

Presiding:
Chair
Richard W. Pogue
February 5, 2014

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees Approval of Minutes
5	Report of the Finance & Administration Committee
6	Report of the Academic Issues & Student Success Committee
7	Report of the Strategic Issues Committee
8	Report of the Rules Committee
9	Consent Agenda Vote
10	New Business
11	Next Regular Meeting: April 23, 2014 Student Union, Room 339 Executive Session, 7:30 or 8 a.m.; Board Meeting, 9 a.m.
12	Adjournment

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, December 11, 2013
Student Union, Room 339

Board Members Present:

Richard W. Pogue, Chair
Jonathan T. Pavloff, Vice Chair
Nicholas C. York, Vice Chair

Roland H. Bauer
Jennifer E. Blickle
Alfred V. Ciraldo, M.D.

Olivia P. Demas
Ralph J. Palmisano
Warren L. Woolford

Student Trustees Present:

Ryan J. Thompson

Garrett E. Dowd

Advisory Trustees Present:

Anthony J. Alexander

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
John A. LaGuardia, Vice President of 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, Student Success

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Pavloff called the meeting to order at 8:05 a.m., and the Board adjourned into executive session on a 7-0 vote for the stated purposes of—considering employment matters pursuant to 121.22(G)(1), considering real estate matters pursuant to 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). Trustees Pogue and Palmisano arrived at 8:09 a.m. The meeting returned to public session at 10 a.m. on a 9-0 vote after a recess that began at 9:42 a.m.

REPORT OF THE CHAIR

Mr. Pogue said he had the pleasure of introducing and welcoming two new Trustees to the Board. He said Governor Kasich appointed Dr. Alfred V. Ciraldo as a voting Trustee on October 28, 2013 to serve a term that will end on July 1, 2022. He said Dr. Ciraldo is an alumnus of The University of Akron and a graduate of The Ohio State University College of Medicine who is a board-certified general surgeon at Summit Surgical Associates. He practices at Summa Health System and Akron General Medical Center, Mr. Pogue said. In addition to his many professional community activities, Dr. Ciraldo takes annual medical mission trips to the Dominican Republic with Medical Ministry International, and he is a regular in area 5K runs and the Akron Marathon Team Relay, Mr. Pogue said, noting that Dr. Ciraldo also is a long-time sponsor and team captain with the Susan G. Komen Akron Race for the Cure.

Mr. Pogue reported that, on November 25, 2013, Garrett E. Dowd was appointed as a Student Trustee to a term that will end on July 1, 2015. He said Mr. Dowd is a mechanical-engineering and Honors-College student who expects to earn his bachelor's degree by May 2015. He volunteers at the Center for Families and Children, the Cleveland Food Bank, C.O.R.E., Make-A-Difference Day, and has quite a resume of community activity, Mr. Pogue said. Mr. Dowd has earned many academic accolades and has completed internships at Kaczmar Architects and Rosetta, both of which are in Cleveland, Mr. Pogue said. In addition to all this, Mr. Dowd completed a study abroad at Xavier Institute of Management and Entrepreneurship in Bangalore, India, and he worked as a design engineer on a prototype personal electronic vehicle at the Power Plaza in Seoul, South Korea, Mr. Pogue said.

Mr. Pogue then asked Dr. Ciraldo and Mr. Dowd to go to the head of the room, where Mr. Mallo administered the oath of office. After congratulating the newest Board members, Mr. Pogue announced that Jim Tressel had a birthday on December 5 and Dr. Proenza would be having his birthday on December 22.

Mr. Pogue said he thinks that the search that the Board has embarked upon for Dr. Proenza's successor is having a tremendously positive effect on The University of Akron. He said, "Everywhere I go, people are talking about The University of Akron, what a wonderful 15 years we've had and how it will be tough for somebody to come in who'd build on that record that we have. So it's really a great public relations coup just to have the search going, whatever comes out of it." Mr. Pogue said he noticed there were very compelling billboard advertisements "everywhere" talking about The University of Akron. He thanked Mr. Hill and Ms. Korey.

Mr. Pogue noted that he had asked Mr. Herold to look over the Board's budget for the current fiscal year and see if there are any ways to economize. He said that the Board should help the effort to address the financial constraints that the University is facing.

Mr. Pogue said that the Board uses a consent agenda for its proceedings and would hear a summary of each agenda item by the various committee chairs and then hold one vote on the items listed in the consent agenda. He said the Board would vote on any items that are not on the consent agenda right after the matters are presented.

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thompson commented on the fall success of several University athletics teams, specifically the improved football season outcome, men's soccer going to the NCAA tournament and the strong showing of swimming and diving at the recent Zippy Invitational. Mr. Thompson said that he was pleased to notice the University's increased marketing presence on the I-77 corridor near Cleveland. He said that students are very interested in the presidential search and that he is trying to keep them informed. Mr. Thompson also talked about commencement as the culmination of what the University does and a reminder of how every decision made by the Board affects student success.

Mr. Dowd commented on individual honors being earned by members of the men's soccer team and encouraged Trustees to wish students good luck during finals week, which was in progress at the time of the Board meeting.

Mr. Thompson introduced student Jasmine Simmons, and Mr. Dowd introduced Dr. Carrie Spangler, an Audiological/Educational Clinician in the School of Speech Language Pathology and Audiology (see Appendix D). Ms. Simmons and Dr. Spangler offered some remarks to the Board regarding their Akron Experiences. They each received a commemorative clock.

CONSIDERATION OF MINUTES ("Board of Trustees" Tab) presented by Chair Pogue

By consensus, the minutes of the October 16, 2013 Board meeting and the special Board meeting of November 18, 2013 were approved as submitted.

RESOLUTION 12-1-13 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

presented by Committee Chair Palmisano

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

Dr. Proenza said that the personnel actions he was recommending included new leadership assignments designed to provide structure for a purposeful, vigorous and actionable agenda; build additional momentum to achieve goals under Vision 2020; and ensure a seamless transition for a new president during the coming six months. The actions included (1) a change in title for Jim Tressel to Executive Vice President, to better reflect additional responsibilities assigned by President Luis Proenza, including the authority to establish inter-departmental leadership teams in support of a campus-wide campaign for student success; (2) a change in title for Candace Campbell Jackson to Vice President for Strategic Partnerships and Chief of Staff to the President to better reflect her responsibilities for partnerships that currently exist and those to be newly forged with community and civic organizations, foundations, corporations and educational institutions; (3) Rex Ramsier assuming additional duties as Interim Dean of Summit College to provide leadership following the retirement of Dean Stan Silverman; (4) Professor of Social Science Elizabeth Kennedy assuming additional duties as interim associate dean of Summit College; and (5) Dr. Ajay Mahajan assuming additional duties as Associate Vice President for Innovation to drive a University-wide commitment to growth and sustainability via innovative and entrepreneurial best practices.

RESOLUTION 12-2-13 (See Appendix B.)

ACTION: Palmisano motion, York second, passed 9-0

- Quarterly Financial Report for July-September 2013 (Tab 2)

The comparisons in this report are based on the original budget approved by the Board at its June 19 meeting. The comparisons will be adjusted relative to the revised budget approved at the October 16 Board meeting for the second-quarter analysis.

The FY2014 year-to-date revenues and transfers-in trailed expenditures and transfers-out by \$1.8 million (2.3 percent) relative to the original budget projection. Total revenues, including transfers-in, fell short of the budget estimate by \$5.6 million (3.1 percent). For the same period, total year-to-date expenditures, including transfers-out, were below the budget estimate by \$3.8 million (3.6 percent).

The year-to-date shortfall in tuition and fees was \$8.3 million (5.5 percent) relative to the original budget. Enrollment trailed last year by more than 6 percent; the shortfall in tuition revenue is consistent with that. Other sources were \$0.3 million above estimate (0.9 percent).

Overall, total expenditures were less than the year-to-date budget projections. Total Compensation was \$0.1 million (0.2 percent) over the year-to-date estimate. The revised budget approved in October assumes decreased spending in compensation; however, personnel changes will be implemented throughout the year, which will reduce the full impact of savings within FY2014.

Supplies & Services was \$2.0 million (14.2 percent) below estimate. “Other” expenses were also well below estimate at \$2.2 million (33.3 percent). Utilities expense continued to track below estimate by \$0.3 million (16.3 percent) due to lower utilization of energy resulting from mild weather conditions and conservative budgeting. Student Aid was \$1.9 million (7.3 percent) below year-to-date estimate, which may in part be due to timing of awards. The one expense area with a significant negative variance was the “Reduction Holder” line. Not all reductions to the original FY2014 budget had been implemented; therefore, a negative balance was reflected in the statement that should decline as the year progresses.

Year-to-date combined Auxiliary resources, including transfers-in, were \$25.3 million; combined expenditures were \$27.1 million. The actual negative variance of \$1.8 million exceeds the projected negative variance of \$1.4 million. Residence Life and Housing continued to be negatively impacted by enrollment decline. The starting fund balance of \$943,000 was just enough to cover the first-quarter unfavorable variance of \$894,600.

RESOLUTION 12-3-13 (See Appendix B.)

- Quarterly Investment Report for July-September 2013 (Tab 3)

The Quarterly Investment Report for September 30, 2013 reflects a first-quarter net rate of return of 0.4 percent and essentially no return for operating funds for the past 12 months, excluding the newly created Long-term Portfolio. Those investments, including the Long-term Portfolio, generated nearly \$1.0 million in income through the first quarter, 24 percent above the budget estimate. The market value of endowments increased by nearly \$2.9 million through the first quarter of FY2014. The portfolio composite of the pooled endowments posted a 6.5 percent rate of return for the first quarter and a 15.5 percent return for the past 12 months.

RESOLUTION 12-4-13 (See Appendix B.)

- Purchases for More Than \$500,000 (Tab 4)
 1. Third-Party Medical Benefits Provider: The Office of Talent Development and Human Resources in consultation with Towers Watson proposed an award to Apex Health Solutions to be the third-party administrator for the University's self-insured medical benefits program. The renewal contract will run for three consecutive, one-year terms with administration fees increasing by 5 percent per year for each renewal year. The first-year administrative fee is \$24.20 per employee per month for an aggregate, annual plan-administration cost of approximately \$835,000.
 2. Stop-Loss Medical Coverage: The Office of Talent Development and Human Resources in consultation with Towers Watson proposed an award to Highmark Insurance Group (HMIG) to renew the University's stop-loss coverage for the plan year 2014 in an estimated amount of \$1,708,492. Specific stop-loss coverage is inclusive of combined medical and prescription drug claim costs. Annual premiums to provide specific medical and prescription drug stop-loss coverage of \$275,000 per individual, with an unlimited lifetime maximum per individual, are approximately \$1,708,492.
 3. Student Retention Analytics: The Office of Academic Affairs proposed awarding a contract to Education Advisory Board (EAB) for a Student Engagement and Retention Analytics Solution. The EAB solution will be a key enabler for improving student success metrics to align with the state of Ohio Complete College Task Force recommendations and the University's Vision 2020 plan. There will be a one-time implementation fee of \$70,000 and a first-year subscription fee of \$192,500. The contract can be executed with EAB for either a three-year or five-year term. The EAB proposal includes a pricing structure that increases subscription costs 5 percent per year, making the second and third years of the contract \$202,125 and \$212,232 respectively. If the University chooses to exercise a five-year contract, EAB will freeze the annual subscription cost of \$192,500 for each of the first five years, and the University will save \$101,187 over five years. The length of contract and applicable pricing still were being discussed at the time of the Board meeting.
 4. Custodial Services for Six Buildings: Due to employee reductions at the Physical Facilities Operations Center and the expiration of the existing custodial contract, a request for proposal was issued by the Department of Purchasing on behalf of the Physical Facilities Operation Center (PFOC) and E. J. Thomas Performing Arts Hall seeking bids to provide custodial services for six buildings: E. J. Thomas Hall, Polsky, Bierce Library, Central Hower, College of Arts and Sciences, and Rhodes Arena. Separate bids were provided for each specific building. A selection committee consisting of representatives from the PFOC and E. J. Thomas facilities and the Department of Purchasing recommended awarding a contract for services in all six buildings to ABM, the current provider. The anticipated annual expenditure for all six buildings is \$641,112. The term of agreement is two years with the option to renew for three additional two-year periods. The contract was expected to begin December 15, 2013. The minimum anticipated savings of the contract is \$200,000 per year as compared to the cost of providing internal custodial services.

RESOLUTION 12-5-13 (See Appendix B.)

- Revised University Endowment Funds Investment Policy (Tab 5)

Subsequent to the appointment of Cambridge & Associates, LLC, as the University's Investment Advisor (approved by the Board in June, Resolution No. 6-11-13), the Treasury Services staff worked closely with Cambridge to revise the Endowment Funds Investment Policy in accordance with stated objectives and guidelines as defined during the RFP and selection process. In early September, 2013, a joint meeting of the University and Foundation investment committees was held with Cambridge to introduce their investment team and to review the respective existing investment policies. Trustees Pavloff and Palmisano were in attendance and participated in the review and discussion of the University's policy and objectives. The resulting proposed policy as mutually agreed to by Cambridge and the University was provided as an attachment. The contract with Cambridge was still under review by the Office of General Counsel at the time of the Board meeting. Once the contract was fully executed, the assets managed under the former advisor (Legacy) would be transferred to Cambridge.

RESOLUTION 12-6-13 (See Appendix B.)

- Cumulative Gift and Grant Income Report (Tab 6)

The University of Akron recorded total giving of \$25,219,439 for July-October 2013. That total compares to \$24,149,119 for July-October 2012 (an increase of 4 percent) and a year-to-date average of \$16,742,167 for the previous five years (an increase of 51 percent). During July-October 2013, 8,660 gifts were received, as compared with 7,993 for the same period in the last fiscal year (an increase of 8 percent).

RESOLUTION 12-7-13 (See Appendix B.)

- Purchases of \$25,000 to \$500,000 (Tab 7) INFORMATION ONLY

For September 2013, there were 26 purchases in this category totaling \$1,479,137.18. For October 2013, there were 22 purchases in this category totaling \$1,237,130.25.

- Alumni Relations Report (Tab 8) INFORMATION ONLY
- Status Report on Capital Projects (Tab 9) INFORMATION ONLY

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

Mr. Curtis also introduced Angela Paonessa, a detective in the University of Akron Police Department (UAPD). She was accorded "Top Cop" honors by the Summit County Prosecutor in October for her "excellent and thorough" work on a case involving the sale of illegal drugs near campus. Her efforts resulted in the conviction of four individuals. UAPD Chief Paul Callahan commented on the case and the detective's professional background. Officer Paonessa thanked Mr. Curtis, Chief Callahan and the Board for their recognition of UAPD.

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Woolford

- Report of the Provost (See Appendix E.)
- Presentation

Dr. K. Todd Houston, an associate professor in the School of Speech-Language Pathology and Audiology, directs the Telepractice and eLearning Laboratory. His presentation centered on that initiative to evaluate clinical practices in the area of distance-service delivery in Speech-Language Pathology. In October 2013, Dr. Houston authored the book, *Telepractice in Speech-Language Pathology*, the first text in the field devoted to this topic. A year earlier, he and his project co-director, Dr. Lori Pakulski at The University of Toledo, were awarded a personnel-preparation grant from the U.S. Department of Education to train future speech-language pathologists in strategies that support listening and spoken language in young children with hearing loss. The project, funded for more than \$1.2 million over five years, will train 44 graduate students through joint coursework, service learning, practica and field-based experiences provided by both The University of Akron and The University of Toledo.

- Proposed Honorary Degree (Tab 1)

The administration proposed granting an Honorary Doctor of Humane Letters degree to Kathleen A. Coleman in appreciation of her noteworthy achievements, valued leadership and outstanding service to her community and to The University of Akron. A graduate of both Hiram and Dartmouth colleges, Mrs. Coleman has been a tireless advocate on behalf of higher education and public service, founding the Lester E. and Kathleen A. Coleman Foundation in 1995; serving as a member of The University of Akron Foundation Board of Directors and as a member of its Executive Committee and Chair of its Stewardship Committee; earning the 2009 Elizabeth Davidson Buchtel Award; providing funding for the Les and Kathy Coleman Common; and, along with her late husband, Dr. Lester E. Coleman, establishing the Lester and Kathleen Coleman Graduate Fellowship in Chemistry, The John Franklin Coleman Memorial Scholarship in Chemistry and the Lester and Kathleen Coleman Chair in Chemistry. Mrs. Coleman has involved herself in numerous Northeast Ohio organizations, including the Cleveland Music School Settlement, Cleveland Restoration Society, the American Red Cross and the Cleveland Orchestra's Women's Committee. She received University Hospitals' 2013 Samuel Mather Visionary Award for her funding of cancer research there.

RESOLUTION 12-8-13 (See Appendix B.)

- Tentative Graduation List for Fall 2013 (Tab 2)

The tentative graduation statistics for fall and a list of prospective graduates from the Office of the Registrar were reviewed. Included in that information were the names of the students, listed by college and degrees, who were candidates eligible to participate in the University's fall 2013 commencement ceremonies pending their completion of all degree requirements. Tentative totals were 1,516 degrees, including—53 doctoral, 33 Juris Doctor, 347 master, 888 baccalaureate and 195 associate degrees.

RESOLUTION 12-9-13 (See Appendix B.)

- Move of Department of Sports Science and Wellness Education (Tab 3)

The purpose of the move of the Department of Sports Science and Wellness Education (SSWE) as an academic unit to the College of Health Professions is to better align the University's health-related programs within one college. The SSWE and College of Education faculty voted to approve the move, and the College of Health Professions voted to accept the move and made the necessary changes to their College bylaws and retention, tenure and promotion processes. The Academic Policies Committee, the Faculty Senate, the Provost and the President each concluded that the mission of SSWE aligns well with the mission of the College of Health Professions and supported the move of the Department of Sports Science and Wellness Education as a unit to the College of Health Professions, where it shall be named the School of Sports Science and Wellness Education.

RESOLUTION 12-10-13 (See Appendix B.)

- Research Grants and Sponsored Programs Report, September and October 2013 (Tab 4)

For July-October 2013, funding for externally funded research and other sponsored programs totaled \$14,952,587 for 220 awards as compared with \$17,461,053 for 239 awards for the previous year. For July-October 2013, 12 new patents were issued, 24 patent applications were filed, and 29 disclosures were submitted—compared to 9, 8 and 25, respectively, for the previous year.

Dr. Newkome also reported that, earlier on the day of the Board meeting, the National Academy of Inventors chose its newest Fellows. He said those so honored include Darrell Reneker, a Distinguished Professor of Polymer Science at The University of Akron.

RESOLUTION 12-11-13 (See Appendix B.)

- Office of Academic Affairs Report (Tab 5) INFORMATION ONLY
- Information Technology Report (Tab 6) INFORMATION ONLY
- Student Affairs Report (Tab 7) INFORMATION ONLY
- Summit on Retention Report (Tab 8) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Committee Chair Demas

- New University Rule 3359-1-04.1, Open Meetings: Rescind University Rule 3359-4-04, Compliance with Sunshine Law (Tab 1)

New Rule 3359-1-04.1, Open Meetings, replaced and updated Rule 3359-4-04, Compliance with Sunshine Law. The changes consist of the following:

- Re-numbering the new rule to reflect proper placement within the series of University Rules;
- Modifying the language from resolution format to rule-filing format; and
- Updating the language to reflect current practice.

RESOLUTION 12-12-13 (See Appendix B.)

- Revisions to University Rule 3359-1-05, President of the University (Tab 2)

The revisions to this rule consist of correcting/updating language on pages 2 and 3, as well as adding the Contract Professional Advisory Committee and Staff Employee Advisory Committee to the advisory/constituency groups to be involved in specific stages of the presidential search process.

RESOLUTION 12-13-13 (See Appendix B.)

- Revisions to University Rule 3359-10-02, Bylaws of the Faculty Senate (Tab 3)

The revisions to this rule, which appear on pages 12 and 13, consist of including in the Faculty Senate a representative of the full-time academic advisors. These revisions were approved by Faculty Senate at its meeting on September 5, 2013.

RESOLUTION 12-14-13 (See Appendix B.)

- Revisions to University Rule 3359-20-04.3, Faculty Privileges and Benefits (Tab 4)

The revisions to this rule consist of the following:

- Removing the language about part-time faculty health benefits on page 1. The Affordable Care Act created new health insurance exchanges which offer more affordable health care options for part-time employees. Given this new option, The University of Akron will discontinue group health insurance to part-time employees, effective December 31, 2013.
- Updating the annuity options language on pages 4 and 5 to more accurately reflect the University's annuity plans.
- Updating the fee-reduction language beginning on page 8 to include same-sex domestic partners. Currently, the Collective Bargaining Agreement with Akron-AAUP includes fee remission for same-sex domestic partners. In addition, health benefits are provided to same-sex domestic partners for all categories of employees at the University.
- Reflecting the name change of Workforce Development and Continuing Education to UA Business Solutions as approved by the Board in October 2013. That name change is reflected on pages 6 and 13.
- Updating the language on page 16 pertaining to term life insurance to reflect the discontinuation of retiree life insurance except for those employees grandfathered prior to 1977 who elected term life insurance offered through the University.

RESOLUTION 12-15-13 (See Appendix B.)

- Revisions to University Rule 3359-20-06.1, Part-time Faculty Appointments (Tab 5)

This rule contained language about part-time group health insurance coverage in section Q on page 11, which was removed for the reasons provided above for Rule 3359-20-04.3.

RESOLUTION 12-16-13 (See Appendix B.)

- Revisions to Rule 3359-26-02, General Staff Personnel Policies and Procedures (Tab 6)

The fee-reduction language beginning on page 13 has been updated to include same-sex domestic partners as explained above for 3359-20-04.3.

RESOLUTION 12-17-13 (See Appendix B.)

- Rescinding Rule 3359-26-06, Part-time Staff Group Health Insurance Coverage (Tab 7)

This rule was rescinded since the University would discontinue group health insurance to part-time employees as explained above for Rule 3359-20-04.3.

RESOLUTION 12-18-13 (See Appendix B.)

REPORT OF THE STRATEGIC ISSUES COMMITTEE

presented by Committee Chair York

Mr. York said the Strategic Issues Committee received a first draft of proposed bylaws for the University Council in June 2013. After considerable review and discussion, the committee asked the president and provost to help enhance the draft by considering four requirements:

1. broad-based representation in the consultative decision-making process;
2. alignment of committees with the vice presidential areas;
3. a structure that provides for timely guidance and advice so the institution can be nimble and responsive; and
4. minimal overlap with the Faculty Senate and Akron AAUP.

Mr. York said that, as of its committee meeting on December 2, the Strategic Issues Committee did not have both versions of the bylaws to compare and asked to be provided that material. He said he did not think the committee had enough time to consider the changes fully, and so he asked that the University Council resolution be removed from the current meeting's consent agenda. Mr. York said that the Strategic Issues Committee will continue reviewing the matter and report back to the Board at our February meeting.

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE

presented by Committee Chair Pavloff

- Acceptance of June 30, 2013 External Audit Results (Tab 1)

The University, The University of Akron Foundation and the University of Akron Research Foundation each received an unqualified opinion (often referred to as a “clean” opinion) from the external auditors, Plante Moran.

RESOLUTION 12-19-13 (See Appendix B.)

Mr. Pavloff said Mr. Pogue had requested that the next item be considered separate from the consent agenda so he could continue to recuse himself from any involvement with the matter. Mr. Pogue left the room, and Mr. York presided.

- Acceptance of the SSAE 16 External Audit for May 1, 2012 through April 30, 2013 (Tab 2)

Since January 2010, the University is considered a service provider in that it provides certain IT hosting and management functions for Lorain County Community College. Those services necessitate the need for an SSAE 16 audit, which varies in scope and objective from an annual financial statement audit. External auditors from SS&G conducted the SSAE 16 audit and issued an unqualified opinion (often referred to as a “clean” opinion).

RESOLUTION 12-20-13 (See Appendix B.)

ACTION: Pavloff motion on behalf of committee, passed 8-0-1, Pogue abstaining.

Mr. Pogue was called back into the meeting room. He returned and resumed presiding.

REPORT OF THE PRESIDENTIAL ADVISORY AND SCREENING COMMITTEE

presented by Committee Chair Pavloff

Mr. Pavloff reported that, since the last regular Board meeting on October 16, the Presidential Advisory and Screening Committee had met six times, usually for several hours each. He thanked each of the committee members for their commitment and perseverance and said that the committee had concluded the three remaining meetings with constituency/advisory groups required by rule and added a seventh group representing staff employees and contract professionals.

Mr. Pavloff said the Presidential Advisory and Screening Committee met once as a committee to review search firm proposals, then met with the entire Board to consider three finalists and select R. William Funk and Associates to assist in the search. He said Bill Funk has led more than 350 searches for college and university presidents and chancellors. Currently, individuals he has helped to recruit head Cornell, Purdue, Georgia Tech, The University of North Carolina at Chapel Hill, and University of Southern California, he said, further noting that Mr. Funk also is assisting The Ohio State University in its presidential search.

Mr. Pavloff said the Presidential Advisory and Screening Committee has held its first working session with Mr. Funk on November 26 and has created a position ad that will begin running nationwide starting December 20 in *The Chronicle of Higher Education*. He said the ad also will appear in other nationwide publications including *Hispanic Outlook*, *Women in Higher Education* and *Diverse*. He said this step marked the start of the active recruiting stage when applications and nominations for the next president of The University of Akron will be accepted.

Mr. Pavloff said the committee will be very active in communicating the opportunity, as will Mr. Funk and his associates. He said the committee is grateful for input it has received, both from the formal constituency/advisory groups and from many other individuals who have volunteered their energy and time to the process.

Mr. Pogue said that Mr. Pavloff and the Presidential Advisory and Screening Committee were moving along at a good pace, which is much appreciated.

Mr. Alexander left the meeting at 11:23 a.m.

CONSENT AGENDA VOTE

Mr. Pogue said the University Council item had been removed from the consent agenda to be considered at another time at Mr. York's request. Mr. Pogue said all of the other items on the consent agenda had been discussed thoroughly during committee meetings on December 2, 2013 and summarized during this meeting.

ACTION: Pavloff motion, Palmisano second for approval of resolutions 12-1-13, 12-3-13 and 12-5-13 through 12-19-13, passed 9-0.

Ms. Blickle abstained on resolution 12-4-13, which passed 8-0-1.

ADJOURNMENT

Mr. Pogue asked if there was any new business to come before the Board. Hearing none, he wished everyone in attendance happy holidays and said he looked forward to seeing them at the next regular Board meeting on February 5, 2014.

ACTION: Meeting adjourned at 11:46 a.m.

Richard W. Pogue
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

February 5, 2014

APPENDIX A: OTHERS PRESENT

Thomas J. Baker, Director, Capital Planning and Facilities Management

Carol Biliczky, Akron Beacon Journal

Julie Burdick, Associate Vice President, Academic Affairs

Chief Paul J. Callahan, Assistant Vice President, Campus Safety

Scott M. Campbell, Associate General Counsel and Records Compliance Officer

John N. Childs, Brennan, Manna & Diamond

M. Celeste Cook, Associate Vice President and Deputy General Counsel

Lisa H. Dodge, Sean P. Dunn & Associates

Dr. Roberta A. DePompei, Interim Dean, College of Health Professions

Timothy R. DuFore, Associate Vice President, Development

Karen Farkas, The Plain Dealer

Sidney C. Foster, Jr., Associate General Counsel

Capt. Alan L. Grad, University Police Department

Scott Horstman, Horstman Photography

Dr. Todd K. Houston, Associate Professor, Speech-Language Pathology and Audiology

Wayne R. Hill, Associate Vice President and Chief Marketing Officer

Dr. Becky J. Hoover, Associate Provost, Talent Development

Shelly M. Keller, SEAC

Eileen Korey, Associate Vice President and Chief Communication Officer

John Kramanak, Assistant Director-Maintenance Technology, Student Union

Dr. Ajay M. Mahajan, Associate Dean, College of Engineering

T. Herb Matheny, CPAC

Dr. Chand Midha, Executive Dean, Buchtel College of Arts and Sciences

Dr. Stacey J. Moore, University Council

Nathan J. Mortimer, Associate Vice President, Institutional Operational Effectiveness

Paula Neugebauer, Coordinator, Office of the Board of Trustees

David Nypaver, Associate Vice President, Public Affairs and Development

Angela M. Paonessa, Police Officer II, University Police Department

Dr. Victor E. Pinheiro, Professor, Sport Science and Wellness Education

Dr. Rex D. Ramsier, Vice Provost, Academic Programs and Operations

John J. Reilly, Associate Vice President and Associate General Counsel

Neil B. Sapienza, Associate Dean, Buchtel College of Arts and Sciences

Jasmine Simmons, Featured Student

Adam A. Smith, Assistant Vice President, Student Success

Dr. Carrie L. Spangler, Audiological/Educational Clinician, Speech-Language Pathology and Audiology

Suzanne Testerman, CPAC

Lauri S. Thorpe, Associate Vice President, Enrollment Management

Mark Urycki, WKSU

William H. Viau, Associate Vice President, Talent Development and Human Resources

Maj. James P. Weber, Assistant Chief, University Police Department

Thomas Wistrcill, Director, Athletics

APPENDIX B: RESOLUTIONS

RESOLUTION 12-1-13: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meetings of October 16 and November 18, 2013, be approved.

RESOLUTION 12-2-13: Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated December 11, 2013, 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.

RESOLUTION 12-3-13: Acceptance of the Quarterly Financial Report for July through September 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 11, 2013, accepting the Quarterly Financial Report for July through September 2013, be approved.

RESOLUTION 12-4-13: Acceptance of the Quarterly Investment Report for July through September 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 11, 2013, accepting the Quarterly Investment Report for July through September 2013, be approved.

RESOLUTION 12-5-13: Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the recommendations presented by the Finance & Administration Committee on December 11, 2013, be approved.

Award to Apex Health Solutions a renewal contract to serve as the third-party administrator for the University's self-insured medical benefits program for three consecutive, one-year terms in the approximate annual amount of \$835,000 increasing 5 percent per year for each renewal year

Award to Highmark Insurance Group (HMIG) a contract to renew the University's stop-loss coverage for the plan year 2014 in an estimated amount of \$1,708,492

Award to Education Advisory Board for a Student Engagement and Retention Analytics Solution for either a three-year or five-year term in the total amount of \$676,857 over a three-year term (\$70,000 implementation fee plus \$192,500 in year one increasing 5 percent per year in years two and three) or \$1,032,500 over a five-year term (\$70,000 implementation fee plus \$192,500 per year for five years)

Award to ABM a contract for custodial services for six University buildings for a period of two years commencing on December 15, 2013 with the option to renew for three additional, two-year periods in the anticipated amount of \$641,112

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 12-6-13: Pertaining to the Revised University Endowment Funds Investment Policy

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on December 11, 2013, pertaining to the revised University Endowment Funds Investment Policy, be approved.

RESOLUTION 12-7-13: Gift Income Report July-October 2013

BE IT RESOLVED that the recommendation of the Finance & Administration Committee on December 11, 2013, pertaining to the Gift Income Report for July-October 2013 be approved.

RESOLUTION 12-8-13: Mrs. Kathleen A. Coleman

WHEREAS, Kathleen A. Coleman, a woman whose gracious style and inspired commitment to helping others through philanthropy, has advanced a host of important causes benefitting the Northeast Ohio community and making profound differences in the lives of many; and

WHEREAS, a graduate of both Hiram College and Dartmouth College, Mrs. Coleman has been a tireless advocate on behalf of higher education and public service, establishing the Lester E. and Kathleen A. Coleman Foundation in 1995; and

WHEREAS, Mrs. Coleman has long been an exemplary member of The University of Akron community, serving as a member of The University of Akron Foundation Board of Directors and as a member of its Executive Committee and Chair of its Stewardship Committee, has served on the Buchtel College of Arts and Sciences Dean's Council, and has been the recipient of the 2009 Elizabeth Davidson Buchtel Award; and

WHEREAS, Mrs. Coleman's philanthropic largess has transformed the physical landscape of The University of Akron campus, providing funding for The Les and Kathy Coleman Common, an open-lawn amphitheater featuring terraces, a labyrinth and splendid green spaces that create a bucolic environment considered a jewel on the Akron campus; and

WHEREAS, along with her late husband, Dr. Lester E. Coleman, who in 1952 graduated from The University of Akron's Buchtel College of Arts and Sciences with a degree in Chemistry, Mrs. Coleman has set a high standard for other philanthropists in the pursuit of academic excellence with the establishment of the Lester and Kathleen Coleman Graduate Fellowship in Chemistry, The John Franklin Coleman Memorial Scholarship in Chemistry and the Lester and Kathleen Coleman Chair in Chemistry; and

WHEREAS, Mrs. Coleman has been a leading philanthropist for such laudable causes, including cancer research at University Hospitals, and was named that institution's 2013 Samuel Mather Visionary Award recipient; and

WHEREAS, Mrs. Coleman has held always the belief that society functions best as a caring community and has involved herself in numerous Northeast Ohio organizations, including the Cleveland Music School Settlement, Cleveland Restoration Society, the American Red Cross and the Cleveland Orchestra's Women's Committee; Now, Therefore;

APPENDIX B: RESOLUTIONS, Page 3

BE IT RESOLVED that an Honorary Doctor of Humane Letters degree be awarded to Kathleen A. Coleman in appreciation of her noteworthy achievements, valued leadership and outstanding service to her community and to The University of Akron.

RESOLUTION 12-9-13: Pertaining to Approval of Proposed Degree Recipients for Fall 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 11, 2013, pertaining to the proposed list of degree recipients for The University of Akron Fall Commencement 2013, contingent upon candidates' fulfillment of requirements, be approved.

RESOLUTION 12-10-13: Proposed Move of the Department of Sports Science and Wellness Education

WHEREAS, the faculty of the Department of Sports Science and Wellness Education voted to move as an academic unit to the College of Health Professions; and

WHEREAS, the faculty of the College of Education voted to approve the move; and

WHEREAS, the faculty of the College of Health Professions voted to accept the move and made the necessary changes to their College Bylaws and Retention, Tenure and Promotion processes; and

WHEREAS, the Academic Policies Committee concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; and

WHEREAS, the Faculty Senate concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; and

WHEREAS, the President and the Provost concluded that the mission of the Department of Sports Science and Wellness Education aligns well with the mission of the College of Health Professions; Now, Therefore;

BE IT RESOLVED, that the Academic Issues & Student Success Committee recommends that on December 11, 2013 the Board of Trustees approve the move of the Department of Sports Science and Wellness Education as a unit to the College of Health Professions, where it shall be named the School of Sports Science and Wellness Education.

RESOLUTION 12-11-13: Acceptance of the Office of Research Summary of Activity Reports for September and October 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 11, 2013, pertaining to the acceptance of the Office of Research Summary of Activity Reports for September and October 2013, be approved.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 12-12-13: New University Rule 3359-1-04.1 Open Meetings to replace Rescinded Rule 3359-4-04 Compliance with Sunshine Law

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to create a new rule 3359-1-04.1 Open Meetings to replace 3359-4-04 Compliance with Sunshine Law, be approved.

RESOLUTION 12-13-13: Revisions to University Rule 3359-1-05 President of the University

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-1-05 to update and correct language as well as add the Contract Professional Advisory Committee (CPAC) and Staff Employee Advisory Committee (SEAC) to the constituencies and/or advisory groups to be provided an opportunity to meet with finalist candidates during the presidential search, be approved.

RESOLUTION 12-14-13: Revisions to University Rule 3359-10-02 The University of Akron Bylaws of the Faculty Senate

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-10-02 to add language to include in the Faculty Senate a representative of the full-time academic advisors, be approved.

RESOLUTION 12-15-13: Revisions to University Rule 3359-20-04.3 Faculty Privileges and Benefits

WHEREAS, the following changes to Rule 3359-20-04.3 were recommended by the Rules Committee on December 11, 2013:

- The language about part-time faculty health benefits on page 1 is being removed from this Rule. The Affordable Care Act created new health insurance exchanges which offer more affordable health care options for part-time employees. Given this new option, The University of Akron will discontinue group health insurance to part-time employees effective December 31, 2013.
- The annuity options language on pages 4 and 5 has been updated to more accurately reflect the University's annuity plans.
- The fee reduction language beginning on page 8 is being updated to include same sex domestic partners. Currently, the Collective Bargaining Agreement with Akron-AAUP includes fee remission for same sex domestic partners. In addition, health benefits are provided to same sex domestic partners for all categories of employees at the University.
- In October, the Board approved the name change of Workforce Development and Continuing Education to UA Business Solutions. That name change is reflected on pages 6 and 13.
- The language on page 16 pertaining to term life insurance is being updated to reflect the discontinuation of retiree life insurance except for those employees grandfathered prior to 1977 who elected term life insurance offered through the University.

BE IT RESOLVED, that the recommendation presented by the Rules Committee to revise Rule 3359-20-04.3 be approved.

APPENDIX B: RESOLUTIONS, Page 5

RESOLUTION 12-16-13: Revisions to University Rule 3359-20-06.1 Part-Time Faculty Appointments

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-20-06.1 to remove language pertaining to part-time group health insurance coverage, be approved.

RESOLUTION 12-17-13: Revisions to University Rule 3359-26-02 General Staff Personnel Policies and Procedures

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to revise Rule 3359-26-02 to include same sex domestic partners as being eligible for fee remission, be approved.

RESOLUTION 12-18-13: Rescind University Rule 3359-26-06 Part-Time Staff Group Health Insurance Coverage

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 11, 2013, to rescind Rule 3359-26-06 Part-Time Staff Group Health Insurance Coverage, be approved.

RESOLUTION 12-19-13: Approval of June 30, 2013 Financial Statement Audits

BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 11, 2013, to accept the annual financial statements and footnotes as presented by management of the University, Foundation, and Research Foundation including Plante Moran's audit opinions and reports thereon as of and for the year ended June 30, 2013, be approved.

RESOLUTION 12-20-13: Approval of SSAE 16 Audit

WHEREAS, since January 2010, the University is considered a service provider in that the University provides certain IT hosting and management functions for Lorain County Community College; and

WHEREAS, those services necessitate the need for an audit that varies in scope and objective from an annual financial statement audit; and

WHEREAS, that audit is often referred to as an SSAE 16 audit (formerly SAS/70);

BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 11, 2013, pertaining to acceptance of the SSAE 16 audit of the University as performed by SS&G, external auditor, for the period May 1, 2012 through April 30, 2013, be approved.

APPENDIX C: REPORT OF THE PRESIDENT

After welcoming the two new Trustees, Dr. Ciraldo and Mr. Dowd, Dr. Proenza shared several points of pride for the University, as well as some challenges that will be addressed, as follows.

President Obama appointed recently an Advanced Manufacturing Partnership Steering Committee 2.0, the sequel to one that had worked last year. It held its first meeting in the week preceding this Board meeting and set up five working groups. On each of those five working groups, there are members of The University of Akron family working on our behalf. They are faculty members, and I want to just briefly list them for your information and to acknowledge the tremendous work that they are doing:

- Dr. Ajay Mahajan serves on the Technologies working group;
- Drs. Erin Makarius and Mahesh Srinivasan, who are both with the College of Business Administration, are serving on the Workforce group, advancing some very interesting ideas;
- Dr. Sergio Felicelli, from the College of Engineering, is on the Advanced Manufacturing National Manufacturing Institute working group, which deals with innovation and networking;
- Mr. Wayne Watkins, from our research office, is on the Scale-up group, which I have the privilege of co-chairing along with a colleague from Chicago; and
- Dr. Brian Davis, the head of our Biomedical Engineering Department, is on the Engagement group.

Those colleagues are serving on working groups alongside peers from a very small number of other universities—MIT, UC Berkeley, Georgia Tech, Michigan and Rensselaer Polytechnic. It is, perhaps, one of the first times that so many of our faculty are so prominently positioned and at the same table as others from some of the most elite research institutions in our nation.

On the next day after that meeting in Washington, I had the honor of providing the keynote address for the Talent Dividend Summit in Cleveland. It was hosted by *Crain's Cleveland Business* in conjunction with NOCHE, the Northeast Ohio Council on Higher Education. The whole meeting focused on advancing college attainment in our region. Its title, Talent Dividend, comes from the understanding, by some at least, that the economic impact of educational attainment is a significant economic boost to our region. For Northeast Ohio alone, each one-percent increase is calculated to create an additional \$2.8 billion in personal income. That figure dates back to about 2010 when NOCHE developed the talent dividend action plan. NOCHE set up some very worthy goals, and I am pleased to report that, four years later, as we review the dashboard for the Talent Dividend progress in Northeast Ohio, six of the seven goals are showing very significant progress, and I'd like to share that with you briefly.

The number of degree holders and degrees awarded are up, as are the rates for college completion, adult post-secondary participation, regional attainment and on-time high school graduation. All of those are up significantly, and we are anticipating that we certainly will be one of the top regions in the country for the advancement of educational attainment.

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

The lone exception among those goals is the rate of college continuation, the percentage of high school students who go on to college. This had been just stubbornly flat for many years. Ohio graduates a larger percentage of high school graduates than the national average but has a lower percentage than the national average of those who continue on to college. That is probably a legacy from the industrial times when a high school diploma was sufficient, but we need to move that needle forward.

This talent dividend concept is increasingly understood, certainly by our graduates and by this Board. It is not yet the case, in my view, that the business community or our political leaders have fully appreciated the economic impact that these graduates or their colleges and universities make.

Some of you had a chance to attend the State of the University Address, and I want to simply indicate to you that we set some very ambitious goals about which I will have more to say a little later because we are making some specific personnel assignments to move that agenda forward, as well as student success in the Akron Experience and, of course, in the innovative programs that we are reviewing, that we are advancing, and the opportunities that are ahead for us.

The final point that I want to make relates very much to the importance of what it is we do each and every day, but particularly in the fall, spring and the end of the summer semesters. That is the graduation, the commencement, the celebration of young men and women completing their degrees. So I remind you that we are holding three commencement ceremonies this weekend (December 13-14, 2013). With your approval, we will be conferring almost 1,500 degrees on our students.

While one may be daunted by some of the agenda that we have set forth, or certainly the challenges that higher education is facing, if you have a chance to attend one of these ceremonies, please listen to the graduates as they line up for the processional. Watch the faces of parents as names are called out, walk among the crowd of students afterward, and note the handshakes, the congratulatory notes, the hugs, the slaps on the back and recognize that these graduates are the next generation of Ohio's economy. If anyone needs any motivation or fortitude to take on the tasks at hand, please invite them to come to commencement. There is inspiration and energy there to spare and to enliven all that we do.

APPENDIX D: INTRODUCTIONS - FEATURED STUDENT AND FACULTY MEMBER

JASMINE SIMMONS

Jasmine Simmons and her brother Justin were born without the ability to hear, and both received cochlear implants at the age of two. Jasmine, who grew up in the Columbus, Ohio area, defines herself as a deaf person who communicates orally.

For years, Jasmine has served as a resource for children, parents and the hearing professionals who serve them. She is a regular guest speaker for National Children's Hospital Audiology Department, from which she received her implant.

Following in the path of her hero, Dr. Cindy Warner, an audiologist at National Children's Hospital, Jasmine is majoring in speech pathology and audiology and aspires to become a pediatric audiologist.

Jasmine visited 15 universities before choosing The University of Akron, due in part to the opportunity to participate in the Running Start/STEM summer program. She now lives on campus, serving as the Resident Adviser for the Pre-med and Speech & Audiology Living Communities, and is carrying a grade point average of better than 3.6.

DR. CARRIE SPANGLER

Dr. Carrie Spangler is one of the newest faculty members in the School of Speech Language Pathology and Audiology. She previously was employed for 13 years at Stark County Educational Service Center as an educational audiologist, providing services to public-school children with hearing loss.

Dr. Spangler received her bachelor's degree in Communication Disorders from Bowling Green State University, her Master's degree from The University of Akron, and her Doctor of Audiology degree from the Arizona School of Health Sciences. She has presented locally, nationally and internationally on topics related to educational and pediatric audiology. She also has publications in peer-reviewed journals and currently is co-authoring three chapters in books that will be released in 2014.

Dr. Spangler is the co-chairperson for the Ohio Universal Newborn Hearing Screening Subcommittee of the Medical Advisory Board; the 2012 recipient of the national Cheryl DeConde-Johnson Award for Best Practices in Educational/Pediatric Audiology; and a 2014 recipient of the 20 Under 40 Award in Stark County.

In addition to her professional expertise, she brings personal experience, as she successfully lives with hearing loss.

APPENDIX F: REPORT OF THE PROVOST

When the Board of Trustees endorsed Vision 2020, it also endorsed two essential initiatives to achieve our aspirational goals. One was the Achieving Distinction initiative from Vision 2020, where we were asked to bring to the Board of Trustees a budget line that we would use every year to support trans-disciplinary research across the institution that would have impact and influence in regional solutions, the human condition, innovative technologies, and medicine and health.

The complementary program to Achieving Distinction is the Academic Program Review, which is coming close to its final analysis. I want to point out that this is a normal process for all institutions across the country to improve student success and the reputation of the institution. It is a method to reallocate resources across academic programs. While recommendations consider program attributes such as student demand, persistence, completion and placement, programs are also considered from the perspective of strategic alignment with the overall mission and vision of the institution.

As you know, at this moment no decisions have been made as we continue to consider the recommendations of the Academic Program Review Committee and the vast array of additional information that is due to be considered for such important decisions. Regardless of the decisions and most important, any students affected by the deactivation of academic programs can anticipate that they will be able to complete their degree as promised. As programs are phased out very slowly, we will assure that every single student affected has a customized degree-completion plan. While change is hard, change creates opportunities. Diverse voices have been heard, and ultimate decisions will be made in the best interest of The University of Akron.

An important component of improving institutional success is assuring that we measure learning outcomes. The importance of learning outcomes assessment was emphasized when Vincent Tinto visited and addressed this campus at our Summit on Student Success and Retention. He made it absolutely clear that the attraction of students to The University of Akron is tied to the quality of the academic programs, the faculty and the staff, while persistence is linked to the quality of academics, the classroom and the learning experience. We have transformed the work of the Institute for Teaching and Learning to include the notion of talent development, not only of chairs and directors and of staff, but also for our faculty and graduate teaching assistants, all intended to enhance the quality of the learning environment. To support and further that progress to assure we have the absolute best learning environment after the first of the year, I will work with Executive Dean Chand Midha and ask a team of our faculty colleagues who are involved in our learning outcomes assessment strategies to think about what we have learned during our Summit on Student Success and to suggest how we can best redesign the Institute for Teaching and Learning to have a clear mission to support improving the learning environment and thereby the quality of the student learning experience.

We have to assure that the campus understands that, while research is important and changes the lives of our community through discovery, we have an obligation and expectation to change the lives of our students by providing them the very best opportunity for learning through our classroom teaching and the classroom experience.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of December 11, 2013, be approved as amended.

Ted A. Mallo
Secretary
Board of Trustees

February 5, 2014

February 5, 2014
Board Meeting
Reporting:
Ralph J. Palmisano

1	Personnel Actions
2	*Quarterly Financial Report for October through December 2013
3	*Quarterly Investment Report for October through December 2013
4	*Purchase for More Than \$500,000
5	*Cumulative Gift and Grant Income Report for July through November 2013
6	*Collective Bargaining Agreement for University Staff Employees
	Information Only:
7	Purchases \$25,000 to \$500,000
8	Alumni Relations Report
9	Status Report on Capital Projects
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6

FULL-TIME EMPLOYEE PERSONNEL ACTIONS
FULL-TIME EMPLOYEE PERSONNEL ACTIONS – ADDENDUM
REEMPLOYMENT NOTIFICATION
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES
COACH BONUS STRUCTURE

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.

