

Presiding:
Chair
Roland H. Bauer
December 7, 2016

1	Call to Order
2	Report of the Chair
3	Report of the President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Report of the Audit & Compliance Committee
10	Consent Agenda Vote
11	New Business
12	Next Regular Meeting: February 15, 2017 Student Union, Room 339
13	Adjournment

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, October 12, 2016

Student Union, Room 339

Board Members Present:

Roland H. Bauer, Chair

Ralph J. Palmisano, Vice Chair

Olivia P. Demas, Vice Chair

Jennifer E. Blicke

Alfred V. Ciraldo, M.D.

Joseph M. Gingo

William A. Scala

Warren L. Woolford

Student Trustees Present:

Darnell D. Davis, Jr.

Zachary D. Michel

Staff Officers of the Board Present:

Ted A. Mallo, Secretary; Vice President and General Counsel

M. Celeste Cook, Assistant Secretary, Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Matthew J. Wilson, Interim President

Dr. Rex D. Ramsier, Interim Senior Vice President and Provost

Nathan J. Mortimer, Vice President, Finance & Administration/Chief Financial Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Bauer called the meeting to order at 2:15 p.m. He congratulated Trustees Ciraldo and Woolford, as well as Student Trustee Michel, who celebrated recent birthdays. Mr. Bauer then called on Interim President Wilson to give his report.

REPORT OF THE INTERIM PRESIDENT (See Appendix C.)

Mr. Bauer said that the Board uses a consent agenda for its proceedings and would hear a listing of each agenda item by the various committee chairs and then hold one vote on the items listed on the consent agenda. The Board would vote on any items that were not on the consent agenda immediately after those items were raised. All of the action and informational items in the Board materials were discussed in detail during the committee meetings held that morning.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab) presented by Chair Bauer

By consensus, the minutes of the August 16, 2016 Board meeting were placed on the consent agenda.

RESOLUTION 10-1-16 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE

presented by Committee Chair Palmisano

- Personnel Actions recommended by Mr. Wilson as amended (Tab 1)

RESOLUTION 10-2-16 (See Appendix B.)

ACTION: Bauer motion on behalf of Committee, passed 7-0-1 with Mr. Palmisano abstaining.

- Quarterly Financial Report for July 1, 2015 through June 30, 2016 (Tab 2)

UNRESTRICTED GENERAL FUND – AKRON AND WAYNE

REVENUES AND RESOURCES

Tuition & General Service Fees – Tuition and General Service Fees revenues totaled \$224.2 million, or approximately 101 percent as compared to the annual budget of \$222.3 million. The main campus enrollment decline of 3.6 percent was partially offset by the Wayne College increase of 9.6 percent.

Other Fees – Other Fees revenues of \$25.4 million fell short of the \$31.3 million budget primarily due to the retraction of the budgeted upper level program fee and the facility fee increase. The Other Fees category included various student fees such as the facility fee (33 percent), technology fee (23 percent), and unit and course fees (14 percent). Some of the fees remained within the General Fund and were used for operations, while the facility fee was transferred to Auxiliary units and contributed to the debt service requirement of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Field House.

State Share of Instruction – State Share of Instruction (SSI) revenues totaled \$106.3 million, \$332,654 more than the annual budget.

Indirect Cost Recovery – IDC revenues of \$6.4 million exceeded budget by \$213,813, or 3 percent. Those revenues were proportionately related to externally funded research activities, and were allocated between the University (66 percent) and the academic units (34 percent).

Investment Income – Investment Income totaled \$1.4 million and was in line with the budget. Investment income was based largely on the size of the operating funds' investment portfolio and the market conditions that impacted the return.

Departmental Sales and Testing – Departmental Sales and Testing revenues of \$8.3 million fell short of the \$10.5 million budget, and related expenses also were less than budget. Sales and Testing revenues were proportionately related to the level of activities, including material and other testing, for external parties. These revenues predominately remained within the operating units to pay for the costs related to the activity including compensation and supplies.

EXPENDITURES

Compensation and Fringe Benefits – Compensation and Fringe Benefits expenses of \$208.7 million were one percent less than budget and reflected the impact of the position eliminations.

Fringe Benefits – Fringe Benefits expenses, which included payments to the various retirement systems as well as dependent fee remissions, totaled \$53.2 million.

Purchased Utilities – Purchased Utilities expenses of \$12.2 million exceeded the budget by approximately 7 percent. While efficiencies in usage were realized, rate increases were reflected in higher actual expenses. The FY16 annual utility expense was approximately one percent less than prior year.

Departmental Sales and Services – Departmental Sales and Services operating expenses of \$3.2 million were significantly less than the \$4.3 million budget. This category reflected the non-personnel expenses within the Departmental Sales and Testing operations.

Operating – Operating expenses of \$43.5 million were approximately 93 percent of the annual budget of \$46.9 million. Spending was primarily for supplies and services, including but not limited to software licensing, contracted cleaning, transcribing and advertising. Student assistant wages, travel, and library books also were significant components of this category.

Scholarships – Scholarships expenses of \$53.4 million included internally-funded scholarships as well as graduate assistant fee remissions of approximately \$22 million and were approximately 95 percent of the annual budget. Compared to prior-year activity, the annual expenses increased 2 percent.

TRANSFERS

Transfers-In – Fiscal year transfers-in included \$9.6 million from reserves to eliminate the legacy ERIP balance, \$3.5 million in prior-year balances brought forward to fund open purchase orders and \$6.2 million from reserves to offset the main campus current-year operating shortfall.

Transfers-Out – A total of \$12.1 million was transferred out to support debt service payments. Transfers of \$5.3 million to plant funds were in support of the School of Law building capital project as well as other capital projects such as lab renovations and infrastructure repairs. The Transfers-Out Other category included transfer of the facilities fee to support auxiliary debt and transfer of general service fees to support Intercollegiate Athletics and other supplemental auxiliary support. The Wayne College operating surplus of \$3.5 million was transferred out to reserves.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenues totaled \$8,307,317 as compared to annual budgeted revenues of \$7,974,319. Sources of revenue included NCAA and Mid-American conference (29 percent), ticket sales (20 percent), and game guarantees (16 percent). At year end, revenues exceeded the budget by \$333,000, or 4 percent. Other funding from the facilities fee serviced a portion of the Stadium and Field House debt. Athletics also received \$15,788,000 and \$6,376,000 via the Transfers-In General Services Fee and Transfers-In Other categories, respectively.

Compensation expenses of \$9,941,000 exceeded the annual budget by \$453,000, or roughly 5 percent. One-time payments following successful athletic seasons were a significant continuity factor of the overage. Operating expenses totaled \$10,503,000 or 132 percent as compared to the annual budget of \$7,950,000. Operating expenses included team and recruiter traveling expense (46 percent), game guarantees (10 percent), and purchased utilities (9 percent). Scholarships totaled \$7,062,000, or 89 percent as compared to the annual budget of \$7,944,000.

As compared to the prior year, final revenues were favorable, while expenses were 2 percent greater.

Residence Life & Housing

Residence Life and Housing actual revenues totaled \$20,720,000 as compared to the annual budgeted revenues of \$20,824,000. Residence hall occupancy comprised 95 percent of revenue, which was predominately earned during the academic year. Debt service payments of \$11,030,000 supported the renovation of eight residence halls and construction of two new buildings.

Compensation expenses of \$1,356,000 were significantly less than the budgeted \$3,723,000, primarily as a result of the realignment of University custodial staff. Operating expenses of \$7,321,000 exceeded the annual budget of \$5,956,000. This overage resulted from the shift of staffing to maintenance and custodial expenses. Principal operating expenses included maintenance cost (42 percent) and utilities (31 percent).

As compared to the prior year, actual revenues for the fiscal year were reasonably comparable.

E.J. Thomas Performing Arts Hall

E.J. Thomas Performing Arts Hall actual revenues totaled \$1,618,000. Principal revenues included hall and space rental (49 percent) and subscription and ticket sales (38 percent). Transfers-in of \$1,077,000 were comprised of general fund support (70 percent) and debt service (30 percent).

Compensation expenses of \$468,000 were less than the budgeted \$615,000 by 24 percent.

As compared to the prior year, FY16 actual revenues are 2 percent less, and direct expenses were significantly less by \$568,000, or 18 percent.

Dining Services (Aramark)

FY16 was a transitional year for Dining Services as it reflected the first year of the Aramark contract. Revenues totaled \$3,716,000.

Debt service payments of \$766,000 supported prior capital improvements to various dining venues. Compensation expenses of \$1,161,000 were significantly less than the budgeted \$3,647,000 as most employees shifted to Aramark. The \$796,000 fringe benefit expense included SERS contributions that the University incurred for Aramark personnel (per contract with CWA union employees). Also included were medical/dental benefits and fee remission for all CWA union employees. Operating expenses of \$2,129,000 were significantly less than the budgeted \$11,033,000. Principal operating expenses included maintenance (23 percent), purchased utilities (13 percent), bad debt (5 percent) and student assistants (4 percent). Capital expenses supported the replacement of the ventilation hood in Rob's Café.

Student Recreation and Wellness Center

Student Recreation and Wellness Center (SRWC) actual revenues totaled \$549,000 as compared to the annual budgeted revenues of \$587,000. Principal revenues included pool and facility rentals (40 percent) and memberships (40 percent). Other funding from the facilities fee of \$1,537,000 supported the SRWC debt service, and \$2,481,000 was received via the Transfer-In Other category for general operating support.

Compensation expenses of \$658,000 compared favorably to the annual budget of \$717,000. Operating expenses of \$1,968,000 were less than the annual budget of \$2,156,000. Principal operating expenses included supplies and maintenance (45 percent), student assistants (36 percent), and purchased utilities (17 percent).

As compared to the prior year, actual revenues were 8 percent less, while compensation and operating expenses were 9 percent less. The centralization of maintenance under PFOC reduced the actual compensation from that of the prior year but produced greater actual operating costs as the auxiliaries are assessed maintenance costs.

Student Union

Student Union revenues of \$1,048,000 fell short of the annual budget by \$158,000, or 13 percent. Its principal revenue was rent (88 percent). Other funding of \$2,644,000 from the facilities fee supported debt service, and \$1,878,000 was received via the Transfer-In Other category for general operating support.

Compensation expenses of \$748,000 were in line with the annual budget and fell significantly by \$611,000 from prior year. This decline in compensation expenses was the result of the realignment of custodial and maintenance services as well as other changes.

Operating expenses of \$2,313,000 exceeded the annual budget by \$336,000, primarily as a result of the realignment of custodial and maintenance services. Principal operating expenses included supplies and maintenance (40 percent), student employees (28 percent), and purchased utilities (25 percent).

Parking Services & Transportation

Parking Services revenues of \$8,614,000 were 9 percent less than the budgeted \$9,424,000. Principal revenues included student permits (83 percent) and employee parking (6 percent). Debt service payments of \$4,436,000 related to the construction of various parking facilities comprised 60 percent of non-personnel expenses. Compensation expenses of \$521,000 were significantly less (29 percent) than the annual budget of \$732,000 primarily resulting from the realignment of custodial and maintenance services.

Operating expenses of \$2,934,000 were less than the annual budget of \$3,191,000. Principal operating expenses included maintenance (53 percent) and utilities (16 percent). The budget was significantly affected by enrollment fluctuations. Therefore, compared to prior year, actual revenues were lower. The centralization of maintenance under PFOC reduced the actual compensation from prior year but produced greater actual operating costs as auxiliaries were assessed maintenance costs.

Telecommunications

Telecommunications actual revenues totaled \$13,270. Additional revenue of \$2,122,000, which was generated through internal departmental charges, fell short of the budgeted \$3,179,000.

Compensation expenses of \$285,000 were slightly higher than the budgeted \$278,000. Operating expenses were reflected net of the \$2,122,000 of internal charge-back collections. The main drivers of the net operating expense overage were less-than-expected collections (\$1,057,000) and supplies and communications charges in excess of budget (\$250,000 and \$195,000, respectively).

Wayne College

Wayne College actual revenues of \$76,000 fell short of the budget by \$10,000. Principal revenues included bookstore rent (92 percent) and AVI commission and farmhouse rentals (8 percent). Wayne College auxiliary collected the revenue from the campus Student Union with no compensation expenditures and minimal operating cost.

Operating expenses of \$10,000 included insurance, artist fees and travel and hospitality. As compared to the prior year, actual revenues and expenses were 22 percent less.

RESOLUTION 10-3-16 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1, 2016 through September 30, 2016 (Tab 3)

The University of Akron recorded cash received during July through September 2016 and expected pledges through June 2017 totaling \$4,128,546.

RESOLUTION 10-4-16 (See Appendix B.)

- Purchases of \$25,000 to \$500,000 (Tab 4) FOR INFORMATION ONLY
- Advancement Report (Tab 5) FOR INFORMATION ONLY
- Status Report on Capital Projects (Tab 6) FOR INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Woolford

- Research and Sponsored Programs Summary of Activity Report for FY 2016 Final and July 1, 2016 through August 31, 2016 (Tab 1)

For Fiscal Year 2016, external funding for research awards totaled \$37,211,253 as compared with \$34,180,202 for the same period of the previous year. Actual indirect cost recovery (IDC) for research expenditures during July 2015 through June 2016 totaled \$5,338,817, which is an increase of over \$1.25 million compared to \$4,058,542 in IDC for the same period of the previous year.

For July through August 2016, external funding for research awards totaled \$7,343,995, as compared with \$11,715,247 for the same period of the previous year. Actual indirect cost recovery (IDC) for research expenditures during July through August 2016 totaled \$905,777 compared to \$1,009,280 for the same period of the previous year.

RESOLUTION 10-5-16 (See Appendix B.)

- Information Technology Report (Tab 2) INFORMATION ONLY
- Student Success Report (Tab 3) INFORMATION ONLY

CONSENT AGENDA VOTE

Mr. Bauer said that all of the items on the consent agenda had been discussed thoroughly during committee meetings earlier that day.

ACTION: Palmisano motion, Ciraldo second for approval of Resolutions 10-1-16 and 10-3-16 through 10-5-16

NEW BUSINESS

- Approval to Implement Changes in University Policy to Comply with Changes in the Fair Labor Standards Act (Tab 1)

RESOLUTION 10-6-16 (See Appendix B.)

ACTION: Palmisano motion, Scala second, passed 8-0.

- Approval of Granting Additional Paid Leave to Non-bargaining Unit Employees (Tab 2)

RESOLUTION 10-7-16 (See Appendix B.)

ACTION: Scala motion, Gingo second, passed 8-0.

Mr. Bauer said that the next regular meeting of the Board of Trustees will take place on Wednesday, December 7, 2016. An executive session will begin at 7:30 or 8 a.m., and the Board meeting will follow. Committee meetings also will be held December 7 preceding the regular Board meeting.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 2:35 p.m.

Roland H. Bauer
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

December 7, 2016

APPENDIX A: OTHERS PRESENT

Kristina Aiad-Toss, Buchtelite

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

Dr. John A. Messina, Associate Vice President Student Affairs; Vice Provost for Student Success

Marilyn Miller, Akron Beacon Journal

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, University Council

Margo E. Ohlson, CPAC

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

William D. Rich, Faculty Senate

Joseph J. Ryan, Brand Manager, Advancement

Zachary Steiner, CPAC

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

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-16: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 16, 2016 be approved as amended.

RESOLUTION 10-2-16: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President Matthew J. Wilson, dated October 12, 2016, 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 10-3-16: Acceptance of the Quarterly Financial Report for July 1, 2015 through June 30, 2016

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 12, 2016, accepting the Quarterly Financial Report for July 1, 2015 through June 30, 2016, be approved.

RESOLUTION 10-4-16: Acceptance of Gift Income Report for July 1 through September 30, 2016

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on October 12, 2016, pertaining to the acceptance of the Gift Income Report for July 1 through September 30, 2016, be approved.

RESOLUTION 10-5-16: Acceptance of the Research and Sponsored Programs Activity Report for FY16 Final and July 1 through August 31, 2016

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on October 12, 2016, to accept the Research and Sponsored Programs Activity Report for Fiscal Year 2016 final and July 1 through August 31, 2016, be approved.

RESOLUTION 10-6-16: Approval to Implement Changes in University Policy to Comply with Changes in the Fair Labor Standards Act

WHEREAS, The United States Department of Labor has enacted changes to the Fair Labor Standards Act (FLSA) raising the salary level threshold required to qualify employees for exempt status, which excludes them from the payment of overtime for hours worked over 40 per week. Effective December 1, 2016, the new regulations will raise the salary level for exempt status from \$455 per week (\$23,660 annually) to \$913 per week (\$47,476 annually).

WHEREAS, The University of Akron currently has a number of employees classified as exempt staff and contract professional staff making less than \$913 per week, \$47,476 annually. Therefore, on December 1, 2016, The University of Akron is required to implement the changes in the FLSA, and as a result some of these employees may change from exempt status to non-exempt status. This change in their FLSA status also will result in a change in vacation

APPENDIX B: RESOLUTIONS, Page 2

eligibility for affected exempt staff and contract professional employees and a change in pay frequency from monthly to biweekly for the affected contract professional employees; Now, Therefore,

BE IT RESOLVED That, notwithstanding current University rules to the contrary, and solely for the limited purposes herein, The Board of Trustees of The University of Akron authorizes the Associate Vice President for Talent Development and Human Resources, Chief Human Resources Officer, in consultation with the Vice President of Finance and Administration and Chief Financial Officer, and Vice President and General Counsel, to take all necessary action to manage the issues arising as a result of the implementation of the new FLSA regulations.

BE IT FURTHER RESOLVED That the Office of Talent Development and Human Resources is authorized to inform and make available to the affected contract professional staff employees the option of receiving a payout of up to ten days of accrued but unused paid leave, excluding sick leave, to buffer the transition from monthly to bi-weekly pay periods; and,

BE IT FURTHER RESOLVED That any vested accrued and unused vacation for exempt staff and contract professional staff affected by the transition from exempt to non-exempt status, earned prior to the date of transition, shall not be forfeited as a result of the transition in status. In addition, vacation accrual eligibility after the date of transition from exempt to non-exempt status shall not be affected and remain unchanged for those employees who transition from exempt to non-exempt status.

RESOLUTION 10-7-16: Approval of Granting Additional Paid Leave to Non-bargaining Unit Employees

WHEREAS, The University of Akron has incorporated into its FY17 budget three-percent raises for all bargaining-unit employees, in accordance with negotiated contract requirements; and

WHEREAS, The University of Akron is unable to provide the three-percent raises to certain non-bargaining unit employees and would like to recognize those employees for their collective efforts by providing five days of additional paid leave in lieu of raises to those employees; Now, Therefore,

BE IT RESOLVED, That the recommendation of Interim President Wilson, that five days of additional paid leave in lieu of raises be granted to non-bargaining unit employees to be used during the time period of December 1, 2016 and January 17, 2017 when the University is otherwise open, is approved by the Board of Trustees of The University of Akron.

BE IT FURTHER RESOLVED, That use of these additional days of paid leave, which shall be subject to the prior approval of the non-bargaining unit employee's supervisor, shall be in increments of eight hours, may or may not be as consecutive days, and shall not extend beyond January 17, 2017, is approved by the Board of Trustees of The University of Akron.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT

Welcome; I want to mention some of the recent events and accomplishments here at The University of Akron.

Homecoming Weekend

- We had a very successful Homecoming that involved several student activities, many visitors to campus, a win by our Men’s Soccer team on Friday and a Homecoming win by our Football team on Saturday that took us to 4 and 2 on the year and put us in first place in our division conference. Congratulations to our homecoming royalty, and I want to send a shout-out to all who worked on the dance and for welcoming my wife and me. It was great to be able to participate, and we enjoyed it.
- Last weekend included an open house for our renovated Zook Hall on Saturday, October 8. Our four-story home of the LeBron James Family Foundation College of Education is now open, completely new within from the exterior walls. In fact, we have a three-story glass addition on the north side that has increased the building’s existing footprint by more than 5,000 square feet; state-of-the-art teaching labs that include white boards, smart boards, ceiling-mounted projectors, desks and chairs with wheels so the students can move and collaborate; two dedicated math and science labs; technology-enhanced classrooms that have data ports and electrical outlets at each seat. Each classroom can accommodate up to 100 wireless devices, and in today’s world with most people having a device in their pocket and/or bag, that makes a difference. We even have data ports and charging stations in the hallways. It has been great to see the progress there.
- Also on Saturday, October 8, we launched the Black Male Summit Academy as part of our celebration of the Black Male Summit’s tenth anniversary. About 200 students participated from Akron Public Schools, Canton City Schools, Cleveland Metropolitan School District and The University of Akron’s Academic Achievement Programs. I had the pleasure of interacting with these high school students as they arrived on our campus. They spent an entire day here learning how to prepare for the college admissions process. They attended a panel discussion with current UA students, and they toured campus with our University of Akron Black Excellence Commission students and peer mentors from the Office of Multicultural Development. They attended a mock classroom session where they were presented with lessons from UA’s Freshman Orientation Course curriculum, and then they and their chaperones attended our Homecoming football game and related festivities. All in all, it was a great event.

Making Connections

Since I took the helm here three months ago I have tried to connect with the local community, connect with the students. I have been doing a lot of outreach along those lines, and I will be sharing with the Board positive feedback that I have received from students, whom I have invited to communicate with me about “Why The University of Akron?” and their experiences here. I have started an internal competition, offering that in exchange for their dialogue students will have a chance to “dine with the President” at my home. I may need to do this in waves so that

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 2

we can include all of the participants, which may take a little while, but I appreciate having heard from our students about how The University of Akron truly has made a difference in their lives.

Career Focus

Other great events on campus included two career fairs held in the Student Union last week. The Engineering and Science Career Fair was attended by over 1,600 engineering students. There were 169 employers here seeking out engineers. Then on the following day, a general career fair was held also connecting many students with potential employers. It was very encouraging to see what we can do to place our students in co-ops, externships, internships, and permanent employment.

On September 22, we opened the new Swagelok Career Center in our College of Engineering. The new career center is located in the Auburn Science and Engineering Center. We had a great unveiling there with visitors from around the country. The state-of-the-art center enhances our nationally renowned Engineering Cooperative Education program and provides our soon-to-be graduates with high-tech facilities for interviews and conferences with potential employers. The center was funded by a \$1.25 million lead gift from the Fred A. Lennon Charitable Trust, which is affiliated with the Swagelok Company. The gift supports both the College of Engineering Swagelok Career Center and scholarships. The center also houses three interview rooms, newly named for: Benjamin and Shirley Ammons, Larry W. and Susan Allen, and Cooper Tire & Rubber Company.

New Programs/Collaboration

We are proud to have announced over the last month new degree offerings.

- We have a dual Pharmacy and MBA degree. A new articulation agreement allows students enrolled at Northeast Ohio Medical University's College of Pharmacy to also apply to UA's College of Business Administration MBA program. Pharmacy students who take specified transfer courses can earn an MBA in addition to their Doctor of Pharmacy degree. This is actually the third articulation agreement between UA and NEOMED. The other two are a pre-professional pharmacy studies pathway for UA students who want to apply to NEOMED's College of Pharmacy, and a pre-med pathway program for UA graduates who want to attend NEOMED's College of Medicine.
- We have announced a unique Polymer/Business/Law master's degree. We now offer a professional master's degree that blends coursework across polymer science and engineering with classes in business and law. Graduates of this one-of-a-kind program will possess the skills needed for careers in polymer-related industries. The program is in response to specific industry requests for professionals with the skills needed to become team leaders, managers and supervisors who are capable of making technology-minded decisions.
- We also are proud to have announced a "3+3" Bachelor of Arts/Juris Doctor joint degree program new this fall. Our new BA/JD program is offered by the School of Law in conjunction with the Department of Political Science. It is intended for high-achieving

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 3

students. The program is designed such that students in the Political Science Department who meet the criteria for admission to the law school after their third year of undergraduate studies can matriculate into the law school. Their first year of law will be counted toward their final year of their bachelor's degree, enabling them to complete their Juris Doctor degree and their bachelor's degree within six years. The School of Law already has entered into agreements with Robert Morris University and Walsh University in terms of 3+3, and I know that the law school administration is actively pursuing several other 3+3 agreements. I hope that we will be able to announce one of those, if not more, within the next three to four months.

On the research side, I am happy to announce that Sandia National Labs and The University of Akron have agreed to collaborate. Sandia National Laboratories and UA have approved a master research agreement for collaboration in additive manufacturing and advanced materials research. Sandia selected UA because of our College of Polymer Science and Polymer Engineering's research expertise, specialized labs, and state-of-the-art measurements. The collaboration will highlight the shared interest and complementary capabilities in additive manufacturing between Sandia and UA.

Congratulations to Faculty

I would like to offer congratulations to the following members of the faculty.

- Dr. Deborah Owens was honored recently by Project Grad Akron. Dr. Owens, associate professor of Marketing and International Business, received a community service award from Project Grad Akron last Friday, October 7, for her Business School Boot Camp program for inner-city high school students. Project Grad Akron is a non-profit education reform program focusing on helping underrepresented inner-city students reach their future goals. The Business School Boot Camp seeks to motivate students to attend college after high school. Owens has led this Business School Boot Camp program for the past eight years. The most-recent participants were from Buchtel High School in Akron. The boot camp was hosted at the Taylor Institute in the Polsky Building on The University of Akron campus. The week-long camp educated 20 students about marketing and other business elements through classes, interacting with local executives, and working in teams to conduct research. Participants then developed and presented a marketing campaign for attracting high school students to The University of Akron, and specifically to the College of Business Administration.
- Dr. Gary Doll, the Royal Academy of Engineering distinguished visiting professor, has facilitated collaborative research at The University of Manchester, one of the top research universities in the United Kingdom. Allan Matthews, professor of Surface Engineering and Tribology in the School of Materials at The University of Manchester said, "Professor Doll is acknowledged worldwide as one of the leading tribologists in important application fields such as wind turbine gearboxes and bearing tribology." Doll recently completed a month-long fellowship at Manchester. He holds joint appointments in civil, mechanical, chemical and biomolecular engineering departments.

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
October 19, 2016
Student Union, Room 339

Board Members Present:

Roland H Bauer, Chair	Jennifer E. Blickle	William A. Scala
Ralph J. Palmisano, Vice Chair	Alfred V. Ciraldo, M.D.	Warren L. Woolford
Olivia P. Demas, Vice Chair	Joseph M. Gingo*	

*Arrived 5:02 p.m.

Student Trustees Present:

Darnell D. Davis, Jr.	Zachary D. Michel
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Advisory Trustees Present:

Anthony J. Alexander	Sandra Pianalto
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Staff Officers of the Board Present:

Ted A. Mallo, Secretary; Vice President and General Counsel
M. Celeste Cook, Assistant Secretary; Associate Vice President and Deputy General Counsel

Administrative Officers Present:

Matthew J. Wilson, Interim President
Dr. Rex D. Ramsier, Interim Vice President and Provost
Nathan Mortimer, Vice President, Finance & Administration/Chief Financial Officer

Others Present:

Tim C. Blackmun, Ernst & Young
Matt A. Brown, Ernst & Young
Thomas Guarino
Wayne R. Hill, Associate Vice President and Chief Marketing Officer
Tamara H. Izzo, Ernst & Young
Daniel J. Jerneycic, Ernst & Young
Mary Kryska, Ernst & Young
Isaac Lampner, University Council
Marilyn Miller, Akron Beacon Journal
Paula Neugebauer, Coordinator, Office of the Board of Trustees
Ruth N. Nine-Duff, University Council
Deven V. Patel, Ernst & Young
Dr. Jeanne-Helene Roy, Akron-AAUP
Joseph J. Ryan, Brand Manager, Advancement
Dr. Harvey L. Sterns, University Council
Dr. Yang Hyun Yun, Akron-AAUP
Dr. John F. Zipp, Akron-AAUP

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Bauer called the special meeting to order at 4:34 p.m.

NEW BUSINESS

Mr. Bauer said the first order of business was to consider and act upon a resolution titled “Approval of Procedures for Selection of the President and Provost.” Approval of the resolution would enable the Board to proceed with discussions in executive session with representatives of the Akron-AAUP, Faculty Senate, and University Council for the sole purpose of orally discussing their collective views with respect to the removal of “Interim” from the titles of both Matthew J. Wilson and Rex D. Ramsier. Mr. Bauer noted that approval of the resolution would not otherwise change or modify the current rule, Ohio Administrative Code 3359-1-05.

RESOLUTION 10-8-16

Approval of Procedures for Selection of the President and Provost

WHEREAS, O.A.C. 3359-1-05 in the Rules of the Board of Trustees of The University of Akron provides, in part, a process for the selection of the President of The University of Akron; and,

WHEREAS, Section (A)(4) of O.A.C. 3359-1-05 includes the following language with respect to the process for the selection of the President of The University of Akron:

(4) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof. [Emphasis added]

WHEREAS, On May 31, 2016, the then President of the University, Dr. Scott Scarborough, stepped down from the Presidency; and,

WHEREAS, The Board of Trustees, following an informal consultative process with both internal and external constituencies, selected Matthew J Wilson to be appointed Interim President of The University of Akron, effective July 11, 2016; and,

WHEREAS, The Board of Trustees notes with concern that The University of Akron has undergone several recent years of declining enrollment, including an overall eight-percent decline in the fall 2016 semester; substantial other leadership changes; as well as other current budgetary pressures; and,

WHEREAS, The Board of Trustees has determined that there is a legitimate and manifest business purpose to have a President and Provost to carry out the efficient operation of the University in its current situation, and removing the title of interim serves that legitimate business purpose; and,

WHEREAS, The Board of Trustees has determined that business necessity and the best interests of the University warrant its consideration for the removal of the title of Interim for Matthew J. Wilson, and making other adjustments to his terms of employment; and, removing the title of Interim from Dr. Rex Ramsier, Interim Senior Vice President and Provost, and making other adjustments to his terms of employment; and,

WHEREAS, Article 10 of the Collective Bargaining Agreement between The University of Akron and Akron-AAUP provides the following language with respect to the process for the selection of the President of The University of Akron:

Section 6. Faculty Participation in the Selection of the Senior Vice President and Provost and President

In recognition of the legitimate concerns and interests of bargaining unit faculty, when the University selects either a Provost or President, the bargaining unit shall participate in that selection through a subcommittee composed of regular full-time non-administrative faculty, who shall have the opportunity to discuss orally with the full Board in executive session, their collective views with respect to each finalist candidate. This subcommittee shall include three (3) representatives selected by the Akron-AAUP.

NOW THEREFORE, BE IT RESOLVED:

The procedure as outlined in O.A.C. 3359-1-05 is hereby revised as follows for the sole purpose of removing the “Interim” title currently held by the Matthew J. Wilson and Rex D. Ramsier:

The Board of Trustees approves inviting, (a) Akron-AAUP to appoint three (3) representatives selected by the Akron-AAUP; (b) Faculty Senate to appoint three (3) representatives selected by the Faculty Senate; and (c) the University Council to appoint (3) representatives selected by the University Council to meet with the Board of Trustees in executive session to orally discuss their collective views with respect to the removal of “Interim” from the titles of Matthew J. Wilson and Rex D. Ramsier.

ACTION: Ciraldo motion, Palmisano second, passed 7-0

At 4:37 p.m., the Board adjourned into executive session on a 7-0 vote for the stated purpose of considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1). Mr. Gingo joined the meeting at 5:02 p.m. The meeting returned to public session at 7:55 p.m. on an 8-0 vote.

Mr. Bauer made the following statement:

Before we move to our next order of business, I would like to provide some context for the resolutions we will consider to remove the “interim” designation from the current titles held by Matt Wilson and Dr. Rex Ramsier

When this Board appointed Matt Wilson as interim president on July 11, we outlined five priorities for him and for this University. They were: develop a sustainable budget; increase enrollment; accelerate our progress in increasing student retention; rebuild and strengthen relationships with our various constituencies; and, significantly grow our development efforts.

I am gratified to report that Matt is well on his way to meeting or exceeding those high expectations. In the months since his appointment, he has brought new energy and enthusiasm to all corners of the campus and the community. He is personally visiting area high schools – 22 so far with another 44 scheduled the rest of this semester – talking with students and engaging with principals and counselors to help with our recruitment and enrollment efforts. He has had well over sixty meetings with donors, business and community leaders and public officials. He is conducting “town halls” with the colleges and academic units to foster free-flowing conversations. And, as has been well documented, he is actively engaged with students in the usual and some not-so-usual ways, such as basketball contests and late-night email exchanges to provide guidance to students who have asked for help. As Matt says so well ... “It is all about the students.” He truly exemplifies that.

This revitalized spirit is paying additional dividends through increased philanthropy to benefit students and the University, also through reinvigorated relationships and collaborative efforts throughout the region.

All of this is good news and we, as members of the Akron community and as Board members, are gratified by this substantial progress.

At the same time, we know significant challenges lie ahead. While great efforts are being made to address recent enrollment declines, especially this year’s decline in freshman enrollment, we understand that a turnaround will not occur overnight. However, the importance of the resulting financial implications of decreases in our overall enrollment must be addressed. We intend to improve our retention and graduation rates, and we will continue our collaborative efforts with other colleges and universities while also investing where necessary to maintain and strengthen our academic mission.

All of this takes stable leadership from the top. We believe now is the time to ensure that stability by removing the “interim” from Matt Wilson’s title and see that he remains President of The University of Akron.

In similar fashion, stabilizing the academic leadership of the University is critical to our success going forward. Dr. Ramsier's depth of experience as a faculty member and administrator, his personal devotion to the University as an alumnus, and his broad knowledge of national accrediting agencies and their procedures have secured the confidence of this Board as well. We recognize that, as Provost, he serves an important "gatekeeper" function to both oversee and push forward the academic mission of this University.

Some may ask, "Why now?" A long and expensive national search for new leaders would unnecessarily postpone this process and possibly squander the progress already made. At the urging of many respected voices both within and outside the University, the decision was clear to move forward with the talent and experience already at hand. We have consulted with the AAUP, our local chapter, with the Faculty Senate and with the University Council, and we have endeavored to address certain of their concerns in the actions under discussion this evening.

With that background, the Chair will now entertain a motion to remove the title of "Interim" from Matthew J. Wilson's current title and name him President of The University of Akron, subject to the following.

- All conditions in the existing Term Sheet between The University of Akron and Matthew J. Wilson shall remain the same, including current compensation and benefits, except:
 - The "Interim" designation shall be removed throughout the Term Sheet.
 - The term as President shall begin immediately and shall continue until June 30, 2019. The Board will consult with constituency groups listed in Ohio Administrative Code Section 3359-1-05 as to whether to begin a search for President no later than June 30, 2018, which could be an internal or external search.
 - In the event the President ceases to serve as President, he shall return to the full-time, nine-month law faculty at a rate of 65 percent of his final salary as President.

RESOLUTION 10-9-16

Appointment of Mr. Matthew J. Wilson as President of The University of Akron

WHEREAS, Mr. Matthew J. Wilson is currently serving as the Interim President of The University of Akron in accord with a Term Sheet effective July 11, 2016, between The University of Akron and Matthew J. Wilson; and

WHEREAS, In a special meeting of the Board of Trustees on October 19, 2016, the Board of Trustees of The University of Akron determined that Matthew J. Wilson is well suited to assume the presidency of The University of Akron; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Mr. Matthew J. Wilson as the 17th President of The University of Akron, in accord with all of the conditions of the existing Term

Sheet between The University of Akron and Matthew J. Wilson, including current compensation and benefits, except for the following additions and changes in the Term Sheet:

1. Removal of “Interim” designation throughout the Term Sheet from the title of Matthew J. Wilson;
2. The term as President shall be effective immediately and shall continue until June 30, 2019;
3. The Board of Trustees shall consult with the constituency groups listed in O.A.C. 3359-1-05 as to whether to begin a search for a new President no later than June 30, 2018, which search could be an internal or an external search;
4. In the event the President ceases to serve as President, he shall return to the full-time nine-month law faculty at a rate of 65 percent of his final salary as President.

BE IT FURTHER RESOLVED, That the above terms shall be fully incorporated in a First Amended Term Sheet between The University of Akron and Matthew J. Wilson.

ACTION: Ciraldo motion, Gingo second, passed 8-0

Mr. Bauer continued:

The Chair will now entertain a motion to remove the title of “Interim” from Dr. Rex D. Ramsier’s title and name him Senior Vice President and Provost of The University of Akron, subject to the following:

- Dr. Ramsier shall be employed as Provost at his current compensation level, which shall constitute his base salary.
- The term as Provost shall begin immediately and shall continue until June 30, 2018. There will be a commitment to begin a search for the Provost after the June 30, 2018 decision regarding the search for the President is concluded.
- In the event the Provost ceases to serve as Provost, he shall return to the full-time, nine-month faculty at 9/11^{ths} of his final salary as Provost.

RESOLUTION 10-10-16

Appointment of Dr. Rex D. Ramsier as Provost of The University of Akron

WHEREAS, Dr. Rex D. Ramsier is currently serving as the Interim Senior Vice President and Provost of The University of Akron; and

WHEREAS, In a special meeting of the Board of Trustees on October 19, 2016, the Board of Trustees of The University of Akron determined that Dr. Rex D. Ramsier is well suited to assume the position of Senior Vice President and Provost of The University of Akron; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees appoints Dr. Rex D. Ramsier as Senior Vice President and Provost in accord with the following stipulations, which shall be incorporated into a Personnel Action Form documenting this action:

1. The “Interim” designation shall be removed from the title of Dr. Rex D. Ramsier.
2. Dr. Rex D. Ramsier’s current compensation, including all stipends, shall constitute his base salary, effectively immediately.
3. The term of Dr. Ramsier’s appointment shall be effective immediately, and shall continue until June 30, 2018.
4. The Board shall begin a search for the Senior Vice President and Provost subsequent to the June 30, 2018 decision of the Board of Trustees regarding a search for the President, as outlined in the Resolution of the Board of Trustees appointing Mr. Matthew J. Wilson President of The University of Akron;
5. In the event Dr. Ramsier ceases to serve as Senior Vice President and Provost, he shall return to the full-time, nine-month faculty at 9/11^{ths} of his final salary as Provost.

ACTION: Palmisano motion, Woolford second, passed 8-0

Mr. Bauer then entertained a motion to direct the Vice President and General Counsel to prepare appropriate resolutions memorializing these actions and to effect the necessary changes to the Term Sheet of the President and to prepare the necessary changes to the Personnel Action Form for the Provost to effect the actions of the Board as approved.

ACTION: Gingo motion, Scala second, passed 8-0

At 8:27 p.m., the Board adjourned into executive session on an 8-0 vote for the stated purposes of considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1), considering real estate matters pursuant to O.R.C. 121.22(G)(2) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:09 p.m.

ADJOURNMENT

ACTION: Meeting adjourned at 10:09 p.m.

Roland H. Bauer
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

December 7, 2016

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Special Meeting Minutes
November 9, 2016
Student Union, Room 339

Board Members Present:

Roland H Bauer, Chair	Jennifer E. Blickle	William A. Scala
Ralph J. Palmisano, Vice Chair	Alfred V. Ciraldo, M.D.	Warren L. Woolford
Olivia P. Demas, Vice Chair	Joseph M. Gingo	

Student Trustees Present:

Darnell D. Davis, Jr.	Zachary D. Michel
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Advisory Trustees Present:

Anthony J. Alexander

Staff Officers of the Board Present:

Ted A. Mallo, Secretary; Vice President and General Counsel
M. Celeste Cook, Assistant Secretary; Associate Vice President and Deputy General Counsel

Administrative Officers Present:

Matthew J. Wilson, President
Dr. Rex D. Ramsier, Vice President and Provost

Others Present:

Tim C. Blackmun, Ernst & Young
Wayne R. Hill, Associate Vice President and Chief Marketing Officer
Tamara H. Izzo, Ernst & Young
Daniel J. Jerneycic, Ernst & Young
Mary Kryska, Ernst & Young
Marilyn Miller, Akron Beacon Journal
Paula Neugebauer, Coordinator, Office of the Board of Trustees
Deven V. Patel, Ernst & Young
Joseph J. Ryan, Brand Manager, Advancement
William H. Viau, Associate Vice President, Talent Development and Human Resources

SPECIAL BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Bauer called the special meeting to order at 3:02 p.m.

NEW BUSINESS

Mr. Bauer said the first order of business was to consider and act upon a resolution titled "Revised Resolution Pertaining to the Grant of Additional Paid Leave to Non-bargaining Unit

Employees.” At the last regular Board of Trustees meeting on October 12, this Board approved granting five days of additional paid leave to certain non-bargaining unit employees in lieu of three-percent raises, per the recommendation of then Interim President Wilson. The revised resolution would serve to clarify and expand that action as follows:

- Only certain non-bargaining unit employees who are full-time staff or full-time contract professionals will receive the full five days of additional paid leave.
- Certain non-bargaining unit employees who are part-time staff or part-time contract professionals will receive the additional paid leave on a prorated basis consistent with their normal work schedules.
- Individuals employed in temporary positions conducting post-doctoral research are not eligible to receive this additional paid leave.
- The time period during which all days of this additional paid leave must be used has been expanded to begin December 1, 2016 and end March 31, 2017.

RESOLUTION 11-1-16

Revised Resolution Pertaining to the Grant of Additional Paid Leave to Non-bargaining Unit Employees

WHEREAS, On October 12, 2016, the Board of Trustees of The University of Akron approved Resolution 10-7-16, at the recommendation of Interim President Matthew J. Wilson, granting five days of additional paid leave to certain non-bargaining unit employees in lieu of three-percent raises to those employees; and

WHEREAS, The Board of Trustees of The University of Akron desires to clarify the application of the additional days of paid leave as well as expand the period of time in which eligible employees may use these days of additional paid leave; Now, Therefore,

BE IT RESOLVED, That certain non-bargaining unit employees who are full-time staff or full-time contract professionals are granted five days of additional paid leave in lieu of three-percent raises; certain non-bargaining unit part-time staff or part-time contract professionals also are eligible for such additional paid leave on a prorated basis consistent with their normal work schedules; but individuals employed in temporary positions conducting post-doctoral research are not eligible for additional days of paid leave under this resolution; and

BE IT FURTHER RESOLVED, That all days of paid leave are to be used during the time period of December 1, 2016 and March 31, 2017, when The University of Akron is otherwise open; and,

BE IT FURTHER RESOLVED, That these additional days of paid leave shall be subject to the prior approval of the non-bargaining unit employee’s supervisor, shall be used by the

employee in increments of eight hours, may or may not be used by the employee in consecutive days, and shall not extend beyond March 31, 2017.

ACTION: Gingo motion, Woolford second, passed 8-0

At 3:05 p.m., the Board adjourned into executive session on an 8-0 vote for the stated purposes of considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1), considering real estate matters pursuant to O.R.C. 121.22(G)(2) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 6:54 p.m.

ADJOURNMENT

ACTION: Meeting adjourned at 6:54 p.m.

Roland H. Bauer
Chair, Board of Trustees

Ted A. Mallo
Secretary, Board of Trustees

December 7, 2016

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of October 12, 2016 and of the Special Board Meetings of October 19 and November 9, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

December 7, 2016
Committee Meeting

Presiding:
Ralph J. Palmisano

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Financial Report for Quarter Ending September 30, 2016
3	Investment Report for Quarter Ending September 30, 2016
4	Purchases for More Than \$500,000
5	The University of Akron 403(b) Plan Fifth Amendment
6	Pick Up of Employee Contributions to the Ohio Public Employees Retirement System
7	First Amendment to The University of Akron Chief Executive Retirement Plan
8	Cumulative Gift and Grant Income Report for July 1, 2016 through October 31, 2016
	For Information Only:
9	Purchases \$25,000 to \$500,000
10	Advancement Report
11	Status Report on Capital Projects
12	University of Akron Foundation Executive Committee Report for Fiscal Year Ending June 30, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

FULL-TIME EMPLOYEE PERSONNEL ACTIONS
FULL-TIME EMPLOYEE PERSONNEL ACTIONS ADDENDUM
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES
2016 CWA CLOTHING ALLOWANCE
NOTIFICATION OF REEMPLOYMENT

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.

December 7, 2016

Talent Development & Human Resources

Summary Report of Full-Time Personnel Actions for Board of Trustees

December 7, 2016

The following information is provided to summarize significant personnel actions contained in the full-time employee personnel actions report and the Addendum:

Separations – 18 Total

Voluntary Separations – 15

9 Resignations – 3 Faculty, 3 Contract Professional and 3 Staff

6 Retirements – 4 Faculty and 2 Staff

During the current fiscal year 21 employees have retired or provided notice of their intent to retire: 9 Faculty, 3 Contract Professional and 9 Staff

During the previous fiscal year 93 employees retired or provided notice of their intent to retire: 16 Faculty, 27 Contract Professional and 50 Staff

Involuntary Separations – 3

- Joseph Benes, Photographic Lab Technician in the School of Art passed away on October 24, 2016.
- Shannon Husk, Master Building Services Worker in PFOC was terminated for excessive absenteeism following a progressive disciplinary process in accordance with the requirements of the CWA Collective Bargaining Agreement.
- Rita Hammett, Test Monitor, Office of Accessibility – failed to successfully complete required 120 day probationary period.

Retire/Rehire Actions

We received one new request to implement a one year retire/rehire agreement in accordance with the requirements of University Rule 3359-11-15. Mr. Joseph Gregor, Assistant VP, PFOC would retire on March 31, 2017 and would be rehired on April 4, 2017 for a one year period of time at 80 percent of his current base salary. At this time, there are three active retire/rehire agreements.

Emeritus Status

There are four recommendations for emeritus status in accordance with Article 21 of the AAUP Collective Bargaining Agreement/University Rules:

1. Linda Whitman, Archaeologist Emeritus, Department of Anthropology and Classical Sciences, Buchtel College of Arts and Sciences

2. Jacqueline Guhde, Senior Instructor Emeritus, School of Nursing, College of Health Professions
3. Dr. Kathleen Tusaie, Professor Emeritus, School of Nursing, College of Health Professions
4. Dr. Mukerrom Cakmak, Distinguished Professor Emeritus, Polymer Engineering, H.A. Morton Professor Emeritus, Polymer Engineering, College of Polymer Science and Polymer Engineering

Athletics

There are three personnel actions in Athletics totaling \$8,400 as payment for working volleyball camps.

Significant Personnel Actions to Note

There are nine personnel actions totaling \$39,133 that provide ongoing adjustments to salaries of existing employees. All of the personnel actions have been reviewed and approved by Human Resources and the appropriate VP/Dean. In addition, the actions have been reviewed and approved by the University budget office to assure funding is available for each action.

They are summarized as follows:

1. Jason Hill, Police Officer II – \$1,810 salary adjustment for completion of required training hours and length of service in accordance with FOP collective bargaining agreement
2. Laura Conley – Job reclassification as Director, University of Akron Adult Focus, Academic Affairs, change in grade from 122 to 123 with a \$2,517 increase in pay; additional responsibilities assigned for 60+ program, liaison duties and administrative oversight for two outside scholarship foundations and other functions
3. Antoinette East-Jenkins – Job reclassification change from Coordinator Academic Achievement Programs, grade 120 to Assistant Program Director, Academic Achievement Programs, grade 121 with an increase of \$4,715; replaces John Vesalo who retired from the University; position is fully funded by a Federal Grant
4. Christine Kolaczewski-Ferris, Director Student Academic Success – Current stipend of \$6,000 is being moved to base salary; assumed additional responsibilities of Coordinator, Tutorial Services on permanent basis
5. Andrew Richardson, Assistant Director Student Academic Success – Current stipend of \$6,000 is being moved to base salary; assumed additional responsibilities of Coordinator, Writing Lab and E-Tutoring on permanent basis

6. Samantha Rohrbough – Job reclassification change from Manager, Parking and Transportation, grade 119 to Assistant Director, Parking Services, grade 120 with a \$2,220 increase in pay; replaces Esther Freeman who retired; Rohrbough's position will not be replaced
7. Janet Mealy – Job reclassification from Coordinator, HRIS, grade 120 to Assistant Director, HRIS, grade 121 with \$10,940 increase in pay; additional responsibilities assigned from vacant Business Analyst position in Human Resources, which will not be replaced
8. Tanya Kauffman – Job reclassification change from Administrative Secretary, grade 115 to Student Services Counselor, grade 117 in Graduate School with a \$3,013 increase in pay to the minimum salary required for grade 117
9. Elizabeth DuWaldt, Business Practitioner, College of Business Administration – Position is funded by a grant, which provides a 2.5 percent annual increase (\$1,918) to the salary of the individual holding the position of Business Practitioner

There is one additional personnel action of note. Jarrod Tudor, Dean Wayne College, Professor Business Management Technology has been awarded Faculty rank and tenure.

Additional Reports

To facilitate the review of groups of similarly situated employees, there are a number of separate personnel action reports submitted to the Board. This month's reports include the following:

- Full-time Employee Personnel Actions
- Unclassified Classification Changes
- Classified Classification Changes
- Part-time Faculty Teaching Credit Courses
- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- 2016 CWA Clothing Allowance

Article 33, section 5 of CWA Collective Bargaining Agreement states that a supplemental clothing allowance of \$80 will be paid to each employee in the first paycheck in December of each year of the contract. There are 190 employees eligible this year at a cost of \$15,200.

