics classified as “coach” is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than three months prior to the date of separation. For the purposes of this rule, “coach” will include those contract professionals classified as a coach and contract professionals positions that are directly related to an athletic team as determined by the director of athletics. For coaches who are currently employed pursuant to a one-year contract, this rule will not apply until their current contract term expires.
  - (d) Contract professionals, including coaches, who have individual employment agreements are not affected by these provisions.
  - ~~(e) Currently employed coaches affected by these provisions shall be notified no later than December 31, 2001, that effective July 1, 2002, they shall receive certificates of appointment consistent with the provisions outlined above in 3359-22-01[C][1][c].~~
- (2) If the contract professional believes that the separation from employment without cause constitutes a deprivation of a “liberty interest” or a “property interest” protected by the due process clause of the United States Constitution, the contract professional shall be afforded a hearing. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a “liberty interest,” the contract professional shall be provided a name-clearing hearing before the board of trustees. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a “property interest,” the contract professional shall be provided a hearing before the president of the university, provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional’s notification of separation. Upon the president’s receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing. Any further action by the contract professional to initiate the name-clearing hearing must be in accordance with the contract professional grievance procedure.

- (D) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the president and approval by the board of trustees.

Prior to the president's recommendation to the board of trustees, the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the president the contract professional's dismissal for cause not less than thirty days prior to the effective date of such dismissal, except in case of conduct involving moral turpitude or public safety. The contract professional may have a hearing on the reason for termination before the president, provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of termination. Upon the president's receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing.

In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with pay, pending the president's recommendation and action by the board of trustees.

Whether or not the president upholds or denies the recommendation of the immediate supervisor or appropriate administrative officer to recommend termination, the contract professional shall be afforded the right to a name-clearing hearing. Any action by the contract professional to initiate the name-clearing hearing shall be in accordance with the contract professional grievance procedure.

For purposes of this rule, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.

- (E) Resignation. A contract professional who proposes to resign from the university of Akron should give sufficient notice to obviate serious embarrassment and difficulty to the university in filling the position. The length of time may vary with the circumstances of the particular situation, but a contract professional should give at least four months notice.

- (F) Vacation. Contract professionals on annual appointment are entitled to twenty-two working days of vacation at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).
- (G) Leave of absence. Leaves of absence without compensation may be granted by the board upon recommendation of the president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the individual and to the institution and the capabilities of the individual's department to manage the individual's responsibilities during the absence.
- (H) Retirement.
- (1) Contract professionals shall not be involuntarily retired from the university based on age except in the following cases:
- (a) Those employees who qualify as executive or high policy-making employees, as defined by law, shall continue to be involuntarily retired at age sixty-five.
- (b) Law enforcement officers and fire fighters shall be involuntarily retired not later than age sixty-five or at an earlier date, in the event an individual's physical and mental fitness contraindicates the ability and competency to perform the requirements of the job.
- (2) Any contract professional who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the contract professional's particular case, but the minimum time should be four months before termination of employment.

Effective: ~~December 26, 2010~~

Certification:

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Ted A. Mallo  
Secretary

Board of Trustees

Prom. Under: R.C. 111.15

Rule Amp: R.C. 3359.01

Stat. Authority: R.C. 3359.01

Prior Effective Dates: 12/22/89, 7/20/90, 5/13/98, 12/21/01, 12/28/01, 5/28/05,  
12/26/10

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Revisions to University Rule 3359-22-01  
Contract Professional Information

BE IT RESOLVED, that the recommendation presented by the Rules Committee on September 19, 2012, to revise Rule 3359-22-01 to provide for an appropriate level of notice to coaches/coaching-related positions, while also providing sufficient flexibility for Athletics to meet its goals, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012