February 5, 2014

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
-------------	----------------------------------	---------------------------	--------------------	----------------------

FULL-TIME EMPLOYEE PERSONNEL ACTIONS

OFFICE OF THE PRESIDENT

Appointment/Reappointment

Capellas, Carl	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	01/07/14 01/07/14	\$2,291.67 One-time payment	Additional pay for winning MAC regular season championship per contract
Embick, Jared	Head Men's Soccer Coach/Office of Athletics/Contract Professional	01/07/14 01/07/14	\$7,500.00 One-time payment	Additional pay for winning MAC regular season championship, first round NCAA win, Hermann trophy semi-finalist and 3-NSCAA All-American players per contract
Mitchell, Dennis	Head Men's & Women's Track Coach/Office of Athletics/Contract Professional	09/26/13 08/31/18	\$123,600.00 12 mo	Two year extension of contract; original contract expired 08/31/16
Padgett, Brandon	Head Women's Tennis Coach/Office of Athletics/Contract Professional	09/26/13 05/01/16	\$62,650.00 12 mo	Two year extension of contract; original contract expired 05/01/14
Parker, Alex	Associate Athletics Director, Compliance/Office of Athletics/Contract Professional	01/06/14	\$78,000.00 12 mo	Appointment vice R. Heuer
Rembielak, Richard	Head Baseball Coach/Office of Athletics/Contract Professional	10/27/13 10/27/13	\$525.00 One-time payment	Additional pay for baseball prospect camp
Shaheen, Donald P.	Director of Men's Soccer Operations/Office of Athletics/Contract Professional	01/07/14 01/07/14	\$1,333.33 One-time payment	Additional pay for winning MAC regular season championship per contract
Slawson, Oliver	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	01/07/14 01/07/14	\$2,708.30 One-time payment	Additional pay for winning MAC regular season championship per contract
Smith, Kyle	Assistant Baseball Coach/Office of Athletics/Contract Professional	10/27/13 10/27/13	\$300.00 One-time payment	Additional pay for baseball prospect camp
Worth, Walter	Assistant Baseball Coach/Office of Athletics/Contract Professional	10/27/13 10/27/13	\$300.00 One-time payment	Additional pay for baseball prospect camp

Change

Capellas, Carl	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	07/01/13 01/01/14	\$20,000.00 12 mo (stipend)	Change end date of additional pay for camp payments from 06/30/14
Lewis, Charlton	Director of Student Athlete Support Services; Coordinator of Academics, Football/Office of Athletics/Contract Professional	01/01/14	\$44,419.00 12 mo	Job reclassification; salary change from \$39,419.00/12 mo; title change from Coordinator, Academic Support Services, Athletics; additional title of Coordinator of Academics, Football; grade change from 119 to 120

Separation

Arrington, Alan	Assistant Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional	12/23/13	\$90,000.00 12 mo	Deceased
-----------------	--	----------	----------------------	----------

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Capellas, Carl	Assistant Men's Soccer Coach/ Office of Athletics/Contract Professional	02/28/14	\$55,000.00 12 mo	Resignation
Ethridge, Melissa	Coordinator, Learning Center/Office of Athletics/ Contract Professional	12/31/13	\$40,000.00 12 mo	Resignation

OFFICE OF ACADEMIC AFFAIRS

Appointment/Reappointment

Easterling, Nancy	Coordinator, Confucius Institute/Office of Academic Affairs/Staff	01/01/14 12/31/14	\$15.25/H	Temporary reappointment
-------------------	---	----------------------	-----------	-------------------------

Separation

Bogdanski, Glenn A.	Assistant Professor, Military Science/Military Science & Leadership/Faculty	06/01/11		End of temporary employment
Cook, Steven E.	Assistant Director, International Programs Education Abroad/International Programs/ Contract Professional	12/06/13	\$42,000.00 12 mo	Resignation
Fenner, Thomas M.	Student Enrollment Counselor/ Registrar/Staff	12/20/13	\$13.31/H	Resignation
Hellwig, Adam C.	Recruiting Operations Officer Assistant/Military Science & Leadership/Staff	12/01/10		Resignation
Lewis, Lanelle L.	Recruiter/Military Science & Leadership/Staff	09/21/10		Resignation
Smitley, Lindsey	Adjunct Professor/Military Science & Leadership/Faculty	08/01/12		End of temporary employment

DIVISION OF STUDENT SUCCESS

Appointment/Reappointment

Gonzalez, Franklin	Facilities Maintenance Worker Senior-Medina County University Center/Staff	11/25/13	\$13.68/H	Appointment vice D. Saunders
Grove, Lauren M.	Career Adviser/Career Center/Contract Professional	01/06/14	\$40,000.00 12 mo	Appointment vice P. McCarthy
Kolaczewski-Ferris, Christine A.	Director, Student Academic Success; Member, General Faculty/Contract Professional	01/01/14 06/30/14	\$6,000.00 12 mo (stipend)	Temporary administrative stipend; base salary is \$72,388.00/12 mo
McCarthy, Paula	Academic Adviser II/Center Academic Advising & Student Success/Contract Professional	12/31/13 05/31/14	\$35,275.00 12 mo	Temporary reappointment
Monroe, Laura B.	Coordinator, Writing Lab/Student Academic Success/Contract Professional	01/01/14 06/30/14	\$8000.00 12 mo (stipend)	Temporary administrative stipend; base salary is \$48,695.00/12 mo

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<u>Change</u>				
Burton, Barbara	Secretary/Student Success Center/Staff	06/17/13	\$16.48/H	Transfer via reorganization; department change from Office of the Assistant Vice President, Student Success-Center for Student Success
Redford, Jennifer R.	Administrative Assistant/ Transfer & Adult Student Enrollment Center/Staff	12/30/13		Title change from Program Assistant
	Student Services Counselor/ Admissions/Staff	03/01/14	\$17.39/H	Transfer via reorganization; title change from Administrative Assistant; department change from Transfer & Adult Student Enrollment Center; salary change from \$16.72/H; grade change from 116 to 117
<u>Separation</u>				
Metelko, Suzanne	Director, UA Lakewood Center/Contract Professional	06/06/2014	\$65,405.00 12 mo	Resignation
Wilhelm, Megan	Academic Adviser II/Center for Academic Advising & Student Success/Contract Professional	03/28/13	\$38,000.00 12 mo	Resignation
DIVISION OF STUDENT AFFAIRS				
<u>Appointment/Reappointment</u>				
Adams, Stacey	Manager, Fitness & Wellness/ Student Recreation & Wellness Services/Contract Professional	01/23/14	\$39,000.00 12 mo	Appointment vice A. Taylor
Lemon, Deborah Elaine	Secretary/Academic Achievement Programs/Staff	11/25/13 06/30/14	\$10.43/H	Temporary appointment vice S. Skelton
<u>Change</u>				
Pryor, Marlene	Secretary/Academic Achievement Programs/Staff	11/11/13 05/31/14	\$11.94/H	Transfer vice K. Turner; salary change from \$12.98/H; title change from Program Assistant; department change from Center for Academic Advising & Student Success; grade change from 116 to 114
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO				
<u>Appointment/Reappointment</u>				
Hearns, Rene	Grant Accountant/Associate Vice President & Controller/ Contract Professional	02/01/14 04/30/14	\$36,129.00 12 mo	Temporary reappointment
Hower, Samantha J.	Lead Team Coordinator-Dining Services/University Dining Services/Staff	01/02/14	\$11.75/H	Appointment vice A. McCabe
Staley, Gregory A.	Assistant Manager, Dining Services/University Dining Services/Staff	01/06/14	\$1,064.00 BW	Transfer vice N. August; salary change from \$10.50/H; title change from Lead Team Coordinator – Dining Services; grade change from 114 to 117
<u>Separation</u>				
Bennett, Debra	Food Service Worker/University Dining Services/Staff	01/31/13	\$12.86/H	Disability Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT				
<u>Appointment/Reappointment</u>				
Penza, Thomas	Stationary Engineer 2/Physical Facilities/Staff	12/02/13	\$18.77/H	Appointment vice M. Walton
Petrella, Nicholas	Plant Maintenance Engineer/Physical Facilities/Staff	12/16/13	\$26.00/H	Appointment vice S. Nixon
<u>Change</u>				
Butusov, Mark	Police Officer 2/University Police Department/Staff	01/06/14	\$27.79/H	Transfer; department change from University Police-Wayne
Hawkins, Jon	Maintenance Repair Worker Apprentice/Physical Facilities/Staff	10/05/13	\$18.18/H	Salary adjustment per bargaining agreement for completion of two years of training; salary change from \$17.10/H
Hill, Jason	Police Officer 2/University Police Department/Staff	12/02/13	\$28.59/H	Salary adjustment per bargaining agreement for completion of service years and training; salary change from \$27.79/H
Horn, Michael	Master Locksmith Certified/University Police Department/Staff	05/20/13		Title change from Locksmith per bargaining agreement for completion of four years of training
Kantorowski, Paul	Master Locksmith Certified/University Police Department/Staff	05/20/13		Title change from Locksmith per bargaining agreement for completion of four years of training
Morris, John	Master Locksmith Certified/University Police Department/Staff	01/01/14		Title change from Master Locksmith per bargaining agreement for completion of four years of training
Paonessa, Angela	Police Officer 2/University Police Department/Staff	11/18/13	\$28.59/H	Salary adjustment per bargaining agreement for completion of service years and training; salary change from \$27.79/H
Perry, Matthias	Building Maintenance Superintendent/Physical Facilities/Staff	10/05/13	\$21.89/H	Salary adjustment per bargaining agreement for completion of apprenticeship program; salary change from \$20.56/H
Scattone, Charles	Master Locksmith Certified/University Police Department/Staff	01/01/14		Title change from Master Locksmith per bargaining agreement for completion of four years of training
<u>Separation</u>				
Crawford, Ralph	Master Building Services Worker Certified/Physical Facilities/Staff	12/31/13	\$17.65/H	Retirement
Feaster, Fred	Custodial Superintendent/Physical Facilities/Staff	07/31/13	\$19.09/H	Retirement
Kelly, Dennis	Painter/Physical Facilities/Staff	01/31/14	\$20.70/H	Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR TALENT DEVELOPMENT & HUMAN RESOURCES				
<u>Change</u>				
Spayd, Michael A.	Human Resources Business Analyst/Human Resources/ Contract Professional	02/01/14	\$47,000.00 12 mo	Transfer vice L. Gerber; salary change from \$1,347.24/BW; title change from Coordinator/Recruiter Employment Services; grade change from 119 to 120
VICE PRESIDENT FOR RESEARCH & DEAN GRADUATE SCHOOL				
<u>Leave</u>				
Hinkle, Mary Ellen	Director, Accounting, University of Akron Research Foundation/ Office of Technology Transfer/ Contract Professional	10/03/13 11/20/13	\$77,250.00 12 mo	100% leave without compensation
		11/21/13 01/01/14		50% leave without compensation
BUCHTEL COLLEGE OF ARTS & SCIENCES				
<u>Appointment/Reappointment</u>				
Hartwell, Anne Marie	Research Associate/Geosciences/Staff	01/06/14 08/31/14	\$1,596.15 BW	Temporary appointment
Stewart, Kara	Visiting College Lecturer; Dance Institute Rehearsal Director/ Dance, Theatre & Arts Administration/Faculty	08/26/13 12/15/13	\$1,440.00 9 mo (stipend)	Temporary administrative stipend; base salary is \$40,000.00/9 mo
		01/13/14 05/11/14	\$5,472.00 9 mo (stipend)	Temporary administrative stipend; base salary is \$40,000.00/9 mo
Yang, Li	Visiting Instructor/Modern Languages/Faculty	12/17/13 05/11/14	\$35,400.00 9 mo	Temporary reappointment
<u>Change</u>				
Cox III, Raymond W.	Professor, Public Administration & Urban Studies; Fellow, Ray C. Bliss Institute of Applied Politics; Senior Fellow, Institute for Life-Span Development & Gerontology/Faculty (BUF)	01/02/14	\$121,077.00 9 mo	Additional title Fellow, Ray C. Bliss Institute of Applied Politics
Reichert, Brenda	Administrative Assistant/ Communication/Staff	12/02/13	\$15.77/H	Transfer via reorganization; title change from Data Systems Specialist; department change from Education Dean's Office; grade change from 118 to 116
<u>Separation</u>				
Crowe, James R.	Slide Librarian/Art/Contract Professional	12/31/13	\$50,090.00 12 mo	Retirement
Ethridge-Williamson, Mary	Director Communications, Arts & Sciences/Buchtel College of Arts & Sciences Dean's Office/ Contract Professional	01/02/14	\$55,000.00 12 mo	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
COLLEGE OF BUSINESS ADMINISTRATION				
<u>Appointment/Reappointment</u>				
Duwaldt, Elizabeth	Business Practitioner/College of Business Administration Dean's Office/Contract Professional	12/02/13 06/30/14	\$75,200.00 12 mo	Temporary reappointment
Son, Huynh	Academic Adviser II/College of Business Administration Undergraduate Studies/Contract Professional	12/16/13 05/31/14	\$36,000.00 12 mo	Temporary appointment
<u>Change</u>				
Aggarwal, Raj	Frank C. Sullivan Professor Emeritus, International Business & Finance/Finance/Faculty (BUF)	07/01/13		Title change; award of emeritus status
Srinivasan, Mahesh	Associate Professor, Management; Coordinator, Supply Chain/Operations Management Program/Management/Faculty (BUF)	08/26/13	\$115,615.00 9 mo	Additional title Coordinator, Supply Chain/Operations Management Program
Vijayaraman, Bindiganavale	Professor, Management & Information Systems; Director, Center for Information Technology & e-Business; Coordinator, Information Systems Management Program/Management/Faculty (BUF)	08/26/13	\$143,053.00 9 mo	Additional title Coordinator, Information Systems Management Program
COLLEGE OF EDUCATION				
<u>Appointment/Reappointment</u>				
White, Alison	Project Director, Olsen Akron Hub/Education Dean's Office/Contract Professional	12/01/13 06/30/14	\$65,000.00 12 mo	Temporary reappointment
White, Sandra L.	Administrative Assistant/Education Dean's Office/Staff	01/01/14 06/30/14	\$15.95/H	Temporary reappointment; salary change from \$2,154.05/BW; title change from Grant Project Coordinator;
<u>Change</u>				
Kernen, Margaret V.	Senior Clinical Instructor, Education/Curricular & Instructional Studies/Contract Professional	05/15/14	\$51,263.00 12 mo	End date change from 04/15/14
COLLEGE OF ENGINEERING				
<u>Appointment/Reappointment</u>				
Clark, Ashley B.	Office Assistant/Engineering Dean's Office/Staff	12/01/13 12/10/13	\$14.47/H	Temporary reappointment
		12/11/13 01/14/14	\$14.47/H	Temporary reappointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Daniels, Christopher C.	Research Associate Professor/ Engineering Dean's Office/ Faculty	11/01/13 01/14/14	\$131,231.00 12 mo	Temporary reappointment
Maillet, Emmanuel	Postdoctoral Research Associate/Mechanical Engineering/Staff	11/01/13 10/31/14	\$1,923.08 BW	Temporary reappointment; salary change from \$1,730.77/BW due to additional duties
Oravec, Heather	Research Assistant Professor/ Engineering Dean's Office/ Faculty	11/01/13 01/14/14	\$81,900.00 12 mo	Temporary reappointment
Seo, Kwang Su	Laboratory Manager/Chemical & Biomolecular Engineering/ Staff	01/01/14 12/31/14	\$1,538.46 BW	Temporary reappointment
Tury, Barbara	Research Associate/Civil Engineering/Staff	01/01/14 12/31/14	\$1,756.73 BW	Temporary reappointment
Wasowski, Janice L.	Senior Research Engineer/ Engineering Dean's Office/Staff	12/01/13 01/14/14	\$3,342.79 BW	Temporary reappointment
<u>Change</u>				
Omar, Abbas	Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Faculty	01/31/14	\$165,000.00 12 mo	Change of start date from 12/20/13

COLLEGE OF HEALTH PROFESSIONS

Appointment/Reappointment

Lax, Greta	ARI-AHEC Center Director/ Nursing/Contract Professional	01/01/14 08/31/14	\$53,045.00 12 mo	Temporary reappointment
Nunez, April	Nurse Practitioner-Nursing/ Contract Professional	01/06/14	\$85,000.00 12 mo	Appointment
Ritenour, Lisa L.	Nurse Practitioner-Nursing/ Contract Professional	12/09/13	\$85,000.00 12 mo	Appointment vice A. Olson

Separation

Lesner, Sharon	Professor, Audiology/Speech- Language Pathology & Audiology; Fellow, Institute for Lifespan Development & Gerontology/Faculty (BUF)	05/31/14	\$113,635.00 9 mo	Resignation
----------------	---	----------	----------------------	-------------

SCHOOL OF LAW

Leave

Oddi, A. Samuel	Professor, Law; Holder, Giles Sutherland Rich Chair; Intellectual Property Center Fellow/Faculty	01/13/14 05/31/14	\$170,684.00 9 mo	100% leave without compensation
-----------------	---	----------------------	----------------------	---------------------------------

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING				
<u>Appointment/Reappointment</u>				
Butcher, John S.	Training Module Developer- Science & Polymer Engineering/ Polymers Dean's Office/ Contract Professional	01/09/14 01/08/15	\$77,250.00 12 mo	Temporary reappointment
Jacquet, Robin M.	Laboratory Manager/Institute of Polymer Science/Staff	12/30/13 02/02/14	\$2,550.25 BW	Temporary reappointment
Lohrey, Laurel J.	Coordinator, Outreach Programs, Polymer Science & Polymer Engineering/Polymers Dean's Office/Staff	01/06/14 01/05/15	\$14.94/H	Temporary reappointment
Monroy, Victor M.	Instructional Director, Polymer Science & Polymer Engineering/ Polymers Dean's Office/ Contract Professional	01/01/14 06/30/14	\$216,424.00 12 mo	Temporary reappointment
Pugh, Coleen	Professor, Polymer Science; Department Chair, Polymer Science/Faculty	01/01/14 06/30/14	\$169,585.00 12 mo (base)	Additional title and administrative stipend for Department Chair appointment
			\$16,958.00 12 mo (stipend)	
Wang, Shih-Fan	Postdoctoral Research Associate/Institute of Polymer Science/Staff	12/30/13 06/29/14	\$1,153.84 BW	Temporary reappointment
Xiaofei, Jia	Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff	01/09/14 10/31/14	\$1,269.23 BW	Temporary appointment
Xu, Zhijun	Senior Postdoctoral Research Associate/Institute of Polymer Science/Staff	03/16/14 02/16/15	\$1,865.38 BW	Temporary reappointment
Zhou, Xianfeng	Postdoctoral Research Associate/Institute of Polymer Science/Staff	02/01/14 01/31/15	\$1,846.15 BW	Temporary reappointment

Change

Wang, Fei	Postdoctoral Research Fellow/ Polymer Engineering/Staff	12/01/13 01/31/14	\$1,461.54 BW	Change of end date from 02/17/14
-----------	--	----------------------	------------------	----------------------------------

Separation

McDearmon, Bethany	Research Assistant/Institute of Polymer Science/Staff	01/03/14	\$18.00/H	Resignation
--------------------	--	----------	-----------	-------------

SUMMIT COLLEGE

Change

Boley, Joshua	Engineering Technician Senior/Engineering & Science Technology/Staff	09/23/13	\$1,411.90 BW	Job reclassification via job audit; salary change from \$16.97/H; title change from Engineering Technician; grade change from 118 to 119
---------------	--	----------	------------------	---

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
UNIVERSITY LIBRARIES				
<u>Appointment/Reappointment</u>				
Collins, David M.	Senior Web Development Specialist/UL Electronic Services/Staff	01/02/14	\$25.00/H	Appointment vice T. Burkholder
Linberger, Peter	Professor, Bibliography; Collection Management Officer/UL Dean's Office/Faculty	01/01/14 12/31/14	\$8,000.00 12 mo (stipend)	Temporary administrative stipend for Collection Management Officer assignment; base salary is \$70,975.00/12 mo
<u>Separation</u>				
Ketcham, Kaye	Administrative Assistant Senior/UL Dean's Office/Staff	02/28/14	\$22.82/H	Retirement
WAYNE COLLEGE				
<u>Change</u>				
Barath, William	Police Officer 2/University Police-Wayne/Staff	01/06/14	\$28.59/H	Transfer; department change from University Police Department

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
-------------	----------------------------------	---------------------------	--------------------	----------------------

ADDENDUM

FULL-TIME EMPLOYEE PERSONNEL ACTIONS

OFFICE OF THE PRESIDENT

Appointment/Reappointment

Chappel, Leonard	Assistant Men's Soccer Coach/Office of Athletics/ Contract Professional	01/15/14	\$55,000.00 12 mo	Appointment vice C. Capellas
Peterson, John	Assistant Head Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional	01/13/14	\$100,000.00 12 mo	Appointment vice A. Arrington
Mounds, Otis Stacey	Assistant Football Coach; Defensive Backs Coach/Office of Athletics/Contract Professional	01/18/14	\$70,000.00 12 mo	Appointment vice D. Terrell Buckley

Separation

Buckley, D. Terrell	Assistant Football Coach/Office of Athletics/Contract Professional	01/11/14	\$70,000.00 12 mo	Resignation
---------------------	--	----------	----------------------	-------------

OFFICE OF ACADEMIC AFFAIRS

Separation

Walker, Darlene K	Coordinator Student Enrollment/Registrar/Staff	02/28/14	\$23.85/H	Retirement
-------------------	---	----------	-----------	------------

DIVISION OF STUDENT SUCCESS

Appointment/Reappointment

Carey, Laura L.	University Relations Manager/Career Center/Contract Professional	01/27/14	\$64,000.00 12 mo	Appointment vice A. Toorney
-----------------	--	----------	----------------------	-----------------------------

Separation

King, Connie L.	Manager Workforce Development/UA Business Solutions/Contract Professional	01/17/14	\$61,532.00 12 mo	Resignation
Whitsel, Nan M.	Account Executive Sales/UA Business Solutions/Contract Professional	01/17/14	\$45,038.00 12 mo	Resignation

DIVISION OF STUDENT AFFAIRS

Separation

Laplant, James J.	Building Services Worker/ Residence Life & Housing/Staff	01/16/14	\$13.45/H	Resignation
-------------------	---	----------	-----------	-------------

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO				
<u>Appointment/Reappointment</u>				
McElfresh, Stephanie	Grant Accountant/Associate VP & Controller/Contract Professional	01/27/14	\$42,500.00 12 mo	Appointment vice B. Brown
<u>Separation</u>				
McNulty, Linda M.	Master Food Service Worker/University Dining Services/Staff	02/28/14	\$13.84/H	Retirement
Voth, Elizabeth D.	University Treasury Manager/Treasurer/Contract Professional	04/30/14	\$60,296.00 12 mo	Retirement

VICE PRESIDENT FOR PUBLIC AFFAIRS & DEVELOPMENT

Separation

Bame, Kathleen F.	Director, Development Center for Gift and Estate Planning/Development/Contract Professional	01/23/14	\$87,002.00 12 mo	Resignation
-------------------	--	----------	----------------------	-------------

VICE PRESIDENT FOR CAPITAL PLANNING & FACILITIES MANAGEMENT

Separation

Haskell, James C.	Director, Campus Planning & Space Utilization/VP, Capital Planning & Facilities Management/Staff	04/30/14	\$3,427.14 BW	Retirement
Jagodzinski, Vincent J.	Manager Grounds, Special Services & Recycling/Physical Facilities/Staff	02/07/14	\$1,980.77 BW	Resignation

BUCHTEL COLLEGE OF ARTS & SCIENCES

Appointment/Reappointment

Gregoric, Matjaz	Postdoctoral Fellow/Biology/Staff	01/16/14 08/31/14	\$1,423.08 BW	Temporary appointment
------------------	--------------------------------------	----------------------	------------------	-----------------------

Separation

Chyi, Lindgren L.	Professor, Geosciences/Faculty (BUF)	05/31/14	\$110,008.00 9 mo	Retirement
King, Timothy P.	Theatre Technician/Dance, Theatre & Arts Administration/ Staff	01/06/14	\$16.34/H	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
COLLEGE OF ENGINEERING				
<u>Appointment/Reappointment</u>				
Aljuhani, Abdulwahab Saeed	Postdoctoral Research Associate/Chemical & Biomolecular Engineering/Staff	01/15/14 01/14/15	\$1,350.00 BW	Temporary appointment
<u>Separation</u>				
Kappes, Mariano	Research Scholar/Chemical & Biomolecular Engineering/Staff	01/13/14	\$1,269.23 BW	Cancelled contract; employee did not return to the United States from Argentina
COLLEGE OF HEALTH PROFESSIONS				
<u>Appointment/Reappointment</u>				
Crites, Lisa K.	Coordinator Social Work- Wayne/Social Work/Contract Professional	02/24/14	\$64,000.00 12 mo	Appointment
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING				
<u>Appointment/Reappointment</u>				
Gu, Yuanqing	Postdoctoral Fellow/Institute, Polymer Engineering/Staff	01/02/14 12/15/14	\$1,538.46 BW	Temporary appointment
Toth, Kalman	Postdoctoral Research Associate/Institute, Polymer Science/Staff	01/29/14 01/28/15	\$1,384.62 BW	Temporary appointment
Yue, Kan	Postdoctoral Research Associate/Institute, Polymer Science/Staff	01/06/14 09/30/14	\$1,892.00 BW	Temporary appointment
UNIVERSITY LIBRARIES				
<u>Separation</u>				
Boatright, Anna J.	Library Specialist/University Libraries - Electronic Services/Staff	02/07/14	\$14.41/H	Resignation
Linberger, Peter	Professor, Bibliography; Collection Management Officer/University Libraries, Office of the Dean/Faculty (BUF)	03/31/14	\$70,975.00 12 mo	Retirement
WAYNE COLLEGE				
<u>Separation</u>				
Burkey, Zachary P.	Facilities Maintenance Worker, Wayne College/Academic Affairs - Wayne/Staff	01/03/14	\$11.06/H	Resignation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
-------------	----------------------------------	---------------------------	--------------------	----------------------

**FULL-TIME EMPLOYEE PERSONNEL ACTIONS RECOMMENDED IN EXECUTIVE SESSION
FOR APPROVAL IN PUBLIC SESSION WITH THE PERSONNEL ACTIONS, AS AMENDED**

OFFICE OF THE PRESIDENT

Appointment/Reappointment

Proenza, Luis	President; Professor, Biology; Adjunct Professor, Education; Adjunct Professor, Political Science/Office of the President/Faculty	02/05/14	\$60,200.37	Retention bonus per employment agreement and second addendum
			One-time payment	
			\$40,101.48	Performance bonus per employment agreement and second addendum
			One-time payment	

**REEMPLOYMENT NOTIFICATION
THE UNIVERSITY OF AKRON**

In accordance with rule 3359-11-15, the following recommendations for retirement and re-employed are noted as follows:

Darlene K. Walker	Registrar	Coordinator Student Enrollment
James C. Haskell	VP, Capital Planning & Facilities Management	Director, Campus Planning & Space Utilization

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Luis M. Proenza, dated February 5, 2014, 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.

Ted A. Mallo, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR FALL 2013 SPRING 2014

Name	Title	Department	Amount	Term Rate	Action	Term
DIVISION OF STUDENT SUCCESS						
Steeber,Dawson	Associate Lecturer	Student Academic Success	1113.49	757.48	DTA	Fall
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Anderson,Madeleine A	Senior Lecturer	Modern Languages	8007.68	1000.96	REH	Spring
Antonucci,Sally M	Associate Lecturer	Family & Cons Sciences	4900.00	700.00	REH	Spring
Baker,David B	Professor	Psychology	7998.00	1333.00	REH	Spring
Barnett,Eric J	Assistant Lecturer	Communication	2400.00	800.00	HIR	Spring
Barrett,Robert P	Senior Lecturer	Geosciences	8189.52	1023.69	REH	Spring
Becks,Paul M	Associate Lecturer	Geosciences	5768.00	824.00	REH	Spring
Bendekgy,Edward J	Associate Lecturer	Modern Languages	6592.00	824.00	REH	Spring
Blazunas,Peter R	Assistant Lecturer	Economics	2100.00	700.00	REH	Spring
Bonko,Mary J	Senior Lecturer	Modern Languages	8025.04	1003.13	REH	Spring
Bragg,Todd A	Senior Lecturer	Economics	2781.00	927.00	REH	Spring
*Brandel,Irvin W	Senior Lecturer	Family & Cons Sciences	3084.03	1028.01	REH	Spring
Brown,Miraides	Assistant Lecturer	Statistics	2400.00	800.00	REH	Spring
Buehler,Sarah E	Assistant Lecturer	Modern Languages	2678.00	669.50	REH	Spring
Burton,Heather E	Senior Lecturer	Pan African Studies	2759.40	919.80	REH	Spring
Capes,Lyn S	Assistant Lecturer	Modern Languages	5211.43	744.49	REH	Spring
Castillo,Katherine L	Assistant Lecturer	Modern Languages	2600.00	650.00	DTA	Fall
Chaplin,John M	Senior Lecturer	Philosophy	5194.14	865.69	REH	Spring
*Commisso,Rosa	Senior Lecturer	Modern Languages	4233.24	1058.31	REH	Spring
Craig,Patrick M	Associate Lecturer	Philosophy	4200.00	700.00	REH	Spring
Crissey Jr,Willis S	Assistant Lecturer	Computer Science	2400.00	800.00	REH	Spring
Davidson,Gail	Senior Lecturer	Family & Cons Sciences	3090.00	1030.00	REH	Spring
Drozin,Michael A	Assistant Lecturer	Statistics	4800.00	600.00	REH	Spring
Dudack,Matthew John	Senior Lecturer	Music	3394.88	848.72	REH	Spring
Dugan,Dennis	Special Lecturer	Dance, Theatre & Arts Admin	3084.03	1028.01	REH	Spring
Faye,Cathy	Special Lecturer	Psychology	6000.00	1000.00	REH	Spring
Frankovits,Nicholas D	Senior Lecturer	Geosciences	7271.88	1038.84	REH	Spring
Fuzer,Donald E	Associate Lecturer	Family & Cons Sciences	2899.65	966.55	REH	Spring
Ganter,Theresa M	Senior Lecturer	Modern Languages	7839.93	1119.99	REH	Spring
Gorogianni,Eugenia	Senior Lecturer	Anthropology & Classical St	2987.91	995.97	REH	Spring
*Guegold,William K	Senior Lecturer	Music	7200.00	1200.00	REH	Spring
Hackett,James E	Senior Lecturer	Philosophy	5400.00	900.00	REH	Spring
Hamilton,Barton H	Senior Lecturer	Chemistry	3787.44	946.86	REH	Spring
Hamo,Ahmad S	Assistant Lecturer	Modern Languages	6000.00	750.00	REH	Spring
Hebert,Jennifer	Senior College Lecturer	English	1514.40	1514.40	OVL	Fall
Herold,Linda A	Associate Lecturer	Family & Cons Sciences	5194.14	865.69	REH	Spring
Heyne,Edward J	Associate Lecturer	Computer Science	6600.00	1100.00	REH	Spring
Homitz,L. Sunday J	Special Lecturer	Dance, Theatre & Arts Admin	2056.02	1028.01	REH	Spring
Karriker,Kendra M	Assistant Lecturer	Music	1600.00	800.00	REH	Spring
Keister,Scott E	Assistant Lecturer	Modern Languages	5047.00	721.00	REH	Spring
Kennigott,Catherine L	Senior Lecturer	Modern Languages	2133.94	1066.97	REH	Spring
*King,Randall H	Senior Lecturer	Economics	3600.00	1200.00	REH	Spring
Lusk,Donna L	Assistant Lecturer	Family & Cons Sciences	3296.00	824.00	REH	Spring
Manteghi,Debra L	Assistant Lecturer	Family & Cons Sciences	1523.38	761.69	REH	Fall
Owen,Penelope L	Senior Lecturer	Anthropology & Classical St	2475.00	1100.00	HIR	Fall
Rhoades,Elizabeth	Senior College Lecturer	English	1515.10	1515.10	OVL	Fall
Rittenour,Mark W	Senior College Lecturer	Communication	1910.38	1910.38	OVL	Fall
Silverman,Laura	Senior Lecturer	Music	2261.62	1028.01	DTA	Fall
Todaro,Rachael D	Assistant Lecturer	Modern Languages	2800.00	700.00	REH	Fall
Wehrmann,Rock	Special Lecturer	Music	2557.07	752.08	DTA	Fall

PART-TIME TEACHING CREDIT COURSES FOR FALL 2013 SPRING 2014

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF BUSINESS ADMINISTRATION						
Bernat,Andrew William	Senior Lecturer	Accountancy	6180.00	1030.00	REH	Spring
Burke,Richard W	Senior Lecturer	Accountancy	3150.00	1050.00	REH	Spring
Dimengo,Steven A	Senior Lecturer	Accountancy	1575.00	1050.00	REH	Spring
Gerspacher,Tim P	Assistant Lecturer	Accountancy	1500.00	1000.00	REH	Spring
Joykutty,Shibu	Associate Lecturer	Accountancy	3000.00	1000.00	REH	Spring
Leong,Chun (John) Kit	Associate Lecturer	Accountancy	5407.50	901.25	REH	Spring
*Winick,Bernard S	Associate Lecturer	Finance	750.00	1000.00	DTA	Fall
COLLEGE OF EDUCATION						
Bancroft,Senetta F	Assistant Lecturer	Educ Found & Leadership	1800.00	600.00	HIR	Spring
Bartley,Alise G	Senior Lecturer	Counseling	5960.28	993.38	REH	Spring
Carmola,Patricia A	Associate Lecturer	Supervising Teachers	1802.26	780.20	DTA	Fall
Cole,Bethanie A	Assistant Lecturer	Counseling	2400.00	600.00	HIR	Spring
*Colville-Hall,Susan G	Senior Lecturer	Curr & Instr Studies	7920.00	2400.00	DTA	Fall
Cooper,Elizabeth	Senior Lecturer	Curr & Instr Studies			RET	Fall
Eleo,Larry J	Assistant Lecturer	Supervising Teachers	3003.00	700.00	DTA	Fall
Gray,Myron T	Assistant Lecturer	Supervising Teachers	749.90	757.48	DTA	Fall
Hartung PhD,Paul J	Senior Lecturer	Counseling	2824.02	941.34	REH	Spring
Lemanski,Laura M	Assistant Lecturer	Supervising Teachers	462.00	700.00	HIR	Fall
Poetter,Holly M	Associate Lecturer	Supervising Teachers	2839.92	780.20	DTA	Fall
Saltz,Jerrilyn J	Senior Lecturer	Supervising Teachers	6179.20	891.66	REH	Fall
COLLEGE OF ENGINEERING						
Bunnell,Robert L	Senior Lecturer	Civil Engineering	3572.04	1190.68	REH	Spring
Khalifa,Waseem U	Senior Lecturer	Civil Engineering	4326.00	1442.00	REH	Spring
COLLEGE OF HEALTH PROFESSIONS						
Baad,Darlene	Assistant Lecturer	Social Work	2472.00	824.00	REH	Spring
Bass,Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	8062.88	1007.86	REH	Spring
Davis,Ronald E	Assistant Lecturer	Social Work	6592.00	824.00	REH	Spring
Decapite,Frances S	Special Lecturer	Speech-Lang Path & Audiology	8353.92	1044.24	REH	Spring
Denton,Robert	Senior Lecturer	Social Work	4112.04	1028.01	REH	Spring
Deuble,Jennifer V	Assistant Lecturer	Speech-Lang Path & Audiology	7000.00	1000.00	REH	Spring
Devore,Colleen E	Assistant Lecturer	Social Work	2400.00	800.00	REH	Spring
Dunivant,Crystal Nacolle	Assistant Lecturer	Social Work	6400.00	800.00	REH	Spring
Edgar,Tim C	Assistant Lecturer	Social Work	2472.00	824.00	REH	Spring
Farrar-Laco,Margaret E	Assistant Lecturer	Nursing	8400.00	1050.00	HIR	Spring
Ferran,Kelly M	Special Lecturer	Nursing	3600.00	900.00	HIR	Spring
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audiology	3019.11	1006.37	REH	Spring
Fleming,Mandy M	Assistant Lecturer	Speech-Lang Path & Audiology	2678.24	811.59	REH	Spring
Frye-Leland,Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	7992.80	999.10	REH	Spring
Hall,Jennifer	Special Lecturer	Speech-Lang Path & Audiology	8224.08	1028.01	REH	Spring
Hatcher,Mary E	Assistant Lecturer	Social Work	3200.00	800.00	REH	Spring
Hollon,Ellen C	Assistant Lecturer	Speech-Lang Path & Audiology	2688.50	950.00	HIR	Spring
Houston,Maria P	Assistant Lecturer	Speech-Lang Path & Audiology	4326.00	1442.00	REH	Spring
Huff,Debra L	Associate Lecturer	Social Work	5713.62	952.27	REH	Spring
Keck,Gregory C	Senior Lecturer	Social Work	5194.14	865.69	REH	Spring
Kinsey,Jessica Lee	Assistant Lecturer	Social Work	1648.00	824.00	REH	Spring
Laign,Jennifer L	Assistant Lecturer	Nursing	4200.00	1050.00	HIR	Spring
Leslie,Terri Y	Assistant Lecturer	Social Work	824.00	824.00	REH	Spring
Schoonover,Bernadine M	Special Lecturer	Nursing	252.00	900.00	PAY	Fall
Smithson,Tammy K	Special Lecturer	Nursing	4626.04	1028.01	REH	Fall
SCHOOL OF LAW						
Dowling,William D	Senior Lecturer	Law - Instruction	870.00	870.00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR FALL 2013 SPRING 2014

Name	Title	Department	Amount	Term Rate	Action	Term
SUMMIT COLLEGE						
Ardner,Larry J	Senior Lecturer	Business Technology	775.50	825.00	HIR	Fall
Brown,Fannie L	Senior Lecturer	Associate Studies	4328.45	865.69	DTA	Fall
Harris,Jo Ann	Senior Lecturer	Associate Studies	973.91	973.91	REH	Fall
Kent,Mark S	Special Lecturer	Business Technology	1200.00	800.00	HIR	Fall
Mc Donald,Rebecca A	Senior College Lecturer	Developmental Programs	1888.04	1888.04	REH	Fall
Miller,Michelle A	Senior College Lecturer	Developmental Programs	1925.16	1925.16	REH	Fall
Shafer,Renae M	Special Lecturer	Engineering & Science Tech	636.54	636.54	REH	Fall
Snyder,Gary E	Senior Lecturer	Business Technology	916.50	975.00	REH	Fall
Stone,Cynthia Y	Associate Lecturer	Public Service Technology	1591.36	795.68	REH	Fall
Thelen,David A	Special Lecturer	Engineering & Science Tech	1406.76	703.38	DTA	Fall
WAYNE COLLEGE						
Gordon,Timothy L	Senior Lecturer	Psychology-Wayne	92.01	1022.36	REH	Fall
Johnson,Tanya	Senior Lecturer	Business & Office Tech-Wayne			RET	Fall
Long,Charles H	Associate Lecturer	Mathematics-Wayne	89.46	745.54	REH	Fall

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
FALL 2013, SPRING/SUMMER/FALL 2014**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT								
Baker,Katherine	Athletics' Events Asst	Athletics Office	STA	9/7/2013	6/30/2014	8.50	HIR	TMP
Beyer,Joseph	Mgr Athls Facilities & Oper	Athletics Office	CP	11/23/2013	11/30/2013	50.00	REH	1XP
Beyer,Joseph	Mgr Athls Facilities & Oper	Athletics Office	CP	11/30/2013	11/30/2013	75.00	REH	1XP
Brosovich,Lisa M	Events Assistant	Performing Arts Hall	STA	10/30/2013	10/30/2013	1200.00	REH	1XP
Dipold,Edward	Athletics' Events Asst	Athletics Office	STA	10/31/2013	11/30/2013	1290.30	REH	1XP
Dipold,Edward	Athletics' Events Asst	Athletics Office	STA	11/30/2013	11/30/2013	967.73	REH	1XP
Dobson,Stuart	Camp Worker	Athletics Office	STA	12/3/2013	12/3/2013	3000.00	REH	1XP
Doutt,Alexa S	Dir Z-Fund	Athletics Office	CP	11/1/2013	11/1/2013	125.00	HIR	1XP
Duncan,Marvin B	Game Assistant	Athletics Office	STA	11/29/2013	11/29/2013	2579.85	REH	1XP
Henderson Sr,Anthony	Dir Athletics Development	Athletics Office	CP	11/1/2013	11/1/2013	125.00	HIR	1XP
Hoon,Allan M	Mgr Athletics Field House	Athletics Office	CP	10/20/2013	10/20/2013	450.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Athletics Office	CP	11/15/2013	11/15/2013	200.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Athletics Office	CP	11/23/2013	11/23/2013	200.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Athletics Office	CP	11/30/2013	11/30/2013	225.00	REH	1XP
Huettmann,Bryan T	Athletics' Events Asst	Athletics Office	STA	11/27/2013	11/27/2013	150.00	REH	1XP
Huettmann,Bryan T	Athletics' Events Asst	Athletics Office	STA	12/31/2013	12/31/2013	250.00	REH	1XP
Huettmann,Bryan T	Dir Infocision Stadium	Athletics Office	CP	11/15/2013	11/15/2013	150.00	REH	1XP
Huettmann,Bryan T	Dir Infocision Stadium	Athletics Office	CP	11/23/2013	11/23/2013	150.00	REH	1XP
Huettmann,Bryan T	Dir Infocision Stadium	Athletics Office	CP	11/30/2013	11/30/2013	150.00	REH	1XP
Kerosky,Stephen	Athletics' Events Asst	Athletics Office	STA	8/20/2013	6/30/2014	10.00	HIR	TMP
Kreptowski,Joseph	Athletics' Events Asst	Athletics Office	STA	11/15/2013	11/15/2013	95.00	HIR	1XP
Kreptowski,Joseph	Athletics' Events Asst	Athletics Office	STA	11/30/2013	11/30/2013	45.00	REH	1XP
Kunsmann,Charles A	Athletics' Events Asst	Athletics Office	STA	12/8/2013	12/8/2013	525.00	REH	1XP
McLellan,Eric M	Athletics' Events Asst	Athletics Office	STA	11/25/2013	6/30/2014	10.00	HIR	TMP
Newhouse,Nathanael	Asst Dir Ticket Operations	Athletics Office	CP	9/28/2013	9/28/2013	80.00	REH	1XP
Newhouse,Nathanael	Athletics' Events Asst	Athletics Office	STA	11/23/2013	11/23/2013	75.00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Athletics Office	CP	9/28/2013	9/28/2013	80.00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Athletics Office	CP	11/30/2013	11/30/2013	75.00	REH	1XP
Onesti,Todd	Events Assistant	Performing Arts Hall	STA	11/25/2013	6/15/2014	19.90	HIR	TMP
Rose,Jared K	Volunteer Asst Coach	Athletics Office	CP	7/1/2013	6/30/2014	0.00	REH	TMP
Schmitz,Spencer D	Athletics' Events Asst	Athletics Office	STA	10/27/2013	10/27/2013	300.00	HIR	1XP
Thompson III,Donald	Athletics' Events Asst	Athletics Office	STA	9/9/2013	6/30/2014	10.00	HIR	TMP
Williams,Dalton	Athletics' Events Asst	Athletics Office	STA	12/20/2013	5/10/2014	7.95	REA	TMP
Yeager,S. Kelci	Coord Athl Field House Op	Athletics Office	CP	10/20/2013	10/20/2013	450.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Op	Athletics Office	CP	11/15/2013	11/15/2013	100.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Op	Athletics Office	CP	11/23/2013	11/23/2013	100.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Op	Athletics Office	CP	11/30/2013	11/30/2013	50.00	REH	1XP
OFFICE OF ACADEMIC AFFAIRS								
Frankforter,Robert	Adjunct Asst Professor	Military Sci & Ldrshp	FAC		10/21/2013		TER	TMP
Harrison,Michael	Adjunct Instructor	Military Sci & Ldrshp	FAC		6/1/2013		TER	RES
Houston,Jeffrey	Adjunct Instructor	Military Sci & Ldrshp	FAC		10/1/2013		TER	RES
DIVISION OF STUDENT AFFAIRS								
Bingaman,Stephanie	Registered Nurse-PT	Health Services	STA	11/13/2013	6/30/2014	27.00	HIR	TMP
Dutcher,Cheryl Lee	Registered Nurse-PT	Health Services	STA	11/25/2013	6/30/2014	27.00	HIR	TMP
Strauss,Susan	Registered Nurse-PT	Health Services	STA	11/20/2013	6/30/2014	27.00	HIR	TMP
DIVISION OF STUDENT SUCCESS								
Aaron,Jana M	Senior Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Balla,Robert	Senior Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Baltrinic,Barbara L	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Bloodsworth,Valerie A	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Boateng,Henry A	Visiting Asst Prof	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
FALL 2013, SPRING/SUMMER/FALL 2014**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
DIVISION OF STUDENT SUCCESS (Cont.)								
Bobola,Michele M	Lecturer	UA Business Solutions	FAC	11/10/2013	12/14/2013	520.00	REH	TMP
Bobola,Michele M	Lecturer	UA Business Solutions	FAC	10/13/2013	11/2/2013	520.00	REH	TMP
Byrne,Michelle W	Asst Prof	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Calvo,Kim C	Professor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Congdon,Susan M	Lecturer	UA Business Solutions	FAC	11/17/2013	12/7/2013	1850.00	REH	TMP
Conley,Laura H	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Cooper,Jennifer	College Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Cressman,Heidi E	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Curry,Heather L	Acad Encourager	VP, Student Success	STA	12/2/2013	12/31/2014	13.00	PAY	OTH
Curry,Heather L	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	13.00	REA	TMP
Dash,Toni	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Dillard,Christopher	Assistant Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Donovan,William	Assoc Prof	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Dreibach,Melissa	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
*Dukes PhD,John	Senior Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Dutton,Paula J	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Faessel,Thomas L	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Falk,Jane	Senior College Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Fender,Elayne M.	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Gerber,Todd D	Lecturer	UA Business Solutions	FAC	10/27/2013	11/16/2013	2200.00	DTA	OTH
Hanlon,Susan C	Assoc Prof	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Harris,David Alan	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Hawkins,Nancy M	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Hill,Joyce Nichelle	Associate Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Hill,Patricia S	Assoc Prof	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Hines,Susan A	College Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Jackson,Patrick E	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Keiper,Bonnie J	Senior Instructor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Kerns,Elizabeth A	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Mikulski,Brandon A	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Montgomery,Tiffany	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Motley,Aiesha	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Nmai,Rita Yaa	Senior Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Nockengost,Kevin G	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Nockengost,Tari J	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Owen,Cheryl L	Instructor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Richardson,Laura	Visiting Instructor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	HIR	TMP
Shoenfelt,David A	Lecturer	UA Business Solutions	FAC	10/20/2013	11/30/2013	420.00	REH	TMP
Smith,Linda D	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Spencer,Jeffrey H	Senior Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Stefan-Walgenbach,Karen	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Strodbeck,Linda	Associate Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Taschner,Michael J	Professor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Tomajko,Marci L	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Ulupinar-Butzer,Aysen	Lecturer	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Ward,Diana K	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Warmbrodt,Anne	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Watts Jr,Willie	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP
Wrice,Sheldon B	Professor	VP, Student Success	FAC	8/26/2013	12/14/2013	200.00	REH	TMP
Younessi,Theodore	Lecturer	UA Business Solutions	FAC	11/17/2013	11/23/2013	195.00	REH	TMP
Zarkovacki,Lee A	Lecturer	UA Business Solutions	FAC	10/13/2013	10/26/2013	150.00	REH	TMP
Zupke,Robert J	Acad Encourager	VP, Student Success	STA	12/9/2013	12/31/2014	8.00	REA	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
FALL 2013, SPRING/SUMMER/FALL 2014**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO								
Paul,Kathryn R	Secretary	Hower House	STA	1/6/2014		10.43	HIR	REG
Smith,Lois Marie	Accountant	Assoc VP & Controller	CP	12/4/2013	3/4/2014	36129.00	REA	TMP
VICE PRESIDENT FOR PUBLIC AFFAIRS & DEVELOPMENT								
Kollman,William R	Asst Dir Alumni	Alumni Association	CP	10/28/2013	10/28/2013	500.00	HIR	1XP
VICE PRESIDENT FOR RESEARCH & DEAN OF GRADUATE SCHOOL								
Maas Esq,Andrew J	Intr Dir Proof of Cncpt Init	VP Research & Grad School	CP	12/2/2013	6/30/2014	26250.00	HIR	SWV
Maas Esq,Andrew J	Intr Dir Proof of Cncpt Init	VP Research & Grad School	CP	11/1/2013	11/30/2013	3750.00	HIR	1XP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Allen,Stephen J	Sr Multi-Media Producer	Music	CP	8/10/2013	8/10/2013	100.00	REH	1XP
Augustine,Joseph R	Artist In Residence	A&S Dean's Office	CP	11/24/2013	11/24/2013	3000.00	HIR	1XP
Aukeman,Keith	Events Assistant	Music	STA	1/1/2014	6/30/2014	16.00	REA	TMP
Badawy,Hope T	Visiting Scientist	Biology	STA	12/2/2013	6/30/2014	0.00	HIR	TMP
Black,MaryAnn	Associate Lecturer	Dance Theatre & Arts Admin	FAC	11/22/2013	11/22/2013	80.00	REH	1XP
Black,MaryAnn	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	1666.02	DTA	OTH
Conzaman,Shauna	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	1953.60	DTA	OTH
DelPrince,Leslie	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	1598.71	DTA	OTH
Denman,Megan A	Accompanist	Music	CP	1/13/2014	5/10/2014	8000.00	REH	TMP
*Dukes PhD,John	Interim Dir ELI	English Language Institute	CP	1/2/2014	12/31/2014	40000.00	HIR	SWV
Eichman,Kay E	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	3260.98	DTA	OTH
Finn,Mary Kay	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	2373.34	DTA	OTH
Fleming,Thomas	Art Model	Art	STA	12/5/2013	6/30/2014	15.00	HIR	TMP
Fraser,Robert W	Musician	Music	CP	1/13/2014	5/10/2014	1028.01	REH	TMP
Gonder,Mark H	Musician	Music	CP	1/13/2014	5/10/2014	1504.16	REH	TMP
Henderson,Lisa A	Lecturer	Dance Institute	FAC	8/26/2013	12/14/2013	2175.36	DTA	OTH
James,Stephen T	Events Assistant	Music	STA	1/1/2014	6/30/2014	17.00	REA	TMP
Malyuk,Amy R	Accompanist	Music	CP	1/13/2014	5/10/2014	1664.00	REH	TMP
Newton,Dean A	Musician	Music	CP	1/13/2014	5/10/2014	1028.01	REH	TMP
Perry,David S	Professor	Chemistry	FAC	12/3/2013	12/3/2013	2500.00	REH	1XP
Powell,Timothy W	Musician	Music	CP	1/13/2014	5/10/2014	1697.44	REH	TMP
Reilly-Howe,Pauline P	Lecturer	Dance Institute	FAC	8/26/2013	5/10/2014	3310.90	PAY	OTH
Rittenhouse,Joseph W	Special Lecturer	Dance Theatre & Arts Admin	FAC	11/11/2013	11/11/2013	50.00	REH	1XP
Schullo,Julie M	Lecturer	Dance Institute	FAC	8/26/2013	5/10/2014	2887.41	PAY	OTH
Shepherd,Cheryl	3-D Technician	Art	STA		12/6/2013	16.98	TER	RES
Silverman,Laura	Accompanist	Music	CP	1/13/2014	5/10/2014	11200.00	REH	TMP
Tessier,Claire A	Professor	Chemistry	FAC	11/3/2013	11/3/2013	2500.00	REH	1XP
Ward,Frank	Asst Prof	Dance Theatre & Arts Admin	FAC	10/19/2013	10/19/2013	100.00	HIR	1XP
Wesner,Robert F	Lecturer	Dance Institute	FAC	8/26/2013	10/26/2013	770.00	REH	TMP
Wickline,Glenn	Events Assistant	Music	STA	1/1/2014	6/30/2014	16.00	REA	TMP
Yasutake,Deborah M	Accompanist	Music	CP	1/13/2014	5/10/2014	12000.00	REH	TMP
Yasutake,Deborah M	Accompanist	Music	CP	10/21/2013	10/21/2013	135.00	REH	1XP
Yoder,Sue J	Associate Lecturer	Art	FAC	10/4/2013	10/25/2013	500.00	PAY	OTH
Yu,Jin	Accompanist	Music	CP	1/13/2014	5/10/2014	9600.00	REH	TMP
COLLEGE OF BUSINESS ADMINISTRATION								
Beuk,Frederik Willem	Asst Prof	Marketing	FAC	11/18/2013	11/18/2013	1300.00	REH	1XP
Bliler,Kevin E	Assistant Lecturer	Management	FAC	10/28/2013	11/16/2013	290.00	HIR	TMP
Chandra,Akhilesh	Professor	Management	FAC	11/18/2013	11/18/2013	700.00	REH	1XP
DeGregorio,Federico	Asst Prof	Marketing	FAC	11/18/2013	11/18/2013	1200.00	HIR	1XP
Mukherjee,Debmalya	Assoc Prof	Management	FAC	11/18/2013	11/18/2013	1200.00	REH	1XP
Park,Youngki	Asst Prof	Management	FAC	11/18/2013	11/18/2013	1500.00	HIR	1XP
Plouffe,Christopher R	Assoc Prof	Marketing	FAC	11/18/2013	11/18/2013	700.00	HIR	1XP
Smith,Kevin	Dir Stu Leadership Init	CBA Dean's Office	CP	12/6/2013	12/6/2013	100.00	HIR	1XP
Son,Huynh	Office Assistant	CBA Dean's Office	STA	11/12/2013	1/2/2014	12.23	HIR	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
FALL 2013, SPRING/SUMMER/FALL 2014**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF BUSINESS ADMINISTRATION (Cont.)								
Srinivasan,Mahesh	Assoc Prof	Management	FAC	11/18/2013	11/18/2013	700.00	REH	1XP
Teeters,Brian E	Senior Lecturer	Marketing	FAC	8/26/2013	12/14/2013	200.00	REH	1XP
Teeters,Brian E	Senior Lecturer	Marketing	FAC	11/4/2013	11/4/2013	4000.00	HIR	1XP
Thomson,James B	Professor	Finance	FAC	8/4/2013	8/4/2013	200.00	HIR	1XP
Watson,Joe	Bus Prac-XMPIE	CBA Dean's Office	CP	1/6/2014	6/30/2014	30000.00	HIR	SWV
*Winick,Bernard S	Associate Lecturer	Finance	FAC	10/2/2013	10/11/2013	700.00	REH	TMP
COLLEGE OF EDUCATION								
Bennett, Cari	Assistant Teacher-CCD	Ctr, Child Development	STA		11/20/2013	10.00	TER	RES
Callahan, Christina	Assistant Teacher-CCD	Ctr, Child Development	STA		12/13/2013	10.00	TER	RES
Hanhart,Lauren E	Office Assistant	Ctr, Child Development	STA	11/19/2013	6/30/2014	12.50	REA	TMP
Hilliard, Valerie	Assistant Teacher-CCD	Ctr, Child Development	STA		11/15/2013	10.00	TER	RES
Waltonen-Moore,Shelley	Senior Lecturer	Educ Found & Leadership	FAC	8/26/2013	12/14/2013	3785.00	REH	TMP
COLLEGE OF ENGINEERING								
Brodie,Angela D	Office Assistant	Civil Engineering	STA	1/1/2014	5/31/2014	15.23	REA	TMP
Du,Li	Postdoctoral Research Assoc	Mechanical Engineering	STA	1/1/2014	12/13/2014	1307.00	REA	TMP
Du,Li	Postdoctoral Research Assoc	Mechanical Engineering	STA	1/1/2014	12/13/2014	1346.15	PAY	OTH
Hernandez Maya,Roberto	Postdoctoral Research Assoc	Chemical/Biomolecular Engr	STA	11/15/2013	11/15/2013	300.00	REH	1XP
Jiang, Yu	Visiting Professor	Civil Engineering	FAC	2/10/2014	2/9/2015	0.00	DTA	OTH
Olmstead,Thomas M	Guest Scientist	Engineering Dean's Office	STA	11/1/2013	11/1/2014	0.00	HIR	TMP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/25/2013	10/25/2013	97.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/30/2013	10/30/2013	112.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/4/2013	11/4/2013	165.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	12/1/2013	12/1/2013	90.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Electrical & Computer Engr	STA	11/7/2013	11/7/2013	251.25	HIR	1XP
Rosas Camacho,Omar	Postdoctoral Research Assoc	Chemical/Biomolecular Engr	STA	12/16/2013	3/1/2014	1227.12	REA	TMP
Rosas Camacho,Omar	Postdoctoral Research Assoc	Chemical/Biomolecular Engr	STA	12/16/2013	3/1/2014	1615.38	PAY	OTH
COLLEGE OF HEALTH PROFESSIONS								
*Gillette,Yvonne M	Senior Lecturer	Speech-Lang Path & Audio	FAC	1/13/2014	5/10/2014	3000.00	REH	TMP
Sadler,Cheryl Scrutchings	Project/Grant Consultant	Sport Sci & Wellness Educ	STA	11/30/2013	11/30/2013	415.00	HIR	1XP
Sederwall,John K	Interpreter	Speech-Lang Path & Audio	STA	11/8/2013	11/8/2013	86.48	REH	1XP
Sederwall,John K	Interpreter	Speech-Lang Path & Audio	STA	12/9/2013	12/9/2013	172.96	REH	TMP
SCHOOL OF LAW								
Nichols,Russel Thomas	Program Director - Law	Law - Instruction	STA	11/1/2013	10/31/2014	30.00	PAY	OTH
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Berry,Rajiv J	Visiting Scientist	Polymer Engineering	STA	11/1/2013	11/1/2014	0.00	REA	TMP
Goldberg,Robert K	Adjunct Professor	Polymer Engineering	FAC	12/9/2013	12/8/2016	0.00	HIR	TMP
Gorse IV,Joe	Research Asst	Institute, Polymer Science	STA	1/1/2014	5/11/2014	22.00	REA	TMP
Hsiao, Ming-Siao	Visiting Research Assoc	Institute, Polymer Science	STA		11/27/2013	0.00	TER	RES
Hubbard,Connie S	Research Asst	Institute, Polymer Science	STA	1/1/2014	12/31/2014	15.76	REA	TMP
Liao, Shengyun	Visiting Research Scholar	Institute, Polymer Science	STA		11/13/2013	0.00	TER	TMP
Longanecker,Melanie J	Intern	Polymer Engineering	STA	12/16/2013	1/12/2014	0.00	HIR	TMP
Miao, Jiayuan	Visiting Scholar	Institute, Polymer Science	STA	11/25/2013	5/11/2014	0.00	HIR	TMP
Sahai,Nita	Professor-Summer	Polymer Science	FAC	6/26/2013	8/21/2013	35537.69	REH	TMP
Sahai,Nita	Professor-Summer	Polymer Science	FAC	8/22/2013	8/23/2013	1733.54	REH	TMP
Simpson,Charles	Visiting Scientist	Polymer Engineering	STA	12/15/2013	12/14/2014	0.00	HIR	TMP
Swansiger, Michael	Research Asst	Institute, Polymer Science	STA	1/1/2014	12/31/2014	0.00	REA	TMP
Wang, Yanping	Visiting Scholar	Polymer Engineering	STA	12/15/2013	12/15/2014	0.00	HIR	TMP
Zhao,Chen	Research Asst	Institute, Polymer Science	STA	11/18/2013	2/14/2014	15.87	HIR	SWV
Zhao,Chenhui	Visiting Scholar	Institute, Polymer Science	STA	12/4/2013	12/4/2014	0.00	HIR	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
FALL 2013, SPRING/SUMMER/FALL 2014**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
SUMMIT COLLEGE								
Ager,Brad E	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/27/2013	11/9/2013	360.00	REH	TMP
Barnes,David W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/6/2013	10/12/2013	120.00	REH	TMP
Bartel,Michael R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/6/2013	11/2/2013	350.00	REH	TMP
Belcher,Marcia C	Professor	Engineering & Science Tech	FAC	1/31/2014	1/31/2014	3000.00	REH	1XP
Black,Timothy M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/29/2013	10/19/2013	560.00	REH	TMP
Claflin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/29/2013	11/2/2013	525.00	REH	TMP
Croskey,Renee L	Assoc Prof	Summit College Dean's Office	FAC	1/1/2014	5/31/2014	3000.00	REH	TMP
Culver, Yonne	Adjunct-Early College Prog	Summit College Dean's Office	CP		12/20/2013	0.00	TER	RES
Dobbins III,Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/20/2013	11/3/2013	180.00	HIR	TMP
Dobbins III,Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/3/2013	11/9/2013	90.00	REH	TMP
Feldt,Kevin M	Assoc Prof	Summit College Dean's Office	FAC	1/1/2014	5/31/2014	3000.00	REH	TMP
Ionno,Stephen	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/13/2013	10/19/2013	120.00	REH	TMP
Kandray,Daniel E	Assoc Prof	Engineering & Science Tech	FAC	1/31/2014	1/31/2014	3000.00	REH	1XP
Kraft,Lori A	Assoc Prof	Engineering & Science Tech	FAC	1/31/2014	1/31/2014	2000.00	REH	1XP
Logan,Christopher M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/20/2013	11/23/2013	540.00	HIR	TMP
Lyons,Stephen P	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/25/2013	10/26/2013	45.00	REH	TMP
McBirney,Matthew David	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/6/2013	10/19/2013	360.00	HIR	TMP
Messenger,Jim	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/6/2013	10/12/2013	315.00	REH	TMP
Ott, Douglas	Coordinator Projects	Trng Ctr, Fire & Haz Mtrls	STA		6/30/2013	25.46	TER	RES
Pope,Susan H	Professor	Summit College Dean's Office	FAC	1/1/2014	5/31/2014	3000.00	HIR	TMP
Pryseski, Steven	Special Lecturer	Summit College Dean's Office	CP		12/19/2013	0.00	TER	DEA
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/13/2013	11/9/2013	945.00	REH	TMP
Scott,Bradley W	Adjunct-Early College Prog	Summit College Dean's Office	CP	7/1/2013	6/30/2014	0.00	REA	TMP
Shoenfelt,David A	Lecturer	UA Business Solutions	FAC	9/8/2013	11/30/2013	420.00	REH	TMP
Stanec,Michael	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/29/2013	10/5/2013	315.00	REH	TMP
Stargell,Graylin	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/29/2013	10/12/2013	240.00	REH	TMP
Williams,Mary B	Professor	Summit College Dean's Office	FAC	1/1/2014	5/31/2014	4000.00	REH	TMP
Young,Theodore W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/20/2013	10/26/2013	144.00	REH	TMP
Zink,Carol S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/25/2013	10/19/2013	3325.00	REH	TMP
WAYNE COLLEGE								
Felix,Gay L	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	20.22	REA	TMP
Haren,Deborah	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	16.89	REA	TMP
Jones,Janet M	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.73	REA	TMP
Knowlton,Ginny A	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.91	REA	TMP
McBride,Darcy N	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.19	REA	TMP
Morgan,Thomas Joseph	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	14.75	REA	TMP
Nairne,Jerome	Men's Bsktball Coach, ORCC	Wayne College Dean's Office	CP	11/18/2013	11/18/2013	1714.00	HIR	1XP
Nairne,Jerome	Men's Bsktball Coach, ORCC	Student Services Adm-Wayne	CP	11/18/2013	2/28/2014	3642.00	HIR	SWV
Ostroski,Sharon R	Department Secretary	Word Processing Ctr-Wayne	STA	12/9/2013		10.43	HIR	REG
Shaw,Eric M	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.91	REA	TMP
Siffert,Karen B	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.91	REA	TMP
Simmons,Pamela K	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	14.94	REA	TMP
Tohill,Mary F	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	20.40	REA	TMP
Vansickle,Kenneth R	Tutor WC	Developmntl Progs-Wayne	STA	12/9/2013	12/15/2013	15.65	REA	TMP