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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FULL-TIME EMPLOYEE PERSONNEL ACTIONS

Office of the President

Appointment/Reappointment

Miller, Jon S.	Professor, English; Director, The University of Akron Press; Faculty Senate Executive Committee Secretary/Faculty Senate/Faculty (BUF)	08/29/16 05/20/17	\$3,840.00 9 mo (stipend)	Temporary additional title and administrative stipend for Faculty Senate Executive Committee Secretary assignment; base salary is \$82,823.00/9 mo
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Office of Athletics

Appointment/Reappointment

Armstrong, Jordan S.	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/29/16	\$3,400.00 one time payment	Payment for working volleyball camps
Ehinger, Kacie	Assistant Volleyball Coach/Office of Athletics/Contract Professional	07/29/16	\$900.00 one time payment	Payment for working volleyball camps
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	07/29/16	\$4,100.00 one time payment	Payment for working volleyball camps
Owens, Deborah L.	Associate Professor, Marketing & International Business/Office of Athletics/Faculty (BUF)	08/01/16 07/31/17	\$8,500.00 12 mo (stipend)	Extension of temporary administrative stipend for Faculty Athletics Representative duties; base salary is \$111,227.00/9 mo

Separation

Pannucci, Elizabeth J.	Manager, Athletics Operations & Events/Office of Athletics/Contract Professional	10/28/16	\$35,000.00 12 mo	Resignation
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Office of Academic Affairs

Appointment/Reappointment

Cox, Brittani D.	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	11/07/16 08/31/17	\$32,988.00 12 mo	Temporary appointment vice L. Parker
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Change

Conley, Laura H.	Director, University of Akron Adult Focus/UA Adult Focus/Contract Professional	08/01/16	\$65,432.00 12 mo	Job reclassification via job audit; salary change from \$62,915.00/12 mo; grade change from 122 to 123
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Division of Student Success				
<u>Appointment/Reappointment</u>				
Groves, Brandon M.	Manager, Information Systems & Compliance/Office of the Registrar/Contract Professional	11/01/16	\$48,000.00 12 mo	Appointment vice K. Hajec; successful internal applicant; salary change from \$40,000.00/12 mo; title change from Manager, International Credentials Evaluations & Services; grade change from 119 to 120
<u>Change</u>				
Curry, Coleen D.	Director, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	06/01/16 05/31/17	\$92,144.00 12 mo	Extension of temporary salary adjustment for additional responsibilities; salary change from \$88,600.00/12 mo
East-Jenkins, Antoinette C.	Assistant Program Director, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	11/01/16 09/30/17	\$48,000.00 12 mo	Job reclassification; salary change from \$43,285.00/12 mo; title change from Coordinator, Academic Achievement Programs; grade change from 120 to 121
Kolaczewski-Ferris, Christine A.	Director, Student Academic Success; Member, General Faculty/Office of Student Academic Success/Contract Professional	07/01/16	\$79,836.00 12 mo	Salary adjustment from \$73,836.00/12 mo; roll of \$6,000.00/12 mo stipend to base salary for additional responsibilities
Nakoneczny, Kristina K.	Administrative Assistant Senior/Office of Student Success/Staff	06/13/16	\$17.36 hourly	Transfer via reorganization; department change from Residence Life & Housing Office
Richardson, Andrew C.	Assistant Director, Office of Student Academic Success/Office of Student Academic Success/Contract Professional	07/01/16	\$61,080.00 12 mo	Salary adjustment from \$55,080.00/12 mo; roll of \$6,000.00/12 mo stipend to base salary for additional responsibilities
Vice President, Finance & Administration/CFO				
<u>Appointment/Reappointment</u>				
Bohnak, William C.	Office Support Specialist, Parking Services/Parking & Transportation Services/Staff	10/24/16	\$9.66 hourly	Appointment vice R. Neylon

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Rohrbough, Samantha L.	Assistant Director, Parking Services/Parking & Transportation Services/Staff	05/30/16	\$1,508.46 biweekly	Job reclassification via job audit; salary change from \$1,423.08/BW; title change from Manager, Parking & Transportation; grade change from 119 to 120
Office of Advancement				
<u>Change</u>				
Henderson, Anthony D.	Associate Athletics Director, Athletics Development/Advancement/Contract Professional	07/01/16	\$80,000.00 12 mo	Title change from Director, Athletics Development; grade change from 121 to 122
Schafer, Matthew J.	Director, Marketing & Creative Services/University Communications & Marketing/Contract Professional	10/01/16	\$55,682.00 12 mo	Title change from Senior Writer
<u>Separation</u>				
Montesano, Nicole R.	Director of Development, Research/Department of Development/Contract Professional	11/11/16	\$66,500.00 12 mo	Resignation
Office of Capital Planning & Facilities Management				
<u>Appointment/Reappointment</u>				
Garakis, William	Electrician/Physical Facilities Operation Center/Staff	11/08/16	\$17.51 hourly	Appointment vice R. Vansise
Leising, Linda C.	Coordinator, Physical Facilities Administration/Physical Facilities Operation Center/Staff	10/24/16	\$14.51 hourly	Appointment vice E. Fillmore
<u>Change</u>				
Hill, Jason B.	Police Officer II/University Police Department/Staff	12/05/16	\$30.90 hourly	Salary adjustment from \$30.03/H for completion of service years and training hours per bargaining unit agreement
<u>Separation</u>				
Alexander, Ivory V.	Athletics Maintenance Assistant Supervisor/Physical Facilities Operation Center/Staff	12/31/16	\$22.02 hourly	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Brickman, Ryan	Environmental Compliance Officer/Environmental & Occupational Health & Safety/ Staff	10/28/16	\$2,222.42 biweekly	Resignation
Husk, Shannon R.	Master Building Services Worker Certified/Physical Facilities Operation Center/Staff	10/13/16	\$16.36 hourly	Discharge
Lundy, Sterling W.	Building Services Worker Certified/Physical Facilities Operation Center/Staff	12/31/16	\$14.82 hourly	Retirement
Markle, Deborah B.	Building Services Worker Certified/Physical Facilities Operation Center/Staff	09/30/16	\$14.80 hourly	Resignation

Office of Talent Development & Human Resources

Appointment/Reappointment

Fillmore, Emily M.	Labor Relations Specialist Senior/Talent Development & Human Resources/Contract Professional	10/31/16	\$55,000.00 12 mo	Appointment vice B. Prusky; successful internal applicant; salary change from \$17.50/H; title change from Benefits Administrator; grade change from 119 to 121
Smith, Michelle M.	Director, Benefits Administration; Americans with Disabilities Act Coordinator; Deputy Title IX Coordinator/Talent Development & Human Resources/Contract Professional	09/19/16 12/19/16	\$6,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Deputy Title IX Coordinator assignment; base salary is \$72,124.00/12 mo

Change

Mealy, Janet L.	Assistant Director, Human Resources Information Services/ Talent Development & Human Resources/Contract Professional	10/01/16	\$47,940.00 12 mo	Job reclassification; salary change from \$37,000.00/12 mo; title change from Coordinator, Human Resources Information Services; grade change from 120 to 121
Spayd, Michael A.	Assistant Director, Benefits Administration/Talent Development & Human Resources/Contract Professional	03/01/16 08/31/16	\$52,734.00 12 mo	Temporary job reclassification; salary change from \$47,940.00/12 mo; title change from Benefits Analyst; grade change from 120 to 121

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Graduate School				
<u>Change</u>				
Kauffman, Tanya L.	Student Services Counselor/ Graduate School/Staff	07/25/16	\$13.31 hourly	Job reclassification via job audit; salary change from \$11.86/H; title change from Administrative Secretary; grade change from 115 to 117
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Barton, Hazel A.	Professor, Biology; Professor, Geosciences; Director, Integrated Bioscience Program/Department of Biology/Faculty (BUF)	10/03/16 05/20/17	\$4,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$90,354.00/9 mo
Buza, Darlene K.	Administrative Assistant/ Department of Political Science/ Staff	10/19/16	\$21.48 hourly	Appointment vice S. Baker; successful internal applicant; department change from Department of Curricular & Instructional Studies
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; Associate Department Chair, Public Administration & Urban Studies/ Department of Public Administration & Urban Studies/ Faculty (BUF)	08/29/16 05/20/17	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Associate Department Chair assignment; base salary is \$124,709.00/9 mo
Myers, Mary E.	Professor, Criminal Justice Studies; Associate Department Chair, Criminal Justice Studies/ Criminal Justice Studies/Faculty (BUF)	08/29/16 05/20/17	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Associate Department Chair assignment; base salary is \$81,160.00/9 mo
Pryor, Marlene	Secretary/Buchtel College of Arts & Sciences, Office of the Dean/ Staff	11/08/16	\$12.55 hourly	Appointment vice J. Dabb; successful internal applicant; title change from Secretary Grant Funded, Academic Achievement; department change from Academic Achievement Programs
Yao, Jennifer	Programming Language Researcher/Department of Computer Science/Contract Professional	10/03/16 03/01/17	\$55,000.00 12 mo	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Buldum, Alper	Professor, Physics; Professor, Chemistry/Department of Physics/Faculty (BUF)	09/07/16 09/07/18	\$91,275.00 9 mo	Extension of joint appointment with Physics (primary) and Chemistry (secondary)
Lee, Matthew T.	Professor, Sociology; Professor, Criminal Justice Studies/Department of Sociology/Faculty (BUF)	01/16/17 01/16/20	\$91,033.00 9 mo	Joint appointment with Sociology (primary) and Criminal Justice Studies (secondary)
Triece, Mary E.	Professor, Communication; Director, Women's Studies/School of Communication/Faculty (BUF)	08/29/16 05/20/17	\$87,495.00 9 mo	Title change from Interim Director, Women's Studies
Whitman, Linda G.	Archaeologist Emeritus/Department of Anthropology & Classical Studies/Contract Professional	06/30/16		Title change, award of emeritus status
<u>Separation</u>				
Benes, Joseph G.	Photographic Lab Technician/School of Art/Staff	10/24/16	\$19.49 hourly	Deceased
Bodman, Alan K.	Professor, Music/School of Music/Faculty (BUF)	12/31/16	\$88,122.00 9 mo	Retirement
Okonieski, Deborah A.	Professor of Instruction, Mathematics/Department of Mathematics/Faculty (BUF)	12/31/16	\$47,025.00 9 mo	Retirement
Pope Jr., Robert F.	Professor, English/Department of English/Faculty (BUF)	12/31/16	\$111,279.00 9 mo	Retirement
College of Business Administration				
<u>Appointment/Reappointment</u>				
Gradisher, Suzanne M.	Associate Professor, Business Law; Coordinator, Certified Financial Program/Department of Finance/Faculty (BUF)	08/29/16 05/20/17	\$6,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Coordinator assignment; base salary is \$106,240.00/9 mo
<u>Change</u>				
Dowd, Matthew A.	Computer Laboratory Support Specialist/College of Business Administration, Office of the Dean/Staff	09/05/16	\$17.71 hourly	Voluntary reduction in work schedule from 40 hours weekly to 36 hours weekly
DuWaldt, Elizabeth	Business Practitioner/College of Business Administration, Office of the Dean/Contract Professional	07/01/16 06/30/17	\$78,622.00 12 mo	Salary adjustment from \$76,704.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
LeBron James Family Foundation College of Education				
<u>Appointment/Reappointment</u>				
Brueck, Jeremy S.	Director, Teacher Education; Assistant Director, Center for Literacy/LeBron James Family Foundation College of Education, Office of the Dean/Contract Professional	10/17/16	\$70,000.00 12 mo	Appointment vice W. Jewell; successful internal applicant; salary change from \$45,000.00/9 mo; title change from Visiting Assistant Professor, Curricular & Instructional Studies; department change from Department of Curricular & Instructional Studies
Daviso III, Alfred W.	Associate Professor, Education/ Department of Curricular & Instructional Studies/Faculty (BUF)	03/30/16 06/30/16	\$6,796.00 for the period	Payment for grant work; base salary is \$72,000.00/9 mo
Koskey, Kristin L.	Associate Professor, Education/ Department of Educational Foundations & Leadership/Faculty (BUF)	10/30/16	\$9,340.56 one time payment	Payment for work with LeBron James Family Foundation
College of Engineering				
<u>Appointment/Reappointment</u>				
Callow, Nicholas V.	Postdoctoral Fellow/Department of Chemical & Biomolecular Engineering/Staff	10/01/16 12/31/16	\$1,346.15 biweekly	Temporary reappointment
Cheung, Harry M.	Professor, Chemical & Biomolecular Engineering; Department Chair, Chemical & Biomolecular Engineering/ Department of Chemical & Biomolecular Engineering/Faculty	07/01/16 05/31/17	\$15,000.00 for the period (stipend)	Temporary administrative stipend for work with National Center for Education and Research on Corrosion and Materials Performance; base salary is \$164,699.00/12 mo
Fan, Liangliang	Research Scholar/Department of Mechanical Engineering/Staff	10/15/16 10/14/17		Temporary appointment
Li, Xing	Research Engineer/Department of Biomedical Engineering/Staff	10/10/16 03/15/17	\$2,307.69 biweekly	Temporary appointment
Lillard, Robert S.	Caroline Chair Professor, Chemical & Biomolecular Engineering; National Center for Education and Research on Corrosion and Materials Performance Interim Technical Director/Department of Chemical & Biomolecular Engineering/ Faculty (BUF)	08/29/16 05/12/17	\$11,974.00 9 mo (stipend)	Extension of temporary administrative stipend for Interim Technical Director assignment; stipend change from \$10,000.00/9 mo; base salary is \$119,739.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Schindewolf, Stephanie R. L.	Coordinator, Cooperative Education/College of Engineering, Office of the Dean/Contract Professional	11/28/16	\$40,000.00 12 mo	Appointment
Skelton, Shannon M.	Administrative Assistant/ Department of Mechanical Engineering/Staff	10/19/16	\$12.82 hourly	Appointment vice C. Castleman; successful internal applicant; salary change from \$11.87/H; title change from Secretary Grant Funded, Academic Achievement; department change from Academic Achievement Programs; grade change from 114 to 116

Change

Kusnyer, Nancy M.	Administrative Assistant/ Department of Mechanical Engineering/Staff	09/19/16 12/31/16	\$20.10 hourly	Temporary job reclassification; salary change from \$19.33/H; title change from Administrative Secretary; grade change from 115 to 116
Maleki Pirbazari, Mehdi	Postdoctoral Research Associate/ Department of Electrical & Computer Engineering/Staff	09/01/16 11/30/16	\$910.00 biweekly	Job reclassification; salary change from \$15.31/H; title change from Research Associate; appointment basis change from part-time

College of Health Professions

Appointment/Reappointment

Kerr, Linda J.	Associate Professor of Instruction, Nursing/School of Nursing/Faculty (BUF)	01/17/17	\$80,000.00 9 mo	Appointment
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Change

Guhde, Jacqueline A.	Senior Instructor Emeritus, Nursing/School of Nursing/Faculty (BUF)	07/31/16		Title change, award of emeritus status
Kraus, Sophia A.	Professor of Clinical Practice, Speech-Language Pathology & Audiology; Director, Center for Child Development/School of Speech-Language Pathology & Audiology/Faculty (BUF)	09/15/16	\$77,647.00 12 mo	Title change from Interim Director, Center for Child Development
Tusaie, Kathleen R.	Professor Emeritus, Nursing/School of Nursing/Faculty (BUF)	12/31/15		Title change, award of emeritus status

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Separation</u>				
Gordon, David	Dean, College of Health Professions; Professor, Nursing/College of Health Professions, Office of the Dean/Faculty	12/31/16	\$260,000.00 12 mo	Resignation
Staab, Tamyra M.	Departmental Records Specialist/School of Nursing/Staff	11/11/16	\$19.35 hourly	Resignation
The Dr. Gary B. & Pamela S. Williams Honors College				
<u>Appointment/Reappointment</u>				
Walter, Lauren J.	Academic Adviser II/Williams Honors College Dean's Office/Contract Professional	10/17/16 06/30/17	\$37,500.00 12 mo	Appointment
School of Law				
<u>Appointment/Reappointment</u>				
Shaver, Elizabeth A.	Associate Professor, Legal Writing; Director, Faculty Research & Development/Law - Instruction/Faculty	08/29/16 05/20/17	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$95,436.00/9 mo
<u>Change</u>				
Johnson, Andrea L.	Visiting Assistant Professor, Law/Law - Instruction/Faculty	08/29/16 05/21/17	\$80,000.00 9 mo	Temporary salary increase from \$60,000.00/9 mo for additional coursework
Lavoie, Richard L.	Professor, Law; Dean's Club Professor of Law; Fellow, Joseph G. Miller & William C. Becker Center/Professional Responsibility/Law - Instruction/Faculty	08/29/16	\$127,435.00 9 mo	Relinquish \$2,000.00/9 mo temporary administrative stipend and additional title of Director, Faculty Research & Development
Passmore, Kyle S.	Deputy Law Librarian/Law Library/Contract Professional	01/05/17	\$101,301.00 12 mo	Relinquish \$12,000.00/12 mo temporary administrative stipend and additional title of Interim Law Librarian
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Lin, Zhiwei	Postdoctoral Research Associate/Department of Polymer Science/Staff	08/29/16 08/27/17	\$1,346.15 biweekly	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Cakmak, Mukerrem	Distinguished Professor Emeritus, Polymer Engineering; H. A. Morton Professor Emeritus, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	08/31/16		Title change, award of emeritus status
Jha, Kshitij C.	Postdoctoral Research Fellow/ Department of Polymer Science/ Staff	01/27/16 07/04/16	\$1,200.00 biweekly	Pay status change from 12 mo; title change from Research Assistant Professor
<u>Separation</u>				
Finley, Jessie E.	Manager, Development & Alumni Relations-College of Polymer Science & Engineering/College of Polymer Science & Polymer Engineering, Office of the Dean/ Contract Professional	11/11/16	\$45,000.00 12 mo	Resignation
College of Applied Science & Technology				
<u>Appointment/Reappointment</u>				
Harstine, Gregory P.	Associate Professor of Practice, Electronic Engineering Technology/Division of Engineering Science & Technology/Faculty (BUF)	01/17/17 05/20/17	\$6,000.00 9 mo (stipend)	Temporary administrative stipend for Program Director duties; base salary is \$65,920.00/9 mo
<u>Change</u>				
Milks, Andrew E.	Associate Professor, Electronic Engineering Technology/Division of Engineering Science & Technology/Faculty (BUF)	12/18/16	\$69,477.00 9 mo	Relinquish administrative stipend of \$6,000.00/9 mo for Program Director duties
Nicholas, John B.	Associate Professor, Computer Information Technology/Division of Business Information Technology/Faculty (BUF)	08/29/16	\$68,417.00 9 mo	Relinquish administrative stipend of \$7,200.00/9 mo for teaching 30 load hours

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Wayne College				
<u>Appointment/Reappointment</u>				
Hartsock, Angela	Assistant Professor, Biology/ Biology-Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$950.00 for the period (stipend)	Temporary administrative stipend for Honors Program Coordinator duties; base salary is \$53,560.00/9 mo
Howley, Heather A.	Associate Professor, Communication/Speech & Theatre Arts-Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$1,425.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$62,757.00/9 mo
Obiekwe, Jerry C.	Professor, Mathematics/ Mathematics-Wayne/Faculty (BUF)	08/29/16 12/17/16	\$1,425.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$86,080.00/9 mo
Snow, Alan J.	Associate Professor, Biology/ Biology-Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$475.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$62,956.00/9 mo
Teague, Colleen M.	Associate Professor, Business & Office Technology; Interim Associate Dean, Wayne College; Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	08/29/16 05/20/17	\$18,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Interim Associate Dean assignment; base salary is \$73,409.00/9 mo
		08/29/16 12/17/16	\$1,083.00 for the period (stipend)	Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$73,409.00/9 mo
Turner, Carol M.	Professor, Chemistry/Chemistry- Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$1,425.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$77,674.00/9 mo
Vierheller, Timothy R.	Professor, Physics; Interim Associate Dean, Wayne College/ Physics-Wayne College/Faculty (BUF)	08/29/16 05/20/17	\$18,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Interim Associate Dean assignment; base salary is \$95,286.00/9 mo
		08/29/16 12/17/16	\$1,425.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$95,286.00/9 mo
Wadia, Adil M.	Associate Professor, Geosciences/ Geosciences-Wayne College/ Faculty (BUF)	08/29/16 12/17/16	\$1,425.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$65,735.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Watters, Shawn D.	Assistant Professor, Education/ Educational Foundations-Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$2,850.00 for the period (stipend)	Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$53,560.00/9 mo
Weinstein, Paul B.	Professor, History/History-Wayne College/Faculty (BUF)	08/29/16 12/17/16	\$2,375.00 for the period (stipend)	Extension of temporary administrative stipend for Area Coordinator and Distinguished Student Advisor duties; base salary is \$86,454.00/9 mo
Woods, Douglas B.	Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	08/29/16 05/13/17	\$7,200.00 9 mo (stipend)	Temporary administrative stipend for teaching 30 load hours; base salary is \$73,541.00/9 mo
		08/29/16 12/17/16	\$2,850.00 for the period (stipend)	Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$73,541.00/9 mo

Change

Tudor, Jarrod	Dean, Wayne College; Professor, Business Management Technology/Wayne College Dean's Office/Faculty	08/22/16	\$195,000.00 12 mo	Faculty rank and tenure granted
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**FULL-TIME EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Office of Advancement

Appointment/Reappointment

Schwartz, Shaina A.	Admissions Counselor/ Admissions/Staff	11/28/16	\$15.63 hourly	Appointment
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Division of Student Success

Separation

Hammett, Rita M.	Test Monitor/Office of Accessibility/Staff	11/22/16	\$12.23 hourly	Failure to successfully complete probationary period evaluation
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Vice President & General Counsel

Appointment/Reappointment

Mallo, Ted A.	General Counsel Emeritus; Professor of Practice, Education; Assistant Attorney General/Vice President & General Counsel/Staff	01/01/17	\$150.00 hourly	Part-time appointment
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Change

Mallo, Ted A.	Vice President & General Counsel Emeritus; Secretary, Board of Trustees; Professor of Practice, Education; Inspector General Liaison; Member, General Faculty; Assistant Attorney General; Chief Ethics Officer/Vice President & General Counsel/Contract Professional	12/31/16	\$158,404.00 12 mo	Title change, award of emeritus status; additional title of Professor of Practice, Education; relinquish additional title of Adjunct Associate Professor, Education
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Buchtel College of Arts & Sciences

Separation

Gessel, Robert	Professor of Instruction, Mathematics/Department of Mathematics/Faculty (BUF)	05/31/17	\$49,631.00 9 mo	Retirement
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College of Business Administration

Appointment/Reappointment

Gao, Lei	Assistant Professor, Accounting/ George W. Daverio School of Accountancy/Faculty (BUF)	08/28/17	\$147,000.00 9 mo	Appointment
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Neurer, Thaddeus A.	Assistant Professor, Accounting/ George W. Daverio School of Accountancy/Faculty (BUF)	08/28/17	\$147,000.00 9 mo	Appointment
<u>Separation</u>				
Villano, Michael C.	Associate Professor of Practice, Accounting/George W. Daverio School of Accountancy/Faculty (BUF)	11/01/16	\$70,000.00 9 mo	Resignation
LeBron James Family Foundation College of Education				
<u>Appointment/Reappointment</u>				
Scheuerman, Kelly M.	Interim Assistant Teacher - Center for Child Development/Center for Child Development/Staff	01/14/17 06/16/17	\$11.00 hourly	Temporary reappointment
College of Health Professions				
<u>Appointment/Reappointment</u>				
Stuck, Sheryl D.	Professor of Instruction, Nursing/ School of Nursing/Faculty (BUF)	01/17/17	\$60,000.00 9 mo	Appointment
School of Law				
<u>Appointment/Reappointment</u>				
Dowling, William D.	Visiting Assistant Professor, Law/Law - Instruction/Faculty	08/28/17 05/20/18	\$60,000.00 9 mo	Temporary reappointment
Oldfield, Charles W.	Visiting Assistant Professor, Legal Writing/Law - Instruction/Faculty	08/28/17 05/20/18	\$72,500.00 9 mo	Temporary reappointment
Woloschyn, Jennifer R.	Visiting Assistant Professor, Legal Writing/Law - Instruction/Faculty	08/28/17 05/20/18	\$72,500.00 9 mo	Temporary reappointment
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Marvel, Randall W.	Director, National Polymer Innovation Center/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	11/28/16	\$110,000.00 12 mo	Appointment
Ye, Changhuai	Postdoctoral Fellow/Department of Polymer Engineering/Staff	10/24/16 07/31/17	\$2,047.62 biweekly	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Pugh, Coleen	Professor, Polymer Science; Department Chair, Polymer Science/Department of Polymer Science/Faculty	01/01/17	\$194,333.00	Extension of temporary administrative stipend for Department Chair assignment; conversion of 10% of stipend to base salary; base salary change from \$192,976.00/12 mo; stipend change from \$13,566.00/12 mo
		12/31/17	12 mo (base)	
			\$11,870.00 12 mo (stipend)	

College of Applied Science & Technology

Appointment/Reappointment

Carpenter, Wesley A.	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	01/17/17 05/14/17	\$50,000.00 9 mo	Temporary reappointment
Haines, Michael W.	Visiting Assistant Professor, Business Technology/Division of Business & Information Technology/Faculty	01/17/17 05/14/17	\$52,000.00 9 mo	Temporary reappointment
Marquette, Ryan M.	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	01/17/17 05/14/17	\$50,000.00 9 mo	Temporary reappointment
Mastromatteo, Samuel	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	01/17/17 05/14/17	\$50,000.00 9 mo	Temporary reappointment
Ragins, Dennis J.	Visiting Assistant Professor, Public Service Technology/ Disaster Science & Emergency Services/Faculty	01/17/17 05/14/17	\$45,000.00 9 mo	Temporary reappointment
Rawlings, Paul R.	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	01/17/17 05/14/17	\$50,000.00 9 mo	Temporary reappointment
Smith, Bradley L.	Visiting Assistant Professor, Hospitality Management/Division of Business & Information Technology/Faculty	01/17/17 05/14/17	\$52,000.00 9 mo	Temporary reappointment
Smith, Stanley H.	Visiting Assistant Professor, Public Service Technology/ Disaster Science & Emergency Services/Faculty	01/17/17 05/14/17	\$47,277.00 9 mo	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Separation				
Brechbill, James L.	Associate Professor, Electronic Engineering Technology/Division of Engineering & Science Technology/Faculty (BUF)	11/01/16	\$61,700.00 9 mo	Resignation

<u>NAME</u>	<u>JOB/DEPT/ JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>COMMENTS</u>
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**FULL-TIME EMPLOYEE PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

OFFICE OF THE PRESIDENT

Change

Weinzierl, Barbara C.	Chief of Staff/Office of the President/Contract Professional	11/28/16	\$125,000.00 12 mo	Promotion; salary change from \$88,740.00/12 mo; title change from Assistant Dean, Strategic Initiatives & Admissions; department change from School of Law, Office of the Dean; relinquish temporary administrative stipend of \$7,000.00/12 mo
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VICE PRESIDENT & GENERAL COUNSEL

Change

Campbell, Scott M.	Associate General Counsel & Records Compliance Officer; Assistant Attorney General/Vice President & General Counsel/Contract Professional	01/01/17	\$119,240.00 12 mo	Salary change from \$114,240.00/12 mo for increased responsibilities due to restructuring of Office of General Counsel
Cook, M. Celeste	Vice President & General Counsel; Secretary, Board of Trustees; Chief Ethics Officer; Assistant Attorney General/Vice President & General Counsel/Contract Professional	01/01/17	\$191,647.00 12 mo	Promotion vice T. Mallo; salary change from \$166,647.00/12 mo; title change from Associate Vice President & Deputy General Counsel; relinquish Assistant Secretary, Board of Trustees additional title
Reilly, John J.	Associate Vice President & Deputy General Counsel; Assistant Secretary, Board of Trustees; Assistant Attorney General/Vice President & General Counsel/Contract Professional	01/01/17	\$160,000.00 12 mo	Promotion vice M. Cook; salary change from \$147,084.00/12 mo; title change from Associate Vice President & Associate General Counsel
Stasitis, Mark G.	Assistant General Counsel; Assistant Attorney General/Vice President & General Counsel/Contract Professional	01/01/17	\$100,000.00 12 mo	Promotion vice J. Reilly; salary change from \$91,760.00/12 mo; title change from Director, Labor Relations & Immigration Services; relinquish Deputy Appointing Authority and Title IX Coordinator additional titles; department change from Talent Development & Human Resources

BUCHTEL COLLEGE OF ARTS & SCIENCES

Separation

Bouchard, Constance B.	Distinguished Professor, History/Department of History/Faculty (BUF)	12/31/16	\$132,068.00 9 mo	Retirement
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<u>NAME</u>	<u>JOB/DEPT/ JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>COMMENTS</u>
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COLLEGE OF HEALTH PROFESSIONS

Separation

Mitzel, Annette R.	Director, Nursing Center for Community Health; Professor of Instruction, Nursing; Fellow, Institute for Life-Span Development & Gerontology/ School of Nursing/Faculty	12/31/16	\$82,635.00 12 mo	Retirement
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THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Matthew J. Wilson, dated December 7, 2016, 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

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2016

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Aquino, Antonina D	Associate Lecturer	Developmental Programs	3600.00	900.00	REH	Fall
Aquino, Antonina D	Associate Lecturer	Developmental Programs	3600.00	900.00	REH	Fall
Buttermore, Daniel L	Associate Lecturer	Developmental Programs	1600.00	800.00	REH	Fall
Collins, Pamela S	Senior Lecturer	Developmental Programs	1800.00	900.00	REH	Fall
Collins, Pamela S	Senior Lecturer	Developmental Programs	3600.00	900.00	REH	Fall
*Darrah, Patrick A	Senior Lecturer	Developmental Programs	2000.30	1000.15	REH	Fall
*Darrah, Patrick A	Senior Lecturer	Developmental Programs	6000.90	1000.15	REH	Fall
Eddy-Broadwater, Dontriette	Senior Lecturer	Developmental Programs	1697.44	848.72	REH	Fall
Eddy-Broadwater, Dontriette	Senior Lecturer	Developmental Programs	5092.32	848.72	REH	Fall
*Gruccio, Margaret I	Senior Lecturer	Developmental Programs	3983.92	995.98	REH	Fall
*Gruccio, Margaret I	Senior Lecturer	Developmental Programs	3983.92	995.98	REH	Fall
Knapp, Gary F	Senior Lecturer	Developmental Programs	1731.38	865.69	REH	Fall
Knapp, Gary F	Senior Lecturer	Developmental Programs	5194.14	865.69	REH	Fall
Lijoi, Marianna	Assistant Lecturer	Developmental Programs	1560.40	780.20	HIR	Fall
Marcum, Deborah N	Senior Lecturer	Developmental Programs	1731.38	865.69	REH	Fall
Marcum, Deborah N	Senior Lecturer	Developmental Programs	1731.38	865.69	REH	Fall
Mikolajczyk, Julia A	Assistant Lecturer	Developmental Programs	1520.94	760.47	REH	Fall
Murphy, Robert A	Senior Lecturer	Developmental Programs	1863.66	931.83	REH	Fall
Murphy, Robert A	Senior Lecturer	Developmental Programs	1863.66	931.83	REH	Fall
Plavan, Nancy L	Senior Lecturer	Developmental Programs	1648.00	824.00	REH	Fall
Swanson, Elisha V	Assistant Lecturer	Developmental Programs	2700.00	675.00	HIR	Fall
Tran, Vanthu T	Senior Lecturer	Developmental Programs	3296.00	824.00	REH	Fall
Tran, Vanthu T	Senior Lecturer	Developmental Programs	3296.00	824.00	REH	Fall
DIVISION OF STUDENT SUCCESS						
Citano, Bernadette	Assistant Lecturer	Office of Student Success	2400.00	800.00	DTA	Fall
Danckaert-Skovira, Alissa	Assistant Lecturer	Student Academic Success	6870.00	1145.00	HIR	Fall
DeBord, Carolyn N	Assistant Lecturer	Student Success Center	1600.00	800.00	HIR	Fall
Felton, Carolyn Clark	Assistant Lecturer	Student Success Center	1600.00	800.00	HIR	Fall
Franklin, Misty D	Assistant Lecturer	Ctr Acad Advising & Stu Succ	3200.00	800.00	DTA	Fall
Hicks, Bianca N	Assistant Lecturer	Office of Student Success	1600.00	800.00	REH	Fall
Lu, Qingjun	Assistant Lecturer	Student Academic Success	6645.51	738.39	DTA	Fall
Moton, Deidrinelle Rouse	Assistant Lecturer	Office of Student Success	3200.00	800.00	DTA	Fall
Slusarczyk, Cheryl A	Assistant Lecturer	Ctr Acad Advising & Stu Succ	3200.00	800.00	DTA	Fall
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Bell, Charles E	Associate Lecturer	History	1653.48	826.74	REH	Fall
Bell, Charles E	Associate Lecturer	History	1653.48	826.74	REH	Fall
Boal, John M	Senior Lecturer	Criminal Justice Studies	4800.00	800.00	HIR	Fall
Bowman, Christine L	Assistant Lecturer	History	4635.00	772.50	DTA	Fall
Bozin, Marie A	Associate Lecturer	Women's Studies	5400.00	900.00	DTA	Fall
Brndiar, John J	Assistant Lecturer	Music	1600.00	800.00	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Chapdelaine, Jiah C	Assistant Lecturer	Music	1800.00	900.00	DTA	Fall
Chapdelaine, Jiah C	Assistant Lecturer	Music	900.00	900.00	REH	Fall
Culley, Jacqueline C	Special Lecturer	English Language Institute	2600.00	650.00	HIR	Fall
Denton, Robert	Senior Lecturer	Criminal Justice Studies	2400.00	800.00	HIR	Fall
Dudack, Matthew John	Senior Lecturer	Music	5346.93	848.72	DTA	Fall
Easterling, Theodore Neil	Senior Lecturer	History	1981.90	990.95	REH	Fall
Eibel, Amy E	Assistant Lecturer	Art	703.38	703.38	HIR	Fall
Eichler, David L	Assistant Lecturer	History	1400.00	700.00	REH	Fall
*Foes, Annabelle M	Senior Lecturer	Geosciences	1166.99	1166.99	REH	Fall
*Foes, Annabelle M	Senior Lecturer	Geosciences	1166.99	1166.99	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2016

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Gonder,Mark H	Special Lecturer	Music	3685.19	752.08	DTA	Fall
Gonder,Mark H	Special Lecturer	Music	1504.16	752.08	REH	Fall
Graning,Gary A	Senior Lecturer	Music	7766.07	995.65	DTA	Fall
Holcomb,Timothy A	Senior Lecturer	Music	3330.00	900.00	REH	Fall
Holland Jr,William B	Assistant Lecturer	Criminal Justice Studies	2272.44	757.48	REH	Fall
Johal,Kalwant S	Associate Lecturer	History	1700.00	850.00	REH	Fall
Johal,Kalwant S	Associate Lecturer	History	1700.00	850.00	REH	Fall
Johal,Kalwant S	Associate Lecturer	History	1700.00	850.00	REH	Fall
*Jolly,Tucker R. R	Senior Lecturer	Music	4080.00	1200.00	REH	Fall
Kenney,Christopher J	Special Lecturer	History	3000.00	1000.00	HIR	Fall
Kikuchi,Mayumi	Senior Lecturer	Music	7877.80	1125.40	DTA	Fall
Kovach,Angela J	Assistant Lecturer	Family & Cons Sciences	1575.90	787.95	REH	Fall
Kushious,Paul Davidson	Special Lecturer	Music	2475.00	1100.00	REH	Fall
Kushious,Paul Davidson	Special Lecturer	Music	1100.00	1100.00	REH	Fall
Lackney,Lisa M	Associate Lecturer	History	3600.00	900.00	REH	Fall
Lauritsen,Kimberly Sue	Associate Lecturer	Music	3357.50	850.00	REH	Fall
Matanick,Brenda M	Assistant Lecturer	English Language Institute	5200.00	650.00	REH	Fall
McGuire,James Paul	Senior Lecturer	Communication	7964.40	995.55	DTA	Fall
Minocchi,Joseph	Associate Lecturer	Music	3160.00	800.00	REH	Fall
Miracle,Kathy A	Senior Lecturer	Communication	9900.00	1100.00	DTA	Fall
Miyashita,Monica Lee	Special Lecturer	History	1588.48	794.24	HIR	Fall
Newton,Dean A	Senior Lecturer	Music	2056.02	1028.01	REH	Fall
Newton,Dean A	Senior Lecturer	Music	4266.24	1028.01	REH	Fall
Novak,Julia P	Senior Lecturer	English Language Institute	6800.00	850.00	DTA	Fall
Peirce,Edward	Senior Lecturer	Family & Cons Sciences	995.55	995.55	REH	Fall
Polanka,William	Senior Lecturer	Music	9203.40	1022.60	DTA	Fall
Powell,Timothy W	Senior Lecturer	Music	509.23	848.72	REH	Fall
Powell,Timothy W	Senior Lecturer	Music	1697.44	848.72	REH	Fall
Richardson,Dionna D	Associate Lecturer	History	7200.00	900.00	REH	Fall
Scalambrino PhD, Frank	Senior Lecturer	Philosophy	3000.00	1000.00	HIR	Fall
Silverman,Laura	Senior Lecturer	Music	2981.22	1028.01	REH	Fall
Spoerndle,Regenia E	Associate Lecturer	Communication	8550.00	950.00	DTA	Fall
Ward,Jared A	Associate Lecturer	History	3500.00	875.00	HIR	Fall
Wehrmann,Rock	Special Lecturer	Music	902.49	752.08	REH	Fall
Wehrmann,Rock	Special Lecturer	Music	752.08	752.08	REH	Fall
Weyant,Thomas B	Senior Lecturer	History	6069.54	1011.59	REH	Fall
Whitacre, Tori L	Associate Lecturer	English	1952.00	800.00	PRO	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	800.00	800.00	REH	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	1280.00	800.00	DTA	Fall
Yu,Jin	Senior Lecturer	Music	2160.00	900.00	REH	Fall
COLLEGE OF BUSINESS ADMINISTRATION						
Freund,Elizabeth L	Assistant Lecturer	CBA Dean's Office	850.00	1700.00	REH	Fall
Hada MA,Julia	Assistant Lecturer	Marketing	850.00	850.00	REH	Fall
Hausknecht,Douglas R	Assoc Prof - Summer	Marketing	2193.75	1875.00	REH	Summer
Humphrey,Michael B	Assistant Lecturer	Accountancy	2400.00	1000.00	REH	Fall
Humphrey,Michael B	Assistant Lecturer	Accountancy	2700.00	1000.00	DTA	Fall
Kinaitis,Eric	Assistant Lecturer	Marketing	850.00	850.00	REH	Fall
Majers,Marc A	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
Shiban,Abbey P	Senior Lecturer	CBA Dean's Office	850.00	1700.00	REH	Fall
Staats,Jeffrey M	Assistant Lecturer	Marketing	850.00	850.00	REH	Fall
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION						
Gunkelman,Barbara A	Special Lecturer	Supervising Teachers	396.00	600.00	DTA	Fall
Hariq,Laura Ann	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	HIR	Summer
Jesiolowski,Bernard Stephan	Senior Lecturer	Counseling	1520.75	950.47	REH	Fall
Kostoff,Gigi M	Special Lecturer	Supervising Teachers	3564.00	600.00	DTA	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2016

Name	Title	Department	Amount	Term Rate	Action	Term
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION (Cont.)						
Kushner Benson,Susan Nan	Assoc Prof - Summer	Curr & Instr Studies	5625.00	1875.00	HIR	Summer
LaCroix,Brittany L	Assistant Lecturer	Curr & Instr Studies	3600.00	600.00	DTA	Fall
Meredith,Melissa M	Special Lecturer	Curr & Instr Studies	1800.00	600.00	HIR	Fall
Simenc,Cynthia M	Special Lecturer	Supervising Teachers	2574.66	780.20	DTA	Fall
COLLEGE OF ENGINEERING						
Andrews,Robert J	Senior Lecturer	Civil Engineering	3571.14	1190.38	REH	Fall
Arnold,William Allen	Associate Lecturer	Civil Engineering	1909.62	1591.35	REH	Fall
Cingoz,Fatih	Senior Lecturer	Electrical & Computer Engr	5760.00	1440.00	HIR	Fall
Goldberg,Robert K	Associate Lecturer	Civil Engineering	3999.99	1333.33	REH	Fall
Lewis,Gregory A	Senior Lecturer	Electrical & Computer Engr	3200.00	1600.00	HIR	Fall
COLLEGE OF HEALTH PROFESSIONS						
Appleby,Kathryn M	Special Lecturer	Allied Health Technology	1728.00	864.00	HIR	Fall
Baldwin,Leslie	Special Lecturer	Allied Health Technology	6912.00	864.00	REH	Fall
Beard,Kelly L	Special Lecturer	Nursing	4050.00	900.00	HIR	Fall
Beard,Kelly L	Special Lecturer	Nursing	4050.00	900.00	REH	Fall
Buchanan,Cheryl L	Senior Lecturer	Nursing	2400.00	1200.00	HIR	Fall
Burton,Mary S	Special Lecturer	Nursing	8100.00	900.00	HIR	Fall
DeBois,Kristen Cletzer	Assistant Lecturer	Nutrition & Dietetics	7200.00	720.00	REH	Fall
Deuble,Jennifer V	Assistant Lecturer	Speech-Lang Path & Audiology	3120.00	1000.00	DTA	Fall
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audiology	3019.11	1006.37	REH	Fall
Fleming,Mandy M	Associate Lecturer	Speech-Lang Path & Audiology	2970.00	1100.00	PRO	Fall
Haas,Marc	Asst Prof - Summer	Allied Health Technology	3250.00	1625.00	REH	Summer
Hart,Desiree L	Special Lecturer	Nursing	8100.00	900.00	HIR	Fall
Heller,Heather	Assistant Lecturer	Allied Health Technology	7200.00	800.00	REH	Fall
Hummel,Heidi B	Special Lecturer	Nursing	2700.00	900.00	REH	Fall
Jonas,Jay Christian	Senior Lecturer	Sport Science & Wellness Educ	4800.00	1200.00	DTA	Fall
Lehman,Virginia S	Special Lecturer	Nursing	4296.64	954.81	REH	Fall
Marella,Maria	Special Lecturer	Nursing	4050.00	900.00	REH	Fall
Miller,Yvonne M	Special Lecturer	Nutrition & Dietetics	2400.00	800.00	REH	Fall
Mori,Candace Lynn	Assistant Lecturer	Nursing	2750.00	1100.00	HIR	Fall
Pardee,Marcy Maureen	Assistant Lecturer	Allied Health Technology	4944.00	824.00	DTA	Fall
Primer,Kevin	Special Lecturer	Nursing	4050.00	900.00	HIR	Fall
Questel,Gloria A	Assistant Lecturer	Social Work	4800.00	800.00	HIR	Fall
Reed,Kathleen B	Special Lecturer	Nursing	5400.00	900.00	DTA	Fall
Ruhlin,Susan	Associate Lecturer	Speech-Lang Path & Audiology	5031.85	1006.37	REH	Fall
Sapola,Brian M	Associate Lecturer	Allied Health Technology	4050.00	1350.00	HIR	Fall
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	4500.00	1500.00	REH	Fall
WILLIAMS HONORS COLLEGE						
Augustine,Joseph R	Senior Lecturer	Williams Honors Col Dean's Off	6303.60	1050.60	DTA	Fall
Pollock,Heather N	Senior Lecturer	Williams Honors Col Dean's Off	6600.00	1100.00	DTA	Fall
SCHOOL OF LAW						
*Carro,J. Dean	Senior Lecturer	Law - Instruction	9999.99	3333.33	REH	Fall
Fuller,Brian J	Senior Lecturer	Law - Instruction	4999.98	1666.66	HIR	Fall
Huhn,Wilson R	Senior Lecturer	Law - Instruction	20000.00	5000.00	HIR	Fall
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY						
Besch,Ann M	Senior Lecturer	Engineering & Science Tech	5999.22	999.87	REH	Fall
Brown,Fannie L	Senior Lecturer	Applied General & Tech Studies	1731.38	865.69	REH	Fall
Crawford,Sandie L	Senior Lecturer	Applied General & Tech Studies	3700.00	925.00	DTA	Fall
Crawford,Sandie L	Senior Lecturer	Applied General & Tech Studies	3700.00	925.00	REH	Fall
Edmonds,Clarence D	Special Lecturer	Business & Info Technology	6059.84	757.48	DTA	Fall
Goldstein,Innara T	Associate Lecturer	Applied General & Tech Studies	1664.00	832.00	REH	Fall
Greenwald,Ronald M	Senior Lecturer	Business & Info Technology	8820.00	980.00	PRO	Fall
Haiduc,Dana	Senior Lecturer	Applied General & Tech Studies	1800.00	900.00	REH	Fall
Haiduc,Dana	Senior Lecturer	Applied General & Tech Studies	1800.00	900.00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2016

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)						
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	3895.64	973.91	REH	Fall
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	3895.64	973.91	REH	Fall
Hazlett,William J	Senior Lecturer	Applied General & Tech Studies	1800.00	900.00	REH	Fall
Johnson,Richard K	Senior Lecturer	Applied General & Tech Studies	2800.23	933.41	REH	Fall
Johnson,Richard K	Senior Lecturer	Applied General & Tech Studies	1866.82	933.41	REH	Fall
Johnson,Richard K	Senior Lecturer	Applied General & Tech Studies	3733.64	933.41	REH	Fall
Julius,Gregory M	Senior Lecturer	Applied General & Tech Studies	7875.00	875.00	REH	Fall
Kotran,Mona F	Assistant Lecturer	Applied General & Tech Studies	1442.00	721.00	REH	Fall
Kotran,Mona F	Assistant Lecturer	Applied General & Tech Studies	1442.00	721.00	REH	Fall
Kropff,Janet S	Professor-Summer	Business & Info Technology	8531.25	2625.00	DTA	Summer
Lane,Amelia R	Senior Lecturer	Applied General & Tech Studies	1600.00	800.00	REH	Fall
Lane,Amelia R	Senior Lecturer	Applied General & Tech Studies	1600.00	800.00	REH	Fall
Mehok Jr,Richard Pete	Associate Lecturer	Business & Info Technology	2700.96	900.32	REH	Fall
Mehok Jr,Richard Pete	Associate Lecturer	Business & Info Technology	2700.96	900.32	REH	Fall
Moore,Hope Michelle	Senior Lecturer	Applied General & Tech Studies	1600.00	800.00	REH	Fall
Moore,Hope Michelle	Senior Lecturer	Applied General & Tech Studies	3200.00	800.00	REH	Fall
Nwa,Willia L	Senior Lecturer	Applied General & Tech Studies	3607.08	901.77	REH	Fall
Nwa,Willia L	Senior Lecturer	Applied General & Tech Studies	3607.08	901.77	REH	Fall
Parry,David S	Senior Lecturer	Business & Info Technology	2673.75	891.25	REH	Fall
Pruitt,Lorraine	Assistant Lecturer	Business & Info Technology	2760.00	920.00	REH	Fall
Pruitt,Lorraine	Assistant Lecturer	Business & Info Technology	2760.00	920.00	REH	Fall
Stang,Jean M	Senior Lecturer	Applied General & Tech Studies	2661.81	887.27	REH	Fall
Stang,Jean M	Senior Lecturer	Applied General & Tech Studies	2661.81	887.27	REH	Fall
Stokes,Polly A	Senior Lecturer	Applied General & Tech Studies	2970.42	990.14	REH	Fall
Vogel,Susan B	Senior Lecturer	Applied General & Tech Studies	7304.31	811.59	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	Applied General & Tech Studies	4033.64	1008.41	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	Applied General & Tech Studies	4033.64	1008.41	REH	Fall
Wallace,Deborah M	Associate Lecturer	Applied General & Tech Studies	1500.00	750.00	REH	Fall
Wallace,Deborah M	Associate Lecturer	Applied General & Tech Studies	3000.00	750.00	REH	Fall
Whitacre,Tori L	Associate Lecturer	Applied General & Tech Studies	2400.00	800.00	PRO	Fall
WAYNE COLLEGE						
Abel,Patti	Special Lecturer	Psychology-Wayne	2661.93	887.31	HIR	Fall
Butts,Theresa A	Special Lecturer	Business & Office Tech-Wayne	2235.06	745.02	REH	Fall
Butts,Theresa A	Special Lecturer	Business & Office Tech-Wayne	2235.06	745.02	REH	Fall
Calabrese,Aliisa A	Special Lecturer	Biology-Wayne	997.20	722.61	HIR	Fall
Carlin,Eric R	Senior Lecturer	English-Wayne	6243.58	891.94	PRO	Fall
Carlin,Eric R	Senior Lecturer	Developmental Programs-Wayne	1783.88	891.94	PRO	Fall
Carmichael,Stephen	Special Lecturer	Developmental Programs-Wayne	7172.80	896.60	DTA	Fall
Conklin,Michael W	Senior Lecturer	Geosciences-Wayne	888.08	888.08	REH	Fall
Dean,Megan L	Assistant Lecturer	Sport Sci & Well Educ Wayne	730.93	730.93	REH	Fall
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	3118.86	1039.62	REH	Fall
Huth MA,Brian R	Associate Lecturer	Philosophy-Wayne	2357.46	785.82	DTA	Spring
Huth MA,Brian R	Associate Lecturer	Philosophy-Wayne	4714.92	785.82	PAY	Fall
Jackson,Barbara L	Assistant Lecturer	Sport Sci & Well Educ Wayne	2186.67	728.89	DTA	Fall
Kandiko,Charles T	Senior Lecturer	Biology-Wayne	868.32	1157.76	HIR	Fall
Karwowski,Marcia Ann	Assistant Lecturer	Busn Management Tech - Wayne	2066.91	688.97	HIR	Fall
Karwowski,Marcia Ann	Assistant Lecturer	Economics-Wayne	2066.91	688.97	HIR	Fall
Klotzle,Paul R	Assistant Lecturer	Developmental Programs-Wayne	2763.36	690.84	HIR	Fall
Klotzle,Paul R	Assistant Lecturer	Developmental Programs-Wayne	2763.36	690.84	HIR	Fall
Lehman,Joanne	Associate Lecturer	English-Wayne	4753.32	792.22	DTA	Fall
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	1906.24	953.12	REH	Fall
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	1906.24	953.12	REH	Fall
Moss Jr,Albert J	Assistant Lecturer	Sport Sci & Well Educ Wayne	688.97	688.97	REH	Fall
Norwood,Theresa Y	Senior Lecturer	Family & Consumer Sci-Wayne	2689.56	1022.65	HIR	Fall
Nussbaum,Karita J	Senior Lecturer	Psychology-Wayne	2661.93	887.31	HIR	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2016

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE (Cont.)						
Riley, Thomas C	Senior Lecturer	Sociology-Wayne	2671.20	890.40	HIR	Fall
San, Kyu Kyu	Assistant Lecturer	Biology-Wayne	62.00	688.97	REH	Fall
San, Kyu Kyu	Assistant Lecturer	Biology-Wayne	454.72	688.97	REH	Fall
*Smith, Forrest	Senior Lecturer	Geosciences-Wayne	1149.22	1149.22	REH	Fall
*Smith, Forrest	Senior Lecturer	Geosciences-Wayne	1149.22	1149.22	REH	Fall
Teckman, Thomas E	Assistant Lecturer	English-Wayne	2128.92	709.64	REH	Fall
Vansickle, Kenneth R	Senior Lecturer	Economics-Wayne	2963.25	987.75	REH	Fall
Waldenmaier, Jacob	Senior Lecturer	Philosophy-Wayne	5330.04	888.34	REH	Fall
Waldenmaier, Jacob	Senior Lecturer	Philosophy-Wayne	2665.02	888.34	HIR	Fall
*Warrick, John David	Senior Lecturer	Mathematics-Wayne	4419.88	1104.97	DTA	Fall
Weckesser, Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	757.01	757.01	REH	Fall
Weckesser, Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	1514.02	757.01	REH	Fall

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING SPRING/SUMMER/FALL 2016;
SPRING/SUMMER 2017**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS								
Arvin,Ryan	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$1,500.00	HIR	1XP
Arvin,Ryan	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Brenner,Kevin	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$700.00	HIR	1XP
Brenner,Kevin	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Bromall,Bonnie	Athletics Game & Events Asst	Athletics	STA	9/24/2016	6/30/2017	\$8.50	HIR	TMP
Brown,Michael	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$750.00	HIR	1XP
Brown,Michael	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Buckey,Holly	Athletics Game & Events Asst	Athletics	STA	8/1/2016	6/30/2017	\$8.50	HIR	TMP
Crawford,Ian A	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$1,300.00	HIR	1XP
Dipold,Edward	Athletics Game & Events Asst	Athletics	STA	9/29/2016	9/29/2016	\$1,468.00	REH	1XP
Dugan,Karen A	Athletics Game & Events Asst	Athletics	STA	10/8/2016	6/30/2017	\$8.50	HIR	TMP
Emegano,Ike	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$650.00	HIR	1XP
Emegano,Ike	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Emmett,Robert	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$1,400.00	HIR	1XP
Emmett,Robert	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Fiocca,Patrick D	Athletics Game & Events Asst	Athletics	STA	9/23/2016	9/23/2016	\$100.00	REH	1XP
Fiocca,Patrick D	Athletics Game & Events Asst	Athletics	STA	10/14/2016	10/14/2016	\$100.00	REH	1XP
Flynn,Michael	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$650.00	HIR	1XP
Flynn,Michael	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Haas,Martha E	Athletics Game & Events Asst	Athletics	STA	10/8/2016	6/30/2017	\$8.50	HIR	TMP
Hoon,Allan M	Dir Athletics Ops & Events	Athletics	CP	9/18/2016	9/18/2016	\$500.00	REH	1XP
Hudock,Diana L	Athletics Game & Events Asst	Athletics	STA	10/8/2016	6/30/2017	\$8.50	HIR	TMP
Kareem,Olutimi A	Athletics Game & Events Asst	Athletics	STA	8/1/2016	6/30/2017	\$10.00	PAY	OTH
Locricchio,Matt	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$1,300.00	HIR	1XP
Locricchio,Matt	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Pannucci,Elizabeth Jane	Mgr Athletics Ops & Events	Athletics	CP	7/23/2016	7/23/2016	\$241.12	REH	1XP
Payne,Chad E	Athletics Game & Events Asst	Athletics	STA	8/22/2016	6/30/2017	\$10.00	HIR	TMP
Schmidt,Attila	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$700.00	HIR	1XP
Schmidt,Attila	Camp Worker	Athletics	STA	9/1/2016	9/1/2016	\$250.00	REH	1XP
Sheehan,Donald P	Camp Worker	Athletics	STA	7/1/2016	7/1/2016	\$1,800.00	REH	1XP
Shipley,Adam M	Athletics Game & Events Asst	Athletics	STA	9/24/2016	6/30/2017	\$10.00	HIR	TMP
Slawson,Oliver M	Camp Worker	Athletics	STA	7/10/2016	7/10/2016	\$750.00	HIR	TMP
Stott,Nancy S	Camp Worker	Athletics	STA	1/1/2017	12/31/2017	\$19.65	REA	TMP
Ung,Victoria	Spirit Team Head Coach	Athletics	CP		12/31/2016	12000.00	TER	RES
Westover,Glenn	Athletics Game & Events Asst	Athletics	STA	10/8/2016	6/30/2017	\$8.50	HIR	TMP
Westover,Rosemarie	Athletics Game & Events Asst	Athletics	STA	10/8/2016	6/30/2017	\$8.50	HIR	TMP
Yeager,S. Kelci	Mgr Athletics Ops & Events	Athletics	CP	9/10/2016	9/10/2016	\$250.00	REH	1XP
OFFICE OF ACADEMIC AFFAIRS								
Austin,Gerald J	Lecturer	UA Solutions	FAC	9/4/2016	12/24/2016	\$20,000.00	REH	TMP
Baughman,Nickolas G	Lecturer	UA Solutions	FAC	8/29/2016	12/22/2016	\$18,000.00	DTA	OTH
Benshoff,William J	Musician	Office of Academic Affairs	CP	8/20/2016	8/20/2016	\$150.00	HIR	1XP
Bodenhamer,Judith M	Lecturer	UA Solutions	FAC	9/25/2016	11/12/2016	\$3,000.00	REH	TMP
Conte,Michael A	Musician	Office of Academic Affairs	CP	8/20/2016	8/20/2016	\$150.00	HIR	1XP
Ekmark,Sabrina L	National Guard Recruiting	Military Science & Leadership	STA	9/15/2016	9/15/2017	\$0.00	HIR	TMP
*Foster Jr,Sidney C	Assoc Provost Faculty Relation	Office of Academic Affairs	CP	7/1/2016	6/30/2017	\$50,000.00	DTA	TTL
Hewit,Kimberly M	Lecturer	UA Solutions	FAC	10/16/2016	12/3/2016	\$680.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	8/29/2016	10/1/2016	\$625.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	10/16/2016	11/19/2016	\$625.00	REH	TMP
Kandray,Daniel E	Lecturer	UA Solutions	FAC	8/29/2016	12/22/2016	\$6,000.00	HIR	TMP
Liu,Xiuhua	Research Assoc	Office of Academic Affairs	STA	9/13/2016	9/13/2017	\$0.00	HIR	TMP
Lukach,Thomas F	Lecturer	UA Solutions	FAC	8/29/2016	12/22/2016	\$18,200.00	REH	TMP
Martin,Robert D	Lecturer	UA Solutions	FAC	8/29/2016	11/26/2016	\$3,160.00	REH	TMP
Miller,Christine M	Lecturer	UA Solutions	FAC	8/15/2016	10/30/2016	2,250.00	DTA	OTH
Powell,James R	Lecturer	UA Solutions	FAC	10/2/2016	10/22/2016	\$175.00	HIR	TMP
Prokop,Alexander D	Musician	Office of Academic Affairs	CP	8/20/2016	8/20/2016	\$150.00	HIR	1XP