**3359-24-01 Bylaws of the graduate faculty**

- (A) Name. This organization shall be known as the graduate faculty of the university of Akron.
- (B) Purpose. The purpose of the graduate faculty shall be to encourage and contribute to the advancement of knowledge through instruction and research of highest quality, and to foster a spirit of inquiry and a high value on scholarship throughout the university.
- (C) Duties. The duties of the graduate faculty shall be:
  - (1) to develop curricula leading to appropriate graduate degrees;
  - (2) to participate in research, publication, and professional societies;
  - (3) to recruit, encourage, and supervise superior students in their graduate studies;
  - (4) to conduct graduate classes and seminars that stimulate creativity, independent thought, and scholarly attitudes and performance;
  - (5) to serve on supporting committees, as needed; to supervise student research; and to direct theses and dissertations;
  - (6) to help develop and maintain a graduate library appropriate to a sound graduate program;
  - (7) to elect the members of the graduate council, and if elected to the council, to serve in the best interests of the graduate faculty and the graduate school; and
  - (8) to participate in the selection of a vice president for research and dean of the graduate school.
- (D) Membership.
  - (1) The following shall be members of the graduate faculty.
    - (a) President of the university.

- (b) Senior vice president and provost.
  - (c) Vice president for research and dean of the graduate school.
  - (d) Associate/assistant dean(s) of the graduate school.
  - (e) Deans of colleges offering graduate programs.
  - (f) Distinguished professors.
  - (g) Chairs of departments/schools offering graduate programs.
  - (h) Appointees as indicated in paragraph (D)(2) of this rule.
- (2) There is only one graduate faculty of the university of Akron. Within that graduate faculty, members have different responsibilities. All members of the graduate faculty are defined as being “Category I” members. Those members of the graduate faculty, who request and are granted the prerogative to direct doctoral dissertations (described herein), are defined as being “Category II” members.
- (a) Application for graduate faculty membership is made upon the recommendation of the graduate faculty of the department/school or a duly constituted committee of that faculty. Applications are reviewed in turn by the department chair/school director, the college dean, and the graduate council. Appointments to the graduate faculty are made by the vice president for research and dean of the graduate school on the basis of the recommendations of the graduate council. Any member of the university faculty, who holds a full-time appointment at the rank of assistant professor, associate professor or professor, including those ex-officio members designated in paragraphs (D)(1)(a) to (D)(1)(g) of this rule, may be nominated.
  - (b) Nominations and recommendations for appointments of members shall be made in the following categories:

- (i) “Category I”: teaching of master’s degree courses, directing of master’s degree theses, and teaching of doctoral courses.
  - (ii) “Category II”: “Category I” responsibilities plus directing of doctoral dissertations.
- (c) Ex-officio appointments shall be in “Category I.” A majority of members serving on doctoral dissertation committees must be in “Category II.” Candidates, who received their terminal degrees within one year of applying for graduate faculty membership, will be granted the category that they request for a five-year period. Reappointments will then be contingent upon requirements for each category.
- (d) Quality is the primary factor in awarding membership on the graduate faculty. Those closest to the discipline are in the best position to provide a qualitative assessment of a candidate’s research, scholarly and/or creative accomplishments. The role of the department/school’s graduate faculty, the department chair/school director, and the collegiate dean in evaluating the candidate’s credentials for graduate faculty membership is to provide the crucial quality assessment. All applications forwarded for graduate faculty membership must contain written qualitative assessments of the candidate’s research, scholarly and/or creative activities.
- (e) In addition, in order to ensure minimum quantitative standards on a university-wide basis, the following shall be the minimum criteria for applying and being recommended for “Category I.”
  - (i) Candidates must possess a terminal degree appropriate to their fields.
  - (ii) Candidates must be actively engaged in scholarly or creative activities demonstrative of current knowledge of and involvement with their fields. Examples of this requirement include:

- (a) paper presentations at regional, national or international meetings of the professional discipline; and
    - (b) reviewed performances or exhibits or published creative work; a minimum of one refereed publication is required. For non-publication-oriented disciplines, reviewed creative work or activity in recognized forums is required.
  - (iii) Candidates may present other evidence of scholarly or creative activity such as panel membership, discussant, patents or performance activity.
  - (iv) Reappointment to the graduate faculty will depend upon demonstrating the requirement in paragraph (D)(2)(e)(ii) of this rule within the previous appointment period.
- (f) The following shall be the minimum criteria for applying and being recommended for “Category II.”
  - (i) Candidates must possess a terminal degree appropriate to their field of expertise and employment.
  - (ii) Current scholarly competence as demonstrated by at least four refereed scholarly publications or the equivalent. Examples may include refereed journal articles, chapters in scholarly books, conference proceedings, and successful external research grants. Two of these refereed publications must be journal articles or chapters in scholarly books.
  - (iii) In appropriate disciplines, scholarly books containing substantial original material by the author may be substituted for the refereed publications described in paragraph (D)(2)(f)(ii) of this rule.