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF THE PRESIDENT								
Baldwin,Samuel J	GAA	Athletics Office	11/18/2013	11/30/2013	330.00	B	REH	SPL
Baldwin,Samuel J	GAI	Athletics Office	11/17/2013	11/17/2013	30.00	D	REH	SPL
Blake,Micklos	GAA	Athletics Office	11/18/2013	11/30/2013	225.00	B	HIR	SPL
Brughenhemke,Zane P	GAI	Athletics Office	11/27/2013	11/27/2013	35.00	D	REH	SPL
Horning,Nora R	GAI	Athletics Office	11/15/2013	11/15/2013	150.00	D	REH	SPL
Horning,Nora R	GAI	Athletics Office	11/30/2013	11/30/2013	150.00	D	REH	SPL
Libman,Craig D	GAA	Office of the President	12/2/2013	5/10/2014	236.46	B	HIR	SPL
Long,Scott T	GAI	Athletics Office	11/15/2013	11/15/2013	50.00	D	REH	SPL
Long,Scott T	GAI	Athletics Office	11/30/2013	11/30/2013	50.00	D	REH	SPL
Medved,Andrew J	GAI	Athletics Office	11/8/2013	11/8/2013	40.00	D	REH	SPL
Ruper,Taylor	GAI	Athletics Office		12/15/2013	324.32	B	TER	RES
Wilson,Kelly A	GAI	Athletics Office	11/12/2013	11/12/2013	40.00	D	REH	SPL
OFFICE OF ACADEMIC AFFAIRS								
Akkineni,Anusha	GAA	International Programs	12/15/2013	5/10/2014	350.00	B	REH	TMP
Black,David L	GAA	International Programs	1/1/2014	5/10/2014	350.00	B	REH	TMP
Gao,Huirui	GAA	International Programs	12/15/2013	5/10/2014	350.00	B	REH	TMP
Jones,Abbey C	GAA	International Programs	1/1/2014	5/10/2014	350.00	B	REH	TMP
Song,Zhaobang	GAA	International Programs	1/2/2014	5/10/2014	350.00	B	HIR	SPL
Zhao,Haitao	GAA	International Programs	12/15/2013	8/23/2014	350.00	B	REH	TMP
DIVISION OF STUDENT SUCCESS								
Jurica,Gregory	GAA	Career Center		11/6/2013	461.54	B	TER	RES
Long,Brian Everette	GAI	Transfer & Adult Stu Enroll Ct	12/16/2013	5/9/2014	188.40	B	PAY	OTH
Long,Brian Everette	GAI	Transfer & Adult Stu Enroll Ct	12/30/2013	5/9/2014	190.80	B	PAY	OTH
Mauck,Michelle	GAA	Admissions		12/14/2013	420.00	B	TER	RES
VICE PRESIDENT & GENERAL COUNSEL								
Farzaneh,Roya E	GAT	Board of Trustees	12/6/2013	12/6/2013	50.00	D	HIR	SPL
Wenz,Jan T	GAT	Board of Trustees	12/6/2013	12/6/2013	50.00	D	HIR	SPL
VICE PRESIDENT FOR RESEARCH & DEAN OF GRADUATE SCHOOL								
Boutros,Esther T	GAR	Graduate School	12/9/2013	12/10/2013	500.00	D	HIR	SPL
Caldwell,Brian D	GAA	Graduate School	12/9/2013	12/10/2013	250.00	D	HIR	1XP
Campbell,Katherine E	GAR	Graduate School	12/9/2013	12/10/2013	500.00	D	HIR	SPL
Flickinger,Natalie A	GAR	Graduate School	12/9/2013	12/10/2013	500.00	D	HIR	SPL
Fowkes,Lauren N	GAA	Graduate School	12/9/2013	12/10/2013	250.00	D	HIR	1XP
McDonald,Erin M	GAR	Graduate School	12/9/2013	12/9/2013	1000.00	D	HIR	SPL
McGroarty,Kelly A	GAR	Graduate School	12/9/2013	12/9/2013	1000.00	D	REH	SPL
McNicholas,Alexandria F	GAR	Graduate School		1/12/2014	406.15	B	TER	RES
McNicholas,Alexandria F	GAR	Graduate School	12/9/2013	12/9/2013	1000.00	D	HIR	SPL
Pennington,Michael W	GAR	Graduate School	12/9/2013	12/9/2013	1000.00	D	HIR	SPL
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Adams,James F	GAT	Music	1/13/2014	5/10/2014	378.38	B	PAY	OTH
Adzovie,John N	GAT	Economics	1/13/2014	5/10/2014	356.32	B	PAY	OTH
Alexander,Nicolas E	GAT	Chemistry	1/13/2014	6/30/2014	730.77	B	HIR	TMP
Asare,Samuel	GAT	Economics	1/13/2014	5/10/2014	356.32	B	PAY	OTH
Aung,Pyie-Phyo	GAT	Physics	12/2/2013	12/14/2013	450.00	B	HIR	SPL
Benya,Heather M	GAT	Mathematics	1/13/2014	5/10/2014	764.71	B	HIR	TMP
Beyer,Heather	GAT	Communication		1/3/2014	324.32	B	TER	RES
Bi,Xiaoman	GAR	Chemistry	1/13/2014	5/10/2014	350.00	B	HIR	TMP
Bilinovich,Stephanie M	GAT	Chemistry	1/13/2014	5/9/2014	1030.77	B	PAY	OTH
Binjawadagi,Rashmi B	GAT	Chemistry	1/13/2014	6/30/2014	730.77	B	HIR	TMP
Blonde,Verona E	GAT	Psychology	1/13/2014	5/10/2014	670.58	B	REH	TMP

GAA Grad Adm 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
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)								
Bodicharla,Hari Krishna	GAI	Computer Science	1/13/2014	5/10/2014	400.00	B	REH	TMP
Bonner,Ashley R	GAR	Music	1/13/2014	5/10/2014	378.38	B	PAY	OTH
Brandt,Christopher M	GAT	Mathematics	1/13/2014	5/10/2014	764.71	B	HIR	TMP
Brown,Theron E	GAT	Music	10/21/2013	10/21/2013	100.00	B	HIR	SPL
Buk,Tara B	GAT	Biology	1/13/2014	5/10/2014	855.88	B	REH	TMP
Carnicom,Sara Marie	GAT	Psychology	1/13/2014	5/10/2014	670.58	B	REH	TMP
Carr,Alison E	GAR	Psychology	11/4/2013	11/17/2013	360.00	B	REH	1XP
Carr,Alison E	GAR	Psychology	11/18/2013	11/30/2013	720.00	B	REH	1XP
Chanawanno,Kullapa	GAR	Chemistry	12/15/2013	6/30/2014	730.77	B	REH	TMP
Chaney,Christopher R	GAT	Biology	8/26/2013	9/7/2013	800.00	B	HIR	SPL
Chavan,Naveen Kumar	GAT	Computer Science	1/13/2014	5/10/2014	400.00	B	REH	TMP
Dawadi,Mahesh B	GAR	Chemistry	12/30/2013	8/30/2014	923.08	B	PAY	OTH
Dhanekula,Meher	GAT	Computer Science	1/13/2014	5/10/2014	400.00	B	REH	TMP
Dravecky,Amy	GAT	Psychology	1/13/2014	5/10/2014	670.58	B	REH	TMP
Dubasi,Priyanka	GAT	Computer Science	1/13/2014	5/10/2014	400.00	B	REH	TMP
Engle,James T	GAT	Chemistry	12/14/2013	5/9/2014	730.77	B	REH	TMP
Fretz,Chrystal E	GAT	Geosciences	1/13/2014	5/10/2014	823.52	B	REH	TMP
Gaddam,Nagarjun Reddy	GAT	Computer Science	1/13/2014	5/10/2014	400.00	B	REH	TMP
Garris,Heath W	GAT	Biology	10/7/2013	10/19/2013	1000.00	B	REH	SPL
Gegick, Virginia	GAT	Mathematics		12/29/2013	684.21	B	TER	RES
Genzer,Boris	GAR	Psychology	12/2/2013	12/14/2013	594.00	B	HIR	SPL
Gerislioglu,Selim	GAT	Chemistry	1/13/2014	6/30/2014	730.77	B	HIR	TMP
Herb,Kelsey C	GAR	Psychology	11/18/2013	11/30/2013	454.50	B	REH	SPL
Hunkins,Joanna	GAT	Dance, Theatre, & Arts Admin		12/15/2013	367.56	B	TER	RES
Johnson,Nicole L	GAR	Psychology	12/16/2013	5/10/2014	675.50	B	REH	TMP
Kohram,Maryam	GAT	Physics	12/2/2013	12/14/2013	450.00	B	HIR	SPL
Liu,Xiumin	GAT	Chemistry	1/4/2014	6/30/2014	730.77	B	REH	TMP
Miller II,Robert B	GAR	Biology	12/16/2013	5/10/2014	692.85	B	REH	TMP
Moses,Lawrenzo	GAT	Physics		11/20/2013	555.21	B	TER	RES
Robishaw,Nikki K	GAT	Chemistry	12/15/2013	5/10/2014	730.77	B	REH	TMP
Roketenetz,Lara D	GAT	Biology	12/16/2013	5/10/2014	928.57	B	REH	TMP
Romano,Natalie C	GAT	Chemistry	12/15/2013	5/10/2014	730.77	B	REH	TMP
Silva Camargo,Sandra Y	GAR	Biology	12/16/2013	5/10/2014	1054.05	B	REH	TMP
Sutton,Kaylee	GAT	Mathematics		12/15/2013	684.21	B	TER	RES
Trimbath,Ryan J	GAR	Biology	1/1/2014	12/30/2014	721.18	B	REH	TMP
Wade,Jeannette M	GAT	Sociology	8/27/2013	5/10/2014	663.51	B	PAY	OTH
Wingerter,Amy	GAT	Communication		12/15/2013	367.57	B	TER	RES
Withanage,Sajeevi S	GAI	Physics	12/2/2013	12/14/2013	450.00	B	HIR	SPL
Woods,Jewel	GAT	Sociology		12/16/2013	529.72	B	TER	RES
COLLEGE OF BUSINESS ADMINISTRATION								
Chang,Tonghui	GAI	Management	1/13/2014	5/10/2014	363.53	B	HIR	TMP
Draper,Joseph	GAI	CBA Dean's Office		12/14/2013	396.83	B	TER	RES
Fick,Joshua	GAI	Accountancy		1/12/2014	167.30	B	TER	RES
Ginna,Snigdha	GAI	Management	1/13/2014	5/10/2014	181.77	B	HIR	TMP
Stephens,Tai	GAI	Accountancy		12/14/2013	167.03	B	TER	RES
COLLEGE OF EDUCATION								
Callahan,Christina D	GAI	Ctr, Child Development	1/9/2014	5/31/2014	417.00	B	HIR	TMP
Chrisman,Nichole E	GAT	Curr & Instr Studies	1/13/2014	5/10/2014	417.56	B	REH	TMP
Crutchfield,Gerald L	GAI	Curr & Instr Studies	1/13/2014	5/10/2014	417.56	B	REH	TMP
Forman,Abigail E	GAI	Ctr, Child Development	1/9/2014	5/31/2014	417.00	B	HIR	TMP
Huo,Ran	GAI	Educ Found & Leadership		12/15/2013	417.56	B	TER	RES
White,Brittney L	GAI	Ctr, Child Development	1/9/2014	5/30/2014	417.00	B	HIR	TMP

GAA Grad Adm 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
COLLEGE OF ENGINEERING								
Abewardana, Chamith	GAR	Electrical & Computer Engr	1/1/2014	12/31/2014	807.69	B	REH	TMP
Al Weshah, Adel A	GAI	Electrical & Computer Engr	12/16/2013	6/30/2014	615.38	B	REH	TMP
Anwar, Saeed	GAI	Electrical & Computer Engr	12/16/2013	5/10/2014	731.71	B	REH	TMP
Bandekar, Ashish A	GAR	Chemical & Biomolecular Engr	12/16/2013	1/16/2014	653.85	B	LOA	OTH
Bandekar, Ashish A	GAR	Chemical & Biomolecular Engr	1/17/2014	6/30/2014	653.85	B	RFL	RFL
Berrabah, Nassif	GAR	Electrical & Computer Engr	1/14/2014	6/30/2014	576.92	B	REH	TMP
Bhide, Swapna	GAI	Civil Engineering	12/16/2013	5/10/2014	576.92	B	PAY	OTH
Bonthu, Sai Sudheer Reddy	GAR	Electrical & Computer Engr	12/16/2013	6/30/2014	576.92	B	PAY	OTH
Crow, Mallory J	GAT	Civil Engineering	12/17/2013	5/10/2014	560.00	B	PAY	OTH
Davoudi, Masoume	GAR	Chemical & Biomolecular Engr	1/1/2014	6/30/2014	518.00	B	HIR	TMP
Enayati, Hooman	GAR	Mechanical Engineering	1/1/2014	8/30/2014	633.84	B	REH	TMP
Esquivel, Javier	GAR	Chemical & Biomolecular Engr	12/15/2013	12/15/2014	653.84	B	HIR	TMP
Fan, Haijian	GAR	Civil Engineering	11/18/2013	12/1/2013	1692.60	B	PAY	OTH
Fan, Haijian	GAR	Civil Engineering	12/2/2013	12/14/2013	692.60	B	PAY	OTH
Fang, Jia	GAR	Chemical & Biomolecular Engr	11/12/2013	11/13/2013	100.00	D	REH	SPL
Ferrell, Jared	GAT	Psychology		12/15/2013	680.31	B	TER	RES
Fouts, Jonathan A	GAI	Civil Engineering	1/1/2014	12/31/2014	576.92	B	REH	TMP
Freese, Kevin M	GAR	Civil Engineering	1/1/2014	4/16/2014	705.97	B	PAY	OTH
Gandhari, Revanth	GAR	Mechanical Engineering	12/21/2013	5/15/2014	529.40	B	REH	TMP
Gordon, Neal A	GAR	Mechanical Engineering	1/1/2014	12/31/2014	691.32	B	REH	TMP
Han, Zipeng	GAR	Mechanical Engineering	1/1/2014	6/30/2014	700.00	B	REH	TMP
Hasan, Muhammad	GAR	Mechanical Engineering	12/11/2013	5/2/2014	600.00	B	REH	TMP
Hashemi, Mohammad	GAR	Mechanical Engineering	1/1/2014	6/30/2014	525.00	B	HIR	TMP
Hedayat, Nader	GAR	Chemical & Biomolecular Engr	12/16/2013	5/10/2014	730.77	B	REH	TMP
Hurley, Abigail E	GAI	Civil Engineering	12/16/2013	5/10/2014	576.92	B	REH	TMP
Karayan, Ahmad I	GAR	Chemical & Biomolecular Engr	11/18/2013	12/1/2013	1350.00	B	PAY	OTH
Kennedy, Marla J	GAI	Civil Engineering	8/26/2013	10/31/2013	692.60	B	PAY	OTH
Kennedy, Marla J	GAI	Civil Engineering	11/1/2013	5/10/2014	1060.25	B	PAY	OTH
Kent, Benjamin A	GAR	Mechanical Engineering	11/18/2013	11/30/2013	1000.00	B	REH	SPL
Lee, Chen-Jung	GAR	Chemical & Biomolecular Engr	12/30/2013	6/30/2014	318.00	B	PAY	OTH
Lemmo, Stephanie A	GAI	Biomedical Engineering	10/14/2013	5/10/2014	884.61	B	PAY	OTH
Li, Lin	GAR	Civil Engineering	11/18/2013	12/1/2013	1692.60	B	PAY	OTH
Li, Lin	GAR	Civil Engineering	12/2/2013	5/10/2014	692.60	B	PAY	OTH
Li, Ximing	GAR	Chemical & Biomolecular Engr	11/4/2013	11/5/2013	725.00	D	REH	SPL
Li, Ximing	GAR	Chemical & Biomolecular Engr	11/21/2013	11/22/2013	600.00	D	REH	SPL
Lohrasbi, Mehdi	GAR	Chemical & Biomolecular Engr	12/16/2013	5/10/2014	730.77	B	REH	TMP
Lotfizadehdehkordi, Babak	GAI	Civil Engineering	1/1/2014	12/31/2014	692.60	B	REH	TMP
Luo, Tuo	GAR	Mechanical Engineering	11/18/2013	11/30/2013	3690.00	B	REH	SPL
Ma, Mingxian	GAR	Mechanical Engineering	12/15/2013	6/14/2014	634.62	B	REH	TMP
Mackey, Jonathan A	GAR	Mechanical Engineering	12/14/2013	3/28/2014	633.84	B	REH	TMP
Maleki Pirbazari, Mehdi	GAI	Electrical & Computer Engr	12/16/2013	6/30/2014	730.77	B	REH	TMP
Marchetty, Srikanth	GAI	Civil Engineering	12/16/2013	5/10/2014	576.92	B	REH	TMP
Maya Visuet, Enrique	GAR	Chemical & Biomolecular Engr	1/6/2014	7/30/2014	675.00	B	REH	TMP
Mela, Christopher A	GAR	Biomedical Engineering	1/2/2014	6/29/2014	750.00	B	REH	TMP
Mirzababaei, Jelvehnaz	GAR	Chemical & Biomolecular Engr	12/16/2013	5/10/2014	730.77	B	REH	TMP
Modjtahedi, Seyed Ali	GAR	Chemical & Biomolecular Engr	12/16/2013	5/10/2014	730.77	B	REH	TMP
Moradkhany, Ali	GAI	Civil Engineering	12/16/2013	5/10/2014	692.60	B	REH	TMP
Mutyala, Kalyan	GAI	Civil Engineering	1/1/2014	12/31/2014	692.60	B	REH	TMP
Nimishakavi, Raghavendra	GAI	Civil Engineering	12/16/2013	5/10/2014	290.00	B	REH	TMP
Owusu-Danquah, Josiah S	GAI	Civil Engineering	12/16/2013	5/10/2014	576.92	B	REH	TMP
Pierson, Kristopher C	GAI	Mechanical Engineering	1/2/2014	6/29/2014	650.00	B	REH	TMP
Rahimi, Abbas	GAI	Mechanical Engineering	11/4/2013	11/30/2013	1067.60	B	PAY	OTH
Rahimi, Abbas	GAI	Mechanical Engineering	12/1/2013	5/30/2014	692.90	B	PAY	OTH
Rahimi, Abbas	GAR	Mechanical Engineering	1/1/2014	5/30/2014	692.90	B	REH	TMP

GAA Grad Adm 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
COLLEGE OF ENGINEERING (Cont.)								
Rajakaksha, Nilanka T	GAR	Electrical & Computer Engr	1/1/2014	12/31/2014	692.31	B	REH	TMP
Ray, Zachary J	GAR	Mechanical Engineering	12/16/2013	5/18/2014	640.00	B	REH	TMP
Saatchi, Alireza	GAI	Civil Engineering	1/1/2014	12/30/2014	576.92	B	REH	TMP
Shakeri Hossein, Morteza	GAI	Civil Engineering	12/16/2013	6/29/2014	576.92	B	REH	TMP
Shin, Hyeon Ung	GAR	Chemical & Biomolecular Engr	1/15/2014	6/30/2014	769.23	B	PAY	OTH
Shokrollahi, Arman	GAR	Electrical & Computer Engr		12/6/2013	576.93	B	TER	RES
Singh, Harpal	GAI	Civil Engineering	1/1/2014	12/30/2014	692.60	B	PAY	OTH
Sirivolu, Dushyanth	GAR	Mechanical Engineering	12/2/2013	12/16/2013	1600.00	B	REH	TMP
Sirivolu, Dushyanth	GAR	Mechanical Engineering	12/17/2013	1/30/2014	650.00	B	REH	TMP
Tumuluri, Uma	GAR	Chemical & Biomolecular Engr	12/16/2013	5/10/2014	730.77	B	REH	TMP
Weaver, Josh M	GAR	Civil Engineering	1/1/2014	5/18/2014	750.00	B	PAY	OTH
Wilfong, Walter C	GAR	Chemical & Biomolecular Engr	12/16/2013	6/30/2014	730.77	B	PAY	OTH
Yang, Dongrui	GAR	Chemical & Biomolecular Engr	11/18/2013	11/30/2013	1350.00	B	PAY	OTH
Zhang, Xu	GAR	Chemical & Biomolecular Engr	1/19/2014	6/30/2014	653.85	B	PAY	OTH
COLLEGE OF HEALTH PROFESSIONS								
Alexander, Ivory J	GAR	Sport Science & Wellness Educ	1/13/2014	8/22/2014	550.00	B	PAY	OTH
Barrow, Alexander J	GAT	Nursing	1/13/2014	5/10/2014	235.29	B	HIR	TMP
Beitzel, Necole M	GAI	Social Work	1/13/2014	5/11/2014	340.54	B	HIR	TMP
Beitzel, Necole M	GAI	Social Work	5/12/2014	8/16/2014	450.00	B	PAY	OTH
Crish, Daniel C	GAT	Sport Science & Wellness Educ	11/4/2013	11/16/2013	200.00	B	HIR	SPL
Ferran, Kelly	GAT	Nursing		12/15/2013	216.21	B	TER	RES
Garrett, Michelle	GAT	Nursing		12/15/2013	270.27	B	TER	RES
Handwork, Colleen	GAT	Nursing		12/15/2013	270.27	B	TER	RES
Hefner, Kimberly A	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
Kneitel, Allison	GAR	Speech-Lang Path & Audiology		12/14/2013	383.78	B	TER	RES
Lashley, Amanda C	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
McKerrihan, Kelly A	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
Murray, Tammy	GAT	Nursing		12/15/2013	270.27	B	TER	RES
Peterson, Elizabeth	GAR	Speech-Lang Path & Audiology		12/14/2013	415.13	B	TER	RES
Poepelman, Erica E	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
Reynolds, Robert J	GAT	Sport Science & Wellness Educ	11/4/2013	11/16/2013	200.00	B	REH	SPL
Sabo, Paul M	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
Sadowski, Kayla	GAR	Speech-Lang Path & Audiology		12/14/2013	415.13	B	TER	RES
Simmons, Teal D	GAR	Speech-Lang Path & Audiology	12/30/2013	5/10/2014	254.40	B	PAY	OTH
Smith, Amanda L	GAR	Speech-Lang Path & Audiology	1/1/2014	5/10/2014	254.40	B	PAY	OTH
SCHOOL OF LAW								
Billet, Kelly	GAT	Law - Instruction		12/15/2013	352.94	B	TER	RES
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Alvarez Albarran, Alejandra	GAR	Polymer Science	1/1/2014	5/10/2014	846.15	B	REH	TMP
Amarpuri, Gaurav	GAR	Polymer Science	12/15/2013	5/10/2014	846.15	B	REH	TMP
Ammar, Ali Makhlof	GAR	Polymer Engineering	10/21/2013	6/30/2014	846.15	B	PAY	OTH
Amrutkar, Ajay R	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Bahl, Kushal	GAR	Polymer Engineering	1/1/2014	4/1/2014	846.15	B	REH	TMP
Bakan, Murat	GAR	Polymer Engineering	1/1/2014	6/30/2014	846.15	B	REH	TMP
Castano Gil, Yenni	GAR	Polymer Science	1/1/2014	5/10/2014	846.16	B	REH	TMP
Chamsaz, Elaheh A	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Chang, Teng	GAR	Polymer Engineering	1/1/2014	3/31/2014	846.15	B	REH	TMP
Charif Rodriguez, Andrea	GAR	Polymer Science	1/1/2014	5/10/2014	846.15	B	REH	TMP
Chen, Ling	GAR	Polymer Science	12/16/2013	7/21/2014	846.15	B	REH	TMP
Chen, Wei	GAR	Polymer Science	1/1/2014	5/31/2014	846.15	B	REH	TMP
Chu, Yang	GAR	Polymer Science	12/16/2013	5/10/2014	865.38	B	REH	TMP
Defante, Adrian P	GAR	Polymer Science	12/15/2013	5/10/2014	846.16	B	REH	TMP
Dong, Xuehui	GAR	Institute, Polymer Science	10/21/2013	11/2/2013	330.00	B	REH	SPL

GAA Grad Adm 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
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)								
Eghtesadi,Seyed Ali	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Feng,Xueyan	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Gao,Tongzhai	GAR	Polymer Engineering	6/1/2013	10/6/2013	954.20	B	LOA	OTH
Gao,Tongzhai	GAR	Polymer Engineering	11/18/2013	2/8/2014	846.15	B	REH	TMP
Gao,Xiang	GAR	Polymer Engineering	12/30/2013	6/30/2014	846.15	B	REH	TMP
Gao,Yunyi	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Ghosh,Monoj	GAR	Polymer Engineering	1/1/2014	4/15/2014	846.15	B	REH	TMP
Gupta,Sahil	GAR	Polymer Engineering	12/16/2013	6/30/2014	846.15	B	REH	TMP
Guzman,Gustavo	GAR	Polymer Engineering	12/16/2013	5/10/2014	846.15	B	REH	TMP
He,Qiming	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Hill,Jacob A	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Hong,Youlee	GAR	Polymer Science	1/1/2014	5/31/2014	846.15	B	REH	TMP
Hsu,Chih-Hao	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Hsu,Chih-Hao	GAR	Institute, Polymer Science	10/21/2013	11/2/2013	300.00	B	REH	SPL
Huang,Keyuan	GAR	Polymer Engineering	12/16/2013	6/30/2014	846.15	B	REH	TMP
Huang,Mingjun	GAR	Polymer Science	9/1/2013	7/14/2014	846.15	B	REH	TMP
Huq,Abul Fatha	GAR	Polymer Engineering	1/1/2014	3/31/2014	846.15	B	REH	TMP
Jain,Dharamdeep	GAR	Polymer Science	12/16/2013	8/30/2014	846.15	B	REH	TMP
Janardhanan,Subadhra	GAR	Polymer Engineering	12/16/2013	2/1/2014	846.15	B	REH	TMP
Jiang,Jing	GAR	Polymer Science	9/1/2013	7/14/2014	846.15	B	REH	TMP
Joo,Minjung	GAR	Polymer Engineering	12/16/2013	2/1/2014	846.15	B	REH	TMP
Kaiser,Ricky L	GAR	Polymer Science	12/16/2013	5/6/2014	846.15	B	REH	TMP
Kang,Jia	GAR	Polymer Science	1/1/2014	5/31/2014	846.15	B	REH	TMP
Kim,Sung Jun	GAR	Polymer Engineering	1/1/2014	6/30/2014	846.15	B	REH	TMP
Kumar,Nishant C	GAR	Polymer Science	12/16/2013	1/11/2014	846.15	B	REH	TMP
Lee,Hyungjin	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Leuty,Gary M	GAR	Polymer Science	12/15/2013	5/10/2014	846.15	B	REH	TMP
Li,Shan	GAR	Polymer Science	1/1/2014	5/10/2014	846.15	B	REH	TMP
Li,Zhen	GAR	Polymer Science	1/1/2014	5/10/2014	846.16	B	REH	TMP
Liang,Tian	GAR	Polymer Engineering	12/16/2013	6/30/2014	846.15	B	REH	TMP
Lin,Panpan	GAR	Polymer Science	12/16/2013	12/31/2013	846.15	B	REH	TMP
Lin,Panpan	GAR	Polymer Science	1/1/2014	5/10/2014	846.15	B	REH	TMP
Lin,Zhiwei	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Liu,Gengxin	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Liu,Hao	GAR	Polymer Science	9/1/2013	7/14/2014	846.15	B	REH	TMP
Liu,Hao	GAR	Institute, Polymer Science	9/23/2013	10/5/2013	200.00	B	REH	1XP
Liu,Ruofan	GAR	Polymer Engineering	1/1/2014	6/30/2014	846.15	B	HIR	TMP
Lopez Gonzalez,Cesar	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Mankoci,Steven G	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
McClanahan,Eric R	GAR	Polymer Engineering	10/8/2013	10/8/2013	600.00	D	REH	SPL
McClanahan,Eric R	GAR	Polymer Engineering	1/1/2014	2/8/2014	846.15	B	REH	TMP
McClellan,Phillip E	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Mehta,Brinda Mayank	GAR	Polymer Science	12/16/2013	2/8/2014	846.15	B	REH	TMP
Meng,Lei	GAR	Polymer Engineering	1/1/2014	2/8/2014	846.15	B	REH	TMP
Mishra,Kaushik	GAR	Polymer Science	12/16/2013	5/9/2014	846.15	B	REH	TMP
Modi,Arvind	GAR	Polymer Engineering	10/29/2013	12/31/2013	846.15	B	PAY	OTH
Modi,Arvind	GAR	Polymer Engineering	1/1/2014	6/29/2014	846.15	B	PAY	OTH
Moore,Carolyn	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Nalawade,Priyanka P	GAR	Polymer Engineering	1/1/2014	2/8/2014	846.15	B	REH	TMP
Nugay,Isik	GAR	Polymer Engineering	1/1/2014	1/25/2014	1022.37	B	HIR	TMP
Offenbach,Ido	GAR	Polymer Engineering	1/1/2014	6/29/2014	846.15	B	REH	TMP
Peng,Chao	GAR	Polymer Science	12/15/2013	5/10/2014	846.15	B	REH	TMP

GAA Grad Adm 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
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)								
Ramezani-Dakheel,Hadi	GAR	Polymer Engineering	1/1/2014	6/30/2014	1005.00	B	PAY	OTH
Rastogi,Alankar	GAR	Polymer Science	12/15/2013	5/9/2014	846.16	B	REH	TMP
Rismanchian,Azadeh	GAR	Polymer Science	12/16/2013	5/10/2014	865.38	B	REH	TMP
Sathe,Pushkar S	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Scherger,Jacob D	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Shams Es-Haghi,Siamak	GAR	Polymer Engineering	12/15/2013	6/30/2014	846.15	B	REH	TMP
Shams Es-Haghi,Siamak	GAR	Polymer Engineering	7/29/2013	8/4/2013	300.00	B	REH	SPL
Shams Es-Haghi,Siamak	GAR	Polymer Engineering	11/13/2013	11/13/2013	195.00	D	REH	SPL
Shams Es-Haghi,Siamak	GAR	Polymer Engineering	11/26/2013	11/26/2013	67.50	D	REH	SPL
Silva Mojica,Ernesto	GAR	Polymer Science	12/16/2013	5/10/2014	865.38	B	REH	TMP
Storms,William K	GAR	Polymer Science	12/16/2013	2/27/2014	846.15	B	REH	TMP
Sun,Hao	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Sun,Liang	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Sun,Shuangyi	GAR	Polymer Science	12/16/2013	5/9/2014	846.15	B	REH	TMP
Tan,Xin	GAR	Polymer Science	1/1/2014	8/30/2014	846.15	B	REH	TMP
Tang,Wen	GAR	Polymer Science	12/15/2013	5/9/2014	846.15	B	REH	TMP
Tangvijitsakul,Pattarasai	GAR	Polymer Engineering	11/9/2013	3/30/2014	846.15	B	REH	TMP
Tiwari,Ankit	GAR	Polymer Engineering	1/1/2014	6/29/2014	384.62	B	REH	TMP
Vorontsov,Sergey	GAR	Polymer Engineering	10/2/2013	10/2/2013	210.00	D	REH	SPL
Vorontsov,Sergey	GAR	Polymer Engineering	12/11/2013	12/11/2013	195.00	D	HIR	SPL
Wang,Jing	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Wang,Qianhe	GAR	Polymer Engineering	1/1/2014	2/8/2014	846.15	B	REH	TMP
Willett,Erik A	GAR	Polymer Science	12/16/2013	5/10/2014	865.38	B	REH	TMP
Xiao,Ming	GAR	Polymer Science	11/1/2013	11/30/2013	846.16	B	REH	TMP
Xiao,Ming	GAR	Polymer Science	12/1/2013	12/31/2013	846.16	B	REH	TMP
Xiao,Ming	GAR	Polymer Science	1/1/2014	8/24/2014	846.16	B	REH	TMP
Yu,Qing	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Yuan,Hongyi	GAR	Polymer Engineering	1/1/2014	6/29/2014	846.15	B	REH	TMP
Yuan,Shichen	GAR	Polymer Science	12/16/2013	5/30/2014	846.16	B	REH	TMP
Yue,Kan	GAR	Polymer Science	10/8/2013	12/14/2013	1153.85	B	PAY	OTH
Zhang,Longhe	GAR	Polymer Engineering	12/16/2013	6/29/2014	846.15	B	REH	TMP
Zhang,Longhe	GAR	Polymer Engineering	6/3/2013	6/15/2013	60.00	B	REH	SPL
Zhang,Shuo	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Zhang,Wei	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Zhao,Weilong	GAR	Polymer Science	12/16/2013	5/10/2014	846.15	B	REH	TMP
Zheng,Jukuan	GAR	Polymer Science	1/1/2014	5/10/2014	846.15	B	REH	TMP
Zhong,Jing	GAR	Polymer Engineering	12/15/2013	6/30/2014	846.15	B	REH	TMP
Zhu,He	GAR	Polymer Science	12/16/2013	5/10/2014	846.16	B	REH	TMP

GAA Grad Adm Asst
 GAF Grad Fellowship
 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
117	22306	Department Asst Buyer	Non-exempt	X	1/8/2014
999	29240	Men's Basketball Coach, ORCC	Exempt	X	1/8/2014
118	22510	Conference Coord	Exempt		11/8/2013
999	24551	Exec VP Student Success	Exempt		12/11/2013
119	27122	Coord International Admissions	Exempt		12/5/2013
121	27728	Univ Relations Mgr	Exempt		12/16/2013
122	27755	Coord Social Work-Wayne	Exempt		12/1/2013
122	27817	Assoc Athl Dir Compliance	Exempt		11/17/2013
119	28213	Clin Curr Spec/Head Teacher	Exempt		8/1/2013
118	28788	Account Exec-Inside Sales	Exempt		12/20/2013
999	29113	VP Strat Prtshp/Chief of Staff	Exempt		12/11/2013
999	29567	Business Prac-XMPIE	Exempt		12/13/2013
999	29970	General Maint Wkr WC	Non-exempt		12/6/2013

THE UNIVERSITY OF AKRON

In accordance with rule 3359-25-06, the following recommendations for Classified Staff
Classification changes are noted as follows:

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
118	44135	TD & HR Assoc	Non-exempt		12/30/2013



Office of General Counsel
Memorandum

DATE: January 13, 2014

TO: Board of Trustees

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

RE: Coach Bonus Documents

This Memorandum is to provide information on the various documents that are being presented to the Board of Trustees for approval regarding a coach bonus structure for head coaches that do not have multi-year contracts and for assistant coaches.

Since the 2006-2007 season, the Athletics Department has been using the attached document titled "2006-2007 Coaching Staff Bonus Structure" as a guide to award bonuses for coaches and assistant coaches that did not have multi-year contracts that addressed bonuses. For example, Coach Dambrot would not have been covered under the 2006-2007 document since he had a multi-year contract that addressed bonuses, but the assistant coaches for men's basketball would have been covered under the document. Since the 2006-2007 season, the Athletics Department has continued to award bonuses based on this document. Each bonus was approved by the Board of Trustees in the Personnel Actions at the Board meetings.

The 2006-2007 document was apparently discussed with the Board, but never formally approved. To formalize this process, the Department of Athletics has updated the document creating a new Coaching Staff Bonus Structure document for the Board to review and approve. That document is enclosed. In addition, for those sports that the head coach has a multi-year contract, the Department of Athletics is proposing amendments to address assistant coach bonuses for those assistants, which includes amendments for Coach Dambrot (men's basketball), Coach Embick (men's soccer), Coach Rembielak (baseball), Coach Kest (women's basketball), Coach Padgett (women's tennis), Coach Jones (women's softball), Coach Peresie (women's swimming and diving), and Coach Arenz (volleyball). This is the structure that is in place currently in the contract of Coach Bowden (football) and Coach Mitchell (men's/women's track). There will not be a Personnel Action Form for the amendments or the Coaching Staff

Bonus Structure document unless and until a bonus is met by a coach and the Board of Trustees is requested to act on the bonus. In other words, all bonuses will be presented for approval by the Board of Trustees before they are awarded. The bonuses have not been modified or increased, except for adding the ability of a bonus for individual Championship qualifiers, All-Americans, or Champions and for the assistant coach bonuses for men's basketball.

Enclosures

PRIVILEGED INFORMATION

This is a privileged communication pursuant to Ohio's Attorney-Client privilege and should be treated accordingly. Neither this writing nor the contents herein should be disclosed or relayed to third parties. If discussed with the board of trustees, it should be in the presence of counsel and in executive session.

**2006-07 COACHING STAFF BONUS STRUCTURE
JULY 1, 2006 – JUNE 30, 2007**

Objective: To implement an equitable bonus structure to reward all UA Department of Intercollegiate Athletics coaches for exceptional performance. It is imperative that we compensate exceptional coaching performance based on team achievement in order to improve our opportunity to retain quality coaches.

Program Criteria: The following applies in its entirety to all coaches and sport programs of the UA Department of Intercollegiate Athletics.

- Applies to only full-time head coaches and assistant coaches.
- Does not apply to graduate assistants.
- All coaches will receive a maximum of one (1) bonus per fiscal year, July 1 – June 30 unless designated otherwise per the employment contract.
- All head coaches are encouraged to pool together the total amount of bonus money for their assistant coaches and divide this quantity equally among their assistant coaches.