* Retiree

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ACADEMIC AFFAIRS (Cont.)								
Prokop, Jacob M	Musician	Office of Academic Affairs	CP	8/20/2016	8/20/2016	\$150.00	HIR	1XP
Snow, Susan M	Lecturer	UA Solutions	FAC	8/28/2016	10/8/2016	\$680.00	REH	TMP
Tromp II, Robert G	National Guard Recruiting	Military Science & Leadership	STA	9/15/2016	9/15/2017	\$0.00	REH	TMP
Ugalde, Francisca Beatriz	Research Asst	Psychology Archives	STA	10/5/2016	6/6/2017	\$26.00	REH	TMP
Welch, Cheryl A	Lecturer	UA Solutions	FAC	8/14/2016	8/20/2016	\$455.00	REH	TMP
Younessi, Theodore A	Lecturer	UA Solutions	FAC	9/11/2016	9/17/2016	\$292.50	REH	TMP
DIVISION OF STUDENT SUCCESS								
Brown, Janell E	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$22.00	REH	TMP
Hubert, Douglas	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$22.00	REH	TMP
Mullet, Matthew D	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$22.00	REH	TMP
Patel, Shirali Y	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$20.00	REH	TMP
Roebuck, Sandra	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$22.00	REH	TMP
Sanders, Kimberly	Tutor AAP	Acad Achievement Programs	STA	10/4/2016	5/19/2017	\$20.00	REH	TMP
VICE PRESIDENT FOR FINANCE & ADMINISTRATION/CFO								
*Smith, Lois Marie	Accountant	Assoc VP & Controller	CP	9/1/2016	5/27/2017	\$36,129.00	REA	TMP
*Smith, Lois Marie	Accountant	Assoc VP & Controller	CP	9/26/2016	10/9/2016	\$36,129.00	LOA	OTH
GRADUATE SCHOOL								
Day, Karen L	Project/Grant Consultant	Office of Research Admin	STA	9/1/2015	12/31/2016	\$0.00	REA	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Antonucci, Sally M	Associate Lecturer	Family & Cons Sciences	FAC	12/15/2016	12/15/2016	\$1,000.00	REH	1XP
Callanan, Valerie J	Adjunct Asst Prof	Sociology	FAC	8/29/2016	12/10/2016	\$0.00	HIR	TMP
Denman, Megan A	Accompanist	Music	CP	8/29/2016	12/24/2016	\$8,000.00	REH	TMP
Eichman, Kay E	Lecturer	Dance Institute	FAC	8/29/2016	12/22/2016	\$1,348.27	REH	TMP
Espanol, Malena I	Asst Prof - Summer	Mathematics	FAC	7/1/2016	8/31/2016	\$7,994.00	REH	TMP
Finn, Mary Kay	Lecturer	Dance Institute	FAC	8/29/2016	12/22/2016	\$1,789.76	REH	TMP
Kolodziej, Matthew	Professor-Summer	Art	FAC	7/1/2016	7/31/2016	\$9,185.27	HIR	TMP
Lee, Matthew T	Professor-Summer	Sociology	FAC	6/13/2016	7/16/2016	\$2,500.00	REH	TMP
Lehman, Julie Ann	Accompanist	Music	STA	9/28/2016	6/30/2017	\$20.00	HIR	TMP
Lytton, Alec S	Lecturer	Dance Institute	FAC	8/29/2016	12/22/2016	\$682.08	REH	TMP
Lytton, Kathryn M	Lecturer	Dance Institute	FAC	8/29/2016	12/22/2016	\$3,282.51	REH	TMP
McClellan, Marissa L	Special Lecturer	Art	FAC	8/31/2016	9/10/2016	\$514.00	PAY	OTH
McClellan, Marissa L	Special Lecturer	Art	FAC	10/13/2016	10/13/2016	\$856.00	PAY	OTH
Miller, Ryan A	Lecturer	Music	FAC	9/3/2016	11/9/2016	\$900.00	REH	TMP
Niewiarowski, Peter H	Professor-Summer	Biology	FAC	8/1/2016	8/31/2016	\$10,547.65	REH	TMP
Opoku-Agyeman, Chris	Research Asst	Bliss Institute	STA	9/27/2016	12/16/2016	\$12.50	REH	TMP
Schullo, Julie M	Lecturer	Dance Institute	FAC	8/29/2016	12/22/2016	\$1,678.95	REH	TMP
Silverman, Laura	Accompanist	Music	CP	8/29/2016	12/24/2016	\$8,400.00	REH	TMP
Stewart, Kara M	Director	Dance, Theatre & Arts Admin	FAC	8/29/2016	12/24/2016	\$2,016.00	REH	TMP
Tessier, Claire A	Professor-Summer	Chemistry	FAC	8/1/2016	8/31/2016	\$6,275.84	REH	TMP
Wesdemiotis, Chrys	Distinguished Prof - Summer	Chemistry	FAC	8/1/2016	8/31/2016	13,907.83	DTA	OTH
Whitman, Linda G	Visiting Research Scholar	Anthropology & Classical St	STA	9/1/2016	8/31/2017	\$0.00	HIR	TMP
Wilber, J. Patrick	Assoc Prof - Summer	Mathematics	FAC	7/1/2016	8/31/2016	\$9,046.00	REH	TMP
Yasutake, Deborah M	Accompanist	Music	CP	8/29/2016	12/24/2016	\$14,400.00	REH	TMP
Yu, Jin	Accompanist	Music	CP	8/29/2016	12/24/2016	\$4,800.00	REH	TMP
COLLEGE OF BUSINESS ADMINISTRATION								
Lee, Kwangwoo	Visiting Research Scholar	Accountancy	STA	8/29/2016	7/31/2017	\$0.00	HIR	TMP
Lee, Yeoungil	Visiting Research Scholar	Accountancy	STA	8/29/2016	7/31/2017	\$0.00	HIR	TMP
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION								
*Foster, Harold M	Senior Lecturer	Curr & Instr Studies	FAC	8/29/2016	12/22/2016	\$1,500.00	REH	TMP
Koskey, Kristin L	Assoc Prof	Educ Found & Leadership	FAC	9/19/2016	9/28/2016	\$1,978.87	HIR	TMP
Stevic, Erin R	Grant Project Coord	Curr & Instr Studies	STA	9/27/2016	7/31/2017	\$18.00	HIR	TMP

* Retiree

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF ENGINEERING								
Abbas,Ala R	Assoc Prof - Summer	Civil Engineering	FAC	6/1/2016	8/31/2016	\$600.00	REH	TMP
Amini,Rouzbeh	Asst Prof - Summer	Biomedical Engineering	FAC	6/1/2016	8/31/2016	\$450.00	HIR	TMP
Bahrami,Hamid R	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2016	8/31/2016	\$900.00	REH	TMP
Batur,Celal	Professor-Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$150.00	REH	TMP
Bell,Brett M	Engineering Technician Sr	Civil Engineering	STA	8/30/2016	8/30/2016	\$1,000.00	REH	1XP
Choi,Seungdeog	Asst Prof - Summer	Electrical & Computer Engr	FAC	7/1/2016	8/27/2016	\$13,262.00	REH	TMP
Cong,Hongbo	Asst Prof - Summer	Chemical & Biomolecular Engr	FAC	6/1/2016	8/31/2016	\$450.00	HIR	TMP
Du,Jingjing	Visiting Research Scholar	Chemical & Biomolecular Engr	STA	10/24/2016	10/8/2017	\$0.00	HIR	TMP
Evans,Edward A	Assoc Prof - Summer	Chemical & Biomolecular Engr	FAC	6/1/2016	8/31/2016	\$900.00	REH	TMP
Farhad,Siamak	Asst Prof - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$1,200.00	HIR	TMP
Garafolo,Nicholas Gordon	Asst Prof - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$900.00	REH	TMP
Hensley,Darlene Ruth	ITEST Proj Coord	Engineering Dean's Office	STA		10/21/2016	21.50	TER	RES
Houston,James R	Postdoctoral Research Assoc	Mechanical Engineering	STA	8/18/2016	8/18/2016	\$1,461.54	HIR	1XP
Lee,Kye-Shin	Asst Prof - Summer	Electrical & Computer Engr	FAC	6/1/2016	8/31/2016	\$1,500.00	REH	TMP
Liu,Heng	Research Scholar	Civil Engineering	STA	9/15/2016	8/31/2017	\$0.00	HIR	TMP
Madad,Reza	Senior Inst - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$1,350.00	HIR	TMP
Maleki Pirbazari,Mehdi	Research Assoc	Electrical & Computer Engr	STA	9/1/2016	11/30/2016	\$15.31	DTA	FTP
Mittal,Gaurav	Assoc Prof - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$600.00	HIR	TMP
Newby,Bi-min Zhang	Professor-Summer	Chemical & Biomolecular Engr	FAC	6/1/2016	8/31/2016	\$300.00	REH	TMP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	8/1/2016	8/31/2016	\$981.25	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/1/2016	9/1/2016	\$581.25	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/14/2016	9/14/2016	\$285.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/27/2016	9/27/2016	\$90.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/29/2016	9/29/2016	\$600.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	8/1/2016	10/20/2016	\$105.00	REH	1XP
Puskas,Judit E	Professor-Summer	Chemical & Biomolecular Engr	FAC	6/1/2016	8/31/2016	\$150.00	REH	TMP
Quinn,Donald D	Professor-Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$600.00	REH	TMP
Sawyer,Scott D	Assoc Prof - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$1,050.00	REH	TMP
Tran,Huu Nghi	Asst Prof - Summer	Electrical & Computer Engr	FAC	6/1/2016	8/31/2016	\$750.00	HIR	TMP
Truesdell,Sharon L	Laboratory Assistant	Biomedical Engineering	STA	8/27/2016	8/27/2016	\$4,500.00	HIR	1XP
Veillette,Robert J	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2016	8/31/2016	\$1,650.00	REH	TMP
Veillette,Robert J	Assoc Prof - Summer	Electrical & Computer Engr	FAC	7/1/2016	7/31/2016	\$6,080.00	REH	TMP
Verstraete,Mary C	Assoc Prof - Summer	Biomedical Engineering	FAC	6/1/2016	8/31/2016	\$1,500.00	REH	TMP
Wang,Guo-Xiang	Assoc Prof - Summer	Mechanical Engineering	FAC	6/1/2016	8/31/2016	\$300.00	REH	TMP
*Weidknecht,Marcia Elaine	Research Asst	Chemical & Biomolecular Engr	STA	1/1/2017	12/31/2017	\$0.00	REA	TMP
*Welch,John T	Senior Lecturer	Electrical & Computer Engr	FAC	6/1/2016	8/31/2016	\$600.00	REH	TMP
Xiao,Shengwei	Visiting Research Scholar	Chemical & Biomolecular Engr	STA	9/15/2016	4/30/2017	\$0.00	HIR	TMP
Xu,Lijian	Visiting Research Scholar	Chemical & Biomolecular Engr	STA	10/1/2016	9/30/2017	\$0.00	HIR	TMP
Zhang,Jibiao	Visiting Research Scholar	Chemical & Biomolecular Engr	STA	10/1/2016	9/30/2017	\$0.00	HIR	TMP
COLLEGE OF HEALTH PROFESSIONS								
Betts,Melody A	Adjunct Asst Prof	Nursing	FAC	11/30/2016	11/30/2021	\$0.00	HIR	TMP
Boyer,Joan K.	Registered Nurse-PT	Health Services	STA	1/1/2017	6/30/2017	\$27.00	REA	TMP
Epperson,Dahmere A	Events Assistant	Nursing	STA	10/15/2016	10/15/2016	\$200.00	HIR	1XP
Granger,Nancy M	Registered Nurse	Health Services	STA		10/31/2016	24.23	TER	RET
Graor,Christine H	Assoc Prof - Summer	Nursing	FAC	6/1/2016	6/30/2016	\$4,357.00	HIR	TMP
Marshall,Diana M	Assistant Lecturer	Nursing	FAC	7/1/2016	8/31/2016	\$4,009.33	REH	TMP
Snyder,Ila J	Business Mgr Audio&Speech Ctr	Speech-Lang Path & Audiology	CP	9/1/2016	1/31/2017	\$1,500.00	REH	TMP
White,Rodney D	Adjunct Clinical Instructor	Nursing	FAC	9/30/2016	9/30/2021	\$0.00	HIR	TMP
SCHOOL OF LAW								
Nichols,Russel Thomas	Senior Lecturer	Law - Instruction	FAC	10/1/2016	9/30/2017	\$3,224.00	PAY	OTH
Sahl,Joann Marie	Assoc Prof - Summer	Law - Instruction	FAC	7/1/2016	8/31/2016	\$3,780.00	REH	TMP
Zindle,Paul E	Interim Program Director	Law Dean's Office	STA	8/21/2016	8/28/2016	\$31.00	REA	TMP

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
*Cakmak,Mukerrem	Adjunct Professor	Polymer Engineering	FAC	9/2/2016	9/2/2019	\$0.00	HIR	TMP
Dick,John S	Lecturer	Polymers Dean's Office	FAC	9/26/2016	9/29/2016	\$4,000.00	REH	TMP
Dutta,Binay K	Tech Module Dev/Trainer	Polymers Dean's Office	CP	8/25/2016	12/16/2016	\$15,000.00	HIR	SWV
Dutta,Binay K	Adjunct Professor	Polymer Engineering	FAC	8/29/2016	12/17/2016	\$0.00	HIR	TMP
Garcia,Guillermina C	Visiting Research Scientist	Polymer Science	STA	10/10/2016	5/31/2017	\$0.00	HIR	TMP
Gong,Xinghou	Visiting Scholar	Polymer Engineering	STA	9/10/2016	9/9/2017	\$0.00	HIR	TMP
Hamed,Gary R	Lecturer	Polymers Dean's Office	FAC	10/6/2016	10/7/2016	\$2,400.00	HIR	TMP
Hamilton,Claudia M	Research Trainee	Polymer Science	STA	10/10/2016	5/31/2017	\$0.00	HIR	TMP
*Isayev,Avraam I	Adjunct Professor	Polymer Engineering	FAC	9/1/2016	8/31/2017	\$0.00	REA	TMP
Iuchi,Tomomi	Visiting Research Scholar	Polymer Science	STA		9/30/2016	0.00	TER	RES
Khanal,Kiran	Visiting Scholar	Polymer Science	STA	9/30/2016	9/30/2017	\$0.00	REA	TMP
Liu,Gengxin	Visiting Research Fellow	Polymer Science	STA	10/31/2016	10/29/2017	\$0.00	REA	TMP
Min,Younjin	Asst Prof - Summer	Polymer Engineering	FAC	7/1/2016	8/9/2016	\$13,431.71	REH	TMP
Seiple,Robert H	Lecturer	Polymers Dean's Office	FAC	10/3/2016	10/4/2016	\$2,000.00	REH	TMP
Sharma,Vaishnavi	Laboratory Assistant	Polymer Science	STA	9/19/2016	5/14/2017	\$0.00	HIR	TMP
Steiner,Matthew	Research Asst	Polymer Science	STA	9/27/2016	1/1/2017	\$14.00	REA	TMP
Xu,Wenzhan	Visiting Scholar	Polymer Engineering	STA	10/17/2016	10/15/2017	\$0.00	HIR	TMP
Zhao,Lizhi	Visiting Scholar	Polymer Engineering	STA	10/1/2016	9/30/2017	\$0.00	HIR	TMP
Zvonikna,Irina	Postdoctoral Fellow	Polymer Engineering	STA	10/20/2016	4/20/2017	\$24.30	PAY	OTH
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY								
Abbott,Brian D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	10/1/2016	\$480.00	REH	TMP
Ager,Brad E	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/29/2016	10/15/2016	\$630.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	4/4/2016	4/30/2016	\$450.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	5/2/2016	8/27/2016	\$261.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	10/1/2016	\$342.00	REH	TMP
Anderson,Robert	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	9/3/2016	\$1,140.00	REH	TMP
Anderson,Robert	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/29/2016	10/1/2016	\$480.00	REH	TMP
Anderson,Robert	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	11/19/2016	\$570.00	REH	TMP
Armsey,Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	10/15/2016	\$1,200.00	REH	TMP
Bechtel,Harvey	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	9/24/2016	\$720.00	REH	TMP
Bower,Chris L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	9/10/2016	\$120.00	REH	TMP
Breiding,Eric S	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$360.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/8/2016	8/13/2016	\$450.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	9/10/2016	\$120.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/17/2016	10/22/2016	\$75.00	REH	TMP
Celinski,Paul	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/8/2016	8/13/2016	\$420.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/1/2016	9/3/2016	\$1,120.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/29/2016	10/1/2016	\$970.00	REH	TMP
Compton,Joshua L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/8/2016	8/20/2016	\$210.00	REH	TMP
Compton,Joshua L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/3/2016	10/8/2016	\$120.00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/15/2016	9/17/2016	\$270.00	REH	TMP
Darrow,Louis A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	9/17/2016	\$480.00	REH	TMP
Davis Jr,Jack H	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/26/2016	10/8/2016	\$330.00	HIR	TMP
DiMartino,Heaven R	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	9/3/2016	\$750.00	REH	TMP
DiMartino,Heaven R	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/29/2016	9/10/2016	\$840.00	HIR	TMP
DiMartino,Heaven R	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	10/1/2016	\$870.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/1/2016	8/27/2016	\$486.00	REH	TMP
Elton III,Thomas	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	9/3/2016	\$960.00	REH	TMP
Franklin,Jeffrey A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/3/2016	10/8/2016	\$480.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/8/2016	8/13/2016	\$480.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/29/2016	9/10/2016	\$175.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/19/2016	9/24/2016	\$175.00	REH	TMP
George,Glen	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	9/24/2016	\$540.00	REH	TMP
George,Glen	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/17/2016	10/22/2016	\$960.00	REH	TMP

* Retiree

12/07/16 NONCREDIT.1

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING SPRING/SUMMER/FALL 2016;
SPRING/SUMMER 2017**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	3/28/2016	7/23/2016	\$1,755.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	10/1/2016	\$630.00	REH	TMP
Hart,Todd C	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	10/8/2016	\$720.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	12/10/2016	\$7,500.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	8/27/2016	\$810.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	10/1/2016	\$525.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$120.00	REH	TMP
Klink,MaryBeth I	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/3/2016	10/15/2016	\$480.00	REH	TMP
Knisley,Thomas D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	9/24/2016	\$615.00	HIR	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	9/3/2016	\$150.00	REH	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/12/2016	9/24/2016	\$600.00	REH	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/17/2016	10/22/2016	\$480.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	8/27/2016	\$300.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	10/1/2016	\$660.00	REH	TMP
Mayer,Kevin A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	9/10/2016	\$960.00	REH	TMP
Mayer,Kevin A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	10/1/2016	\$1,200.00	REH	TMP
Mc Curry,Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/15/2016	9/3/2016	\$360.00	REH	TMP
Mc Curry,Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	9/24/2016	\$480.00	REH	TMP
Mc Curry,Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/3/2016	10/29/2016	\$720.00	REH	TMP
Michalec,Ronald A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	8/27/2016	\$240.00	REH	TMP
Michalec,Ronald A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/5/2016	9/10/2016	\$90.00	REH	TMP
Michalec,Ronald A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$240.00	REH	TMP
Michalec,Ronald A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/17/2016	11/26/2016	\$810.00	REH	TMP
Nice,James D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	8/27/2016	\$60.00	REH	TMP
Nice,James D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/19/2016	10/8/2016	\$180.00	REH	TMP
Nivens,Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	8/27/2016	\$240.00	REH	TMP
Nivens,Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/19/2016	10/8/2016	\$720.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/8/2016	8/20/2016	\$555.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	9/10/2016	\$120.00	REH	TMP
Pinis,Georgia A	Senior Lecturer	Business & Info Technology	FAC	12/16/2016	12/16/2016	\$3,000.00	REH	1XP
Pinis,Georgia A	Senior Lecturer	Business & Info Technology	FAC	12/17/2016	12/17/2016	\$3,000.00	REH	1XP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	8/27/2016	\$30.00	HIR	TMP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/12/2016	9/17/2016	\$120.00	REH	TMP
Reed,Daniel J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/26/2016	10/8/2016	\$1,200.00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/18/2016	8/13/2016	\$557.50	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/22/2016	8/28/2016	\$542.50	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/29/2016	9/17/2016	\$1,367.00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/3/2016	10/15/2016	\$667.50	REH	TMP
Ridgway,Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/29/2016	9/3/2016	\$120.00	HIR	TMP
Ridgway,Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/5/2016	10/1/2016	\$240.00	REH	TMP
Saley,Barry M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/19/2016	9/24/2016	\$165.00	REH	TMP
Schlatter,Patrick W	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/19/2016	10/1/2016	\$480.00	REH	TMP
Shabaya,Ronald	Senior Lecturer	Business & Info Technology	FAC	12/16/2016	12/16/2016	\$3,000.00	HIR	1XP
Shabaya,Ronald	Senior Lecturer	Business & Info Technology	FAC	12/17/2016	12/17/2016	\$3,000.00	REH	1XP
Shellenbarger,Anthony L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/22/2016	9/3/2016	\$180.00	REH	TMP
Shellenbarger,Anthony L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/12/2016	10/8/2016	\$240.00	REH	TMP
Smith,Richard	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/27/2016	9/24/2016	\$2,502.00	REH	TMP
Smith,Stanley H	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/26/2016	10/1/2016	\$240.00	REH	TMP
Smith,Stanley H	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/24/2016	10/29/2016	\$120.00	REH	TMP
Stanley,Jim F	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$420.00	REH	TMP
Stanley,Jim F	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/17/2016	10/22/2016	\$765.00	REH	TMP
Stokes,William D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/3/2016	10/8/2016	\$720.00	REH	TMP
Stokes,William D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$240.00	REH	TMP
Vaughan Jr,Roger	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	9/26/2016	10/8/2016	\$360.00	REH	TMP
Vaughan Jr,Roger	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/10/2016	10/15/2016	\$360.00	REH	TMP

* Retiree

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING SPRING/SUMMER/FALL 2016;
SPRING/SUMMER 2017**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
UNIVERSITY LIBRARIES								
Crissey Jr, Willis S	Asst Prof Instr	Instructional Services	FAC	8/29/2016	8/29/2016	\$125.00	HIR	1XP
Garcia-DuPlain, Lauren L	Asst Prof Instr	Instructional Services	FAC	8/29/2016	8/29/2016	\$500.00	REH	1XP
Henderson-Ross, Jodi A	Asst Prof Instr	Instructional Services	FAC	8/29/2016	8/29/2016	\$500.00	REH	1XP
WAYNE COLLEGE								
Gingery, Julie Lyn	Department Office Supp Spec	Student Services Adm-Wayne	STA		9/16/2016	9.66	TER	RES
Moss Jr, Albert J	Women's Basketball Coach, ORCC	Student Services Adm-Wayne	CP	10/1/2016	2/28/2017	\$5,355.00	REH	TMP
Risser, J. David David	Tutor WC	Developmental Programs-Wayne	STA	10/24/2016	6/30/2017	\$14.75	HIR	TMP
Whitacre, Tori L	Tutor WC	Developmental Programs-Wayne	STA	9/19/2016	6/30/2017	\$14.75	HIR	TMP
Woods, Douglas B	Assoc Prof	Business & Office Tech-Wayne	FAC	4/3/2016	4/3/2016	\$35.00	REH	1XP

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF THE PRESIDENT								
Barnes, April S	GAA	Multicultural Development	9/19/2016	10/2/2016	243.00	B	HIR	1XP
Barnes, April S	GAA	Multicultural Development	10/17/2016	10/30/2016	194.40	B	REH	1XP
Barnes, April S	GAA	Multicultural Development	11/28/2016	12/11/2016	291.60	B	REH	1XP
Barnes, April S	GAA	Multicultural Development	2/6/2017	2/19/2017	243.00	B	REH	1XP
Barnes, April S	GAA	Multicultural Development	3/20/2017	4/2/2017	243.00	B	REH	1XP
Barnes, April S	GAA	Multicultural Development	5/1/2017	5/13/2017	243.00	B	REH	1XP
Bates, Carese A	GAA	Multicultural Development	10/20/2016	5/13/2017	460.00	B	HIR	TMP
Graham, Jasmine M	GAA	Multicultural Development	9/19/2016	10/2/2016	243.00	B	HIR	1XP
Graham, Jasmine M	GAA	Multicultural Development	10/17/2016	10/30/2016	194.40	B	REH	1XP
Graham, Jasmine M	GAA	Multicultural Development	11/28/2016	12/11/2016	291.60	B	REH	1XP
Graham, Jasmine M	GAA	Multicultural Development	2/6/2017	2/19/2017	243.00	B	REH	1XP
Graham, Jasmine M	GAA	Multicultural Development	3/20/2017	4/2/2017	243.00	B	REH	1XP
Graham, Jasmine M	GAA	Multicultural Development	5/1/2017	5/13/2017	243.00	B	REH	1XP
OFFICE OF ATHLETICS								
Corcino, Allison M	GAI	Athletics	10/1/2016	10/1/2016	50.00	D	HIR	1XP
Corcino, Allison M	GAI	Athletics	10/15/2016	10/15/2016	50.00	D	REH	1XP
Deep, Allen J	GAI	Athletics	6/13/2016	8/26/2017	324.32	B	HIR	TMP
Hami, Eran J	GAI	Athletics	8/28/2016	8/28/2016	30.00	B	REH	1XP
Hami, Eran J	GAI	Athletics	9/19/2016	10/1/2016	90.00	B	REH	1XP
Heiligenberg, Jacob M	GAI	Athletics	9/23/2016	9/23/2016	150.00	D	REH	1XP
McCune, Alex W	GAA	Athletics	12/19/2016	5/12/2017	324.32	B	HIR	TMP
Nixon, Scott Michael	GAI	Athletic Media Relations	9/14/2016	9/14/2016	30.00	D	HIR	1XP
Pauls, Kelly R	GAT	Athletics	8/29/2016	5/12/2017	384.62	B	HIR	TMP
Pauls, Kelly R	GAI	Athletics	10/1/2016	10/1/2016	50.00	D	HIR	1XP
Pauls, Kelly R	GAI	Athletics	10/8/2016	10/8/2016	50.00	D	REH	1XP
Platten, Jonathan N	GAI	Athletics	9/5/2016	9/18/2016	240.00	B	REH	1XP
Platten, Jonathan N	GAI	Athletics	9/24/2016	9/24/2016	30.00	D	REH	1XP
Platten, Jonathan N	GAI	Athletics	10/7/2016	10/7/2016	60.00	D	REH	1XP
Platten, Jonathan N	GAI	Athletics	10/15/2016	10/15/2016	30.00	D	REH	1XP
Stolly, Lesli E	GAI	Athletics	8/29/2016	5/12/2017	324.32	B	HIR	TMP
Turner, Jerome D	GAI	Athletics	8/29/2016	5/12/2017	324.32	B	HIR	TMP
Wypasek, Daniel J	GAI	Athletics	7/30/2016	7/30/2016	241.12	D	REH	1XP
Wypasek, Daniel J	GAI	Athletics	8/22/2016	8/22/2016	125.10	D	REH	1XP
Wypasek, Daniel J	GAI	Athletics	9/23/2016	9/23/2016	100.00	D	REH	1XP
OFFICE OF ACADEMIC AFFAIRS								
Ammakolla, Viswakaranreddy	GAR	Institutional Research	8/29/2016	5/15/2017	440.00	B	HIR	TMP
Song, Xuan	GAO	Office of Academic Affairs	10/1/2016	10/1/2016	350.00	B	TER	RES
Wang, Xiji	GAO	Office of Academic Affairs	9/10/2016	9/10/2016	350.00	B	TER	RES
Xiong, Liao	GAA	Office of Academic Affairs	1/17/2017	12/9/2017	350.00	B	HIR	TMP
Yuan, Zichuan	GAA	Office of Academic Affairs	1/17/2017	12/9/2017	350.00	B	HIR	TMP
OFFICE OF ADVANCEMENT								
Croft, Hannah	GAO	Admissions	9/13/2016	9/13/2016	420.00	B	TER	RES
Forshey, Abby L	GAA	Transfer & Adult Stu Enroll Ct	8/29/2016	8/28/2017	420.00	B	HIR	TMP
GRADUATE SCHOOL								
Hearn, Samantha A	GAR	Graduate School	8/29/2016	6/30/2017	650.00	B	PAY	OTH
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Ahadzie, Veronica M	GAT	Geosciences	8/29/2016	12/17/2016	585.62	B	HIR	TMP
Albanese, Nicholas	GAI	Music	8/27/2016	8/27/2016	25.00	D	HIR	1XP
Asare Yeboah, Alberta Mayfair	GAI	Public Admin & Urban Studies	1/17/2017	5/13/2017	375.00	B	PAY	OTH
Asare-Bediako, Felix	GAT	Geosciences	8/29/2016	5/13/2017	506.46	B	HIR	TMP
Asirifi, Edwin	GAT	Statistics	8/29/2016	12/18/2016	612.43	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
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)								
Asirifi,Edwin	GAT	Statistics	1/17/2017	5/13/2017	630.95	B	REH	TMP
Atuahene,Edward O	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Bardo,Brendon	GAT	Music	8/29/2016	5/13/2017	189.19	B	HIR	TMP
Bellissimo,Michael	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Breckenridge,Brooke A	GAI	Dance, Theatre & Arts Admin	8/29/2016	5/13/2017	367.56	B	HIR	TMP
Chanawanno,Kullapa	GAR	Chemistry	9/1/2016	12/16/2016	769.23	B	REH	TMP
Connors,John D	GAT	Music	8/15/2016	8/27/2016	750.00	B	HIR	1XP
Diver,Kendall	GAT	Music	10/17/2016	10/17/2016	378.38	B	TER	RES
Eagle,Rebecca S	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Engelhardt,Sebastian	GAR	Biology	9/1/2016	8/26/2017	775.19	B	REH	TMP
Foster,Coltan S	GAT	Music	8/29/2016	5/13/2017	378.38	B	HIR	TMP
Giammusso,Paige	GAR	Psychology	9/19/2016	10/1/2016	675.00	B	HIR	1XP
Han,Sarah I	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Hassan,Toqa	GAI	Communication	8/29/2016	5/12/2017	367.56	B	HIR	TMP
Howe,Stephen P	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Hsiung,Bor-Kai	GAR	Biology	8/29/2016	8/26/2017	769.23	B	REH	TMP
Hupalowsky,Carolyn F	GAT	Music	8/29/2016	5/13/2017	378.38	B	HIR	TMP
Innes,Haley M	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Islam,Nusrat	GAT	Sociology	12/12/2016	12/24/2016	500.00	B	REH	1XP
Katel,Naryan	GAT	Statistics	1/17/2017	5/13/2017	644.74	B	PAY	OTH
Kenez Salavessa Rupp,Ariana	GAR	Biology	8/31/2016	8/26/2017	769.23	B	REH	TMP
Kennedy,Emily B	GAR	Biology	8/31/2016	8/26/2017	755.19	B	REH	TMP
Khakipoor,Banafsheh	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Koester,Damian E	GAT	History	8/29/2016	5/13/2017	594.59	B	HIR	TMP
Korkor,Christopher	GAT	Political Science	8/29/2016	5/13/2017	432.43	B	HIR	TMP
Krantz,Daniel J	GAR	Psychology	8/22/2016	8/25/2016	702.00	B	REH	1XP
Krantz,Daniel J	GAR	Psychology	9/19/2016	9/22/2016	666.00	B	HIR	1XP
Krantz,Daniel J	GAR	Psychology	10/3/2016	10/15/2016	720.00	B	REH	1XP
Kubin,William	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Lolla,Lakshmi Prasanna	GAT	Computer Science	8/29/2016	12/17/2016	420.00	B	HIR	TMP
Lowry,Brielle K	GAT	Statistics	8/29/2016	5/13/2017	598.63	B	HIR	TMP
Maksuta,Daniel D	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Memarian,Fereshteh	GAI	Physics	8/29/2016	6/30/2017	555.21	B	HIR	TMP
Miller,Derek J	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Mireku,Francesca	GAT	Geosciences	8/29/2016	5/13/2017	506.49	B	HIR	TMP
Ogle,Tanner W	GAT	History	8/29/2016	5/13/2017	594.59	B	HIR	TMP
Olmos,Eric	GAT	Music	8/29/2016	5/13/2017	378.38	B	PAY	OTH
Oppon-Acquah,Yorkow	GAT	Political Science	8/29/2016	5/14/2017	432.43	B	HIR	TMP
Owusu,Felix	GAT	Statistics	8/29/2016	5/13/2017	598.63	B	HIR	TMP
Parker,Christopher J	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Pierce,Adam J	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Roland,Zachary	GAT	Mathematics	10/2/2016	10/2/2016	689.65	B	TER	RES
Ross,Rebecca R	GAT	Music	8/29/2016	5/13/2017	189.19	B	HIR	TMP
Sherman,John C	GAT	Music	8/29/2016	5/13/2017	189.19	B	HIR	TMP
Shields,Javan L	GAT	Music	8/15/2016	8/27/2016	750.00	B	HIR	1XP
Siverts,Lamalani	GAR	Biology	8/31/2016	8/26/2017	775.19	B	REH	TMP
Spencer,Henry H	GAT	Music	8/29/2016	5/13/2017	189.19	B	HIR	TMP
Sprovieri,Paulo T	GAT	Music	8/29/2016	5/13/2017	378.38	B	HIR	TMP
Stahl,Katherine E	GAT	Music	8/29/2016	5/13/2017	378.38	B	HIR	TMP
Stetzik,Lucas	GAT	Biology	10/31/2016	10/1/3116	1218.75	B	TER	RES
Stewart,Breanna C	GAT	Sociology	12/12/2016	12/24/2016	500.00	B	HIR	TMP
Stoller,Paula R	GAT	Biology	8/29/2016	5/13/2017	786.48	B	HIR	TMP
Stoneking,Ashley R	GAR	Psychology	8/15/2016	8/26/2016	634.50	B	HIR	1XP

GAA Grad Adm Asst
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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.)								
Stoneking,Ashley R	GAR	Psychology	9/28/2016	9/28/2016	265.50	D	REH	1XP
Sun,Fangfang	GAT	Statistics	8/29/2016	5/13/2017	299.00	B	HIR	TMP
Sun,Fangfang	GAT	Statistics	1/17/2017	5/13/2017	644.74	B	PAY	OTH
Swiatek,Scott A	GAI	Sociology	10/3/2016	10/15/2016	1200.00	B	HIR	1XP
Trinh,Megan	GAT	Mathematics	8/22/2016	5/13/2017	684.21	B	HIR	TMP
Vicarel,Daniel	GAR	Biology	1/17/2017	5/13/2017	1218.75	B	REH	TMP
Vootkuri,Avinash Chandra	GAR	Computer Science	8/29/2016	12/17/2016	625.00	B	HIR	TMP
Wilson,Jessica L	GAT	History	8/29/2016	5/13/2017	594.59	B	HIR	TMP
Wolf,Timothy R	GAT	Music	8/29/2016	5/13/2017	378.38	B	PAY	OTH
Wood,Matthew J	GAT	Music	8/29/2016	5/13/2017	189.19	B	HIR	TMP
Zelin,Alexandra I	GAR	Psychology	9/28/2016	9/28/2016	373.50	D	REH	1XP
COLLEGE OF BUSINESS ADMINISTRATION								
Anuforo,Onyema A	GAI	CBA Dean's Office	8/29/2016	5/13/2017	200.44	B	HIR	TMP
Blandon Cruz,Christian Karina	GAI	CBA Dean's Office	8/29/2016	12/17/2016	625.00	B	HIR	TMP
Bulso,Nicholas D	GAI	CBA Dean's Office	8/29/2016	6/30/2017	190.15	B	PAY	OTH
Coyne,Kevin M	GAT	Economics	8/29/2016	5/13/2017	356.32	B	HIR	TMP
Devadula,Vamsi Vinay	GAI	CBA Dean's Office	8/29/2016	12/17/2016	625.00	B	HIR	TMP
Finnerty,Leah M	GAI	CBA Dean's Office	8/29/2016	5/12/2017	540.54	B	HIR	TMP
Hajimohammadi,Matin	GAI	Economics	8/29/2016	5/13/2017	356.32	B	HIR	TMP
Hoover,Sean T	GAI	CBA Dean's Office	8/29/2016	5/13/2017	167.03	B	HIR	TMP
Jammula,Sravanthi	GAI	CBA Dean's Office	8/29/2016	5/13/2017	200.44	B	HIR	TMP
Kette,Tyler J	GAI	Accountancy	8/29/2016	5/13/2017	167.03	B	HIR	TMP
Lieb,Alyssa R	GAI	Accountancy	8/29/2016	5/13/2017	334.06	B	HIR	TMP
Matar,Shreen Ali	GAI	Finance	12/19/2016	5/13/2017	147.15	B	REH	TMP
McLaughlin,Sean C	GAI	CBA Dean's Office	8/29/2016	12/17/2016	625.00	B	HIR	TMP
Mohammed,Najmuddin Rizwan	GAI	Accountancy	8/29/2016	12/17/2016	386.25	B	HIR	TMP
Narra,Venkata Aravind Prasad	GAI	CBA Dean's Office	8/29/2016	12/17/2016	625.00	B	HIR	TMP
Pavlicko,Randy J	GAT	Accountancy	8/29/2016	5/13/2017	334.05	B	HIR	TMP
Piermarini,Pellegrino	GAI	Accountancy	8/29/2016	5/13/2017	167.02	B	HIR	TMP
Smith,Joseph M	GAI	Accountancy	8/29/2016	5/13/2017	334.05	B	HIR	TMP
Szczukowski,Elizabeth A	GAI	CBA Dean's Office	8/29/2016	12/17/2016	193.12	B	HIR	TMP
Szczukowski,Elizabeth A	GAI	CBA Dean's Office	11/1/2016	12/17/2016	386.24	B	PAY	OTH
Upp,Titchell	GAT	Economics	10/11/2016	10/11/2016	445.40	B	TER	RES
Vodnala,Divya	GAI	CBA Dean's Office	8/29/2016	12/17/2016	625.00	B	REH	TMP
Yeaton,Miranda M	GAI	CBA Dean's Office	8/29/2016	5/12/2017	540.54	B	HIR	TMP
Zerbola,Martina E	GAI	Accountancy	8/29/2016	5/13/2017	334.06	B	HIR	TMP
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION								
Kaliyanda Poonacha,Kushalappa	GAR	Curr & Instr Studies	9/19/2016	4/30/2017	473.24	B	PAY	OTH
Samreddy,Uday Reddy	GAR	Educ Found & Leadership	8/29/2016	5/12/2017	540.54	B	HIR	TMP
COLLEGE OF ENGINEERING								
Ackerson,Nana Osei B	GAI	Civil Engineering	12/19/2016	5/13/2017	692.60	B	REH	TMP
Al Khateeb,Osama J	GAT	Electrical & Computer Engr	8/29/2016	12/17/2016	725.00	B	REH	TMP
Ali,Ahmed M	GAI	Civil Engineering	10/1/2016	12/31/2016	290.00	B	HIR	TMP
Alzioud,Mahmoud A	GAR	Civil Engineering	8/29/2016	5/13/2017	576.92	B	HIR	TMP
Alzioud,Mahmoud A	GAR	Civil Engineering	8/29/2016	12/18/2016	1153.84	B	PAY	OTH
Amirfazli,Amir	GAR	Mechanical Engineering	10/17/2016	10/29/2016	862.89	B	REH	1XP
Bajaj,Srikanth	GAI	Civil Engineering	10/1/2016	10/1/2016	692.60	B	TER	RES
Chen,Hong	GAR	Chemical & Biomolecular Engr	6/27/2016	8/20/2016	500.00	B	REH	SPL
Chowdhury,Syed Mohammad	GAR	Electrical & Computer Engr	10/17/2016	10/29/2016	2000.00	B	HIR	1XP
Chu,Kuanwu	GAR	Chemical & Biomolecular Engr	8/29/2016	12/16/2016	400.00	B	HIR	TMP
Clark,Benjamin A	GAR	Chemical & Biomolecular Engr	10/3/2016	10/29/2016	626.87	B	HIR	SPL
Das,Shuvajit	GAT	Electrical & Computer Engr	8/29/2016	5/13/2017	725.00	B	HIR	TMP

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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF ENGINEERING (Cont.)								
Ding,Menglong	GAR	Civil Engineering	7/11/2016	7/24/2016	826.92	B	PAY	OTH
Esmaceli,Roja	GAR	Mechanical Engineering	8/29/2016	8/28/2017	700.00	B	HIR	TMP
Essili,Mohamed Essam	GAI	Civil Engineering	1/1/2017	5/13/2017	576.92	B	REH	TMP
Fathi,Ariya	GAI	Civil Engineering	8/29/2016	5/13/2017	576.92	B	HIR	TMP
Fathi,Faraneh	GAR	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Fathollahipour,Shahzad	GAI	Chemical & Biomolecular Engr	8/29/2016	6/29/2017	696.56	B	HIR	TMP
Fathollahipour,Shahzad	GAI	Chemical & Biomolecular Engr	9/19/2016	10/1/2016	1423.25	B	HIR	1XP
Gallardo,Isaac J	GAR	Mechanical Engineering	9/19/2016	12/31/2016	600.00	B	HIR	TMP
Garg,Rachit	GAI	Mechanical Engineering	8/29/2016	6/30/2017	538.00	B	HIR	TMP
Gundogmus,Omer	GAR	Electrical & Computer Engr	8/29/2016	7/31/2017	692.30	B	REH	TMP
Haq,Mohammad Ashraful	GAI	Mechanical Engineering	8/29/2016	6/30/2017	538.00	B	HIR	TMP
Hashemi,Seyed Reza	GAR	Mechanical Engineering	8/29/2016	8/28/2017	692.00	B	HIR	TMP
Hashemi,Seyed Reza	GAR	Mechanical Engineering	8/29/2016	8/28/2017	700.00	B	PAY	OTH
Hashemi,Seyyed Amirreza	GAR	Mechanical Engineering	8/6/2016	8/22/2016	750.00	B	REA	TMP
Husain,Tausif	GAR	Electrical & Computer Engr	10/17/2016	10/29/2016	2000.00	B	REH	1XP
Imbulgoda Liyangahawatt,Gihan	GAR	Electrical & Computer Engr	1/1/2017	8/19/2017	725.00	B	REH	TMP
Invally,Krutika R	GAR	Chemical & Biomolecular Engr	10/1/2016	12/31/2016	811.07	B	REA	TMP
Ji,Tuo	GAR	Chemical & Biomolecular Engr	7/1/2016	6/30/2017	791.99	B	PAY	OTH
Joshi,Ramila	GAT	Biomedical Engineering	1/17/2017	5/13/2017	807.69	B	REH	TMP
Kang,Chin-Shuo	GAI	Chemical & Biomolecular Engr	8/29/2016	6/30/2017	696.56	B	HIR	TMP
Khan,Md. Mahfujul H	GAR	Mechanical Engineering	8/22/2016	9/3/2016	3000.00	B	REH	SPL
Khan,Sifat Shahriar	GAT	Electrical & Computer Engr	8/29/2016	6/30/2017	576.92	B	HIR	TMP
Konara Mudiyansele,Iresha	GAT	Electrical & Computer Engr	8/29/2016	6/30/2017	725.00	B	HIR	TMP
Lu,Tongtong	GAR	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Ma,Chi	GAR	Mechanical Engineering	10/1/2016	9/1/2017	700.00	B	REH	TMP
Mathis,Allen T	GAI	Mechanical Engineering	9/5/2016	9/17/2016	1180.00	B	REH	TMP
McClain,Andrew-David T	GAR	Chemical & Biomolecular Engr	7/18/2016	1/29/2017	860.90	B	PAY	OTH
McHugh,Garrett R	GAR	Mechanical Engineering	9/1/2016	12/16/2016	610.69	B	PAY	OTH
Mehrazi,Shirin	GAR	Chemical & Biomolecular Engr	9/12/2016	6/30/2017	696.56	B	HIR	TMP
Mehrazi,Shirin	GAR	Chemical & Biomolecular Engr	10/3/2016	10/29/2016	902.50	B	HIR	SPL
Mela,Christopher A	GAF	Biomedical Engineering	5/2/2016	5/14/2016	5000.00	B	REH	1XP
Mela,Christopher A	GAF	Biomedical Engineering	11/14/2016	11/26/2016	5000.00	B	REH	1XP
Mohrman,Ashley E	GAR	Chemical & Biomolecular Engr	10/17/2016	10/29/2016	1000.00	B	REH	SPL
Moran,Andrew J	GAR	Chemical & Biomolecular Engr	10/3/2016	10/29/2016	659.37	B	REH	SPL
Mulvany,Emily S	GAI	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Muñoz Salgado,Diana Rocio	GAI	Chemical & Biomolecular Engr	10/3/2016	10/29/2016	661.63	B	REH	SPL
Nwotchouang,Blaise Simplicie	GAI	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Pandey,Ganesh	GAR	Civil Engineering	1/17/2017	5/13/2017	576.92	B	REH	TMP
Pandey,Ganesh	GAT	Civil Engineering	8/29/2016	12/31/2016	576.92	B	HIR	TMP
Pawar,Umag V	GAI	Civil Engineering	8/29/2016	5/13/2017	576.92	B	HIR	TMP
Pinheiro,Amanda E	GAR	Electrical & Computer Engr	8/29/2016	8/28/2017	576.92	B	HIR	TMP
Presby,Michael J	GAR	Mechanical Engineering	10/1/2016	5/11/2017	731.00	B	REH	TMP
Quasem,Tanvir	GAI	Civil Engineering	8/29/2016	5/13/2017	1153.84	B	PAY	OTH
Rahman,Kazi Moshir	GAR	Mechanical Engineering	8/29/2016	8/28/2017	766.00	B	HIR	TMP
Rahman,Md. Hasan	GAT	Electrical & Computer Engr	8/29/2016	6/30/2017	725.00	B	HIR	TMP
Rahman,Mohammad Arifur	GAR	Electrical & Computer Engr	8/29/2016	8/28/2017	574.71	B	HIR	TMP
Ranjbar,Mohammad	GAR	Electrical & Computer Engr	9/10/2016	9/10/2016	700.00	D	REH	1XP
Rashidi,Neda	GAR	Biomedical Engineering	8/22/2016	8/21/2017	403.85	B	HIR	TMP
Rashidi,Neda	GAR	Biomedical Engineering	9/19/2016	10/1/2016	10500.00	B	HIR	1XP
Razavi,Syed Mostafa	GAI	Chemical & Biomolecular Engr	8/29/2016	12/17/2016	696.56	B	REH	TMP
Ren,Baiping	GAR	Chemical & Biomolecular Engr	6/27/2016	8/20/2016	125.00	B	REH	SPL
Roy Chowdhury,Arpita	GAR	Mechanical Engineering	8/29/2016	12/15/2016	583.00	B	HIR	TMP
Sancheti,Ashwin	GAR	Chemical & Biomolecular Engr	10/1/2016	6/30/2017	811.07	B	REH	TMP

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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF ENGINEERING (Cont.)								
Seeram,Pavan Vamsi Krishna	GAR	Civil Engineering	8/29/2016	12/15/2016	290.00	B	HIR	TMP
Selvaganesan,Padmini	GAI	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Shahi Thakuri,Pradip	GAR	Biomedical Engineering	7/11/2016	7/23/2016	500.00	B	HIR	1XP
Singh,Sunil	GAI	Biomedical Engineering	8/22/2016	6/30/2017	807.69	B	HIR	TMP
Sun,Mingkun	GAR	Civil Engineering	7/11/2016	7/24/2016	942.60	B	PAY	OTH
Tong,Xiaolong	GAR	Mechanical Engineering	9/5/2016	9/17/2016	958.25	B	HIR	1XP
Vyas,Naveen	GAI	Civil Engineering	8/29/2016	12/17/2016	290.00	B	HIR	TMP
Wang,Haoran	GAI	Chemical & Biomolecular Engr	1/17/2017	12/31/2017	696.56	B	HIR	TMP
Wijeratne,Dissanayakage Geethika	GAR	Electrical & Computer Engr	10/17/2016	10/28/2016	950.00	B	REH	1XP
Wodajo,Eshet T	GAT	Electrical & Computer Engr	8/29/2016	6/30/2017	576.92	B	HIR	TMP
Yang,Fengyu	GAR	Chemical & Biomolecular Engr	6/27/2016	8/20/2016	125.00	B	HIR	SPL
Zhang,Mingzhen	GAR	Chemical & Biomolecular Engr	6/27/2016	8/20/2016	375.00	B	REH	SPL
COLLEGE OF HEALTH PROFESSIONS								
Anderson,Madelyn O	GAT	Speech-Lang Path & Audiology	8/29/2016	5/13/2017	221.62	B	HIR	TMP
Antonucci,Stephen Z	GAI	Counseling	10/23/2016	5/13/2017	584.59	B	PAY	OTH
Bates,Carese A	GAT	Counseling	10/19/2016	10/19/2016	292.30	B	TER	RES
Bell,Rachel	GAI	Counseling	8/29/2016	5/13/2017	438.45	B	PAY	OTH
Davis,Kelsey M	GAF	Speech-Lang Path & Audiology	10/1/2016	8/14/2017	341.17	B	REH	TMP
Hower,Danielle A	GAF	Speech-Lang Path & Audiology	10/1/2016	5/13/2017	341.17	B	REH	TMP
Jakubowski,Alison R	GAI	Social Work	8/29/2016	5/13/2017	187.38	B	HIR	TMP
Janezic,Leslie D	GAF	Speech-Lang Path & Audiology	10/1/2016	5/13/2017	341.17	B	REH	TMP
Schonauer,Nicole M	GAF	Speech-Lang Path & Audiology	10/1/2016	8/14/2017	341.17	B	REH	TMP
Sowle,Cassidy L	GAF	Speech-Lang Path & Audiology	10/1/2016	5/13/2017	341.17	B	REH	TMP
Vondra,Stephanie A	GAF	Speech-Lang Path & Audiology	10/1/2016	5/13/2017	341.17	B	REH	TMP
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Ammar,Ali Makhlof Alwafi	GAR	Polymer Engineering	9/19/2016	12/15/2016	846.15	B	REH	TMP
Cao,Jinwei	GAR	Polymer Engineering	8/29/2016	12/15/2016	954.19	B	REH	TMP
Childers,Erin P	GAR	Polymer Science	10/16/2016	11/4/2016	961.53	B	REH	TMP
Dhopatkar,Nishad P	GAI	Polymer Engineering	9/15/2016	9/15/2016	300.00	D	HIR	1XP
Echeverri,Mario A	GAR	Polymer Science	9/1/2016	6/30/2017	961.53	B	HIR	TMP
Gao,Xiang	GAR	Polymer Engineering	9/28/2016	9/29/2016	180.00	D	REH	1XP
Gao,Xiang	GAR	Polymer Engineering	10/16/2016	10/16/2016	202.50	D	REH	1XP
Grolman,Danielle L	GAR	Polymer Engineering	8/29/2016	5/13/2017	954.19	B	PAY	OTH
Lai,Tzu-Yu	GAR	Polymer Engineering	7/1/2017	8/31/2017	954.20	B	REH	TMP
Liang,Wenfeng	GAR	Polymer Science	12/19/2016	8/19/2017	961.53	B	REH	TMP
McClanahan,Eric R	GAR	Polymer Engineering	10/10/2016	10/10/2016	90.00	D	REH	1XP
Mishra,Kaushik	GAR	Polymer Science	8/29/2016	11/15/2016	961.53	B	REH	TMP
Nallapaneni,Asritha	GAR	Polymer Engineering	9/19/2016	9/26/2016	846.15	B	REH	TMP
Nallapaneni,Asritha	GAR	Polymer Engineering	9/27/2016	4/5/2017	846.15	B	REH	TMP
Nyarko,Alex	GAI	Polymer Engineering	9/15/2016	9/15/2016	200.00	D	HIR	1XP
Pantoja,Marcos	GAR	Polymer Engineering	12/17/2016	6/30/2017	954.19	B	REH	TMP
Peng,Bangan	GAR	Polymer Science	8/29/2016	6/30/2017	961.53	B	HIR	TMP
Peng,Fang	GAR	Polymer Engineering	10/29/2016	6/30/2017	954.19	B	REH	TMP
Pole,Sandeep S	GAR	Polymer Engineering	8/29/2016	5/13/2017	954.19	B	PAY	OTH
Pole,Sandeep S	GAR	Polymer Engineering	9/5/2016	9/17/2016	360.00	B	REH	1XP
Presto,Dillon G	GAR	Polymer Science	8/29/2016	6/30/2017	961.53	B	HIR	TMP
Qiang,Zhe	GAR	Polymer Engineering	10/3/2016	10/15/2016	1000.00	B	HIR	1XP
Rahman,Tamanna	GAR	Polymer Engineering	8/29/2016	6/30/2017	954.19	B	HIR	TMP
Razavi Aghjeh,Masoud	GAR	Polymer Science	8/29/2016	6/30/2017	961.53	B	HIR	TMP
Salunke,Namrata	GAR	Polymer Engineering	12/19/2016	6/30/2017	846.15	B	REH	TMP
Sathe,Pushkar S	GAR	Polymer Science	8/22/2016	5/13/2017	846.15	B	REH	TMP
Shokouhi Mehr,Hamideh	GAR	Polymer Engineering	10/1/2016	12/17/2016	846.15	B	REH	TMP