- (iv) Reappointment to the graduate faculty will depend upon demonstrating the above within the previous appointment period.
- (g) It shall be the responsibility of each department/school to develop its own guidelines specifying criteria for members of that department to be nominated for graduate faculty status, based on standards in their own disciplines. The guidelines will be developed by the full-time graduate faculty of the department/school and the academic dean. Guidelines must be approved by the graduate council and the vice president for research and dean of the graduate school. These guidelines shall meet or exceed the general criteria described above and shall be approved and on file in the graduate school office prior to the submission of any appointment application.
- (h) Persons, who do not meet all of the preceding criteria but are recognized by their departmental/school colleagues as being highly qualified in their special fields of study, may apply in a specific category by the graduate faculty of a department/school for membership in the graduate faculty.
- (i) All applications shall be accompanied by an abbreviated vita (form provided as part of the application). Such curriculum vita must provide complete information concerning possession of the appropriate terminal degree for the discipline, concerning research and scholarship with bibliographic citations (complete, ordered list of authors' names, volumes, years, pages), and other scholarly or professional activities indicated by year. The curriculum vita must differentiate refereed publications from non-refereed.
- (i) The applicant, departmental graduate faculty committee, department chair/school director, and the college dean are to provide or attest to both qualitative and quantitative information substantiating the nominee's qualifications.

- (ii) The candidate must specify which category of membership is desired. Candidates, who are clearly qualified for “Category II”, should request consideration for this category of membership, even if they are not affiliated with doctoral programs.
- (3) A faculty member holding joint appointments in more than one university department/school must seek graduate faculty status in each department/school in which graduate faculty membership is desired.
- (4) Any person desiring to appeal graduate council’s actions taken under the provision of paragraph (D)(2) of this rule may request a review by a committee composed of: two members of the graduate council who are not on the graduate faculty membership committee, and three members of the graduate faculty who are not in the candidate’s department/school, to be appointed by the senior vice president and provost or designee who shall serve as a non-voting chair.
- (5) Appointments to the graduate faculty shall be for initial and subsequent terms of five years. Terms shall begin on the first day of the fall semester and end on the day preceding the first day of the fall semester five years later. Appointments made during the fall semester shall be considered as having been made on the first day of that semester. For appointments made during the spring semester, the term shall be considered as having begun on the first day of the following fall semester. Applications for reappointments shall be made not later than March 1 for a term to begin in the following fall semester.
- (6) Adjunct, part-time, visiting, and other faculty members shall be eligible for ad hoc temporary “Category I” appointment to the graduate faculty. Such an appointment shall be given for the performance of specified graduate faculty functions (e.g., for teaching specific master’s or doctoral level courses and serving on specific master’s or doctoral committees).
  - (a) Ad hoc temporary functions shall exclude:

- (i) directing of doctoral dissertations or master's theses, and
  - (ii) service as the representative of the graduate school on dissertation committees.
- (b) The vice president for research and dean of the graduate school shall make such an appointment for a specified period of time to fulfill specified function(s), normally for a period of one academic year. Faculty shall be nominated for such an appointment by the full-time graduate faculty in the department/school, the department chair/school director, and the collegiate dean, and must possess the appropriate terminal degree, documented experience, and other credentials relevant to performance of the specified graduate faculty function(s), as defined by departmental/school guidelines.
- (c) An ad hoc appointment may be renewed, but only on a case-by-case basis.
- (7) Only members of the graduate faculty shall be permitted to teach courses at the graduate level. Only those members who hold a full-time, regular (non-ad hoc temporary) appointment to the graduate faculty at the university of Akron shall be eligible to vote as graduate faculty members.
- (8) For some disciplines, "Category II" graduate faculty status is essential for a faculty member's career path. Therefore, a new hire past the one-year terminal degree may be granted "Category II" for a five-year period according to the following scale:

Time since receipt of terminal degree	Publications* required
0-1 year	0 refereed publications
1-2 years	1 refereed publication
2-3 years	2 refereed publications
3-4 years	3 refereed publications

\* Or creative activity according to department/school criteria.