INDIVIDUAL SPORT PROGRAM BONUS STRUCTURE

Men and Women’s Basketball

Criteria: Must achieve only one of the following within given season (will receive only one (1) bonus per year-does not include head coach):

- MAC Divisional Regular Season Championship
- NCAA Sanctioned (i.e., NCAA, NIT, WNIT) Post- Season Tournament Appearance
- Finish in the Top 25 of Nationally Recognized Final Season Poll

Bonus Structure:	<u>MAC</u>	<u>Post- Season -- NCAA</u>	<u>Post Season -- NIT/WNIT</u>	<u>Top 25 Ranking</u>
Head Coach -	Per Contract	Per Contract	Per Contract	Per Contract
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary	Third (.33) Month Salary	NA

Note: Each Assistant Men and Women’s Basketball Coach will receive an additional \$2,500 bonus if the team finishes the regular season (non-conference and conference schedule) with twenty (20) wins.

Football

- Criteria:** Must achieve only one of the following within given season (will receive only one (1) bonus per year-does not include head coach):
- MAC Divisional Regular Season Championship
 - NCAA Sanctioned Post- Season Play (Participate in a Bowl Game)
 - Finish in the Top 25 of Nationally Recognized Final Season Poll

Bonus Structure:	<u>MAC</u>	<u>Bowl Game Appearance</u>	<u>Top 25 Ranking</u>
Head Coach -	Per Contract	Per Contract	Per Contract
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary	NA

Note: Each Assistant Football Coach will receive an additional \$2,500 bonus if the team finishes the regular season (non-conference and conference schedule) with a winning record.

Baseball, Men and Women's Soccer, Softball, Women's Tennis and Volleyball

- Criteria:** Must achieve only one of the following within given season (will receive only one (1) bonus per year):
- MAC Regular Season Championship
 - National Collegiate Athletic Association Post- Season Tournament Appearance

Bonus Structure:	<u>MAC</u>	<u>NCAA</u>	<u>Top 25 Ranking</u>
Head Coach -	Half (.5) Month Salary	Half (.5) Month Salary	NA
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary	NA

Men and Women's Golf

- Criteria:** Must achieve only one of the following within given season (will receive only one (1) bonus per year):
- MAC Tournament Team Championship
 - National Collegiate Athletic Association Post- Season Team Tournament Appearance

Bonus Structure:	<u>MAC Team</u>	<u>NCAA Team</u>	<u>Top 25 Ranking</u>
Head Coach -	Half (.5) Month Salary	Half (.5) Month Salary	NA
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary	NA

Rifle

- Criteria:** Must achieve the following within given season (will receive only one (1) bonus per year):
- Affiliated Conference Team Champion (i.e., Mid-Atlantic, Western Intercollegiate Rifle)
 - National Collegiate Athletic Association Top 5 Team Finish

Bonus Structure:	<u>MAC/WIRC</u>	<u>NCAA Top 5 Team</u>
Head Coach -	Half (.5) Month Salary	Half (.5) Month Salary
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary

Men and Women’s Cross Country, Women’s Swimming and Diving and Men and Women’s Indoor and Outdoor Track and Field

- Criteria:** Must achieve only one of the following within given season (will receive only one (1) bonus per year):
- MAC Team Championship
 - National Collegiate Athletic Association Top 15 Team Finish

Bonus Structure:	<u>MAC Team Championship</u>	<u>NCAA Top 15 Team</u>
Head Coach -	Half (.5) Month Salary	Half (.5) Month Salary
All Assistant Coaches -	Half (.5) Month Salary	Half (.5) Month Salary

“MAC COACH OF THE YEAR” AND “NATIONAL COACH OF THE YEAR” BONUS STRUCTURE

Criteria: Head Coaches who are recognized as the “MAC Coach of the Year” or “National Coach of the Year” by a nationally recognized poll.

Bonus Structure:	<u>MAC Coach of the Year</u> *\$1,500	<u>National Coach of the Year</u> *\$3,000
-------------------------	--	---

* Unless designated otherwise per the employment contract.

NATIONAL CHAMPIONSHIP TEAM

Criteria: Any team who wins the national championship

Bonus Structure: Head and Assistant Coaches will receive an additional one (1) month salary unless designated otherwise per the employment contract.

ADDITIONAL NOTES:

- A bonus may be withdrawn from a coach at the discretion of the Director of Athletics for reasons not specified in the criteria listed above.
- A bonus may be given at the discretion of the Director of Athletics for significant achievement that is not listed in the criteria above.

COACHING STAFF BONUS STRUCTURE

Effective February 2014

Objective: To implement an equitable bonus structure to reward all UA Department of Intercollegiate Athletics coaches for exceptional performance. It is imperative that we compensate exceptional coaching performance based on team achievement in order to improve our opportunity to retain quality coaches.

Program Criteria: The following applies to all coaches and sports programs of UA Department of Intercollegiate Athletics not covered by head coaches' multi-year contracts.

-Applies to only full-time head coaches, assistant full-time coaches and Director of Operations.

-Does not apply to graduate assistants.

- Full-time head coaches, assistant full-time coaches and Director of Operations can receive only one of the bonuses listed in A below, but can received one of the bonuses listed in A, both bonuses listed in B and both bonuses in C in the same year if applicable.

A. Criteria: Must achieve only one of the following within given season (will receive only one (1) bonus per year-does not include head coach).

-Conference Tournament Team Championship: ½ month base salary

-NCAA post-season Team Tournament Appearance: ½ month base salary

-NCAA Championship Individual/relay team qualifier: \$500 per individual/relay

-NCAA First Team All-American Individual or relay team: \$1,000 per individual/relay

B. Criteria: Head Coaches who are recognized as the "MAC Coach of the Year" or "National Coach of the Year" by a nationally recognized poll.

	<u>MAC Coach of the Year</u>	<u>National Coach of the Year</u>
Bonus Structure:	\$1,500	\$3,000

C. Criteria: Win a National Team or Individual Championship

Bonus Structure: Will receive an additional one (1) month salary unless designated otherwise per the employment contract.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT THREE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Keith Dambrot (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on May 4, 2010, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Basketball Coach of the University's intercollegiate basketball team; and

WHEREAS, the University and Coach agreed to an amendment on July 18, 2012; and

WHEREAS, the University and Coach agreed to a second amendment on August 22, 2013; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.11 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

2. Exhibit A that is attached will be added to the agreement.

3. Except as herein amended, all terms and conditions of the May 4, 2010 Agreement, the July 18, 2012 Amendment, and the August 22, 2013 second Amendment by and between the University and Coach shall remain in full force and effect.

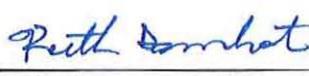
IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14 day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRUCILL
Title: Director of Athletics
Date: 11-14-13

By: 
KEITH DAMBROT
Title: Men's Basketball Coach
Date: 11/22/13

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant Men's Basketball coaches. Such recommendation shall be made pursuant to Section 4.1.11 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend any or all of the following supplemental compensation to his full-time assistant coaches and the Director of Operations:

- a. Mid-American Conference Divisional Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary
- b. Mid-American Conference Tournament Championship: ½ month of individual assistant coach or Director of Operations salary
- c. APR Above 930: \$1,500
- d. Team finishes regular season (non-conference and conference schedule) with twenty (20) wins: \$2,500
- e. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Jared Embick (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on November 20, 2012, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Men's Soccer Coach of the University's intercollegiate men's soccer team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.10 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

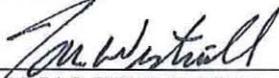
2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the November 20, 2012 Agreement, by and between the University and Coach shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 19
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRICK
Title: Director of Athletics
Date: 11-14-13

By: 
JARED EMBICK
Title: Men's Soccer Coach
Date: _____

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant coaches. Such recommendation shall be made pursuant to Section 4.1.10 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend the following supplemental compensation to his full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: ½ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Richard Rembielak (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on September 4, 2012, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Men's Baseball Coach of the University's intercollegiate baseball team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.10 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

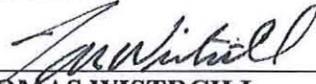
2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the September 4, 2012 Agreement, by and between the University and Coach shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRUCILL
Title: Director of Athletics
Date: 11-14-13

By: 
RICHARD REMBIELAK
Title: Baseball Coach
Date: 11-21-13

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant coaches. Such recommendation shall be made pursuant to Section 4.1.10 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend the following supplemental compensation to his full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: ½ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Jodi Kest (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on June 28, 2013, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Women's Basketball Coach of the University's intercollegiate basketball team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.11 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the June 28, 2013 Agreement, by and between the University and Coach shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRICK
Title: Director of Athletics
Date: 11-14-13

By: 
JODY KEST
Title: Women's Basketball Coach
Date: _____

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant Women's Basketball coaches. Such recommendation shall be made pursuant to Section 4.1.11 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, she shall have the opportunity to recommend any or all of the following supplemental compensation to her full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a., b., or c. In addition to one bonus for a., b., or c., full-time assistant coaches and the Director of Operations will also be able to receive the two bonuses listed in d. and e.:

- a. Mid-American Conference Divisional Regular Season Championship: $\frac{1}{2}$ month of individual assistant coach or Director of Operations salary.
- b. NCAA Sanctioned (NCAA, WNIT) Post-Season Tournament Appearance: $\frac{1}{2}$ month of individual assistant coach or Director of Operations salary.
- c. Finish in the Top of 25 Nationally Recognized Final Season Poll: $\frac{1}{2}$ month of individual assistant coach or Director of Operations salary.
- d. A \$2,500 bonus if the team finishes regular season (non-conference and conference schedule) with twenty (20) wins.
- e. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT TWO**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Brandon Padgett (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on July 6, 2012, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Women's Tennis Coach of the University's intercollegiate women's tennis team; and

WHEREAS, the University and Coach agreed to an amendment on September 26, 2013; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.10 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the July 6th, 2012 Agreement, and the September 26, 2013, amendment by and between the University and Coach shall remain in full force and effect.

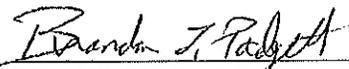
IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRUCILL
Title: Director of Athletics
Date: 11-14-13

By: 
BRANDON PADGETT
Title: Women's Tennis Coach
Date: 11/19/13

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant coaches. Such recommendation shall be made pursuant to Section 4.1.10 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend the following supplemental compensation to his full-time or part-time assistant coaches and the Director of Operations:

Criteria: Full-time or part-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time or part-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: $\frac{1}{2}$ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: $\frac{1}{2}$ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Julie Jones (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on August 23, 2012, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Women's Softball Coach of the University's intercollegiate women's softball team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.9 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the August 23, 2012 Agreement, by and between the University and Coach shall remain in full force and effect.

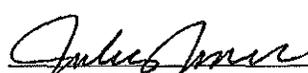
IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRUCILL
Title: Director of Athletics
Date: 11-14-13

By: 
JULIE JONES
Title: Women's Softball Coach
Date: 11/14/13

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant coaches. Such recommendation shall be made pursuant to Section 4.1.9 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, she shall have the opportunity to recommend the following supplemental compensation to her full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: ½ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Brian Peresie (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on May 22, 2013, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Women's Swimming and Diving Coach of the University's intercollegiate swimming and diving team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.10 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

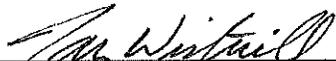
2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the May 22, 2013 Agreement, by and between the University and Coach shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
Title: THOMAS WISTRUCILL
Director of Athletics
Date: 11-14-13

By: 
Title: BRIAN PERESIE
Women's Swimming and Diving
Coach
Date: 11-14-13

APPROVED:

By: _____
Title: LUIS M. PROENZA
President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
Title: SCOTT CAMPBELL
Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant coaches. Such recommendation shall be made pursuant to Section 4.1.10 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend the following supplemental compensation to his full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: ½ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

**AMENDMENT TO EMPLOYMENT CONTRACT
AMENDMENT ONE**

THIS AMENDMENT, made by and between The University of Akron, a state of Ohio institution of higher education, (hereinafter called the "University") and Ron Arenz (hereinafter called "Coach").

WITNESSETH, THAT

WHEREAS, on January 24, 2013, the University and Coach entered into an EMPLOYMENT CONTACT ("Agreement"), whereby Coach was employed by University as Head Volleyball Coach of the University's intercollegiate volleyball team; and

WHEREAS, the University and Coach agree that certain amendments need to be made concerning the terms of the Agreement;

NOW THEREFORE, in consideration of the mutual covenants and conditions herein contained, the University and the Coach agree as follows:

1. Paragraph 4.1.10 will added to the agreement as set out below:

Consistent with the requirements of University Rules and policies, Coach shall have the responsibility and the authority to recommend to the Director the hiring, termination and supplemental compensation of assistant coaches for the Team. (Supplemental compensation schedule is attached as Exhibit A.) The Director then shall make specific recommendations to the President who, in turn, shall make recommendations to the Board. The Board shall make all final decisions regarding the employment, supplemental compensation and/or discharge of such assistants. It is expressly understood and agreed that nothing herein is intended to create any employment or supplemental compensation rights, or expectancy of employment, reemployment or supplemental compensation rights or obligations between the University and said assistant coaches, inasmuch as any such employment relationship with any of them shall be subject to separate contracts and conditions of employment with the University.

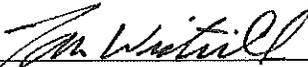
2. Exhibit A that is attached will be added to the agreement.
3. Except as herein amended, all terms and conditions of the January 24, 2013 Agreement, by and between the University and Coach shall remain in full force and effect.

IN WITNESS WHEREOF, the parties hereto have executed this Amendment this 14
day of November, 2013.

THE UNIVERSITY OF AKRON

COACH

RECOMMENDED:

By: 
THOMAS WISTRILL
Title: Director of Athletics
Date: 11-14-13

By: 
RON ARENZ
Title: Volleyball Coach
Date: 11/14/13

APPROVED:

By: _____
LUIS M. PROENZA
Title: President
Date: _____

Reviewed and Approved for legal
form and sufficiency:

By: _____
SCOTT CAMPBELL
Title: Assistant General Counsel and
Records Compliance Officer
Date: _____

EXHIBIT A

Assistant Coaches' Supplemental Compensation

Coach shall have the responsibility and authority to recommend to the Director supplemental compensation for assistant Volleyball coaches. Such recommendation shall be made pursuant to Section 4.1.10 of this Agreement, and are subject to applicable University policies and rules and are further subject to approval by the Director, the President and the Board of Trustees.

During the period in which the University employs the Coach, he shall have the opportunity to recommend the following supplemental compensation to his full-time assistant coaches and the Director of Operations:

Criteria: Full-time assistant coaches and the Director of Operations may achieve only one of the following within a given season: a. or b. In addition to one bonus for a. or b., full-time assistant coaches and the Director of Operations will also be able to receive the bonus listed in c.:

- a. Mid-American Conference Regular Season Championship: ½ month of individual assistant coach or Director of Operations salary.
- b. NCAA Post Season Tournament Appearance: ½ month of individual assistant coach or Director of Operations salary.
- c. National Championship: One (1) month salary.

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 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th 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.



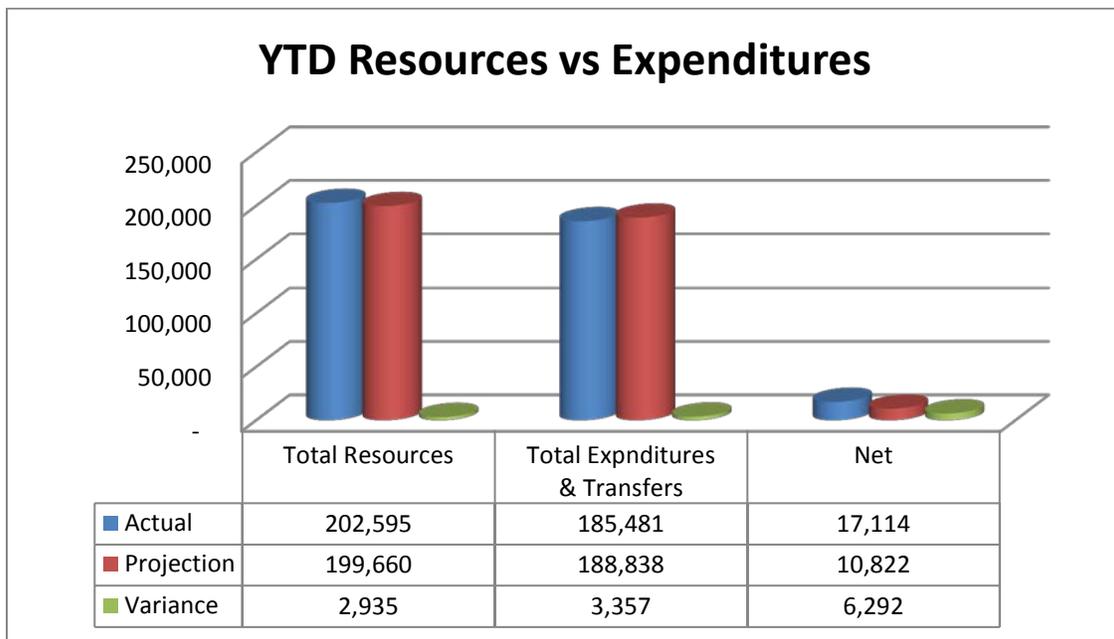
February 5, 2014

SUBJECT: Quarterly Financial Report for October through December 2013

ACTION SUMMARY

The comparisons below are based on the revised budget approved at the October 16 meeting.

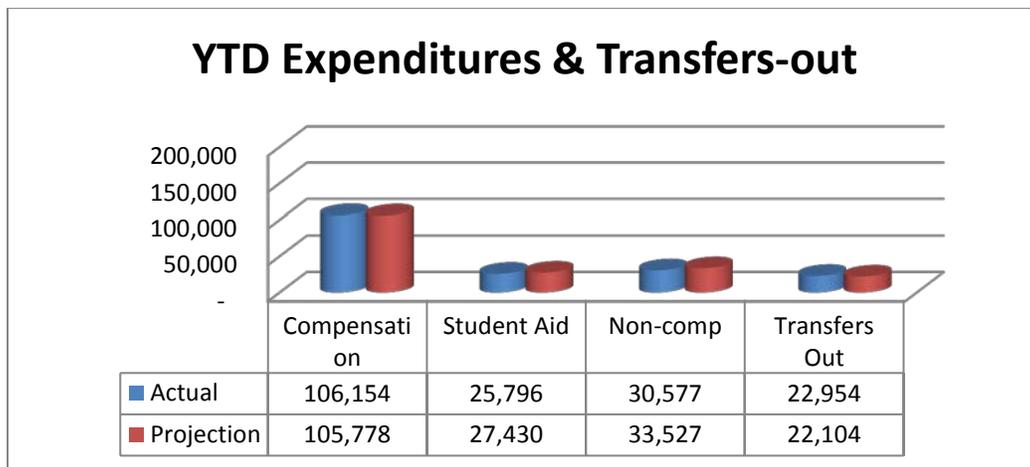
The FY14 year-to-date revenues and transfers-in exceed expenditures and transfers-out by \$6.3 million relative to the revised budget projection. Total revenues, including transfers-in, are exceeding the budget estimate by \$2.9 million (1.5%). For the same period, total year-to-date expenditures, including transfers-out, are below the budget estimate by \$3.4 million (1.8%).



The year-to-date shortfall in tuition and fees is \$0.1 million (0.1%) relative to revised budget. Enrollment is trailing last year by over 6%; as a result, actual revenue is \$5.4 million below last year's actual revenue at this point. Enrollment for spring 2014 was 5.5% below last year on the first day of the term. It is anticipated that actual Tuition and Fees revenue will be very close to the revised budget. Although State Appropriations are even with the revised budget estimate at this point, per final subsidy amounts from the Board of Regents, this revenue source will exceed the estimate by \$1.5 million for the fiscal year. All other revenue sources will be very close to projection.

Overall, total expenditures are less than the revised year-to-date budget projections. Total Compensation is \$0.4 million (0.4%) over the year-to-date estimate. The revised budget approved in October assumed decreased spending in compensation. Year-to-date actual spending for compensation is \$4.0 million below last year’s actual amount at this point in time.

Supplies & Services is \$5.2 million (19.3%) below estimate. It is anticipated that under-spending in that category will continue through the fiscal year. Utilities expense continues to track below estimate by \$0.5 million (10.9%) due to lower utilization of energy and conservative budgeting. However, the colder than normal weather this winter is expected to erode that under-spending. Student Aid is \$1.6 million (6.0%) below year-to-date estimate. Based on award activity, it is anticipated that we will under-spend by roughly \$1 million. The one expense area with a significant negative variance is the “Reduction Holder” line. Not all reductions to the original FY14 budget have been implemented. Therefore, a negative balance is reflected in the Statement and will likely grow through the fiscal year.



The General Fund budget will likely stay positive throughout the year with revenues slightly exceeding the estimates approved in the revised budget last October and expenditures tracking below budget as well.

Year-to-date combined Auxiliary resources (including transfers-in) were \$49.3 million; combined expenditures were \$51.6 million. The actual negative variance of \$2.3 million exceeds the projected negative variance of \$1.2 million. Although Residence Life and Housing has especially been negatively impacted by enrollment decline, actual revenues do exceed expenses at the end of the second quarter.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Acceptance of the Quarterly Financial Report for October through December 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on February 5, 2014, accepting the Quarterly Financial Report for October through December 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 2

**QUARTERLY FINANCIAL REPORT
FOR OCTOBER-DECEMBER 2013**

EXPENDITURES BY EXPENSE POOL

THE UNIVERSITY OF AKRON - Akron Campus
Statement of Unrestricted Current Fund - BY EXPENSE POOL (\$'s in thousands)
July 1, 2013 to December 31, 2013

	YEAR-TO-DATE DECEMBER						
	Dec. 2012 Actual	Dec. 2013 Actual	Dec. 2013 REV Budget	YTD Variance		FY14 REVISED Budget	Carryover From FY13 ³
RESOURCES							
Revenues:							
Tuition and Fees:							
Undergraduate Tuition & Fees	\$ 102,499.8	\$ 96,207.5	\$ 96,698.8	\$ (491.3)		\$ 170,846.0	\$ 0.0
Graduate Tuition & Fees	25,257.4	26,006.3	25,875.5	130.9		43,054.0	0.0
Non-resident Surcharge	7,580.1	7,518.6	7,483.8	34.8		12,599.0	0.0
Other Student Fees ¹	13,864.4	13,996.4	13,767.0	229.4		24,323.3	0.0
Total Tuition and Fees	\$ 149,201.7	\$ 143,728.8	\$ 143,825.1	\$ (96.3)	-0.1%	\$ 250,822.3	\$ 0.0
State Appropriations	\$ 45,544.9	\$ 45,381.1	\$ 45,381.1	\$ 0.0	0.0%	\$ 90,762.1	\$ 0.0
Other Sources:							
Earnings on Investments	\$ 1,210.5	\$ 2,448.9	\$ 1,604.5	\$ 844.4		\$ 3,209.0	\$ 0.0
Departmental Sales & Services	6,428.6	5,014.5	5,852.4	(837.9)		12,505.2	0.0
Workforce Dev./Cont. Ed.	243.6	191.0	254.9	(63.9)		540.0	0.0
Indirect Cost	2,402.2	2,384.0	2,058.8	325.2		4,575.0	0.0
Miscellaneous	116.1	611.6	370.5	241.2		1,550.0	0.0
Total Other Sources	\$ 10,401.0	\$ 10,650.0	\$ 10,141.0	\$ 509.0	5.0%	\$ 22,379.2	\$ 0.0
Endowment	\$ 114.4	\$ 119.4	\$ 110.0	\$ 9.4	8.5%	\$ 220.0	\$ 0.0
Total Revenues	\$ 205,262.0	\$ 199,879.2	\$ 199,457.2	\$ 422.1	0.2%	\$ 364,183.6	\$ 0.0
Transfers-In	\$ 7,832.9	\$ 2,716.0	\$ 203.2	\$ 2,512.8	1236.4%	\$ 406.5	\$ 52,505.3
Total Resources Available	\$ 213,094.8	\$ 202,595.3	\$ 199,660.4	\$ 2,934.9	1.5%	\$ 364,590.1	\$ 52,505.3
EXPENDITURES & TRANSFERS-OUT							
E & G Expenses by Pool							
Payroll	\$ 83,180.1	\$ 80,441.5	\$ 78,851.3	\$ (1,590.2)		\$ 157,702.6	\$ 3,336.0
Fringe Benefits	26,960.3	25,712.4	26,926.8	1,214.4		53,961.5	882.2
Subtotal Compensation	\$ 110,140.4	\$ 106,153.9	\$ 105,778.1	\$ (375.8)	-0.4%	\$ 211,664.0	\$ 4,218.2
Student assistants	\$ 1,977.8	\$ 1,820.6	\$ 1,723.7	\$ (96.9)		\$ 3,510.5	\$ 472.4
Supplies & services	23,464.2	21,945.2	27,172.5	5,227.3		54,345.0	35,226.0
Utilities	3,845.5	3,776.4	4,236.3	459.9		10,724.9	0.0
Communications	1,308.3	1,440.9	712.6	(728.3)		1,729.6	962.8
Travel	1,680.5	1,509.1	1,017.1	(492.0)		2,555.6	1,261.3
Student aid	26,856.1	25,795.9	27,429.7	1,633.8		48,060.1	748.0
Chargeback	(3,585.3)	(3,327.6)	(3,855.2)	(527.6)		(7,710.4)	(1,054.7)
Plant fund & reduction holder	1,076.9	281.6	(1,522.5)	(1,804.1)		(3,044.9)	6,440.7
Indirect cost	(1,679.1)	(2,444.7)	(1,497.8)	946.9		(2,995.7)	0.0
Other (equip, library books, etc)	8,396.2	5,575.9	5,540.0	(36.0)		2,900.6	3,910.9
Subtotal Non-compensation	\$ 63,341.1	\$ 56,373.3	\$ 60,956.4	\$ 4,583.0	7.5%	\$ 110,075.3	\$ 47,967.3
Total Educational & General	\$ 173,481.6	\$ 162,527.2	\$ 166,734.4	\$ 4,207.2	2.5%	\$ 321,739.3	\$ 52,185.5
Transfers-Out:							
Mandatory	\$ 2,485.3	\$ 4,037.1	\$ 4,037.1	\$ 0.0		\$ 7,597.8	\$ 0.0
Non-Mandatory	21,459.2	18,916.6	18,066.6	(850.0)		35,253.1	320.0
Total Transfers-Out	\$ 23,944.5	\$ 22,953.7	\$ 22,103.7	\$ (850.0)	-3.8%	\$ 42,850.9	\$ 320.0
Total Expend. & Transfers-Out	\$ 197,426.1	\$ 185,480.9	\$ 188,838.1	\$ 3,357.2	1.8%	\$ 364,590.1	\$ 52,505.5
NET CHANGE IN FUND BALANCE	\$ 15,668.8	\$ 17,114.4	\$ 10,822.3	\$ 6,292.1		\$ 0.0	\$ (0.2)
PLUS Transfers-in for Dept'l Carryovers	\$ 26,474.8	\$ 25,033.2	\$ 0.0	\$ 25,033.2			
Minus transfers-out for carryover reserve	0.0	0.0	0.0	0.0			
Ending balances	\$ 42,143.6	\$ 42,147.6	\$ 10,822.3	\$ 31,325.3			

¹ Major categories of "Other Student Fees" include Course Fees, Information Technology Fees and Facility Fees

² For details of transfers-in and transfers-out see attached

³ Carry-over reflects the accumulated under-spending of prior years. Unspent budget balances are generally credited to the appropriate departments at the end of the fiscal year and carried forward into future years. These balances include \$16.6 million that is still owed to the Early Retirement Incentive Plan liability.

THE UNIVERSITY OF AKRON - Akron Campus
Statement of Unrestricted Current Fund
Detail of Transfer-In and Transfer-Out

	Dec. 2012 <u>Actual</u>	Dec. 2013 <u>Actual</u>	Dec. 2013 <u>REV Budget</u>	YTD <u>Variance</u>	FY14 REVISED <u>Budget</u>	Carryover <u>From FY13³</u>
TRANSFER DETAIL						
Transfers-In						
Carryovers and Reallocations:						
Departmental Carryovers	\$ 0.0	\$ 0.0	0.0	\$ 0.0	0.0	\$ 50,066.4
Capital Component	284.5	0.0	0.0	0.0	0.0	0.0
Reserve for Encumbrances	3,933.7	2,438.9	0.0	2,438.9	0.0	2,438.9
Departmental Sales	1,114.7	73.9	0.0	73.9	0.0	0.0
Budgeted Transfers-In:						
D/S 2012 refunded savings	2,500.0	203.2	203.2	0.0	406.5	0.0
Total Transfers-In	\$ <u>7,832.9</u>	\$ <u>2,716.0</u>	\$ <u>203.2</u>	\$ <u>2,512.8</u> 1236.4%	\$ <u>406.5</u>	\$ <u>52,505.3</u>
Transfers-Out						
Auxiliary Enterprises	\$ 17,868.1	\$ 17,503.5	\$ 17,503.5	\$ 0.0	\$ 34,074.5	\$ 320.0
Misc/Dept Sale	951.1	0.0	0.0	0.0	0.0	0.0
Plant Funds	500.0	500.0	500.0	(0.0)	1,000.0	0.0
Additional Plant Projects	322.4	913.1	813.1	(100.0)	1,626.2	0.0
Bonded Debt Repayment	3,635.2	3,491.2	2,741.2	(750.0)	5,482.4	0.0
Cap Comp/Line of Credit	667.7	545.9	545.9	0.0	667.7	0.0
Total Transfers-Out	\$ <u>23,944.5</u>	\$ <u>22,953.7</u>	\$ <u>22,103.7</u>	\$ <u>(850.0)</u> -3.8%	\$ <u>42,850.9</u>	\$ <u>320.0</u>

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Revenues – Akron Campus
Six-Month Period Ended 12/31/13

RESOURCES

Tuition & Fees – Second quarter Tuition and General Fee revenues relatively in line with the revised budget which adjusted for lower-than-planned enrollment. Overall, year-to-date student revenues were only short of the revised budget by \$0.1 million, or 0.1%,

State Appropriations – At \$45.4 million, the year-to-date receipts of the State Share of Instruction (SSI) are even with the revised FY14 budget.

Departmental Sales and Workforce Development – Revenues in the sales and service areas and Workforce Development were less than budget by \$0.9 million. This variance (-14.8%) is the net result of about 170 revenue-generating operations. By the end of the second quarter the English Language Institute had collected \$1.0 million, more than 59% of the annual budget. However this positive result was more than offset by the areas that didn't meet planned revenues such as the Center for Child Development, the Computer Store and Installment Payment Plan.

Indirect Cost Recovery – These revenues were 15.8% greater than budgeted through the end of the second quarter. 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. As overhead functions face budget reductions, appropriate operating costs are being shifted to these increasing resources.

Earnings from Investments and Endowments – The year-to-date accumulated earnings from investments and endowments exceeded the budget by \$0.9 million, or 49.8%. The annual budget was increased by \$1.0 million and it appears that we are on trend to reach the goal.

Miscellaneous Income – The annual budget of \$1,050,000 relates to any income source that is not included in the above-referenced categories. The second quarter miscellaneous revenue of \$0.6 million is largely from rental income from the Quaker Square retail spaces and revenue in support of the Confucius Institute (from the China Ministry of Education). Overall miscellaneous receipts are partially offset with the write-off of nearly \$138,000 of receivables.

Transfers-in – Transfers-in of \$2.4 million covered open purchase orders from FY13. Institutional departmental carryover from FY13 was \$52.5 million.

Total Resources – In total, the first half revenues (excluding transfers-in) exceeded the revised budget by \$0.4 million.

EXPENDITURES BY TYPE

Compensation – Overall compensation expenses exceeded the revised budget by \$0.4 million, or 0.4%. While actual payroll expenses exceeded the budget by \$1.6 million, reported fringe benefits were short of the budget by \$1.2 million.

Student Assistants – The payments of \$1.7 million to students employed on campus were in line with the revised budget.

Supplies and Services - The revised budget of \$27.2 million was more than sufficient to support the second quarter spending of \$21.9 million for supplies and services. With the exception of student aid, this is the largest category of non-compensation 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 outcomes, and this was reflected in spending results.

Utilities – Mild weather was a significant factor in the favorable utility variance. As of the end of December, spending for utilities was \$0.5 million less than expected.

Communications – Communications expenses range from phones to postage and in the second quarter of FY14 these expenses exceeded the budget by \$0.7 million, or 102%. Certain significant communications expenses are technology-related and covered with resources transferred from the supply lines.

Travel and Entertainment – While expenses for travel and entertainment exceeded the revised budget by about \$0.5 million, they were about 10% lower than in FY13. This \$2.6 million category includes travel as well as hospitality and efforts have been mildly successful at limiting these types of expenses.

Student Aid – Fall scholarship spending is less than anticipated by \$1.6 million, or 6%.

Transfers-Out – Mandatory transfers-out reflect debt obligations and non-mandatory transfers reflect support to auxiliaries as well as transfers to retire internal debt, facility fee set-aside, and plant funds. To date, these expenses are slightly (4.7%) greater than expected.

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Revenues – Akron Campus
Six-Month Period Ended 12/31/13

EXPENDITURES BY FUNCTION

Introduction: The expenses in each of the functional categories are compared to the revised FY14 budget. Through six months of FY14, total functional expenditures were \$4.2 million less than budgeted.

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 \$9.9 million, or 13.3%. 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.

FY14 - AKRON E&G EXPENDITURES (\$ in thousands)	DECEMBER		Variance	
	ACTUAL	REVISED BUDGET		
Instruction	\$64,116.1	\$73,970.5	\$9,854.4	13.3%
Research	7,072.8	4,137.9	(2,935.0)	-70.9%
Public Service	2,455.5	2,669.7	214.2	8.0%
Academic Support	17,218.1	16,167.7	(1,050.4)	-6.5%
Student Services	5,407.7	6,888.8	1,481.1	21.5%
Institutional Support	30,225.8	23,634.6	(6,591.3)	-27.9%
Plant Operation & Maintenance	9,773.7	11,390.4	1,616.8	14.2%
Scholarships	26,257.5	27,874.8	1,617.3	5.8%
Total	\$162,527.2	\$166,734.3	\$4,207.2	2.5%

Research – Through December, the activity in Research reflects an unfavorable spending variance of \$2.9 million, or -70.9%.

This is partially offset by the positive variance in indirect cost revenue. Expenses in the function include start-ups, indirect cost, testing operations and administrative and operational costs associated with research activities.

Public Service – Activity in this function was slightly less than the original budget as mid-year results reflect a favorable variance of \$0.2 million, or 8%. Workforce development and departmental sales operations are a significant component of this function and less-than-anticipated revenues are partially offset by related favorable expense variances.

Academic Support – Spending in the Academic Support areas was greater than budget by 6.5%, or \$1.1 million. While library-related expenses exceeded the base budget by \$0.6 million, the remaining academic support operations were also greater than the base budget by \$0.4 million.

Student Services – Year-to-date spending was 21.5% less than the revised 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 \$30.2 million exceeded the budgeted \$23.6 million. This unfavorable variance of \$6.6 million, or 27.9, includes the new pooled fringe benefit results. FY14 is the first year using the pooled rate and at year end the rates will be adjusted if necessary.

Plant Operation & Maintenance – Activity in this function was less than the revised budget by \$1.6 million, or 14.2%. Favorable utility spending is partially offset by overtime and chargeback unfavorable results.

Scholarships – The Scholarship function includes student aid as well as costs of administering certain programs such as Choose Ohio First and Success and Achieve. Preliminary expenses related to summer and fall scholarship activity are less than budget by \$1.6 million or 5.8%.

THE UNIVERSITY OF AKRON-WAYNE COLLEGE
Statement of Unrestricted Current Fund - BY EXPENSE POOL (\$'s in thousands)
July 1, 2013 to December 31, 2013

YEAR-TO-DATE DECEMBER

RESOURCES	December 2012 Actual	December 2013 Actual	December 2013 Orig. Budget	YTD Variance		FY14 Orig. Budget	Carryover From FY13
REVENUES							
Tuition and Fees:							
Undergraduate Tuition & Fees	\$ 5,042.7	\$ 4,729.1	\$ 5,041.6	\$ (312.5)		\$ 9,040.0	\$ 0.0
Non-resident Surcharge	32.7	23.6	32.2	(8.6)		50.0	0.0
Other Fees	229.6	402.1	221.4	180.7		425.0	0.0
Total Tuition and Fees	\$ 5,305.0	\$ 5,154.8	\$ 5,295.2	\$ (140.4)	-2.7%	\$ 9,515.0	\$ 0.0
State Appropriations	\$ 1,819.3	\$ 1,820.1	\$ 1,791.6	\$ 28.5	1.6%	\$ 3,583.3	\$ 0.0
Other Sources:							
Workforce Dev./Cont. Ed.	\$ 220.7	\$ 165.4	\$ 270.7	\$ (105.3)		\$ 640.0	\$ 0.0
Departmental Sales & Services	1.8	2.7	1.7	1.0		4.6	0.0
Miscellaneous	1.0	0.0	0.2	(0.2)		0.9	0.0
Total Other Sources	\$ 223.5	\$ 168.1	\$ 272.6	\$ (104.5)	-38.3%	\$ 645.5	\$ 0.0
Total Revenues	\$ 7,347.8	\$ 7,143.1	\$ 7,359.4	\$ (216.4)	-2.9%	\$ 13,743.8	\$ 0.0
TRANSFERS-IN							
FY13 Departmental Carryover	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0		\$ 0.0	\$ 2,915.6
Change in Enrollment	0.0	0.0	0.0	0.0		1,100.0	0.0
Contingency	25.0	0.0	0.0	0.0		0.0	0.0
Reserve for Encumbrances	5.6	65.5	0.0	65.5		0.0	0.0
\$ 30.6	\$ 65.5	\$ -	\$ 65.5	0.0%		\$ 1,100.0	\$ 2,915.6
Total Resources Available	\$ 7,378.4	\$ 7,208.6	\$ 7,359.4	\$ (159.9)	-2.1%	\$ 14,843.8	\$ 2,915.6
EXPENDITURES & TRANSFERS-OUT							
E & G Expenses by Pool							
Payroll	\$ 3,332.4	\$ 3,147.6	\$ 4,078.6	\$ 931.0		\$ 8,194.9	\$ 1,548.4
Fringe Benefits	1,121.2	1,075.4	1,280.5	205.1		2,500.0	304.8
Subtotal Compensation	\$ 4,453.6	\$ 4,223.0	\$ 5,359.1	\$ 1,136.1	21.2%	\$ 10,694.9	\$ 1,853.2
Student Assistants	\$ 66.4	\$ 78.9	\$ 64.8	\$ (13.9)		\$ 152.5	\$ 40.1
Supplies & Services	592.3	664.2	861.1	197.0		1,323.8	710.8
Utilities	150.1	140.4	170.2	29.9		356.0	102.2
Communications	30.2	41.5	34.6	(6.9)		67.1	73.6
Travel	59.5	44.8	55.8	11.0		119.0	29.4
Student Aid	478.8	399.9	401.2	1.2		780.0	6.8
Other	157.1	760.6	881.5	120.8		1,350.5	99.5
Subtotal Non-Compensation	\$ 1,534.4	\$ 2,130.3	\$ 2,469.2	\$ 339.1	13.7%	\$ 4,148.9	\$ 1,062.4
Total Educational & General	\$ 5,988.0	\$ 6,353.3	\$ 7,828.3	\$ 1,475.2	18.8%	\$ 14,843.8	\$ 2,915.6
Transfers-Out:							
Mandatory	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0		\$ 0.0	\$ 0.0
Non-Mandatory							
Founders Scholarships	25.0	0.0	0.0	0.0		0.0	0.0
Contingency	0.0	0.0	0.0	0.0		0.0	0.0
Plant Funds	25.0	0.0	0.0	0.0		0.0	0.0
Total Transfers-Out	\$ 50.0	\$ 0.0	\$ 0.0	\$ 0.0	0.0%	\$ 0.0	\$ 0.0
Total Expenditures & Transfers-Out	\$ 6,038.0	\$ 6,353.3	\$ 7,828.3	\$ 1,475.2	18.8%	\$ 14,843.8	\$ 2,915.6
NET CHANGE IN FUND BALANCE	\$ 1,340.4	\$ 855.3	\$ (468.9)	\$ 1,324.3	-35.4%	\$ -	\$ 0.0

THE UNIVERSITY OF AKRON
Unrestricted Current Fund Expenditures – Wayne Campus
Six-Month Period Ended 12/31/13

RESOURCES:

Tuition & Fees – The FY14 tuition and general fees budget was reduced 4% to reflect decline in enrollment, and the six-month budget level came in less than planned with an unfavorable variance of \$140,400 or 2.7%.

State Appropriations – FY14 State Appropriations slightly exceeded the six-month budget projection by \$28,500.

Departmental Sales and Workforce Development – Continuing Education & Workforce Development departments on The University of Akron main and Wayne College campus officially merged on October 1, 2013. Continuing Education & Workforce Development will be located on main campus only and Wayne College will no longer receive revenue for this department.

Miscellaneous Income – The miscellaneous income is only budgeted to receive \$1,000 in revenue for Farmhouse rentals and other student union activities. To date, there is no activity.

Total Revenues – In total, revenues are below the six-month projections by \$216,400 (or 2.9%).

Transfers-in – In addition to the revenue categories listed above, the FY14 annual budget also includes transfers-in totaling \$2,981,107. This is comprised of \$2,915,608 from carryover and \$65,499 in encumbrances. The transfers-in Change in Enrollment budget of \$1.1 million will only be allocated if expenditures surpass revenues.

EXPENDITURES:

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. Overall, functional expenditures are less than the six-month expenditure guideline.

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.

FY14 - WAYNE E&G EXPENDITURES (\$ in thousands)	YTD December 2013		YTD Variance %	Annual Budget FY14	Business Indicator
	ACTUAL	BUDGET			
Instruction	\$2,260.9	\$3,441.8	34.3%	\$6,529.6	●
Research	1.3	2.4	47.1%	3.0	●
Public Service	137.6	315.6	56.4%	640.0	●
Academic Support	594.9	500.5	-18.8%	1,135.0	●
Student Services	763.9	748.8	-2.0%	1,768.9	●
Institutional Support	1,361.0	1,388.4	2.0%	2,516.1	●
Plant Operation & Maintenance	833.8	818.5	-1.9%	1,601.2	●
Scholarships	399.9	376.0	-6.4%	650.0	●
Total	\$6,353.3	\$7,592.0	16.3%	\$14,843.8	●

● On/Above target
● Caution
● Warning

Research – Research expenditure is below the six-month expenditure guideline by 47.1%.

Public Service – The total expenditures for Public Service came in below expenditure guideline by 56.4% (or \$178,000).

Academic Support – Spending in the Academic Support areas exceeded the six-month expenditure guideline by 18.8%. This overage was primarily in encumbered funds for Dual Enrollment textbooks.

Student Services – Expenses in the Student Services function exceeded the expenditure guideline by 2%.

Institutional Support – Six-month expenditures in Institutional Support came in below guideline.

Plant Operation & Maintenance – Expenditures in this function are above the six-month expenditure guideline by 1.9% (or \$15,300).

Scholarships – The results in the scholarship function for Dual Enrollment students exceeded the six-month expenditure guideline by 6.4% (or \$23,900).

Total E & G – Overall, the total Educational & General expenditures are below the six-month expenditure guideline, with a favorable variance of 16.3% (or \$1.2 million).

YEAR-TO-DATE DECEMBER



	FY 2013 Actual	FY 2014 Actual	FY 2014 Budget	YTD Variance	Indicator	Comments	FY14 Approved Budget*
INFOCISION STADIUM							
<i>Beginning Fund Balance</i>	\$ 42.4	\$ (5.0)	\$ (5.0)	\$ -			
Operating Revenue	\$ 39.7	\$ 36.8	\$ 31.4	\$ 5.4		While similar, revenue and expense patterns running just slightly better than in FY13 when a minimal deficit occurred. Barring unforeseen maintenance expenses or shortfall from budgeted concessions revenue, InfoCision Stadium should end the fiscal year with minor surplus.	\$ 1,714.0
Transfer-in General Fund	1,760.0	1,760.7	1,760.7	-			\$ 3,521.5
Transfer-in Other	13.0	0.4	0.4	-			\$ 0.4
LESS: Expenditures	2,756.1	2,650.5	2,635.9	(14.6)			\$ 5,235.9
Net Surplus (Deficit)	\$ (943.4)	\$ (852.6)	\$ (843.4)	\$ (9.1)			\$ -
<i>Ending Fund Balance</i>	\$ (901.0)	\$ (857.6)	\$ (848.5)	\$ (9.1)			
ATHLETICS							
<i>Beginning Fund Balance</i>	\$ 1.6	\$ (407.8)	\$ (407.8)	\$ -		Although committed to reducing expenses, a \$1.6 million reduction in general fund support will make it difficult for Athletics to break even in FY14, or make progress towards their carryover deficit of \$407K. Men's basketball revenue likely to be all time high.	
Operating Resources	\$ 2,959.5	\$ 2,179.0	\$ 2,334.2	\$ (155.2)			\$ 5,608.9
Transfer-in General Fund	10,372.2	9,789.4	9,789.4	-			\$ 19,379.6
Transfer-in Other	27.4	27.2	27.2	-			\$ 145.9
LESS: Expenditures	14,802.2	13,959.9	14,151.0	191.1			\$ 25,134.5
Net Surplus (Deficit)	\$ (1,443.0)	\$ (1,964.4)	\$ (2,000.3)	\$ 35.9	\$ -		
<i>Ending Fund Balance</i>	\$ (1,441.4)	\$ (2,372.2)	\$ (2,408.1)	\$ 35.9			
DINING SERVICES							
<i>Beginning Fund Balance</i>	\$ 3,411.1	\$ 1,902.4	\$ 1,902.4	\$ -		Less than projected revenues offset by reduction in expenses, despite having capital projects to date totaling \$938K (which were budgeted for). Larger revenue shortfalls are in Catering and Robertson Dining Hall. Year end results project favorably.	
Operating Resources	\$ 9,059.8	\$ 8,737.5	\$ 9,125.8	\$ (388.2)			\$ 18,389.2
Transfer-in General Fund	-	-	-	-			\$ -
Transfer-in Other	22.6	1,389.9	1,389.9	-			\$ 1,389.9
LESS: Expenditures	8,695.6	9,450.9	9,838.3	387.3			\$ 19,779.1
Net Surplus (Deficit)	\$ 386.8	\$ 676.5	\$ 677.4	\$ (0.9)	\$ -		
<i>Ending Fund Balance</i>	\$ 3,797.9	\$ 2,578.9	\$ 2,579.7	\$ (0.9)			
EJ THOMAS PERFORMING ARTS HALL							
<i>Beginning Fund Balance</i>	\$ 63.0	\$ 126.5	\$ 126.5	\$ -		Financial results for the Performing Arts Hall do NOT appear favorable at this time. However, it is difficult to project what the final outcome for this auxiliary operation might be due to the differences in timing of programs and events from year to year.	
Operating Resources	\$ 291.0	\$ 481.0	\$ 366.4	\$ 114.6			\$ 901.5
Transfer-in General Fund	1,061.1	1,059.7	1,139.7	(80.0)			\$ 2,279.3
Transfer-in Other	-	4.4	4.4	-			\$ 4.4
LESS: Expenditures	1,373.9	2,012.9	1,427.1	(585.8)			\$ 3,185.2
Net Surplus (Deficit)	\$ (21.8)	\$ (467.9)	\$ 83.3	\$ (551.2)	\$ -		
<i>Ending Fund Balance</i>	\$ 41.1	\$ (341.4)	\$ 209.8	\$ (551.2)			

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to December 31, 2013
 (\$ in Thousands)

YEAR-TO-DATE DECEMBER



	FY 2013 Actual	FY 2014 Actual	FY 2014 Budget	YTD Variance	Indicator	Comments	FY14 Approved Budget*
PARKING SERVICES							
<i>Beginning Fund Balance</i>	\$ 1,094.0	\$ 1,111.6	\$ 1,111.6	\$ -			
Operating Resources	\$ 5,373.2	\$ 5,215.6	\$ 5,388.9	\$ (173.3)		With enrollment down, Transportation fee revenue is slightly less than budgeted for the second consecutive year. 2nd quarter financials are virtually identical to FY13, which turned very minimal profit. Assuming no major capital expenses, FY14 results should be similar to FY13.	\$ 9,359.8
Transfer-in General Fund	-	-	-	-			-
Transfer-in Other	130.2	81.0	81.0	-			81.0
LESS: Expenditures	5,149.7	4,968.6	5,146.7	178.1			9,440.8
Net Surplus (Deficit)	\$ 353.7	\$ 328.0	\$ 323.2	\$ 4.8			\$ -
<i>Ending Fund Balance</i>	\$ 1,447.6	\$ 1,439.6	\$ 1,434.8	\$ 4.8			
RESIDENCE LIFE & HOUSING							
<i>Beginning Fund Balance</i>	\$ 3,817.8	\$ 943.1	\$ 943.1	\$ -			
Operating Resources	\$ 10,885.7	\$ 11,023.7	\$ 12,577.1	\$ (1,553.5)		FY14 financial fate of RLH will rest upon occupancy rate for Spring Semester, initially at 89%...but which will decline as the semester progresses. With spring semester debt payments of \$5.3 million alone, RLH will probably need to generate at least \$10.5 million in spring revenue to break even for FY14.	\$ 22,180.9
Transfer-in General Fund	300.0	300.0	300.0	-			600.0
Transfer-in Other	65.3	245.1	245.1	-			245.1
LESS: Expenditures	11,497.7	11,115.0	12,198.0	1,083.0			23,026.0
Net Surplus (Deficit)	\$ (246.7)	\$ 453.7	\$ 924.2	\$ (470.4)			\$ 0.0
<i>Ending Fund Balance</i>	\$ 3,571.1	\$ 1,396.9	\$ 1,867.3	\$ (470.4)			
STUDENT RECREATION & WELLNESS							
<i>Beginning Fund Balance</i>	\$ 1,262.9	\$ 1,046.6	\$ 1,046.6	\$ -			
Operating Resources	\$ 237.4	\$ 225.5	\$ 215.6	\$ 9.9		The SRWC was only open 5 days in December due to Hi Temp Hot Water pipe failure. Extending memberships by one month, plus refunds to certain membership types have cost nearly \$14,000 in lost revenue. Expense totals of temporary fix, including numerous space heaters, plus permanent fix later in semester not yet known.	\$ 540.2
Transfer-in General Fund	2,131.0	2,056.6	2,056.6	-			4,113.2
Transfer-in Other	3.3	123.8	123.8	-			123.8
LESS: Expenditures	2,313.7	2,189.4	2,299.8	110.3			4,777.2
Net Surplus (Deficit)	\$ 58.0	\$ 216.4	\$ 96.2	\$ 120.2			\$ 0.0
<i>Ending Fund Balance</i>	\$ 1,320.9	\$ 1,263.0	\$ 1,142.8	\$ 120.2			
STUDENT UNION							
<i>Beginning Fund Balance</i>	\$ 1,132.9	\$ 1,226.1	\$ 1,226.1	\$ -			
Operating Resources	\$ 648.5	\$ 624.5	\$ 651.8	\$ (27.3)		Student Union revenues are behind as no FY14 revenue from PNC has been booked to date and Computer Solutions no longer part of the facility. Expense savings at this time appears to be chiefly from vacant positions.	\$ 1,764.5
Transfer-in General Fund	2,243.7	2,187.2	2,187.2	-			4,374.4
Transfer-in Other	10.2	25.0	25.0	-			25.0
LESS: Expenditures	3,111.2	3,008.5	3,134.5	126.0			6,163.9
Net Surplus (Deficit)	\$ (208.8)	\$ (171.8)	\$ (270.5)	\$ 98.7			\$ -
<i>Ending Fund Balance</i>	\$ 924.1	\$ 1,054.4	\$ 955.6	\$ 98.7			

THE UNIVERSITY OF AKRON - Akron Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to December 31, 2013
 (\$ in Thousands)

YEAR-TO-DATE DECEMBER

-  On/Above Target
-  Caution
-  Warning

	FY 2013 Actual	FY 2014 Actual	FY 2014 Budget	YTD Variance	Indicator	Comments	FY14 Approved Budget*
TELECOMMUNICATIONS							
<i>Beginning Fund Balance</i>	\$ 1,244.1	\$ 1,545.5	\$ 1,545.5	\$ -			
Operating Resources	\$ 1,632.7	\$ 1,680.5	\$ 1,514.5	\$ 165.9		Telecom continues to generate sufficient resources to cover all of its own operating costs while also maintaining / upgrading University wiring infrastructure. Current financials are skewed by \$965K of encumbrances.	\$ 3,046.6
Transfer-in General Fund	-	-	-	-			-
Transfer-in Other	24.6	19.7	19.7	-			19.7
LESS: Expenditures	1,609.5	2,283.8	1,739.6	(544.2)			3,066.4
Net Surplus (Deficit)	\$ 47.9	\$ (583.6)	\$ (205.3)	\$ (378.3)			\$ -
<i>Ending Fund Balance</i>	\$ 1,291.9	\$ 961.9	\$ 1,340.1	\$ (378.3)			
TOTAL AUXILIARY ENTERPRISES - AKRON CAMPUS							
<i>Beginning Fund Balance</i>	\$ 12,069.6	\$ 7,489.0	\$ 7,489.0	\$ -			
Operating Resources	\$ 31,127.4	\$ 30,204.0	\$ 32,205.7	\$ (2,001.7)			\$ 63,505.8
Transfer-in General Fund	17,868.1	17,153.5	17,233.5	(80.0)			34,268.0
Transfer-in Other	296.7	1,916.4	1,916.4	-			2,035.2
LESS: Expenditures	51,309.6	51,639.5	52,570.9	931.4			99,808.9
Net Surplus (Deficit)	\$ (2,017.4)	\$ (2,365.6)	\$ (1,215.3)	\$ (1,150.3)	\$ 0.0		
<i>Ending Fund Balance</i>	\$ 10,052.2	\$ 5,123.3	\$ 6,273.7	\$ (1,150.3)			

* Approved budget includes transfers-in to support prior year open purchase orders.