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GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)								
Shahrokhian,Aida	GAR	Polymer Science	8/29/2016	6/30/2017	961.53	B	HIR	TMP
Smith,Scott	GAR	Polymer Engineering	10/16/2016	10/16/2016	987.54	B	TER	RES
Tulsi,Davindra K	GAR	Polymer Engineering	8/29/2016	6/30/2017	954.19	B	HIR	TMP
Wade,Mary E	GAR	Polymer Science	10/16/2016	11/4/2016	961.53	B	REH	TMP
Wang,Enmin	GAR	Polymer Engineering	10/1/2016	6/30/2017	954.19	B	REH	TMP
Wang,Kai	GAI	Polymer Engineering	9/15/2016	9/15/2016	200.00	D	HIR	1XP
Wang,Xiaoteng	GAR	Polymer Engineering	8/29/2016	1/31/2017	954.20	B	HIR	TMP
Wang,Xiaoteng	GAR	Polymer Engineering	2/1/2017	6/30/2017	954.20	B	REH	TMP
Weiner,Nicholas R	GAR	Polymer Science	8/29/2016	6/29/2017	961.53	B	HIR	TMP
Weinheimer,Emily K	GAR	Polymer Engineering	1/1/2017	5/31/2017	954.19	B	REH	TMP
Wiener,Clinton G	GAR	Polymer Engineering	9/15/2016	9/15/2016	300.00	D	REH	1XP
Willett,Erik	GAR	Polymer Science	9/15/2016	9/15/2016	865.38	B	TER	RES
Wu,Siqi	GAR	Polymer Science	8/29/2016	6/30/2017	961.53	B	HIR	TMP
Xiao,Ming	GAR	Polymer Science	10/25/2016	3/31/2017	846.15	B	REH	TMP
Yang,Kun	GAR	Polymer Science	10/1/2016	12/17/2016	961.53	B	REH	TMP
Yu,Jie	GAR	Polymer Science	10/1/2016	12/17/2016	865.38	B	REH	TMP
Zander,Zachary K	GAR	Polymer Science	10/3/2016	10/15/2016	1000.00	B	HIR	1XP
Zhang,Long	GAR	Polymer Science	10/1/2016	12/17/2016	865.38	B	REH	TMP
Zhang,Ren	GAR	Polymer Engineering	11/12/2016	11/12/2016	846.15	B	TER	RES
Zhang,Ruimeng	GAR	Polymer Science	12/18/2016	8/26/2017	961.53	B	HIR	TMP
Zhao,Yihong	GAR	Polymer Science	3/2/2017	3/2/2017	961.53	B	TER	RES

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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
124	24360	Dir Development Stewardship	Exempt		8/28/16
119	24368	Dir Marketing & Creative Svcs	Exempt		10/1/16
125	24350	Dir Presidential Communication	Exempt		7/1/15
999	24551	VP Student Success	Exempt	X	10/19/16
124	24566	Assoc Provost Faculty Relations	Exempt		10/5/16
119	27135	Coord Int'l Adm & Stu Svcs	Exempt		11/7/16
121	27669	CRM Coord	Exempt		10/26/16
119	27670	Recruitment Coord-COF	Exempt		10/27/16
122	27838	Assoc Athl Dir Athl Dev	Exempt		7/1/16
122	28318	Asst Dean Acad Success Prog	Exempt		10/12/16
119	28356	Coord Professional Dev-CBA	Exempt		10/6/16
120	28507	Mgr Animal Facility	Exempt		8/27/16
119	28859	Operations Coord-CBA	Exempt		10/5/16
999	29104	VP Development	Exempt		10/1/16
999	29109	VP Student Affairs	Exempt		10/1/16
999	29509	Prog Language Researcher	Exempt		9/23/16
999	29886	Staff Attorney-Law	Exempt		6/8/16

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
		No Changes			

**2016 CWA CLOTHING ALLOWANCE
PAYABLE ON 12/9/2016**

Name	Dept	Job Title	Amount
Anatra,Jim A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Anderson,Anthony M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ange,Edward D	Physical Facilities	Goundskeeper Certified	\$80.00
Ankrom,Jonah J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Armstrong,Diane	Physical Facilities	Bldg Services Worker Certified	\$80.00
Bajcar,Joyce M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Banaag,Alfredo L	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Barker,Peggy K	Physical Facilities	Bldg Services Worker Certified	\$80.00
Beckett,Brian D	Physical Facilities	Master HVAC Tech Crt	\$80.00
Betts Jr,David	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Billings,Kristina L	Physical Facilities	Asst Bldg Services Worker	\$80.00
Bland,Jeffrey S	Physical Facilities	Bldg Services Worker Certified	\$80.00
Bosch,Jonathan	Physical Facilities	Laborer	\$80.00
Branham,Cynthia L	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Bushner,Norman Lelanier	Physical Facilities	Laborer	\$80.00
Campbell II,Theodore J	Physical Facilities	Laborer	\$80.00
Campbell Jr,Robert M	Physical Facilities	Master HVAC Tech Crt	\$80.00
Casey,Jeffrey W	Physical Facilities	Master Carpenter Crt	\$80.00
Chaplin,Gary	Physical Facilities	Master Mechanic	\$80.00
Coontz,Joseph C	Physical Facilities	Maint Repair Worker Apprentice	\$80.00
Copeland,Scott E	Physical Facilities	Bldg Services Worker Certified	\$80.00
Corder,Brian K	Physical Facilities	Asst Groundskeeper Certified	\$80.00
Crawford Jr,Bobbie L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Cross,Rocky L	Physical Facilities	Building Maintenance Asst Supt	\$80.00
Dees,Doris Grace	Physical Facilities	Bldg Services Worker Certified	\$80.00
Denham,Arthur L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Dinger,Joshua D	Physical Facilities	HVAC Tech Apprentice	\$80.00
Dyer,Delbert W	Physical Facilities	Asst Groundskeeper Certified	\$80.00
Elliott,Daniel V	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ellis,David D	Physical Facilities	Master Painter Crt	\$80.00
Facemire,Paul	Physical Facilities	Building Maintenance Supt	\$80.00
Farrell,Walter E	Physical Facilities	Master Carpenter Crt	\$80.00
Farwell,Joseph	Physical Facilities	Master Mechanic	\$80.00
Ferrara,Ovidio Dante	Physical Facilities	Irrigation Specialist Cert	\$80.00
Firth,James V	Physical Facilities	Bldg Services Worker	\$80.00
Ford,Derrick K	Physical Facilities	Maintenance Repair Worker	\$80.00
Forshey,Jay E	Physical Facilities	Stationary Engineer 2	\$80.00
Fox,Forrest F	Physical Facilities	Master Plumber Certified	\$80.00
Fullum,Anthony R	Physical Facilities	Maintenance Repair Worker	\$80.00
Garakis,William	Physical Facilities	Electrician	\$80.00
Gauer,Mark Evan	Physical Facilities	Bldg Services Worker Certified	\$80.00
Gesquiere,Robert F	Physical Facilities	Master Painter Crt	\$80.00
Gingo,Billie J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grant Jr,Isiah	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grant,Dale M	Physical Facilities	Bldg Services Worker	\$80.00
Gray,Dorland	Physical Facilities	Bldg Services Worker	\$80.00
Green,Johnnie A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grimsley,James G	Physical Facilities	Maintenance Repair Worker	\$80.00

**2016 CWA CLOTHING ALLOWANCE
PAYABLE ON 12/9/2016**

Name	Dept	Job Title	Amount
Grossholz,Ben A	Physical Facilities	Master HVAC Tech Crt	\$80.00
Hackathorn,Edward R	Physical Facilities	Stationary Engineer 2	\$80.00
Hancock Jr,Charles L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Hannay,Annamarie	Physical Facilities	Bldg Services Worker Certified	\$80.00
Harmon,Jerome C	Physical Facilities	Maintenance Repair Worker	\$80.00
Harr,Diana L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Harris,Jeanetta L	Physical Facilities	Bldg Services Worker	\$80.00
Harris,Tracey Lamont	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Hayes Sr,Thomas J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Heflin,Krystal D	Physical Facilities	Bldg Services Worker	\$80.00
Hetson,Gary A	Physical Facilities	Laborer	\$80.00
Holl,Daniel M	Physical Facilities	Laborer	\$80.00
Holland,Kristin Marie	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Hollis,Durrell L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Holmes,Kenneth J	Physical Facilities	Master Plumber Certified	\$80.00
Homan,Theresa M	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Howard,Timothy S	Physical Facilities	Electrician	\$80.00
Howley,Larry R	Physical Facilities	Master Maint Repair Worker	\$80.00
Hull,Robert W	Physical Facilities	Master Maint Repair Worker	\$80.00
Hunt,David W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Hunter,Cedric Truman	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
James,Jermaine D	Physical Facilities	Bldg Services Worker	\$80.00
Johnson,Kenneth R	Physical Facilities	Goundskeeper Certified	\$80.00
Jones,Anthony C	Physical Facilities	Bldg Services Worker Certified	\$80.00
Jones,David E	Physical Facilities	Master Bldg Services Worker	\$80.00
Kaman,Robert S	Physical Facilities	Bldg Services Worker	\$80.00
Karr,Kenneth E	Physical Facilities	Maintenance Repair Worker	\$80.00
Karson,Michael J	Physical Facilities	Water Treatment Specialist	\$80.00
Kelly,Ruth A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Kelson,Kevin Scott	Physical Facilities	Stationary Engineer 2	\$80.00
Keyes,Melvin	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Kline,Mark S	Physical Facilities	Bldg Services Worker	\$80.00
Knight,Anthony D	Physical Facilities	Bldg Services Worker	\$80.00
Knox,Dale Le'Aire	Physical Facilities	Bldg Services Worker Certified	\$80.00
Koch,David A	Physical Facilities	Bldg Services Worker	\$80.00
Langrell,James M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Latson,Martin L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Lee,Kenneth Richard	Physical Facilities	Master Carpenter Crt	\$80.00
Lenke,Jason W	Physical Facilities	Mechanic	\$80.00
Letzler,Raymond K	Physical Facilities	Painter	\$80.00
Lipscomb,Roy E	Physical Facilities	Master HVAC Tech Crt	\$80.00
Lundy,Sterling W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Mahusky,John W	Physical Facilities	Preventative Maint Crew Supt	\$80.00
Makowski,Adam Owen	Physical Facilities	Maintenance Repair Worker Cert	\$80.00
Maldonado,German L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Martin,Daniel Wilson	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
McCray Jr,Raymond B	Physical Facilities	Building Maintenance Asst Supt	\$80.00
McGinnis,Donald L	Physical Facilities	Bldg Services Worker Certified	\$80.00

**2016 CWA CLOTHING ALLOWANCE
PAYABLE ON 12/9/2016**

Name	Dept	Job Title	Amount
McGrady,Darryl	Physical Facilities	Bldg Services Worker Certified	\$80.00
Meier,Matthew S	Physical Facilities	Master Groundskeeper Certified	\$80.00
Miller,Charlotte Anne	Physical Facilities	Bldg Services Worker Certified	\$80.00
Miller,Davis R	Physical Facilities	Master Plumber Certified	\$80.00
Miller,Edward W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Miller,Jack L	Physical Facilities	Master Carpenter Crt	\$80.00
Miller,Teresa L	Physical Facilities	Master Bldg Services Worker	\$80.00
Misanko,James E	Physical Facilities	Storekeeper	\$80.00
Moody,Michelle M	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Moore,Sheila B	Physical Facilities	Bldg Services Worker Certified	\$80.00
Moorer Sr,Carry T	Physical Facilities	Bldg Services Worker Certified	\$80.00
Murph,Rodney L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Murray,Michael K	Physical Facilities	Master Plumber Certified	\$80.00
Nelson,Chadwick Lon	Physical Facilities	Master Mover	\$80.00
Nelson,De Wayne L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Nobles,Warren	Physical Facilities	Bldg Services Worker	\$80.00
Ohlson,Robert J	Physical Facilities	Groundskeeper	\$80.00
O'Neil,Darnell J	Physical Facilities	Bldg Services Worker Certified	\$80.00
O'Neil,Lamont D	Physical Facilities	Maintenance Repair Worker	\$80.00
Orellana Velasco,Patricia	Physical Facilities	Bldg Services Worker Certified	\$80.00
Pacheco,Miguel A	Physical Facilities	Bldg Services Worker	\$80.00
Palmeri,William D	Physical Facilities	Bldg Services Worker Certified	\$80.00
Pangburn,William J	Physical Facilities	Master Electrician Crt	\$80.00
Parrish,Clark D	Physical Facilities	Master Painter Crt	\$80.00
Peck,Timothy H	Physical Facilities	Bldg Services Worker	\$80.00
Penza,Thomas N	Physical Facilities	Stationary Engineer 2	\$80.00
Pollitt,Jeffrey C	Physical Facilities	Goundskeeper Certified	\$80.00
Prosser,Warren	Physical Facilities	Goundskeeper Certified	\$80.00
Pruett,Olga I	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ramsey,Eric	Physical Facilities	Maintenance Repair Worker	\$80.00
Randall,David J	Physical Facilities	Maintenance Repair Worker	\$80.00
Redford,John W	Physical Facilities	Maint Repair Worker Apprentice	\$80.00
Resch,Aaron A	Physical Facilities	Energy Management Tech	\$80.00
Rick,Thomas J	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Rockhill,Richard G	Physical Facilities	Master Electrician	\$80.00
Rosenal,Carolyn Sue	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ryan,James P	Physical Facilities	Bldg Services Worker Certified	\$80.00
Sadler,Shasta L	Physical Facilities	Maintenance Repair Worker	\$80.00
Salzwimmer,Brandon R	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Samples,Richard E	Physical Facilities	Master Plumber Certified	\$80.00
Sandifer,Jeffrey A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Scholl,Jamie B	Physical Facilities	Master Electrician Crt	\$80.00
Shafer,Rachel N	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Shoemaker,Daniel H	Physical Facilities	Master HVAC Tech Crt	\$80.00
Simmons,Steve R	Physical Facilities	Master HVAC Tech Crt	\$80.00
Sims,Bradley S	Physical Facilities	Master Maint Repair Worker	\$80.00
Smiley,Tara Lee	Physical Facilities	Goundskeeper Certified	\$80.00
Smith,David A	Physical Facilities	Bldg Services Worker Certified	\$80.00

**2016 CWA CLOTHING ALLOWANCE
PAYABLE ON 12/9/2016**

Name	Dept	Job Title	Amount
Smith,John J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,Julie A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,Richard A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Stemple,Clinton R	Physical Facilities	Goundskeeper Certified	\$80.00
Storey,Janet	Physical Facilities	Bldg Services Worker Certified	\$80.00
Stratton,Arthur E	Physical Facilities	Master Painter Crt	\$80.00
Terrell,Timothy N	Physical Facilities	Bldg Services Worker	\$80.00
Thomas,Gloria A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Todd,John A	Physical Facilities	Bldg Services Worker	\$80.00
Tompkins,George M	Physical Facilities	Master Bldg Services Worker	\$80.00
Trusky Jr,Victor F	Physical Facilities	Laborer	\$80.00
Vargo,Daniel Paul	Physical Facilities	Mover	\$80.00
Vega,Victoria L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Verde,Shawn R	Physical Facilities	Master Carpenter Crt	\$80.00
Votaw,Darcy A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wallace,John A	Physical Facilities	Asst Bldg Services Worker	\$80.00
Wallace,Kevin M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wallis,Dan	Physical Facilities	Laborer	\$80.00
Walters,William P	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wandel,Christopher H	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Ward,Austin Joseph	Physical Facilities	Asst Groundskeeper	\$80.00
Warner,Michael	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Watson,Lamont	Physical Facilities	Asst Bldg Services Worker	\$80.00
West III,William M	Physical Facilities	Maintenance Repair Worker Cert	\$80.00
Westfall,Jason W	Physical Facilities	Master Electrician Crt	\$80.00
Wheeler,Darren	Physical Facilities	Bldg Services Worker Certified	\$80.00
While,Michael A	Physical Facilities	Stationary Engineer 2	\$80.00
Whitestine,Christopher J	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Wilson,Angela M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wilson,James L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wilson,Tanika Nicole	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wood,Alesia	Physical Facilities	Bldg Services Worker Certified	\$80.00
Bell,Bruce L	University Dining Services	Catering Assistant	\$80.00
Cooper,Herman J	University Dining Services	Food Service Worker	\$80.00
Harris,Marcel W	University Dining Services	Master Cook Certified	\$80.00
Knuckles,LaShawn D	University Dining Services	Storekeeper	\$80.00
Knuckles,Michael K	University Dining Services	Cook	\$80.00
Marina,Victoria	University Dining Services	Cook	\$80.00
Poteete,Dwain Lamar	University Dining Services	Head Bartender Server	\$80.00
Rumel,Ana D	University Dining Services	Food Service Worker	\$80.00
Warren,Nancy A	University Dining Services	Master Cook Certified	\$80.00
Garrett,Mark C	University Police Department	Locksmith	\$80.00
Kantorowski,Paul	University Police Department	Master Locksmith Crt	\$80.00
Morris,John H	University Police Department	Master Locksmith Crt	\$80.00
Oaks,Hiram E	University Police Department	Locksmith	\$80.00
Scattone,Charles R	University Police Department	Master Locksmith Crt	\$80.00

**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:

Joseph Gregor	Physical Facilities	Assistant Vice President, Physical Facilities
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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.

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

QUARTERLY FINANCIAL REPORT

SEPTEMBER 30, 2016



DATE: November 14, 2016

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

FROM: Amy S. Gilliland, Director of Resource Analysis & Budgeting

SUBJECT: General Fund and Auxiliary Funds Financial Report for Quarter Ending September 30, 2016

The Office of Resource Analysis & Budgeting is providing the attached FY17 results for the quarter ending September 30, 2016 for Unrestricted General Funds (Akron and Wayne combined) and Auxiliary Funds (Akron and Wayne combined) together with accompanying notes.

If you concur, this Financial Report for the quarter ending September 30, 2016 should be presented for approval at the December 7, 2016 Board of Trustees meeting.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office · 330-972-6317 Fax

Quarter Ending September 30, 2016

GENERAL FUND

The University of Akron

Unrestricted General Fund - Akron and Wayne Combined

FY17 Annual Budget with FY17 results for the three months ended September 30, 2016 and comparisons to September 30, 2015

Page 1

	FY16	FY17			Change from Sept. 2015	
	Actual Sept. 2015	Annual Budget	Actual Sept. 2016	\$ Budget Variance		
Tuition & General Service Fees	\$130,068,865	\$209,560,000	\$120,928,326	(\$88,631,674)		(\$9,140,539)
Other Fees	16,650,449	23,590,000	13,658,142	(9,931,858)		(2,992,307)
State Share of Instruction	26,646,111	106,510,000	26,586,486	(79,923,514)		(59,625)
Indirect Cost Recovery (IDC)	1,505,699	6,540,000	1,502,084	(5,037,916)		(3,615)
Investment Income	469,143	2,360,000	716,841	(1,643,159)		247,698
Departmental Sales and Testing	2,675,243	9,040,000	2,587,109	(6,452,891)		(88,135)
Miscellaneous Income	106,694	910,000	389,894	(520,106)		283,200
Total Revenues	178,122,205	358,510,000	166,368,881	(192,141,119)	46%	(11,753,324) (7%)
Compensation	31,469,328	158,510,000	31,772,281	126,737,719		(302,953)
Fringe Benefits	9,086,177	60,220,000	11,920,890	48,299,110		(2,834,713)
Total Compensation	40,555,505	218,730,000	43,693,171	175,036,829	20%	(3,137,666) (8%)
Purchased Utilities	1,619,121	11,610,000	2,206,412	9,403,588		(587,291)
Departmental Sales	1,417,354	4,620,000	1,600,577	3,019,423		(183,223)
Operating	16,914,481	36,470,000	13,271,010	23,198,990		3,643,472
Bad Debt	432,169	2,500,000	96,827	2,403,173		335,343
Scholarships	29,424,054	60,480,000	30,233,716	30,246,284		(809,662)
Total Non Personnel	49,807,180	115,680,000	47,408,542	68,271,458	41%	2,398,638 5%
Total Expenses	90,362,685	334,410,000	91,101,713	243,308,287	27%	(739,028) (1%)
Net Before Transfers	87,759,521	24,100,000	75,267,169	51,167,169		(12,492,352)
Transfers-In	245,746	18,000,000	251,896	(17,748,104)		6,150
Transfers-in - prior year encumbrance	3,525,092	0	2,871,143	2,871,143		(653,949)
Transfers-Out - Debt Service	(3,032,140)	(4,930,000)	(1,149,725)	3,780,275		1,882,415
Transfers-Out - Plant Fund	(1,305,117)	(2,500,000)	(531,846)	1,968,155		773,272
Transfers-Out - Other	(8,204,856)	(34,670,000)	(8,556,643)	26,113,357		(351,787)
Net Transfers	(8,771,275)	(24,100,000)	(7,115,175)	16,984,825		1,656,101
Difference	\$78,988,245	\$0	\$68,151,994	\$68,151,994		(\$10,836,251)

REVENUES AND RESOURCES

Tuition & General Service Fees – Tuition & General Service Fees revenues total \$120.9 million or approximately 58 percent as compared to the annual budget of \$209.6 million.

The University's principal tuition revenue cycle occurs twice during the fiscal year. Historically, the summer and fall revenue cycle represents approximately 57 percent of the total; therefore, the 58 percent this year is comparable with years past.

Current expectations are the budgeted Tuition & General Service Fees revenues will be achieved or slightly exceeded as actual fall enrollment marginally exceed projected enrollment and there is no reason to believe this trend will not carry into the spring 2017 semester.

Other Fees – Other Fees revenues total \$13.7 million or approximately 58 percent as compared to the annual budget of \$23.6 million.

As reflected above, based upon historical results, the 58 percent achievement is consistent with years past. Historically, the combined summer fall revenue cycle represents approximately 57 percent of the total; therefore, the 58 percent this year is comparable with years past.

Other Fees include various student fees such as technology fees (26 percent), facility fees (32 percent) and unit and course fees (15 percent). Some of the fees remain within the General Fund to fund operations while the facility fee is transferred to Auxiliary units and contributes towards the debt service requirement of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

Current expectations are that budgeted Other Fees revenues will be achieved.

State Share of Instruction – State Share of Instruction (SSI) revenues total \$26.6 million or approximately 25 percent as compared to the annual budget of \$106.5 million.

The University receives SSI proportionately each month; therefore, 25 percent aligns with three of 12 months of activity.

Current expectations are that SSI revenues will be achieved.

Indirect Cost Recovery – IDC revenues total \$1.5 million or approximately 23 percent as compared to the annual budget of \$6.5 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 66 percent used to pay the general expenditures of the University and 34 percent allocated to the academic units.

Current expectations are that IDC revenues will be achieved and that IDC allocated to the academic units will be managed to expenditures.

Investment Income – Investment Income revenues total \$.7 million or approximately 30 percent as compared to the annual budget of \$2.4 million.

Investment income is based largely upon the size of the operating funds investment portfolio and the market conditions that impact the return.

Current expectations are that budgeted investment income revenues will be achieved.

Departmental Sales and Testing – Departmental Sales and Testing revenues approximate \$2.6 million or approximately 29 percent as compared to the annual budget of \$9 million.

Sales and Testing revenues are proportionately related to the level of activities including materials and other testing for external parties. These revenues predominately remain within the operating units to pay for the costs related to the activity including compensation and supplies.

Current expectations are that budgeted Sales and Testing revenues will be achieved.

EXPENDITURES

Compensation and Fringe Benefits – Compensation and Fringe Benefits approximate \$43.7 million or approximately 20 percent of the annual budget of \$218.7 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30, however, all employees become part of the payroll cycle and compensation becomes more ratably for the remainder of the fiscal year.

The fringe benefit costs approximate \$11.9 million or nearly 20 percent of budget and are tracking slightly less than budget.

The fringe benefit projections, although not anticipated to rise beyond budgeted levels, will solidify as the new plan design is implemented and the transition to Anthem, the newly selected TPA, occurs beginning January 1, 2017.

Current expectations are that budgeted compensation and fringe benefits will be met. The budgeted compensation includes \$3 million related to vacant position savings.

Purchased Utilities – Purchased Utilities expenditures approximate \$2.2 million or approximately 19 percent of the annual budget of \$11.6 million.

Current expectations are that budgeted utility expenditures will be achieved.

Departmental Sales – Departmental Sales operating expenditures approximate \$1.6 million or approximately 35 percent of the \$4.6 million budget.

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Sales and Testing expenditures are related to the level of sales activities (see Departmental Sales and Services revenues above) and expenditures are historically managed to the revenues.

Current expectations are that budgeted operating expenditures in Departmental Sales and Testing will be met.

Operating – Operating expenditures approximate \$13.3 million or approximately 36 percent of the \$36.5 million budget.

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising and occasionally smaller dollar capital items such as computers and equipment. To date, these expenditures are trending at approximately 22 percent of budget.

Current expectations are that budget will be achieved.

Bad Debt – Bad debt approximates \$100,000 to date. The \$.1 million compares favorably to the prior year \$.4 million.

Current expectations are that budget will be met or more favorably achieved.

Scholarships – Scholarships approximate \$30.2 million or approximately 50 percent of the \$60.5 million budget. The scholarships to date reflect the fall awards while the spring awards will be reflected in the spring semester. The scholarships include UA undergraduate scholarships, GA fee remission, and Law.

Current expectations are that budget will be achieved.

TRANSFERS

Transfers-In – The budget assumes transfers-in from reserves will total \$18 million. Based upon the University's two revenue cycles and that expenditures are largely incurred ratably throughout the year, only limited transfers-in have been recorded thus far.

Transfers-in for prior year encumbrances are not budgeted in the current year as they were part of the prior year budget. The funding was brought forward into FY17 to be available as items or services are actually received.

Transfers-Out – The debt service budget represents \$4.9 million. To date, \$1.1 million or 23 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This represents bonded debt obligations for building and renovation of general purpose and academic space, and includes the performance contract obligation to improve energy efficiency.

Transfers of \$.5 million to plant funds support the new law building as well as various renovations and capital improvements.

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The remaining transfers of \$8.6 million reflect facility fees and general fees as well as general support to auxiliaries. At 25 percent of budget, these transfers are in line with budget.

Quarter Ending September 30, 2016

AUXILIARY FUNDS

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Auxiliaries Combined	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$10,294,015	\$45,500,000	\$11,637,168	(\$33,862,832)	(74%)	\$1,343,153	13%
Compensation	3,252,634	10,860,000	2,358,158	8,501,842		894,476	
Fringes	1,233,235	4,590,000	999,797	3,590,203		233,438	
Total Compensation	4,485,869	15,450,000	3,357,955	12,092,045	78%	1,127,914	25%
Operating	9,539,634	29,070,000	8,923,477	20,146,523		616,157	
Capital	0	400,000	0	400,000		0	
Scholarships	3,328,046	7,880,000	3,118,818	4,761,182		209,229	
Total Non Personnel	12,867,680	37,350,000	12,042,295	25,307,705	68%	825,386	6%
Total Expenditures	17,353,549	52,800,000	15,400,250	37,399,750	71%	1,953,299	11%
Net Before Transfers	(7,059,534)	(7,300,000)	(3,763,082)	3,536,918		3,296,452	
Transfers-In - Facilities Fee	2,262,038	7,720,000	1,710,726	(6,009,274)		(551,312)	
Transfers-In - General Services Fee	2,924,576	13,620,000	3,406,922	(10,213,078)		482,346	
Transfers-In - Other	3,170,198	13,330,000	3,950,506	(9,379,495)		780,307	
Transfers-Out - Debt Service	(6,623,852)	(26,130,000)	(6,536,738)	19,593,262		87,115	
Net Transfers	1,732,960	8,540,000	2,531,416	(6,008,584)		798,456	
Difference	(\$5,326,574)	\$1,240,000	(\$1,231,666)	(\$2,471,666)		\$4,094,908	

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Athletics Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$956,932	\$8,410,000	\$2,152,080	(\$6,257,920)	(74%)	\$1,195,148	125%
Compensation	1,713,679	7,790,000	1,704,723	6,085,277		8,957	
Fringes	587,449	2,940,000	685,715	2,254,285		(98,266)	
Total Compensation	2,301,128	10,730,000	2,390,437	8,339,563	78%	(89,310)	(4%)
Operating	3,513,863	9,710,000	3,650,238	6,059,762		(136,375)	
Capital	0	0	0	0		0	
Scholarships	3,320,546	7,880,000	3,118,818	4,761,182		201,729	
Total Non Personnel	6,834,409	17,590,000	6,769,056	10,820,944	62%	65,353	1%
Total Expenditures	9,135,537	28,320,000	9,159,493	19,160,507	68%	(23,956)	0%
Net Before Transfers	(8,178,605)	(19,910,000)	(7,007,414)	12,902,586		1,171,192	
Transfers-In - Facilities Fee	1,088,317	4,090,000	803,081	(3,286,919)		(285,236)	
Transfers-In - General Services Fee	2,924,576	13,620,000	3,406,922	(10,213,078)		482,346	
Transfers-In - Other	1,833,761	7,450,000	2,103,111	(5,346,889)		269,350	
Transfers-Out - Debt Service	(1,306,565)	(5,240,000)	(1,310,049)	3,929,951		(3,484)	
Net Transfers	4,540,089	19,920,000	5,003,066	(14,916,934)		462,977	
Difference	(\$3,638,516)	\$10,000	(\$2,004,348)	(\$2,014,348)		\$1,634,168	

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Residence Life & Housing Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$3,990,928	\$20,870,000	\$3,547,394	(\$17,322,606)	(83%)	(\$443,534)	(11%)
Compensation	467,619	870,000	189,641	680,359		277,978	
Fringes	205,839	340,000	81,190	258,810		124,649	
Total Compensation	673,458	1,210,000	270,831	939,169	78%	402,627	60%
Operating	1,393,822	8,520,000	1,825,775	6,694,225		(431,954)	
Capital	0	0	0	0		0	
Scholarships	7,000	0	0	0		7,000	
Total Non Personnel	1,400,822	8,520,000	1,825,775	6,694,225	79%	(424,954)	(30%)
Total Expenditures	2,074,280	9,730,000	2,096,606	7,633,394	78%	(22,326)	(1%)
Net Before Transfers	1,916,648	11,140,000	1,450,788	(9,689,212)		(465,860)	
Transfers-In - Facilities Fee	0	0	0	0		0	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	10,801	0	10,447	10,447		(354)	
Transfers-Out - Debt Service	(2,757,397)	(10,670,000)	(2,666,290)	8,003,710		91,107	
Net Transfers	(2,746,596)	(10,670,000)	(2,655,843)	8,014,157		90,753	
Difference	(\$829,948)	\$470,000	(\$1,205,056)	(\$1,675,056)		(\$375,108)	

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EJ Performing Arts Hall Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$50,598	\$1,810,000	\$278,387	(\$1,531,613)	(85%)	\$227,789	450%
Compensation	141,327	260,000	60,286	199,714		81,041	
Fringes	52,809	100,000	25,919	74,081		26,891	
Total Compensation	194,136	360,000	86,205	273,795	76%	107,931	56%
Operating	213,205	2,160,000	326,626	1,833,374		(113,421)	
Capital	0	0	0	0		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	213,205	2,160,000	326,626	1,833,374	85%	(113,421)	(53%)
Total Expenditures	407,341	2,520,000	412,831	2,107,169	84%	(5,490)	(1%)
Net Before Transfers	(356,743)	(710,000)	(134,444)	575,556		222,299	
Transfers-In - Facilities Fee	0	0	0	0		0	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	270,001	1,030,000	258,768	(771,232)		(11,233)	
Transfers-Out - Debt Service	(81,832)	(330,000)	(81,817)	248,183		15	
Net Transfers	188,169	700,000	176,951	(523,049)		(11,218)	
Difference	(\$168,574)	(\$10,000)	\$42,507	\$52,507		\$211,081	

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Dining Services (Aramark) Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$605,939	\$3,090,000	\$970,236	(\$2,119,764)	(69%)	\$364,297	60%
Compensation	421,919	310,000	65,081	244,919		356,838	
Fringes	187,332	450,000	49,084	400,916		138,248	
Total Compensation	609,251	760,000	114,165	645,835	85%	495,086	81%
Operating	1,840,193	1,500,000	563,598	936,402		1,276,595	
Capital	0	0	0	0		0	
Scholarships	500	0	0	0		500	
Total Non Personnel	1,840,693	1,500,000	563,598	936,402	62%	1,277,095	69%
Total Expenditures	2,449,944	2,260,000	677,763	1,582,237	70%	1,772,181	72%
Net Before Transfers	(1,844,005)	830,000	292,473	(537,527)		2,136,478	
Transfers-In - Facilities Fee	0	0	0	0		0	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	59,595	0	76,720	76,720		17,125	
Transfers-Out - Debt Service	(191,479)	(770,000)	(194,654)	575,346		(3,175)	
Net Transfers	(131,885)	(770,000)	(117,934)	652,066		13,951	
Difference	(\$1,975,890)	\$60,000	\$174,539	\$114,539		\$2,150,429	

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Student Recreation & Wellness Ctr - Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$126,369	\$580,000	\$147,484	(\$432,516)	(75%)	\$21,115	17%
Compensation	160,984	530,000	111,535	418,465		49,449	
Fringes	67,463	230,000	53,183	176,817		14,280	
Total Compensation	228,447	760,000	164,718	595,282	78%	63,729	28%
Operating	417,358	2,130,000	426,075	1,703,925		(8,718)	
Capital	0	0	0	0		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	417,358	2,130,000	426,075	1,703,925	80%	(8,718)	(2%)
Total Expenditures	645,805	2,890,000	590,794	2,299,206	80%	55,012	9%
Net Before Transfers	(519,436)	(2,310,000)	(443,310)	1,866,690		76,126	
Transfers-In - Facilities Fee	431,410	1,330,000	333,649	(996,351)		(97,760)	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	577,591	2,660,000	681,368	(1,978,632)		103,777	
Transfers-Out - Debt Service	(431,410)	(1,710,000)	(427,968)	1,282,032		3,441	
Net Transfers	577,591	2,280,000	587,048	(1,692,952)		9,457	
Difference	\$58,155	(\$30,000)	\$143,739	\$173,739		\$85,584	

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Student Union Auxiliary	FY16	FY17			% of Budget	Change from	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance		September 2015	
Revenues	\$150,224	\$1,730,000	\$271,363	(\$1,458,637)	(84%)	\$121,139	81%
Compensation	193,225	530,000	128,174	401,826		65,050	
Fringes	67,551	200,000	56,718	143,282		10,833	
Total Compensation	260,775	730,000	184,893	545,107	75%	75,883	29%
Operating	521,807	2,560,000	521,906	2,038,094		(99)	
Capital	0	0	0	0		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	521,807	2,560,000	521,906	2,038,094	80%	(99)	0%
Total Expenditures	782,582	3,290,000	706,798	2,583,202	79%	75,784	10%
Net Before Transfers	(632,358)	(1,560,000)	(435,435)	1,124,565		196,923	
Transfers-In - Facilities Fee	742,311	2,300,000	573,996	(1,726,004)		(168,315)	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	399,738	2,190,000	548,233	(1,641,767)		148,495	
Transfers-Out - Debt Service	(738,705)	(2,940,000)	(736,259)	2,203,741		2,446	
Net Transfers	403,343	1,550,000	385,969	(1,164,031)		(17,374)	
Difference	(\$229,015)	(\$10,000)	(\$49,466)	(\$39,466)		\$179,549	

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Parking & Transportation Svcs Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$4,393,035	\$8,920,000	\$4,246,345	(\$4,673,655)	(52%)	(\$146,690)	(3%)
Compensation	103,526	370,000	58,688	311,312		44,837	
Fringes	41,746	230,000	27,333	202,667		14,413	
Total Compensation	145,272	600,000	86,021	513,979	86%	59,251	41%
Operating	1,888,950	2,950,000	1,573,393	1,376,607		315,557	
Capital	0	240,000	0	240,000		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	1,888,950	3,190,000	1,573,393	1,616,607	51%	315,557	17%
Total Expenditures	2,034,222	3,790,000	1,659,415	2,130,585	56%	374,808	18%
Net Before Transfers	2,358,813	5,130,000	2,586,930	(2,543,070)		228,118	
Transfers-In - Facilities Fee	0	0	0	0		0	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	12,300	0	6,995	6,995		(5,305)	
Transfers-Out - Debt Service	(1,108,850)	(4,440,000)	(1,112,113)	3,327,887		(3,262)	
Net Transfers	(1,096,551)	(4,440,000)	(1,105,118)	3,334,882		(8,567)	
Difference	\$1,262,262	\$690,000	\$1,481,813	\$791,813		\$219,551	

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Telecommunications Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$5,449	\$20,000	\$4,882	(\$15,119)	(76%)	(\$567)	(10%)
Compensation	50,355	200,000	40,030	159,970		10,325	
Fringes	23,045	100,000	20,655	79,345		2,390	
Total Compensation	73,400	300,000	60,685	239,315	80%	12,716	17%
Operating	(249,563)	(470,000)	35,914	(505,914)		(285,477)	
Capital	0	160,000	0	160,000		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	(249,563)	(310,000)	35,914	(345,914)	112%	(285,477)	(114%)
Total Expenditures	(176,163)	(10,000)	96,599	(106,599)	1,066%	(272,762)	(155%)
Net Before Transfers	181,612	30,000	(91,717)	(121,717)		(273,329)	
Transfers-In - Facilities Fee	0	0	0	0		0	
Transfers-In - General Services Fee	0	0	0	0		0	
Transfers-In - Other	6,413	0	264,864	264,864		258,452	
Transfers-Out - Debt Service	(7,614)	(30,000)	(7,588)	22,412		26	
Net Transfers	(1,201)	(30,000)	257,276	287,276		258,478	
Difference	\$180,410	\$0	\$165,559	\$165,559		(\$14,851)	

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Wayne College Auxiliary	FY16	FY17				Change from September 2015	
	Actual September 2015	Annual Budget	Actual September 2016	\$ Budget Variance	% of Budget		
Revenues	\$14,542	\$70,000	\$18,998	(\$51,002)	(73%)	\$4,456	31%
Compensation	0	0	0	0		0	
Fringes	0	0	0	0		0	
Total Compensation	0	0	0	0	0%	0	0%
Operating	0	10,000	(49)	10,049		49	
Capital	0	0	0	0		0	
Scholarships	0	0	0	0		0	
Total Non Personnel	0	10,000	(49)	10,049	100%	49	0%
Total Expenditures	0	10,000	(49)	10,049	100%	49	0%
Difference	\$14,542	\$60,000	\$19,047	(\$61,051)		\$4,505	

Athletics

Athletic actual revenues total \$2.2 million as compared to annual budgeted revenues of \$8.4 million. Major components of revenue include game guarantees (51 percent), pouring rights (18 percent), ticket sales (16 percent), and gifts (12 percent). The majority of these revenues are recorded during the first six months but predominately during the 2nd quarter. Current expectations are that budgeted revenues will be achieved.

Earned revenue exceeds prior year activity by \$1.2 million, largely due to football game guarantees received to play Wisconsin.

Compensation and fringes expenditures total \$2.4 million or roughly 22 percent as compared to the annual budget of \$10.7 million. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will remain at or below budget.

Operating expenditures total \$3.7 million or 38 percent as compared to the annual budget of \$9.7 million. The principle operating expenditures include uniforms and athletic supplies (22 percent), maintenance (14 percent), game guarantees (12 percent), and team travel and recruiting (10 percent), and are predominately incurred during the early months of the fiscal year. Current expectations are that expenditures will remain at or below budget.

Scholarships, or Athletic financial aid, totaled \$3.1 million or 40 percent as compared to the annual budget of \$7.9 million. Current expectations are that the amount budgeted for scholarships will not be exceeded.

The other sources of funding consist of facilities fees, general service fees, and other budgeted at \$4.1 million, \$13.6 million, and \$7.5 million, respectively. The facilities fees totaling \$800,000 services a portion of the Stadium and Fieldhouse debt while the Athletics actual general service fees and other transfers-in combined total \$5.5 million. To date, \$6.3 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

The budgeted transfers-out for debt service total \$5.2 million. To date, \$1.3 million or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. The debt service largely pays the bonded debt related to InfoCision Stadium and the Athletic Fieldhouse.

Residence Life & Housing

Residence Life & Housing actual revenues total \$3.5 million as compared to the annual budgeted revenues of \$20.9 million. The housing revenues are presumed to be earned monthly so the \$3.5

million represents a portion of postings to date. It is expected that fall semester revenues will approximate \$10.1 million which is in-line with fall's revenue projection.

Current expectations are that budgeted revenues will be achieved for the fall semester. However, revenue pressures exist as fall 2016 occupancy is 13 percent lower than fall 2015.

Enrollment projections and housing contracts for spring 2017 will be monitored over the coming months and revenue projections for spring 2017 will be closely reviewed with updates made should circumstances merit, particularly if substantial variances appear possible.

Compensation and fringes expenditures total \$270,000 or roughly 22 percent as compared to the annual budget of \$1.2 million. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.8 million or 21 percent as compared to the annual budget of \$8.5 million. The principle operating expenditures include maintenance costs (48 percent) and utilities (20 percent), and are predominately incurred during the early months of the fiscal year. In particular, maintenance costs incurred for preparation of the dorms for the fall semester. Current expectations are that expenditures will remain at or below budget.

The centralization of maintenance under PFOC reduced the actual compensation, but increased operating costs.

The budgeted transfers-out for debt service total \$10.7 million. To date, \$2.6 million or 24 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

EJ Thomas Performing Arts Hall

EJ Thomas actual revenues total \$280,000 as compared to the annual budgeted revenues of \$1.8 million. The principle revenues include endowment (69 percent) and hall and space rental (29 percent). Current expectations are that budgeted revenues will be achieved as much of EJ's revenue generating programming has yet to occur.

Compensation and fringes expenditures total \$90,000 or roughly 24 percent as compared to the annual budget of \$360,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$330,000 or 15 percent as compared to the annual budget of \$2.2 million. The principle operating expenditures include consultant fees (36 percent), purchased

utilities (23 percent), and artist fees (15 percent). Current expectations are that expenditures will remain at or below budget.

Transfers-in represents general-fund support for operations and is budgeted for roughly \$1 million. To date, \$260,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

The budgeted transfers-out for debt service totals \$330,000. To date, \$80,000 or 24 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 15 years ago.

Dining Services (Aramark)

Aramark actual revenues total \$1 million as compared to the annual budgeted revenues of \$3.1 million. The primary revenues include utilities support (33 percent), facilities support (29 percent), and software support (19 percent). Given our recent enrollment challenges, meal plan purchases are down substantially as compared to the prior year; therefore, current expectations are that budgeted revenues will not be achieved and expenditures will be closely monitored throughout the course of the year.

Compensation and fringes expenditures total \$110,000 or roughly 15 percent as compared to the annual budget of \$760,000. Compensation occurs ratably throughout the year. The \$0.5 million fringe benefits budget also includes the difference between SERS and FICA for CWA employees who remained with the University. There are also other benefits related to those employees which will be reimbursed by Aramark this year. To date, \$90,000 has been billed for reimbursement but not yet collected. Current expectations, however, are that budgeted compensation will not be exceeded.

Operating expenditures total \$560,000 or 38 percent as compared to the annual budget of \$1.5 million. Current expectations are that expenditures will remain at or below budget.

The budgeted transfers-out for debt service totals \$770,000. To date, \$190,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 10 to 17 years.

Student Recreation & Wellness Center

Student Recreation & Wellness Center actual revenues total \$150,000 as compared to the annual budgeted revenues of \$580,000. The principle revenues include memberships (36 percent), swimming meets/lessons (31 percent), and rentals (16 percent). Current expectations are that budgeted revenues will be achieved for the fall semester.

Compensation and fringes expenditures total \$160,000 or roughly 22 percent as compared to the annual budget of \$760,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$430,000 or 20 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures include supplies and maintenance (39 percent), student assistants (35 percent), and purchased utilities (18 percent) and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain at or below budget.

The centralization of maintenance under PFOC reduced the actual compensation but increased operating costs.

Transfers-in represents facilities fees and general-fund support to service the building's bonded debt and for operations, respectively. To date, \$1 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The Student Recreation and Wellness Center is largely dependent upon the facilities fees and general fund for debt service resources and operational support both of which are tied directly to enrollment.

The budgeted transfers-out for debt service totals \$1.7 million. To date, \$430,000 or 24 percent has been transferred out for the upcoming debt service requirements.

Student Union

The Student Union actual revenues total \$270,000 as compared to the annual budgeted revenues of \$1.7 million. The principle revenues include rental income (98 percent). Current expectations are that budgeted revenues will not be achieved and expenditures will be closely monitored throughout the course of the year.

Compensation and fringes expenditures total \$185,000 or roughly 25 percent as compared to the annual budget of \$730,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$0.5 million or 20 percent as compared to the annual budget of \$2.6 million. The primary operating expenditures include maintenance (31 percent), purchase utilities (27 percent), student assistants (19 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain at or below budget.

The centralization of custodial and maintenance under PFOC reduced the actual compensation but increased operating costs.

Transfers-in represents facilities fees and general-fund support to service the building's bonded debt and for operations, respectively. To date, \$1.1 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The Student Union is largely dependent upon the facilities fees and general fund for debt service resources and operational support both of which are tied directly to enrollment.

The budgeted transfers-out for debt service totals \$2.9 million. To date, \$740,000 or 25 percent has been transferred out for the upcoming debt service requirements.

Parking Services & Transportation

Parking Services actual revenues total \$4.2 million as compared to the annual budgeted revenues of \$8.9 million. The primary revenues include parking permits (95 percent). Current expectations are that actual revenues will likely fall short of projections; however, expenditures will be managed in such a way to ensure expenditures remain within the actual revenues earned.

Compensation and fringes expenditures total \$90,000 or roughly 14 percent as compared to the annual budget of \$600,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.6 million or 53 percent as compared to the annual budget of \$3 million. The principle operating expenditures include transportation related activities including bussing and parking lot and parking deck maintenance (75 percent). Current expectations are that expenditures will remain at or below budget.

The \$240,000 budgeted capital expenditures are intended to replace the expansion joints and drains within the Schrank Parking Deck which have been isolated as the cause of water leakage occurring within Schrank Hall.

The budget is significantly affected by enrollment fluctuations. Therefore, compared to the prior year, actual revenues are lower while the centralization of maintenance under PFOC reduced the actual compensation but increased operating costs.

The budgeted transfers-out for debt service total \$4.4 million. To date, \$1.1 million or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to the renovation and construction of four parking decks.

Telecommunications

Telecommunications actual revenues total \$5,000 as compared to annual budgeted revenues of \$20,000.

Telecommunications also records revenues through internal departmental charges assessed to campus departments. Current expectations are that budgeted revenues will be achieved.

Compensation and fringes expenditures total \$60,000 or roughly 20 percent as compared to the annual budget of \$300,000. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$40,000 as compared to the annual budget of (\$0.5) million which includes \$2.5 million in charge-back revenue. The principle operating expenditures include communication (76 percent) and installation (16 percent). Current expectations are that expenditures will remain at or below budget.

The \$160,000 budgeted capital expenditures are intended to upgrade the network inside the data center.

The budgeted transfers-out for debt service total \$20,000. To date, \$8,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to network infrastructure improvements, deferred maintenance, and enhancements.

Wayne College

Wayne College revenues total \$20,000 as compared to the annual budgeted revenues of \$70,000. The primary revenues include bookstore rent (97 percent) predominately earned evenly throughout the fiscal year. Current expectations are that budgeted revenues will be achieved.

Operating expenditures are budgeted for \$10,000 while no expenditures have been recorded. Current expectations are that expenditures will remain at or below budget.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Acceptance of the Financial Report for Quarter Ending September 30, 2016

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 7, 2016, accepting the Financial Report for the quarter ending September 30, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

QUARTERLY INVESTMENT REPORT

SEPTEMBER 30, 2016



**The University of Akron
Investment Report
For the period July 1, 2016 through September 30, 2016**

SUMMARY

OPERATING FUNDS

The Operating Funds posted a blended rate of return (ROR) of 1.4 percent, approximating \$2.3 million, for the three months ended September 30, 2016.

Cash and Fixed Income

PFM manages the Short- and Intermediate-Term Fixed Income Investments as well as a Cash & Equivalents portfolio. There was no ROR for the period on the Cash and Fixed Income portfolios [\$159 million balance at September 30, 2016].

Long-Term

The Long-Term investments managed by Legacy achieved an overall three month ROR of 5.1 percent, or \$2.3 million [\$48.6 million balance at September 30, 2016].

The operating funds are within the University's prescribed asset allocation requirements at September 30, 2016 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter.

ENDOWMENTS

The Endowments posted a blended ROR of 3.8 percent, or \$2.3 million, for the three months ended September 30, 2016.

Pooled Endowments

The Pooled Endowments managed by Cambridge achieved an overall three month ROR of 3.6 percent, or \$2.0 million [\$57.2 million balance at September 30, 2016].

Of Cambridge's portfolio, Van Eck Gold Fund achieved the highest nine month (readily available information) ROR at 98.5 percent [\$1.2 million balance at September 30], while the Standard Life GARS achieved the lowest ROR at (4.1) percent [\$3 million balance at September 30].

These funds are within the University's prescribed asset allocation requirements at September 30, 2016 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter.

Separately Invested

The Separately Invested Endowments are invested in accord with donor stipulations and achieved a blended three month ROR of 5.4 percent, or \$0.3 million [\$6.2 million balance at September 30, 2016].

The highest ROR for the three months ended September 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 9.2 percent on market value of \$1.9 million at September 30. The lowest ROR for the three months ended September 30 was the Constitutional Law endowment, invested at Key Bank, at (0.3) percent on market value of \$1.1 million at September 30.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

The accompanying Exhibits are an integral part of this report.