- (a) The above is equivalent to one refereed publication per year following the receipt of the terminal degree or four refereed publications in the last five years.
- (E) Officers. Officers of the graduate faculty shall be the president of the university, the senior vice president and provost, the academic deans of colleges offering graduate programs, the vice president for research and dean of the graduate school, and a vice chair elected by the graduate council. Their duties shall be as follows:
- (1) The president, as executive head of the university in all its departments/schools, shall receive the reports of subordinate officers, shall advise and counsel them, and shall have the powers and responsibilities stated in the bylaws of the board of trustees of the university.
  - (2) The senior vice president and provost shall receive the reports of the graduate council, and shall advise and counsel the vice president for research and dean of the graduate school and the graduate faculty as the chief academic officer of the university responsible to the president for the supervision of the academic functions of the university.
  - (3) The academic deans of those colleges offering graduate programs shall be responsible for direct supervision of graduate faculty and programs within their respective colleges.
  - (4) The vice president for research and dean of the graduate school shall be responsible for the administration of the graduate school, and shall supervise its programs and its student body. The vice president and dean shall serve as chair and preside at meetings of the graduate faculty and shall be responsible for recording and maintaining of minutes of all meetings of the graduate faculty, sending out notices of all meetings, and for seeing that all graduate faculty receive copies of the agenda prior to, and minutes after, all meetings. Two copies of all documents shall be sent to the university archivist.
  - (5) The vice chair shall be elected by the graduate council and shall preside over graduate faculty and graduate council meetings in the absence of the chair.

(F) Committees. The graduate council shall be the executive committee of the graduate faculty and shall represent the graduate faculty in proposing matters of academic policy and procedure of the graduate school, and in counseling and advising with the vice president for research and dean of the graduate school in matters of administering the graduate school.

(1) The graduate council shall consist of fourteen elected graduate faculty members, one elected graduate student, and the vice president for research and dean of the graduate school.

(a) The faculty members shall be elected from the colleges and divisions as follows:

College or division	Number of elected members
Buchtel college of arts and sciences Humanities division 1 Natural sciences division 1 Social sciences division 1 <u>Visual arts division</u> <u>1</u> At-large 1	4 <u>5</u>
College of education	2
College of business administration	2
College of engineering	2
<del>College of creative and professional arts</del>	<del>1</del>
<del>College of health sciences and human services</del>	<del>1</del>
<del>College of nursing</del>	<del>1</del>
<u>College of health professions</u>	<u>2</u>
College of polymer science and polymer engineering	1

(b) The student member shall be elected yearly by the graduate student government.

- (c) The vice president and dean shall not have voting rights, except in the case of tie votes.
  - (d) The number and apportionment of graduate council members shall be reviewed within three years of the adoption of these bylaws and at least every three years thereafter by the graduate faculty. A similar review shall be conducted whenever a college not now offering a graduate degree shall institute one.
- (2) The term of office of a faculty member on the graduate council shall be three years and the terms arranged so that no fewer than four members shall be replaced each year. No members serving full three-year terms can succeed themselves. No more than one member of the faculty of any department/school may serve on council during any given year. Faculty membership on the graduate council is limited to those members of the graduate faculty who qualify under paragraph (D)(2) of this rule or department chairs/school directors who qualify under paragraph (D)(1) of this rule.
- (3) The faculty members retiring from the graduate council each year shall duly constitute a nominating committee which will meet in March and propose the names of two graduate faculty members from each college or division represented by the retiring members.
- (a) The nominations shall be transmitted to the vice president for research and dean of the graduate school by April 1, and the vice president and dean shall circulate the slate to the graduate faculty. Prior to April 15, any five qualified members of a college or division may nominate an additional member of their group by petition addressed to the vice president for research and dean of the graduate school through the college dean.
  - (b) On or about April 15, the vice president for research and dean of the graduate school shall send a ballot to each member of the graduate faculty concerned, which ballot shall list all nominees for the graduate council classified according to college or division. Faculty members shall