THE UNIVERSITY OF AKRON - Wayne Campus
 AUXILIARY ENTERPRISES
 July 1, 2013 to December 31, 2013
 (\$ in Thousands)

YEAR-TO-DATE DECEMBER

	FY 2013 Actual	FY 2014 Actual	FY 2014 Budget	YTD Variance	Indicator	Comments	FY14 Approved Budget
Wayne Student Union							
Beginning Fund Balance	\$ 319.7	\$ 383.8	\$ 383.8	\$ -		Six-month revenues surpassed expenditures by \$22,300.	
Operating Resources	\$ 27.6	\$ 25.8	\$ 42.5	\$ (16.7)			\$ 85.0
Expenditures	9.7	3.5	42.5	39.0			\$ 85.0
Net Surplus (Deficit)	\$ 17.9	\$ 22.3	\$ -	\$ 22.3			\$ -
Ending Fund Balance	\$ 337.6	\$ 406.1	\$ 383.8	\$ 22.3			

THE UNIVERSITY OF AKRON
Restricted Current Fund Activity
Six-Month Period Ended 12/31/13

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

FY14 - RESTRICTED ACTIVITY (\$ in thousands)	Balance	YTD (12/31/13)		Balance
	07/01/13	Revenues	Expenditures	12/31/13
University scholarships	\$ 8,864	\$ 2,417	\$ 599	\$ 10,682
Research grants and contracts	3,885	18,271	18,760	3,396
Student Aid	(57)	20,509	20,546	(94)
UA Foundation income	4,492	2,320	1,169	5,643
Other departmental funds	20,054	4,393	4,737	19,710
Totals	\$ 37,238	\$ 47,910	\$ 45,811	\$ 39,337

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

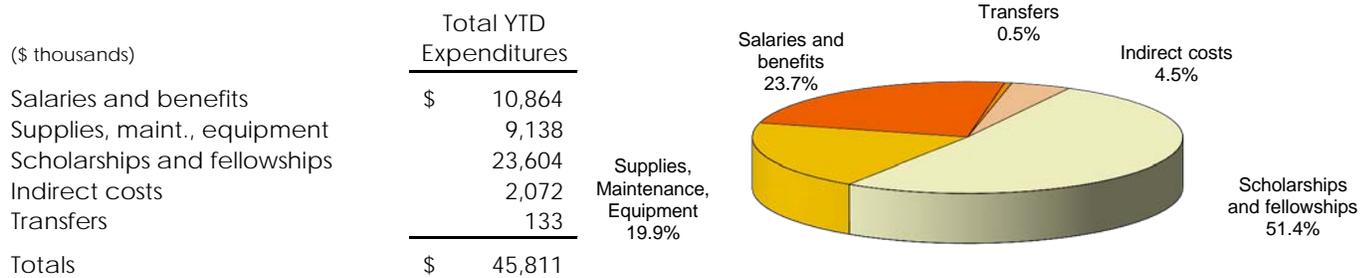
the terms of a government or private grant or contract.

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.

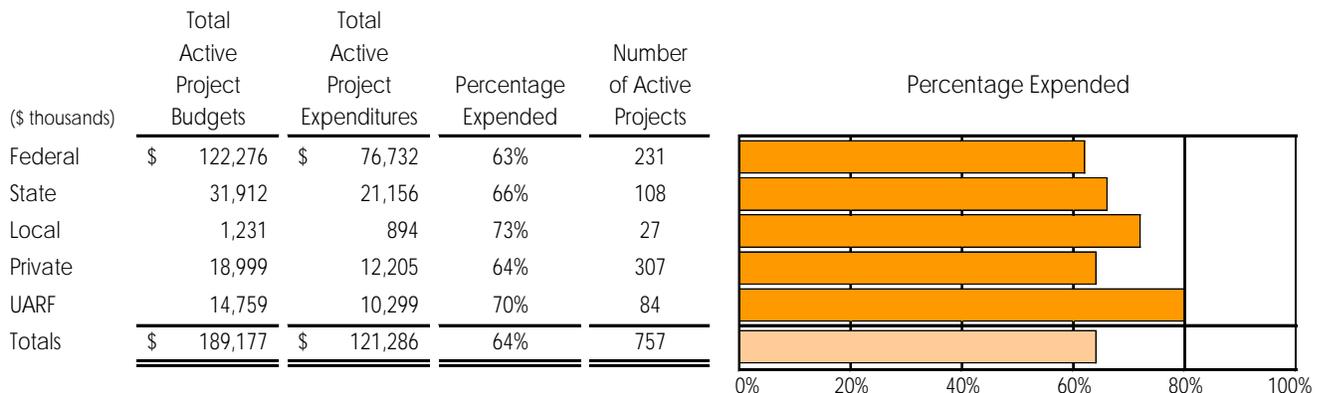
Restricted Expenditures by Type



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



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
Six-Month Period Ended 12/31/13

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.

FY14 - PLANT ACTIVITY (\$ in thousands)	Balance	YTD (12/31/13)		Balance
	07/01/13	Revenues	Expenditures	12/31/13
University funded	\$ 7,284	\$ 1,501	\$ 2,018	\$ 6,767
Billable	4,766	1,382	3,531	2,617
Bonds	3,439	1,337	963	3,813
Totals	\$ 15,489	\$ 4,220	\$ 6,512	\$ 13,197

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

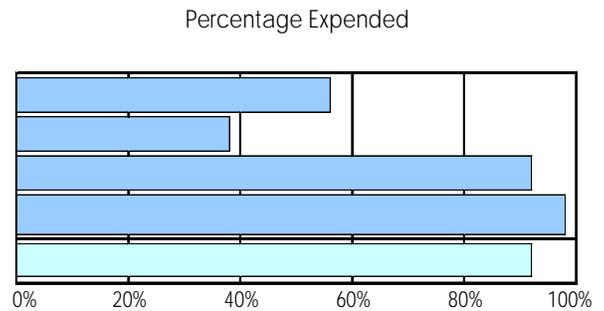
Billable – projects funded with external resources such as pledges or Foundation money.

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	\$ 20,528	\$ 11,430	56%	27
Billable	7,859	2,995	38%	12
State Appropriations	39,921	36,369	91%	11
Bond 2008 ²	183,393	180,121	98%	29
Totals	\$ 251,701	\$ 230,915	92%	79



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

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 balance reflects excess interest earnings spent on additional current projects.



February 5, 2014

SUBJECT: Summary of the Quarterly Investment Report for October through December 2013

ACTION SUMMARY

The Quarterly Investment Report for December 31 reflects a second quarter positive return, but essentially no return for operating funds for the past 12 months. The more recent positive returns are driven mainly by the newly created Long-Term Portfolio. The Operating Funds investments, including the Long-Term Portfolio, generated \$2.4 million in income through the first quarter, 50% above budget estimate. The market value of endowments increased nearly \$6.6 million through the second quarter of FY14. The portfolio composite of the pooled endowments posted a 6.4% rate of return for the second quarter and a 20.3% return for the past 12 months.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Acceptance of the Quarterly Investment Report for October through December 2013

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on February 5, 2014, accepting the Quarterly Investment Report for October through December 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 3

**QUARTERLY INVESTMENT REPORT
FOR OCTOBER-DECEMBER 2014**

THE UNIVERSITY OF AKRON
Operating Funds Investment Report
December 31, 2013

Exhibit 1

Policy Compliance: Asset Allocation

- In Compliance
- Not in Compliance

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25.0%	6.5%	● *
Short-Term Fixed Income	20-65%	25.0%	29.8%	●
Intermediate-Term Fixed Income	0-45%	35.0%	32.4%	●
Long-Term Portfolio	0-35%	15.0%	31.3%	●

* December 31, 2013 represents one of the two lowest points in the cash flow cycle which is tied to the receipt of tuition dollars to fund University operations. Although the allocation of Cash and Cash Equivalents was below the minimum range of the policy guidelines, almost all the invested assets in the two fixed income portfolios can provide daily liquidity if needed. Within one week of the close of the second quarter, over \$50 million in cash had been received in anticipation of the spring semester. By mid-January, the cash reserves exceeded \$70 million.

The new Long-Term Portfolio is invested in a fashion similar to the endowment funds. This \$45 million investment represent a deep-core fund not needed for working capital in any given year and will be treated like an underlying investment in perpetuity. The new portfolio consists of five active managers of domestic equities, four mutual funds for equities and five mutual funds for fixed income. All mutual funds have daily liquidity. In October, \$500,000 was distributed from the portfolio and posted as excess revenue for the operating budget. By the end of December 2013, the market value of the new portfolio had increased to over \$48.5 million.

Exhibit 2

Net Rates of Return for the Period Ended December 31, 2013

- 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>	\$ 10,135,263	0.02% 0.02%	0.12% 0.07%	●
Short-Term Fixed Income <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	46,160,321	0.20% 0.07%	0.66% 0.36%	●
Intermediate-Term Fixed Income <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	50,190,555	-0.22% -0.51%	-1.01% -1.56%	●
Long-Term Portfolio <i>Policy Balanced Index</i>	48,527,598	6.20% 5.27%	NA NA	○
Total Operating Funds	\$ 155,013,737			

The Cash and Cash Equivalents portfolio funds all liquidity needs; fixed-income assets and the new Long-Term Portfolio serve to generate investment income.

The returns on the fixed income portfolios were better than their respective Merrill Lynch benchmarks but still negligible and even negative for the Intermediate-Term Fixed income portfolio given the current interest rate environment.

Although a one-year return on the Long-Term Portfolio is not yet applicable, the dollar-weighted composite return was 11.03% since inception in August 2013.

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

Exhibit 3

Investment Income for the Period Ended December 31, 2013

- Over Budget
- Under Budget

	Six Months			Over/ (Under)
	Actual	Budget	Variance \$	
Revenue (posted)	\$ 2,448,921	\$ 1,604,500	\$ 844,421	●
Unrealized Market Change (not posted)	\$ 2,825,802			
Total Investment Income	\$ 5,274,723			

Investment income is the sum of income net of fees, realized and unrealized gains/(losses). The latter is not posted until year end but can be tracked at an additional \$2.8 million as of December 31, 2013.

Exhibit 4

State Compliance: Portfolio Composition and Credit Quality

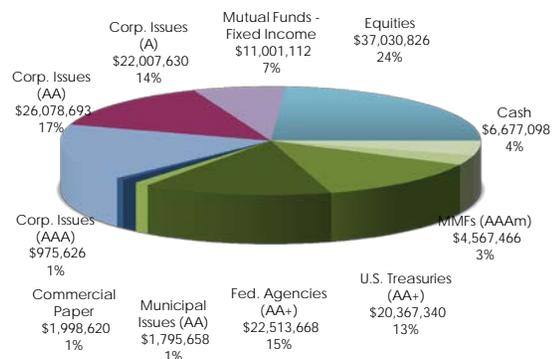
- In Compliance
- Not in Compliance

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.

Ohio Revised Code §3345.05 ●



	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term Portfolio
Cash at JPNC	\$ 6,677,098			
Money Market Funds	3,458,165	\$ 212,027	\$ 401,614	\$ 495,660
U.S. Treasuries		11,043,394	9,323,946	
Federal Agencies		9,712,315	12,801,353	
Municipal Issues		1,795,658		
Commercial Paper		1,998,620		
Corporate Issues		21,398,307	27,663,642	
Mutual Funds-Fixed				11,001,112
Equities				37,030,826
Total Operating Funds	\$ 10,135,263	\$ 46,160,321	\$ 50,190,555	\$ 48,527,598

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
 December 31, 2013

Exhibit 5

Policy Compliance : Asset Allocation

- In Compliance
- Not in Compliance

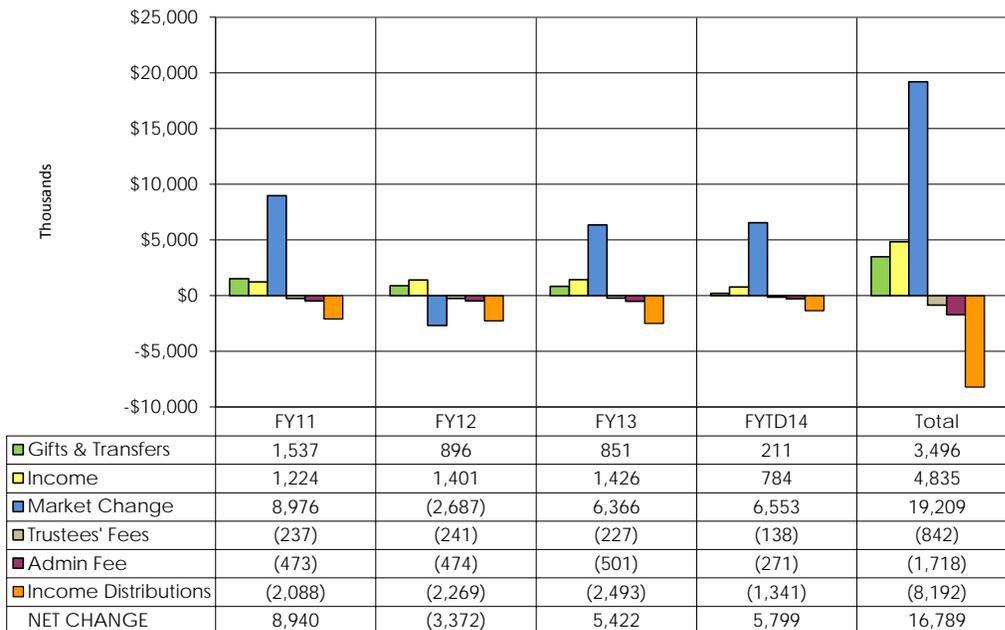
	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	71.0%	●
U.S. Public Equity	15-50%		52%	
Non-U.S. Public Equity	15-50%		19%	
Emerging Markets	0-20%		--	
Private Equity	0-15%		--	
Absolute Return	0-25%	15%	9.7%	●
Real Assets	10-25%	12%	--	● *
Bonds & Cash	10-25%	13%	19.2%	●

The new investment policy by Cambridge Associates establishes four broad asset class groups: Global Equity, Absolute Return, Real Assets, and Bonds & Cash. The sub-categories within the broad groups suggest allowable ranges but not specific targets providing flexibility for the portfolio's allocation to change as conditions change.

* Prior to Cambridge, the University did not have any allocation to Real Assets. A different slate of investment managers will be recommended as part of the transition to Cambridge Associates.

Exhibit 6

Market Valuation of University Endowments
(Pool & Separately Invested Funds)
Components of Change
Fiscal Years Ended 2011 - 2013
And Six Months Ended 12/31/2013



Gifts & Transfers

No new University endowments have been created since FY10. For over three years, all Gifts & Transfers to the University have been given in support of existing University endowments.

Investment Income

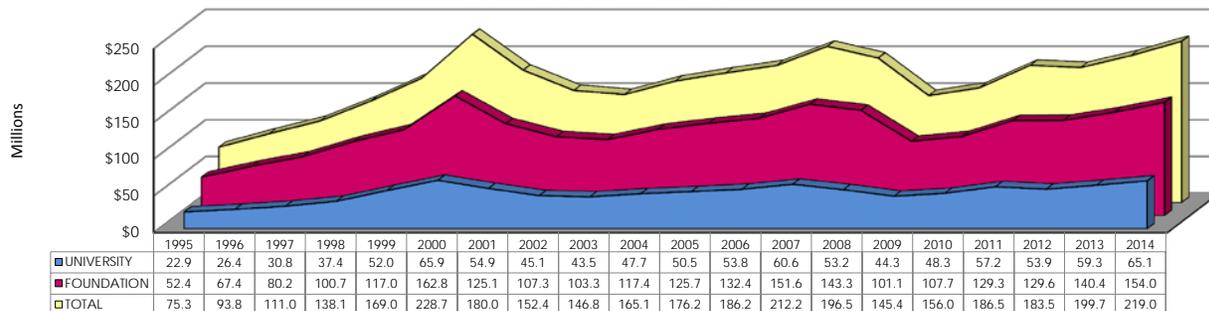
The balance of the components of change make up the endowment's total investment income. Like the operating funds, the change in the total portfolio's unrealized gains/(losses) is tracked throughout the year but is posted only at year end.

Market Advance/Decline

The Market Change for the first half of FY14 consisted of \$1.327 million in realized gains and \$5.226 million in unrealized gains.

Exhibit 7

The University of Akron and Foundation Endowments
Historical Growth
Fiscal Years Ended 1995 - 2013
And Six Months Ended 12/31/2013



During the 20 years presented above, the University's and the UA Foundation's combined portfolios have increased in market value from \$75.3 million to \$199.7 million through the end of FY13. In the first half of FY14, the combined portfolios experienced an additional 9.69% increase for a total of \$219.0 million.

On an individual basis, the University's total market value as of December 31, 2013, was 9.78% higher than its FY13 ending market value. The current market value of \$65.1 million is within one million dollars of the University endowment's all-time high of \$65.9 million reached in June 2000.

THE UNIVERSITY OF AKRON
Endowment Funds Investment Report
December 31, 2013

Exhibit 8

Net Rates of Return for the Periods Ended December 31, 2013 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	Five Years ROR/Benchmark

Portfolio Composite	\$ 58,139,491	6.4% ●	20.3% ●	9.8% ○	13.2% ○
Policy Balanced Index	(Incl. Liquidity Acct.)	5.3%	18.4%	NA	NA
Difference (in basis points)		106	190		

Exhibit 9

Net Rates of Return for the Periods Ended December 31, 2013 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

U.S. Public Equity

Diamond Hill (Value) <i>Russell 1000 Value Index</i>	\$ 7,555,757	9.5% ● 10.0%	37.0% ● 32.5%	16.4% ● 16.1%	17.4% ● 16.7%
Oak Associates (Growth) Broadleaf Partners (Growth) <i>Russell 1000 Growth Index</i>	4,854,654 6,359,127	11.4% ● 9.6% ● 10.4%	30.9% ● NA ○ 33.5%	12.9% ● NA ○ 16.5%	18.8% ● NA ○ 20.4%
Systematic Financial (Value) <i>Russell 2500 Value Index</i>	6,445,424	9.5% ● 8.8%	36.5% ● 33.3%	14.9% ● 15.4%	20.9% ● 19.6%
Essex Investments (Growth) <i>Russell 2500 Growth Index</i>	5,006,508	11.1% ● 8.5%	44.9% ● 40.6%	17.4% ● 17.1%	21.3% ● 24.0%

Non-U.S. Public Equity

Oppenheimer International Growth Fund	5,364,296	6.1% ●	25.5% ●	NA ○	NA ○
Dodge & Cox International Fund <i>MSCI All World x US</i>	5,708,490	7.8% ● 4.8%	26.3% ● 15.8%	8.7% ● 5.6%	16.5% ● 13.3%

Absolute Return

PIMCO All Asset All Authority (AAAA) Fund <i>MSCI ACWI 60% / Barclays ABI 40%</i>	5,666,656	-0.9% ● 4.4%	-5.5% ● 12.7%	4.6% ● 7.7%	NA ○ NA
--	-----------	-----------------	------------------	----------------	------------

Bonds & Cash

PIMCO Total Return Fund	3,105,314	-0.1% ●	-2.1% ●	3.4% ●	6.3% ●
MetWest Total Return Fund	2,198,262	0.7% ●	0.6% ●	5.9% ●	9.3% ●
First Merit Bank	1,589,351	0.1% ●	-2.2% ●	2.3% ●	1.4% ●
Loomis Sayles Bond Fund (High Yield) <i>Barclays Aggregate Bond Index</i>	1,854,956	2.4% ●	5.9% ●	NA ○	NA ○
<i>BofA ML US High Yield BB-B Index</i>		-0.1% 3.3%	-2.0% 6.3%	3.3% NA	4.4% NA
Templeton Global Bond Fund <i>Barclays Global Aggregate</i>	1,808,308	3.3% ● -0.4%	3.8% ● -2.6%	NA ○ NA	NA ○ NA
Liquidity Account	622,388	NA	NA	NA	NA

SEPARATELY INVESTED ENDOWMENTS

Oelschlagel Leadership Award <i>S&P 500</i>	2,014,090	11.4% ● 10.5%	29.8% ● 32.4%	12.8% ● 16.2%	20.4% ○ NA
Seiberling Chair in Constitutional Law <i>Barclays Aggregate Bond Index</i>	1,206,423	0.0% ● -0.1%	-0.4% ● -2.0%	0.1% ● 3.3%	0.4% ○ NA

Since September, Cambridge Associates prepared a revised Investment Policy Statement incorporating a proposed asset allocation which the Board of Trustees approved at its December 11, 2013, meeting.

On November 15, 2013, Cambridge Associates came to the University to discuss the transition process and timeline. Part of the process included an overview of recommended investment managers for the Global Equity allocations. Managers for the other broad groups will be discussed in future meetings.

Investment managers will be hired for each of the four broad groups to play a different role in the portfolio: global equity managers are intended to be one of several sources of growth for the portfolio; absolute return managers seek to mitigate portfolio volatility and exhibit low correlations to equities; real assets are "tangible" assets that offer some sensitivity to inflation during inflationary shock; and high quality bonds & cash are intended to protect the portfolio during periods of economic contraction.

Before the implementation phase can begin when new managers are hired and assets are transferred, the investment advisory contract between the University and Cambridge must be fully executed which occurred in early January 2014.

THE UNIVERSITY OF AKRON

RESOLUTION 02- -14

Pertaining to the Repair and Replacement of
High-Temperature-Hot-Water Heating Lines

WHEREAS, The University of Akron (“University”) experienced several breaks in the High-Temperature-Hot-Water (“HTHW”) lines that provide heating to the Ocasek Natatorium and Student Recreation Center (“ONAT/Student Rec”) Complex, which caused significant disruption to the use of the ONAT/Student Rec Complex in December; and

WHEREAS, the University Department of Capital Planning and Facilities Management engaged a contractor to conduct emergency repairs to the HTHW lines to temporarily restore heat to the ONAT/Rec Center Complex as quickly as possible in order to ensure access to and use of the facility; and

WHEREAS, upon inspection by University and the contractor engineers, it was determined that the condition of the remainder of the HTHW supply lines in the areas where the breaks occurred is not satisfactory for long-term, continued use and is at risk of being compromised in the near future; and

WHEREAS, the University has determined that the company that performed the temporary, emergency repairs also should perform the final repairs to the HTHW lines upon completion of the heating season (see attached “sole source justification”); and

WHEREAS University Rule 3359-3-01(E) authorizes The University of Akron’s Director of Purchasing, who is responsible to the President through the Vice President for Finance and Administration, to conduct purchasing activities in accordance with good business practice; and

WHEREAS University Rule 3359-3-01(E)(2)(h) requires that the purchase of goods or services in excess of five hundred thousand dollars (\$500,000) be submitted to the Board of Trustees for prior approval; and

WHEREAS, the cost of the final repairs to the HTHW lines will not be certain until final excavation of the sites, but could exceed the threshold for Board of Trustees’ prior approval:

NOW THEREFORE, BE IT RESOLVED that the Vice President for Finance and Administration, upon the recommendation of the Vice President for Capital Planning and Facilities Management and approval of the Office of General Counsel, is authorized to approve the procurement of goods and services in excess of \$500,000 to repair and replace the HTHW lines; and

BE IT FURTHER RESOLVED, that the Vice President for Finance and Administration is not authorized to exceed a cost of \$600,000 without the recommendation of the Vice President for Capital Planning and Facilities Management, approval of the Office of General Counsel, and the prior approval of the President and the Chair of the Board of Trustees; and

BE IT FURTHER RESOLVED that the Vice President for Capital Planning and Facilities Management will report back to the Board at its next meeting following the completion of repairs to the HTHW lines regarding the final cost of repairs to, and replacement of, the HTHW lines.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 4

PURCHASES >\$500,000



Department of Purchasing
Akron, OH 44325-9001

(330)972-7340 Office
(330)972-5564 Fax

Request for Waiver of Competitive Bidding

January 2, 2014

3359-3-01 (H)

Any purchase of goods or services in excess of one hundred fifty thousand dollars, except for subcontracts issued through externally funded research grants and contracts for which the university is the grantee, shall be submitted to the board for prior approval. All purchases of goods and services in excess of twenty-five thousand dollars, but less than one hundred fifty thousand dollars, including all subcontracts through externally funded grants, shall be reported to the board.

Except where prohibited by law, competitive bidding requirements of the university may be waived under limited and exceptional circumstances. Exceptional circumstances which warrant the waiver of competitive bidding include, but are not limited to, responding to emergencies resulting from fire, flood, freezing, or other acts of God or force majeure, situations in which it may reasonably be determined by a prudent person standard that there is substantial financial or other risk or substantial financial or other opportunity to the university such that the risk or opportunity clearly warrants waiver, as well as emergencies necessitated by the immediate need to comply with laws or regulations affecting persons or property owned, leased, or operated by the university.

In order to implement the procedure to waive competitive bidding, the appropriate vice president must provide such request for waiver to the director of purchasing in advance with a written certification by the vice president as to the rationale supporting the need to waive competitive bidding. The director of purchasing shall review all requests for waiver with the office of general counsel, and the director of purchasing shall make the final decision as to whether the waiver shall be authorized based on the guidelines in this rule.

Purchases resulting from the waiver of competitive bidding shall be separately identified in the vendor reports provided to the board of trustees at the next regularly scheduled meeting of the board of trustees. In no event shall the director of purchasing waive competitive bidding for any purchase in excess of one hundred fifty-thousand dollars.

The limitations provided in this authority shall not be avoided through multiple purchases of goods or services under the limits authorized or through aggregations or purchases at the same or different times.

I, Dr. Ted Curtis request a waiver of competitive bidding for the following project, goods or services: High Temperature Hot Water distribution repairs that services the Student Recreation and Wellness Center, Ocasek Natatorium and the Louis and Freda Stile Athletics Field House. The anticipated cost is \$500,000.00. I believe this situation warrants waiver from competitive bidding consistent with the reasons and authorization provided in O.A.C. 3359-3-01(H) because the distribution piping has deteriorated and must be replaced. Temporary repairs are being made to heat the buildings through winter but permanent repairs must be completed in the spring.

Signature: _____

Date: 1/2/2014

I reviewed this request to waive competitive bidding with the Office of General Counsel and authorize the waiver.

Signature _____

Date: 1/14/14

Andrew Roth, Director of Purchasing

Please see detailed explanation on the following two pages.



**Assistant Vice President, Physical Facilities
Physical Facilities Operations Center
Akron, OH 44325-0401**

330.972.2343 Office
330.972.7053 Fax

January 10, 2014

Mr. Andrew Roth
Director, Purchasing
The University of Akron

Dear Mr. Roth

Physical Facilities Energy Center typically finds leaks in the High Temperature Hot Water System (HTHW) by visual evidence (steam, melted snow or dead grass) and verifies through our make-up water usage records. When both of these support the existence of a HTHW leak, we perform exploratory excavations. At this point, obvious clues, such as badly corroded steel jacketing and destroyed insulation, verify compromised piping. All of these were readily evident on both the manholes next to the James A. Rhodes Arena and the Ocasek Natatorium.

The HTHW emergency repair project that has taken place over the past month has involved two separated excavation locations, mentioned above, on the same pair of lines. These lines ultimately serve the Student Recreation and Wellness Center (SRWC), parts of the Athletic Fieldhouse and the Ocasek Natatorium (ONAT). Each repair location contains a supply pipe and a like diameter return pipe following identical routes and located in the same excavation area.

The first repair location is near the north entrance to the ONAT building and involves approximately 100 ft each of supply and return pipe from a piping vault to the building's main mechanical room. In the interest of temporarily restoring heat to the ONAT/SRWC/AFH complex as quickly as possible, as needed during the heating season, the contractor was to bring this compromised portion of piping back online by performing a partial repair to the supply piping. However, upon inspection, it was determined the remainder of the supply piping run at this location also is not satisfactory for long term continued use and is at risk of being compromised in the near future. The return pipe, at this point, remains intact, but, by inspection, is also visibly deteriorating.

The second location is just west of the JAR building in between two existing piping vaults and involves approximately 100ft of return pipe. The damage to the line at this location required that the return line be completely replaced at this location from vault to vault. The supply pipe, at this time, remains intact but, again, is visibly deteriorating.

In each case, to repair these lines with the same piping material (a direct buried concentric piping system) used in the original installation would have meant significantly more down time to the ONAT and SRWC heating systems due to the necessary 8-10 week manufacturing lead times for material and the much longer installation time due to the process involved in installing this type of piping system. Because of the winter weather conditions and the need for the facilities to be operational to serve the campus community, Physical Facilities (PFOC) made the decision to minimize downtimes by ordering standard underground piping for a quicker emergency repair. This allowed the university to open the SRWC several weeks earlier than first anticipated.

Over the last several years, PFOC has experienced many similar repair issues with the aforementioned direct buried piping system that is used across campus for several reasons, including: age of the pipe, poor workmanship at installation and extreme difficulty in the installation process and/or questionable design of the system itself. For this reason, we have investigated whether the University should use this most recent system compromise as an opportunity to replace the entirety of the deteriorating piping in these two locations.

Therefore, during the emergency repairs at both locations, PFOC consulted with other university engineers and local product representatives to devise a resolution that would be compatible with the emergency repairs being done. The decision was made to conduct a repair which involves standard underground piping and an engineered, patented, poured in place, controlled density fill thermal insulation. This insulation also provides corrosion protection which has been the consistent problem with the current piping system. The proposed design also cost significantly less than the previously used direct buried piping system and carries a much shorter manufacturer lead time, thereby avoiding University facilities being "off line"

As part of the emergency repair, contractors, at our request, completed some preliminary work for the permanent repair by installing guides and bases and new anchor points for the finished repair. In anticipation of a permanent repair being done when more reasonable weather permits, contractors have also pre-fabricated replacement lines for both locations. The University requested this be done in order to ensure consistency in the work performed at the site and to avoid potential duplication of the work. Performing this preliminary work at the time of the emergency repairs also avoids the additional cost of re-excavation, as well as the additional time the work would require and the risk to system damage during excavation. This minimizes downtime during the permanent repair or, in the event of a failure between now and better weather, permits quick access to another repair.

A considerable amount of engineering calculation and design have been performed by the contractor during the emergency repairs, which can be applied to the permanent repairs, but will be lost if the University were to separately bid the permanent completion of the emergency repairs. Replication of these calculations and design also would add significantly to the cost of the project. In short, aside from acquiring the pre-fabricated piping portions already in the contractor's shop, a separate bid of the permanent repairs would effectively require the project to start over. This process would include: A/E selection, design time, bid period, board and/or funding approvals, mobilization and material lead times. This translates into extended outages of heating systems.

For these reasons, PFOC requests that the permanent repair portions of this project not require a separate competitive selection process.

Sincerely,



Joseph P. Gregor
Asst VP Physical Facilities
Department of Physical Facilities
The University of Akron

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

Department of Development
February 5, 2014

The University of Akron recorded total giving of \$26,796,216 for **July-November 2013**. That total compares to \$25,178,773 for July-November 2012 (an increase of 6 percent) and a year-to-date average of \$20,026,319 for the previous five years (an increase of 34 percent). During July-November 2013, 10,317 gifts were received, as compared with 9,235 for the same period in the last fiscal year (an increase of 12 percent).

Comparable Year-to-Date Totals for November 2013

Fiscal Year	2008-2009	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014
Total Giving	\$13,072,316	\$20,788,971	\$14,402,750	\$26,688,789	\$25,178,773	\$26,796,216
Total Gifts	8,777	9,521	10,038	10,401	9,235	10,317

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

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Gift Income Report July-November 2013

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on February 5, 2014, pertaining to the Gift Income Report for July-November 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 5

GIFTS

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES

DEPARTMENT OF DEVELOPMENT

February 5, 2014

November 2013 FYTD

Contributions by Gift Amounts – **Exhibit 1**

Cumulative Gift Income Report – **Exhibit 2**

Program Centered Private Support FYTD – **Exhibit 3**

Program Centered Private Support – **Exhibit 4**

CAMPAIGN REPORTS

Annual Giving – Monthly-YTD, September, October, November Quarterly – **Exhibit 5**

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

Bequest Report – Monthly-YTD, July, September, October, November Quarterly – **Exhibit 7**

Bequest Report – 5 years, November FYTD – **Exhibit 8**

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, FY2014 – \$75M Goal – **Exhibit 12**

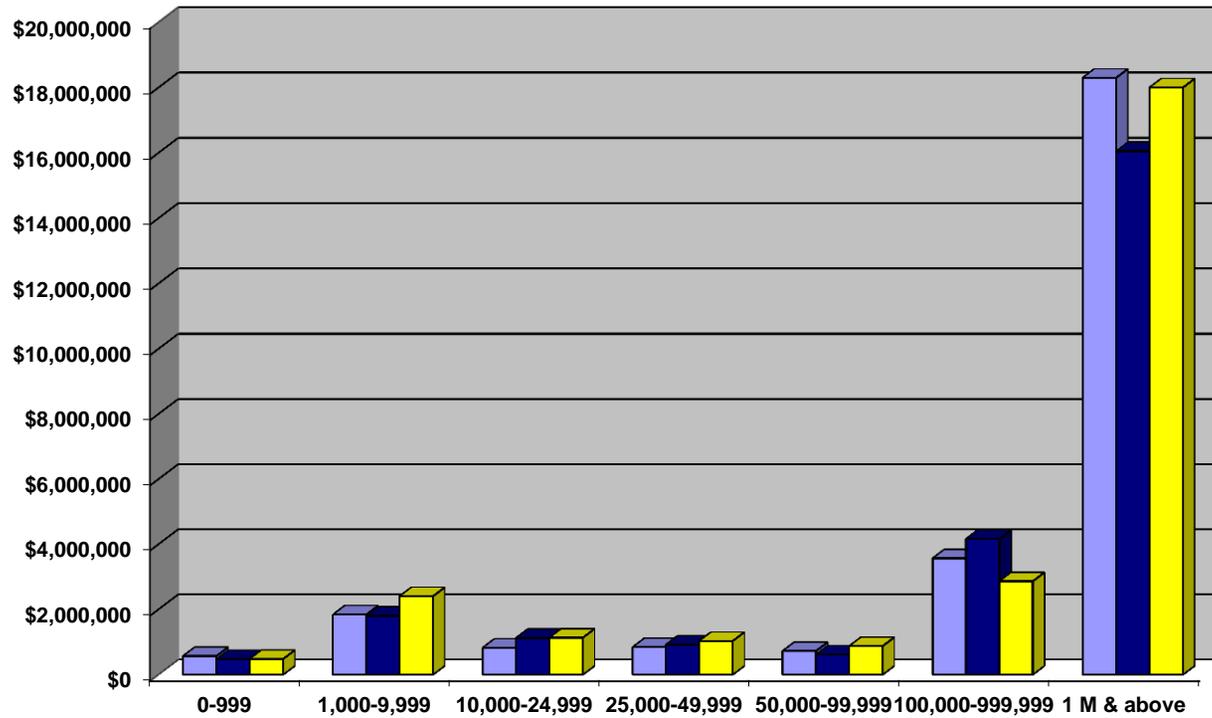
Center for Gift and Estate Planning Campaign

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

The University of Akron Size of Gift Comparison

Exhibit 1

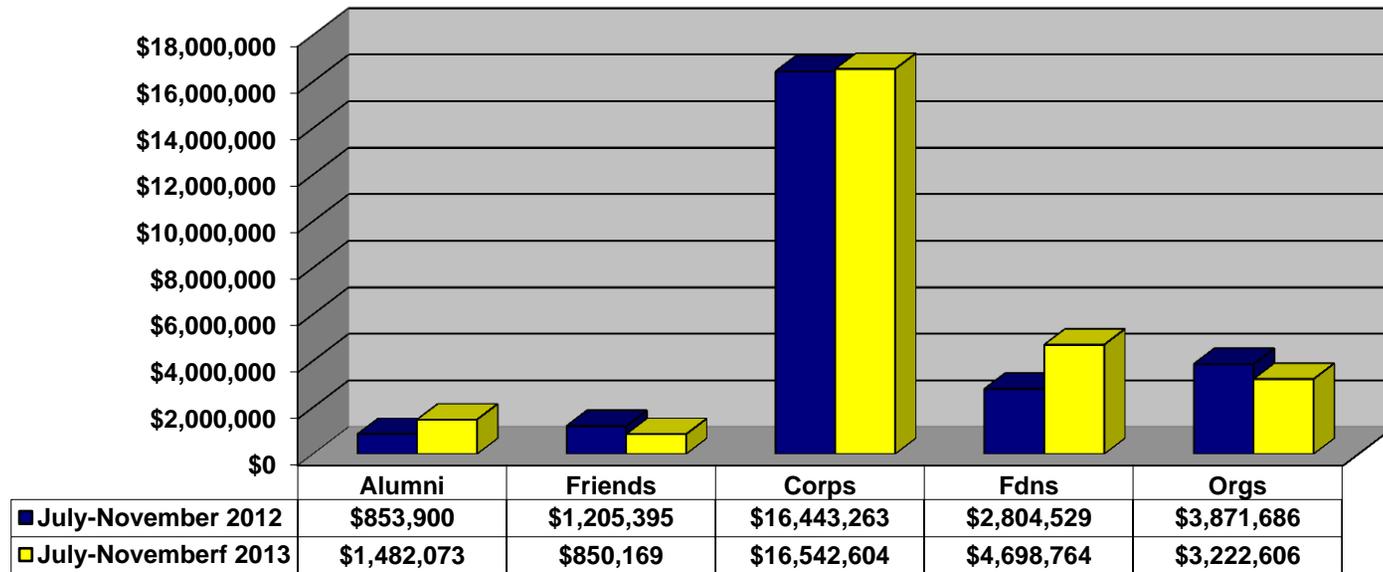
Comparison July 1 - November 30 - FY 2012, FY 2013, FY 2014



									TOTAL
■ 2011-2012	\$ Level	\$571,573	\$1,844,999	\$829,265	\$846,543	\$725,169	\$3,569,665	\$18,301,575	\$26,688,789
	# Gifts	9,523	761	56	25	12	17	7	10,401
■ 2012-2013	\$ Level	\$479,028	\$1,808,001	\$1,127,803	\$921,985	\$618,956	\$4,164,928	\$16,058,045	\$25,178,773
	# Gifts	8,337	761	78	27	10	17	5	9,235
■ 2013-2014	\$ Level	\$480,644	\$2,406,558	\$1,133,674	\$1,032,967	\$875,914	\$2,864,669	\$18,001,790	\$26,796,216
	# Gifts	9,233	941	82	29	14	13	5	10,317

Exhibit 2

The University of Akron Cumulative Gift Income Report Comparison July 1 - November 30 -- FY 2012-2013, FY 2013-2014



Alumni: graduates and former students of UA

Friends: individuals who are not alumni

Corporations: private, for profit entities

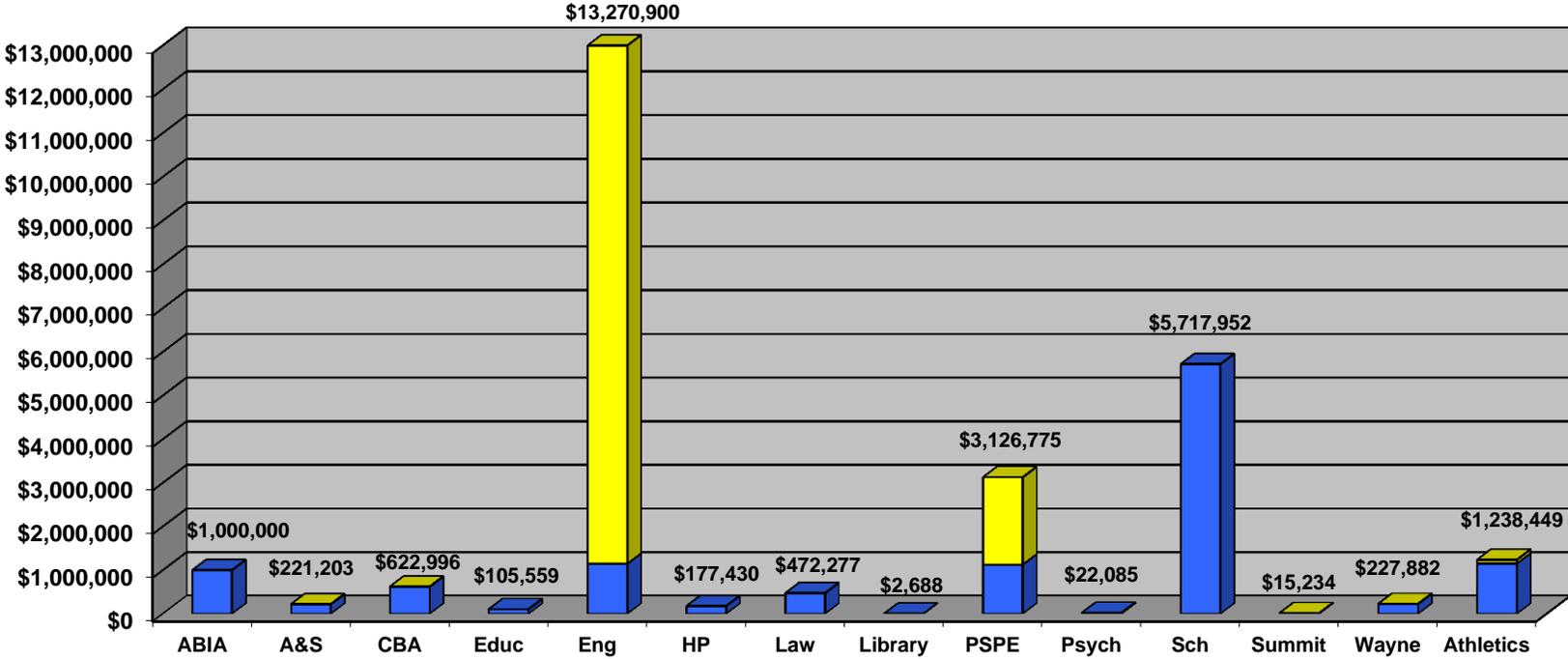
Foudations: non-profit entities whose sole purpose is charitable work

Organizations: all other entities; neither corporation or foundation

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

Exhibit 3

**The University of Akron
Program Centered Private Support
Fiscal Year 2013-2014
July 1, 2013- November 30, 2013**

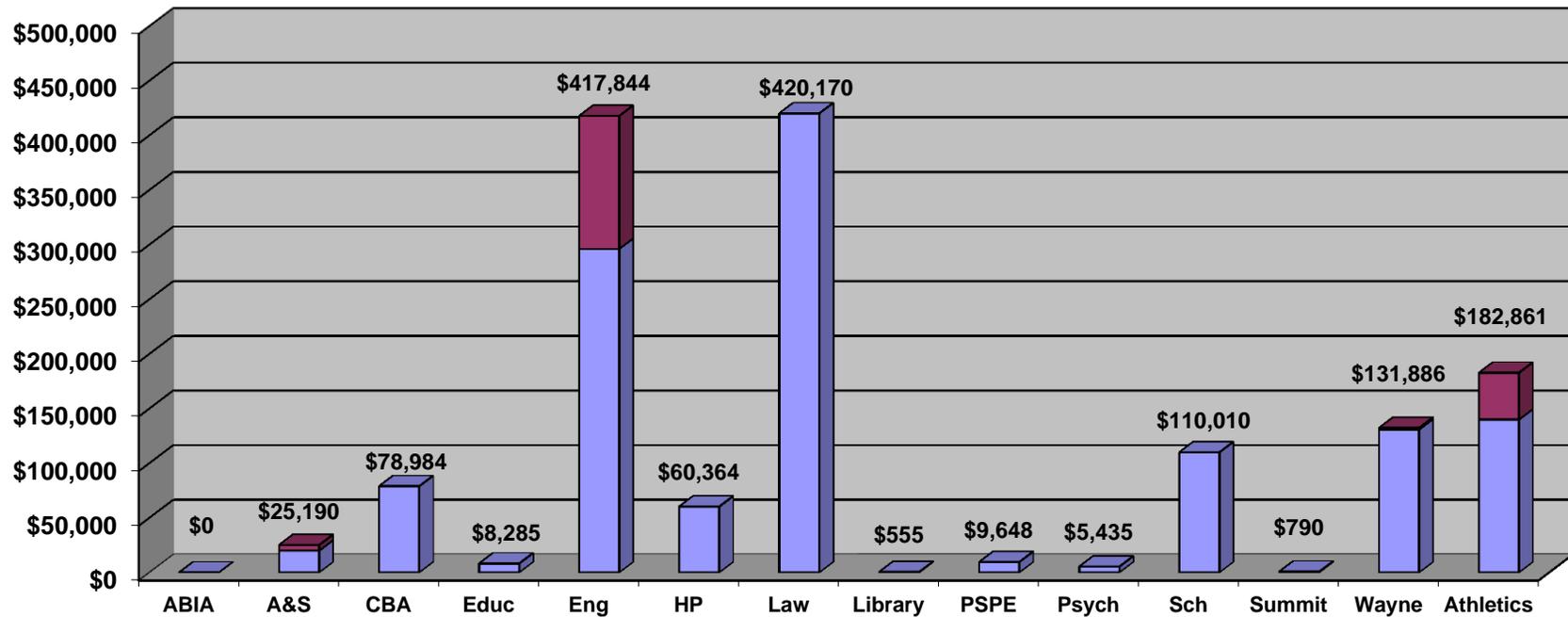


- ABIA:** Austen BioInnovation Institute
- A&S:** Buchtel College of Arts and Sciences
- CBA:** College of Business Administration
- Educ:** College of Education
- Eng:** College of Engineering
- HP:** Health Professions
- Law:** School of Law
- Library:** University Libraries
- PSPE:** Polymer Science 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 2013-2014
November 1 - November 30, 2013**