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2016

Exhibit 1

Net Rates of Return for the Periods Ended September 30, 2016

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

Portfolio/Advisor	Market Value	Net Rates of Return					
		Quarter ROR/Benchmark		One Year ROR/Benchmark		Two Year ROR/Benchmark	
Cash and Cash Equivalents / PFM & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 57,288,552	0.09%	●	0.41%	●	0.29%	●
		0.10%		0.27%		0.15%	
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	47,486,490	0.00%	●	1.32%	●	1.26%	●
		(0.10%)		0.89%		1.03%	
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	54,180,185	(0.01%)	●	3.03%	●	2.85%	●
		(0.24%)		2.40%		2.76%	
Long-Term / Legacy <i>Policy Balanced Index</i>	48,592,516	5.07%	●	6.99%	●	1.76%	●
		3.92%		9.44%	●	3.41%	●
TOTAL OPERATING FUNDS	\$ 207,547,743	1.39%		3.15%		1.56%	

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2016**

Exhibit 2

Operating Funds Policy Compliance: Asset Allocation at September 30, 2016

- Compliant
- Noncompliant

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	28%	●
Short-Term Fixed Income	20-65%	25%	23%	●
Intermediate-Term Fixed Income	0-45%	35%	26%	●
Long-Term	0-35%	15%	23%	●
<i>Large Cap</i>	20-30%	25%	26%	●
<i>Small/Mid Cap</i>	10-20%	15%	15%	●
<i>International</i>	15-25%	20%	19%	●
<i>Alternative</i>	0-20%	15%	11%	●
<i>Fixed Income & Cash</i>	20-30%	25%	29%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2016**

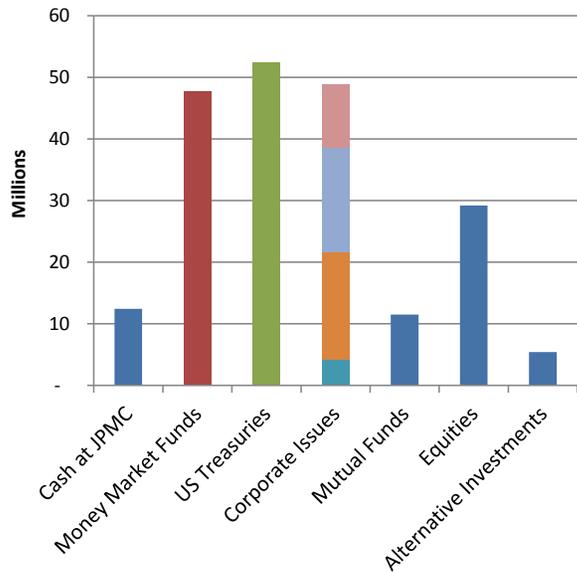
Exhibit 3

State Compliance: Portfolio Composition and Credit Quality

- Compliant
- Noncompliant

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 the State or any political subdivision of the State, certificates of deposit of any national bank located in the 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 Compliance

Cash, MMFs, US Treas, Comm Paper, Muni Issues: \$ 112,586,278 54% ●

	Market Value	Actual Allocation	Compliance Indicator
Cash, MMFs, US Treas, Comm Paper, Muni Issues:	\$ 112,586,278	54%	●

	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
Cash at JPMC	\$ 12,434,042			
Money Market Funds	44,854,510	\$ 49,693	\$ 292,738	\$ 2,497,247
U.S. Treasuries		26,728,996	25,729,052	
Corporate Issues		20,707,801	28,158,396	
Mutual Funds-Fixed				11,513,786
Equities				29,180,453
Alternative Invest.				5,401,030
Total Operating Funds	\$ 57,288,552	\$ 47,486,490	\$ 54,180,185	\$ 48,592,516

Note: The money Market Funds are held at PFM for all portfolios except the Long-Term

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2016

Exhibit 4

Net Rates of Return for the Periods Ended September 30, 2016

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

Portfolio/Advisor	Net Rates of Return								
	Market Value	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Trailing 3 Years ROR/Benchmark	Annualized Since 6/30/2002 ROR/Benchmark				
POOLED ENDOWMENT									
Portfolio Composite / Cambridge Policy Balanced Index	\$ 57,245,165	9.2% 5.9%	● ●	11.6% 8.3%	● ●	4.1% 3.7%	● ●	5.8% 6.0%	● ●
Cash	100	NA		NA					
<i>Pooled Endowment Total</i>	<u>\$ 57,245,265</u>								
SEPARATELY INVESTED ENDOWMENTS									
Oelschlager Leadership Award / Key Bank S&P 500 Index	\$ 1,885,155	6.3% 3.8%	● ●	17.7% 4.0%	● ●				
Seiberling Chair in Con. Law / Key Bank Barclays Aggregate Bond Index	1,114,084	0.8% 5.8%	● ●	0.2% 5.2%	● ●				
ORSP / PNC Bank	2,591,025	7.1%		8.9%					
Timken Co. and TimkenSteel Corp. Life Insurance Policy	645,840 605	NA NA		NA NA					
<i>Separately Invested Endowment Total</i>	<u>\$ 6,236,709</u>								
TOTAL ENDOWMENT FUNDS	<u>\$ 63,481,974</u>								

Note: Cambridge's performance is imbedded within "3 year" and "since inception" returns.

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2016

Pooled Endowment Funds Policy Compliance: Asset Allocation at September 30, 2016

Exhibit 5

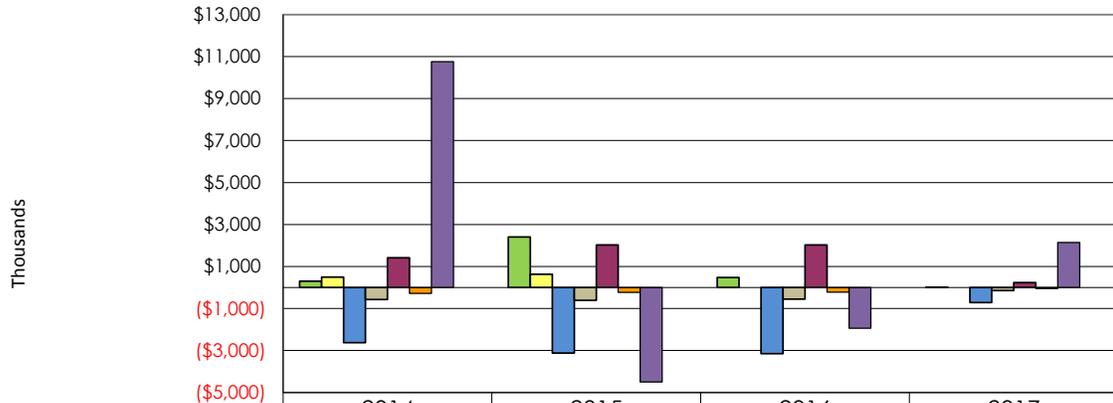
- Compliant
- Noncompliant

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	57%	●
<i>U.S. Equity</i>	<i>15-50%</i>		<i>15%</i>	●
<i>Non-U.S. Equity</i>	<i>15-50%</i>		<i>20%</i>	●
<i>Emerging Markets Equity</i>	<i>0-20%</i>		<i>9%</i>	●
<i>Global Equity</i>	<i>0-15%</i>		<i>13%</i>	●
Absolute Return	0-25%	15%	21%	●
Real Assets	10-25%	12%	10%	●
Bonds & Cash	10-25%	13%	12%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2016

Exhibit 6

Components of and Net Change - Total Endowments Funds
Fiscal Years Ended June 30, 2014-2016
and Three Months Ended September 30, 2016



	2014	2015	2016	2017
■ Endowment Gifts	\$302	\$2,407	\$480	\$0
■ Transfers, Net	500	633	0	0
■ Endowment Distributions	(2,631)	(3,120)	(3,155)	(720)
■ Administrative Fee	(568)	(609)	(556)	(145)
■ Interest & Dividends	1,414	2,025	2,028	232
■ Investment Fees	(277)	(229)	(220)	(51)
■ Realized & Unrealized G/L	10,752	(4,498)	(1,942)	2,146
Net Endowment Change	\$9,491	\$(3,390)	\$(3,365)	\$1,462

The categories that comprise the market value changes from period to period are as follows: **Gifts & Transfers, Net; Endowment Distributions; Administrative Fee, and Investment Income.** Select components are discussed below.

Endowment Gifts

Gifts to the University have been given in support of University endowments.

Endowment Distributions

Distributions made from the endowments based on spending policy, which is 5% of a 3-year moving average.

Administrative Fee

A 1% fee is assessed by the University to all pooled endowments which is directed to the Scholarships for Excellence.

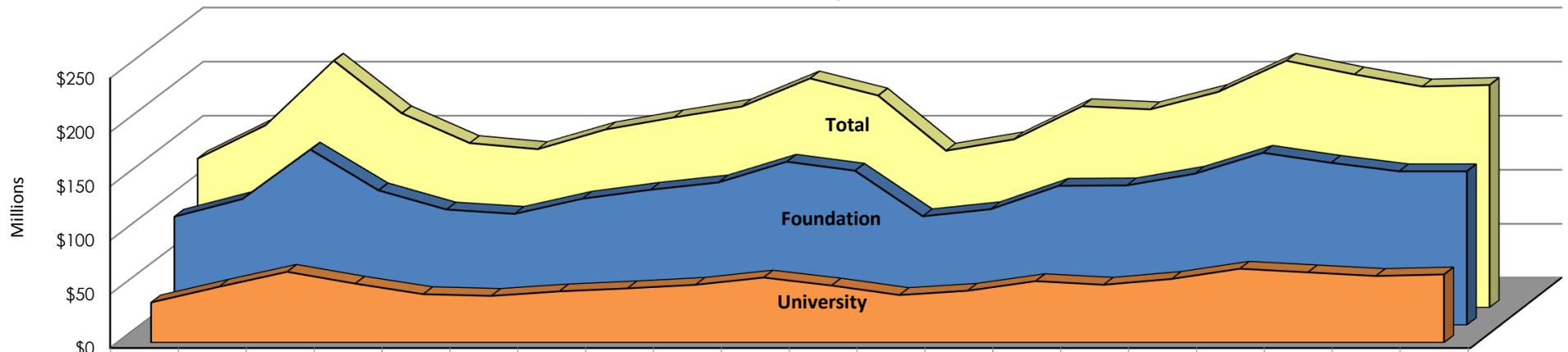
Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are imbedded within investments, net of returns, and are not readily determinable.

**THE UNIVERSITY OF AKRON
 ENDOWMENT Funds Investment Report
 For the Three Months Ended September 30, 2016**

**The University of Akron and Foundation
 Endowments Balances
 At June 30, 1998 - 2016
 And Three Months Ended September 30, 2016**

Exhibit 7



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017
UNIVERSITY	\$37.4	\$52.0	\$65.9	\$54.9	\$45.1	\$43.5	\$47.7	\$50.5	\$53.8	\$60.6	\$53.2	\$44.3	\$48.3	\$57.2	\$53.9	\$59.3	\$68.8	\$65.4	\$62.0	\$63.5
FOUNDATION	100.7	117.0	162.8	125.1	107.3	103.3	117.4	125.7	132.4	151.6	143.3	101.1	107.7	129.3	129.7	140.5	159.8	150.6	142.7	142.7
TOTAL	\$138.1	\$169.0	\$228.7	\$180.0	\$152.4	\$146.8	\$165.1	\$176.2	\$186.2	\$212.2	\$196.5	\$145.4	\$156.0	\$186.5	\$183.6	\$199.8	\$228.6	\$216.0	\$204.7	\$206.2
Total Change	\$27.1	\$30.9	\$59.7	\$(48.7)	\$(27.6)	\$(5.6)	\$18.2	\$11.1	\$10.1	\$26.0	\$(15.8)	\$(51.1)	\$10.6	\$30.6	\$(2.9)	\$16.2	\$28.8	\$(12.6)	\$(11.2)	\$1.5

Note: Foundation value represents 6/30/16 market value as the 9/30/16 report has not yet been received.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Acceptance of the Investment Report for Quarter Ending September 30, 2016

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 7, 2016, accepting the Investment Report for the quarter ending September 30, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PURCHASES FOR MORE THAN \$500,000



DATE: November 4, 2016

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

FROM: Sarah J. Kelly, Assistant Vice President, Talent Development & Human Resources

SUBJECT: Stop Loss Contract

The Office of Talent Development & Human Resources directed its employee benefit plan consultant, Willis Towers Watson, to request stop loss proposals from our incumbent, Highmark Insurance Group (HMIG), and Anthem Blue Cross Blue Shield for calendar year (CY) 2017 (the plan year). This targeted request was pursued in accord with University Board Rule 3359-3-01 (E) (j).

Following analysis of the proposals, Talent Development & Human Resources, in consultation with Willis Towers Watson and supported by the Department of Purchasing and the Office of General Counsel, recommends acceptance of Anthem Blue Cross Blue Shield's \$873,629 proposal.

As reflected within the accompanying summary, Anthem's proposed per employee per month (PEPM) rate is approximately 52 percent lower than the University's 2016 rate of \$74.47, whereas HMIG's proposed rate is 19 percent higher. In nominal terms, Anthem's proposal is expected to yield nearly \$950,000 savings as compared to CY 2016 while maintaining the same \$325,000 individual deductible.

If you concur, this recommendation should be reported as a purchase over \$500,000 for consideration at the December 7, 2016 Board of Trustees meeting.

Talent Development & Human Resources
Akron, OH 44325-4733
330-972-7090 Office · 330-972-2323 Fax

Stop Loss Contract Detail Analysis

Recent Stop Loss Information

Calendar Year (CY)	Claimants	Premiums	Reimbursements	Difference	Individual Deductible
2012	8	\$1,085,200	\$1,271,500	\$186,300	\$250,000
2013	6	\$1,184,641	\$2,968,800	\$1,784,159	\$250,000
2014	9	\$1,616,604	\$1,032,418	(\$584,186)	\$275,000
2015	7	\$1,442,914	\$1,835,087	(\$392,173)	\$300,000
2016	5	\$1,820,345	\$688,843	(\$1,131,502)	\$325,000

2017 Stop Loss Considerations

	CY 2016	CY 2017 HMIG Proposal	CY 2017 Anthem Proposal
Composite Rate PEPM	\$74.47	\$88.68	\$35.74
Annual Premium	\$1,820,345	\$2,167,694	\$873,629
Change		19.08%	(52.01%)
Individual Deductible	\$325,000	\$325,000	\$325,000

Note 1: The 2016 YTD premium through November 30 will be \$1,625,904; it is estimated that cost will total \$1,820,345 by December 31.

Note 2: The 2016 claimant number is currently 4 and will likely rise to 5.



DATE: November 14, 2016

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

FROM: Sarah J. Kelly, Assistant Vice President for Talent Development & Human Resources

SUBJECT: Pharmacy Benefit Manager (PBM) for Calendar Years 2017 and 2018

Background Information

The University of Akron conducted a competitive bid process during 2013 for pharmacy benefits manager (PBM) services for the calendar (plan) years 2014 through 2016. As a result of the process, a contract was awarded to CVS Caremark through Employers Health Coalition.

A requisite of the contract was that Employers Health Coalition must annually conduct a market check and renegotiate pricing with CVS Caremark. The University realized pricing competitiveness during the contract period as the contract yielded below average trends for claims on a per member per month basis over the three years.

As a result of that performance, the Office of Talent Development & Human Resources seeks approval to renew the contract for two additional plan years with intent to conduct a full market RFP for the 2019 and two or four succeeding plan years.

Proposal

The Office of Talent Development & Human Resources proposes a two-contract extension to CVS Caremark through Employers Health Coalition to continue PBM services for plan years 2017 and 2018.

As reflected within the accompanying summary, CVS Caremark's net prescription drug claims approximated \$6,054,000 for 2014, and although it is expected to reach \$7,200,000 for 2018, the University expects to realize increased levels of pricing adjustments to help offset the settled claims cost.

This proposed contract is acceptable to the Office of Talent Development & Human Resources, the Department of Purchasing, and the Office of General Counsel. If you concur, this proposal should be reported as a purchase over \$500,000 for consideration at the December 7, 2016 Board of Trustees meeting.

Talent Development & Human Resources
Akron, OH 44325-4733
330-972-7090 Office · 330-972-2323 Fax

Pharmacy Benefits Claims Summary
Calendar Year:

	2014 Actual	2015 Actual	2016 Projected	2017 Estimated	2018 Estimated
Base Claims	\$6,179,011	\$6,631,178	\$6,276,875	\$7,400,000	\$8,200,000
Annual Pricing Adjustment	(124,237)	(141,139)	(324,176)	(860,000)	(1,000,000)
Actual Claims	\$6,054,774	\$6,490,039	\$5,952,699	\$6,540,000	\$7,200,000
Average Members Per Month	5,852	5,557	4,988	5,000	5,000
Change Per Member Per Month	8%	13%	2%	10%	10%
Trend Change Per Member Per Month	8%	8%	8%	10%	10%

Note 1: Base claims represent drug spend prior to application of Employer Health Coalition negotiated pricing improvements.

Note 2: Actual claims represent discounted drug spend less rebate guarantee payments exclusive of member cost share.

Note 3: The 2016 actual claims through October 28, 2016 were \$4,884,242 and will be approximately \$5,950,000 by December 31, 2016.

Note 4: Calendar Years 2017 – 2018 include trended assumptions for utilization, drug inflation, and generic dispensing rates.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the following recommendations, presented by the Finance & Administration Committee on December 7, 2016, be approved:

Award to Anthem Blue Cross Blue Shield a contract for stop loss coverage for plan year 2017 in the amount of \$873,629

Award to CVS Caremark a two-contract extension for the University's pharmacy benefit management services, for plan years 2017 and 2018, in the amount of \$13,740,000

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

**THE UNIVERSITY OF AKRON
403(b) PLAN FIFTH AMENDMENT**



DATE: November 4, 2016

TO: Nathan J. Mortimer, Vice President for Finance & Administration/CFO

FROM: Sarah J. Kelly, Assistant Vice President, Talent Development & Human Resources

SUBJECT: The University of Akron 403(b): Plan Fifth Amendment

Background Information

The current Adoption Agreement for The University of Akron 403(b) Plan (“Plan”) states that the plan will not accept rollover contributions from other qualified plans. Despite this prohibition, one of our 403(b) providers erroneously had been allowing rollovers into the Plan since the late 1990s. After consultation with the University’s tax counsel appointed by the Ohio Attorney General, it was decided that our best option to rectify this error was to enter the Internal Revenue Service (IRS) Voluntary Correction Program, which allows plan sponsors to retroactively amend plan documents to bring them in compliance with the applicable provisions of the Internal Revenue Code¹. The IRS has approved our application and proposed solution to modify our Plan. We are now seeking authorization of the Board of Trustees to amend the Plan accordingly.

Specific Changes

The Administration seeks the Board of Trustees' authorization to amend The University of Akron 403(b) Plan document retroactively to permit: (i) rollover contributions into the Plan effective January 1, 1999, (ii) Roth rollover contributions to the Plan effective January 1, 2011, and (iii) amend the definition of Compensation for purposes of elective deferrals to include regular compensation and accumulated sick leave and vacation pay received by a Participant within 2 ½ months of the Participants severance from employer (or if later, the end of the limitation year that includes the date of severance) effective January 1, 2008. These changes are incorporated in the Fifth Amendment to our 403(b) Plan, a copy of which is attached. This proposed amendment conforms the terms of the Plan document to how the Plan has been operated in practice. The (“IRS”) approved this retroactive amendment of the Plan in the compliance statement issued on August 19, 2016 pursuant to the University’s application to the Employee Plans Resolution Compliance Program.

¹ The University was reimbursed for Voluntary Correction plan filing fee of \$15,000 plus attorney’s fees by the 403(b) vendor responsible for this error.

Talent Development & Human Resources
Akron, OH 44325-4715
330-972-7090 Office · 330-972-2323 Fax

The Ohio Attorney General's office has contracted with outside legal counsel to provide compliance, advice and assistance to Ohio higher education institutions including The University of Akron. Office of General Counsel at the University is working with Vorys, Sater, Seymour & Pease, LLP in connection with the Plan.

Timetable & Action Required

It is recommended that the Board of Trustees approve the proposed resolution to amend the Plan at the December 7, 2016 meeting. This new amendment to the Adoption Agreement must be executed by January 16, 2017.

**Fifth Amendment to
The University of Akron 403(b) Plan (“Plan”)**

Pursuant to the authority of Section 8.2 of the Plan, The University of Akron (the “Employer”) hereby amends the Plan effective as stated herein:

1. Section 5.G. of the Adoption Agreement for the Plan is hereby amended, effective January 1, 1999, by deleting it in its entirety and replacing it with the following:

“G. Rollover Contributions. (Section 6.1(a) of the Basic Plan Document)

The Plan *will* or *will not* accept rollovers from another eligible plan.

2. Section 5.H. of the Adoption Agreement for the Plan is hereby, effective January 1, 2011, by deleting it in its entirety and replacing it with the following:

“H. Roth Rollover Contributions. (Section 6.1(a) of the Basic Plan Document)

If Roth 403(b) Contributions are permitted to the Plan (above), direct rollovers from other Roth 403(b) or Roth 401(k) plans *are* or *are not* authorized to be rolled over into the Plan or Not Applicable because Roth Contributions are not permitted to the Plan.”

3. Section 6.1(a) of the Basic Plan Document is hereby amended by adding the following to the end thereof:

Notwithstanding the foregoing, the Plan will only accept a Participant rollover contribution distributed from an individual retirement account or annuity if that individual retirement account or annuity is described in §408(a) or (b) of the Code, and the rollover contribution is eligible to be rolled over and would otherwise be includible in gross income.

4. Section 7 of the Adoption Agreement is hereby amended, effective January 1, 2008, by deleting it in its entirety and replacing it with the following:

**7. COMPENSATION FOR PURPOSES OF ELECTIVE DEFERRALS
(SECTION 1.7 OF THE BASIC PLAN DOCUMENT):**

Compensation reported on Form W-2.

Wages for withholding purposes under Code Section 3401.

Compensation shall include or shall not include pre-tax compensation reductions (i.e. compensation which is not currently includible in the Participant’s gross

income by reason of a compensation reduction election under Code Sections 125, 132(f)(4), 401(k), 403(b), or 457(b)).

Compensation shall include or shall not include amounts paid within 2 ½ months after severance from employment (or, if later, the end of the limitation year that includes the date of severance) that, absent a severance from employment, would have been paid to the Employee for accrued bona fide sick leave, vacation or other leave, but only if the Employee would have been able to use the leave if employment had continued.

Compensation shall include or shall not include amounts paid within 2 ½ months after severance from employment (or, if later, the end of the limitation year that includes the date of severance) that, absent a severance from employment, would have been paid to the Employee while the Employee continued employment with the Employer and are regular compensation for services during the Employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar compensation.

5. Section 1.7 of the Basic Plan Document of the Plan is hereby amended, effective January 1, 2008, by deleting it in its entirety and replacing it with the following:

“1.7 **“Compensation”**: Except as otherwise elected on the Adoption Agreement, Compensation means cash compensation for services to the Employer as reported on Form W-2, including salary, wages, fees, commissions, bonuses, and overtime pay, that is includible in the Employee's gross income for the calendar year, plus amounts that would be cash compensation for services to the Employer includible in the Employees gross income for the calendar year. Except as otherwise elected in the Adoption Agreement, Compensation shall include amounts related to a compensation reduction election under Section 125, 132(f), 401(k), 403(b), or 457(b) of the Code (including an election under Section 2 made to reduce compensation in order to have Elective Deferrals under the Plan). Except as otherwise elected in the Adoption Agreement, effective for limitation years beginning on or after July 1, 2007, Compensation shall also include compensation paid by the later of (a) 2-½ months after severance from employment with the Employer maintaining the Plan (within the meaning of section 415(c)(3)) or (b) the end of the limitation year that includes the date of severance from employment with the Employer maintaining the Plan, if (a) the payment is regular compensation for services during the Employee's regular working hours, or compensation for services outside the Employee's regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments, and, absent a severance from employment, the payments would have been paid to the Employee while the Employee continued in employment with the Employer; or (b) the payment is for unused accrued bona fide sick, vacation or other leave, but only if the Employee would have been able to use if employment had continued. Any payments not described above are not considered includible Compensation if paid after severance from employment, even if they are paid within 2-½ months following severance from employment.

The remainder of the Plan remains unchanged.

This Fifth Amendment has been executed this _____ day of _____, 2016.

THE UNIVERSITY OF AKRON

By: _____

Name Printed: Ted A. Mallo

Title: Vice President and General Counsel

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Adoption of the Fifth Amendment to The University of Akron 403(b) Plan

WHEREAS, The University of Akron (“University”) sponsors The University of Akron 403(b) Plan (“Plan”); and

WHEREAS, The Board of Trustees (“Board”) has the ability to amend, from time to time, the Plan; and

WHEREAS, The University desires to amend the Plan retroactively to permit: (i) rollover contributions into the Plan effective January 1, 1999, (ii) Roth rollover contributions to the Plan effective January 1, 2011, and (iii) amend the definition of Compensation for purposes of elective deferrals to include regular compensation and accumulated sick leave and vacation pay received by a Participant within 2 ½ months of the Participant’s severance from employer (or if later, the end of the limitation year that includes the date of severance) effective January 1, 2008; and

WHEREAS, The Internal Revenue Service approved the retroactive amendment of the Plan in the compliance statement issued on August 19, 2016 pursuant to the University’s application to the Employee Plans Resolution Compliance Program; Now, Therefore,

BE IT RESOLVED, By the Board of Trustees of the University that:

Section 1. Amendment. The Fifth Amendment to the Plan is hereby adopted effective January 1, 1999, unless otherwise specified in the Fifth Amendment.

Section 2. Execution. The Administration, in carrying out this Resolution, is hereby authorized to execute the Fifth Amendment to the Plan and any other instruments, documents, or conveyances necessary to effectuate the Fifth Amendment to the Plan.

Section 3. Open Meetings. The Board of Trustees finds and determines that all formal actions of the Board relating to the enactment of this Resolution were taken in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

**PICK UP OF EMPLOYEE CONTRIBUTIONS
TO THE OHIO PUBLIC EMPLOYEES
RETIREMENT SYSTEM**



DATE: November 14, 2016

TO: Nathan J. Mortimer
Vice President, Finance & Administration/CFO

FROM: Sarah J. Kelly
Assistant Vice President, Talent Development & Human Resources

SUBJECT: Ohio Public Employees Retirement System for Non-teaching Employees

As you are well aware, HB 305 became effective September 28, 2016. That bill contained, among other things, a provision that prospectively adds nearly all newly hired non-teaching employees of The University of Akron as eligible members in the Ohio Public Employees Retirement System (OPERS).

The bill specifically expanded membership to include “[a]ny person who is employed by The University of Akron in a position not covered by the state teachers retirement system and to whom either of the following applies: (1) The person is initially employed by the university on or after the effective date of this amendment (September 28, 2016); (2) The person is employed by the university on the effective date of this amendment, the employment terminates after that date, and the person is reemployed by the university not less than twelve months after the date of termination.” Ohio Revised Code Section 145.011(D).

Employees currently employed by The University of Akron who would otherwise now be eligible for OPERS pursuant to HB 305 had they been hired after the bill’s enactment and the University’s adoption of the proposed resolution at this time remain eligible to participate in the School Employees Retirement System (SERS). Current contributions to SERS are 10 percent from the employee and 14 percent from the employer, and those rates are identical with the current OPERS contribution rates.

Federal tax law makes it possible for the employer to submit or “pick up” employee contributions to OPERS. More specifically, under Section 414(h)(2) of the Internal Revenue Code, an employer may pick up the employee’s portion of the retirement contribution to a qualified pension plan. Taxes for the pick-up contributions may then be deferred until the employee receives the contributions as either a refund after termination of employment or as retirement benefits. Without a pick-up plan, employee contributions to a qualified pension plan are generally taxable at the time the contribution is made. In summary, a Board-adopted pick-up plan allows for the deferral of income taxes on the employee’s required contribution amount.

Talent Development & Human Resources
Akron, OH 44325-4715
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The University's law enforcement employees became members of OPERS(LE) on September 16, 1998 as a result of the passage of HB 648 (see, R.C. 145.011(C)), and our Board approved a pick-up plan for the University's law enforcement employees through its approval of resolution 10-9-98. As stated above, those non-teaching and non-law enforcement employees employed at The University of Akron prior to September 28, 2016, the effective date of HB 305, will remain members of SERS for which our Board previously approved a pick-up plan.

Now, The University of Akron desires to also offer this retirement benefit through OPERS to those employees who are or become eligible pursuant to the revisions to the Ohio Revised Code enacted by way of HB 305. Approval of the attached resolution will allow the University to pick up the employee contribution and submit it directly to OPERS.

If you concur, I recommend that this retirement provision and the University's pick-up of the employee contribution in accordance with HB 305 be presented to the Board of Trustees for its consideration and approval at its meeting on December 7, 2016.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Pick Up of Employee Contributions to the
Ohio Public Employees Retirement System (Non-teaching Per HB 305)

WHEREAS, Internal Revenue Code Section 414(h)(2) permits employer “pick up” of the employee portion of contributions to a retirement plan; and

WHEREAS, Pursuant to federal and Ohio laws, the federal and state income taxes on a portion of the wages or salaries of the employees of The University of Akron will be deferred if The University of Akron “picks up” (assumes and pays) the contributions statutorily required to be made by such covered employees to Ohio Public Employees Retirement System (OPERS); and

WHEREAS, The University of Akron’s law enforcement employees became members of OPERS(LE) on September 16, 1998 as a result of the passage of HB 648 (R.C. 145.011(C)) and The University of Akron Board of Trustees approved a “pick up” plan for the University’s law enforcement employees through its approval of resolution 10-9-98; and

WHEREAS, HB 305 was enacted by the General Assembly, effective September 28, 2016, which contained, among other things, a provision adding certain non-teaching employees of The University of Akron as eligible members in OPERS (Ohio Revised Code Section 145.011(D)); and

WHEREAS, The Board of Trustees of The University of Akron has agreed to “pick up” the employee contributions to OPERS for all employees eligible pursuant to Section 145.011(D) of the Ohio Revised Code; and

WHEREAS, The University of Akron will not incur any additional costs in the picking up of such contributions; Now, Therefore,

BE IT RESOLVED by the Board of Trustees of The University of Akron that:

SECTION 1: Effective December 7, 2016, the full amount of the statutorily required employee contributions to OPERS shall be withheld from the gross pay of each person within any of the classes established in Section 2 herein and shall be “picked up” (assumed and paid to OPERS) by The University of Akron. This “pick up” by The University of Akron shall be designated as public employee contributions and shall be in lieu of contributions to OPERS by each person within any of the classes established in Section 2 herein. No person subject to this “pick up” shall have the option of choosing to receive the statutorily required contribution to OPERS directly instead of having it “picked up” by The University of Akron or of being excluded from the “pick up”. The University of Akron shall, in reporting and making remittance to OPERS, report that the public employee contributions for each person subject to this “pick up” has been made as provided by the statutes. Therefore, contributions, although designated as employee contributions, are employer-paid, and employees do not have the option to receive the contributions directly. All contributions are paid by the employer directly to the plan.

SECTION 2: The “pick up” by The University of Akron provided by this resolution shall apply to all persons (a) who are employed by The University of Akron in a position not covered by the state teachers retirement system and to whom either of the following applies: (1) The person is initially employed by the university on or after December 7, 2016; (2) The person is employed by the university on December 7, 2016, the employment terminates after that date, and the person is reemployed by the university not less than twelve months after the date of termination; and (b) who are or become contributing members of OPERS.

SECTION 3: The University of Akron method of payment of salary to employees who are participants in OPERS is hereby modified as provided in Section 4, in order to provide for a salary reduction pick up or employee contributions to OPERS.

SECTION 4: The total salary for each employee shall be the salary otherwise payable under The University of Akron policies. Such total salary of each employee shall be payable by The University of Akron in two parts: (a) deferred salary and (b) cash salary. An employee’s deferred salary shall be equal to that percentage of that employee’s total salary which is required from time to time by OPERS to be paid as an employee contribution by that employee, and shall be paid by The University of Akron to OPERS on behalf of that employee as a pick up and in lieu of the OPERS employee contribution otherwise payable by that employee. An employee’s cash salary shall be equal to that employee’s total salary less the amount of the pick up for that employee, and shall be payable, subject to applicable payroll deductions, to that employee. The University of Akron shall compute and remit its employer contributions to OPERS based upon an employee’s total salary. The total combined expenditures of The University of Akron for such employees’ total salaries payable under applicable The University of Akron policies and the pickup provisions of this resolution shall not be greater than the amounts it would have paid for those items had this provision not been in effect.

SECTION 5: The Associate Vice President for Business and Finance and Controller of The University of Akron is hereby authorized and directed, effective December 7, 2016, to implement this provisions of this ordinance to institute the “pick up” of the statutorily required contributions to OPERS for those persons reflected in Section 2 herein so as to enable them to obtain the result in federal and state tax deferments.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

**FIRST AMENDMENT TO
THE UNIVERSITY OF AKRON
CHIEF EXECUTIVE RETIREMENT PLAN**



DATE: November 14, 2016

TO: Nathan J. Mortimer
Vice President, Finance & Administration/CFO

FROM: Sarah J. Kelly
Assistant Vice President, Talent Development & Human Resources

SUBJECT: First Amendment to The University of Akron Chief Executive Retirement Plan

General Information

The Office of Talent Development & Human Resources seeks the Board of Trustees' authorization to amend The University of Akron Chief Executive Retirement Plan (“Plan”) document to clarify that Dr. Proenza is the sole Participant of the Plan and to revise the Employer contribution formula pursuant to Dr. Luis M. Proenza’s employment agreement with the University.

The Ohio Attorney General's office has contracted with outside legal counsel to provide compliance, advice, and assistance to Ohio higher education institutions. The Office of General Counsel at the University is working with Vorys, Sater, Seymour & Pease, LLP in connection with this Plan.

Specific Changes

The Plan currently defines Eligible Employee as the President of the University. This amendment changes the definition of Eligible Employee to mean the President Emeritus of the University who previously served as President of the University from January 1, 2006 through June 30, 2014.

The Plan currently provides that the Eligible Employee is entitled to an employer contribution equal to 25 percent of compensation. The Plan is being amended to reduce the employer contribution to the Eligible Employee to be equal to the then current percentage of compensation required to be contributed by Employer to the Ohio State Teachers Retirement System for its full-time tenured, full professors, as such percentage may be amended from time to time.

Timetable & Action Required

It is recommended that the Board of Trustees approve the proposed resolution to amend the Plan at the December 7, 2016 meeting and that the First Amendment to the Plan be executed thereafter with an effective date of January 1, 2017.

Talent Development & Human Resources
Akron, OH 44325-4733
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**FIRST AMENDMENT TO
THE UNIVERSITY OF AKRON CHIEF EXECUTIVE RETIREMENT PLAN**

WHEREAS, The University of Akron (“University”) has adopted The University of Akron Chief Executive Retirement Plan (the “Plan”); and

WHEREAS, the Plan has most recently been amended and restated effective January 1, 2009, as executed on January 17, 2014;

WHEREAS, pursuant to the right reserved in Section 8.1 of the Plan, the University may amend the Plan from time to time; and

WHEREAS, the University wishes to amend the Plan to clarify that Dr. Proenza is the sole Participant of the Plan and to revise the Employer contribution formula pursuant to Dr. Luis M. Proenza’s employment agreement with the University.

NOW, THEREFORE, effective as of January 1, 2017, the Plan is hereby amended as follows:

1. Section 1.8 of the Plan is hereby amended by deleting it in its entirety and substituting it with the following:

1.8 “Eligible Employee” means the President Emeritus of the Employer who served as President from January 1, 2006 through June 30, 2014.

2. Section 4.1 shall be amended by adding the following to the end thereof:

Notwithstanding the foregoing, effective January 1, 2017, the Employer shall contribute to the Plan for each Plan Year an amount equal to the then current percentage of compensation required to be contributed by Employer to the Ohio State Teachers Retirement System for its full-time tenured, full professors, as such percentage may be amended from time to time by Ohio State Teachers Retirement System. For clarity, effective on January 1, 2017, the percentage required to be contributed by the Employer shall be fourteen percent (14%).

IN WITNESS WHEREOF, this First Amendment shall be effective as of January 1, 2017.

THE UNIVERSITY OF AKRON

By: _____

Name (Print): Ted A. Mallo

Title: Vice President and General Counsel

Date: _____

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Adoption of the
First Amendment to The University of Akron
Chief Executive Retirement Plan

WHEREAS, the University of Akron (“University”) sponsors The University of Akron Chief Executive Retirement Plan (“Plan”); and

WHEREAS, the Board of Trustees (“Board”) has the ability to amend, from time to time, the Plan; and

WHEREAS, the University desires to amend the Plan to clarify that Dr. Proenza is the sole Participant of the Plan and to revise the Employer contribution formula pursuant to Dr. Luis M. Proenza’s employment agreement with the University; Now, Therefore,

BE IT RESOLVED, By the Board of Trustees of the University that:

Section 1. Amendment. The First Amendment to the Plan is hereby adopted effective January 1, 2017.

Section 2. Execution. The Administration, in carrying out this Resolution, is hereby authorized to execute the First Amendment to the Plan and any other instruments, documents, or conveyances necessary to effectuate the First Amendment to the Plan. Further, the General Counsel of the University is hereby authorized to take any and all actions necessary to ensure that the Plan remains compliant with applicable law, including adopting any further amendments to the Plan.

Section 3. Open Meetings. The Board of Trustees finds and determines that all formal actions of the Board relating to the enactment of this Resolution were taken in an open meeting of the Board, and that all deliberations of the Board and any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22 of the Ohio Revised Code.

Ted A. Mallo, Secretary
Board of Trustees

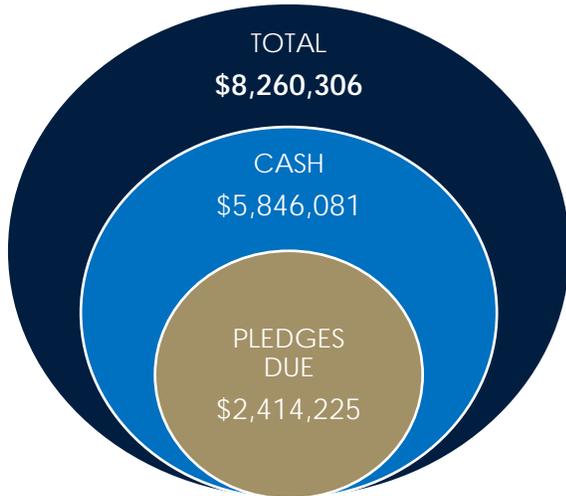
FINANCE & ADMINISTRATION COMMITTEE

TAB 8

GIFTS

REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES
 Department of Development
 Three-Year Fundraising Comparison | July 1 - October 31
 December 2016

\$8,260,306: Cash received (July – October 2016)
and pledges due by June 30, 2017



CASH (July – October) AND PLEDGES DUE in respective fiscal years		
FY 2014-15	FY 2015-16	FY 2016-17
\$12,117,151	\$10,556,148	\$8,260,306

CASH GIFTS July – October		
FY 2014-15	FY 2015-16	FY 2016-17
\$11,010,101	\$8,126,926	\$5,846,081

ANNUAL FUND July – October		
FY 2014-15	FY 2015-16	FY 2016-17
\$168,428	\$126,236	\$151,122

PLANNED GIVING July – October		
FY 2014-15	FY 2015-16	FY 2016-17
\$1,265,744	\$429,499	\$77,310
\$34,081,806: Planned gifts in UA pipeline		

GIFTS-IN-KIND* July – October		
FY 2014-15	FY 2015-16	FY 2016-17
\$138,606	\$3,714	\$60,909
*Does not include SAP software		

PLEDGES July – October			
	FY 2014-15	FY 2015-16	FY 2016-17
Total	\$1,141,900	\$527,510	\$1,860,846
Received	\$465,943	\$441,275	\$541,755
Balance	\$675,957	\$86,235	\$1,319,091



DEPARTMENT OF DEVELOPMENT
MAKING A DIFFERENCE MOVING FORWARD
SCHOLARSHIP GIVING REPORT

Total Giving - Moving Forward Scholarship (July 11-November 27)	\$229,783.24
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Moving Forward Scholarship	\$216,093.24
Moving Forward Scholarship/Law	\$13,690.00

<i>Transfers Pending to Moving Forward Scholarship</i>	<i>\$40,886.01</i>
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Total Available After Transfers – Moving Forward Scholarship	\$256,979.25
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Total Giving – All Other Scholarships* (July 1-November 27)	\$1,283,943.74
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**gifts primarily to scholarship endowments*

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Acceptance of Gift Income Report for July 1 through October 31, 2016

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 7, 2016, pertaining to acceptance of the Gift Income Report for July 1 through October 31, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

**PURCHASES \$25,000 TO \$500,000
FOR SEPTEMBER-OCTOBER 2016**

THE UNIVERSITY OF AKRON
CONTRACTS BETWEEN \$25,000 AND \$500,000
September 2016 (Informational Report)

The following contracts, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees; this list is submitted for the Board's information.

<u>SOURCE</u>	<u>VENDOR NAME</u>	<u>PO NO.</u>	<u>AMOUNTS</u>	<u>COMMENTS</u>
General Fund	Bath Township	91222	\$ 27,179	Annual Lease of Bath Nature Preserve
	Bepress	91377	59,183	Subscription to Digital Commons and Selected Works Renewal
	Center for Marketing & Opinion	91375	3,003	Consulting Services-2016 Buckeye Poll Recall
	Central Industrial Insulation	B1760627	41,188	Labor and Materials for HVAC Insulation on Campus
	Gardiner Trane Inc.	B1785092	55,319	Chiller Repairs
	Innovative Interfaces Inc.	91245	43,536	Sierra Software Maintenance Renewal
	Johnson Controls Inc.	91200	33,561	Maintenance Agreement Renewal
	Orrville Printing Company	90717	38,000	Printing for Wayne Campus
	Oxford Computer Group LLC	90781	29,000	Consulting Services for the Migration of UA Email to Cloud
	Pandora Media Inc.	91429	35,000	Audio and Visual Advertising
	Student Educational Benefit Trust	91387	274,507	International Student Health Insurance Renewal
	WKYC	91228	39,995	Olympics Television Advertising
		Subtotal		\$ 679,471
Auxiliary Funds	Cypress Risk Management	91348	\$ 86,500	Athletic Accident Insurance Renewal
	DVSPORT Inc.	91289	31,000	Software Support and Maintenance Renewal
	Lean Enterprises Inc.	91401	50,000	Lean Mastery Classes and Company Contract Training
	Marriott Madison West	*Pcard	27,037	Football Lodging and Meals for the Wisconsin Game September 9-10, 2016
		Subtotal		\$ 194,537
Grant/Plant/Restricted Funds	Carpenter Technology Corporation	90927	\$ 34,626	600 Pounds Alloy
	Center for Marketing & Opinion	91375	32,747	Consulting Services-2016 Buckeye Poll Recall
	MathCor Ltd.	91372	49,000	Mathematical Modeling and Simulation of Corrosion Services
	MBraun Inc.	91212	35,858	Glovebox with Gas Purification
	Valve Express LLC	91333	46,936	Valves for HTHW System
		Subtotal		\$ 199,167
	Grand Total		\$ 1,073,175	

THE UNIVERSITY OF AKRON
CONTRACTS BETWEEN \$25,000 AND \$500,000
October 2016 (Informational Report)

The following contracts, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees; this list is submitted for the Board's information.

<u>SOURCE</u>	<u>VENDOR NAME</u>	<u>PO NO.</u>	<u>AMOUNTS</u>	<u>COMMENTS</u>
General Fund	Akron General Medical Center	91614	\$ 44,200	Training for the Paramedic Program for 13 Students
	CDW Government Inc.	91694	314,296	Four Node Nutanix Cluster with Nvidia GPUs
	CDW Government Inc.	91623	41,414	Splunk Enterprise Perpetual Licenses
	Centura X-ray Inc.	91628	103,750	Digital Radiographic Imaging System
	Certified Pest Control	B1788356	47,000	Pest Control Services
	D2L Ltd.	91590	212,080	Annual D2L License Renewal
	Dell	Pcard	110,292	Dell Networking
	IMG College LLC	91461	262,504	Marketing/Advertising/Sponsorship Agreement
	Mercy Medical Center	91599	43,945	Reimbursement for Instructional Fees for Fall 2016
	Mythics Inc.	91633	59,976	Server Software License
	Quadterm LLC	91471	46,000	Consulting Services-PeopleSoft Upgrade
	TMWelsh Consulting LLC	91525	30,000	Consulting Services to Assist the University on Communications
	Towers Watson Delaware Inc.	91193	34,959	Consulting Services for Medical RFI/RFP and Plan Pricing
		Subtotal		\$ 1,350,416
Auxiliary Funds	Basketball Promotions & Events LLC	91493	\$ 150,000	Game Guarantee for Men's Basketball - Savannah Invitational
	Bob McCloskey Agency LLC	91554	50,000	Basic Student Athlete Insurance
	Calero Software LLC	91634	47,706	Maintenance & Support for the Telecomm Billing Services
	Lakefront Lines Inc.	90462	35,480	Volleyball Team Bus Travel
	Lakefront Lines Inc.	90461	35,120	Women's Soccer Team Bus Travel
	Micro Photonics Inc.	91427	48,450	Micro Photonics SkyScan 1172 System
	New England Flight Watch LLC	91674	53,337	Charter Air Flight for Men's Basketball
		Subtotal		\$ 420,093
Grant/Plant/Restricted Funds	Cline Mechanical Inc.	91601	\$ 139,300	Mechanical Trades Akron Polymer Training Center Wet Lab 109
	Feghali Brothers LLC	91598	89,500	General Trades-Akron Polymer Training Center Wet Lab 109
	Hilscher-Clarke Electric Company	91668	38,780	Electrical Trades Akron Polymer Training Center Wet Lab 109
		91345	28,092	Wireless Access Point
	Subtotal		\$ 295,672	
	Grand Total		\$ 2,066,181	

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

ADVANCEMENT



Students volunteered at Goodwill and several other nonprofits across the county on Make a Difference Day in October. In all, more than 800 students participated.

DIVISION OF ADVANCEMENT REPORT

Enrollment Management
University Communications and
Marketing

Development, Alumni & Government
Relations, UA Foundation and Athletics
External Relations

DIVISION OF ADVANCEMENT
ENROLLMENT MANAGEMENT



Cleveland Early College



Akron St. Vincent-St. Mary

PRESIDENT WILSON VISITS AREA HIGH SCHOOL PRINCIPALS

Since early September, President Matthew Wilson has visited with more than one-third of 66 high school in our immediate service area. Accompanying Wilson is Associate Vice President for Enrollment Management Lauri Thorpe.

President Wilson meets each principal, and on occasion, he has been able to present before the entire student body. Other times, he meets with high school counselors.

The meetings have provided a great opportunity for President Wilson to provide updates, answer questions, share his background, and offer to have either him or a member of our Speaker Team present at their schools.



Cuyahoga Falls



North Canton Hoover



Cuy. Falls Woodridge



CVCA



Akron Ellet



Archbishop Hoban



Akron Buchtel



Hudson



Lake



Walsh



Green



Nordonia



Akron North



Akron STEM



Stow-Munroe Falls



Akron Springfield



St. Vincent-St. Mary



Massillon Jackson



HIGH SCHOOL GROUPS VISIT

High schools across the region routinely send buses with students to UA for a day to learn more about our academics and campus life. Above, students from Brecksville-Broadview Hts. High School during a campus tour.



ADMISSIONS EVENTS

UA Scholars Day: Jan. 21

Discovering Diversity Day: Feb. 10

Senior Day: A to Zip: Feb. 20 and March 10

Daily Information Sessions and Tours for high school students – 10 a.m. and 2 p.m.

ENROLLMENT MANAGEMENT

STUDENT FINANCIAL AID & STUDENT EMPLOYMENT

The Office of Student Financial Aid is enjoying a very busy fall season. With the first-ever federal early introduction of the Free Application for Federal Student Aid (FAFSA) on Oct. 1 (rather than Jan. 1), there has been an increased demand for financial aid presentations.

During September and October, staff members have presented at more than 20 high school financial aid nights and at events on and off campus:

- STEM High School
- Nardon High School
- UA's Family Weekend
- Tallmadge High School
- Ellet High School
- Mogadore High School
- East High School
- Crestwood High School
- St. Vincent/St. Mary High School
- Revere High School
- Canton McKinley High School
- Kenmore High School
- Green High School
- Coventry High School
- Medina County Career Center
- FAFSA Filing Sunday at The University of Akron
- Fall November Admissions Visit Day
- Barberton High School
- Buchtel High School College Day
- FAFSA Filing Friday at The University of Akron
- Transfer, Adult, Military Admissions Visit Day in November
- UA's Medina County University Center
- Ravenna High School

MEETING WITH HIGH SCHOOL COUNSELORS

About 60 high school counselor advisory board members attended our annual board meeting in the Student Union on Dec. 9.

President Wilson delivered welcoming remarks and shared updates about the University.



HELPING STUDENTS AND FAMILIES COMPLETE THE REVISED, SIMPLER FAFSA

On Sunday, Oct. 23, we welcomed 105 families who came to us for help completing the FAFSA for 2017-18.

Separately, events for current students were scheduled throughout November, including FAFSA Fridays hosted by the Zip Assist Center in Simmons Hall.



STUDENTS TO GET EARLY WORD ABOUT FINANCIAL AID

In November and December, we are focusing on outreach to students who have applied for the 2017-18 financial aid year and begin the process of packaging financial aid awards for fall 2017 freshman class.

As a result of the new Prior/Prior Year early release, our financial aid award letters will be mailed by Dec. 15 as opposed to the customary release in late March 2017.



NUMBER OF PROSPECTIVE-STUDENT VISITS RISING

Prospective freshman visitor numbers are steadily increasing. Student attendance at our largest Fall 2016 events held in September, October and November reflect an 18 percent increase when compared to the student attendance at these same events one year ago. We're also running 1.2 percent ahead of visitors for the same period two years ago.

TWO NEW FRESHMAN RECRUITERS HIRED

We are strengthening our Admissions team with two new hires and more are on the way.

Kailee Aston comes to us from Capital University, where she earned a bachelor's degree in psychology. Her hometown is North Canton. Kailee's recruitment territory is Southwest Ohio.



Bryan (Beau) Gannon is a two-time UA grad with a bachelor's degree in AYA language arts education and a master's in higher education administration. Beau's territory is Northwest Ohio and Michigan.



Interviews are underway for additional freshmen recruiter positions, with three offers extended in late October and early November. Additional phone and in-person interviews are taking place to fill the remaining positions.

We continue to interview candidates for the position of transfer recruiter, and we recently posted openings for student services counselors; they will assist with admissions processing and credential evaluation. We are also advertising for a professional to manage our customer relationship management software. We expect to hire someone in December.



ON THE ROAD

This fall, the admissions officers have visited more than 500 high schools in Ohio and surrounding states, and we have participated in more than 120 college fairs.



Collectively, we have talked with more than 1,000 high school counselors, teachers and school administrators, as well as thousands of students and parents.

DIVISION OF ADVANCEMENT
COMMUNICATIONS & MARKETING



DIGITAL MARKETING PROMOTES FALL VISIT DAYS

Digital display ads promoting the Nov. 5 Visit Day targeted mobile phones on and near 50 priority high schools in Northeast Ohio, as well as the Facebook and Instagram accounts of people in the same locations.

Additionally, audio commercials aired on Pandora Radio, targeting 16-18 and 40-54 year olds in Cleveland, Akron, Canton, Pittsburgh, Youngstown

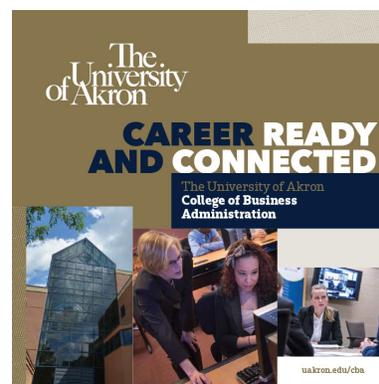
and Columbus.

Six digital billboards in Akron also promoted the Oct. 15 and Nov. 5 Visit Days.



CHANGES TO FAFSA

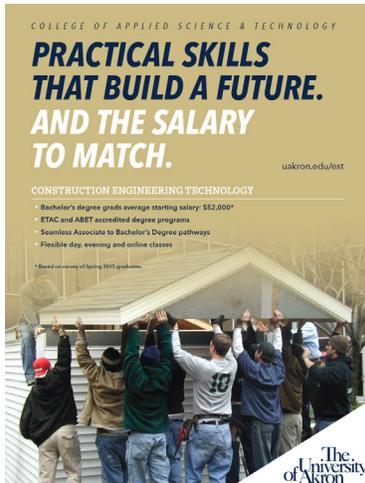
Financial Aid needed help getting the word out to campus about the opening of the FAFSA application window on Oct. 1, which is earlier than in the past. Also, FAFSA filers can now use already-filed 2015 income tax information instead of estimating what will be on their 2016 return. More convenience for all!