vote only for the representative of their own particular group and shall vote for one nominee only, except when a member-at-large is elected from the Buchtel college of arts and sciences. The ballot shall be inserted in an unmarked envelope which shall be placed inside another envelope. The outer envelope shall be signed and returned to the vice president for research and dean of the graduate school no later than May 1.

- (c) The graduate council shall then tally the vote and preserve the ballots for one month after the May meeting. In the event that no candidate for a given position receives a majority of the votes cast, there shall be a rebalot between the two candidates with the largest pluralities. Results of the election shall be announced to the graduate faculty, and the newly elected members shall take up their duties on September 1.
  - (d) If a vacancy should occur on the graduate council with one year or more left in the term, a special election shall be held. The newly elected member shall serve for that portion of the term for which the originally elected member shall be absent. For the special election, the last nominating committee shall be asked to submit a slate of two names from the appropriate faculty group; other nominations may be made in accordance with the procedure described in paragraph (F)(3)(a) of this rule. If a vacancy occurs with less than one full year remaining in the term, the dean of the college may recommend for appointment to the graduate council a person from the appropriate college or division to fill the vacancy for the remainder of the term.
- (4) The duties of the graduate council shall include:
- (a) To evaluate the qualifications of nominees and recommend membership on the graduate faculty.
  - (b) To vote upon all matters of policy of the graduate school, not otherwise established by the graduate faculty.

- (c) To counsel and advise the vice president for research and dean of the graduate school in administering the policies of the graduate school as related to, but not limited to admissions, dismissals, transfers, awards, curricula and degree programs.
- (5) The vice president for research and dean of the graduate school shall serve as chair of the graduate council. At its first meeting each fall, council shall elect from among its members a vice chair and a secretary. The vice chair shall work with the chair on the agenda for each meeting and preside in the absence of the chair.
- (6) Standing committees of the graduate council shall be as follows:
- (a) A graduate faculty membership committee, comprised of a chair and one other faculty member of the graduate council who will serve as vice chair, plus ~~six~~ four persons from the membership of the graduate faculty, shall be elected by the council. ~~Eight Six~~ Six different colleges shall be represented in the membership of this committee. This committee shall review all nominations for membership on the graduate faculty, using the guidelines in paragraph (D)(2) of this rule, and make recommendations to the graduate council. Those persons approved by the graduate council shall be recommended to the vice president for research and dean of the graduate school for appointment to the graduate faculty. Any nominated person who is rejected by the council or the vice president and dean may seek further consideration through the procedure described in paragraph (D)(4) of this rule.
  - (b) A graduate faculty curriculum committee, comprised of a chair and one other faculty member of the graduate council who will serve as vice chair, plus ~~six~~ four persons from the membership of the graduate faculty, shall be elected by the council. ~~Eight Six~~ Six different colleges shall be represented in the membership of this committee. This committee shall review all curriculum proposals and related curricular issues referred to either the graduate council or the vice president for research and dean of the graduate school

under the operative university curriculum review policies and procedures.

- (c) A graduate faculty student policy committee, comprised of a chair and two other faculty members of the graduate council, one of the two identified as vice chair, and ~~five~~ three persons from the membership of the graduate faculty, shall be elected by the council, plus three graduate students to be elected by the graduate student government. ~~Eight~~ Six different colleges shall be represented in the faculty membership of this committee. This committee shall assist the graduate council and the vice president for research and dean of the graduate school in resolving issues regarding admission and denials of admission, transfer credit, dismissals, special standing, and other matters relating to the general welfare of graduate students.
  - (d) The vice president for research and dean of the graduate school shall be an ex-officio, non-voting member of all standing committees of the graduate council. No other member of the graduate faculty may serve on more than one standing committee at a time.
  - (e) Ad hoc committees of graduate council may be appointed by the vice president for research and dean of the graduate school as needed. The chair shall be a member of graduate council and shall report to the council.
- (7) Minutes of the graduate council meetings shall be available electronically to all members of the graduate faculty and graduate council within two weeks of each meeting. Unless a formal objection to the action of council is submitted in writing to the vice president for research and dean of the graduate school within two weeks after the date of distribution, council actions shall be considered as approved by the graduate faculty. All such actions should be forwarded to the faculty senate whenever action by that body is required.
- (a) If written objection to any action of the graduate council is received by the vice president for research and dean of the graduate school, the vice president and dean shall report it