Exhibit 4



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

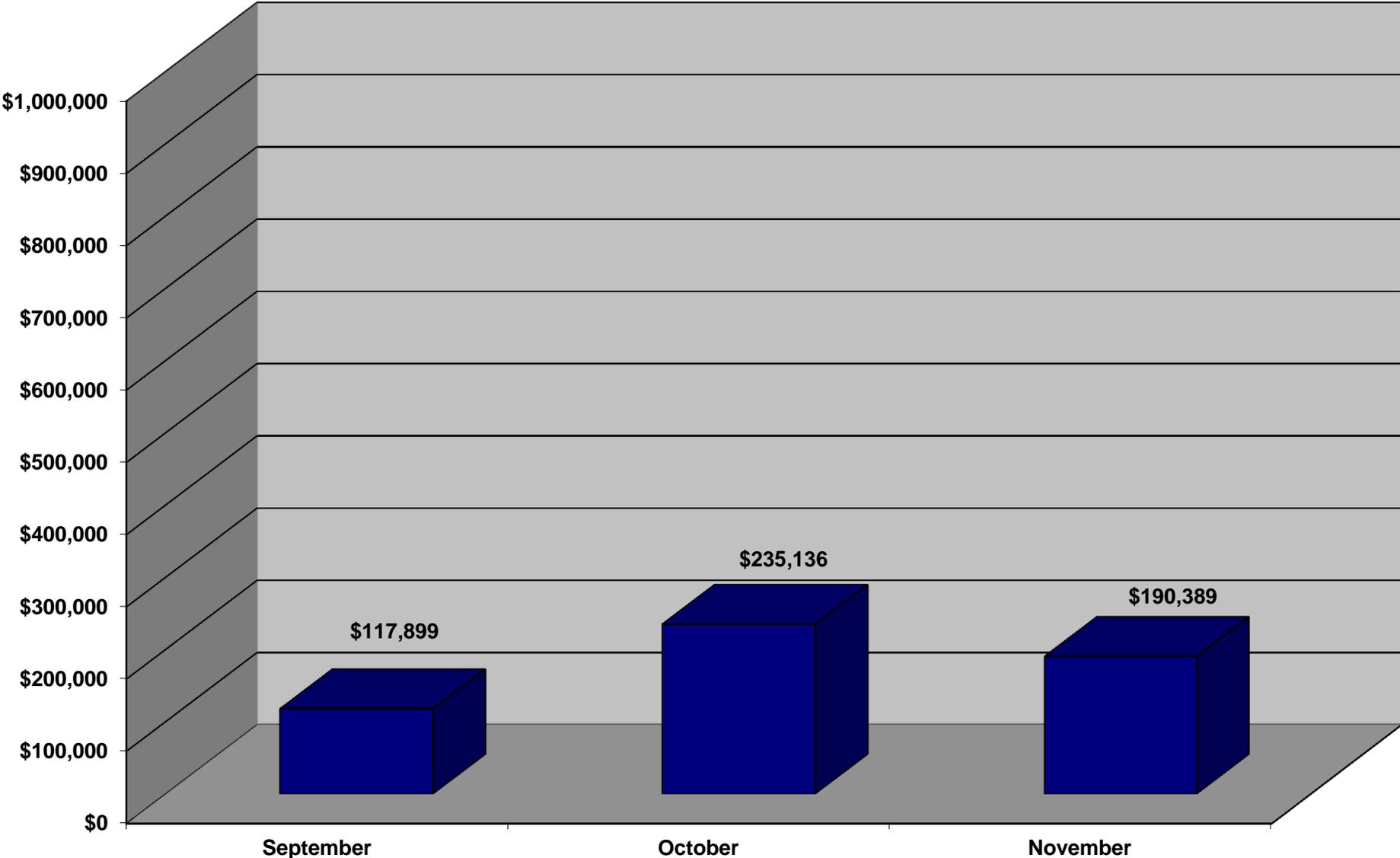
HP: Health Professions
Law: School of Law
Library: University Libraries
PSPE: College of Polymern Science and Polymer Engineering

Psych: Psychology Archives
Sch: General Scholarships
Summit: Summit College
Wayne: Wayne College
Athletics: Zips Athletics Scholarships Fund (Z-Fund)

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

THE UNIVERSITY OF AKRON
UA Annual Giving
Monthly - September, October, November FY 2013-2014

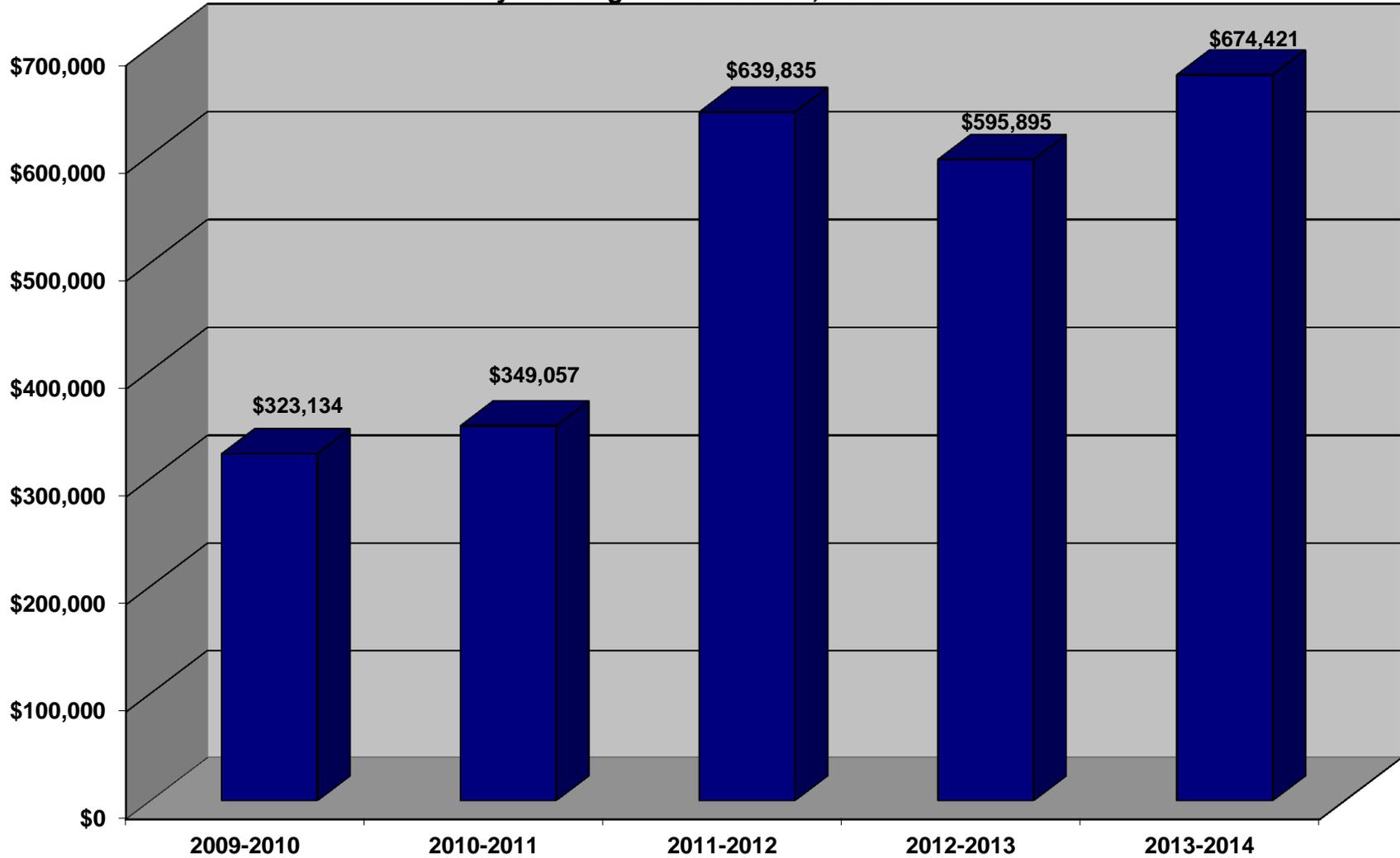
Exhibit 5



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

THE UNIVERSITY OF AKRON
UA Annual Giving
FY2009-2010, FY2010-2011, FY 2011-2012, FY 2012-2013, FY 2013-2014
July 1 through November 30, 2013 FYTD

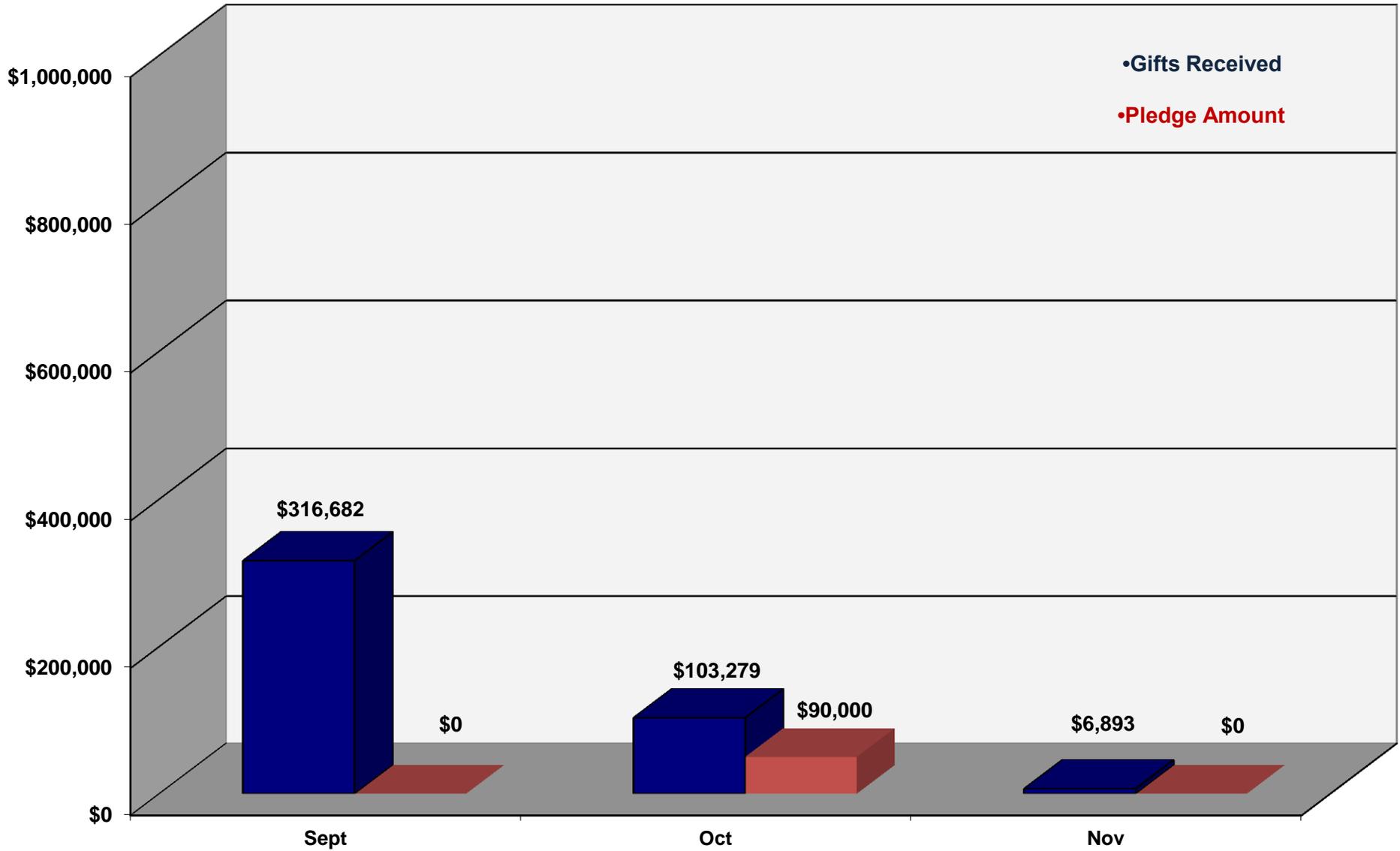
Exhibit 6



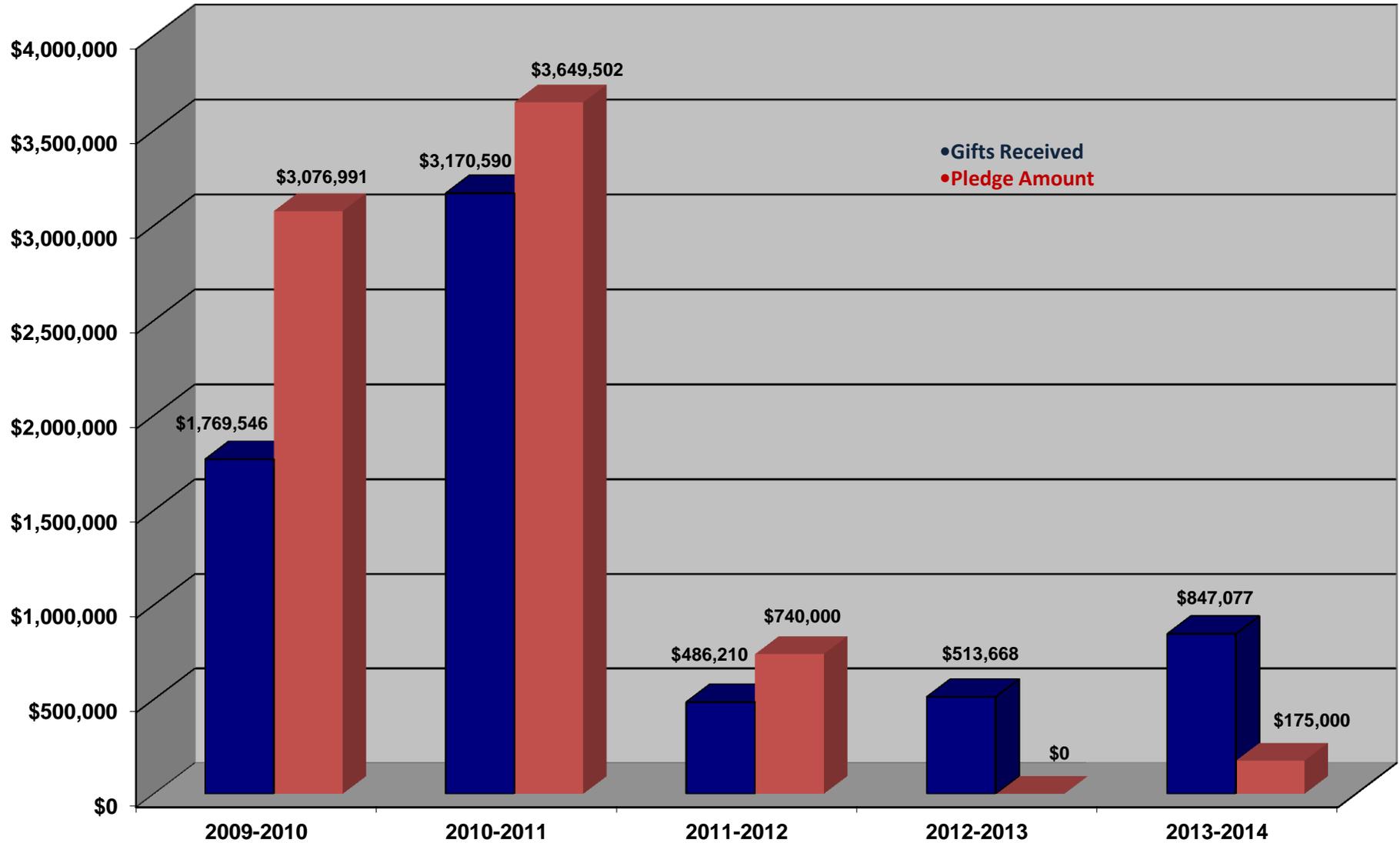
***UA Annual Giving is primarily direct mail and telemarketing only.**

THE UNIVERSITY OF AKRON
Bequests Campaign Report
Monthly Totals
September-October-November FY 2013-2014

Exhibit 7

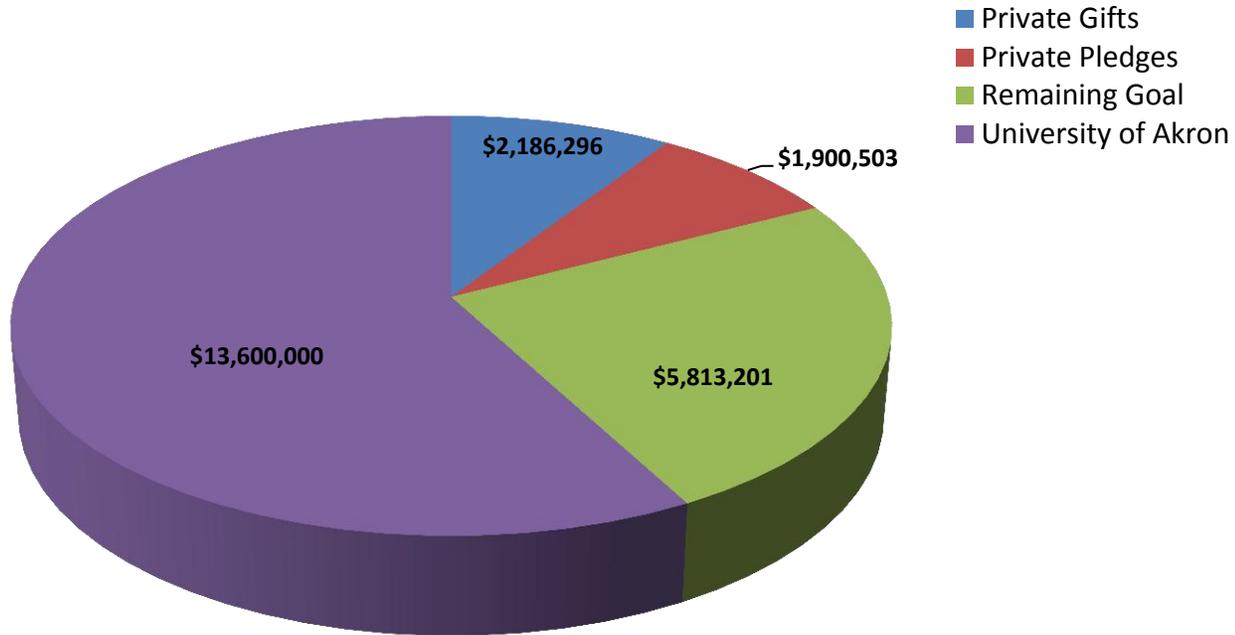


THE UNIVERSITY OF AKRON
Bequest Report
FY2009-2010, FY2010-2011, FY2011-2012, FY 2012-2013, FY 2013-2014
November 30, 2013, FYTD



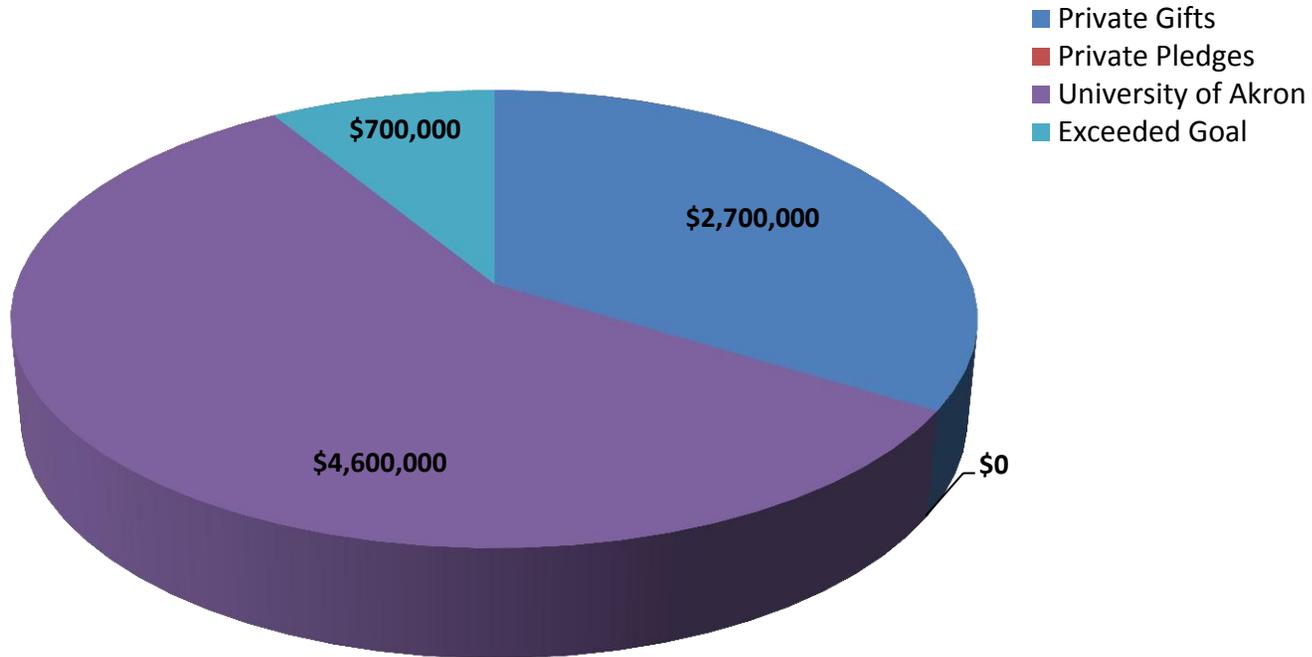
The University of Akron
School of Law Building Campaign- \$23.5M Goal
November 30, 2013, FYTD

Exhibit 9



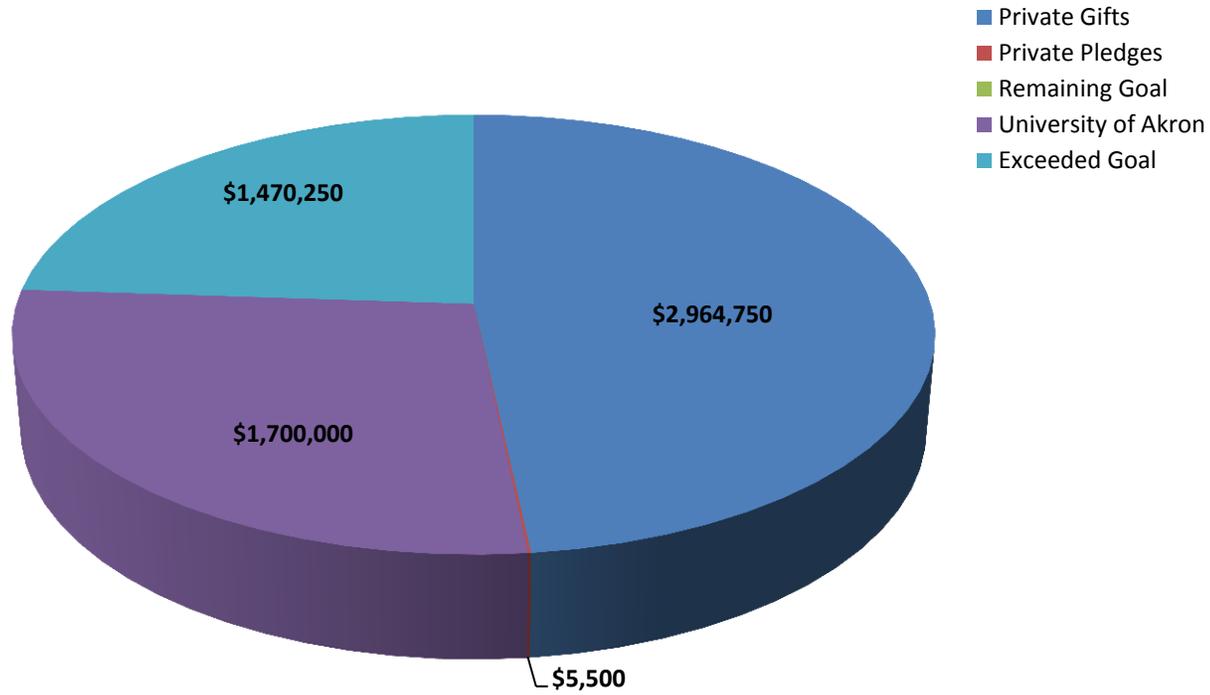
**The University of Akron
College of Engineering Building Campaign- \$6.6M Goal
November 30, 2013, FYTD**

Exhibit 10



**The University of Akron
Soccer Stadium Campaign - \$3.2 M Goal
November 30, 2013, FYTD**

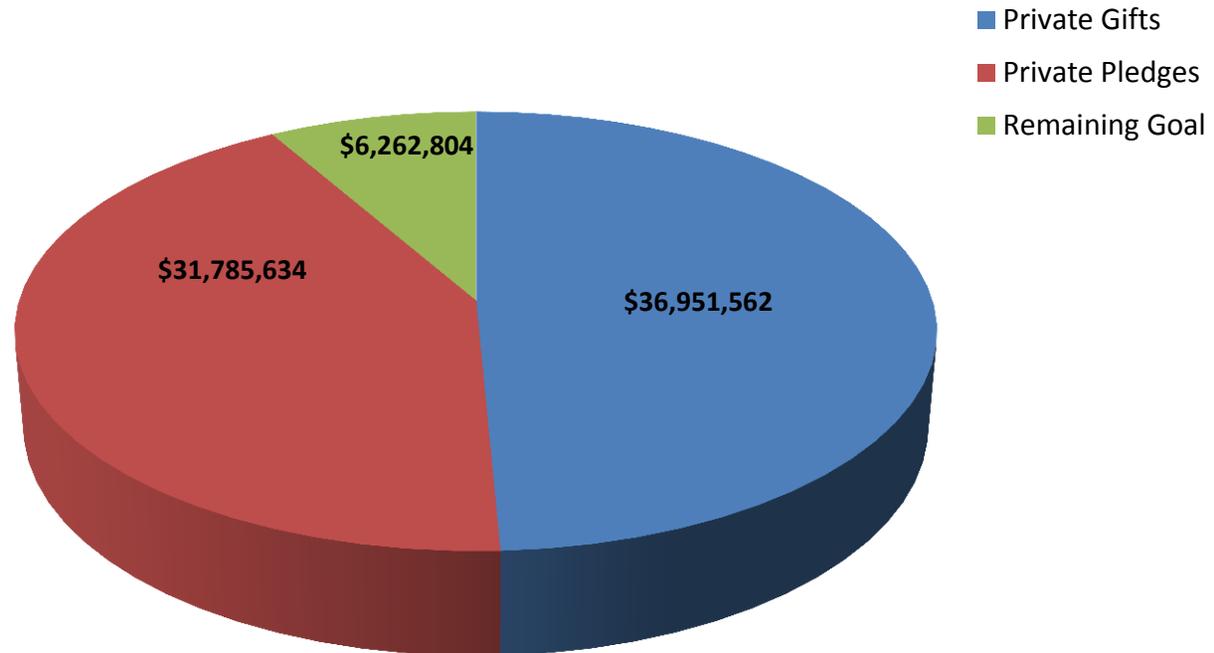
**Exhibit 11
Campaign Goal Exceeded**



PHASE II

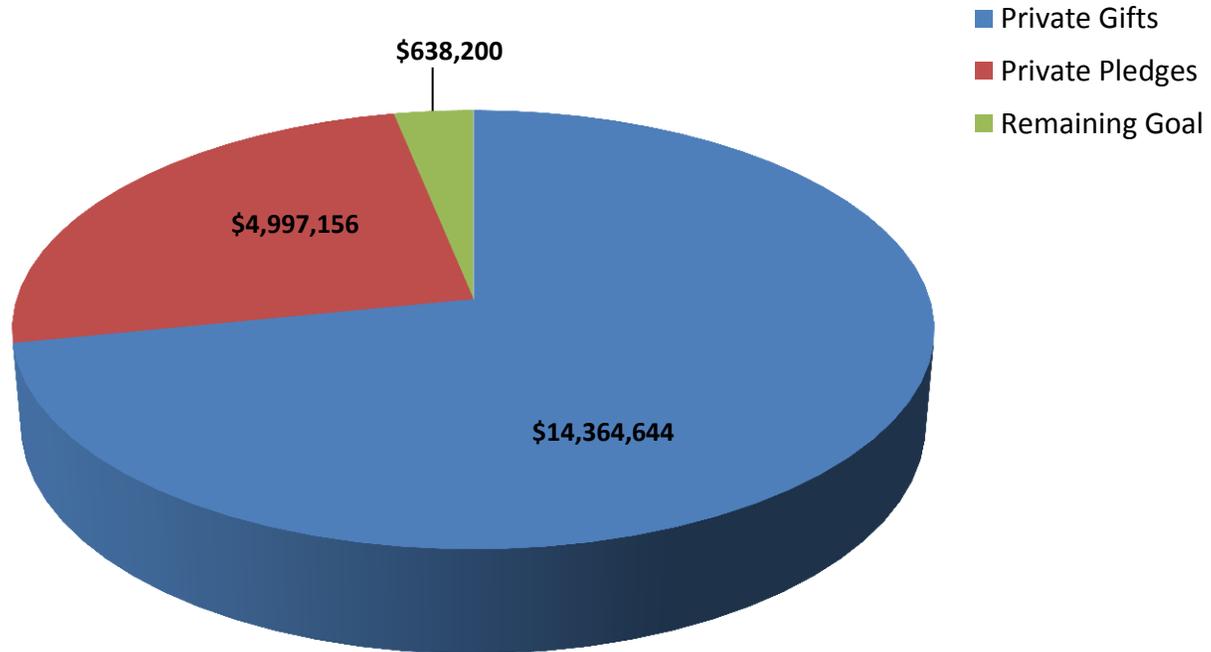
**The University of Akron
Bequest Campaign - \$75M Goal
**Center for Gift and Estate Planning*
November 30, 2013, FYTD**

Exhibit 12



**The University of Akron
Family Campaign - \$20M Goal
November 30, 2013, FYTD**

Exhibit 13



THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Approval and Ratification of a Tentative Agreement between
The University of Akron and Communications Workers of America Local 4302
for a Collective Bargaining Agreement for University Staff Employees

WHEREAS, a tentative agreement has been reached between The University of Akron and CWA Local 4302 for a Collective Bargaining Agreement for University staff employees; and

WHEREAS, on January 10, 2014, CWA Local 4302 ratified the tentative agreement; Now, Therefore;

BE IT RESOLVED that the University of Akron Board of Trustees approves and ratifies the tentative agreement and authorizes the appropriate University personnel to execute the Collective Bargaining Agreement when it is finalized.

Ted A. Mallo, Secretary
Board of Trustees



February 5, 2014

SUBJECT: Purchases for November 2013 and December 2013 between \$25,000 and \$500,000 (information only)

REPORT SUMMARY

For November 2013, there were 17 purchases in this category totaling \$1,066,869.85. 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. Total General Fund is \$688,762.24.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$272,127.61.
- The Dept/Fund numbers beginning with 5 are Grants/Restricted Funds. Total Grants/Restricted is \$105,980.

For December 2013, there were 25 purchases in this category totaling \$1,664,051.83. 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. Total General Fund is \$937,499.20.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$443,151.11.
- The Dept/Fund numbers beginning with 5 and 7 are Grants/Restricted Funds. Total Grants/Restricted is \$283,401.52.

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 7

PURCHASES \leq \$500,000

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 \$500,000.00.

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

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
General Fund				
1. Brookhaven Instruments Corp. A3706057/10000/207114	0000082120	2013-11-01	Zeta Potential Analyzer Start-Up Funds - Zacharia,N	\$35,530.00
2. Dell Computer Corp. A4753002/10000/200263	0000082175	2013-11-06	Dell Computer Storage Expansion Enterprise Hardware	\$92,997.88
3. Elsevier Inc. A1410003/10000/201612	0000082260	2013-11-14	Online Testing for Nursing Students Fall 2013 Course Fee-Nursing Instr	\$34,424.00
4. Ethode LLC A4751002/10000/200701	0000082124	2013-11-26	Upgrade dotCMS Software and Database Student Info Tech Fee	\$30,000.00
5. FEI Company A0358019/10000/207007 A0358033/10905/309905	0000082338	2013-11-22	FEI Service Maintenance Agreement Info Tech Fee-Geosciences Geosciences - ESEM	\$25,752.05
6. GradesFirst A4751002/10000/200701	0000082198	2013-11-05	Student Success Advising Software Student Info Tech Fee	\$85,000.00
7. Great Lakes Petroleum /10000/013105	0000082162	2013-11-04	8500 Gallons of Bulk Fuel for Fleet Vehicles Inv-Gasoline	\$25,330.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
8. Internet2 A4751002/10000/200701	0000082266	2013-11-14	Renewal Internet Networking for Research Student Info Tech Fee	\$31,920.00
9. Metropolitan Architecture Studio A4253047/10000/206442	0000078871	2013-11-21	Architect Fees-Auburn Science Lab Build Out Lab Renovation - Bing Yu	\$25,185.00
10. Oracle America Inc. A4751007/10000/201012	0000081249	2013-11-07	SaaS Project and Portfolio Mgmt. License IT Operating Projects	\$56,590.12
11. PCM Sales Inc. A4751003/10000/200703	0000082200	2013-11-06	UPS Units to Support Network Connectivity Tech Fees (Cisco)	\$39,486.53
12. Perceptive Software USA Inc. A4752001/10000/200265	0000082271	2013-11-18	2014 Renewal of Nolij Web Enterprise Academic Software	\$26,306.71
13. Scribner Associates Inc. A0620100/10000/207131	0000081997	2013-11-05	Multichannel Microelectrode Analyzer Start-Up Funds - Cong,H	\$30,500.00
14. Workforce Software LLC A4753003/10000/200281	0000082280	2013-11-19	Renewal of Time & Labor System Software Enterprise Software	\$156,492.00
General Fund Total				\$688,762.24
Auxiliary Fund				
15. Avaya Inc. A4749002/20900/309602	B1475097	2013-11-21	Blanket PO- Maintenance, AT&T Switchroom PBX System Maintenance	\$30,000.00
16. North American Comm. Resource A4749001/20900/309601	0000082365	2013-11-26	One Year Telephone System Maintenance Telecomm Services	\$235,375.56
*Auxiliary Fund Total				*\$272,127.61

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
Grants/Restricted Fund				
17. Cincinnati Sub-Zero Products Inc. A0630000/32002/532488	0000082114	2013-11-26	Cincinnati Sub-Zero Temperature Chamber Cleveland St U/ODOD(WCSSE-Cap	\$105,980.00
Grants/Restricted Fund Total				\$105,980.00
TOTAL OF ALL FUNDS				\$1,066,869.85

*The Auxiliary Fund includes \$6,752.05 from Item #6 which is partially charged to the General Fund and the remainder to the Auxiliary Fund.

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 \$500,000.00.

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

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
General Fund				
1. Bepress A4752001/10000/200265 A4201006/10000/204859	0000082627	2013-12-20	Software Sys. for Intellectual Property Mgmt. Academic Software IDC Distr-Dean Univ Libraries	\$72,820.00
2. Clear Channel Outdoor A4773001/10000/200550	0000082304	2013-12-06	Digital and Outdoor Advertising University Advertising	\$39,200.00
3. Fund for our Economic Future A4713005/10000/200320	0000082345	2013-12-06	Fund for Our Economic Future Pledge University Gen'l. Memberships	\$33,334.00
4. GeoStar Consulting LLC A4801028/10000/205060	0000082092	2013-12-13	Consulting-Money Saving Ideas, Etc. Purchased Utilities	\$49,900.00
5. Innovation Associates Inc. A4704001/10000/200105	0000082528	2013-12-13	Various Cnsl Svcs-President's Office Special Purpose Fund	\$65,000.00
6. Lake Shore Cryotronics Inc. A0620101/10000/207133	0000082263	2013-12-18	Field Control System and Accessories Start-Up Funds - Zhu,Jiahua	\$36,309.00
7. LCCC Foundation A4713005/10000/200320	0000082617	2013-12-18	UA Innovation Fund Cost Share University Gen'l. Memberships	\$91,666.00
8. R William Funk & Associates A4726010/10000/200253	0000082613	2013-12-18	Blanket PO-Executive Search for President University President - Search	\$130,000.00
9. Royall & Company Inc. A4650001/10000/200610	0000082608	2013-12-17	Direct Marketing Campaigns for Enrollment Admissions Office	\$231,229.00

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
10. TELL A4773001/10000/200550	0000082439	2013-12-12	Creation of 2014 Super Bowl Advertisement University Advertising	\$79,980.00
11. Thermo Electron North America LLC A1250049/10000/201812	0000082507	2013-12-10	Nicolet iS5R FT-IR Spectrometer Chuang Research Initiatives	\$66,061.20
12. Tosoh Bioscience LLC A3706057/10000/207114	0000082546	2013-12-12	Gel Permeation Chromatography System Start-Up Funds - Zacharia,N	\$42,000.00
General Fund Total				\$937,499.20
Auxiliary Fund				
13. Agilent Technologies Inc. A0355050/10865/309865	0000082436	2013-12-05	Service and Support Agreement Molecular Spectroscopy Lab	\$56,106.40
14. AT&T A4749001/20900/309601	0000082360	2013-12-18	Managed Internet Service Access Bandwith Telecomm Services	\$80,000.00
15. AT&T A4749001/20900/309601	0000082361	2013-12-18	SIP Service (telecommunications) Telecomm Services	\$85,000.00
16. Blackboard Inc. A6200001/20207/302901	0000082104	2013-12-20	Upgrade Blackboard Transact UNIX Solution Undistr Capital Proj Funds	\$134,648.45
17. DJ Orthopedics LLC A7600006/20400/305004	B1437862	2013-12-17	Blanket PO-Medical Equip. and Supplies Athl Sports Medicine	\$29,000.00
18. Schoolhouse Electronics LLC A6600031/20300/303017	0000082638	2013-12-20	6 Projectors-Student Union Meeting Rooms Student Life Technology	\$27,079.00
19. Xerox Corporation A4742001/10825/309825	0000081707	2013-12-04	Xerox Click Charges for Various Printers Printing Services	\$31,317.26
Auxiliary Fund Total				\$443,151.11

VENDOR DEPT/FUND	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
Grants/Restricted Fund				
20. APG Office Furnishings A4620000/72280/772280	0000082621	2013-12-20	Herman Miller Furniture for Development Student Union Career Center	\$34,848.52
21. Audio Visual Innovations Inc. A4801000/72520/772520	0000080454	2013-12-12	55" Samsung Displays(2)-Infocision Stadium Alumni Renovations(B Lockhart)	\$40,060.20
22. Digital Wave Corporation A0660000/32001/535002	0000082320	2013-12-03	Acoustic Emission System ONR N00014-11-10765 Morscher	\$38,600.00
23. Lomperis,Anne E A3704000/32004/535932	0000082243	2013-12-18	Quality Mgmt (QM) Plan for HIEI Program UARF/YANPET/HIEI Project-Quirk	\$32,400.00
24. Motion Engineering Company Inc. A0322000/32001/540161	R82268	2013-12-17	High Speed Camera System Blackledge 1000002045 NSF	\$53,410.00
25. Tektronix Inc. A0630000/32002/532488	0000082537	2013-12-20	Semiconductor Analyzer Cleveland St U/ODOD(WCSSE-Cap	\$84,082.80
Grants/Restricted Fund Total				\$283,401.52
TOTAL OF ALL FUNDS				\$1,664,051.83

**Office of the Alumni Association Strategy Report to
The University of Akron's Board of Trustees
February 5, 2014**

Communications

Facebook

- Five Days of Giving Campaign (December 16-20, 2013) results:
 - Engagement of 26,286 alumni
 - Emails opened at rate of 57 percent
 - Added 590 new alumni 'likes' to Alumni Association's Facebook page
 - Updated contact information for 3,020 alumni
 - Raised \$1,380

LinkedIn

- The University of Akron Alumni Association: 8,256 Registered members as of January 2014

College-Centered Alumni

Alumni Association Board Updates and Events

- The College of Business Administration Simonetti Award selection committee chose recipients for acknowledgement at the 2014 Simonetti Breakfast on Friday, April 11:
Frank P. Bevilacqua '72, '74 – Partner, Winer & Bevilacqua, Inc.
Keith B. Dambrot '82, '85 – Head Men's Basketball Coach, The University of Akron
Robert M. Littman '91 – CEO, SS&G Certified Public Accountants & Advisors
Nancy "Nan" McClenaghan '89 – President, Goodwill Industries
James D. McCool '82 – Executive Vice President, Client Solutions, The Charles Schwab Corporation
- The College of Education Distinguished Alumni Award selection committee chose recipients for acknowledgement at the 2014 College of Education Distinguished Alumni Awards Dinner on Tuesday, April 8:
Joyce M. Gerber '89, '91, '98 – Principal, Norton Middle School
William P. Holko '74 – Retired, Director of Curriculum and Instruction, Summit County Educational Service Center
Jeanne S. Ott '60, '66 – Retired, Akron Public Schools
Albert L. Ploenes '58, '74 – Retired, Akron Public Schools

Student – Alumni Continuum

Roo Crew Initiatives

- More than 730 alumni are registered as Roo Crew members.

Seventeen Roo Crew members participated in Scholars Day on January 18, welcoming prospective students and their families to campus.



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

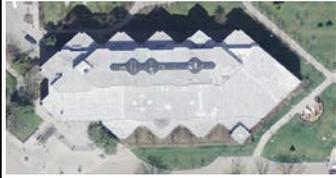
DATE: January 13, 2014

SUBJECT: Capital Planning and Facilities Management Board Report

The report contains the following sections:

INFORMATION ITEMS

- A. Status of Projects and Planning Issues
- B. Information Items
- C. State Capital Request Prioritization (2013-2018)
- D. 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		Exterior masonry staining.		<i>Construction substantially complete. Punchlist items remain. Closeout in progress.</i>
ASB Plaza Concrete Replacement	UAK130009		Replace concrete in plaza south of building.		<i>Construction complete. Additional scope of work complete. Closeout in progress.</i>
<i>Athletic Field House and Student Recreation Center 650 KW Solar Panel Array</i>	130037		<i>Install 650 KW Solar Panel Array on roof of the Stile Athletics Field House and Student Recreation Center. Schedule: Spring 2014.</i>		<i>Construction 85% complete.</i>
Auburn Science 379 Lab Buildout	130003		Build out tissue research lab.		<i>Construction complete. Closeout in progress.</i>
Bierce Library Exterior Restoration and Roof Replacement	UAK090005		Replace deteriorated sealants in building envelope and replace roof.		<i>Construction substantially complete. Punchlist items remain. Closeout in progress.</i>

-  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 January 13, 2014)

SECTION A

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Buchtel Field Tennis Facility - Phase I	130028		Relocate tennis courts from Lee Jackson Field to Buchtel Field. Construction schedule: 08/2013 through 05/2014.		Construction 85% complete.
Campus Guide Plan Update	110025		Update to the Campus Development Guide Plan completed by Sasaki Associates in 1999 for the future development of campus.		Update presented June 2012 meeting.
Campus Implementation - Coleman Common Phase IV	04013		Development and design of last phase of Coleman Common. Includes tennis court removal, west walkways, associated lighting, etc.		Closeout in progress.
Chilled Water System Cooling Tower #1 and #3 Improvements	UAK130012		Phase I: Cooling Tower #1 Rebuild (new fill, hot water basins, cold water basins & miscellaneous parts, coating, etc.) Phase II: Piping replacements for Cooling Towers #1 & #3.		Phase I - Work complete 09/2013. Closeout in progress. Phase II - In design.
EJ Thomas Deferred Maintenance	100017		Exterior Renovations Interior Renovations (Restrooms, Carpet, Painting and Electrical)		Closeout complete (Exterior). Construction complete (Restrooms - Phase I). Construction continuing (Restrooms - Phase II).

-  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 January 13, 2014)

SECTION A

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
General Purpose Classroom Technology and Furniture Upgrade Phase I	130033		Install Audio/Visual technology and replace tablet arm chairs with tables and chairs. Schedule: Fall 2013.		Installation complete.
InfoCision Stadium - Development and Alumni Renovations	120023		Renovate vacant space on 2nd level for Development and Alumni offices. Renovate vacant space on the north end of the 2nd level for a 1,900 SF kitchen and a Visitor Center in the 1st level lobby. Revised parking along Vine and S. Union Streets and a new Pylon sign along Exchange St.		Closeout in progress.
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.		Additional scheme requested which includes revised seating and south lobby renovation.
Knight Chemical Room 104 Renovation	130023		Renovate the existing lab room finishes, casework, countertops, and lab utility connections.		Construction complete. Closeout in progress.
Kolbe Hall Daum Theater Renovation	130024		Renovate the Paul Daum Theater in Kolbe Hall.		Close out in progress.

-  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 January 13, 2014)

SECTION A

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Law School Renovation	100008		Complete renovation of the Law School.		Additional scheme for renovation of existing building in progress.
Student Union Career Center	130036		Renovations to 106, 140A and 307. <u>Construction schedule: completion 1/2014.</u>		Construction 90% complete.
Student Union Zee's and Zip Card Renovation	130027		Add Freshen's Bar and reconfigure the two spaces.		Construction complete. Closeout in progress.
Title V Boiler Compliance	UAK130004		To meet Environment Protection Agency standards, new low NOx burners and related modifications need to be added to each of the three High Temp Hot Water boilers in UA's main plant. <u>Construction schedule: Anticipated completion 03/2014.</u>		Construction 50% complete. Boiler #3 complete. Boiler #2 in progress.
Water-Energy Conservation Performance Contract	130030		Approximately \$60 million in campus wide mechanical, electrical, & plumbing improvements and associated energy savings. <u>Construction schedule: Fall 2013 through Fall 2016.</u>		Project planning with campus community and scheduling. <i>Material Procurement underway.</i> Construction 1% 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 January 13, 2014)

SECTION A

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Wayne Campus North Entrance Drive	120012		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 include 3,000 feet of new roadway, 2,750 feet of bike path and 33 new parking spaces (including 12 accessible).		Construction complete. Closeout in progress.
Wayne College Science Lab Renovation	UAK120019		Renovation for Biology and Chemistry laboratories.		Construction complete. Closeout in progress.
Wolf Ledges Engineering Building (The University of Akron Engineering Research Center)	UAK100002		New Research Building located south of Buckingham Hall. <i>Dr. Farhad Lab</i> <u>Construction schedule: To be determined.</u>		<i>Corrosion Chair Lab & Shared Instruments Lab construction complete.</i> <i>Dr. Farhad lab design in progress.</i>
Zook Hall Renovation	UAK120015		Total renovation of Zook Hall.		<i>Central Hower Design Development underway.</i> <i>Zook Hall Program of Requirements approved by Dean; pending Provost approval.</i>

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

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 9

CAPITAL PROJECTS

INFORMATION ITEMS FEBRUARY 5, 2014

1. **The Summit of Sustainability Awards 2013 – Conservation Leader – The University of Akron.** We thought perhaps the students might be interested in our sensitivity of saving energy.



2. **Last summer MetroParks Serving Summit County proposed to the University tying their third phase of the Freedom Trail to the north end of UA campus at the south side of the Mill Street Bridge. The university, including Physical Environment Committee and University Council, previously approved this proposal.**

As the start/end of the UA portion of the trail and the MetroParks parking area is on the UA Foundation land, we are happy to report the Foundation has approved this project also.