BUSINESS VIEWBOOK

The College of Business Administration now has an updated viewbook that embraces the fresh look of the marketing materials we prepared for Admissions and others.

COMMUNICATIONS AND MARKETING



NEW BANNERS FOR ARENA

Signage in the JAR Arena will be refreshed for the first men's basketball game on Nov. 17 against American.



FLIERS UNDERSCORE TEACHING METHODS AND GRADUATES' SALARIES

The College of Applied Science & Technology is rolling out fliers that highlight each of its programs. The fliers reflect the look of our refreshed marketing materials and allow faculty to better promote the programs to prospective students.

BIOLOGY DEPARTMENT RECRUITMENT POSTER

Biology asked University Communications and Marketing for help creating a poster that faculty members could hand out as part of the new Speakers Team outreach program.

With the poster, high school students will have a daily reminder in their buildings about UA and its biology program.

The Speakers Team is a group of faculty and staff members available to speak at high schools on academic subjects or about college life in general.



NEWS MEDIA ROUNDUP: TELLING OUR STORY

Since the last report, the media relations team:

- Assisted numerous media outlets in telling the story of the Board of Trustees' decision to remove 'interim' from the title of President Matthew J. Wilson and Provost Rex Ramsier. News organizations covering the story include the Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business, 89.7 WKSU, 1590 WAKR, The Buchtelite and The Columbus Dispatch.
- Promoted media attendance at President Matthew J. Wilson's outreach initiatives including his basketball games with students (written about by the Akron Beacon Journal) as well as his appearance at an Undergraduate Student Government town hall meeting, covered by the Akron Beacon Journal, The Buchtelite and 89.7 WKSU.
- Carried out a strategic outreach program to news media outlets outside of Summit County involving visits by university communications and marketing staff, and an editorial board meeting with President Matthew Wilson. A positive editorial about the leadership of President Wilson recently appeared in The Repository, while front-page stories touting UA's Medina County University Center have appeared in The Medina Gazette.
- Garnered publicity for the Bliss Institute's new International Campaign Fellows program with interviews on WOIO-TV, and stories in the Akron Beacon Journal and Akron Legal News.
- Secured a profile of UA's role as a National Science Foundation I-Corps site in Crain's Cleveland Business. The University of Akron Research Foundation serves as a liaison between student entrepreneurs, faculty members and business mentors to identify innovative business ideas and explore their commercial potential. Elyse Ball and Dan Hampu, project managers for the foundation, were interviewed for the profile.
- Pitched Plastics News on reporting of the master research agreement between UA's College of Polymer Science and Polymer Engineering and Sandia National Laboratories to develop novel carbon nanomaterials. Vice Provost for Research and Dean Eric Amis is quoted in the piece.



- Arranged for news coverage of UA's Selection as a Peer Advisors for Veterans Education (PAVE) partner campus. Mary Rossett, associate director of UA's Military Services Center, and Matt Altieri, psychologist at UA's Counseling & Testing Center, are featured in the coverage. The Hudson-Hub Times, Cleveland.com and the Akron Beacon Journal wrote about it.
- Directed media attention to the unveiling of the College of Engineering's Swagelok Career Center. A \$1.25 million lead gift to the College from the Fred A. Lennon Charitable Trust, affiliated with the Swagelok Company, supports both the engineering Swagelok Career Center and scholarships. Cleveland.com, Crain's Cleveland Business and the Hudson Hub-Times report on the opening.
- Facilitated interviews of associate professor Carolyn Behrman and visiting assistant clinical professor Annal Vyas, new co-directors of UA's EX[L] Center. The Akron Beacon Journal and Crain's Cleveland Business filed reports.
- Worked with NEOMED to publicize the partnership between UA and NEOMED's College of Pharmacy to offer an MBA and doctor of pharmacy degree to NEOMED students. Dean Ravi Krovi is quoted in Crain's Cleveland Business and the Hudson Hub-Times regarding the new offering.
- Generated media visibility for the hundreds of students, faculty and staff members who participated in UA's annual effort for National Make a Difference Day on Oct. 22. Details are in Cleveland.com, the Akron Beacon Journal, WKYC-TV and WAKR-AM.
- Called attention to the graduation of Lt. Jim Gilbride of the UA Police Department from the FBI National Academy, an internationally recognized, invitation-only organization for officers of distinction. The story appeared in the Hudson Hub-Times.

COMMUNICATIONS AND MARKETING

NEWS MEDIA ROUNDUP: HEADLINES



Editorial: University of Akron president brings vision, stability

Friday
Posted Oct 21, 2016 at 8:01 AM

By The Canton Repository Editorial Board

Share



The University of Akron's board of trustees has been the target of immense criticism over the past two years. Most of it has focused on the board's role in hiring former President Scott L. Scarborough, who resigned in May after a tumultuous tenure in which he made controversial budget cuts and clumsily attempted to rebrand the school. Enrollment and revenue declined in that time, and with them plummeted the university's reputation. Facing unprecedented pressure from the community, which included a vote of no confidence from the Faculty Senate, Scarborough opted to step down.

Left to cleanup the mess over the past three months has been Matthew J. Wilson, who in 2014 became dean of the university's School of Law, a role in which he flourished. Wilson was appointed UA's interim president July 11.

September 19, 2016 UPDATED 9/19/2016

University of Akron, Sandia labs to collaborate on new polymer studies

By FRANK ESPOSITO |



SHARE

Materials Public Policy United States



The University of Akron will work with Sandia National Laboratories to develop new polymer materials.

The master research agreement between the two organizations will boost collaborations in such areas as additive manufacturing and advanced materials research, officials said in a Sept. 19 news release.

Sandia selected Akron, Ohio-based UA because UA's College of Polymer Science and Polymer Engineering is one of the world's premier academic and research programs, the groups added. UA's capabilities incorporate polymer chemistry and polymer physics groups with specialized

New UA program helps veterans navigate college life after being injured in military UA program of peer advisers helping vets adjust

By Marilyn Miller
Beacon Journal staff writer

12 Shares 0 Comment(s)

Published: September 20, 2016 - 09:13 PM



Unveiling of career center highlights more than \$1.3 million investment into UA engineering students

New center to assist job seekers and co-op students

Published: September 22, 2016 3:25 PM

Akron, OH – The University of Akron officially unveiled its new College of Engineering Svagelok Career Center on Thursday, putting an exclamation point on a \$1.25 million lead gift to the College from the Fred A. Lennon Charitable Trust, affiliated with the Svagelok Company, supporting both the engineering Svagelok Career Center and scholarships.

The new career center also houses three named interview rooms: Benjamin '58 and Shirley Ammons, Larry W. '70 and Susan Allen, and Cooper Tire & Rubber Company. The state-of-the-art career center in the Auburn Science and Engineering building will enhance UA's nationally-renowned engineering cooperative education program, while providing soon-to-graduate students with high-tech facilities for interviews and conferences with potential employers.

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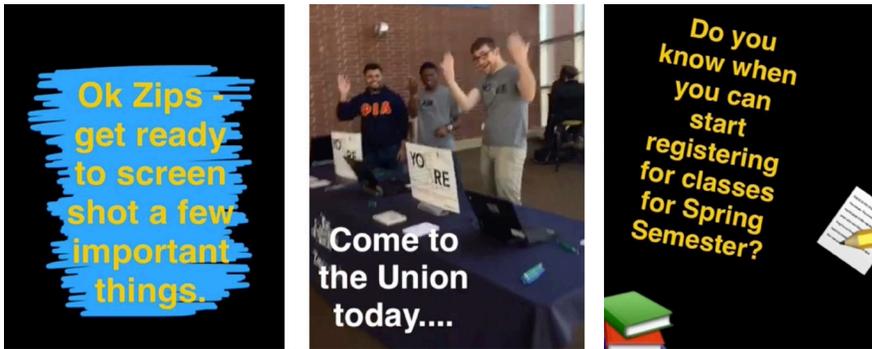
University of Akron LeBron James Family Foundation College of Education hosts open house

Ohio.com News Local News

Students, faculty and staff participate in national service day
UA students, staff fan out across Akron for Make a Difference Day

By Amanda Garrett
Beacon Journal staff writer

MOST POPULAR



Screenshots of a Snapchat video that encouraged students to stop by the Student Union for personal help enrolling in spring classes.

SOCIAL MEDIA'S COMPELLING ACCOUNT OF CAMPUS LIFE RESONATES WITH AUDIENCES

UA's social media presence has grown thanks to a dedication to quality, topical content.

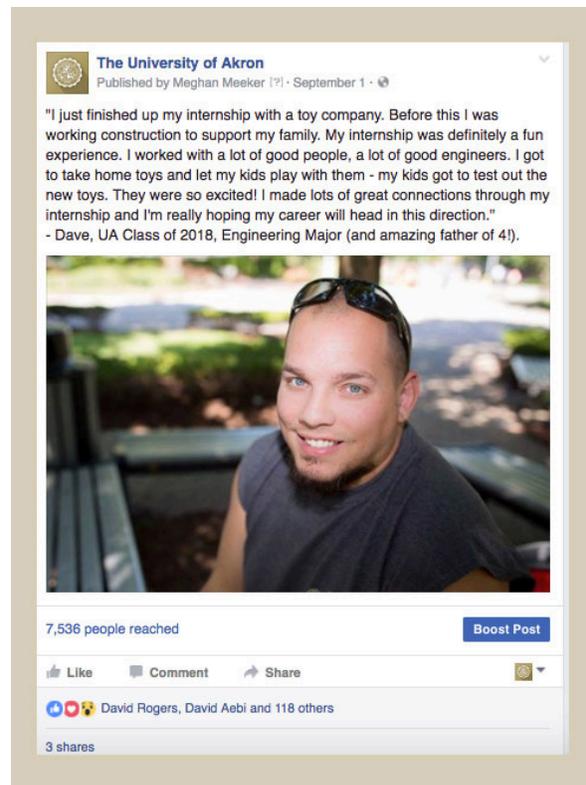
A notable change is the more prevalent use of Snapchat to connect with students/potential students/young alumni. Used to show aspects of student life, promote events, and get critical information out to students (such as registration information), UA's Snapchat popularity is growing daily.

President Wilson's second basketball event was promoted via Snapchat; when talking to students on the day, many of them said, "I saw it on Snapchat, so I thought I'd come out." This platform, with its real-time story updates, has the power to engage with, activate, and inform students in ways other platforms (with algorithms limiting the immediacy of posts) cannot.

Twitter has been energized with timely customer service. Daily we answer questions from students/potential students/parents/and alumni. The brand voice is evolving to be fun, playful, but still informative – all while being more engaging and entertaining to interact with. With this platform we push positive UA news and need-to-know information, and interact with followers on a more personal level.

Instagram is being used for great, engaging photos – including a new photo series celebrating the stories of students (and soon faculty!) of UA.

Facebook has had growth thanks to fast customer service (answering direct messages quickly and responding to posts to the page), content curated for the platform, engaging posts, and events. We have used Facebook Live to celebrate sporting events, and will broadcast future academic events, as well as President Wilson's messages to parents and alumni.



STATISTICS FOR SOCIAL MEDIA

Facebook – 1,300+ Likes

Twitter – 8,500+ followers (averaging 3,000 new followers monthly)

Instagram – 570+ followers

Snapchat – Approximate growth 500+ followers (averaging 2k views for each snap daily)

COMMUNICATIONS AND MARKETING



TELLING OUR STORY THROUGH VIDEO

Some of our most recent video projects supported development initiatives (top left), the grand reopening of Zook Hall (center left) and Make a Difference Day (bottom), when more than 750 students volunteered at nonprofits across the county.

See these and all our videos on our YouTube channel. Go to YouTube and search for "The University of Akron."



THANK YOU, KNIGHT FOUNDATION

We posted billboards around the city to thank the John S. and James L. Knight Foundation for its \$3 million endowment in polymer science and polymer engineering.



DIVISION OF ADVANCEMENT
DEVELOPMENT

GIFTS

KNIGHT FOUNDATION CREATES \$3M ENDOWMENT FOR POLYMER RESEARCH

The John S. and James L. Knight Foundation announced on November 1 a \$3 million gift to The University of Akron to establish an endowed chair – the largest in UA history – that will honor W. Gerald Austen, M.D., an Akron native, world-renowned cardiac and thoracic surgeon, and chairman emeritus of Knight Foundation.

The W. Gerald Austen Endowed Chair in Polymer Science and Polymer Engineering will further strengthen the University’s internationally recognized polymer research and attract world-class faculty. Matthew Becker, Ph.D., a professor in the departments of Polymer Science and Biomedical Engineering, was named first holder of the chair. His research focuses on applying polymer science to develop new medical devices and regenerative medicine applications.

The announcement was made by Alberto Ibargien, president and chief executive officer of Knight Foundation, during a special luncheon. Along with Austen family and friends and Knight Foundation representatives, the celebration was attended by UA President Matthew Wilson; Polymer Science and Polymer Engineering Dean Eric Amis, Ph.D.; and a host of notables, including Cleveland Clinic President and Chief Executive Delos “Toby” Cosgrove, M.D., who studied under Austen.



President Matthew J. Wilson and W. Gerald Austen, M.D., answer questions during the press conference announcing the Knight Foundation gift to UA.

(Photo courtesy of Akron Beacon Journal.)



JOHN AND JOANNE ROHRER

The Rohrer Challenge is more than halfway complete! University of Akron benefactors John and Joanne ’83 Rohrer commenced a gift-matching opportunity for supporters of the College of Business Administration, matching gifts designated for the Student Success Center, up to \$500,000. At press time, more than \$265,000 had been received – and generously matched by the couple!



John and Joanne Rohrer

GIFTS

EILEEN BURG



Eileen Burg

Eileen Burg '11, through the Akron Community Foundation, provided a gift of \$40,000 for two University of Akron initiatives: \$20,000 for the Student Success Center in the College of Business Administration and \$20,000 for the Making a Difference and Moving Forward scholarship campaign. Burg and her late husband, H. Peter Burg, a two-time UA alumnus and the former CEO of FirstEnergy Corp., are longtime University of Akron benefactors.

DARAH FARRIS GOLF OUTING



Daneda Waters (right) is a recipient of The Darah Farris Scholarship Fund, established by UA alumnus George (left) and Deborah Farris and their daughter, Maureen, in memory of daughter and sister Darah.

Nearly 100 golfers participated in the annual Darah Farris PRO-AM Golf Outing at Prestwick Country Club on Sept. 23. The golf outing supports The Darah Farris

Scholarship Fund, which offers assistance to inner-city students, preferably first-generation college students from diverse backgrounds, who are pursuing degrees at The University of Akron. This year's outing generated more than \$30,000, bringing the fund's balance to more than \$180,000.

KENNETH TAYLOR



Kenneth Taylor

Kenneth E. Taylor continued Ohio CAT's support of the Student Success Center in the College of Business Administration with another gift toward the company's \$500,000 pledge. Taylor, who is president of Ohio CAT, is a 2014 honorary alumnus of The University of Akron.

LARRY AND SUSAN ALLEN



Larry and Susan Allen

Larry W. '70 and Susan Allen provided a gift for The Larry W. Allen Scholarship for Engineering Excellence. The couple endowed the scholarship in 2009 and designate its support for an engineering student who demonstrates an exceptional work ethic, outstanding leadership in both the classroom and community, and an extraordinary dedication to engineering.

CAROL BERSANI

Carol A. Bersani provided a gift to fund The Carl A. Bersani Endowed Scholarship, established to honor her late husband's distinguished career with The University of Akron, which spanned nearly 30 years. Carl joined UA in 1965 and retired as professor emeritus of sociology in 1993.

GIFTS

DOMINION FOUNDATION



l-r: Gary Schuller, professor and program director, Surveying and Mapping, CAST; Jeff Murphy '80, vice president of natural gas utility, Dominion East Ohio; David Lautenschleger, assistant professor, practice engineering & science technology, CAST; Elizabeth Kennedy, interim dean, CAST); and Tim McNutt '85, general manager, pipeline operations, Dominion East Ohio.

The Dominion Foundation awarded \$25,000 to the College of Applied Science and Technology to modernize curriculum in its Surveying and Mapping program. The gift will be used to incorporate cutting-edge developments in the program through the purchase of unmanned aerial systems and 3D software, an upgrade that will enhance teaching, present broader career choices for graduates, and serve as a powerful student recruitment tool. Photo grammetry is the process of constructing maps or scale drawings from aerial photographs. The skill has numerous applications, and job opportunities for photo grammetrists can be found across numerous businesses.

DONN CRAMLETTE



Donn Cramlette

Donn I. Cramlette '67 earned a B.S. in mechanical engineering from UA, is retired and resides in Fairport, N.Y.

Donn I. Cramlette '67 continued his support of The Thomas Evan Cramlette Memorial Scholarship, which assists students who are pursuing degrees in business management and working full time. Cramlette, who

MARTHA HOLDEN JENNINGS

Demonstrating its continuing support to The University of Akron and the community, the Martha Holden Jennings Foundation recently renewed two grants that provide important, innovative learning opportunities for area youth: \$36,715 for the Third Grade Reading Action Team project in the LeBron James Family Foundation College of Education and \$14,125 for the Best Medicine Engineering Fair and BEST Mentoring Program in the College of Engineering.

SISLER MCFAWN FOUNDATION

The Sisler McFawn Foundation provided a gift of \$20,000 toward its endowed nursing scholarship, established at UA in 1998 to assist undergraduate students in the School of Nursing. Nursing scholarship support remains a mission-critical opportunity for The Sisler McFawn Foundation, which views nursing as an important tool toward improving the health of people in the community and all of Northeast Ohio. The Foundation is a longtime supporter of UA with nearly \$1.4 million in total giving since 1961.

GIFTS

JAMES AND DIANA MCCOOL

Thanks to the generosity of James '82 and Diana '80 McCool, several University of Akron finance students were able to attend the Charles Schwab-sponsored IMPACT conference in San Diego, Oct. 24-27. At the conference, Schwab hosted student-specific opportunities, including a panel



UA finance students Allie Miller, Cinara Foor, Layne Scheufler, Kelsey Vaughn, Gage Paul, and Daniel Vujanov pose at the Charles Schwab IMPACT conference with Barry Mulholland (left), director of UA's Certified Financial Planning program; James McCool '82 (second from left), executive vice president of corporate initiatives at Charles Schwab; and John Sturiale '90 (right), senior vice president and head of sales and client relations at Charles Schwab.

discussion to help advisers and students understand leadership positions for young talent within RIA firms, a networking lunch with Schwab executives, a career fair, and an exclusive reception for Schwab leaders and UA students and faculty advisers. Students also were invited to a regional dinner to mingle and network with Charles Schwab advisers and sales team members. This is the fifth year the McCools have made a gift to help UA students attend the invitation-only conference.

PPG FOUNDATION



Michael Makowski

Michael P. Makowski, Ph.D., manager of new technology initiatives in specialty coatings and materials at PPG and a 1989 UA alumnus, presented the College of Engineering with \$10,000 from the PPG Foundation. The gift is earmarked for UA's Corrosion Engineering program, which PPG has supported since 2009.

LONNY LAWRENCE



Lonny Lawrence

Lonny D. Lawrence, an advisory board member in the College of Business Administration's Center for Information Technology and eBusiness, assisted in securing a third gift from Applied Industrial

Technologies Inc. for SAP software licensing. The gift enables UA business students to benefit from experiential SAP training. Lawrence is vice president of information technology at Applied Industrial Technologies.

JAMES MCCREADY



James McCready

James P. McCready '65, '69 provided a gift to the Making a Difference and Moving Forward scholarship campaign, earmarked for student-athletes in the Zips basketball program. McCready is chairman and co-founder of The Cypress Companies in Akron, a private investment firm specializing in the industrial sector. The two-time UA alumnus earned a B.S. in business administration and an MBA.

PLANNED GIVING

RICHARD AND LELA SCHIER

The University of Akron received another gift from the estate of Richard R. and Lela M. Schier. The recent gift of \$48,000 brings the Schier's total giving to UA to nearly \$125,000. The funds will support undergraduate scholarships in economics and engineering. The couple, friends of UA, were lifelong residents of Northeast Ohio who met while attending elementary school in Cleveland. Richard was a member of the U.S. Naval Institute and held several patents while working at Eaton Corp. Lela enjoyed a career in business and accounting.



Lela and Richard Schier



Hower House

HOWER HOUSE

A gift of \$250,500 was received from a longtime benefactor of Hower House who wished to remain anonymous. The gift was directed to exterior restoration projects and general operations.

ENGAGEMENT

A CELEBRATION OF SCHOLARSHIPS



Amy Cole (center), daughter of Eileen Burg and the late H. Peter Burg, represented her parents at A Celebration of Scholarships, where she spoke about the quality of UA students. She poses with students who are and were recipients of the scholarships her parents established.

On Oct. 4, the Department of Development hosted A Celebration of Scholarships, a special event that brought together UA scholarship donors and their scholarship recipients.

Attendees heard from two student speakers, who poignantly expressed how tuition assistance changed their lives, and from donors, who shared with the crowd why they give and the growing need for scholarships at UA.

The event was so well received, Development is hopeful it can host the celebration annually.

ENGAGEMENT

CUMMINGS CENTER FOR THE HISTORY OF PSYCHOLOGY



Nicholas and Dorothy Cummings (center) with (l-r) daughter-in-law Julie, son Andy, grandson Kent, and daughter Janet.

Drs. Nicholas and Dorothy Cummings traveled from Reno, Nev., to The University of Akron on Oct. 22 to celebrate the second phase of renovation on the Center that bears their name. The couple, in fact, cut the ribbon on the future National Museum of Psychology, which is located on the first floor of The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology. Joining Nicholas and Dorothy, who have contributed nearly \$5 million toward the Center, were their son and daughter-in-law, Andy and Julie of Cos Cob, Conn., as well as their daughter and grandson, Janet and Kent of Reno.

Also on hand to celebrate the second phase of renovation was Stephanie Foley, daughter of Dr. Charles L. Brewer who, together with his wife, provided a gift of \$350,000 to the Cummings Center. Foley traveled to UA from her home in Toronto for the dedication of the newly built Dr. Charles L. and Marjorie S. Brewer Reading Room, located on the Center's second floor.



Stephanie Foley

JAY VODOFSKY



Jay Vodofsky and Matthew Wilson

Jay Vodofsky '78 hosted a reception for President Matthew J. Wilson and a small group of University of Akron supporters at his New York office, First Manhattan, on Oct. 13. The gathering fostered a thoughtful

discussion about recent events at UA, plans for moving forward, and ways alumni and friends can offer assistance.

CHARLES ZOOK



Charles Zook and Nathan Kish

Charles D. Zook '65 visited the UA campus to meet Nathan Kish, the 2016 recipient of The Steven C. Zook Memorial Scholarship in Engineering.

Kish was honored to receive the scholarship and enjoyed meeting Zook, who encouraged Kish and shared words of wisdom as the student embarked on his academic career. Zook and his wife, Sonya, continue to support the scholarship, which is a tribute to their son.

PRESIDENT SHARES VISION AND MISSION

President Matthew Wilson provided an update on the University's vision and mission at a several venues:

- A state delegation breakfast Sept. 9 attended by state representatives and senators, the governor, members of the lieutenant governor's office, and the University's delegation members
- The Mayors Association of Portage, Stark, and Summit Counties on Sept. 27
- The Summit County Council on Oct. 3



State delegation breakfast



Mayors Association



Summit County Council

REP FOR BOB GIBBS VISITS UA



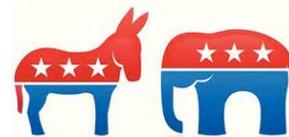
Bob Gibbs

Jennifer Kiko, field representative for Congressman Bob Gibbs, visited The University of Akron on Sept. 8 and met with representatives from the College of Engineering and the College of Applied

Science and Technology, as well as Senior Vice President and Provost Rex Ramsier. Kiko also toured the two colleges.

CANDIDATE LUNCHEON

Members of the Government Relations office attended the Republican and Democratic candidate luncheons hosted by the Greater Akron Chamber on Sept. 23 and 30, respectively. Attending candidates (including incumbents) for local, state, and federal office shared their backgrounds and qualifications.



GOVERNMENT RELATIONS

FOOTBALL SUITE HOSTS OFFICIALS

At the President's Suite in InfoCision Stadium, guests were hosted for several football games, including Akron Mayor Dan Horrigan and his cabinet on Sept. 24, UA's state delegation on Oct. 8, and UA's federal delegation on Oct. 15. The venue allowed the UA Board of Trustees, President Matthew Wilson, and other UA personnel to interact with elected local, state, and federal officials in a relaxed and fun environment.



UA student and Olympic bronze medalist Clayton Murphy (center) cheered the Zips with (left) State Sen. Frank LaRose and his wife, Lauren, and (right) State Rep. Marilyn Slaby and her husband, Lynn, public utilities commissioner.

RENACCI ASSISTANT VISITS CAMPUS



Jim Renacci

Stephen Hostelley, legislative assistant for Congressman Jim Renacci, visited The University of Akron on Oct. 13 to meet with representatives from the College of Engineering, the College of Polymer Science and Polymer Engineering, and the Corrosion Engineering program. He also toured the facilities.

VETERAN SERVICES HIGHLIGHTED



William Albright

William Albright, UA alumnus and legislative liaison in the Adjutant General's Department for the state of Ohio, visited campus on Oct. 14 to learn about the University's many Veteran services and programs.

UA CAREER CENTER, CITY OF AKRON EXPLORE POSSIBILITIES

Adele Roth, deputy director of planning and urban development for Akron, visited The University of Akron on Oct. 11 and met with Laura Carey, director of the Career Center, to discuss connecting students and Akron residents with jobs.



GOVERNMENT RELATIONS

STUDENTS AT PROPEL OHIO CONFERENCE



Government Relations assisted Student Life and the Drs. Gary B. and Pamela S. Williams Honors College in selecting and preparing students to represent The University of Akron at the Propel Ohio conference, which was hosted by U.S. Senator Sherrod Brown and focused on civic engagement and issues related to childhood poverty. Joe Ryan, UA brand manager, accompanied the students to the University of Dayton for the conference on Oct. 14.

INTERNATIONAL CAMPAIGN FELLOWS

The International Campaign Fellows, the Ray C. Bliss Institute's program to encourage international scholars to participate in the American presidential election campaign, began in September with students from India. In October, students from Liberia and Brazil joined the program. The students – known as International Fellows – were placed with the two campaigns and had hands-on learning experiences about American presidential politics. They returned to their respective countries shortly after the presidential election concluded.



COUNCIL HONORS MURPHY



Clayton Murphy, University of Akron student and winner of a bronze medal for his performance in the 800-meter race during the 2016 Olympics, received a commendation from Summit County Council on Oct. 24.

BLISS INTERNS IN COLUMBUS



Ray C. Bliss Institute interns continued to serve in a variety of

positions in the Columbus area, participating in the presidential campaign, working in the Statehouse, and serving in other positions.

GOVERNMENT RELATIONS

LEGISLATIVE UPDATE

Note: The Ohio General Assembly remained in recess for September and October leading up to Election Day on Nov. 8. Post-election, the General Assembly is scheduled to return to session for a handful of days over a three-week period, concluding on or around Dec. 8.

HB 48 – authorizes individual boards of trustees to make decisions related to concealed carry on campus. The outstanding issue is how to address concealed carry policies on co-located campus. The Inter-University Council is working with regional deans to resolve.

HB 384 – authorizes the auditor of state to conduct performance audits of institutions of higher education. The bill is expected to move in the November/December Lame Duck session after the addition of amendments aimed at capping the cost and restricting the scope of the audit. The bill might pick up additional higher-education related language, including land conveyances and Workforce Grant clarification that would allow the money to flow through universities and not through the Ohio Department of Higher Education.

HB 474 – is the Governor’s Higher Education Mid-Biennial Review, which contained a number of higher education reforms, including bachelor’s degrees at two-year campuses and expanded utilization of College Credit Plus. The bill likely will be shuttered until next session due to a desire to further deliberate on the proposal before passage.



CELEBRATING 50 YEARS

The University of Akron Foundation celebrated its 50th anniversary at this year’s annual meeting, which was held Oct. 21. Attendees welcomed new directors – Samir G. Gibara, Hon. ’99; Kathryn W. Dindo ’71; and John R. Adams ’88 – and heard from junior biomedical engineering student Travis Pero, who spoke on the value of scholarships. Additionally, Executive Director Kimberly M. Cole provided interesting statistics on the occasion of the Foundation’s fifth decade. Since 1966, the Foundation has received more than \$290 million in contributions and provided more than \$224 to UA in support, including \$61 million in scholarship support. Today, the Foundation holds more than 900 endowed scholarships and bequests valued at more than \$20 million.



2016 University of Akron Foundation directors.

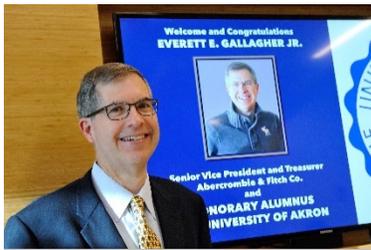
ALUMNI RELATIONS

NATIONAL ALUMNI BOARD

The University of Akron National Alumni Board held its first meeting of the 2016-17 year on Sept. 26. The board hosted President Matthew Wilson who shared his background and vision for the University going forward.

HONORARY ALUMNUS

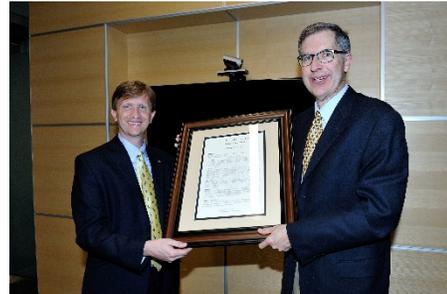
On Oct. 7, the Office of Alumni Relations recognized Everett E. Gallagher as an Honorary University of Akron Alumnus. The celebration marking the honor was held in the Stitzlein Conference Room in InfoCision Stadium. Gallagher is senior vice president and treasurer for the Abercrombie & Fitch



Everett Gallagher poses with his welcome message.

Company. He and his wife, Rebecca Slayman-Gallagher '79, established the Everett and Rebecca Slayman-Gallagher

Endowed Scholarship, which supports students in the George W. Daverio School of Accountancy in the College of Business Administration.



President Matthew Wilson with Everett Gallagher.

UNIVERSITY AMBASSADORS



Kyle Kutuchief (center) with University Ambassadors.

The University Ambassadors hosted Kyle Kutuchief, Akron program director for the John S. and James L. Knight Foundation, at the group's Oct. 11 meeting in the Stitzlein Conference Room in the Office of Alumni Relations. Kutuchief reviewed the "reimagining the civic commons" announcement with members and spoke about the importance of attracting and keeping talent in the city and the role they can play in doing so.

HOMECOMING FESTIVITIES

Alumni Relations was active throughout Homecoming 2016. More than 325 alumni, faculty, and staff attended the Homecoming tailgate in the Stile Athletics Field House. In addition, alumni and former members of the marching band and cheerleaders participated with their former groups.



Former UA Marching Band members join with current band members during Homecoming.



Current and former UA cheerleaders.



Alumni Director Willy Kollman stands with UA alumni and winners of the Homecoming Tailgate Competition.

ATHLETICS EXTERNAL RELATIONS

THE INVITATIONAL

Men's golf hosted The Invitational, a golf fundraiser at Firestone Country Club that raised nearly \$40,000 for the program, thanks to the generosity of participants, sponsors, and donors. Now in its fifth year, the event continues to grow and included 73 participants in 2016. The foursome of Brian Fisher, Scott Vaughan, Jeff Welch, and Joe Norton took first place. The event also offers golfers the opportunity to meet current team members, who finished their fall season by capturing third place at the ODU/OBX Intercollegiate in Powells Point, N.C.



ALL-SPORT REUNION WEEKEND

Joining the Homecoming festivities, Zips Athletics held a number of events to attract former student-athletes back to campus for the All-Sport Reunion weekend. Men's soccer and the Varsity "A" Association

kicked off the weekend with a Soctoberfest tailgate on Friday, Oct. 7, which included a 4-0 shutout over conference rivals, Buffalo. Saturday's events included the Varsity "A" Sports Hall of Fame banquet and games for Zips football and volleyball, both



Former Zips volleyball players returned to campus and were recognized during the All-Sport Reunion Weekend as part of Homecoming 2016.

against Miami (Ohio). The weekend also marked the announcement of the inaugural Alumni Student-Athlete Giving Challenge, a friendly competition among all athletics programs to attain the highest participation of giving from their former student-athletes. The winning program will be announced at the end of the calendar year and will earn a cash award.



VARSIITY "A" HALL OF FAME

The Department of Athletics inducted its 42nd Annual Varsity "A" Sports Hall of Fame class on Oct. 8 at InfoCision Stadium–Summa Field. The Class of 2016 – Lynn Brant, Bill Hadden, Cameron Knowles, Blake Sattler, Kira Sims Cook, and Tomasz Smialek – was honored during a brunch and gain in front of the Homecoming crowd at the Akron-Miami football game. The Team of Distinction, the 1976 football team, and the Mike Krino Varsity "A" Achievement Awardee, Tina Joyner Wallace, also were recognized. The Varsity "A" Hall of Fame now totals

323 athletes, coaches, and administrators. In addition, there are 38 Kenneth "Red" Cochrane Meritorious Service Award recipients and 28 Mike Krino Varsity "A" Achievement awardees.



The 2016 Varsity "A" Sports Hall of Fame inductees.

BASKETBALL MEDIA DAY



Jodi Kest, head coach for women's basketball, was joined by two senior players on Media Day.

year, and the team looks to continue the streak against a tough 2016-17 schedule. The men's 13th-year head coach, Keith Dambrot, took the stage next with five of his players. Under coach Dambrot, the Zips return three starters and nine letterwinners from last season's Mid-American Conference regular-season championship squad.

The men's and women's basketball teams discussed their upcoming seasons with members of the media, students, faculty, fans, and donors at the 2016-17 Akron Zips Basketball Media Day, presented by The Wentz Financial Group on Oct. 20. The women's program tipped off the event in the Student Union with a Q&A session featuring 11th-year head coach Jodi Kest and two of the team's seniors. Last year, the women's team posted 19 wins for the fourth straight



Men's basketball head coach Keith Dambrot responds to a question during Media Day.

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

CAPITAL PROJECTS



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

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA
Assistant to the VP/Fiscal Officer, CPFM

DATE: November 14, 2016

SUBJECT: Revised Capital Planning and Facilities Management December 7, 2016 Board Report

Attached please find the following sections for Capital Planning & Facilities Management:

- A. Status of Projects and Planning – Information Only
- B. Photos of Selected Projects – Information Only
- C. Change Order Report – Information Only

SECTION

A

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Central Hower Infrastructure	UAK150013		Extend campus electric and chilled water to Central Hower.	●	<i>Construction documents 50% complete.</i>
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.	●	<i>Design complete. Bids due 11/15/2016.</i>
E.J. Thomas Renovations	UAK150014		Phase I: Renovate the Spray Polyurethane Roof (SPUF). Phase II: Exterior Restoration. Phase III: Interior Renovation. <u>Construction schedule: 06/2016 - 10/2017.</u>	●	<i>Phase I & II: complete. Phase III: Interior work to be re-bid. Accessibility assessment received.</i>
Electrical Infrastructure Loops	UAK150012		Replace central campus deteriorated 4,160 volt cable and duct bank with 23,000 volt loop and duct bank. In addition, provide alternate feeds to Exchange Street and South Hall Student Residences creating a secondary loop. Replace deteriorated transformers in Bierce Library & Crouse Hall.	●	<i>Design in progress.</i>
Fire Alarm Replacement Phase 5	UAK130007		Replace antiquated fire alarm system in Center for Child Development, Ocasek Natatorium and ASEC. <u>Construction schedule: 05/2016 - 11/2016.</u>	●	<i>CCD and ASEC complete. ONAT 90% complete. Overall construction 95% complete.</i>
General Lab Renovation	UAK150011		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Future phases: Goodyear Polymer Building, Olson Research Center, and Auburn Science and Engineering Center.	●	<i>Phase I original scope complete. Change order additional lab(s) due to cost savings. Research underway for additional phases.</i>
Heat Exchanger Replacements	UAK130005		Replace building heating system heat exchangers and install new domestic hot water system in Knight Chemical and Mary Gladwin. <u>Construction schedule: Spring 2017.</u>	●	<i>Design in progress.</i>

- Project delayed or over budget.
- Project in budget and on schedule.
- Project substantially complete.

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Infocision Stadium Railing Repairs	160015		Repair/replace failing post pockets for metal railings.		Temporary repairs complete.
Law School Renovation	UAK10008		Complete renovation of the Law School. <u>Construction schedule: 12/2015 - 07/2017.</u>		Construction Phase I complete. <i>Overall construction is 65% complete.</i>
Polsky Exterior Façade Restoration	UAK170002		Restore terra cotta façade, painting and repair of canopy, landscaping, and signage.		<i>Professional design services contract in progress.</i>
Polsky Radiology Class Laboratory	160021		Renovate space to serve as a class laboratory for radiology. <u>Construction schedule: 11/2016 - 03/2017.</u>		<i>Design build contract in progress.</i>
Research Lab Renovations	UAK140011		Renovate Auburn Science and Engineering Center and Olson Research Center for new research programs.		Construction complete. Closeout in progress.
Robertson Hood Replacement	160019		Replace existing hoods and add makeup air units on roof at Robertson Dining Hall.		Construction complete. Punch list and closeout in progress.
Roof Replacements	UAK170001		<i>Roof replacements/repairs to Ayer Hall, JAR Arena, Lincoln Building and Roadway Building.</i>		<i>Interviews held 10/19/2016. TC Architects selected for professional design services.</i>
Student Union Career Center	130036		Renovate to 106, 140A and 307.		Signage changes remain in Student Union, Simmons Hall and Schrank Hall South. Bid package underway.

- Project delayed or over budget.
- Project in budget and on schedule.
- Project substantially complete.

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
UAPD Relocation and Renovation	UAK170005		Relocate and renovate existing space for University of Akron Police and Environmental and Occupational Health and Safety.		<i>Design in progress.</i>
Underground Vaults/Mechanical Phase I	UAK160008		Replace three deteriorating HTHW vaults along with piping between vaults and valves. Vaults BL, KJ, and PS. Interior work added on vault LR. <u>Phase IA construction schedule: 06/2016 - 11/2016.</u> <u>Phase IB construction schedule: Spring 2017.</u>		<i>Phase IA construction 92.5% complete for vaults BL, KJ, & LR. Phase IB to include vault PS.</i>
Water-Energy Conservation Performance Contract	130030		Approximately \$60 million in campus wide mechanical, electrical, & plumbing improvements and associated energy savings.		<i>Construction complete. Punch list and closeout in progress.</i>
Wayne College Boiler Replacement	UAK150007		Replace "D" and "F" wing gas fired boilers and associated piping.		<i>Construction complete. Closeout complete.</i>
Wayne Door and Window Replacement	UAK150010		Replace select windows (approximately 100) and bring main entrance up to current ADA standards which will include automatic operators and access card readers.		<i>Construction complete. Punch list and closeout in progress.</i>
Wayne Marketplace Renovation	160009		Additional equipment in Wayne Marketplace to allow for an expanded menu.		<i>Construction complete. Punch list and closeout in progress.</i>
Wayne Roof Wing A and Library Renovation	UAK150009		Renovate / Repair Roof.		<i>Re-bid Spring 2017 as low bid was over 10% of estimate.</i>
Zook Hall Renovation	UAK120015		Total renovation of Zook Hall. Selected areas of Central Hower to be used as swing space.		<i>Punch list and closeout in progress.</i>

- Project delayed or over budget.
- Project in budget and on schedule.
- Project substantially complete.

SECTION

B

PHOTOS OF SELECTED PROJECTS

SECTION B

Page 1 Bierce Library Room 61 Renovations

Pages 2-4 Law School Renovation

Bierce Library Room 61 Renovations



Law School Renovation



Law School Renovation



Law School Renovation



Law School Renovation



Law School Renovation



SECTION

C

CHANGE ORDER REPORT FROM SEPTEMBER 12, 2016 TO NOVEMBER 7, 2016AKRON ENGINEERING RESEARCH CENTER LAB & OFFICE BUILD OUT (PROJECT# 150018)**Cline Mechanical, Inc.**

033-02	Exhaust louver location change and additional exhaust ductwork	\$5,657
034-02	Change diffuser style in Room 120A and 120B	1,416
035-02	Additional HVAC scope added for Gas Turbine Plasma Torch Room	17,005

Lake Erie Electric

021-05	Additional electrical scope added for Olson Research Center Room 111	23,761
		<u>\$47,839</u>

ASEC COLLEGE OF ENGINEERING CAREER CENTER RENOVATION (PROJECT# 150016)**Coastal Quality Construction, Inc.**

032-01	Rework first floor ceiling tile and grid in Lobby 100F	\$389
033-01	Remove media mount casework in three interview rooms and patch & paint drywall	2,395

Synergy, LLC

002-02	Extend ductwork in Room 228 to accommodate new partition wall and provide 12" linear diffuser	2,093
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Lake Erie Electric

003-03	Relocate junction boxes and branch circuits in Conference Room 129	670
004-03	Communication cabling work for vending machines	1,484
005-03	Electrical work for new wall at ADA Women's Restroom 218C	426
006-03	Additional fire alarm devices, wiring and programming	3,512
007-03	Electrical work for the addition of a partition wall in Room 228	1,964
		<u>\$12,934</u>

ASEC FAÇADE RESTORATION AND LOWER ROOFS REPLACEMENT (PROJECT#UAK150004)**A. W. Farrell & Son, Inc.**

023-02	Install roof flashing for the new sky light	\$3,592
		<u>\$3,592</u>

BIERCE LIBRARY ROOM 61 RENOVATION (PROJECT# 160011)**Almshouse Developments**

001-01	Work/revisions to walls and power outlets required for the acoustical panel installation	\$1,300
		<u>\$1,300</u>

CENTER FOR THE HISTORY OF PSYCHOLOGY RENOVATION - PHASE II (PROJECT# 150003)**SONA Construction, LLC**

056-01	Modify Stair A roof access railings to comply with building code	\$5,646
058-01	Infill section of wall between Gallery B and Gallery C	734
059-01	Raise existing Mechanical 109 door to accommodate underlayment	794
060-01	Infill existing elevator machine room door at roof level	783
061-01	Remove existing chain link fence and gate in loading dock and patch finishes	369
062-01	Install gypsum board access panels and metal stud framing to Stair B exit in Gallery B	981
063-01	Paint existing ceiling, duct, piping and conduits in Gallery C	2,654
064-01	Grind off existing epoxy coating and infill portions of floor in Gallery C for wood floor installation	925
071-01	Repair masonry, remove non-essential items attached to wall, patch holes, and paint exterior west wall	4,450
073-01	Provide two (2) temporary industrial dehumidifiers for the first floor gallery spaces	7,423

Synergy, LLC

066-03	Raise the existing wall-mounted fin tube radiators in Gallery A for underlayment	3,198
068-03	Replace one (1) ceiling diffuser in Gift Shop 102	321

Speelman Electric, Inc.

054-04	Credit for revised track lighting and circuiting for Gallery lighting package	(577)
		<u>\$27,701</u>

FIRE ALARM REPLACEMENT PHASE 5 (PROJECT# UAK130007)**Hilscher Clarke Electric Company**

001-04	Install smoke detector in storage closet in Center for Child Development	\$1,525
002-04	Extend HVAC Circuits for duct detectors	441
003-04	Removal and re-installation of GRC conduit in ONAT pool area	1,141
		<u>\$3,106</u>

LAW SCHOOL RENOVATION (PROJECT# UAK100008)**Cardinal Environmental Services, Inc.**

001-01	Remove ACM tile in basement	\$3,278
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Dore & Associates Contracting

011-02	Demo arcade canopy ceiling	4,520
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Lockhart Concrete

004-03	Remove three (3) sidewalk slabs to grade	1,832
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Speelman Electric, Inc.

014-04	Changes to cable tray system in 2A phase	2,685
015-04	Changes to UPS power and receptacle Room 129	565
016-04	Move podium floor boxes in Room 160, 161 and 141	4,421
017-04	Complete all electrical and technology changes for lift	19,289
018-04	Relocate power to emergency generator through new roof	3,988
019-04	Add conduit feeds for audio visual package under slab on grade	466

VendRick Construction, Inc.

020-07	Add vapor barrier to split face, brick to stair D and roof coping at stair D	8,713
021-07	Remove and cap existing catch basin to install new grade beam	2,099
022-07	Add Schluter expansion joints in ceramic tile	1,589
023-07	Foundation changes and floor leveling	6,330
024-07	Wall type changes in 2A	1,333
025-07	Re-roof Stair D	5,168
026-07	Replace existing window sills and skirt in wood	3,733
027-07	Repair concrete masonry unit walls and drywall columns in phase 2A	2,812
028-07	Repair concrete masonry walls in phase 2A Stair A	1,106
029-07	Credit to rework structural studs to support stone transition link to 2A	(104)
030-07	Remove relocated beam air handler unit #3	1,027
031-07	Install concrete edge band	7,653
032-07	Infill two (2) duct holes in Mezzanine	1,027
033-07	Replace window and add brick	1,880
034-07	Install a support wall at the arcade above the storefront	1,630
035-07	Install temporary closet flooring and Stair B stair treads	8,399
036-07	Install elevator with additional doors and man lift	75,434
037-07	Remove three (3) galvanized beams at Arcade	1,398
038-07	Replace damaged VCT tile in Room 129	232
039-07	Replace damaged ceramic tile in area 1B at elevator	659

S. A. Comunale Company, Inc.

002-09	Modify existing fire pipe system	2,478
003-09	Field pipe changes to existing system in Room 161	1,619

R. T. Hampton Plumbing & Heating, Inc.

002-10	Extend existing plumbing fixture in 1A	1,453
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Synergy, LLC

006-11	Add four (4) return air duct and grilles in Room 160	1,403
007-11	Remove/replace ductwork with dual wall perforated ductwork in Room 162	5,182
		<u>\$185,296</u>

ROBERTSON HOOD REPLACEMENT (PROJECT# 160019)**Cline Mechanical, Inc.**

003-03	Additional roof sloping due to curbs for roof top units	\$10,510
004-03	Upgrading epoxying floor	2,099
005-03	Install contactors and add wiring for gas valve	6,758
		<u>\$19,367</u>

WAYNE COLLEGE BOILER REPLACEMENT (PROJECT# UAK150007)**Cline Mechanical, Inc.**

001-03	Credit for boiler model with smaller footprint	(\$1,495)
002-03	Asbestos abatement	2,368
		<u>\$873</u>

WAYNE MARKETPLACE RENOVATION (PROJECT# 160009)**Cline Mechanical, Inc.**

001-03	Install insulation around new kitchen exhaust ductwork	\$3,987
002-03	Relocation and maintenance of appliances	1,967
003-03	Provide conduit/wire to feed new Panel LB3 and install four (4) new breakers. Install new 100A breaker	8,001
004-03	Install food grade Stainless Steel on the sides of the cabinets around griddle	415
005-03	Install Pole Breaker in Panel LB3. Added conduit and wire to feed new GFI receptacles	921
		<u>\$15,291</u>

ZOOK HALL RENOVATION - PHASE 2B (PROJECT# UAK120015)**R.T. Hampton Plumbing & Heating, Inc.**

107-2B-02	Install two (2) refrigerators and microwaves and provide water connection to side by side refrigerator unit	\$7,191
118.1-2B-02	Changes related to the casework for mailroom	6,748
119-2B-02	Install roofing membrane, associated flashings and terminations at roof penthouse door	1,555
121-2B-02	Replacement of the existing angle at the 1st floor opening	1,444

S. A. Comunale Company, Inc.

101-2B-03	Modifications for temporary heat to be provided and installed until the site is properly enclosed	760
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J. W. Didado Electric Company

076-2B-04	Relocation of electrical and data outlets to correlate with revised furniture layout in Room 431 and 433	3,922
094-2B-04	Concealment of outlets and plumbing behind the casework installed on west and south wall of Room 107	470
100-2B-04	Modifications to fire alarm, tamper switches and electrical feed to Room 108B	3,783
114-2B-04	Change the spare GRC conduit to 5" in lieu of 2.5" per electrical code	5,391
115.1-2B-04	Modifications from water damage in north addition when building was not enclosed	3,797
116-2B-04	Supply power to revised IT equipment in Room 19	588
117-2B-04	Changes to light switch, sump pump, shaft lights, fire suppression and emergency signage	1,497
		<u>\$37,147</u>

Net \$354,446

FINANCE & ADMINISTRATION COMMITTEE

TAB 12

UNIVERSITY OF AKRON FOUNDATION

EXECUTIVE COMMITTEE REPORT

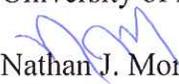
JUNE 30, 2016



The University of Akron
Foundation

October 13, 2016

TO: University of Akron Foundation Investment Committee

FROM:  Nathan J. Mortimer, CPA
VP for Finance and Administration/CFO, The University of Akron and
Treasurer, The University of Akron Foundation

SUBJECT: Investment Report for fiscal year ended June 30, 2016

SUMMARY

The accompanying Foundation Investment Report reflects operating and endowment balances as well as the endowment's fiscal activity and performance.

The combined market value at June 30, 2016, was \$163.2 million which includes operating funds, life income assets and endowment funds as summarized below and further detailed within the accompanying report.

Operating (\$20.5 million)

PNC manages the operating portfolio which is comprised of Short- and Intermediate-Term Fixed Income Investments as well as the Cash & Equivalents.

Life Income Investments (\$16.2 million)

PNC

These funds total \$14.4 million and are managed by PNC. These investments achieved an overall one year Rate of Return (ROR) of 1.6%, net of fees as compared to the 4.3% benchmark. Since inception (12/31/13), the portfolio has achieved an overall return, net of fees, of 5%.

These funds remained largely within the Foundation's prescribed asset allocation requirements throughout the period.

Life Income Investments (\$16.2 million) continued

Separately Invested

These funds total \$1.8 million and are invested in accord with donor stipulations. The highest and lowest ROR for the fiscal year ended June 30, 2016 were realized by the Ohta CRUT (invested with Morgan Stanley) and Folk CRUT (invested with American Funds) at (1.3%) and (5.6%), respectively, on market values of \$0.4 million and \$1.4 million at June 30. Presently, the real estate assets of three life income arrangements are non-income producing and the associated annuity payment liability approximated \$1.8 million at June 30.

These funds are separately invested for a number of reasons and do not have prescribed asset allocation requirements.