to the council for consideration. One member of council shall be designated by the vice president and dean to arbitrate the matter between council and the objector. If agreement has not been reached after two weeks, a special meeting of the graduate faculty shall be called. The action of the graduate faculty on the issue shall be binding and reported in the next minutes of the graduate council.

- (8) The graduate council shall meet at least once a month during the academic year and two-thirds of the membership shall constitute a quorum.
  - (a) The agenda for meetings of the graduate council shall be prepared by the vice president for research and dean of the graduate school in consultation with the vice chair prior to each meeting and shall include a report from each standing committee. Any member of the graduate faculty may submit items for the agenda to any member of the graduate council.

(G) Meetings.

- (1) The graduate faculty shall hold a regular annual meeting. A quorum at any meeting shall be ten per cent of the graduate faculty membership. Members shall be notified one month prior to the date of all regular meetings.
- (2) The agenda for each regular meeting shall include:
  - (a) a report by the vice president for research and dean of the graduate school on the state of the graduate school,
  - (b) a report by the vice chair of graduate council on the activities of the graduate council,
  - (c) a report from a representative of university libraries on the state of the libraries as they pertains to graduate study,
  - (d) a report from a representative of information technology on the state of the computing and telecommunication units as they pertain to graduate study,

- (e) a report from a representative of graduate student government, and
  - (f) other business.
- (3) Special meetings of the graduate faculty shall be called by the vice president for research and dean of the graduate school when:
- (a) ten members so petition or
  - (b) the counsel and guidance of the graduate faculty are sought by the vice president and dean and/or the graduate council.
- (4) The chair of the graduate faculty shall appoint a parliamentarian, who shall base any ruling on “Robert’s Rules of Order, Revised.”
- (5) Minutes of each graduate faculty meeting shall be posted electronically for all members of the graduate faculty and sent to graduate student government. A permanent file shall be kept in the graduate school office. Two copies shall be sent to the university archivist.
- (6) These bylaws may be amended by vote at special meetings of the graduate faculty that are called for the specific purpose of considering such amendments, and provided that the amendments are distributed to the entire membership in writing at least one month prior to the meeting and are approved by two-thirds of those present at such meetings. Amendments may also be made by a two-third vote of those voting by secret mail ballot, provided the amendment has been submitted to the entire membership in writing at least six weeks prior to the deadline for receipt of the vote. Amendments are subject to ratification by the board of trustees.

Effective: ~~October 22, 2010~~

Certification: \_\_\_\_\_  
Secretary  
Board of Trustees

Prom. Under: R.C. 111.15

Statutory Authority: R.C. 3359.01

Rule Amp.: 3359.01

Prior Effective Date: 11/04/77, 12/20/79, 8/20/04, 8/30/09, 10/22/10

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Revisions to University Rule 3359-24-01  
Bylaws of the Graduate Faculty

BE IT RESOLVED, that the recommendation presented by the Rules Committee on September 19, 2012, to revise Rule 3359-24-01 to change the composition of the Graduate Council and its standing committees and update names of colleges due to recent mergers, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012