The University of Akron

Capital Projects 2013-2018

Main Campus	State Funding	Local/Other Funding	Total
First Biennium Projects 2013-2014			
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
Second Biennium Projects 2015-2016			
Awaiting Sasaki Recommendation	\$ -	\$ -	\$ -
Sub-Total Second Biennium	\$ -	\$ -	\$ -
Third Biennium Projects 2017-2018			
Awaiting Sasaki Recommendation	\$ -	\$ -	\$ -
Sub-Total Third Biennium	\$ -	\$ -	\$ -
Wayne Campus			
First Biennium Projects 2013-2014			
Wayne College Science Lab Renovation	\$ 800,000	\$ 808,182	\$ 1,608,182
Sub-Total First Biennium	\$ 800,000	\$ 808,182	\$ 1,608,182
Second Biennium Projects 2015-2016			
	\$ -	\$ -	\$ -
Sub-Total Second Biennium	\$ -	\$ -	\$ -
Third Biennium Projects 2017-2018			
	\$ -	\$ -	\$ -
Sub-Total Third Biennium	\$ -	\$ -	\$ -
Total (Capital Projects)	\$ 16,800,000	\$ 2,958,182	\$ 19,758,182

Capital Planning and Facilities Management February 21, 2012

STATUS OF SELECTED PROJECTS

- Pages 1-3** **Bierce Library Roof Replacement – Middle Roof Membrane, Lower Roof Membrane, Aggregate Wall Panel Fin Repair -South Elevation, East Elevation Wall Repairs, North Elevation Wall Repairs**
- Pages 4-5** **Goodyear Polymer Center – Lab Fire, Lab After Repairs**
- Page 6** **Green Projects – 650KW Solar Panel Array at Athletics Field House**
- Pages 7-8** **Wolf Ledges Engineering – Shared Instruments and Chair Lab Office – Chair Lab, Chair Office, Chair Office**

Bierce Library Roof Replacement - Middle Roof Membrane



Bierce Library Roof Replacement - Lower Roof Membrane



Bierce Library Roof Replacement – Aggregate Wall Panel Fin Repair - South Elevation



Bierce Library Roof Replacement – East Elevation Wall Repairs



Bierce Library Roof Replacement – North Elevation Wall Repairs



Goodyear Polymer Center – Lab Fire



Goodyear Polymer Center – Lab Fire



Goodyear Polymer Center – Lab After Repairs



Green Projects – 650KW Solar Panel Array at Athletics Field House



Wolf Ledges Engineering – Shared Instruments and Chair Lab Office – Chair Lab



12/16/2013

Wolf Ledges Engineering – Shared Instruments and Chair Lab Office - Chair Office



12/16/2013

Wolf Ledges Engineering – Shared Instruments and Chair Lab Office - Chair Office



CHANGE ORDER REPORT AS OF JANUARY 13, 2014

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

ADMINISTRATIVE SERVICES BUILDING PHASE 111B (PROJECT# UAK07007)**DSV Builders, Inc.**

031-01	Clean and provide finish coat to concrete and metal louvers on the east and south side of the building	2,432.31
		2,432.31

BUCHTEL FIELD TENNIS FACILITY - PHASE I (PROJECT# 130028)**Mr. Excavator, Inc.**

001-01	Demo and replacement of existing chainlike fence and trees south of the new Tennis Complex	21,643.55
002-01	Revised site utility and sewer work to negotiate around an existing utility duck bank	9,058.57
003-01	Asphalt milling and filling on Kling and Wheeler Street as directed by the City of Akron	2,516.90
004-01	Tree clearing, fence removal, new fencing and grading at section of fence removed at the southwest corner of the baseball field	12,073.06
005-01	Tree clearing, grading, fencing, fence enclosure, site demo and field grading on the area south of the tennis courts	49,004.84
		94,296.92

CAMPUS IMPLEMENTATION - COLEMAN COMMON PHASE IV (PROJECT# 04013)**Cavanaugh Building Corp.**

019-01	Cost for winter drain mode option for fountain tank, pressure reduce valve, caulking fountain slab, and installation of sump pump	10,203.93
		10,203.93

E.J. THOMAS DEFERRED MAINTENANCE (PROJECT# 100017)**Coastal Quality Construction**

003-01	Remove CMU to access plumbing carriers in HCAP RR's 104 and 112 for adjusting and install new CMU in opening created	2,379.30
004-01	Firestop electrical conduit penetration opening found in chase wall in Women's RR 011	193.89
005-01	Add a new door closer to replace the closer on Door 145 from the original construction, and add a kickplate to Door 143	288.41
006-01	Paint wood frames of two dressing room mirrors black to better match new counter	243.34
007-01	Cut opening in ceiling below RR 145 to access piping that needed removed and install and paint new access panel in ceiling	877.14

Synergy, LLC

008-02	Firestop plumbing floor penetrations found in chase walls in Restroom 145	441.26
009-02	Remove existing and insall new toilet and lavatory carriers and replumb lines as necessary for height changes	4,601.82
		9,025.16

INFOCISION STADIUM DEVELOPMENT AND ALUMNI RENOVATION (PROJECT# 120023)**Coastal Quality Construction, Inc.**

062-01	Remove asphalt footprints/bicycle tracks created when UA students walked through barricades and through new asphalt sealan	1,823.62
063-01	Provide a lift and additional time to install ceiling tiles	1,706.86
064-01	Repair newly installed gypsum board	2,763.32
065-01	Remobilize the gypsum board subcontractor to patch the wall between rooms 264 and 290	2,637.78
066-01	Remove and replace ceiling tiles	5,944.45
067-01	Revise wood panels and aluminum trim that is installed near Door 203A, provide credit for time not spent installing wood cap	2,031.90
068-01	Provide additional supervision and project management to finalize the general trades work after the contract completion date	11,026.15
069-01	Repair an existing storm inlet wall (brick) that had collapsed. The inlet is located on the west side of Union Street	2,697.04

Synergy, LLC

066-04	Credit for General Trades Contractor to remove and replace ceiling tiles that were damaged while performing HVAC work	(1,500.00)
--------	---	------------

Speelman Electric, Inc.

060-05	Install 2 type R6 light fixtures in the existing E.I.F.S. soffit at main entry and install gel sheets onto exterior light fixture lenses	3,586.96
066-05	Remove/replace ceiling tiles that were damaged while performing electrical work after the final ceiling installation was comple	(1,500.00)
		31,218.08

QUAKER SQUARE COOLING TOWER REPLACEMENT (PROJECT# 130017)**Cahill Corporation**

006-03	Insulation of tower water lines	3,869.25
007-03	Withdraw of allowance (cleaning of heat exchanger)	(7,500.00)
		(3,630.75)

STUDENT UNION ZEE'S AND ZIP CARD RENOVATION (PROJECT# 130027)**Coastal Quality Construction**

007-01	Revisions to the FRP panels and the drywall in the Storage/Scullery area	1,790.48
009-01	Relocate menu boards and monitors, provide additional fasterers not included with Freshens' equipment	647.13
		2,437.61

WAYNE COLLEGE SCIENCE LAB RENOVATION (PROJECT# UAK120019)

Intec Building Systems		
011-01	Approximately 17 interior ADA compliant signs to follow the same color scheme and look of the existing signs	1,780.88
Schmid Mechanical		
008-02	Reparis/upgrades to the existing acid waste system where the old and new systems interface	3,927.06
Imperial Heating & Cooling, Inc.		
003-03	Additional costs for duct drain	1,313.51
		<u>7,021.45</u>
<u>WOLF LEDGES ENGINEERING BUILDING (PROJECT# UAK100002)</u>		
DSV Builders, Inc.		
191-06	Install double door in storage area	1,237.11
J.W. Didado Electric, Inc.		
186-12	Add power to the heat recovery pump #3	510.27
195-12	Add power to the VAV box as detailed in Sketch #E62	441.76
196-12	Add a cover on the duct detector	410.14
197-12	Add a can light fixture to bulletin #181	164.20
Stonecreek Interior Systems, LLC		
190-13	Install five CO caps and gas caps and a gas cylinder bracket	196.72
194-13	Install two solid surface window sills to Bulletin #181	809.83
199-13	Deduct for repair to one Fume hood	(765.33)
		<u>3,004.70</u>
	Total All Change Orders	<u><u>156,009.41</u></u>

Summary of Contingency Funds for Projects listed on the Board of Trustees Report
as of January 13, 2014

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	\$ 160,970	\$ -	\$ 12,327	92.89%	99.90%
UAK130009	ASB Plaza Concrete Replacement	\$ 130,000	\$ 128,200	\$ 116,800	\$ 11,400	\$ -	\$ 15,800	\$ 1,100	\$ -	\$ 1,324	\$ -	\$ 99,650	\$ -	\$ -	\$ 10,326	\$ -	\$ -	\$ 10,326	0.00%	99.90%
130003	Auburn Science 379 Lab Buildout	\$ 244,518	\$ 244,518	\$ -	\$ 244,518	\$ -	\$ 16,627	\$ 3,424	\$ -	\$ -	\$ -	\$ 164,391	\$ -	\$ -	\$ 60,076	\$ 12,580	\$ 11,889	\$ 35,607	40.73%	99.90%
UAK090005	Bierce Library Exterior and Roof Replacement	\$ 1,150,000	\$ 1,250,000	\$ 1,250,000	\$ -	\$ -	\$ 66,000	\$ 5,000	\$ -	\$ 31,584	\$ -	\$ 1,088,283	\$ -	\$ -	\$ 59,133	\$ (31,955)	\$ -	\$ 91,088	-54.04%	99.90%
130028	Buchtel Field Tennis Facility - Phase I	\$ 1,000,000	\$ 1,056,500	\$ -	\$ 56,500	\$ 1,000,000	\$ 64,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 819,127	\$ -	\$ -	\$ 163,373	\$ 94,297	\$ 15,926	\$ 53,150	67.47%	85.00%
110025	Campus Guide Plan Update	\$ 660,800	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	-	-
04013	Campus Implementation - Coleman Commons Phase IV	\$ 300,000	\$ 837,113	\$ -	\$ 537,113	\$ 300,000	\$ 29,300	\$ -	\$ -	\$ -	\$ -	\$ 391,230	\$ -	\$ -	\$ 416,583	\$ 389,563	\$ 29,218	\$ (2,197)	100.53%	99.90%
UAK130012	Chilled Water System Cooling Tower #1 and #3 Improvements	\$ 345,000	\$ 345,000	\$ 345,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 25,500	\$ -	\$ 179,600	\$ 120,400	\$ -	\$ 19,500	\$ 65,656	\$ -	\$ (46,156)	336.70%	59.00%
100017	EJ Thomas Deferred Maintenance	\$ 2,300,000	\$ 2,300,000	\$ -	\$ -	\$ 2,300,000	\$ 150,002	\$ 49,206	\$ 23,079	\$ -	\$ -	\$ 1,473,185	\$ -	\$ -	\$ 604,528	\$ 456,860	\$ 147,668	\$ 0	100.00%	99.90%
130033	General Purpose Classroom Technology and Furniture Upgrade Ph I	\$ 544,920	\$ 544,920	\$ -	\$ 544,920	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 167,443						
120023	InfoCision Stadium - Development and Alumni Renovations	\$ 3,600,000	\$ 5,013,608	\$ -	\$ 5,013,608	\$ -	\$ 259,268	\$ 229,664	\$ 137,275	\$ -	\$ -	\$ 3,196,539	\$ -	\$ 729,627	\$ 461,235	\$ 194,209	\$ 44,638	\$ 222,388	51.78%	99.90%
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%
130023	Knight Chemical Room 104 Renovation	\$ 125,000	\$ 125,000	\$ -	\$ 125,000	\$ -	\$ 9,450	\$ 2,500	\$ -	\$ -	\$ -	\$ 109,346	\$ -	\$ -	\$ 3,704	\$ -	\$ 845	\$ 2,859	22.81%	99.90%
130024	Kolbe Hall Daum Theater Renovation	\$ 215,000	\$ 215,000	\$ -	\$ 215,000	\$ -	\$ 14,580	\$ 925	\$ -	\$ -	\$ -	\$ 150,496	\$ -	\$ -	\$ 48,999	\$ 9,738	\$ 12,435	\$ 26,825	45.25%	99.90%
100008	Law School Renovation	\$ 20,000,000					\$ 504,000	\$ 63,020	\$ 123,936	\$ -	\$ -									
130036	Student Union Career Center	\$ 450,000	\$ 450,000	\$ -	\$ 450,000	\$ -	\$ 13,300	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 433,700	\$ -	\$ 192,454	\$ 241,246	44.37%	99.90%
130027	Student Union Zee's and Zip Card Renovation	\$ 354,772	\$ 354,772	\$ -	\$ 354,772	\$ -	\$ 22,775	\$ 2,945	\$ -	\$ -	\$ -	\$ 224,997	\$ -	\$ 76,782	\$ 27,273	\$ 20,277	\$ 9,159	\$ (2,163)	107.93%	99.90%
UAK130004	Title V Boiler Compliance	\$ 750,000	\$ 1,250,000	\$ 1,250,000	\$ -	\$ -	\$ 55,250	\$ 5,200	\$ -	\$ 15,968	\$ -	\$ 1,064,508	\$ -	\$ -	\$ 109,074	\$ 40,300	\$ -	\$ 68,774	36.95%	50.00%
130030	Water Energy Conservation Performance Contract	\$ 58,982,756	\$ 58,982,756	\$ -	\$ -	\$ 58,982,756														1.00%
120012	Wayne Campus North Entrance Drive	\$ 2,027,047	\$ 1,962,886	\$ -	\$ 1,962,886	\$ -	\$ 169,038	\$ 12,600	\$ -	\$ -	\$ -	\$ 1,427,100	\$ -	\$ -	\$ 354,148	\$ 57,536	\$ 860	\$ 295,752	16.49%	99.90%
UAK120019	Wayne College Science Lab Renovation	\$ 1,608,182	\$ 1,672,343	\$ 1,608,182	\$ 64,161	\$ -	\$ 122,500	\$ 10,000	\$ -	\$ 15,702	\$ -	\$ 1,046,770	\$ 64,161	\$ 413,210	\$ 57,431	\$ -	\$ 355,779	\$ -	13.90%	99.90%
UAK100002	Wolf Ledges Engineering Building	\$ 4,000,000	\$ 13,823,876	\$ 294,211	\$ 7,373,191	\$ 6,156,474	\$ 896,711	\$ 645,708	\$ 277,811	\$ -	\$ -	\$ 5,819,404	\$ -	\$ 360,315	\$ 5,823,927	\$ 5,787,803	\$ 115,912	\$ (79,788)	101.37%	99.90%
UAK120015	Zook Hall Renovation	\$ 18,150,000	\$ 16,000,000	\$ 13,850,000	\$ -	\$ 2,150,000	\$ 882,949	\$ 1,271,830	\$ 413,341	\$ 160,000										
Grand Total		\$ 118,332,531	\$ 108,551,028	\$ 20,058,729	\$ 17,603,068	\$ 70,889,230	\$ 4,039,350	\$ 2,337,640	\$ 975,442	\$ 110,957	\$ 160,000	\$ 18,292,686	\$ 120,400	\$ 1,398,327	\$ 9,175,068	\$ 7,315,266	\$ 581,320	\$ 1,278,482	62.26%	99.62%

*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
	48	48
Demo of Acquired Properties	(1)	not on Contingency
Mixed Use Development	(1)	not on Contingency
Multi-Plex Football Stadium		(1) not on BOT
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
Compter Center Access Floor Replacement
Mary Gladwin Hall Simulation Space
Polsky Criminal Justice Forensic Lab
Polsky Office Reconfiguration School of Speech/Language
Quaker Squire Fire Alarm System

February 5, 2014
Board Meeting
Reporting:
Warren L. Woolford

	Report of the Sr. Vice President, Provost and Chief Operating Officer
	Presentation
1	*Proposed Curricular Change
2	*Research Services and Sponsored Programs Summary of Activity Report for July-December 2013
	For Information Only:
3	Information Technology Report
4	Student Affairs Report
5	Office of Academic Affairs Report
*	CONSENT AGENDA: ITEMS 1, 2

New Certificate Proposal:

Medical Coding: From Summit College, Department of Allied Health Technology, proposal #13-6464

The Medical Coding Certificate is created from a packaging of 5 existing courses for a total of 16 credit hours and is the only certificate of its kind in the state of Ohio. The certificate is designed to give students already taking classes in health-related areas, or new students only interested in a certificate to advance their skills for job placement or advancement, additional training in medical coding, which will be useful in many careers in the health professions.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Proposed New Medical Coding Certificate

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on February 5, 2014 for a proposed new Medical Coding Certificate in the Department of Allied Health Technology of Summit College, as recommended by the Faculty Senate, be approved.

Ted A. Mallo, Secretary
Board of Trustees

Research Grants and Sponsored Programs Report, July-December 2013

For July-December 2013, funding for externally funded research and other sponsored programs totaled \$16,945,223 for 281 awards as compared with \$21,477,506 for 308 awards for the previous year. For July-December 2013, 17 new patents were issued, 38 patent applications were filed, and 41 disclosures were submitted—compared to 10, 13 and 32, respectively, for the previous year.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Acceptance of the Office of Research Summary of Activity Report
for July-December 2013

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on February 5, 2014, pertaining to the acceptance of the Office of Research Summary of Activity Report for July-December 2013, be approved.

Ted A. Mallo, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 2

RESEARCH

November/December 2013

Office of Research Administration (ORA): pp. 2-4
Office of Technology Transfer (OTT): p. 5-6
University of Akron Research Foundation (UARF): p. 7

SUMMARY

July 1, 2013 through December 31, 2013

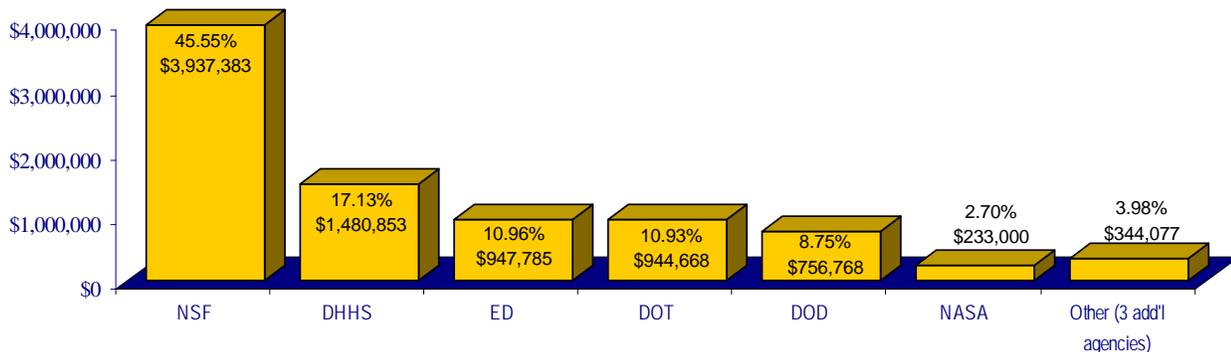
UA & UARF Research and Sponsored Programs	AWARDS	<i>Dollars</i>	\$16,945,223	33.1% toward goal of \$51,258,750
		<i>Numbers</i>	281	53.0% toward goal of 530
	PROPOSALS	<i>Dollars</i>	\$72,131,900	38.4% toward goal of \$187,907,788
		<i>Numbers</i>	366	48.9% toward goal of 748

FEDERAL AWARDS	<i>Dollars</i>	\$8,644,534	26.5% toward goal of \$32,589,755
	<i>Numbers</i>	75	51.7% toward goal of 145

FEDERAL PROPOSALS	<i>Dollars</i>	\$55,316,991	43.0% toward goal of \$128,557,301
	<i>Numbers</i>	140	47.5% toward goal of 295

2013-2014 Federal Awards ~ By Sponsor

UA & UARF
Federal
Research



License Revenue	<i>Dollars</i>	\$62,500	27.6% toward goal of \$226,111
--------------------	----------------	----------	--------------------------------

Technology Transfer	DISCLOSURES OF INVENTION	41	59.4% toward goal of 69
	NEW U.S. PATENTS FILED	38	90.5% toward goal of 42
	U.S. PATENTS ISSUED	17	85.0% toward goal of 20

<u>Awards</u>	FY'14 v. FY'13, Year-to-Date Comparison						As percent of Total FY'13			
	Numbers			Dollars			Fy'14	FY'13	Fy'14	FY'13
	FY'14	%Change	FY'13	FY'14	%Change	FY'13	%-to-date	Total	%-to-date	Total
Arts & Sciences	45	-36.6%	71	2,873,442	-41.1%	4,877,025	43.7%	103	46.6%	6,171,668
Business Admin	15	87.5%	8	102,118	10.9%	92,118	88.2%	17	70.6%	144,543
Education	10	-16.7%	12	277,072	-91.3%	3,199,149	43.5%	23	8.1%	3,427,657
Engineering	82	-5.7%	87	4,964,090	-38.2%	8,029,760	51.3%	160	18.8%	26,364,413
Health Professions	50	-3.8%	52	919,863	7.5%	855,636	79.4%	63	88.9%	1,034,243
Poly Sci & Poly Engr	66	20.0%	55	4,045,201	43.2%	2,825,138	54.1%	122	50.7%	7,983,206
Law	1	---	0	16,000	---	0	---	3	---	69,000
Summit College	2	-77.8%	9	538,390	3.3%	521,281	18.2%	11	58.9%	914,418
Wayne College	0	---	2	0	---	7,688	---	2	---	7,688
Other Units	10	-9.1%	11	3,209,047	203.1%	1,058,891	50.0%	20	152.6%	2,102,560
Total Awards	281	-8.5%	307	\$16,945,223	-21.1%	\$21,466,686	53.6%	524	35.1%	\$48,219,396
UARF (in UA totals)	70	32.1%	53	1,543,722	-2.10%	1,576,849	76.1%	92	58.5%	2,636,724
UARF ONLY**	0	---	1	0	---	10,820	---	6	---	936,705
UARF Total Awards	70	29.6%	54	\$1,543,722	-2.77%	\$1,587,669	71.4%	98	43.2%	\$3,573,429
State Appropriations				0	---	0	---		---	949,379
Additional Research										1,153,270
Grand Total	281	-8.8%	308	\$16,945,223	-21.10%	\$21,477,506	53.0%	530	33.1%	\$51,258,750

<u>Proposals</u>	FY'14 v. FY'13, Year-to-Date Comparison						As percent of Total FY'13			
	Numbers			Dollars			Fy'14	FY'13	Fy'14	FY'13
	FY'14	%Change	FY'13	FY'14	%Change	FY'13	%-to-date	Total	%-to-date	Total
Arts & Sciences	69	-22.5%	89	12,820,845	-18.6%	15,746,821	51.1%	135	47.4%	27,049,132
Business Admin	15	15.4%	13	101,649	-49.4%	200,928	78.9%	19	9.4%	1,085,201
Education	16	-15.8%	19	3,397,170	-16.2%	4,053,501	45.7%	35	48.8%	6,955,119
Engineering	138	17.9%	117	31,807,231	31.3%	24,221,519	48.4%	285	40.6%	78,347,247
Health Professions	28	7.7%	26	793,482	181.6%	281,782	58.3%	48	60.6%	1,310,108
Poly Sci & Poly Engr	86	7.5%	80	20,324,299	-27.2%	27,935,853	47.0%	183	30.7%	66,167,239
Law	2	---	0	349,444	---	0	---	3	---	129,596
Summit College	1	-85.7%	7	27,756	-97.8%	1,250,259	9.1%	11	1.4%	1,919,604
Wayne College	0	---	1	0	---	9,602	---	3	---	849,584
Other Units	11	-15.4%	13	2,510,024	4.0%	2,413,687	55.0%	20	79.5%	3,158,253
Total Awards	366	0.3%	365	\$72,131,900	-5.2%	\$76,113,952	49.3%	742	38.6%	\$186,971,083
UARF (in UA totals)	70	89.2%	37	1,754,283	112.2%	826,606	80.5%	87	97.8%	1,794,196
UARF ONLY**	0	---	1	0	---	10,820	---	6	0.0%	936,705
UARF Total Awards	70	84.2%	38	\$1,754,283	109.5%	\$837,426	75.3%	93	64.2%	\$2,730,901
Grand Total	366	---	366	\$72,131,900	-5.2%	\$76,124,772	48.9%	748	38.4%	\$187,907,788

**UARF ONLY statistics are adjusted to reflect UARF to UA subcontracts.

Cumulative data may differ from previous monthly reports provided to the UA Board of Trustees due to database adjustments.

Information contained in this report may be co-reported by UA Development Office.

Research and Sponsored Programs Activity By College

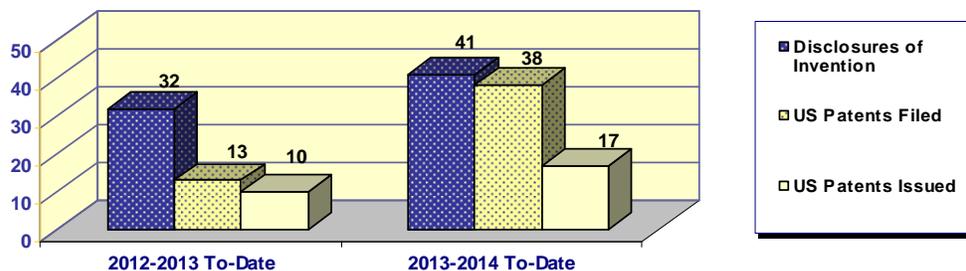
PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
BUCHTEL COLLEGE OF ARTS AND SCIENCES					
Biology	Human Frontier Science Program	<i>Chemistry of Visual Trickery: Mechanisms of Egg Colour Mimicry in Parasitic Cuckoos</i>	Shawkey, Matthew D	100%	\$100,000
Biology	Metro Parks Serving Summit County	<i>Community Industrial Assistantship</i>	Smith, Gregory A	100%	\$19,200
Chemistry	Multiple Corporate Sponsors *	<i>Testing - December</i>	Rinaldi, Peter	100%	\$17,947
Economics	Charles Koch Foundation	<i>Guest Speaker Program</i>	McGuire, Robert A	100%	\$9,000
Geosciences	National Science Foundation through Carleton College	<i>InTeGrate: Interdisciplinary Teaching of Geoscience for a Sustainable Future</i>	Steer, David N	100%	\$26,295
COLLEGE OF BUSINESS ADMINISTRATION					
Finance	Valmark Insurance Agency	<i>Community Industrial Assistantship</i>	Thomson, James	100%	\$4,244
Management	Better Business Bureau-Akron	<i>Community Industrial Assistantship</i>	Ash, Steven	100%	\$3,825
COLLEGE OF EDUCATION					
Curricular & Instructional Studies	Martha Holden Jennings Foundation	<i>Urban Education Institute Keynote Speaker Support</i>	Ford, Bridgie A	100%	\$1,000
Curricular & Instructional Studies	Battelle Memorial Institute	<i>Ohio STEM Learning Network (OSLN) - UA Woodrow Wilson Teaching Fellowship</i>	Pachnowski, Lynne	25%	\$25,000
Curricular & Instructional Studies			Holliday, Gary M	25%	
Curricular & Instructional Studies			Makki, Nidaa	25%	
Curricular & Instructional Studies			Plaster, Karen	25%	
Dean's Office	Ohio STEM Learning Network	<i>Support for the Embedded Network Staff Focused on the Hub Partnership</i>	Olson, Susan J	100%	\$42,835
Dean's Office	Ohio STEM Learning Network	<i>Support for the Embedded Network Staff Focused on the Hub Partnership</i>	Olson, Susan J	100%	\$1,978
COLLEGE OF ENGINEERING					
Biomedical Engineering	Austen BioInnovation Institute in Akron	<i>De-differentiated Fat Cells for Wound Healing Treatment</i>	Zhang, Ge	100%	\$9,700
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors *	<i>Testing - November</i>	Chase, George	100%	\$320
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Elliott, J Richard	100%	\$1,800
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Puskas, Judit E	100%	\$2,520
Chemical & Biomolecular Engineering	National Science Foundation	<i>Novel Polyisobutylene-Based Materials and Surfaces; Enzyme-Catalyzed Functionalization and "Modular" Surface Construction</i>	Puskas, Judit E	100%	\$232,000
Civil Engineering	Federal Highway Administration through Ohio University	<i>Evaluation of Low-Temperature Cracking Resistance of WMA</i>	Abbas, Ala R	100%	\$45,052
Civil Engineering	Federal Highway Administration through Ohio Department of	<i>Evaluation of GPS/AVL Systems for Snow & Ice Operations Resource Management</i>	Schneider, William H	50%	\$9,261
Civil Engineering			Miller, Christopher M	50%	
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Doll, Gary	100%	\$19,320
Civil Engineering TESL	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Doll, Gary	100%	\$22,782
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing - November</i>	Duirk, Stephen	100%	\$6,450
Civil Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Miller, Christopher M	100%	\$15,000
Mechanical Engineering	NASA Glenn Research Center at Lewis Field through University Space Research Association	<i>Advanced Research and Technology Support</i>	Daniels, Christopher C	100%	\$70,500
Mechanical Engineering	NASA Glenn Research Center at Lewis Field through University Space Research Association	<i>Advanced Research and Technology Support</i>	Daniels, Christopher C	100%	\$47,000
Mechanical Engineering	U.S. Naval Research Laboratory	<i>Ductile Damage Modeling</i>	Gao, Xiaosheng	100%	\$15,000
Mechanical Engineering	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Hoo Fatt, Michelle S	100%	\$10,500
Mechanical Engineering	Defense Advance Research Projects Agency through HRL Laboratories	<i>Structured Logic Phase II</i>	Quinn, D Dane	100%	\$88,734

Research and Sponsored Programs Activity By College

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
COLLEGE OF ENGINEERING (continued)					
Mechanical Engineering	Vitamix	<i>Analysis of Stress Response in Blades</i>	Srivatsan, Tirumalai S	50%	\$18,003
<i>Mechanical Engineering</i>			<i>Gao, Xiaosheng</i>	50%	
Mechanical Engineering	Summa Health Systems	<i>Analysis of Industrial and Systems Engineering Tools for Accountable Care Organization and Operational Excellence at Summa Health</i>	Wang, Shengyong	100%	\$37,500
Mechanical Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Wong, Shing-Chung Josh	100%	\$2,500
COLLEGE OF HEALTH PROFESSIONS					
Nursing	Ohio Board of Regents through NEOMED #	<i>Area Health Education Centers Point of Service Maintenance and Enhancement</i>	Riley, Tracy A	75%	\$10,000
<i>Nutrition & Dietetics</i>			<i>Schupp, Kathy</i>	25%	
Social Work	American Friends Service Committee	<i>External Evaluation of Economic and Political Justice Program</i>	McCollister, Melissa K	100%	\$8,000
Speech-Language Pathology & Audiology	Cleveland Clinic Foundation	<i>Community Industrial Assistantship</i>	Resler, Rose M	100%	\$3,917
Speech-Language Pathology & Audiology	Cleveland Clinic Foundation	<i>Community Industrial Assistantship</i>	Resler, Rose M	100%	\$3,917
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	ACS Petroleum Research Fund	<i>Interfacial Free Radical Polymerization of Thin Films</i>	Cavicchi, Kevin A	100%	\$100,000
Institute of Polymer Engineering	ACS Petroleum Research Fund	<i>Understanding Nanoscale Calcium Silicate Hydrate (C-S-H) Interfaces in Cement and Interaction Mechanisms with Polymer Additives</i>	Heinz, Hendrik	100%	\$100,000
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Holtman, Mark	100%	\$6,638
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing - November</i>	Karim, Alamgir	100%	\$2,175
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing - November</i>	Soucek, Mark	100%	\$11,000
Institute of Polymer Engineering	Euclid Chemical Company *	<i>Synthesis and Evaluation of New Polycarboxylate Admixtures</i>	Soucek, Mark	100%	\$89,139
Institute of Polymer Engineering	ACS Petroleum Research Fund	<i>Nanostructures and Nanoporous Composites from Nanoparticle Jamming During Polymerization Induced Phase Separation</i>	Vogt, Bryan D	100%	\$100,000
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing - December</i>	Weiss, Robert	100%	\$450
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Becker, Matthew	100%	\$9,560
Institute of Polymer Science	Air Force Office of Scientific Research through University of Nebraska	<i>Advanced Single-Polymer Nanofiber-Reinforced Composite: Towards Next Generation Ultralight Superstrong/Tough Structural Material</i>	Cheng, Stephen ZD	100%	\$124,914
Institute of Polymer Science	U.S. Department of Energy through Aspen Aerogels	<i>Bench Scale Development and Test of Aerogel Sorbent for CO₂ Capture</i>	Chuang, Steven S	100%	\$193,376
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - December</i>	Dhinojwala, Ali	100%	\$24,000
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - November</i>	Joy, Abraham	100%	\$2,000
Institute of Polymer Science	ACS Petroleum Research Fund	<i>Elucidate the Molecular Origins of Mechanical Stress in Large Deformations of Polymer Glasses by Incorporating Chromophores into the Backbone as Molecular Probes</i>	Joy, Abraham	50%	\$100,000
<i>Institute of Polymer Science</i>			<i>Wang, Shi-Qing</i>	50%	
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - November</i>	Kennedy, Joseph	100%	\$15,332
Institute of Polymer Science	University of Akron Research Foundation	<i>Polyisobutylene (PIB) Based Elastomeric Polymer Coating for Wound Healing and Closure</i>	Kennedy, Joseph	100%	\$25,508
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - December</i>	Miyoshi, Toshikazu	100%	\$5,500
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Seiple, Robert	100%	\$35,097
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing - November and December</i>	Wang, Bojie	100%	\$2,600
SCHOOL OF LAW					
Dean's Office	Summit County	<i>Summit County Inmate Assistance Program</i>	Sahl, Joann M	100%	\$16,000
OTHER UNITS					
Office of Academic Affairs	National Institute of Standards &	<i>Post-Doctoral Research Fellowship for Natalia Farkas</i>	Ramsier, Rex D	100%	\$98,247

* University of Akron Research Foundation Award

Collaborative Research



Disclosures of Invention

(November/December 2013: 12)

Disclosure Number	Title	Inventor(s)
1091	<i>UV-Curable Maleimide Terminated Imide Oligomer</i>	Mark Soucek and Jinping Wu
1092	<i>Acrylated Alkyd</i>	Mark Soucek and Priyanka Nalawade
1093	<i>Inorganic/Organic Silicated Urethane</i>	Mark Soucek and Xiaojiang Wang
1094	<i>Adhesives Polymer Solutions</i>	Shing-Chung Wong
1095	<i>Systems for Li-ion Batteries</i>	Sadhan Jana and Prasad Raut
1096	<i>Polymerization Using an Aqueous System</i>	Judit Puskas and Emily Rosenthal-Kim
1097	<i>Highly Fluorescent New Compound</i>	Christopher Ziegler and Ingrid-Suzy Tamgho
1098	<i>Energy and Ballistic Protection</i>	Xiaosheng Gao and Yibin Fu
1099	<i>New Chelates</i>	Christopher Ziegler, Laura Crandall, and Richard Herrick
1100	<i>Universal Device</i>	Kye-Shin Lee and Ajay Mahajan
1101	<i>Surface with Wear Resistance</i>	Gary Doll
1102	<i>Transparent Electrode</i>	Yu Zhu and Tianda He

New Patents Filed

(November/December 2013: 14)

Number	Application Type	Patent Title	Inventor(s)
1024	Provisional	<i>Invention of a Unit Cell for Design of Sandwiched Sphere Structures for Impact Energy Absorption and Debris Collection</i>	Xiaosheng Gao and Yibin Fu
1054	Provisional	<i>Simple Device for Economically Producing Electrospun Fibers at Moderate Rates</i>	George Chase, Kitchaporn Nartetamrongsutt, and Hyeon Ung Shin
1070	Provisional	<i>Fluorescence Assisted Portable Cell Counting System</i>	Rebecca Willits, Vivek Nagarajan, Amy Harkins, Shelley Minter
1079	Provisional	<i>Controlling Radial Compositional Gradient in Polymer/Silver Composite Nanofibers Using Chemical Solvent Vapor Treatment and Sintering Technique and Its Application in Fabricating Transparent Conductive Polymer Electrode for Flexible Electronics</i>	Mukerrem Cakmak, Tsang-Min Huang, Fang Peng, and I-Fan Hsieh
1085	Provisional	<i>Room-Temperature Solution-Processed Metal Oxides as an Electron-Transport-Layer or Hole-Transport-Layer for Organic Electronics</i>	Xiong Gong, He Ren, and Bohao Li
1087	Provisional	<i>Modified Soybean Oil Extended Rubbers with Improved Performance</i>	Avraam Isayev and Mark Soucek
1090	Provisional	<i>Point-of-Care Osteoporosis Screening Kit</i>	Marnie Saunders
1094	Provisional	<i>Printable Adhesives Using a Tri-Polar Spinning System of Polymer Solutions Driven by Electrical Forces</i>	Shing-Chung Wong
1096	Provisional	<i>New Method for the Polymerization of α-Lipoic Acid and Its Derivatives Using an Aqueous System</i>	Judit Puskas and Emily Rosenthal-Kim
1097	Provisional	<i>A Highly Fluorescent New Compound: BOPMEH (difluoroboron 1,2-bis((1H-pyrrol-2-yl)methylene)hydrazine)</i>	Christopher Ziegler and Ingrid-Suzy Tamgho
1098	Provisional	<i>Design of a New Sandwiched Sphere Structure for Impact Energy Absorption and Ballistic Protection</i>	Xiaosheng Gao and Yibin Fu
1099	Provisional	<i>New Phthalocyanine-like Chelates DIAM(di(iminoisoindolyl)azomethene) and DOAM(di(oxoisoindolyl)azomethene)</i>	Christopher Ziegler, Laura Crandall, and Richard Herrick
1100	Provisional	<i>Universal Water Condition Monitoring Device</i>	Kye-Shin Lee and Ajay Mahajan
1101	Provisional	<i>A Method for Creating a Surface with Extreme Wear Resistance and Low Friction</i>	Gary Doll

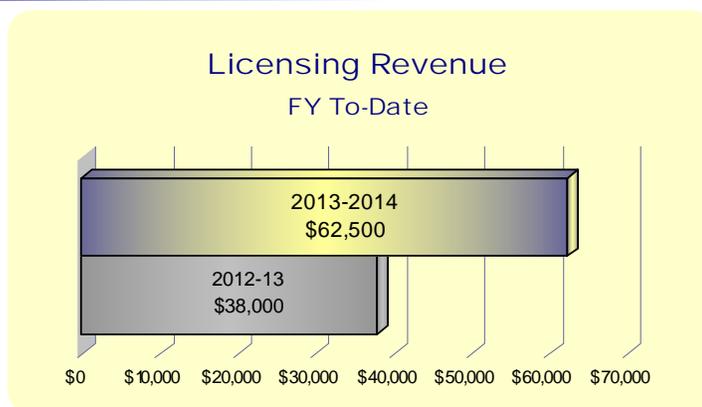
Patents Issued
(November/December 2013: 5)

U.S. Patent No.	Issue Date	Patent Title	Inventor(s)
8,574,315	November 5, 2013	<i>Electrospun Structures and Methods for Forming and Using Same</i>	Darrell Reneker, Daniel Smith, Tao Han, Joseph Reneker, and Camden Ertley
8,580,900	November 12, 2013	<i>Thermoplastic Amphiphilic Conetworks</i>	Joseph Kennedy, Gabor Erdodi, and Jungnee Kang
8,580,917	November 12, 2013	<i>Method of Purifying Block Copolymers</i>	Judit Puskas
8,598,846	December 3, 2013	<i>Device and Method for Stabilizing a Battery Pack</i>	Tom Hartley, Benjamin Magistro, and Thomas Vo
8,606,839	December 10, 2013	<i>Interleaved Method for Parallel Implementation of the Fast Fourier Transform</i>	Dale Mugler and Nilimb Misal

For the month of:

Nov/Dec 2013: \$0

Nov/Dec 2012: \$12,500



LICENSING REVENUE

LICENSE ACTIVITY

UARF participated in various activities which fostered the development of new relationships and agreements. However, this activity did not result in the execution of any new license or license option agreements during November and December 2013.

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
BUCHTEL COLLEGE OF ARTS AND SCIENCES					
Chemistry	Multiple Corporate Sponsors	<i>Testing - December</i>	Rinaldi, Peter	100%	\$17,947
COLLEGE OF ENGINEERING					
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors	<i>Testing - November</i>	Chase, George	100%	\$320
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Elliott, J Richard	100%	\$1,800
Chemical & Biomolecular Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Puskas, Judit E	100%	\$2,520
Civil Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Doll, Gary	100%	\$19,320
Civil Engineering TESL	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Doll, Gary	100%	\$22,782
Civil Engineering	Multiple Corporate Sponsors	<i>Testing - November</i>	Duirk, Stephen	100%	\$6,450
Civil Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Miller, Christopher M	100%	\$15,000
Mechanical Engineering	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Hoo Fatt, Michelle S	100%	\$10,500
Mechanical Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Wong, Shing-Chung Josh	100%	\$2,500
COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING					
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Holtman, Mark	100%	\$6,638
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing - November</i>	Karim, Alamgir	100%	\$2,175
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing - November</i>	Soucek, Mark	100%	\$11,000
Institute of Polymer Engineering	Euclid Chemical Company	<i>Synthesis and Evaluation of New Polycarboxylate Admixtures</i>	Soucek, Mark	100%	\$89,139
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing - December</i>	Weiss, Robert	100%	\$450
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Becker, Matthew	100%	\$9,560
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - December</i>	Dhinojwala, Ali	100%	\$24,000
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - November</i>	Joy, Abraham	100%	\$2,000
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - November</i>	Kennedy, Joseph	100%	\$15,332
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - December</i>	Miyoshi, Toshikazu	100%	\$5,500
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Seiple, Robert	100%	\$35,097
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing - November and December</i>	Wang, Bojie	100%	\$2,600



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: January 13, 2014

Student Success

- Royall Improvements for marketing and recruitment of students
- PeopleSoft Recruiting Modifications to PeopleSoft to support recruitment and retention
- And Retention Support
- Curriculum Guides Modifications to guide for academic programs
- PeopleSoft Split and Database split
- Upgrade Project
- eCampus Emergency notification system
- Akron Experience Rebranding of Zipline
- Creating a Mobile Friendly Conversion of University webpages to display on mobile devices
- Web

Global Relevance

- System Center Configuration Upgrade to include Macintosh and Linux clients
- Manager Upgrade
- Online Learning (eLearning) Expansion of online offerings to underserved markets
- Content Management Systems Upgrades to SharePoint and dotCMS
- Shared Service: Supporting Akron continues work with PeopleSoft at Lorain
- PeopleSoft at LCCC
- NEOshare Northeast Ohio Shared Service Center for computer services

Distinction

- Seeking a Retention Solution to assist with student retention
- Analytics Solution
- Collaborative Advising and Improvements for the quality and effectiveness of academic
- Tutoring Solution advising
- Clicker Pilot Audience Response System pilot program
- Quality Matters Professional Development for instructional designers and
- faculty

Community

- Mobile Device Management Management of mobile devices
- Wireless Network Difficulties Update of wireless connections on campus
- Radio System Migration of radio system to IT

Integrated Planning

- Springboard Course clean up Purging of courses on Springboard
- Governance & Project Mgmt Redesign of Project, Portfolio and Governance processes
- ZipLean Continuous improvement process
- Time & Labor Absence Mgmt New application to streamline time reporting

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 3

IT

Information Technology Services

Report to the Board of Trustees
February 5, 2014



Information Technology Services

February 5, 2014

(Prepared January 13, 2014)

STUDENT SUCCESS	Commitment to Excellence
<ul style="list-style-type: none">Royall 	<p>Royall & Company is working with The University of Akron to leverage their marketing and recruitment expertise in order to increase the number of undergraduate applications to the University.</p> <p>Royall targets qualified students and optimizes the application fee and credential chase processes.</p> <p>The Royall program is in full production and yielding significantly more applicants for both domestic and international undergraduate students.</p>
<ul style="list-style-type: none">PeopleSoft Recruiting and Retention Support	<p>Auto-admit is a PeopleSoft application process created by IT at UA to automatically admit students that have met requirements for admission. It eliminates the manual and time-consuming PeopleSoft-delivered technology.</p> <p>The auto-admit process was rewritten to support the business process redesign focused around recruitment and retention, the Pathways student achievement and success model, and to determine students' eligibility for the honors program.</p> <p>The auto-admit process is in full production supporting the Pathways model and determining students' eligibility for the honors program.</p>

- Curriculum Guides



Phase one of modifications to the curriculum guides was completed in 2013. The guide provides information for all standard programs and approximately 10% of programs that are mapped for three-year completion.

Phase II work includes:

- Map up to 80 percent of programs with three-year completion tracks
- Adjust all programs to reflect changes in graduation criteria
- *Change requirement from 128 credit hours for graduation to 120 hours.*
- Make approved changes in GenEd requirements as approved by OAA
- Make updated guides available for incoming students in 2014

- PeopleSoft Split and Upgrade Project

Work began at the end of 2013 on the preliminary steps in conducting the campus solutions and human resources database split required by Oracle. This first step will be completed by early February. Along with conducting the product split, work will begin on upgrading the human resources software to version 9.2. This upgrade will provide many enhancements that will extend business value to UA. The newest release will streamline the maintenance process, simplify the navigation to execute activities faster and more easily, and enable electronic personnel action forms. In addition, the modifications that are currently adding to the total cost of ownership will be carefully examined to be replaced by built-in functionality in the delivered software wherever practicable.

- e2Campus



Implementation of our new emergency notification system, e2campus, continues to provide faster, better emergency notifications to students, faculty and staff.

Due to our weather-related closures at the end of January, we were able to provide a complete test of the new system. The response rate of messages sent was increased dramatically. The old system took as long as 20 minutes to send our notifications. The new system completed a send to 12,170 unique telephone numbers in less than five minutes.

Next is the integration of e2campus messaging with electronic message boards, social networks Facebook and Twitter, the University home page and electronic message boards across campus. Following the first round will be integration with other emergency systems such as fire alarm systems, campus loud speaker systems and telephone bridges.

New users continue to subscribe as we approach the new semester. We have recorded an additional 300 sign ups since the end of fall semester.

- Akron Experience



Adjustments to the MyAkron interface continue with feedback from the Office of Student Success as follows:

- Text messaging sign up and maintenance were added in October as a single sign-on feature.
- General alerts – messages that pertain to actionable items for individuals are enhanced and now appear on the home page of the student My Experience tab.
- New roles are being added for adult students and military veterans to enhance the ability of all offices to target messaging to these groups.
- Reminders have been enhanced with a dedicated person focused on providing important, timely information to assist students in their studies and college life.

- Creating a Mobile Friendly Web



The University WebTeam, in cooperation with the University Communication and Marketing Department, is converting the existing University web pages to be compliant with, and display on, various mobile devices. This conversion will allow the use of content already prepared by various departments, schools and colleges to be friendly with the myriad of mobile devices that our constituents now use to browse the web.

- New "responsive design" templates have been created.
- New templates are being applied to the pages on the web beginning with our recruiting and outreach pages. This process is currently 80% complete and is expected to be in-place by February 2014.
- Templates will next be applied to school, college and department pages.
- Anticipate a completely mobile friendly experience at 222.uakron.edu by June 2014.

GLOBAL RELEVANCE

Develop Dynamic and Globally Relevant Programs

- System Center Configuration Manager (SCCM) 2012 Upgrade



SCCM is used to manage over 6,000 PC-based clients on campus, which now include our Macintosh and Linux clients. The added benefit with the 2012 upgrade is that we also are able to manage University clients when they are away from campus.

The upgrade implementation has started, the core environment is up and running and ITS is currently testing different upgrade scenarios to ensure a smooth transition for our users. ITS also is working on documentation and training materials that will be available to our users to ensure they understand how to get software deployments and software updates with the new system. ITS expects the migration to be complete prior to the end of the spring 2014 semester.

- Online Learning (eLearning)



In consultation with the colleges, UA's strategic enrollment services staff has identified a set of programs that are strategically important to the University's online learning initiative. Support is given to the curriculum development and approval efforts for the courses in these programs. As of December, there were 116 curriculum proposals in the system for mode-of-delivery change to online. In the last nine months, Design and Development staff has assisted faculty with the development of 55 new online courses (13 complete and 42 in progress). There are 133 sections offered for spring of 2014.

A 40-hour workshop has been developed to assist faculty members in the creation of an online course. To date, 17 instructors have completed this workshop. There currently are 20 instructors enrolled in the spring session. This session will be taught in a distance learning classroom between the main campus and the Wayne campus.

- Content Management Systems

SharePoint and dotCMS are the collaborative and web content management systems, respectively. Both are undergoing major upgrades that will provide better tools for management of university information, both internal and external. Those upgrades include the following.

Install new SharePoint version in preparation to migrate SharePoint sites from the old system:

- Installation is complete.
- Migration is ongoing and about 70 percent complete at this time.

dotCMS will be upgraded, tested and launched, behind the scenes:

- Upgrade instances of the software created
- Upgrade of database scheduled for last week of January
- Testing and fixes for new version, scheduled for February, lasting approximately three weeks
- Two weeks of end-user testing
- Launch new version targeted for March 15

- Shared Service: Supporting PeopleSoft at LCCC



UA continues to work with LCCC (Lorain County Community College) to create shared service initiatives for the benefit of both institutions and provide support for LCCC's PeopleSoft administrative enterprise application.

Replacing the LCCC VPN: UA met with LCCC to discuss the replacement of the existing CISCO ASA appliance used to support their remote access to PeopleSoft. A new, more secure concept was presented for LCCC to consider. In addition, a traditional device and cost was presented. The hardware upgrade is necessary because the device is well beyond its life expectancy, and replacement will prevent a service interruption.

Technology Summit: Planning on a technology summit between the two schools was resumed following the holidays. The intent is to broaden the collaboration between the two schools to more than just supporting and maintaining PeopleSoft applications. There is almost no difference in the services each school is required to provide. Sessions are planned around application initiatives and priorities and technical support.

Oracle Collaboration: LCCC and UA continue to work with Oracle and other PeopleSoft schools across the state of Ohio to see if the vendor can provide assistance in meeting the schools' technical priorities. The emphasis is on providing collaborative solutions in which multiple schools can participate.

Application Support: UA continues to provide support to LCCC for production migrations, upgrades and troubleshooting technical issues.

- NEOshare -- The Northeast Ohio Independent Shared Service Center



The University of Akron continues its work with NEOnet, a northeast Ohio shared service center for computer services supporting regional K-12 school districts. It also is developing similar services for higher education, K-12, government and other public-sector organizations.

IT Service Desk: Two schools have been chosen to initiate a pilot project using the IT Service Desk at UA. Meetings are being held with NEOnet to develop a business process that will support the existing service for K-12 using existing staffing and equipment already in place at UA. A meeting with the first school systems is scheduled for January 17. The pilot is scheduled to take place over four months, and data collected will determine whether the concept is cost effective for UA, NEOnet and the school systems involved.