Endowment Investments (\$126.5 million)

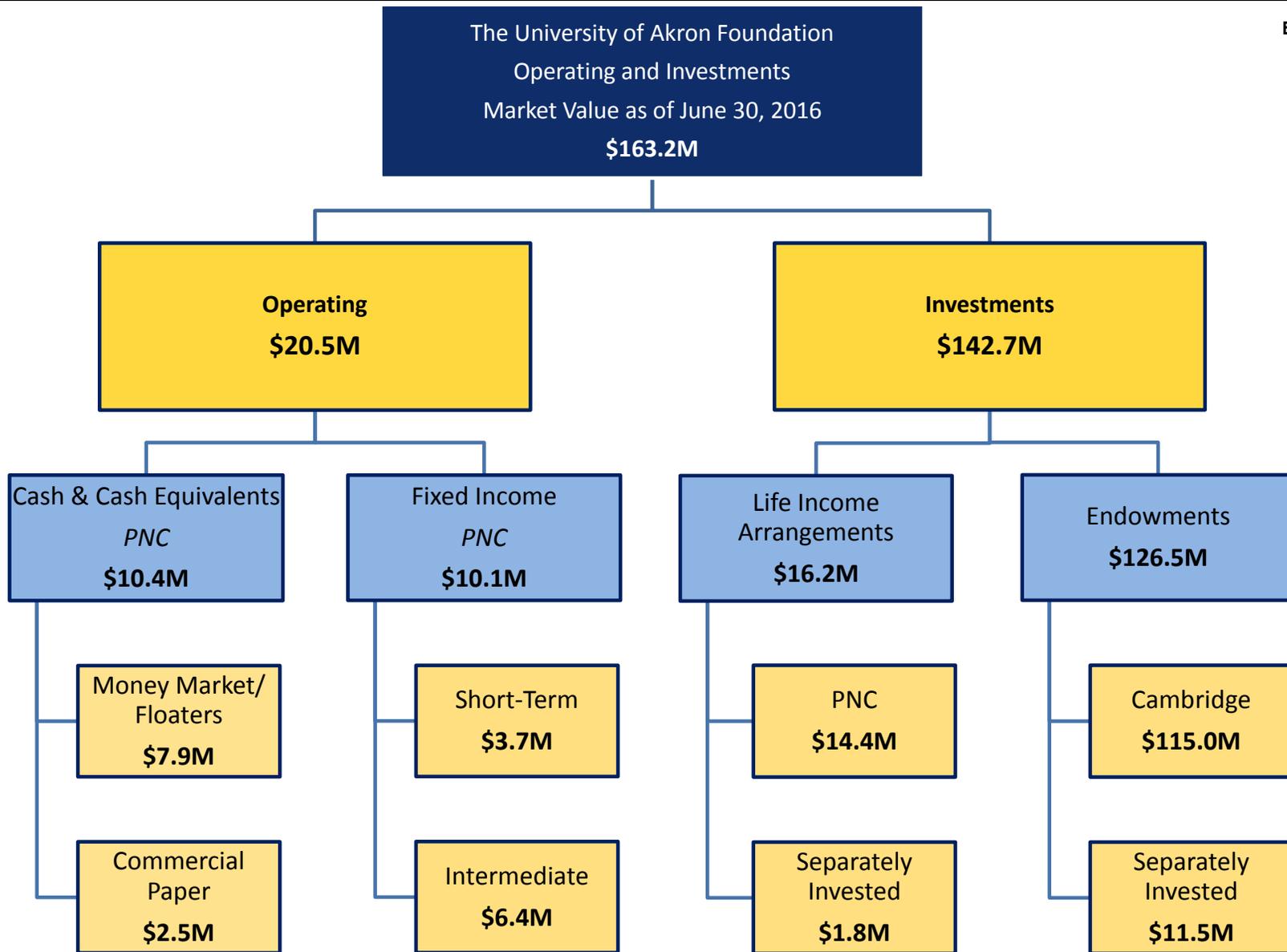
Cambridge

These pooled funds, approximating \$115 million, are managed by Cambridge Associates. Cambridge provides detailed performance reports, so only Market Value of the fund is provided within this report. Instead, refer to Cambridge's reports for the performance of the pooled endowment.

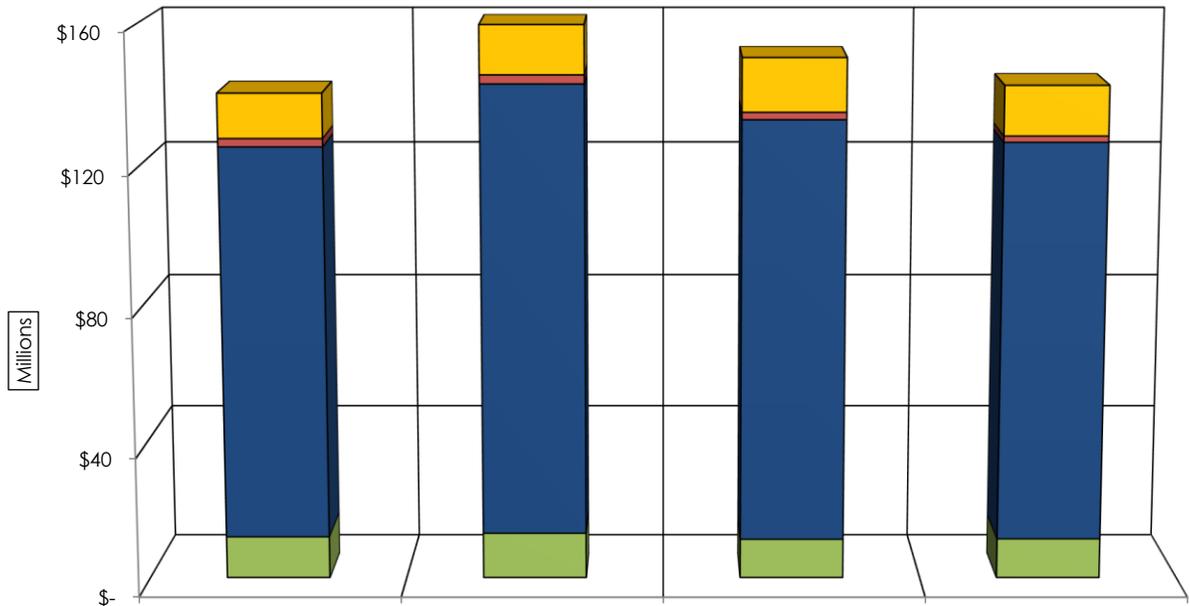
Separately Invested

These funds, approximating \$11.5 million, are invested in accord with donor stipulations. The highest and lowest ROR for the fiscal year ended June 30, 2016 were realized by the Oak Associates and Oak Student Investment portfolios, at 3.1% and (11.4%), respectively on market values of \$0.8 million and \$0.07 million at June 30.

These funds are separately invested for a number of reasons and do not have prescribed asset allocation requirements.



**The University of Akron Foundation
Total Investments
As of June 30:**



	2013	2014	2015	2016
Total Investments	\$140,508,045	\$159,832,284	\$150,561,790	\$142,702,897
Life Income	12,879,603	14,172,543	15,502,663	14,365,678
Life Income Sep Inv	2,370,758	2,560,130	2,113,172	1,786,289
Endowment Pool	113,116,013	129,908,004	121,551,408	115,021,484
Endow Sep Inv	12,141,671	13,191,607	11,394,547	11,529,447

2013	2014	2015	2016
Market Value	Market Value	Market Value	Market Value

Life Income Investments:

PNC *	\$ 12,879,603	\$ 14,172,543	\$ 15,502,663	\$ 14,365,678
Separately Invested				
Folk CRUT	1,375,711	1,521,867	1,451,899	1,371,128
Ohta CRUT	417,431	469,503	445,941	437,727
Tax-Exempt Investments **	322,840	337,420	-	-
Real Estate-Net ***	247,695	243,661	159,547	(64,100)
Other	7,081	(12,322)	55,784	41,535
Total Life Income	\$ 15,250,361	\$ 16,732,673	\$ 17,615,835	\$ 16,151,967

Endowments:

Cambridge (Pooled)	\$ 113,116,013	\$ 129,908,004	\$ 121,551,408	\$ 115,021,484
Separately Invested				
First Merit	6,537,308	7,444,345	7,363,020	7,244,092
Real Estate	3,041,212	3,025,078	1,376,494	1,804,182
Osher	1,101,328	1,212,769	1,169,079	1,048,416
Oak Associates	732,362	831,801	852,883	839,740
Other	449,008	565,148	554,311	550,914
Insurance Policies	280,453	112,467	78,760	42,102
Total Endowment	\$ 125,257,684	\$ 143,099,611	\$ 132,945,955	\$ 126,550,930

Total Investments

\$ 140,508,045	\$ 159,832,284	\$ 150,561,790	\$ 142,702,897
-----------------------	-----------------------	-----------------------	-----------------------

Net Change

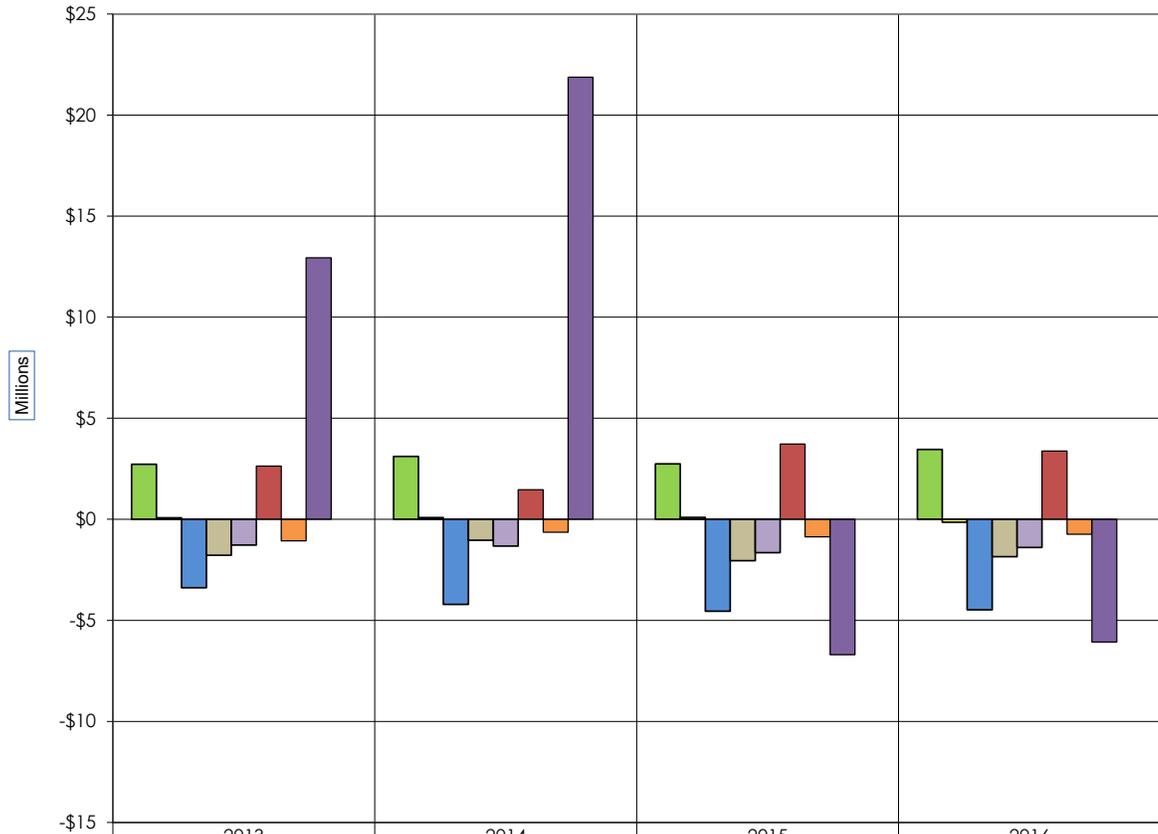
\$ 10,853,973	\$ 19,324,239	\$ (9,270,494)	\$ (7,858,893)
----------------------	----------------------	-----------------------	-----------------------

* The Life Income Funds were invested with Merrill Lynch through December 31, 2013 after which it was outsourced to PNC.

** The Tax-Exempt Investments were moved into the Life Income in December 2014.

*** The non-income producing real estate assets are shown net of the associated annuity payment liabilities.

The University of Akron Foundation
Components of and Net Change - Total Investments
For the Fiscal Years Ended June 30:



	2013	2014	2015	2016
■ Gifts	\$2,722,851	\$3,111,659	\$2,738,288	\$3,454,032
■ Transfers, Net	70,291	85,927	89,134	(148,429)
■ Endowment Distributions	(3,391,305)	(4,213,201)	(4,552,576)	(4,477,609)
■ Administrative Fee	(1,785,189)	(1,032,221)	(2,050,933)	(1,853,575)
■ Annuity Payments	(1,277,920)	(1,326,375)	(1,654,793)	(1,396,244)
■ Interest & Dividends	2,635,093	1,458,006	3,728,965	3,372,363
■ Investment Fees	(1,061,738)	(639,116)	(866,029)	(737,993)
■ Realized & Unrealized G/L	12,941,891	21,879,560	(6,702,549)	(6,071,439)
Net Change	\$10,853,973	\$19,324,239	\$(9,270,494)	\$(7,858,893)

The principal descriptions of the above activity are as follows:

Endowment Distributions

Distributions made from the endowments based upon spending policy, which is 4.5% of a 3-year moving average. It was 5% until FY2015.

Administrative Fee

A 1.5% and 1% fee is assessed by the Foundation to all pooled and life income endowments, respectively. The proceeds fund the Foundation's operations.

Annuity Payments

Represents payments to beneficiaries of life income arrangements. Payouts are based upon respective agreements and may change or remain the same over time.

Investment Fees

Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are imbedded within investments, net of returns, and are not readily determinable.

THE UNIVERSITY OF AKRON FOUNDATION
Investment Committee Report
For the Fiscal Year Ended June 30, 2016

Life Income Arrangements at PNC : Net Rates of Return for the Periods Ended June 30, 2016

Exhibit 4

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

	Market Value	Net Rates of Return				
		Quarter ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Two Years ROR/Benchmark	Since Inception * ROR/Benchmark
Total Return :						
Consolidated Portfolio 70% SP500 / 30% BCINTGCR	\$ 14,365,678	1.7% 2.2%	3.0% 4.0%	1.3% 4.3%	2.2% 5.0%	5.0% 6.3%
Return by Time Horizon :						
Less than 5 years 50% SP500 / 50% BCINTGCR	2,664,073	1.6% 2.0%	3.1% 4.1%	1.8% 4.4%	1.8% 4.5%	4.3% 5.5%
6 - 14 years 65% SP500 / 35% BCINTGCR	5,193,008	1.6% 2.2%	3.1% 4.0%	1.5% 4.4%	2.4% 4.9%	5.0% 6.1%
Greater than 15 years 80% SP500 / 20% BCINTGCR	6,508,597	1.7% 2.3%	2.9% 4.0%	1.0% 4.2%	2.0% 5.3%	4.9% 6.7%

* Inception was December 2013. This represents a 30 month return

Life Income Arrangements at PNC Policy Compliance : Asset Allocation

Exhibit 5

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
<u>Time Horizon : Less than 5 years</u>				
Equity	45-55%	50%	50%	●
Fixed Income	45-55%	50%	47%	●
Cash Equivalents	0-10%	0%	3%	●
<u>Time Horizon : 6 - 14 years</u>				
Equity	60-70%	65%	65%	●
Fixed Income	30-40%	35%	31%	●
Cash Equivalents	0-10%	0%	4%	●
<u>Time Horizon : Greater than 15 years</u>				
Equity	75-85%	80%	81%	●
Fixed Income	15-25%	20%	16%	●
Cash Equivalents	0-10%	0%	3%	●

The Life Income assets invested at PNC are split into three Investment Policies. The trust accounts are invested in a policy that is based on the youngest beneficiaries' life expectancy or "Time Horizon". This is re-evaluated annually and, if necessary, changes are made to the trust's investment policy. The CGAs are pooled and invested in the 65/35 mix (6-14 year time horizon).

**Separately Invested Life Income Arrangements : Net Rates of Return
For the Periods Ended June 30, 2016**

Exhibit 6

	Market Value	Net Rates of Return				
		Quarter	Six Months	One Year	Three Years	Five Years
Total	\$ 1,786,288					
Folk CRUT						
American Funds Group	1,371,128	0.6%	(0.2%)	(5.6%)	(0.1%)	(0.1%)
American Mutual Fund	431,667	2.7%	4.3%	(1.7%)	2.0%	2.3%
Capital Income Growth	411,869	1.0%	2.9%	(4.2%)	(1.7%)	(1.5%)
New Perspective	527,591	(1.3%)	(5.6%)	(9.5%)	(0.5%)	(0.7%)
Ohta CRUT	437,727	1.4%	(3.5%)	(1.3%)	5.2%	6.9%
Real Estate-Net	(64,100)	NA	NA	NA	NA	NA
Other	41,534	NA	NA	NA	NA	NA

THE UNIVERSITY OF AKRON FOUNDATION
Investment Committee Report
For the Fiscal Year Ended June 30, 2016

Exhibit 7

**Separately Invested Endowment Assets : Net Rates of Return
For the Periods Ended June 30, 2016**

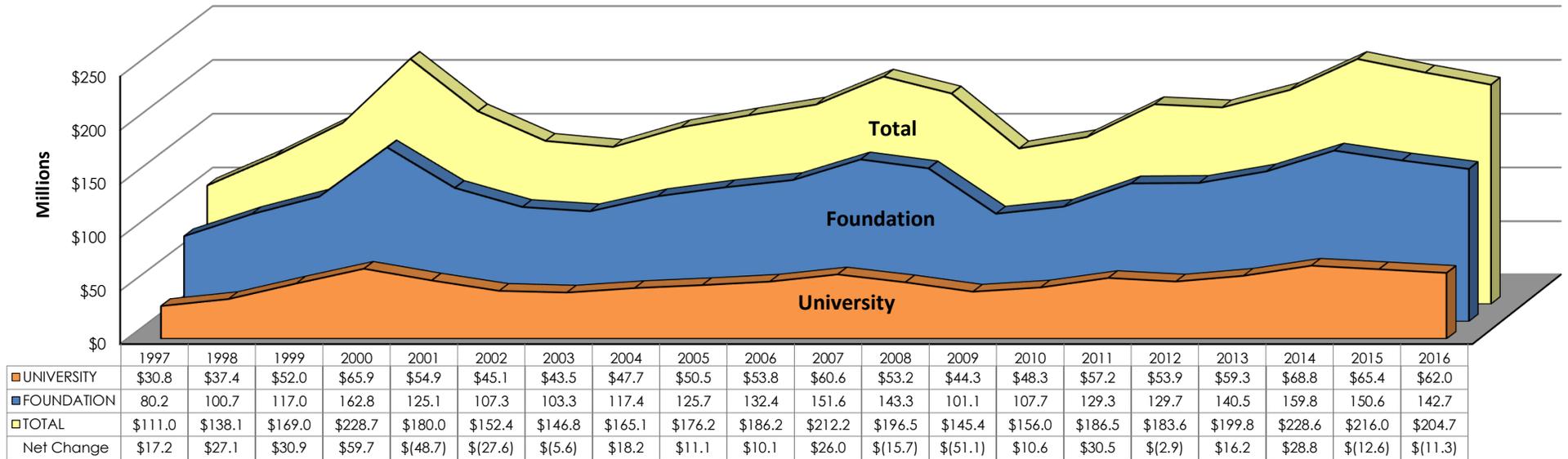
	Market Value	Net Rates of Return				
		Quarter ROR/Benchmark	Six Months ROR/Benchmark	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark
Total	\$ 11,371,434					
First Merit Composite <i>S&P 500</i>	7,244,092	0.7% 2.5%	1.2% 3.8%	(1.6%) 4.0%	5.9% 11.7%	6.1% 12.1%
Real Estate-Gross	1,804,182	NA	NA	NA	NA	NA
Osher	1,048,416	1.1%	(1.7%)	(5.3%)	2.8%	NA
Oak Associates	839,740	2.3%	(1.9%)	3.1%	9.9%	10.3%
Other*	435,004	NA	NA	NA	NA	NA
Oak Student Investment*	67,533	1.0%	(4.7%)	(11.4%)	(0.2%)	2.6%
Read Student Investment*	48,377	2.8%	(4.4%)	(6.9%)	6.4%	5.2%
Insurance Policies	42,102	NA	NA	NA	NA	NA

*Total of "Other" in Exhibit 2

THE UNIVERSITY OF AKRON FOUNDATION
Investment Committee Report
For the Fiscal Year Ended June 30, 2016

Exhibit 8

The University of Akron and Foundation
Investment Balances
At June 30:



Action Items for Consent Agenda Consideration:

December 7, 2016
Committee Meeting

Presiding:
Warren L. Woolford

1

Tentative Graduation List for Fall 2016

2

Curricular Changes

3

Course Calendars

4

Cessation of the GenEd Core Initiative

5

Research and Sponsored Programs Activity Report
for July 1, 2016 through October 31, 2016

For Information Only:

6

The University of Akron/Portage Lakes Career Ctr.
Early College High School

7

Information Technology Report

8

Student Success Report

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

**TENTATIVE GRADUATION LIST AND
STATISTICS FOR FALL 2016**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Juris Doctor		31	
	School of Law		31
		Law Degree Candidates	31
Doctor of Philosophy		7	
	Buchtel College of Arts and Sciences		7
Doctor of Philosophy		21	
	College of Engineering		21
Doctor of Philosophy		2	
	The LeBron James Family Foundation College of Education		2
Doctor of Philosophy		21	
	College of Polymer Science and Polymer Engineering		21
Doctor of Nursing Practice		1	
Doctor of Philosophy		3	
	College of Health Professions		4
		Doctoral Degree Candidates	55
Master of Applied Politics		6	
Master of Arts		19	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		2	
Master of Music		4	
Master of Public Administration		20	
Master of Science		55	
	Buchtel College of Arts and Sciences		107
Master of Science in Chemical Engineering		8	
Master of Science in Civil Engineering		19	
Master of Science in Electrical Engineering		12	
Master of Science in Engineering		4	
Master of Science in Mechanical Engineering		9	
	College of Engineering		52
Master of Arts in Education		18	
Master of Science in Curriculum and Instruction		11	
Master of Science in Teaching and Training Technical Professionals		1	
	The LeBron James Family Foundation College of Education		30
Master of Arts		3	
Master of Business Administration		35	
Master of Science in Accountancy		2	
Master of Science in Management		39	
Master of Taxation		11	
	College of Business Administration		90
Master of Science		2	
Master of Science in Polymer Engineering		2	

College of Polymer Science and Polymer Engineering		4
Master of Arts in Education	15	
Master of Arts in Speech - Language Pathology	1	
Master of Public Health	4	
Master of Science in Education	19	
College of Health Professions		39
Masters Degree Candidates		322
Bachelor of Arts	148	
Bachelor of Arts in Business and Organizational Communication	1	
Bachelor of Arts in Family and Child Development	18	
Bachelor of Arts in Fashion Merchandising	7	
Bachelor of Arts in Interdisciplinary Anthropology	7	
Bachelor of Arts in Interior Design	1	
Bachelor of Arts in Multidisciplinary Studies	11	
Bachelor of Fine Arts	5	
Bachelor of Music	8	
Bachelor of Science	47	
Bachelor of Science in Computer Science	13	
Bachelor of Science in Political Science/Criminal Justice	21	
Buchtel College of Arts and Sciences		287
Bachelor of Science in Biomedical Engineering	1	
Bachelor of Science in Chemical Engineering	2	
Bachelor of Science in Civil Engineering	4	
Bachelor of Science in Electrical Engineering	1	
Bachelor of Science in Engineering	1	
Bachelor of Science in Mechanical Engineering	25	
College of Engineering		34
Bachelor of Arts in Education	18	
Bachelor of Science in Education	62	
Bachelor of Science in Teaching and Training Technical Professionals	4	
The LeBron James Family Foundation College of Education		84
Bachelor of Arts	3	
Bachelor of Business Administration	128	
Bachelor of Science in Accounting	46	
Bachelor of Science in Labor Economics	1	
College of Business Administration		178
Bachelor of Arts	2	
Bachelor of Arts in Child Life Specialist	1	
Bachelor of Arts in Speech - Language Pathology and Audiology	1	
Bachelor of Arts/Social Work	19	
Bachelor of Science in Dietetics	1	
Bachelor of Science in Education	59	
Bachelor of Science in Food and Environmental Nutrition	7	
Bachelor of Science in Nursing	21	
College of Health Professions		111
Bachelor of Science in Automated Manufacturing Engineering Technology	2	
Bachelor of Science in Computer Information Systems	23	
Bachelor of Science in Construction Engineering Technology	17	
Bachelor of Science in Electronic Engineering Technology	7	

Bachelor of Science in Emergency Management and Homeland Security	13	
Bachelor of Science in Mechanical Engineering Technology	13	
Bachelor of Science in Organizational Supervision	65	
Bachelor of Science in Surveying and Mapping	1	
College of Applied Science and Technology		141

Baccalaureate Degree Candidates 835

Associate of Applied Science in Criminal Justice Technology	22	
Associate of Applied Science in Early Childhood Development	3	
Buchtel College of Arts and Sciences		25
Associate of Applied Science in Community Services Technology	2	
College of Health Professions		2
Associate of Applied Business in Business Management Technology	4	
Associate of Applied Business in Computer Information Systems	15	
Associate of Applied Business in Computer Information Systems--Web Development	1	
Associate of Applied Business in Hospitality Management	11	
Associate of Applied Business in Marketing and Sales Technology	1	
Associate of Applied Science in Community Services Technology	1	
Associate of Applied Science in Construction Engineering Technology	8	
Associate of Applied Science in Electronic Engineering Technology	10	
Associate of Applied Science in Emergency Medical Services Technology	6	
Associate of Applied Science in Fire Protection Technology	3	
Associate of Applied Science in Manufacturing Engineering Technology	3	
Associate of Applied Science in Mechanical Engineering Technology	16	
Associate of Applied Science in Paralegal Studies	3	
Associate of Arts	49	
Associate of Science	7	
College of Applied Science and Technology		138
Associate of Applied Business in Health Care Office Management	4	
Associate of Applied Science in Paraprofessional Education	6	
Associate of Arts	4	
Associate of Science	4	
Wayne College		18

Associate Degree Candidates 183

1,426 Total Degrees



Office of the University Registrar • Division of Student Success

Cumulative Awarded Degrees

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2011							178,737
Summer 2011	128	485	330	39			982
Fall 2011	113	785	251	29	0	14	1,192
Spring 2012	319	1,577	557	38	3	125	2,619
AY 2011-2012	560	2,847	1,138	106	3	139	4,793
Summer 2012	141	476	315	43			975
Fall 2012	197	888	234	28	2	36	1,385
Spring 2013	389	1,631	562	39	7	130	2,758
AY 2012-2013	727	2,995	1,111	110	9	166	5,118
Summer 2013	265	490	300	53			1,108
Fall 2013	186	829	254	47	2	28	1,346
Spring 2014	383	1,712	603	26	12	98	2,834
AY 2013-2014	834	3,031	1,157	126	14	126	5,288
Summer 2014	123	468	270	53			914
Fall 2014	216	842	244	36	3	32	1,373
Spring 2015	390	1,822	586	42	5	110	2,955
AY 2014-2015	729	3,132	1,100	131	8	142	5,242
Summer 2015	137	453	296	58			944
Fall 2015	202	868	236	44	2	34	1,386
Spring 2016	369	1,838	585	38	4	91	2,925
AY 2015-2016	708	3,159	1,117	140	6	125	5,255
Summer 2016	121	401	285	60			867
Fall 2016							0
Spring 2017							0
AY 2016-2017	121	401	285	60	0	0	867
Total Degrees Awarded through Summer 2016							205,300

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Proposed Degree Recipients for Fall 2016

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 7, 2016, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2016, contingent upon candidates' fulfillment of requirements, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 1

**TENTATIVE GRADUATION LIST AND
STATISTICS FOR FALL 2016**

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Following are the names of prospective degree candidates who have applied by Tuesday, November 22, 2016. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Oyinade Ademola
John M. Bartolotta
Perry J. Bingham
Ashley A. Brahler
Adrianna C. Ciotola
Mary E. Clemons
Jessica M. Connell
Michelle M. Fabry
Barry J. Franks
Samuel M. Goodwater
Derek R. Hale
Sean R. Hartong
Michelle D. Heinz
Kenaz Hochstetler
Martin L. Kerr
LeAnne M. Kiko
Brandon W. McHugh
Douglas D. Moseley
Christopher A. Nagy
Nathan E. Nolle
Ivan Petrovic
Maggie C. Petrush
Bradford M. Puck
Kristin M. Roberts
Tiffany R. Ross
Dana R. Saporito
Lucille A. Shane
Jennifer L. Taylor

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Mark A. Wagner
David E. Wareham
Bingyan Zhang

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Kullapa Chanawanno
Hether R. Cook
Gary L. Rife
Adrienne V. Sampson
Lucas A. Stetzik
Olga Volkova
Mary E. Wade

College of Engineering

Doctor of Philosophy

Muneer F. Althaaly
Mukesh Kumar Chippa
Mustafa U. Culcuoglu
Zhicheng Gao
Elmira Ghanbari
Kartik Gopal
Sunil Gowda
Sang Youp Hwang
Marla J. Kennedy
Sara E. Kline
Abdullah Al Loman
Abdelrhman A. Mahamadi
Sam Mahmodicherati
Wei Niu
Piyapong Pattanapanishsawat
Jonathan W. Rajala
Burak Tekgun
Natalie P. Waksanski
Xi Yang
Changlin Zhang
Xiaoliang Zhu

The LeBron James Family Foundation College of Education

Doctor of Philosophy

Diane K. Brown
Vladislava L. Sidorova

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Maher M. Alrashed
Ajay R. Amrutkar
Erin P. Childers
Monoj Ghosh
Yuanhao Guo
Gustavo Andres Guzman Cardozo
Ruixuan He
Chongwen Huang
Minjung Joo
Arvind Modi
Ido Offenbach
Zhe Qiang
Yan Sun
Nicole L. Swanson
Qianhe Wang
Changhuai Ye
Chao Yi
Qing Yu
Long Zhang
Ren Zhang
Wei Zhang

College of Health Professions

Doctor of Nursing Practice

Stephanie R. Sykes

Doctor of Philosophy

Adebimpe O. Adedipe
Julie M. Lenyk
Kristie M. Williams

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Kelsie N. Carson
Anthony P. Colucci
Matthew Lo
Alexander T. Pavloff
Jason S. Sonenshein
Tyler J. Topp

Master of Arts

Thurayya H. Aliyu UmBayemake
Emmanuel Anim-Koranteng
Firas N. Awadallah
Abigail M. Brickler
Jennifer L. Clark
Halley L. Cooper-Shumway
Elizabeth B. Doss
Melissa C. Dunfee
Sara E. Farkas
Kevin C. Gamble
Marlene E. Hopkins
Randi A. Hoy-Rappach
Colin F. Marshall
Premmarin Milindasuta
Marisa A. Oeltjen
Gregory R. Perry
Michael L. Selzer
Melody J. Sherard-Redman
Melanie J. Slabaugh

Master of Arts in Political Science

Brandi E. Buss

Master of Fine Arts in Creative Writing

Damien M. Thomas
Courtney L. Turner

Master of Music

Theron E. Brown
Willow F. DiGiacomo
Stephen A. Hanhold
Ermal Nikolla

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Master of Public Administration

Kadiatou Diarra
Amber P. Good
Cary L. Hasselbacher
Carli B. Hiben
Jean - Paul Hill
Ronak Moradi
Evelyn N. Nelson
Fang Niu
Juleah M. Parker
Gamal D. Saxton
Alexandra N. Sedor
Michelle M. Smith
Carolyn E. Spath
Nancy M. Vanhecke
Michael E. Vinay
Kevin S. Walter
Kimberly A. Webber
Caroline D. Weir
Ebony Z. Young
Ayman Zakari

Master of Science

Chathura S. Abeywickrama
Tarek I. Alanazi
Nicolas E. Alexander
Wafaa A. Aljuhani
Yasir Alkhalifah
Amani S. Almutairi
Huda A. Alqubaysi
Martin Awortwi
Albert M. Barbery
Xiaoman Bi
Scott M. Black
Celina R. Cahalane
Dipendra Dahal
Adam J. Delaney
Innocent S. Demshemino
Darryl S. Dennis
Wiley F. Ederer
Andrew A. Edwards
Eric M. Fernandes
Venugopal Gangisetty
Tahereh Ganji
Selim Gerislioglu
Bethany I. Hart
Suphanut Jamonnak
Bhoomika P. Kadivar

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Kiran Kumar Katkam
Faizan Khatri
Paul Krasner
Corinne Lally
Chenfei Li
Vamsikrishna Mannam
Jialin Mao
Ahmed Mohammed
Sumanth Reddy Muthakapalle
Dinesh Kumar Nimmathi
Krishna R. Ojha
Dharmendra P. Pant
Edward J. Poston
Ranasinghe Arachchige A. Ranasinghe
Micah L. Ruth
Sahar A. Sallam
Arcelia Del Carmen Sanchez Alamina
Roopa Singarapu
Chelsea E. Smith
Michael L. Stromyer
Tirtha R. Subedi
Alex C. Tegland
Dileep Kumar Thallapally
Paul R. Traxler
Dakota V. Turner
Matthew A. Tuttle
Lawrence Woodward
Jing Xie
Changlin Zhang
Lina Zhang

College of Engineering

Master of Science in Chemical Engineering

Sridhar Akula
Jacob Kohl
Seyed Mostafa Razavi
Baiping Ren
Angelica M. Vitus
Dana L. Woychik
Fengyu Yang
Zhipeng Zeng

Master of Science in Civil Engineering

Ahmed M. Ali
Himani Alisary
Abdulrahman O. Almunabhi
Lauren N. Buser

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Lin Feng Chen
Philip B. Custer
Mohamed Essam AbdelRazek Essili
Elijah D. Fox
Vikas Gopagani
Tariq M. Hakami
Alan D. Hastwell
Kyle R. Heinz
Anthony M. Lelli
Brian W. McGannon
Joshua W. Nine
Andrew J. Pelfrey
Tanvir Quasem
Morteza M. Shakeri Hossein Abad
Li Zhao

Master of Science in Electrical Engineering

Joseph Agyemang Duah
Mounika Sravya Keerthana Gudipati
Amr Ibrahim
Gihan Janith Mendis Imbulgoda Liyangahawatt
Bo Liu
Jacquelynn R. Morse
Sk. Nabil Nowak
Didem Tekgun
Sriharsha VanKamamidi
Hao Wang
Randeel W. Wimalagunaratne
Guanglei Zhang

Master of Science in Engineering

Joshua G. Burdeshaw
Jacqueline M. Carpenter
Ryan T. Ciganik
Natalie Fountas-Davis

Master of Science in Mechanical Engineering

Sheikh N. Ahamed
Amir Amirfazli
Himel Barua
Suma Rani Das
Isaac J. Gallardo
Md. Mahfujul H. Khan
Garrett R. McHugh
Ragavendra Prasad Panakarajupally
Jonathan A. Wilch

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

The LeBron James Family Foundation College of Education

Master of Arts in Education

Rebecca R. Butler
Amy D. Cope
Steven P. Dietrich
Julie N. Garafolo
Katherine G. Gulliford
Aaron C. Hartzler
Jennifer L. Herold
Hope M. Moore
Cecily D. Nobles
Corey R. Pound
Kay L. Rentsch
Heather V. Saling
Jeanne M. Semilia
Stephanie M. Snyder
Virginia L. Texter
Ning-Yang Wang
Katie J. Warner
Meagan J. Williams

Master of Science in Curriculum and Instruction

Brooke D. Beck
Terrance E. Carson
Rebecca A. Kovesci
Jennifer McKenna
Matthew M. Miles
Ashley S. Mullen
Deanna L. Norflee
Danielle M. Shirey
Lane T. Smerglia
Jill A. Smith
Erin G. VanHoose

Master of Science in Teaching and Training Technical Professionals

Sharon M. Logue

College of Business Administration

Master of Arts

Turner G. Anderson
Mitchell W. Upp
Benjamin J. Vasquez Rendon

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Master of Business Administration

Carla D. Aramouni
Claudine L. Arm
Adam G. Baldwin
John M. Bartolotta
Eric J. Berryman
Ujwal Boyalla
Daniel M. Carrier
Victor O. Chukwudelunzu
Mary E. Clemons
Joseph A. Cochran
Naunihal S. Dhillon
Ahmed F. Elghriany
Ahmed M. Hammoudeh
Bryan R. Hyatt
Dustin P. Kapper
Nagasai Gouthamkumar Kavuri
Evan M. Malinowski
Victoria A. Miller
Richard K. Molnar
Salma Nazim
Luu Bao N. Nguyen
Moses O. Ogunseye
Alexander P. O'Hara
Alexander J. Pero
Kyle R. Pohl
Brent R. Prazer
Alyssa J. Pursley
Corey W. Rollins
Katherine A. Selzer
Kyle R. Staton
Daumantas Venckus-Cucchiara
Xiji Wang
Morgan Wenger
Darnay D. Wright
Junliang Yue

Master of Science in Accountancy

Yao An
Ejiro K. Esemitodje

Master of Science in Management

Tioluwanimi T. Ajayi
Krishna Chaitanya Bandarupalli
Zeeshan D. Bhaidani
Sandhya Bhamidimarri
Swetha Bingi

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Sai Sandeep Dudam
Sameera Guttula
Sita Harihar
Oluwabukola A. Ibrahim
Priyanka Jain
Xin Jin
Sridhar Babu Katikala
Sree Lakshmi Keshavareddy
Sandeep Reddy Konda
Sindhu Kotaru
Sujana B. Kuruva Chekka
Madhavi Latha Lagudu
Rajeeva Mahalinga
Sandeep Meka
Najmuddin Rizwan Mohammed
Neelima Chowdary Mulpuri
Adekunle Mumuni
Sindhu Reddy Nagireddy
Surya Teja Naraparaju
Venkata Aravind Prasad Narra
Chaitanya Nellikanti
Harinya Ramani Patnala
Venkata Lakshmi Keertana Rallabhandi
Amithash Kuber Ranganath
Karthik Rayanki
Arpita Roy Chowdhury
Shravya Siluveru
Prathyusha Vaddepalli
Divya Vodnala
Vivek Vuppala
Marquis A. Walker
Sravani Yagiteela
Sai Tejaswini Yerramsetty
Liza M. Zimmerman

Master of Taxation

Jamie M. Barry
Joshua T. Edwards
Joshua D. Imbeau
Sonal Palod
Carly M. Roberts
Timothy J. Spencer
Douglas J. Thornton
Emily G. Toreki
Kari J. Wallace
Christen N. Warner
Zachary H. Youseff

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

College of Polymer Science and Polymer Engineering

Master of Science

Manshi Li
Xiaowen Zhu

Master of Science in Polymer Engineering

Subadhra Janardhanan
Haoran Wang

College of Health Professions

Master of Arts in Speech - Language Pathology

Melinda S. Joseph

Master of Arts in Education

Alexandra J. Bousquet
Laura E. Cianchetti
Monica Durica
James P. Figley
Alexis G. Garcia
Sharon L. Gellings
Sarah D. Hall
Janie E. Hernandez
Gina E. Major
Shawn P. McDermitt
Sterling A. McGrew
Alexus B. Tuel
Nakesha T. Varner
Carli R. Waller
Lauren A. Wilson

Master of Public Health

Surekha Appikatla
Jessica Y. Brioso
Shivam N. Patel
Abby L. Warmath

Master of Science in Education

Chelsea Andorka
Anthony M. Ange
Christian R. Eyman
Haley M. Gaines
Nichole L. Gardner

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Christopher T. Ginley
Eran J. Hami
Andrew T. Hanson
Timothy A. Hargrett
Joshua D. Hobson
Amanda M. Hornyak
Brianna S. Kanz
Brendan J. Leister
Andrew P. Oravec
Jonathan N. Platten
Richard D. Rice
Adam C. Schaffer
John B. Senter
James E. Turner

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts

Ghadir Abu Helal
Mylor R. Acquaah
Dani J. Adams
David A. Agha-Khan
Sarah Ahmed
Taylor A. Akin
Jacob D. Allen
Taylor G. Alt
Brock E. Berlin
Rick A. Black
Adam L. Bonomo
Essence M. Bradley
Lauren E. Brady
Caleb A. Brown
Megan M. Brown
Sylvia M. Chris
Marie E. Clark
Jermaine A. Collins
Morgan A. Conrad
Benjamin L. Coy
Nicole J. Curet
Kaleigh A. Damm
Koel Das Gupta
Brandon A. Dean
Kimera D. Dean
Hannah M. Decker
Katelyn M. DeCosta
Katelyn M. DeCosta
Hayley M. Demeter
Samantha M. DePaul
Michelle F. DeShon
Sabreigha Dixon
Ashley A. Drazkowski
Adam T. Emery
Jon F. Endres
Ryan S. Engel
Ahmed A. Fadlalla
Braden J. Farley
Melissa Ferguson
Seth R. Ferris
Kaylee M. Finley
Melissa A. Fitch
Marlanea A. Franklin
Taria J. Franklin

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Matthew J. Frantz
Matthew T. Frimel
Joshua D. Gibson
Benjamin E. Green
Elizabeth A. Grimsley
Brittany N. Gump
Jacqueline A. Hamilton
Dylan O. Hansen
Brittany M. Harris
Alexander N. Harty
Spencer H. Heath
Emily K. Heffelfinger
Bryan F. Hildenbrand
Trevor A. Holdsworth
Chad T. Hoopingarner
Jamin L. Hostetler
Danielle N. Howe
Megan S. Howell
Whitney E. Irizarry
Nicole R. Jesser
Makenzie A. Jones
Brianna Kent
Katie M. King
Andrew M. Kinzel
Bonnie S. Kopp
Erin M. Kovacs
Samuel D. Kraus
Alexa E. Lago
David M. Larson
Melissa M. Lawrence
Yang Lin
Scott E. Love
David J. Matheny
Lauren R. McDowall
Nicene R. McNeil
Joshua T. Minhinnick
Mark W. Mole
Ashley B. Morrison
Jacob B. Nagel
Nathan S. Neal
Diana Nikolic
Kayla M. Ondash
Danielle N. Ozello
Micah L. Palitto
Frank J. Pannetti
Larissa A. Papas
Bradley N. Pearlman
Skyler L. Pierce
Samantha J. Rangel
Brianna M. Rankin

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Zoe A. Reese
Elizabeth R. Reinart
Brittany N. Rhodes
Baron V. Riedthaler
Sydney M. Rigby
Hamilton Robinson
Alexandra M. Rogers
Nicholas C. Rohner
Avery N. Roper
La'ria E. Ruiz
Kenneth C. Saltrick
Bailey M. Sandin
Lauren R. Scheerer
Cody A. Schlabach
Tyler R. Schrader
Kim Schuerger
Christopher N. Seifert
Mackenzie R. Sells
Michael N. Sency
David Shahata
Aaron M. Shaum
Lucas J. Shawlson
Hayley J. Shearer
Morgan N. Smith
Megan Snyder
David A. Spontarelli
Katarina N. Sprankle
Sarah M. Stangelo
Anthony J. Sullivan
Sarah E. Sutherland
Sylvia E. Sykes
Thomas R. Taylor
Miranda Toman
Kimberly M. Torres
Eric R. Trimble
Chris D. Ulmer
Sarah D. Urbank
Melissa A. Urian
Amanda L. Wahl
Richard Waldron Cook
Chad R. Weaver
Marian F. Wehrlin
Nicholas A. Weisend
Zachary J. Weisend
DaShanae M. White
Sopufaa F. Whyte
Natasha A. Williams
Lesley M. Wilmoth
Kendra L. Wilson
Samantha C. Wright

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Selig B. Yost
Kevin E. Young
Ashley L. Zisko
Kyle J. Zisko

**Bachelor of Arts in Business and Organizational
Communication**

John E. Stitt

Bachelor of Arts in Family and Child Development

Heba A. Almadara
Myesha A. Beckham
Tianah T. Cherry
Kayla K. Cowden
Monique J. Dunning
Laddie W. Fair
Jay S. Flowers
Emily R. Hughey
Carolyn E. Klions
Alexandria E. Miller
Kristen M. Patterson
Ashley T. Power
Courtney R. Powers
Alyssa R. Rohan
William D. Scharlotte
Kara M. Sidebotham
Bryanna N. Starman
Taylor M. Stevenson

Bachelor of Arts in Fashion Merchandising

Elese N. Daniel
Shanice L. Dewberry
Rachael L. Horton
Natalie R. Mallinak
Nicole A. Nelson
Hayli S. O'Bannon
Treana R. Smith

Bachelor of Arts in Interdisciplinary Anthropology

Patricia J. Andrews
Matthew P. Barnes
Daelantae R. Marshall
Christina D. Martin
Mauricenia M. McNear
Joshua J. Murphy
Brianna N. Rummer

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Bachelor of Arts in Interior Design

Meaghan E. Hamer

Bachelor of Arts in Multidisciplinary Studies

Christina N. Bass
Margaret M. Canzonetta
Shana M. Friedt
Jonathan L. Kenna
Antonio M. Kennedy
John G. McSteen
Danielle M. Nicholson
Douglas A. Oldiges
Elisha E. Porter
Nathan Rausch
Rochelle T. Schenk

Bachelor of Fine Arts

Breanna R. Brewer
Elizabeth L. Church
Jaclyn M. Hale
Philip G. Papantoniou
Nathan M. Prebonick

Bachelor of Music

Zachary T. Bennett
Vincent M. Ciulla
Allexis T. Filby
Matthew D. Garrett
Kierstin M. Jenkins
Robert B. Sobnosky
Sloan W. Stakleff
Hannah M. Westfield

Bachelor of Science

Scott R. Adams
Asma M. Alzanbaqi
Robert J. Antolovich
Krista D. Barrowcliffe
Joshua P. Bowkamp
Ian C. Boyles
Ryan M. Bunker
Scott R. Buurma
Sarah E. Catania
Madison K. Cohen
Donald B. Eddy

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Jaclyn E. Eidom
Grant T. Gilmore
Mariah L. Giusto
Brandi M. Good
Allison M. Grimes
Sultanah A. Hamdi
Dominique N. Heck
Shelby T. Hoffman
Tyler J. Hushour
Nicholas A. Jackson
Victor G. Jones
Madison R. Kaser
Trent A. Kenreigh
Jake S. Knisley
Nicholas C. Kunkel
Erin E. Leneghan
Colbee A. Lord
Maram M. Matar
Joseph R. McFadian
Stephanie E. McNutt
Christopher M. Menge
Borjana Milkovic
Ryan J. Milush
Alexandria M. Nguyen
Mariah M. Palombo
Rochelle M. Rodrigo
Christopher L. Ross
Shara L. Ross
Ryan L. Russell
Jillian T. Saurer
Timothy A. Schmucker
Timothy A. Schmucker
Alana A. Snyder
Michael P. Vigorito
Kaylene A. Widdoes
Zachary J. Zimmer

**Bachelor of Science in Political Science/Criminal
Justice**

Ryan M. Brawley
Amanda D. Brown
Cortney C. Brown
Erik J. Calet
David M. Duncan
Spencer L. Forshey
Trent L. Gordon
Trent K. Howard
Courtney G. Kovach
Jompunya Kuntakom

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Tyler J. McEndree
Matthew J. Pastoria
Vincent D. Piccoli
Alexander K. Robinson
Christopher J. Schiavoni
Dwight E. Scott
Delisa R. Sherroll
Zachary A. Snader
Leslie E. Stoneman
Karl L. Weaver
Brandon M. Wharton

Bachelor of Science in Computer Science

August J. Armbruster
Brian M. Boggs
Duncan A. Campbell
Peter F. Jindra
Maxwell A. Kay
Tyler F. Kenepf
Cheryl L. McKay
Zachary A. Oryszak-Ley
Mark A. Riemer
James D. Rogers
Christina E. Schorsten
Eric S. Vestfals
Ryan A. Wake

College of Engineering

Bachelor of Science in Biomedical Engineering

Angel L. Albright

Bachelor of Science in Chemical Engineering

Abdullah F. Alsubaie
William P. Daugherty

Bachelor of Science in Civil Engineering

Abdulrahman K. Almusaiter
James L. Bender
Michael J. Jones
Robert E. Wilson

Bachelor of Science in Electrical Engineering

Mark A. Keenan

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Bachelor of Science in Engineering

William C. Lee

Bachelor of Science in Mechanical Engineering

Kyle J. Benedict
Kyle M. Cooper
Thomas A. DeMali
Kevin J. Doyle
Nicholas G. Fockler
Adam M. Fox
Matthew E. Gaydos
Kevin R. Harold
Trace A. Holman
Matthew W. Humeniuk
Brandon P. Markgraf
Scott A. Michaud
Sara O. Oliveira Pedro Dos Santos
Johnathen C. Poalson
David J. Royak
Bradley J. Ruhaak
Alex A. Russell
Ryan A. Saylor
Matthew T. Shaniuk
Matthew W. Shannon
Timothy J. Swift
Russell L. Weaver
Ann William
Isaiah William
Paul J. Wischt

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Jordan Baker
Krysten T. Buch
Nicholas M. Buss
Dennis J. Douglass
Jonathan K. Evans
Stephen P. Funderwhite
Jamie L. Hall
Logan W. Kane
Michael V. Moehring
Kyle A. Nagy
Brittany N. Palmer
Emily L. Stoll
Stephen M. Taylor
Jeremy D. Todd

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

John J. Weigand
Wendy L. Whited
Joshua Whiting
Jaclyn A. Wloszek

Bachelor of Science in Education

Sarah M. Alto
Caylin C. Anderson-Hall
Cassidy L. Arsenault
Emily G. Baker
Patrick M. Barrett
Brooke R. Baughman
Monica Borsani
Adrienne M. Brown
Alexis M. Carris
Katie S. Casimir
Alexandra L. Cheney
Tasha R. Dale
Stephanie M. DiBiase
Brody T. Flegal
Brooke B. Fraley
Jacob D. Frounfelker
Nicole M. Glatz
Brooke C. Gockel
Jesseca C. Greene
Robert A. Hardgrove
Andrea M. Hayes
Rachel M. Hill
Kaylee A. Huth
Kaylee A. Huth
Whitney C. Jackson
Karli J. Kujawa
Summer L. Lamp
Claire A. Lehotsky
Kendra N. Mars
Kristina F. McLaughlin
Nicole T. Mobley
Jacklyn A. Moore
Shannon L. Murphy
Lydia R. Neiswander
Rachel V. Nichols
Rachel V. Nichols
Courtney M. Nolt
Benjamin F. Prylinski
Dana L. Queener
Breanna L. Reiber
Crystal J. Reynolds
Hailee N. Sellers
Alisha M. Shelly

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Brianna D. Stachler
Anna E. Steidl
Amy A. Stephens
Stacie M. Swan
Kristyn M. Syroid
Mary E. Tatton
Brandon M. Thompson
Nicole L. Vance
Kristen R. Vardavas
Elizabeth S. Viiberg
Julie A. Vondra
Emily A. Walsh
Ryan J. Warner
Heath A. Weber
Kelsey E. Wharton
Catherine C. Wilke
Ann William
Kenisha N. Williams
Abby M. Young

Bachelor of Science in Teaching and Training Technical Professionals

Brandon Diana
Ione A. Friess
Holly M. Raita
Jack W. Rhodes

College of Business Administration

Bachelor of Arts

Ladji A. Bamba
Diego S. Hernandez
Lucas J. Van Cleef

Bachelor of Business Administration

Alyssa N. Angeletti
Keyana P. Artis
Ashlee N. Austin
Matthew J. Baranuk
Jesse J. Beal
Jacob D. Bell
Benjamin R. Bennett
Pria K. Bhardwaj
Lauren M. Bowman
Brandon M. Bradford
Danielle B. Braman
Russell J. Brodnan

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Tyler D. Brophy-Davis
Kassidy N. Brown
Sadie M. Brown
Brittany D. Brumbelow
Kyle E. Burwell
William J. Bush
Scotty C. Butorac
Hunter G. Cain
Kristina L. Carpenter
Nathan R. Carpenter
Sara K. Caruso
Benjamin G. Castrigano
Tiffani T. Chan
Chandra L. Conzett
Joseph J. Dado
Patrick T. Dell
Adrianna Demjanjuk
Shawn R. Deppe
Carmen L. Donofrio
Ashley A. Drazkowski
Kylee L. Eager
Nicole M. Eikelberry
Atif H. Farooqi
Rachel A. Furlong
Alexander T. Fuss
Chelsey M. Gable
Samia Gheith
Emily A. Giesen
Joseph A. Gogins
Joshua T. Graham
Shanice T. Grimmett
Alyssa R. Hamilton
Matthew L. Hammer
Anna T. Hanigosky
Mazen A. Hasan
Jacob C. Hathaway
Carly R. Heuer
Michael J. Hippley
Brian G. Horn
Lauren E. Hoyer
Matthew T. Hoyer
Tyler E. Humphrey
Jacob C. Iammarino
Jeremy J. Irias
Steven R. James
Andrew J. Jones
Derek L. Jose
Jessica M. Juhnke
Evelin Jupic
Ryan S. Kaplan

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Maria O. Karagiannides
Sierra A. Karr
Cody J. Kelly
Keaton W. Klemencic
Caitlin E. Kraus
Julia R. Lee
Viamonte A. Lee
Gabrielle N. Lewis
Maria R. Madden
Osagioduwa Malkin
James W. Marsh
Robert B. McKnight
Meredith N. Mease
Dragana Micic
Austin J. Mills
Kristine M. Mitchell
Justin T. Mobilian
Matthew S. Money Penny
Brooke I. Moon
Austin D. Mooney
Caleb A. Morris
William A. Murphy
Thomas A. Musser
Emily A. Nees
Ashley M. Niznik
Katherine A. Noble
Lauren R. Oldaker
Isaak J. Parker
Tyler J. Plaso
Zachary S. Popely
Kyle S. Powell
Emily A. Pudlowski
Alexander H. Randles
Logan D. Reinsel
Bryan J. Rhoads
Logan H. Rodgers
Emily M. Rozmajzl
Erin E. Rummell
Daniel M. Samson
Bradley D. Sheahan
Aryan A. Sheidai-Zaman
Jared D. Slutz
Scott X. Smith
Elizabeth M. Sobolewski
Victor A. Souto
Sheldon D. Spaulding
Roderick C. Stasik
Jordan A. Steele
Michael P. Steensen
Hali J. Strub