TO BE RESCINDED

**3359-60-03 General procedures and requirements.**

- (A) Orientation. The university requires each newly admitted student to attend a formal university orientation.
- (B) Advising. During orientation and in each term thereafter, a student meets individually with an academic advisor to discuss progress, to review areas of success as well as problems which have been encountered in previous terms and to determine what courses the student's academic record calls for in future terms. It is the student's responsibility to be aware of the identity of their academic advisor and to schedule appropriate appointments with the advisor.
- (C) Registration.
  - (1) Each term it is necessary for a student to select courses, formally register for those courses, and to pay the appropriate fees to register officially for classes.
  - (2) The student may elect to register online or in person. Details about these options are described online at [www.uakron.edu/registrar](http://www.uakron.edu/registrar) and available upon request from the student's advising agency: office of academic advising services or degree-granting college.
- (D) Class attendance. A student is expected to attend all class meetings for which the student is registered. A student may be dropped from a course in the current term by the dean if absence is repeated and the instructor recommends this action; a student can gain readmission only with permission of both the instructor and the dean. A student dropped from a course receives an "F" which counts as work attempted whenever grade-point ratio calculations are made.
- (E) Modification of student schedules. A student must register for a course before the end of the first week of the term. After this point, alterations in the student's official schedule may be made only with the permission of the dean or the dean's designate.
- (F) Withdrawal.
  - (1) A student may withdraw from a course up to the midpoint of the course with the signature of the student's advisor.

- (2) After midpoint of a course, a student must have written approval of both the instructor and advisor to withdraw. Such approval must be dated and processed through the offices of the university registrar and the cashier no later than the last day of the twelfth week of classes or comparable dates during summer session, intersession, etc. Should the instructor or advisor refuse to sign the withdrawal form, the student may appeal to the dean of the student's college, who shall make the final decision after consultation with the instructor and advisor who declined to approve the withdrawal.
- (3) An approved withdrawal will be indicated on the university of Akron official academic record by a "WD". A student who leaves a course without going through the withdrawal procedure will receive an "F" in the course.
- (G) Students who fail to complete their general education English, mathematics, and oral communication requirements during the first 48 credit/load hours attempted (including withdrawals) at the university of Akron shall have their registration restricted until they see their advisor.
- (H) Students who are not accepted by a degree-granting college by the time they have 48 credits completed shall have their registration restricted until they see their advisor.

Effective: June 25, 2007

Certification: \_\_\_\_\_  
Secretary  
Board of Trustees

Prom. Under: 111.15

Rule Amp.: 3359.01

Stat. Auth.: 3359.01

Prior Effective Dates: Prior to 11/4/77, 8/30/79, 1/30/81, 5/15/82, 12/31/86,  
05/22/91, 10/30/05

**THE UNIVERSITY OF AKRON**

**RESOLUTION 09 - - 12**

Rescind University Rule 3359-60-03  
General Procedures and Requirements

BE IT RESOLVED, that the recommendation presented by the Rules Committee on September 19, 2012, to rescind Rule 3359-60-03, as each provision in this Rule is either covered by another existing rule or is deemed unnecessary, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

September 19, 2012



**Consent Agenda**  
**The University of Akron Board of Trustees**  
**Meeting of September 19, 2012**

<b>Item</b>	<b>Description</b>	<b>Committee</b>	<b>Tab</b>
1	Approval of Minutes for August 8, 2012		
2	Cumulative Gift and Grant Income Report for July 2012	Finance & Admin.	2
3	Quarterly Financial Report for April through June 2012	Finance & Admin.	3
4	Quarterly Investment Report for April through June 2012	Finance & Admin.	4
5	Purchases for More Than \$350,000	Finance & Admin.	5
6	Proposed Naming of Engineering Building	Academic Issues & Student Success	1
7	Research Services and Sponsored Programs Summary of Activity Report for June 2012	Academic Issues & Student Success	2
8	Revisions to University Rule 3359-2-01, The Office of Academic Affairs	Rules	1
9	Revisions to University Rule 3359-10-02, The University of Akron Bylaws of the Faculty Senate	Rules	2
10	Revisions to University Rule 3359-22-01, Contract Professional Information	Rules	3
11	Revisions to University Rule 3359-24-01, Bylaws of the Graduate Faculty	Rules	4
12	Rescinding of University Rule 3359-60-03, General Procedures and Requirements	Rules	5

Presiding:  
Chair  
Richard W. Pogue  
September 19, 2012

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New Business