DISTINCTION	Facilitate Faculty Development and Success by Expanding Clusters of Interdisciplinary Teaching and Research
<ul style="list-style-type: none"> Seeking a Retention Analytics Solution 	<p>The Education Advisory Board’s predictive modeling and data analysis tool for measuring student and program performance was selected to improve the University’s student retention. This tool focuses on student success from matriculation through graduation and is capable of examining program and student performance to enable senior leadership to make informed strategic decisions. The analytics provide an understanding of students-at-risk and causes. With this information, the solution can be used to form an ongoing relationship between the student and advisors, faculty, tutors and other support services to aid students in completing goals.</p> <p>The project to implement the retention analytics tool is scheduled to begin in early January. Project team members including faculty representatives are being selected. A kickoff meeting with EAB is planned. The go live is scheduled to take place in time for the fall 2014 semester.</p>
<ul style="list-style-type: none"> Collaborative Advising and Tutoring Solution 	<p>GradesFirst provides early alert, advising management, integrated communications and tutoring management services to improve the quality and effectiveness of academic advising.</p> <p>The project to implement GradesFirst is in full swing. GradesFirst representatives were on campus in December to meet with business units involved in the advising process to gather requirements. The information was taken back to GradesFirst, and the application build process started. The technical support team met with GradesFirst to determine how the interface to the University’s PeopleSoft application will be developed. That work is underway. Further work sessions with GradesFirst and the project team are continuing to answer questions and test the application.</p> <p>A Steering Committee meeting is planned for Thursday, January 16 to escalate issues for decision and update the committee on project status. The first milestone is set for March 2014, when Phase I is projected to be complete.</p>

- Clicker Pilot



Clicker technology, also known as an audience response system, is a system for capturing and sharing audience responses in real time. Clickers can be used in the classroom to gauge student perceptions or comprehension of learning. Clickers also can be used for special events such as conferences, meetings or training to capture and summarize audience feedback in real time.

Two vendors were chosen by the Faculty Senate Ad hoc Clicker Technology Review Committee to proceed with on-campus pilots during the first few weeks of the spring semester. Top Hat and Turning Technologies will be the two vendors evaluated during this pilot.

The pilots will run January 13–February 15. There are 13 instructors and approximately 750 students participating in the pilot.

- Quality Matters



Quality Matters (QM) is a national program that provides on-site, online and web-based professional development opportunities for instructional designers and faculty. It helps to ensure that the University’s online courses are of the highest standards.

To date, 17 UA courses have been recognized for their quality by Quality Matters. To date, the Quality Matters in Online Course Design program has been completed by 142 faculty members and staff.

COMMUNITY

Promote Vibrant and Engaging Environments and Facilities

- Mobile Device Management



ITS and AirWatch Technical services launched AirWatch MDM on December 2, 2013. Mobile Device Management (MDM) is the management system and software that secures, monitors, manages and supports mobile devices deployed to University personnel or labs.

ITS has implemented the default configuration profiles necessary for basic management of our IOS and Android devices and currently is testing this with various University-owned mobile devices. ITS currently is working on a couple of outstanding issues, MDM enrollment procedures, and developing technician and user training documentation. The next step is for ITS to meet with the BYOD (Bring Your Own Device) Committee to discuss enrollment policies, additional necessary configurations, application deployment procedures and Apple Volume Purchase Program.

- Wireless Network Difficulties



During the fall 2013 semester, we experienced problems with the University network. Our networking staff, along with Cisco support engineers, have found and resolved issues which caused connectivity and performance problems. We will continue to work with them to ensure that the network is performing correctly and to identify any potential problems before they occur. As reported before, over the next three years, we plan to upgrade our wired and wireless networks to accommodate the additional data traffic demands created by the multiple wireless devices (i.e., cell phones, iPads, tablets/laptops, TVs, gaming machines, etc.) students are bringing on campus.

- Radio System

The maintenance and support of the University-owned radio system will be migrated to Information Technology Services during the second quarter of 2014. This radio system is primarily used by The University of Akron police department as well as Athletics, Physical Facilities, Student Services and others.

INTEGRATED PLANNING

Achieve Measurable Success

- Springboard Course Cleanup



ITS is working with Desire2Learn to delete 2008, 2009 and 2010 courses in Springboard in a three-step process. The project will be completed in March. This will help to keep the system running smoothly and efficiently and to reduce the amount of clutter in Springboard. More information is available here: http://www.uakron.edu/it/instructional_services/dds/dds2/springboard/spr-course-cleanup.dot

- Governance & Project Management

The Project Management Office (PMO) is redesigning the project, portfolio and governance processes for IT projects. As part of the redesign, final arrangements for implementation of a project and portfolio management (PPM) tool called Instantis has been completed. Deployment activities began in late December with the expectation that implementation of the Instantis product along with the redesigned processes would be completed in the second quarter of 2014.

- ZipLean



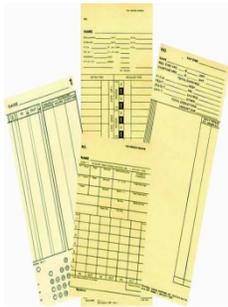
The University has established a continuous-improvement effort utilizing Lean and Six Sigma methodologies.

Certification training for several university employees has been completed, and several projects have been initiated. Communication efforts about the projects have begun with the creation of a newsletter and a website. University collaboration with other local government entities is being developed to help with grant funding for Lean training.

Preliminary projects have yielded measurable savings and increased revenues as well as knowledge transfer for retiring employees.

University-wide training will be rolled out over the next several months to ensure Lean principles will be utilized across all campus departments.

- Time & Labor Absence Management



The University is automating the process of time collection for hours by both non-exempt and exempt employees as well as managing the requests for planned absences.

Most non-exempt employees, including student employees, went live on the EmpCenter system on November 18. The remaining non-exempt employees not on EmpCenter yet will be going live on the system in the early part of 2014.

Communications will be made to these remaining non-exempt employees for their go-live events beginning in the February time frame.

The University of Akron
Division of Student Affairs
Report to the Board of Trustees
January 2014

Department of Student Life, Fraternity and Sorority Life:

Highlights of the fraternity and sorority community from fall 2012 through fall 2013

Executive Summary

This report highlights the fraternity and sorority community from fall 2012 to fall 2013 with a focus on membership growth and retention, academic success, civic responsibility, leadership and community.

In fall 2012, Fraternity and Sorority Life set strategic goals to ensure that UA's fraternity and sorority community experience would complement the University's Strategic Plan, as outlined in Vision 20/20. The fraternity and sorority experience directly contributes to Pathways to Success areas of Academic and Inclusive Excellence and Campus and Community Enhancement and Engagement. The fraternity and sorority community's work in membership growth and retention, academic success, leadership development, civic responsibility and community building align with the Pathways measurements for success.

Distinction was accorded to The University of Akron by, and special recognition is due to, Mr. Thad Doyle, senior associate director for Student Life. Mr. Doyle was installed as President of the Association of Fraternity/Sorority Advisors this past December at the Association's annual national meeting.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 4

STUDENT AFFAIRS

Overview of The University of Akron's Fraternity and Sorority Community

Fraternities and sororities have been a part of the student experience at UA since 1873 when Delta Tau Delta started at Buchtel College. During the last 140 years, the fraternity and sorority community has changed with the University. Currently, 23 chapters and one colony (new organization) comprise the fraternity and sorority community.

Each chapter belongs to one of the three governing councils: Panhellenic Council (PHC), National Pan-Hellenic Council (NPHC), or the Interfraternity Council (IFC). An executive board of elected students lead the councils. The governing council executive boards develop and uphold policies, coordinate recruitment and support chapters in the areas of academics, risk management and leadership. Figure 1 shows the distribution of chapters by the governing council.

Figure 1: Breakdown of Chapters in UA's fraternity and sorority community

Panhellenic Sororities (PHC)

Alpha Delta Pi
Alpha Gamma Delta
Alpha Phi
Delta Gamma
Kappa Kappa Gamma

National Pan-Hellenic Sororities (NPHC)

Alpha Kappa Alpha
Delta Sigma Theta
Sigma Gamma Rho
Zeta Phi Beta

National Pan-Hellenic Fraternities (NPHC)

Alpha Phi Alpha
Iota Phi Theta
Phi Beta Sigma

Interfraternity Council Fraternities (IFC)

Alpha Sigma Phi
Kappa Sigma
Lambda Chi Alpha
*Lone Star (Local Fraternity)
Phi Delta Theta
Phi Gamma Delta
Phi Kappa Tau
**Phi Kappa Psi (Current Colony)
Sigma Alpha Epsilon
Sigma Nu
Theta Chi
Tau Kappa Epsilon

In the spring of 2012 the Office of Fraternity and Sorority Life worked with students to revise the mission to the following: "The Office of Fraternity and Sorority Life engages students in diverse learning experiences through co-curricular involvement that fosters personal and organizational development. We advocate for the fraternal movement by educating, advising and empowering fraternity and sorority members to live in accordance with the values of their organization and our community."

The community values are: scholarship, leadership, civic responsibility and community.

*All chapters, except Lone Star, are inter/national organizations, are governed and held accountable to both the University policies and procedures and those of their own inter/national organization.

**Phi Kappa Psi is a colony, which indicates that an organization has begun the process to establish a chapter on campus. The group is considered a colony until it meets minimum membership size and various other requirements. Phi Kappa Psi is a recognized student organization and anticipates receiving its chapter's charter in fall 2014.

Phi Sigma Kappa fraternity was removed from campus at the beginning of the fall 2013 semester due to four consecutive semesters of substandard academic performance. Phi Sigma Kappa will be eligible to return to campus no later than fall 2015.

Fraternity and Sorority Life (FSL) Community Growth and Retention

Recruitment and retention efforts have been a priority for FSL since fall 2012, as it strived to surpass 800 members. In fall 2012 a total of 262 new members were recruited, resulting in the FSL community's membership reaching 811 members, a four percent growth, from the previous total of 784 members in fall 2011.

In order to maintain growth, the fraternity and sorority community paired its recruitment efforts with increased retention, which resulted in a 13 percent membership growth from the fall 2012 to the fall 2013 semester. The FSL community membership for fall 2013 totaled 923. This is a result of 260 new members within PHC, NPHC and IFC chapters.

Retention of chapter members from fall 2012 and spring 2013 was critical for growth. At the end of spring 2013 the community had 829 members; 86 members graduated in the spring or summer of 2013, and 57 members did not return to UA in fall 2013 (due to poor academic performance or termination of membership). The removal of Phi Sigma Kappa resulted in the loss of 23 members. With 663 members remaining, the overall retention rate for the FSL community was 89.2 percent.

The average chapter sizes for fall 2013 were:

- PHC Sororities: $355/5= 71$ members
- NPHC Organizations: $50/7= 7$ members
- IFC Fraternities (including Phi Kappa Psi): $518/12= 43$ members

Panhellenic Council voted at the end of fall 2013 to raise its chapter total from 68 women to 75 women. This vote will now allow the Panhellenic community to grow to a total of 375 women in spring 2014, which will be an overall increase of 20 members

Fraternity and Sorority Life is invested in the retention efforts of The University of Akron. Data collected through the department shows that participation in FSL promotes engagement that leads to higher retention and graduation rates and enhances student satisfaction.

Table 1 represents a two-year comparison of membership data by chapter and governing council, from fall 2012 to fall 2013.

Table 1: Two-Year Comparison of Membership Data

PHC							
Chapter Name	Active Chapter Members	Fall 12 Total of New Members	Fall 12 Total Members	Active Chapter Members	Fall 13 Total New Members	Fall 13 Total Members	
Alpha Delta Pi	47	21	68	52	19	71	
Alpha Gamma Delta	45	19	64	55	19	74	
Alpha Phi	41	23	64	47	22	69	
Delta Gamma	47	21	68	47	21	68	
Kappa Kappa Gamma	48	18	66	53	20	73	
Totals	228	102	330	254	101	355	
NPHC							
Chapter Name	Active Chapter Members	Fall 12 Total New Members	Fall 12 Total Members	Active Chapter Members	Fall 13 Total New Members	Fall 13 Total Members	
Alpha Kappa Alpha	9	0	9	8	0	8	
Alpha Phi Alpha	2	9	11	7	0	7	
Delta Sigma Theta	3	0	3	5	0	5	
Iota Phi Theta	7	0	7	10	0	10	
Phi Beta Sigma	3	0	3	2	0	2	
Sigma Gamma Rho	5	0	5	4	6	10	
Zeta Phi Beta	8	0	8	8	0	8	
Totals	37	9	46	44	6	50	
IFC							
Chapter Name	Active Chapter Members	Fall 12 Total New Members	Fall 12 Total Members	Active Chapter Members	Fall 13 Total New Members	Fall 13 Total Members	
Alpha Sigma Phi	19	7	26	20	4	24	
Kappa Sigma	29	4	33	39	8	47	
Lambda Chi Alpha	32	10	42	39	12	51	
Lone Star	30	9	39	31	8	39	
Phi Delta Theta	32	38	70	46	33	79	
Phi Gamma Delta	27	8	35	25	10	35	
Phi Kappa Tau	18	12	30	29	7	36	
Phi Sigma Kappa	12	7	19	NA	NA	NA	
Phi Kappa Psi	0	13	13	14	12	26	
Sigma Alpha Epsilon	11	6	17	20	11	31	
Sigma Nu	26	13	39	37	4	41	
Tau Kappa Epsilon	28	15	43	38	24	62	
Theta Chi	20	9	29	27	20	47	
Totals	284	151	435	365	153	518	
			Fall 2012 Total Community Membership= 811				Fall 2013 Total Community Membership= 923

Scholarship

Qualitative data collected from chapter members via department assessment initiatives show that, as a result of participating in FSL community, members learn how to prioritize their academic careers by striving to be above the all-men’s and all-women’s average grade point average (GPA).

- When asked what factors were important to why students joined a fraternity or sorority, 50 percent of responders (n = 392) selected academic support as one of the top-three factors.
- Fourteen of the 25 chapters (56 percent) increased the chapter’s total average GPA from the fall 2012 to spring 2013 semester, as the FSL and the governing councils increased emphasis on grades for the spring semester.
- In spring 2013, 485/829 (59 percent) of the FSL community earned grades above the respective all-women’s or all-men’s average:
 - 233/329 (71 percent) PHC sorority women earned a term GPA greater than the all-women’s average GPA of 2.92
 - 9/28 (32 percent) NPHC sorority women earned a term GPA greater than the all-women’s average GPA of 2.92
 - 6/24 (25 percent) of NPHC fraternity men earned a term GPA greater than the all-men’s average GPA of 2.74
 - 233/448 (52 percent) of IFC fraternity men earned a term GPA greater than the all-men’s average GPA of 2.74

Table 2 shows membership data on grade point averages, community service hours and charitable money contributions for members of the UA FSL community from spring 2009 through fall 2013.

Table 2: Membership Data

	Spring 2009	Fall 2009	Spring 2010	Fall 2010	Spring 2011	Fall 2011	Spring 2012	Fall 2012	Spring 2013	Fall 2013
# of UA Full-Time Undergraduates	18,871	21,386	20,370	22,507	21,235	23,042	21,129	22,197	19,950	19,224
# of UA Fraternity and Sorority members	736	758	762	791	757	781	748	811	829	923
% of all undergraduates in FSL	3.9	3.5	3.7	3.5	3.6	3.4	3.5	3.7	4.2	4.8
Overall Academics										
All Undergraduates GPA	2.8	2.75	2.78	2.73	2.77	2.7	2.78	2.75	2.83	NA
All FSL GPA	3.05	3.02	2.96	2.96	3.02	2.85	2.91	2.83	2.90	NA
Fraternity Academics										
Overall Men's GPA	2.69	2.64	2.67	2.63	2.67	2.6	2.67	2.66	2.74	NA
Overall Interfraternity Council GPA	2.91	2.85	2.78	2.82	2.89	2.68	2.74	2.71	2.74	NA
Overall NPHC Men GPA	2.4	2.78	2.55	2.47	2.52	2.57	2.69	2.02	2.17	NA
Sorority Academics										
Overall Women's GPA	2.91	2.86	2.89	2.83	2.88	2.83	2.89	2.86	2.92	NA
Overall Panhellenic Council GPA	3.23	3.2	3.23	3.12	3.2	3.04	3.11	3.01	3.16	NA
Overall NPHC Women GPA	3.08	3.04	2.78	3.13	2.75	2.83	2.94	3.00	2.67	NA
Community Service and Philanthropy										
# Community Service Hours	13,827	11,682	11,872	7,715	8,840	7,126	7,828	9,231	10,499	*8,875
Charitable \$ raised	18,498	22,043	20,596	39,423	23,319	35,724	32,751	30,396	41,419	*32,89

**Fall 2013 community service hours and dollars raised for charity is not yet final.*

Civic Responsibility

Qualitative data collected also confirmed that as a result of participating in the FSL community, members gain a greater sense of civic responsibility. This sense of civic responsibility was reflected in the following initiatives:

- The governing councils actively increased their commitment to community service and philanthropy through council sponsored events in spring 2013. IFC held UA's Next Top Pizza philanthropy event, from which they raised \$750 for the Akron-Canton Food Bank. PHC collaborated with Garments of Splendor to donate 20 prom dresses, and 24 women dedicated a total of 92 hours to assist with the event.
- The first FSL Alternative Spring Break trip occurred in spring 2013. Twenty-two students from six chapters went to Camp Twin Lakes in Georgia. Camp Twin Lakes provides programs for children with serious illness, disabilities and other challenges. Students gave very positive feedback regarding the experience and believe it should be offered again. Qualitative feedback showed that the best part of the experience was getting to know people in different chapters, creating unity and helping the kids who attended camp.
- The FSL community supported Camp Quality-Ohio through Songfest; this year the community raised \$4,606.

Fall 2013 numbers are not yet final, but commitment to community service and philanthropic donations increased from fall 2012 to spring 2013 as Table 3 shows.

Table 3

	Total Community Service Hours	Total Dollars Raised For Charity	Average Per Member: Hours/Dollars	Members
Fall 2012	9,213.25	\$30,396.34	11.45/\$37.76	805
Spring 2013	10,499.9	\$41,419.77	12.67/\$49.96	829
Change	+ 1,286.65	+\$11,023.43	+1.22/+\$12.20	+24

Leadership

Additional department data collected shows that as a result of participating in our FSL community, members will learn about values-based leadership and be able to articulate how their personal values direct their decision making.

- On a 5-point Likert scale the average score of 4.05 (most answers being agreed or strongly agreed) that Strengths Quest, a leadership and strengths identification tool, was a beneficial leadership assessment.
 - This is a +.24 increase from the average score of 3.81 (most answers being neutral to agreed) that the Leadership Practices Inventory (LPI) was a beneficial leadership assessment.
- Qualitative data from the Liaison Program, a mentoring and leadership development program that pairs chapter presidents with office staff, demonstrated why 17/19 (90 percent) chapter presidents (spring 2013) found the liaison program as helpful for the following reasons:
 - The liaison program gave me many different views on leadership that helped me to manage my chapter
 - Setting goals for myself and the chapter helped keeping the chapter on track
 - Assisted in transition into president role and pushed me to become a better leader
 - Having someone outside of the chapter to run ideas by and discuss tough leadership decisions with

UA has multiple chapters that have been awarded with the highest level of chapter recognition bestowed from their respective inter/national organization. The PHC was recognized by the Association of Fraternal Values and Leadership in 2013, 2012 and 2011 with national awards for Academic Achievement and Philanthropy and Community Service, Membership Recruitment, and Self-Governance and Judicial Affairs, respectively. In fall of 2013, the Panhellenic Association was recognized by the National Panhellenic Conference with an Excellence Award, as one of 14 College Panhellenics that were leading according to the exemplary standards set for Panhellenic Women.

Community

Evidence exists to suggest that, as a result of participating in our community, members will develop meaningful relationships through their active participation and interactions with various staff members, students and alumni.

- Quality feedback from the Liaison Program Assessment (fall 2012 and spring 2013) showed that Presidents Council Meetings are effective and assist in community building.
- The FSL ASB Trip effectively created community and increased understanding of other chapters.
- After the All Council Executive Board Retreat in January 2013, the 17 governing council leaders from PHC, NPHC and IFC agreed (35 percent) or strongly agreed (59 percent) that they could work collaboratively with the other council members.

Summary

Overall, membership in the fraternity and sorority community increased significantly in the last year achieving the largest membership since 1998. The assessment of learning outcomes correlated to the values of academics, leadership, civic responsibility and community support that membership in the UA fraternity and sorority community is a value-added experience. The data above demonstrate how the fraternity and sorority experience is contributing to the Pathway for Academic and Inclusive Excellence, through academic performance, increased retention and persistence to graduation. In the Campus and Community Enhancement and Engagement Pathway, the fraternity and sorority community is actively getting students involved in the campus community and throughout the greater Akron/Ohio area with philanthropic donations and hands-on service. The OSFL will continue to advocate for its community growth and retention, while ensuring that our members develop leadership skills, succeed academically, understand the importance of civic responsibility and develop the close connection of community that will allow for greater student success.

Optimum Class Scheduling to Support Student Success

In support of Vision 2020 with its focus on student success, the Office of the University Registrar has engaged the academic community in providing a more flexible schedule of classes with the primary emphasis on student course needs for degree completion. The schedule of classes is intended to encourage student success and persistence and eliminate any academic completion barriers. In addition, the schedule of classes should encourage student exploration in finding courses that satisfy degree requirements, while also providing flexibility for relevant learning experiences. Better grouping of courses, such as standardized class-meeting patterns, helps busy, working students to plan their schedules.

Schedule planning begins with an examination of the degree audit record system (DARS) output, which shows the number of students by level (e.g., freshman, sophomore, junior, senior) who need specific courses. These data are compared to previous same-term schedules to help assure capacity requirements are met. The schedule is then evaluated with the following class-scheduling principles. Once evaluated and adjusted, the class schedule is sent to department chairs and directors for additional modifications. Before going live, the schedule returns to the Office of the University Registrar for a final review.

Standardized Class-Meeting Patterns

This principle focuses on creating a schedule of classes that utilizes established start times and meeting patterns in order to maximize student choice when registering for classes. This schedule reduces the likelihood that students will face time conflicts, and thus allows for a more streamlined and consistent class schedule.

This focus has enabled the institution to reduce class sections that do not adhere to a standard meeting pattern from 345 in fall 2010, to 96 in fall 2013, a 72-percent reduction. In addition, “off-pattern” sections for the spring semester between 2011 and 2014 have been reduced from 382 to 84, a 78-percent reduction. This benefits students by providing predictability of consistent class schedules, helping students to manage their time. While an optimum ratio of standard and off-pattern classes is difficult to estimate, we do know that a percentage of off-pattern classes will remain to meet the varying needs of students and certain program requirements.

Increase Options for Evening, Weekend and Online Courses

In today’s higher education environment, course and degree flexibility are paramount. In response to the changing face of course and degree delivery, the University has developed the “Your Degree, Your Way” initiative. The goal of this initiative is to provide classes in a manner that meets students where they are, such as evening, weekend, online and hybrid offerings. Over the past two years, the University has increased the flexible nature of the schedule of classes by increasing the number of classes approved to be offered online or in a hybrid mode from 155 in 2010 to 316 currently, a 104-percent increase.

Remain on Track for Degree Completion

The focus of this principle is to validate that course offerings meet student degree requirements. While flexible scheduling is essential, it cannot stand alone. In 2012, the Office of the University Registrar developed processes that compared information extracted from the student degree audit record system (DARS) against the schedule of classes housed within the student information system (PeopleSoft). These processes reviewed student-specific degree requirement needs, including general education, and matched them with the courses offered during a specific term in order to determine if enough sections were being offered, thus ensuring students would have the appropriate course selection to stay on track. This information was made available to the academic departments in order to inform the development of their schedule of classes. Additionally, the Office of the University Registrar regularly reviews the DARS information and communicates with those departments needing to add or increase course offerings as a result of student need.

As a result of this initiative, the University has been able to more readily respond to student need based upon data, rather than relying on student inquiry or anecdotal information. In addition, the University has been able to more readily predict the number of sections needed related to degree requirements, as well as determine the optimal meeting times and modes of delivery that would benefit students most.

Ongoing Review for Continuous Improvement

Planning and implementing an optimal class schedule to meet every student's need for degree and certificate completion is challenging and requires a nimble academic culture. Teaching schedules and faculty hiring need to adjust to the changing demands of students. Also, teaching modes must change to meet student demand for online and hybrid offerings. We have made progress by meeting with deans, department chairs and directors and by presenting updates at the Institute for Teaching and Learning but acknowledge that more work is needed to improve class scheduling. We are accountable for the success of our students, to see them complete their degrees and certificates on time with the least amount of student loan debt. Optimal class scheduling is an essential component for student success. We will continue to work with deans, department chairs and directors to improve class scheduling for all students.

1

Board Meeting Calendar FY2015

February 5, 2014

Board Meeting

Reporting:

Nicholas C. York

Strategic Issues

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

2014-2015 Board of Trustees Regular Meeting Schedule and Submission of Materials

BE IT RESOLVED, that the 2014-2015 regular meeting schedule for the Board of Trustees and its committees be approved as follows, with the understanding that additional committee meetings may be scheduled throughout the period:

COMMITTEE MEETINGS	BOARD OF TRUSTEES MEETING
Monday, July 21, 2014	Wednesday, July 30, 2014
Monday, October 6, 2014	Wednesday, October 15, 2014
Monday, December 1, 2014	Wednesday, December 10, 2014
Monday, February 2, 2015	Wednesday, February 11, 2015
Monday, April 6, 2015	Wednesday, April 15, 2015
Monday, June 1, 2015	Wednesday, June 10, 2015

FURTHER, BE IT RESOLVED, that the Secretary and Assistant Secretary of the Board shall prepare and implement for each regular Board meeting a schedule with deadlines for the submission of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive such materials and information no less than seven days prior to each regular Board meeting, and they shall enforce such deadlines unless directed otherwise by the Board Chair.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

1

*Revisions to University Rule 3359-20-05.2, Curricular Changes

2

*Revision to University Rule 3359-20-06.1, Part-Time Faculty Appointments

February 5, 2014

Committee Report

Committee Chair:

Olivia P. Demas

Rules Committee



CONSENT AGENDA:
ITEMS 1, 2



January 29, 2014

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

FROM: M. Celeste Cook *MCC*
Associate Vice President and Deputy General Counsel

RE: **Summary of Rules Committee Agenda Items for the
February 5, 2014 Meeting of the Board of Trustees**

At the Rules Committee meeting on January 27, it was recommended that revisions to the following Rules be considered for approval by the Board of Trustees at its regular meeting on February 5, 2014:

1. **O.A.C. 3359-20-05.2 Curricular Changes**

The proposed revisions to this Rule are designed to expedite the process for approving proposals to change only the mode of delivery of instruction. These revisions were approved by Faculty Senate at its meeting on December 5, 2013. In addition, a few revisions have been made throughout the Rule to correct grammatical errors.

2. **O.A.C. 3359-20-06.1 Part-Time Faculty Appointments**

The proposed revision to this Rule appears on page 4 pertaining to the employment status of part-time faculty. This revision was approved by Faculty Senate at its meeting on December 5, 2013. In addition, a few revisions have been made throughout the Rule to correct redundancy and grammatical errors.

Please let me know if you have any questions.

kab

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

Office of the Vice President and General Counsel

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

3359-20-05.2 Curricular changes.

- (A) University-wide approval required: The following curriculum changes require university-wide approval, ~~regardless of mode of delivery~~:
- (1) Addition of courses.
 - (2) Deletion of courses.
 - (3) Changes in bulletin descriptions.
 - (4) Addition of degrees, majors, minors, tracks, certificates and programs.
 - (5) Changes in degrees, majors, minors, tracks, certificates and programs.
 - (6) Deletions of degrees, majors, minors, tracks, certificates and programs.
 - (7) Proposals to change any university-wide curriculum requirements.
 - (8) Changes of general education requirements.
 - (9) Changes of mode of delivery of existing courses to any of the following:
 - (a) Web-based course: 31-99 percent on-line instruction – any class that meets less than 31 percent of the time in a traditional classroom setting with remainder of the instruction delivered on-line.
 - (b) On-line delivery: 100 percent on-line delivery – any class that does not meet in a traditional classroom setting.
 - (c) A class taught synchronously on-line not using a distance learning classroom.
- (B) Proposing a curriculum change.
- (1) Each college shall have its own procedures for proposing

curricular changes consistent with the requirements of this rule. These procedures shall be described on the college website or in a document that is available from the dean's office.

- (2) Curriculum change proposals shall originate within the academic unit that is to offer the course(s). Curriculum change proposals may be initiated only by regular faculty members in the academic unit.
 - (a) For purposes of this rule, "academic unit" means any group having a separate identity that participates in the offering of curricula. It includes academic departments, schools that do not have departments, colleges that do not have departments or schools, and institutes and centers that offer courses of academic study.
 - (b) When an interdisciplinary curriculum ~~changes~~ change is proposed that involves more than one academic unit, one unit shall be designated as the originating unit, but each unit involved must approve the proposal before it is reviewed by the college(s).
 - (3) Proposals may be submitted to the automated curriculum review system at any time.
 - (4) When a proposal has been initiated, the office of academic affairs is responsible for determining whether it must be approved by the board of trustees, the Ohio board of regents, or the higher learning commission. The office of academic affairs shall inform the originator of the proposal of its determination.
- (C) College review: After a curriculum change proposal has been approved by the academic unit(s), the appropriate college review committee(s) shall review and approve or disapprove the proposal. The college review committee may request clarification of or changes to the proposal before it approves or disapproves it. A majority of the members of the college review committee shall be regular faculty members of the college who do not also hold administrative appointments.
- (D) Institutional review: A curriculum change proposal that has been approved by the college(s) shall be released by the authorized personnel of the college(s) for institutional review. Except in the case of a proposal to

change only the mode of delivery of an existing course. Institutional reviewing bodies include but are not limited to the university library, graduate school, institutional research, distance learning review committee (DLRC), general education advisory committee (GEAC), and university review committee (URC). In the case of a proposal to change only the mode of delivery of an existing course, only DLRC and the university library shall be included in the institutional review.

- (1) Institutional review bodies may either accept the proposal as submitted or recommend that changes be made. Any approval or recommendation for change shall be recorded in the automated curriculum review system.
 - (2) If an institutional review body recommends changes to a proposal, the originator of the proposal may make such changes, subject to approval by the academic unit and college if required by college procedures. Any such changes shall be recorded in the automated curriculum review system.
 - (3) DLRC, GEAC, and URC shall be subcommittees of CRC.
 - (a) DLRC shall be responsible for reviewing curriculum changes proposals that include distance learning components and proposals to change the mode of delivery of existing courses.
 - (b) GEAC shall be responsible for reviewing curriculum change proposals that affect general education requirements.
 - (c) URC shall be responsible for reviewing curriculum change proposals from a comprehensive, university-wide perspective. This review shall consider, among other things, the appropriateness of the academic unit offering the course(s) or program(s) and the effect the proposal may have on academic units in other colleges.
- (E) University-wide review.
- (1) Two weeks after the curriculum change proposal was released for institutional review, it shall be released for university-wide review, except in the case of a proposal to change only the mode of

delivery of an existing course. Two weeks after its release for institutional review, a proposal to change only the mode of delivery of an existing course shall be released for review by the curriculum review committee (CRC) of the faculty senate.

- (2) During the two weeks after a proposal has been ~~released~~ released for university-wide review, any regular faculty member of the university may object to the proposal. Any such objection shall be recorded in the automated curriculum review system.
- (3) Two weeks after a proposal has been released for university-wide review, it shall be reviewed by the curriculum review committee (CRC) of the faculty senate.
 - (a) The CRC shall consider any recommendations for changes that may have been made by institutional review bodies and any objections that may have been made by regular faculty members of the university.
 - (b) If there are any unresolved recommendations from institutional review bodies or objections made by regular faculty members of the university, the CRC shall invite the originator of the proposal and a representative of the institutional review body or bodies, or the objecting faculty member(s), as the case may be, to a meeting at which the invited parties shall be afforded an opportunity to express their views and provide information to the CRC.
 - (c) The CRC shall recommend to the faculty senate either that it approve or that it disapprove the proposed curriculum change. Each such recommendation shall be reported to the faculty senate at its next regular meeting.
 - (d) Any of the functions of the CRC except the making of a recommendation to the faculty senate may be delegated to a subcommittee of the CRC.
- (4) The faculty senate shall either approve or disapprove each curriculum change proposal reported by the CRC. Proposals that are approved by the faculty senate shall be forwarded to the office of academic affairs. The originator of proposals that have been disapproved by the faculty senate shall be informed of the

disapproval.

- (5) The deadline periods specified above shall include only days ~~the~~ that fall within the fall or spring semester, excluding university holidays and recesses.
- (6) The senior vice president and provost ~~of~~ or his or her designee shall, within two weeks, approve or disapprove any curriculum change proposals forwarded to it by the faculty senate and shall inform the originator of the proposal and the faculty senate of his or her decision. If a proposal is disapproved, a statement of the reason(s) for the disapproval shall be included.

Replaces: ~~_____ 3359-20-05.2~~

Effective: ~~June 30, 2011~~

Certification: _____
Ted A. Mallo, Secretary
Board of Trustees

Prom. Under: 111.15

Rule Amp.: 3359.01

Stat. Auth.: 3359.01

Prior Effective Dates: 11/27/89, 7/20/90, 9/16/96, 5/31/01, 1/30/06, 8/30/09,
6/30/11

THE UNIVERSITY OF AKRON

RESOLUTION 2 - - 14

Revisions to University Rule 3359-20-05.2
Curricular Changes

BE IT RESOLVED, that the recommendation presented by the Rules Committee on February 5, 2014, to revise Rule 3359-20-05.2 with language designed to expedite the process for approving proposals to change only the mode of delivery of instruction, be approved.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

3359-20-06.1 Part-time faculty appointments.

(A) Definition of part-time faculty

- (1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed by the board of trustees, for a particular term, upon recommendation of the department chair and approval of the dean of the college. Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. (See faculty manual rule 3359-20-03 of the Administrative Code). The responsibilities of part-time faculty are:
 - (a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department)
 - (b) Hold classes on a regular basis according to the university schedule
 - (c) Keep required student grades
 - (d) Maintain the confidentiality of student records
 - (e) Maintain office hours or another method of allowing students in their classes to meet with them.
 - (f) Prepare and grade tests, quizzes, and other student assignments
 - (g) Attend scheduled departmental meetings when possible
 - (h) Provide current vitae and teaching portfolio to the department.

(B) Definition of teaching portfolio

- (1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member. Items to be contained in the teaching portfolio for part-time faculty members are:

- (a) Current vitae
 - (b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college
 - (c) Student evaluations using a standardized departmental form
 - (d) Course syllabus
 - (e) Other course information such as classroom assignments and tests
 - (f) Integration of innovative approaches to teaching such as:
 - (i) Computerized models
 - (ii) Lectures using integrated technology
 - (iii) Amount and quality of course material using the world wide web
 - (iv) Student projects using technology
 - (g) Participation in departmental workshops
- (2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.
- (C) Definition of relevant experience
- (1) Relevant experience is work experience that is directly related to the teaching responsibility the part-time faculty member will have at the university of Akron. ~~Examples of relevant experience include but are not limited to:~~
- (a) Relevant work experience includes, but is not limited to:
 - (i) Teaching experience
 - (ii) Professional experience

- (a) Clinical experience
 - (b) Similar teaching experience at a university
 - (c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)
 - (b) Record of activity in a relevant professional organization
- (D) Excellence in teaching
 - (1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:
 - (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
 - (2) Additional items include, but are not limited to:
 - (a) Relevant awards
 - (b) Relevant commendations
 - (c) Faculty development
 - (i) Attendance at relevant workshops
 - (ii) Relevant presentations
- (E) Assignments and load ceilings for part-time faculty
 - (1) Part-time faculty members may be assigned to more than one

department.

- (a) Salary grade structure shall be consistent throughout colleges. Appointments shall be made using the salary grade chart.
 - (b) The level of salary grade of the appointment may be determined independently by each department and college based upon approved guidelines as outlined in paragraph (I) of this rule.
- (2) Part-time faculty members perform teaching responsibilities necessitated by enrollment demand; all assignments are dependent on expertise, enrollment and need. The needs of the individual college/department are determined by the dean in conjunction with the senior vice president and provost.
- (3) In order to provide maximum flexibility for academic units, part-time faculty may teach up to twelve credit hours in any given semester (fall or spring).
- (a) Compensation for the teaching of twelve credit hours in any given semester shall not constitute de facto full time employment.
 - (b) ~~While many part-time faculty may be reappointed from successive academic terms, all part-time faculty are employed on an at will basis.~~ Part-time faculty are appointed for one academic term. A part-time faculty member does not have a reasonable expectation of reappointment for the next academic term unless he or she receives from the department chair, school director, or dean written notice of a teaching assignment for the next academic term.
 - (c) No more than twenty-one total credit hours shall be assigned to any part-time faculty member for any academic year. The academic year is defined as fall and spring semester.
- (4) Part time faculty shall be compensated for teaching no more than

nine credit hours during the summer session.

- (F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space and budgets.
 - (1) Faculty/peer mentor
 - (2) E-mail account
 - (3) Access to computer and internet connection with e-mail capabilities
 - (4) Access to telephone, voice mail and campus mailboxes
 - (5) Access to work space/office.
 - (6) Access to secretarial support
 - (7) Access to duplication services for coursework and examinations
 - (8) Full access to university libraries
 - (9) Opportunities for interaction with full-time faculty and information about departmental activities.
 - (10) Opportunities for and ability to contribute to discussions of curriculum issues.

- (G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space and budgets, may include but is not limited to:
 - (1) Support for professional development
 - (2) Opportunity to request sections and teaching times
 - (3) Awards
 - (4) Including part-time faculty in professional opportunities

- (5) The department may seek input from part-time faculty regarding curricular issues
 - (6) Re-classification to higher salary grade if the specified criteria are met
- (H) Appointment contract periods, salary and grade levels
- (1) Contract periods
 - (a) Up to twenty-one credit hours per academic year
 - (b) Nine credit hours during the fifteen week summer session
 - (c) Semester-to-semester contracts dependent on enrollment and need
 - (2) Appointment and salary grades (salaries of current part-time faculty will not be reduced as a result of this policy.)
 - (a) Assistant lecturer
 - (i) Salary range: no less than six hundred dollars per credit hour
 - (ii) Master's degree with relevant experience; or
 - (iii) Bachelor's degree with twenty discipline related graduate credit hours
 - (b) Associate lecturer
 - (i) Salary range: no less than seven hundred dollars per credit hour
 - (ii) Master's degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or
 - (iii) Master's degree with fifteen credit hours of discipline related post master's level coursework,

and relevant experience

- (c) Senior lecturer
 - (i) Salary range: no less than eight hundred dollars per credit hour
 - (ii) Relevant doctoral degree; or
 - (iii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience
 - (d) Special lecturer
 - (i) Minimum of a bachelor's degree and/or related experience
 - (ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of the senior vice-president and provost to approve the position
- (3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of the faculty senate.
- (4) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.
- (a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron.
 - (b) Relevant experience as defined in paragraph (C)(1) of this rule
 - (c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and the office of the

senior vice president and provost.

- (d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:
 - (i) Publishing record of the individual
 - (ii) Service to the institution ~~beyond what is stated in paragraphs (D)(4)(a) and (D)(4)(b) of this rule~~
- (5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:
 - (a) Professional work experience as it relates to teaching assignment
 - (b) Expertise in one's field
 - (c) Professional development
 - (d) Additional degree or certificate completion
 - (e) Documented excellence in teaching
- (I) A change in grade for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the provost once the part-time faculty member has obtained the minimum credentials necessary for the next grade level. Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:
 - (1) Excellence in teaching ~~is~~ as documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule

for further information on excellence in teaching):

- (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
 - (d) Innovation in teaching techniques and through the use of technology
- (2) Completion of the next relevant degree
 - (3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.
 - (4) Part-time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.
- (J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.
- (1) Items to be considered for merit increases:
 - (a) The individual's teaching portfolio as defined in paragraph (B) of this rule
 - (b) Professional development specific to the course being taught
 - (i) Continuing course work toward a relevant degree
 - (a) Transcript required showing yearly progress

- (b) Evidence of a plan of study provided
 - (c) Course work within the last eighteen months
 - (ii) Work toward an additional relevant certificate or licensure
 - (a) Evidence of course work is needed within the last 18 months
 - (b) Evidence of clinical work
 - (c) Evidence of a professional plan of study
 - (d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise
 - (iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)
 - (iv) Evidence of membership and active participation in professional organizations
 - (v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.
- (2) Items that are not to be considered for merit increases:
 - (a) Publishing record
 - (b) Service or committee work
- (3) Merit may include one or more of the following:

- (a) Reappointment
 - (b) Increase in compensation
 - (c) Support for professional development
- (K) Part-time faculty do not hold academic rank, and their grade designation is in no way related to the rank designations of full-time faculty.
- (L) The initial grade of a part-time faculty member is recommended by the department chair and approved by the dean of the college and the provost
- (M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.
- (N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.
- (O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.
- (P) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments
- (Q) Additional considerations
- (1) Responsibilities which shall not be required of part-time faculty:
 - (a) Conference attendance or presentations
 - (b) Attendance at social functions whether on or off campus
- (R) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: ~~December 26, 2013~~

Certification:

Ted A. Mallo
Secretary
Board of Trustees

Prom. Under: R.C. 111.15

Rule Amp: R.C. 3359.01

Statutory Auth: R.C. 3359.01

Prior Effective Dates: 9/16/96, 1/13/97, 9/28/97, 11/12/97, 8/6/01, 5/24/02,
12/21/02, 08/20/04, 11/5/04, 5/23/13, 12/26/13

THE UNIVERSITY OF AKRON

RESOLUTION 2 - - 14

Revisions to University Rule 3359-20-06.1
Part-Time Faculty Appointments

BE IT RESOLVED, that the recommendation presented by the Rules Committee on February 5, 2014, to revise Rule 3359-20-06.1 pertaining to the employment status of part-time faculty, be approved.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014



Consent Agenda
The University of Akron Board of Trustees
Meeting of February 5, 2014

Item	Description	Committee	Tab
1	Minutes for December 11, 2013	None	Board of Trustees
2	Quarterly Financial Report for October through December 2013	Finance & Admin.	2
3	Quarterly Investment Report for October through December 2013	Finance & Admin.	3
4	Purchase for More Than \$500,000	Finance & Admin.	4
5	Cumulative Gift and Grant Income Report for July through November 2013	Finance & Admin.	5
6	Collective Bargaining Agreement for University Staff Employees	Finance & Admin.	6
7	Proposed Curricular Change	Academic Issues & Student Success	1
8	Research Activity Reports for September and October 2013	Academic Issues & Student Success	2
9	Revisions to University Rule 3359-20-05.2, Curricular Changes	Rules	1
10	Revisions to University Rule 3359-20-06.1, Part-Time Faculty Appointments	Rules	2

1

Academic Program Review

2

Contractual Bonus Payments to Dr. Luis M. Proenza

3

Presiding:

4

Chair
Richard W. Pogue

5

February 5, 2014

6

7

8

9

10

11

12

New Business

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Academic Program Review

WHEREAS, Academic program review is a continuous improvement process, expected by the state of Ohio and the Higher Learning Commission, that improves alignment of academic programs with institutional mission and vision, utilizes resources effectively and efficiently, and is responsive to existing and emerging social, cultural, scientific and economic needs of the region, state and nation; and

WHEREAS, Faculty and academic administrators have been involved with the process of academic program review resulting in proposed actions; and

WHEREAS, Faculty have worked to continuously update and improve the academic programs independent of and in conjunction with, and in many cases in advance of, the proposed actions resulting from academic program review; and

WHEREAS, Strategic criteria such as centrality to the core mission of the University, alignment with institutional goals and objectives, and contributions to the growth and viability of the department/school and the college also informed the proposed actions; and

WHEREAS, The administration recommends that the proposed suspension of programs and subsequent actions occur without necessitating the retrenchment of tenured faculty; and

WHEREAS, The next step in the process is to seek input from Faculty Senate to the proposed program suspensions (Attachment A); Now, Therefore,

BE IT RESOLVED That The University of Akron's Board of Trustees requests that the president seek input from Faculty Senate regarding the proposed program suspensions to further inform the president's recommendations to the Board of Trustees and in order for the Board to consider the president's recommendations for program suspension at the Board's April 23, 2014 meeting; and

BE IT FURTHER RESOLVED That applicants to or those who have been admitted to programs proposed for suspension be duly notified of such consideration and that decisions about the status of said programs will be made prior to May 1, 2014.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

Associate Level	
Technical Studies	230000ATS
Technical Studies	230000ATSW
Hospitality Management / Marketing & Sales	228007AAB
Marketing & Sales Technology - Fashion	252001AAB
Marketing & Sales Technology - Retailing	252003AAB
Marketing & Sales Technology - Advertising	252007AAB
Marketing & Sales Technology - Sales	252008AAB
Drafting & Computer Drafting Technology	294001AAS
Surveying & Construction Engineering Technology - LCCC	298005AAS
Surveying Engineering Technology	298106AAS
Surveying Engineering Technology - LCCC	298108AAS
Bachelor's Level	
Classical Studies	320001BA
Theatre Arts	C80002BA
Family and Consumer Sciences - Teacher Education	H40401BA
Geography	335000BA
Geography - Planning	335003BA
Music - History and Literature	C50004BM
Music - Guitar Performance	C50106BM
Child Life Specialist	H40109BAT
PK-12 Foreign Language French*(2013)	530603BS
PK-12 Foreign Language Spanish*(2013)	530606BS
Teaching and Training Technical Professionals*(2014)	540000BS
Teaching and Training Technical Professionals – LCCC*(2014)	540010BS
Interdisciplinary Studies	200102BAT
Master's Level	
Theatre Arts	C80002MA
Elementary Education	520000MA
Secondary Education - Literacy	530001MA
Secondary Education	530000MA
Secondary Education	530000MS
Educational Foundations - Assessment and Evaluation	510004MA
Education-Vocational Family and Consumer Science	530104MS
Multi-Age Foreign Language – Spanish*(2013)	530606MSED
Multi-Age Foreign Language – French*(2013)	530603MSED
Educational Foundations - Social/Philosophical Foundations of Education*(2013)	510003MA
Educational Foundations - Social/Philosophical Foundations of Education – Thesis*(2013)	510003MAT
Clothing, Textiles and Interiors	H40104MA
Clothing, Textiles and Interiors - Thesis	H40104MAT

Child and Family Development	H40110MA
Child and Family Development - Thesis	H40110MAT
Geography	335000MA
Geography - Thesis	335010MA
Geography - Urban Planning	335003MA
Geography - Urban Planning - Thesis	335011MA
Music - History and Literature	C50004MM
Physics	365000MS
Physics - Thesis	365000MST
Urban Studies	398000MA
Urban Studies - Thesis	398000MAT
Teaching and Training Technical Professionals*(2014)	540000MSTE
Teaching and Training Technical Professionals – Thesis*(2014)	540000MSTT
Teaching and Training Technical Professionals - non-BSTE*(2014)	540020MSTE
Doctoral Level	
Urban Studies and Public Affairs@(2012)	398006PHD
Elementary Education*(2013)	520000PHD
Secondary Education*(2013)	530000PHD
Educational Leadership*(2010)	570000EDD

THE UNIVERSITY OF AKRON

RESOLUTION 2- -14

Award of Contractual Bonus Payments to Dr. Luis M. Proenza

WHEREAS, The Board of Trustees of The University of Akron desires that the university be managed in a way that results in substantial benefits to its students and sponsoring society, strategic institutional growth, and increasing quality, efficiency, and effectiveness; and

WHEREAS, The Board seeks to achieve those ends in part through a comprehensive presidential compensation plan that requires mutually accepted and aggressive one- and multi-year performance goals of the university's president and subsequent performance payments should those goals be met; and

WHEREAS, The requirements for one- and two-year goals to be achieved by the president by December 31, 2013 and subsequent performance payments are provided in the President's Employment Agreement that became effective on January 1, 2006, with those performance payments due within sixty (60) days of the end of the 2013 calendar year, contingent on accomplishment of those goals; and

WHEREAS, Prior to the Board's consideration of his one-year goals and bonus, the president provided a letter to the Chairman of the Board on January 23, 2014 (Attachment A), stating President Proenza's desire to "waive in full any consideration" of the one-year performance bonus of up to \$25,000 for calendar year 2013, citing the "challenging financial times for the University" as a reason for his decision; and

WHEREAS, The president and the Board agreed to the following long-term goals for calendar years 2012- 2013: (1) position the university as a leader in public, higher education in Ohio and nurture its relationships with the governor, legislature and other constituencies; (2) expand innovation and collaboration opportunities with university and non-university partners, which opportunities align with the strategic priorities of the university and the university system of Ohio; (3) launch a comprehensive fundraising campaign; and (4) provide national leadership among associations of public and urban universities; national academies and the council on competitiveness; and

WHEREAS, The Board has reviewed documentation of the accomplishment of these short-term and long-term goals, as provided by the president to Chairman Pogue, Vice Chairman York and Vice Chairman Pavloff on November 30, 2013; and

WHEREAS, The Board desires to acknowledge and reward the achievement of those important goals in fulfillment of the President's Employment Agreement; Now, Therefore,

BE IT RESOLVED That the Board of Trustees expresses its appreciation to President Proenza for waiving any consideration of a one-year bonus for 2013 and for achieving the

mutually agreed-upon 2012-2013 two-year goals and hereby awards President Proenza a performance payment of \$40,000, as required by contract; and

BE IT FURTHER RESOLVED That the Board of Trustees is grateful for and acknowledges President Proenza's long-term service to the university and awards him the \$60,000 retention bonus for his continuous service as president through December 31, 2013, as required by contract.

Ted A. Mallo, Secretary
Board of Trustees

February 5, 2014

THE UNIVERSITY OF AKRON



LUIS M. PROENZA
PRESIDENT

January 23, 2014

Mr. Richard W. Pogue
Chair
Board of Trustees
The University of Akron
Akron, OH 44325-4705

I am writing, Dick . . .

. . . to express my sincere appreciation for the opportunity of the many years of service with The University of Akron and to inform you of my desire, in light of these challenging financial times for the University, to waive in full any consideration for the award of all or any portion of the one-year 2013 Performance Bonus authorized in my employment contract.

Since the Board has not yet considered or acted upon either of the remaining Performance Bonuses provided for in my employment contract, and will not do so until the regular meeting of the Board of Trustees on February 5, 2014, please consider this communication as my full and complete waiver of the one-year performance bonus whatsoever for 2013.

With every good wish,

Sincerely,