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Ashtin H. Stuhldreher
Loren T. Talabac
Ryan A. Trego
Michael A. Troppe
Kelsey J. Tully
Nathan T. Walker
Jesse D. Webel
Nathan S. Webel
Hannah E. Widmer
Alaysha B. Wimberly
Kelly A. Witschey
Brandon B. Witt
Samuel S. Yahi
Sean M. Yoho
Tyechia S. Young
Chelsie L. Zickefoose

Bachelor of Science in Labor Economics

Richard T. Rader

Bachelor of Science in Accounting

Richard D. Angeletti
Adam R. Bernhard
Matthew T. Bouman
Adam R. Briach
Joseph M. Calanni
Dustin M. Canterbury
Christopher R. Chappell
Shawni M. Davis
Timothy M. Dimitroff
Michael A. DiRosato
Joanna C. Drury
Andrew P. Grey
William M. Hall
Jennifer Hanson
Kevin B. Jones
Kristine A. Jones
Tanisha D. Jones
Jennifer J. Kirkpatrick
Kelly L. Klecan
Brandon M. Kocan
Alexa E. Mayer
Mitchell L. Mayhugh
Alexander B. McGrew
Ibrahim A. Mohammed
Ryan Morrison
Nicholas A. Moyer
Hunter T. Olds

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Michael T. Oney
George D. Ontko
Pellegrino Piermarini
Krista Podlogar
Rodrigo A. Ramos Negrete
Jamie A. Rohrer
Macauley D. Scourfield
Mistee M. Shadle
Joseph E. Shaw
Cortney M. Stanley
Emma J. Sullivan
Derik T. Swinderman
Zachery C. Thompson
Bradley D. Virgin
Chou Vue
Ashley N. Weimer
Bart K. Wyss
Cody A. Yuhas
Rebecca L. Zadell

College of Health Professions

Bachelor of Arts

Tanya L. Hendricks
Carolyn M. Zaitzew

Bachelor of Arts in Child Life Specialist

Rachael M. Dudley

**Bachelor of Arts in Speech - Language Pathology and
Audiology**

Steven R. Downey

Bachelor of Arts/Social Work

Daphne C. Abrams
Samantha Bamford
Catherine L. Bedell
Jill M. Cooper
Ashley M. Edwards
Tamisha L. Gibson
Maria E. Graciani
Tandalaya M. Howard
Courtney L. Keith
Karen T. Knerem
Luellen Leshoure
Megan L. MacLane

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Larry D. McCool
Shanikka S. Moore
Robert J. Perrotta
Emma J. Schneider
Allison A. Thompson-Lewis
Xiomara N. Valentin
Lisa J. Young

Bachelor of Science in Dietetics

Jamie A. Walker

Bachelor of Science in Food and Environmental Nutrition

Elise T. Capone
Teresa M. D'amicone
Lacie Fischer
Laura D. Gullett
Theresa L. Miller
Anthony V. Monteleone
Scott D. Thomas

Bachelor of Science in Education

Annmarie N. Abeyesekera
Brianna R. Adcock
Christian H. Allen
Carlitos A. Anderson
Heather L. Baker
Garrett M. Bittner
Roxana E. Buda
Ryan J. Coblantz
Trevor A. Cooper
Eric D. Copeland
Jonathan J. Davis
Bryan A. Dyce
Brendan P. Fitzgerald
Nathan J. Gentile
Lauren E. Gentner
Ashley M. Gorbulja
Brent E. Gray
Richard E. Hall
Ryan J. Harris
Trevor M. Harris
Joseph P. Haynes
Matthew W. Heiligenberg
Makenzie L. Heitic
Jesse K. Hobbel
Ilsa L. Jones
Cory D. Katzenmeyer

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Melanie D. Ketler
Hakeem R. Lawrence
Nicholas B. Lima
Taylor M. Llewellyn
Zachary A. Lorenzen
Trent M. Lucas
Meghan A. McCants
Timothy A. McWilliams
Brook H. Mellis
Shane J. Miller
Samantha C. Montgomery
Cory W. Morrow
Kaitlyn M. Morrow
Jonathon D. Nottingham
Christopher G. Park
Andrew M. Phillips
Danilo Radjen
Rachael F. Ratcliffe
Rachael F. Ratcliffe
Justin M. Rehark
Daniel G. Resanovic
Zachary S. Schillig
Andrew M. Schindewolf
Jacob T. Schlarb
Patrick D. Smith
Robert C. Smith-Harris
Kolby S. Snyder
Wilmot A. Sowa
Lauren M. Steiner
Zachary D. Sweat
Megan B. Waskowski
Andrew M. Wuellner
Michael J. Yambor

Bachelor of Science in Nursing

Kimberly A. Barth
Brett A. Buzzelli
Victorya N. Cain
Daniel J. Doran
Julie Dyachuk
Nicole L. Gazley
Brittanie D. Goins
Diane L. Kenna
Brandy M. Kocisko-Mullet
MaKayla E. Kovach
Kenneth R. Larabee
Kathleen E. Mallady
Jacob W. Meyer
Reannin M. Moles

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Damarice A. Nkengla
Jane F. Onyao
Kailee M. Ramaekers
Alexandra J. Ryan
Morgan M. Sisley
Nelly Szente
Jennifer B. West

College of Applied Science and Technology

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Karol P. Sobon
Michael Tecca

Bachelor of Science in Computer Information Systems

Robert O. Allen
Justin R. Bell
David L. Byrd
Nathan R. Chiurco
Ziad F. Elia
Dan A. Frisco
Kevin B. Groves
Brenda C. Gruber
Scott E. Grueser
Michael J. Hibinger
Alexander P. Hunt
Aaron M. Jones
Mark R. Lohnes
Cory W. Lowrie
Kyle S. McHugh
Evan J. McKee
James R. Pettit
Joshua R. Poindexter
Matthew L. Rausch
Matthew T. Rudkowski
John L. Tsai
Steve L. Tsai
Matthew E. Zillmann

**Bachelor of Science in Construction Engineering
Technology**

Brandon J. Blankenship
Steven J. Brejcha
Donald D. Carey
Joseph D. Crowder
Patric N. Gorgievski

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Alexander L. Grossman
Jordan P. Howell
Jonathan W. Hubler
Dejan Jovanovic
Cory J. Lieber
Jarrod J. Matas
Robert M. Mimms
Bradley E. Nagy
Jacob R. Saffle
Dave M. Stith
Brian C. White
Zachary J. Williams

Bachelor of Science in Electronic Engineering Technology

Stephen D. Herbert
Jordan L. Loughney
Bryce T. Mitchell
Martin O. Rigby
Douglas Stafford
Zachary A. Stolicny
Cory M. Trease

Bachelor of Science in Emergency Management and Homeland Security

Graham M. Arnold
Bravis J. Boehle
Jordan E. Cupps
Nicholas E. Film
Angelique R. Gonzalez
James D. Howard III
Seraphina E. Kempf
Katie S. Knight
Maya L. Latson
Brock R. Metzger
Calvin J. Poznik
Thomas J. Tannhof
Marcus J. Wagner

Bachelor of Science in Mechanical Engineering Technology

Abdulmonem Alshaikh
Bakr A. Awad
Jessica B. Dalton
Richard W. Donnenwirth
Damaris S. Enriquez
Kyle A. Hamad
Robert R. Heintel
Brian L. Hunter

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Kaleshia L. King
Brandon J. Lewis
Addison D. Morr
Adam P. Sera
Mark E. Silcox

Bachelor of Science in Organizational Supervision

Jayme Angiulo
David L. Baughman
Darnise Y. Brunson
Jarret B. Burris
Angela Campitelli
Reginald B. Carter
Loralee M. Cross
Rebecca M. Debord
Amanda M. Diaz
Steven R. Downey
Cody S. Drury
Amber E. Eakin
Kelsey N. Fiocca
Alexandria N. Forte
Jerrad W. Friedrichsen
Amanda E. Fullen
Nicholas M. Goode
Tyrell M. Goodman
Ashley M. Gorbulja
Cody R. Grice
Jessica A. Harris
Amir A. Hawkins
Marissa L. Henninge
Matthew J. Hileman
Devon T. Hipp
Robert J. Holliday
Tyrel A. Horsley
Deborah M. Istenes
Michele A. Jackson-Elba
Briana N. Jones
Katelyn J. Jones
Devyn N. Kent
Garrett J. Kreiger
Tyler M. Kulton
Bethany M. Lane
Ashley T. Lange
Trevor D. Lepage
Kaila E. Litman
Lynn M. Lucas
Claudio M. Manera
Jamal H. Marcus
Ben R. McCaulley

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Katherine M. Moore
Letha E. Motz
Bruce L. Natson
Christine B. Nixon
Shelley K. Norman
Stephanie L. Norman
Faith A. Odoom
Zach H. Ravanelli
Jennifer R. Redford
Joel A. Richardson
Daniel P. Roberson
Taylor A. Rogers
Michael G. Rohan
James L. Ross
Stephanie R. Savula
Deandre C. Scott
Lacey M. Scott
Rebecca J. Sear
Xavier O. Smith
Angela M. Taylor
Mark C. Wasko
Aaron T. Wilson
Jena M. Yanock

Bachelor of Science in Surveying and Mapping

Graham R. Ewing

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice
Technology

Joshua J. Adamescu
Todd C. Birney
Dylan J. Carmany
Brody Churovia
Brianna N. Cotterman
Adam D. Daugherty
Taylor W. Deal
Lauren D. Fletcher
Benjamin D. Kick
Kelsey M. Kroggel
Matthew R. Ley
Andrew T. McDuffee
Bradley J. Mercier
Devyn T. Nolen
Seth D. Phares
Robert M. Robinson Jr
John A. Simms
Brandon R. Soles
India S. Surgeon
Tristen D. Sweitzer
Heaven L. Wortman
Diamond L. Yates

Associate of Applied Science in Early Childhood
Development

Caitlin P. Carson
Ari N. Davis
Kristina R. Lyons

College of Health Professions

Associate of Applied Science in Community Services
Technology

Jessica E. Jones
Alexander D. Lowther

College of Applied Science and Technology

Associate of Applied Business in Business Management
Technology

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

London B. Bell
Christine A. Board
Mark A. Davis
Cody S. Drury

Associate of Applied Business in Computer Information Systems

Ryan L. Brittingham
Zachary L. Garber
Jamal E. Islam
Tanner M. Lansky
Cori L. Lewandowski
Cory W. Lowrie
Kenneth Mangle
Audrey C. McMillion
Zachary A. Pfeil
Mason J. Rauchenstein
Christopher L. Ross
Anthony F. Schulmeister
Jeremy J. Stephan
Ronak S. Tailor
Exavian J. Warren

Associate of Applied Business in Computer Information Systems--Web Development

Breanna R. Brewer

Associate of Applied Business in Hospitality Management

Megan M. Bonsky
Alexandria N. Forte
Hannah M. Gibson
Hannah M. Hall
Diamond L. Jones
Taylor M. Laliberte
Stephanie L. Norman
Nathan P. Ray
Danielle N. Sims
Daniel J. Wallace
Kelsi L. Westbrook

Associate of Applied Business in Marketing and Sales Technology

Brian V. Flanagan

Associate of Applied Science in Community Services Technology

Milanka Maric

Associate of Applied Science in Construction Engineering Technology

Zachary J. Beadnell
Steven J. Brejcha
Kyle W. Gump
Spencer E. Hartzell
Paul M. Krausse
Bradley E. Nagy
Jacob R. Saffle
Zachary T. Strohl

Associate of Applied Science in Electronic Engineering Technology

Owen M. Barnhill
Anthony L. Bruce
Derek J. Bunker
Raymond C. Fondriest
Logan B. Johnson
Bryce T. Mitchell
Nicholas P. Oriti
Brandon M. Robinson
Jeremy R. Swanberg
Derek N. Wright

Associate of Applied Science in Emergency Medical Services Technology

Megan C. Biegel
Katie S. Knight
Michael W. Morrison
Bryant T. Scheffler
Joseph A. Tricaso
Michael P. Vigorito

Associate of Applied Science in Fire Protection Technology

Jesse L. Blair
Nicholas W. Comeriato
Nicholas D. Mancini

Associate of Applied Science in Manufacturing Engineering Technology

Eric C. Duff
Salvatore G. Ferrise
Martin L. Matheny

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall

**Associate of Applied Science in Mechanical Engineering
Technology**

Abdulmonem Alshaikh
Isaac D. Barnett
Jeremy M. Beno
Drew M. Chisler
William J. Congrove
Stephanie S. Franks
Jarvis D. Haines
Brian L. Hunter
Kaleshia L. King
Vitaliy Y. Loza
Kevin R. McGinnis
Addison D. Morr
Dustin S. Myers
Dustin T. Myles
Craig L. Riedel
Brent A. Susnik

Associate of Applied Science in Paralegal Studies

Mackenzie E. Cox
Roberta D. Johnson-Kea
Tara R. Stevens

Associate of Arts

John R. Baker
Eboni M. Barbour
Dominique L. Bonner
Allison L. Brown
Reginald B. Carter
Tianah T. Cherry
Joseph W. Collins
Christopher M. Daniels
Michael J. Delagrangue
Kevin J. De La Tour
Edward T. Denefield
Anthony L. Dukes
Taylor J. Edwards
Paris D. Elba
Nicholas E. Film
Andre M. Griffin
Rhonda L. Hanson
Raven N. Henderson
Matthew J. Hileman
Larry B. Hope
Tyrel A. Horsley
Starr C. Hugley

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2016 Fall**

Samantha M. Imperi
Joshua A. Jackson
Katelyn J. Jones
Emily A. Kuntz
Nicholas B. Lima
Alyssa A. Long
Claudio M. Manera
Letha E. Motz
Jacob B. Nagel
Taylor M. Norman
Michael E. Ridley
Elizabeth I. Romine
Jenna B. Ruedlinger
Timothy A. Schmucker
Todd M. Simmons
Michael G. Simon
Kayla C. Smith
David A. Spontarelli
Pamela S. Stump
Lysa A. Thompson-Knight
Colin S. Valencic
Wintre N. Ward
Katie L. Whyte
Chanona Williams
Scharmaine S. Wright
Ashley L. Zisko
Kali J. Znamenacek-Basenback

Associate of Science

Marie E. Getzlaff
Deion T. Jackson
Brooke I. Moon
Leslie A. Rigby-Gaines
Timothy A. Schmucker
Keith R. Small
Alexandros L. Spyrou

Wayne College

**Associate of Applied Business in Health Care Office
Management**

Shereefa A. Cameron
Christina R. Cingel
Shanda L. Felton
Kristina M. Luster

**Associate of Applied Science in Paraprofessional
Education**

Brittany L. Bates
Dorthea S. Bloch
Haley J. Dotterer
Daniel D. Edwards
Sarah B. Tucker
Cailin Q. Waters

Associate of Arts

Ashley O. Fickle
Phinh Khongphatthana
Anna E. Kopinsky
Emily R. Turek

Associate of Science

Casey R. Franquero
Joshua L. Herold
Brandon W. Miller
Agnes A. Shoup

1,426 Total Degrees

ACADEMIC ISSUES & STUDENT SUCCESS

TAB 2

CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on December 7, 2016.

New Programs:

Establish the following six new Bachelor of Science degrees in The LeBron James Family Foundation College of Education:

- 1. Proposal #15-14566 - Middle Level Education Dual Licensure (Grades 4-9)-Reading and Language/Social Studies and Intervention Specialist;**
- 2. Proposal #14-14567 - Middle Level Education Dual Licensure (Grades 4-9)-Mathematics/ Social Studies and Intervention Specialist;**
- 3. Proposal #15-13675 - Middle Level Education Dual Licensure (Grades 4-9)-Reading and Language Arts/Science and Intervention Specialist;**
- 4. Proposal #15-14419 - Middle Level Education Dual Licensure (Grades 4-9)-Reading and Language Arts/Mathematics and Intervention Specialist;**
- 5. Proposal #15-14546 - Middle Level Education Dual Licensure (Grades 4-9)-Science and Social Studies and Intervention Specialist; and**
- 6. Proposal #15-14546 - Middle Level Education Dual Licensure (Grades 4-9)-Mathematics/ Science and Intervention Specialist**

These proposed dual licensure programs prepare middle level teacher licensure candidates for inclusive educational settings of diverse learners to effectively meet the needs of students with mild/moderate disabilities, English-as-a-second-language learners and other marginalized groups. The state of Ohio (Dean's Compact) awarded The University of Akron a grant to create dual licensure programs to prepare middle level educators to effectively address the needs of all learners in inclusive settings, including those with mild/moderate disabilities. The proposed University of Akron-Integrative Teacher Preparation Model (UA-ITPM) provides an integrated dual licensure framework. This dual licensure program incorporates evidence/research-based content and pedagogy to work with diverse learners in inclusive educational settings making our graduates more marketable and competent.

Establish a new Bachelor of Science degree from the Buchtel College of Arts and Sciences, Department of Political Science: Criminology and Criminal Justice, proposal #15-15874

The proposed interdisciplinary Bachelor of Science degree in Criminology and Criminal Justice combines and streamlines six existing Criminal Justice related degrees within a single Criminology/Criminal Justice bachelor's degree, offering students four areas of concentration: Policing, Courts, Corrections, and Criminology. These four areas are standard sub-disciplines in the field. The streamlining of these programs will be beneficial for attracting students to The University of Akron.

Establish a new Bachelor of Science from the Buchtel College of Arts and Sciences, Department of Political Science: Criminal Intelligence Analysis, proposal #15-15879

This proposal creates a new and innovative interdisciplinary Criminal Intelligence Analysis bachelor's degree to enhance the University offerings in Criminology and Criminal Justice. The

proposed program will integrate criminal justice course offerings from three departments and two colleges, combine resources and simplify degree completion for students. This proposed degree will distinguish The University of Akron as one of the first universities in the United States to have a dedicated degree in Criminal Intelligence Analysis.

Establish a new Minor in the Buchtel College of Arts and Sciences, School of Communication, proposal #14-12085

The Converged Media minor is designed for the study of media principles and theories utilizing existing courses. The proposed Converged Media Minor provides students with knowledge and skills to develop digital media literacy; gather information and create content; write for accuracy, thoroughness, authenticity, and efficiency; design and distribute content for print, audio, video, and the web; and apply media ethics.

Establish a new Undergraduate Certificate in Leadership in the College of Business Administration, School of Management, proposal #15-15775

The Certificate in Leadership is designed to provide undergraduate students with insight and knowledge about leading people and the perceived demand for leadership skills by industry. This proposed 13-credit certificate program provides options for students by using existing courses to develop skills in areas that directly impact leadership.

Delete Program:

Delete the Bachelor of Arts in Communicative Disorders offered by the College of Health Professions, School of Speech Language Pathology and Audiology, proposal #14-12927

This proposal removes an obsolete program no longer in use, which has been superseded by a newer program.

Program Revision Greater than or equal to 50%:

Remove and add coursework in the Child Life Specialist Master of Art's degree program offered by the College of Health Professions, School of Speech Language Pathology and Audiology, proposal #15-13095

This proposal revises the curriculum for the Master of Arts Degree in the Child Life Specialist program to better meet the recommendations of the Child Life Council.

Name Change:

Change the name of the Associate of Applied Science in Paraprofessional Education – Early Child, offered by Wayne College, to the Associate of Applied Science in Paraprofessional Education – Blended Early Childhood Option, Proposal #15-18725

The program serves as a pathway to a bachelor's degree program for students interested in obtaining licensure as an early childhood educator, general education and intervention specialist (P-3). The proposed new name of the degree better reflects the focus of the program. It also adjusts the course options to better align and respond to changes in the Bachelor of Arts in Early Childhood offered by The LeBron James Family Foundation College of Education.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on December 7, 2016 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Bachelor of Science in Middle Level Education Dual Licensure (Grades 4-9)- Reading & Language/Social Studies & Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science in Middle Level Education Dual Licensure (Grades 4-9)- Mathematics/Social Studies & Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science Middle Level Education Dual Licensure (Grades 4-9)-Reading and Language Arts/Science and Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science in Middle Level Education Dual Licensure (Grades 4-9)- Reading and Language Arts/Mathematics and Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science in Middle Level Education Dual Licensure (Grades 4-9)-Science and Social Studies and Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science in Middle Level Education Dual Licensure (Grades 4-9) Mathematics/Science and Intervention Specialist in The LeBron James Family Foundation College of Education
- Establish a new Bachelor of Science in Criminology and Criminal Justice in the Buchtel College of Arts and Sciences, Department of Political Science
- Establish a new Bachelor of Science in Criminal Intelligence Analysis in the Buchtel College of Arts and Sciences, Department of Political Science
- Establish a new Minor in Converged Media, offered by the Buchtel College of Arts and Sciences, School of Communication
- Establish a new undergraduate Certificate in Leadership offered by the College of Business Administration, School of Management
- Delete the Bachelor of Arts in Communicative Disorders, offered by the College of Health Professions, School of Speech Language Pathology and Audiology

- Change course requirements for the Master of Arts in Child Life Specialist offered by the College of Health Professions, School of Speech Language Pathology and Audiology
- Change the name of the Associate of Applied Science in Paraprofessional Education – Early Child to Associate of Arts in Blended Early Childhood Option, offered by Wayne College

Ted A. Mallo, Secretary
Board of Trustees

ACADEMIC ISSUES & STUDENT SUCCESS

TAB 3

COURSE CALENDARS

The Academic Issues & Student Success Committee will be asked to consider at its meeting on December 7, 2016 the following revisions to the 2016-2017 and 2017-2018 Course Calendars, and a proposed 2018-2019 Course Calendar.

Revised Course Calendars for previously approved years 2016-2017 and 2017-2018

- (1) Add New Student Convocation on the Friday before the fall semester begins so that this important academic ceremony is formalized.
- (2) Combine Summer and Fall Commencements. Students will still be able to graduate in summer, but if they wish to walk the stage, they will have the option to attend the respective Fall Commencement ceremony in December. This consolidation will save at least \$30,000 annually as well as time and effort for all of the volunteers who assist in the ceremonies.
- (3) Requests for feedback were sent to the following constituency groups.
 - a. Undergraduate Student Government (USG) – Approved all proposed changes.
 - b. Graduate Student Government (GSG) – Approved all proposed changes.
 - c. University Council – Approved all proposed changes.
 - d. Faculty Senate Executive Committee – No objections. Hopes that students who might be planning a summer graduation would be given adequate notice of the elimination of summer commencement.
 - e. Office of the Registrar – Approved all proposed changes.
 - f. Akron chapter of American Association of University Professors (Akron-AAUP) Executive Committee – Unanimously supports adding New Student Convocation, but unanimously opposes eliminating summer graduation – due to this being a rather small expense for the opportunity to celebrate students' achievements, and the likelihood that many summer graduates would not attend December graduation.

Proposed 2018-2019 Course Calendar

- (4) Include New Student Convocation on the Friday before the fall semester begins so that this important academic ceremony is formalized.
- (5) Summer Commencement is not included. Students will still be able to graduate in summer, but if they wish to walk the stage, they will have the option to attend the 2019 Fall Commencement ceremony in December. This consolidation will save at least \$30,000 annually as well as time and effort for all of the volunteers who assist in the ceremonies.
- (6) Requests for feedback were sent to the following constituency groups.
 - a. USG – Approved all proposed changes.
 - b. GSG – Approved all proposed changes.
 - c. University Council – Approved all proposed changes.
 - d. Faculty Senate Executive Committee – No objections.
 - e. Office of the Registrar – Approved all proposed changes.
 - f. Akron-AAUP Executive Committee – Unanimously supports adding New Student Convocation, but unanimously opposes eliminating summer graduation – due to this being a rather small expense for the opportunity to celebrate students' achievements, and the likelihood that many summer graduates would not attend December graduation.

University of Akron Course Calendar

		2016-2017	2017-2018	2018-2019
Approved	Proposed Revision	Proposed Revision	Proposed Revision	Proposed
FALL SEMESTER	FALL SEMESTER	2016	2017	2018
Day and Evening Classes Begin	Day and Evening Classes Begin	Mon., August 29	Mon., August 28	Mon., August 27
Labor Day *	New Student Convocation	(Held September 9)	Fri., August 25	Fri., August 24
Thanksgiving Break **	Labor Day *	Mon., September 5	Mon., September 4	Mon., September 3
Final Instructional Day	Thanksgiving Break **	Sun., December 11	Thurs.-Sun., November 23-26	Thurs.-Sun., November 22-25
Final Examination Period	Final Instructional Day	Sun., December 11	Sun., December 10	Sun., December 9
Commencement	Final Examination Period	Mon.-Sun., December 12-18	Mon.-Sun., December 11-17	Mon.-Sun., December 10-16
Fall Semester Grades Due	Commencement	Fri.-Sat., December 16-17	Fri.-Sat., December 15-16	Fri.-Sat., December 14-15
	Fall Semester Grades Due	Tues., December 20	Tues., December 19	Tues., December 18
SPRING SEMESTER	SPRING SEMESTER	2017	2018	2019
Day and Evening Classes Begin	Day and Evening Classes Begin	Tues., January 17	Tues., January 16	Mon., January 14
Martin Luther King Jr. Day*	Martin Luther King Jr. Day*	Mon., January 16	Mon., January 15	Mon., January 21
President's Day Observance * (Law School classes held)	President's Day Observance * (Law School classes held)	Tues., February 21	Tues., February 20	Tues., February 19
Spring Recess *	Spring Recess *	Mon.-Sun., March 27-April 2	Mon.-Sun., March 26-April 1	Mon.-Sun., March 25-March 31
Final Instructional Day	Final Instructional Day	Sun., May 7	Sun., May 6	Sun., May 5
Final Examination Period	Final Examination Period	Mon.-Sun., May 8-14	Mon.-Sun., May 7-13	Mon.-Sun., May 6-12
Commencement	Commencement	Fri.-Sun., May 12-14	Fri.-Sun., May 11-13	Fri.-Sun., May 10-12
Spring Semester Grades Due	Spring Semester Grades Due	Tues., May 16	Tues., May 15	Tues., May 14
Law School Commencement	Law School Commencement	Sun., May 21	TBD	TBD
SUMMER SESSION	SUMMER SESSION	2017	2018	2019
Classes Begin: Intersession 3-week & 8-week I	Classes Begin: Intersession 3-week & 8-week I	Mon., May 22	Mon., May 21	Mon., May 20
Memorial Day *	Memorial Day *	Mon., May 29	Mon., May 28	Mon., May 27
Final Instructional Day: 3-week Intersession	Final Instructional Day: 3-week Intersession	Sun., June 11	Sun., June 10	Sun., June 9
Classes Begin: 5-week I & 8-week II	Classes Begin: 5-week I & 8-week II	Mon., June 12	Mon., June 11	Mon., June 10
Independence Day Observance *	Independence Day Observance *	Tues., July 4	Wed., July 4	Thurs., July 4
Final Instructional Day: 5-week I & 8-week I	Final Instructional Day: 5-week I & 8-week I	Sun., July 16	Sun., July 15	Sun., July 14
Day and Evening Classes Begin: 5-week II	Day and Evening Classes Begin: 5-week II	Mon., July 17	Mon., July 16	Mon., July 15
Final Instructional Day: 8-week II	Final Instructional Day: 8-week II	Sun., August 6	Sun., August 5	Sun., August 4
Commencement	Combine ceremony with Fall Commencement	Combine with Dec. 2017	Combine with Dec. 2018	Combine with Dec. 2019
Final Instructional Day: 5-week II	Final Instructional Day: 5-week II	Sun., August 20	Sun., August 19	Sun., August 18
Summer Grades Due	Summer Grades Due	Tues., August 22	Tues., August 21	Tues., August 20

* Holiday

**UA closes at 5pm on Wednesday prior to Thanksgiving

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Pertaining to Approval of Revising the 2016-2017 and 2017-2018 Course Calendars
and the Proposed 2018-2019 Course Calendar

BE IT RESOLVED, that the recommendation to revise the 2016–2017 and 2017-2018 Course Calendars, presented by the Academic Issues & Student Success Committee on December 7, 2016, after consultation with the Undergraduate Student Government, Graduate Student Government, University Council, Office of the Registrar, Faculty Senate Executive Committee, and Executive Committee of the Akron-AAUP, be approved.

BE IT FURTHER RESOLVED, that the proposed 2018-2019 Course Calendar, presented by the Academic Issues & Student Success Committee on December 7, 2016, after consultation with the Undergraduate Student Government, Graduate Student Government, University Council, Office of the Registrar, Faculty Senate Executive Committee and Executive Committee of the Akron-AAUP, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

Cessation of the GenEd Core Initiative

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Cessation of the GenEd Core Initiative

WHEREAS, On April 15, 2015, The University of Akron Board of Trustees authorized the administration to begin a two-year pilot program entitled the GenEd Core initiative, with the goal of testing the efficacy and economic sustainability of a fixed number of general education courses offered at a very low cost to students; and

WHEREAS, On May 29, 2015, the Ohio Department of Higher Education issued Directive 2015-027, approving the waiver of standard tuition for students enrolled in GenEd Core initiative courses; and

WHEREAS, Analysis of the performance of the GenEd Core initiative in the 2015-2016 academic year indicates that the program lacks efficacy; and

WHEREAS, Enrollment for Spring 2017 GenEd Core courses is currently minimal, and students who have pre-enrolled will be provided adequate advance notice of the cessation of the GedEd Core initiative; Now, Therefore,

BE IT RESOLVED That the GenEd Core initiative, authorized by the Chancellor's Directive 2015-027 will cease at the end of the fall 2016 semester; and

BE IT FURTHER RESOLVED That the administration will communicate this action to the campus community and to the Ohio Department of Higher Education.

Ted A. Mallo, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

RESEARCH



RESEARCH

Office of Research Administration

Office of Technology Transfer

Eric J. Amis
Vice Provost, Research

By Source of Funds:

PROPOSALS

July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	32,383,518	10,430,246	89,896	33,596,866	9,767,077	22,000	34,023,595	8,976,978	62,166
State	3,455,542	28,445	2,934,229	1,228,064	14,136	150,000	4,409,842	-	326,938
Local	171,122	4,013	-	79,776	15,713	-	41,188	-	-
Corporate	1,145,380	109,995	-	3,606,084	764,548	-	2,706,398	620,438	-
Other*	1,196,203	95,026	146,621	4,951,480	1,204,963	129,049	3,394,734	208,475	122,396
Total	38,351,765	10,667,725	3,170,746	43,462,271	11,766,437	301,049	44,575,757	9,805,891	511,500

AWARDS

July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	7,703,835	1,961,847	208,196	9,142,102	1,950,799	259,297	7,730,339	1,613,295	230,196
State	855,233	13,405	84,207	1,321,443	79,552	196,698	3,322,751	44,944	769,184
Local	170,407	1,310	-	19,081	-	-	119,680	-	-
Corporate	1,384,160	212,998	-	3,228,204	713,423	-	2,654,334	617,019	-
Other*	1,518,102	128,388	545,896	3,891,630	980,060	79,015	914,378	24,185	155,405
Total	11,631,737	2,317,947	838,299	17,602,459	3,723,833	535,009	14,741,482	2,299,442	1,154,785

EXPENDITURES

July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Actual IDC \$	Actual Cost Share \$	Total \$	Actual IDC \$	Actual Cost Share \$	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	5,332,551	1,057,694	382,241	5,526,663	1,148,216	172,246	5,294,137	971,988	113,287
State	2,993,317	155,564	547,716	3,078,592	194,222	534,467	3,240,761	107,105	305,780
Local	208,454	16,787	-	243,575	1,090	-	151,973	2,141	-
Corporate	1,343,314	262,528	5,027	1,353,913	215,544	38,044	1,379,090	125,494	9,869
Other*	3,102,678	202,637	364,201	3,263,284	211,042	209,328	4,561,021	230,753	210,186
Total	12,980,314	1,695,210	1,299,185	13,466,028	1,770,114	954,084	14,626,981	1,437,483	639,123

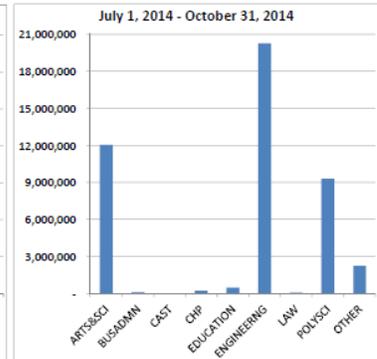
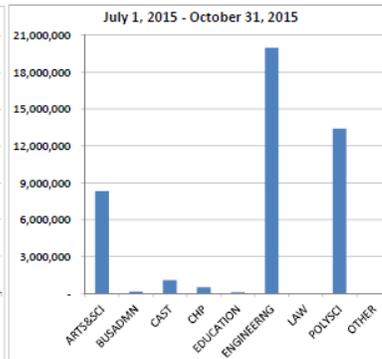
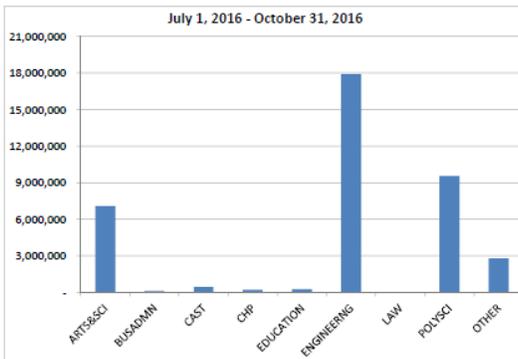
* Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities.

Proposal and award dollars are assigned to the PI's college; Information contained in this report may be co-reported by UA Development Office.

By College / Unit:

PROPOSALS

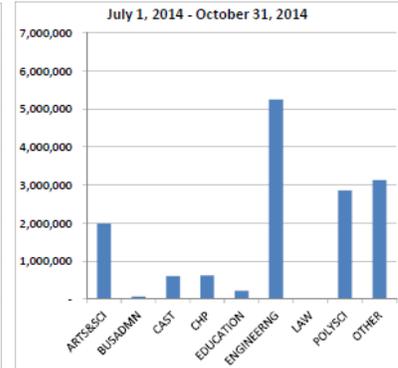
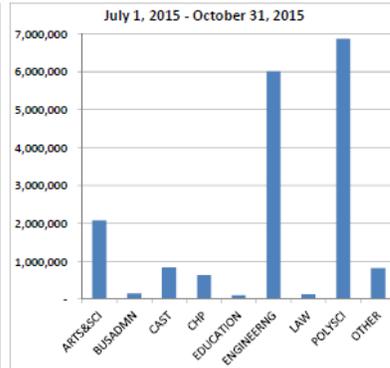
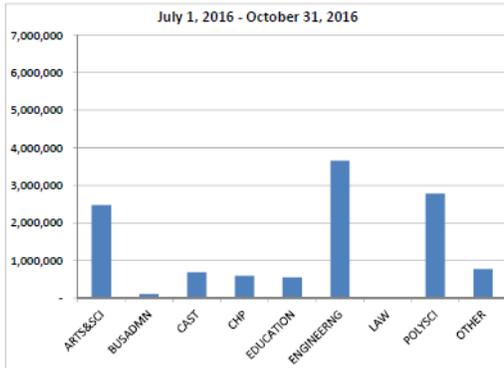
July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
ARTS&SCI	7,086,118	2,171,967	72,880	8,306,062	2,499,225	-	12,044,876	2,546,866	442
BUSADMIN	93,870	430	-	127,710	-	-	71,541	-	-
CAST	432,558	13,405	-	1,078,064	14,136	-	7,500	-	-
CHP	207,584	7,310	84,896	477,420	32,213	1,200	207,957	5,705	54,132
EDUCATION	274,202	-	52,091	62,565	-	16,632	457,982	122,098	-
ENGINEERING	17,879,432	5,560,940	160,879	19,972,879	5,139,960	233,217	20,241,002	5,208,488	406,926
LAW	25,000	2,273	-	25,000	2,273	-	50,000	-	-
POLYSCI	9,552,002	2,911,400	-	13,397,571	4,078,631	50,000	9,289,039	1,922,734	50,000
OTHER	2,801,000	-	2,800,000	15,000	-	-	2,205,860	-	-
Total	38,351,765	10,667,725	3,170,746	43,462,271	11,766,437	301,049	44,575,757	9,805,891	511,500



By College / Unit:

AWARDS

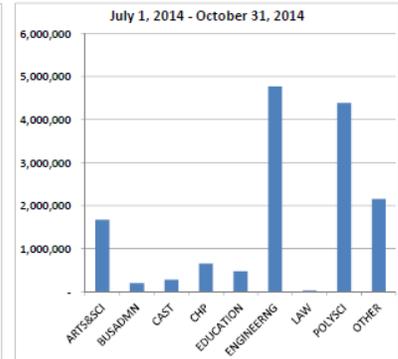
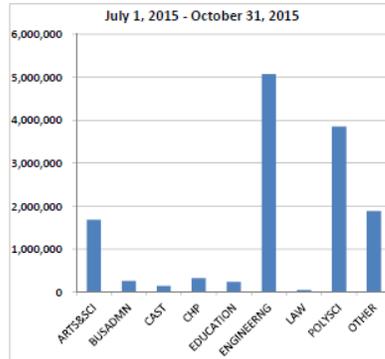
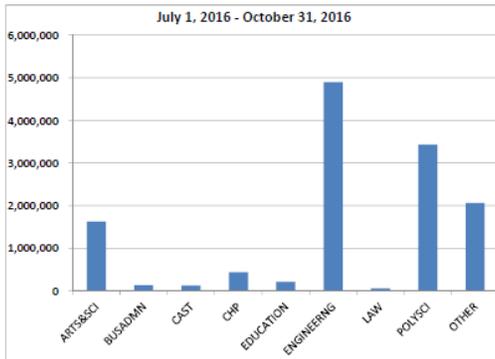
July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Anticipated IDC \$	Anticipated Cost Share \$	Total \$	Anticipated IDC \$	Anticipated Cost Share %	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
ARTS&SCI	2,467,476	626,273	-	2,075,557	428,328	-	1,978,850	416,196	31,738
BUSADMIN	109,505	-	-	150,930	-	-	71,541	-	-
CAST	682,294	13,405	-	830,544	32,052	-	601,275	13,089	-
CHP	594,982	18,963	90,890	631,653	16,819	52,456	620,726	16,298	58,517
EDUCATION	545,788	7,751	52,348	95,899	-	25,638	213,571	12,774	-
ENGINEERING	3,650,831	984,001	168,255	6,008,350	1,232,207	316,185	5,251,261	1,017,639	241,205
LAW	25,000	2,273	-	125,000	22,908	-	25,000	-	-
POLYSCI	2,781,855	607,929	526,806	6,868,264	1,934,401	140,731	2,853,697	749,257	54,362
OTHER	774,005	57,353	-	816,262	57,119	-	3,125,562	74,191	768,963
Total	11,631,737	2,317,947	838,299	17,602,459	3,723,833	535,009	14,741,482	2,299,442	1,154,785



By College / Unit:

EXPENDITURES

July 1, 2016 - October 31, 2016				July 1, 2015 - October 31, 2015			July 1, 2014 - October 31, 2014		
	Total \$	Actual IDC \$	Actual Cost Share \$	Total \$	Actual IDC \$	Actual Cost Share \$	Total \$	Actual IDC \$	Actual Cost Share \$
ARTS&SCI	1,625,564	260,342	67,694	1,678,744	279,900	23,666	1,673,794	239,116	40,704
BUSADMIN	133,718	-		252,351	9,477		202,509	9	
CAST	124,883	2,380		140,875	3,066		286,196	2,739	
CHP	433,460	29,253	10,403	317,915	11,825	24,948	656,149	(1,209)	40,828
EDUCATION	210,006	11,307		234,770	7,583	7,283	477,705	15,218	5,787
ENGINEERING	4,893,964	847,991	606,622	5,068,556	751,056	469,070	4,759,326	666,854	162,172
LAW	58,622	4,304		42,928	-		30,767	-	
POLYSCI	3,440,312	534,293	314,078	3,844,681	591,485	313,376	4,382,327	470,711	110,142
OTHER	2,059,785	5,340	300,389	1,885,208	115,723	115,742	2,158,208	44,045	279,490
Total	12,980,314	1,695,210	1,299,185	13,466,028	1,770,114	954,084	14,626,981	1,437,483	639,123



Research Updates

Congratulations to Dr. Matt Becker, the inaugural holder of the W. Gerald Austen Endowed Chair in Polymer Science and Polymer Engineering

Akronite W. Gerald Austen, renowned cardiac and thoracic surgeon, was an innovator when heart surgery was just beginning. And, much like Dr. Austen in years past, today, **Dr. Matthew Becker** is leading cutting-edge research in regenerative medicine, biomedical materials, and new medical devices through the application of polymer science. His team's most current work may revolutionize orthopedic medicine by stabilizing horrific bone injuries without using metal.



Matt Becker holds a cylinder-shaped polymeric shell developed to help regenerate missing bones and save limbs.

UA professor leads algae bloom research project

Northern Ohio residents are all too familiar with algae blooms each summer in the natural resources that provide our consumable water. **Dr. Teresa J. Cutright**, professor of civil engineering, with **Dr. Don Ott**, professor of biology, and **Dr. Lan Zhang**, assistant professor, civil engineering, expect their research, funded by the State of Ohio's Harmful Algal Bloom Research Initiative, to help prevent a recurrence of 2014's severe Lake Erie infestation which caused nearly a half million Toledo-area residents to be without water for days. They are studying algae samples from four Ohio drinking water reservoirs and results are expected in spring 2017.



An algal bloom spreads across Lake Erie. Blooms consist primarily of tiny cyanobacteria that can release toxins capable of causing skin rashes and burns when touched, and vomiting and liver damage if ingested. Photo credit: Tom Archer / Michigan Sea Grant.

Tarantula-Inspired Noniridescent Photonics

A t-shirt that doesn't fade. Wide-angle viewing without screen glare. **Bor-Kai (Bill) Hsiung**, Biomimicry Fellow, with **Dr. Todd Blackledge**, professor, biology, former UA biology associate professor **Dr. Matthew Shawkey** and other team members from UA and the Scripps Institution of Oceanography, examined the different types of nanostructures that produced the same shade of blue across the many branches of the tarantula family and discovered that non-iridescence can be achieved through highly ordered periodic structures. This biomimicry breakthrough may lead to better monitors, as well as pigment replacements in a wide range of material applications with metals, plastics, fibers, and paper.



Cobalt Blue Tarantula (*Haplopelma lividum*)

Preprogramming materials to shape shift at a given time

Dr. Andrey Dobrynin, Alan N. Gent Ohio Research Scholar Professor of Polymer Science, in collaboration with a research team from both UA and the University of North Carolina, have devised a method to shape shift materials at a preprogrammed time and at a controlled rate, for example, delivering medications inside the human body. Currently, shape shifting materials rely on external stimuli, such as heat or acidity, to cause the change.



Scientists were able to create a shape-shifting flower with petals that gradually opened, one by one. (Credit: Nature Communications screengrab via YouTube)

Wildlife diseases challenge grant allows a new approach to studying catastrophic WNS

White-nose syndrome (WNS) is one of the worst wildlife diseases in modern history killing millions of bats. “A lot of existing research [and research funding] is based on applied research — that is, what can we get to [cure] WNS,” explains **Dr. Hazel Barton**, professor of biology and geoscience. When invited to compete for an Experiment.com challenge grant, Dr. Barton and her team, including **Dr. Leah Shriver**, assistant professor of chemistry and biology, took the challenge. This \$6,800 will instead identify and study the chemical compounds and natural processes that already protect certain bat species within WNS-infected areas.



A little brown bat is suffering from white nose syndrome, a fungal infection that has killed millions of hibernating bats. (Ryan von Linden, New York Department of Environmental Conservation)

Smarter SmartSensors for the U.S. Power Grid



Utility companies have been using sensors for years. However, the sensors being developed by **Dr. J. Alex De’Abreu-Garcia**, professor of electrical and computer engineering, and others, with funding from the Ohio Development Services Agency (ODSA) are unique.

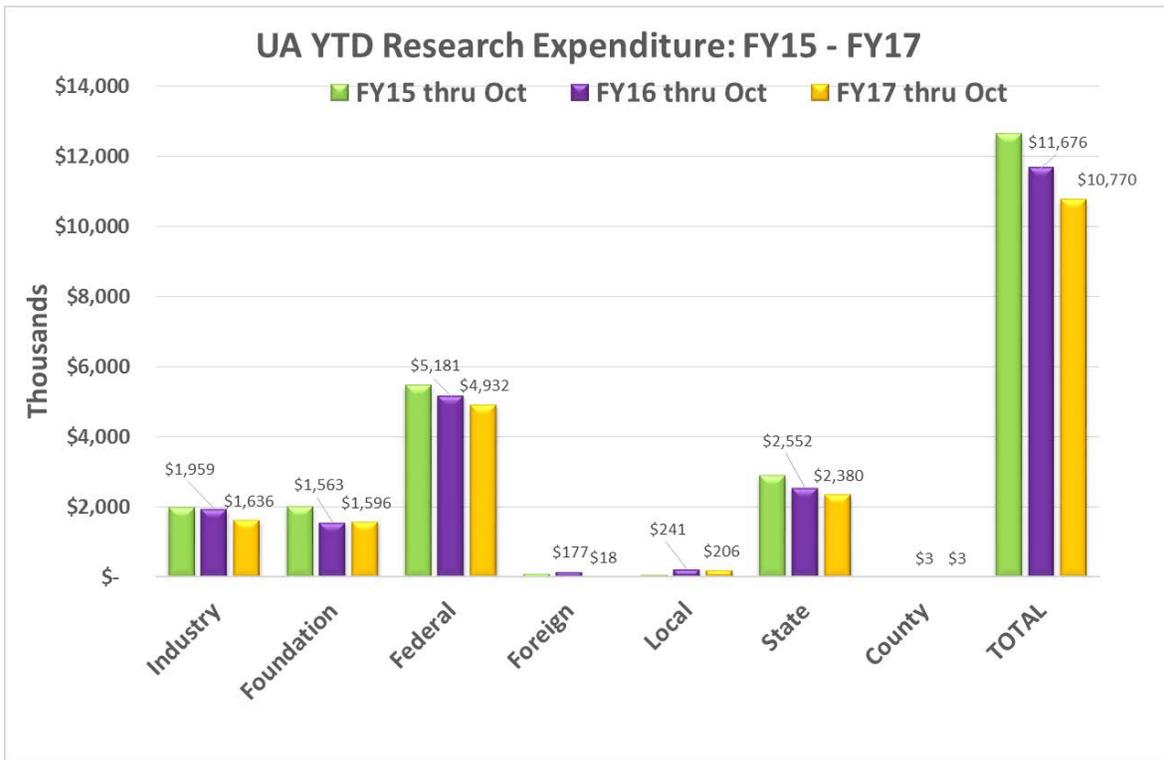


These sensors interact with each other and their surroundings in a network that operates continuously, sending real-time data back to the utility company. With these sensors, utilities will be better able to plan preventive maintenance lessening equipment failure outages; and respond and rebound more quickly, while lessening the dangers to their crews, following severe weather. Testing is expected to begin in early 2017.

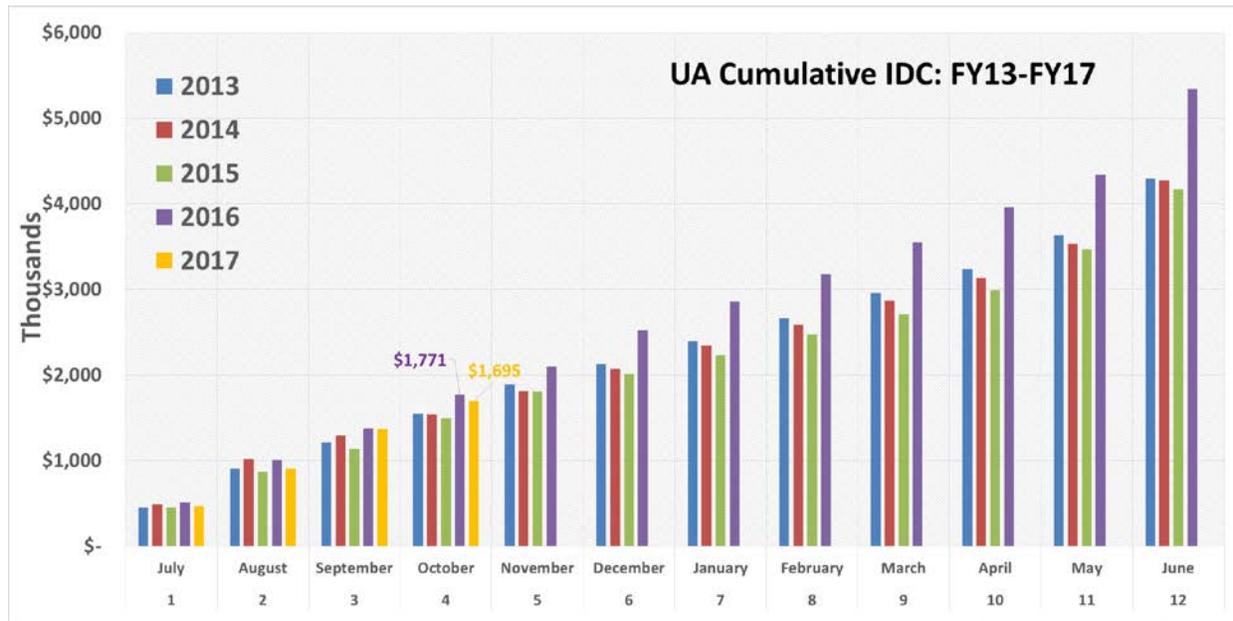


A tornado’s aftermath.

Analysis of Research Expenditures (Sales) – July 1, 2016 to October 31, 2016

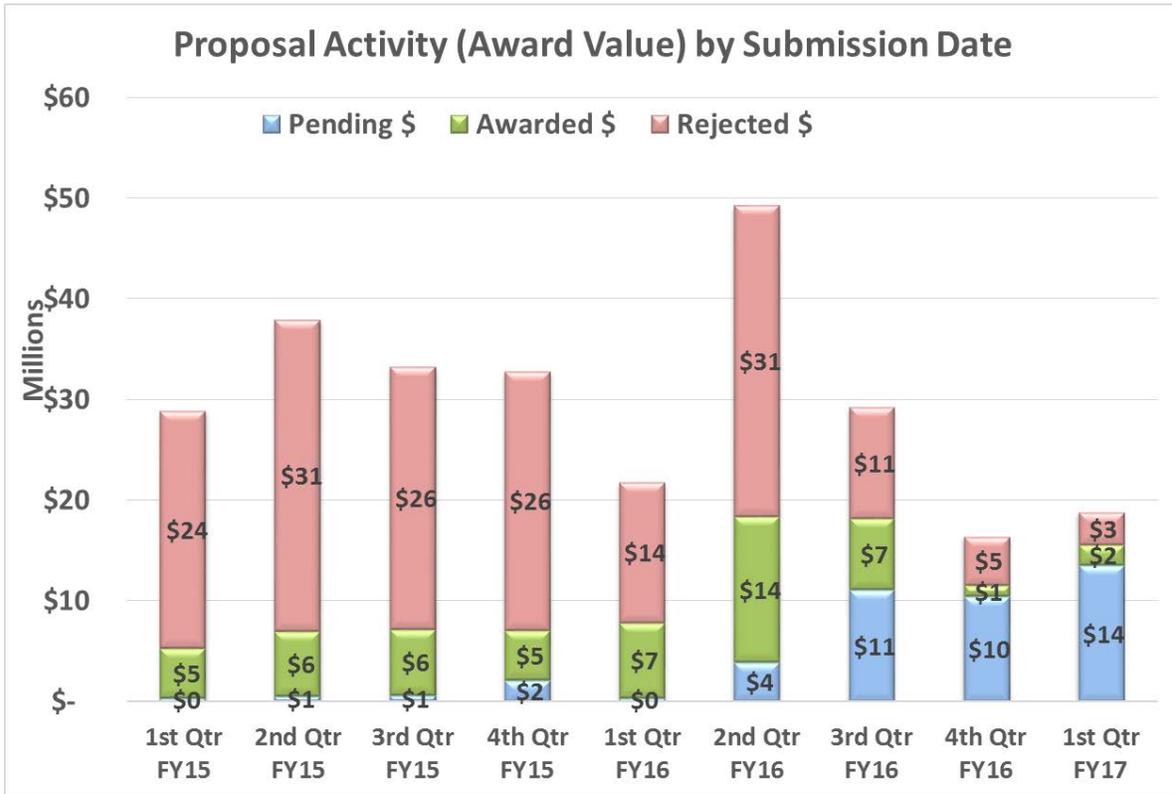


As in FY16, sales in the first 4 months of FY17 are down. Note that previously it recovered so that by the end of FY16, overall spending was up by \$7M versus FY15.

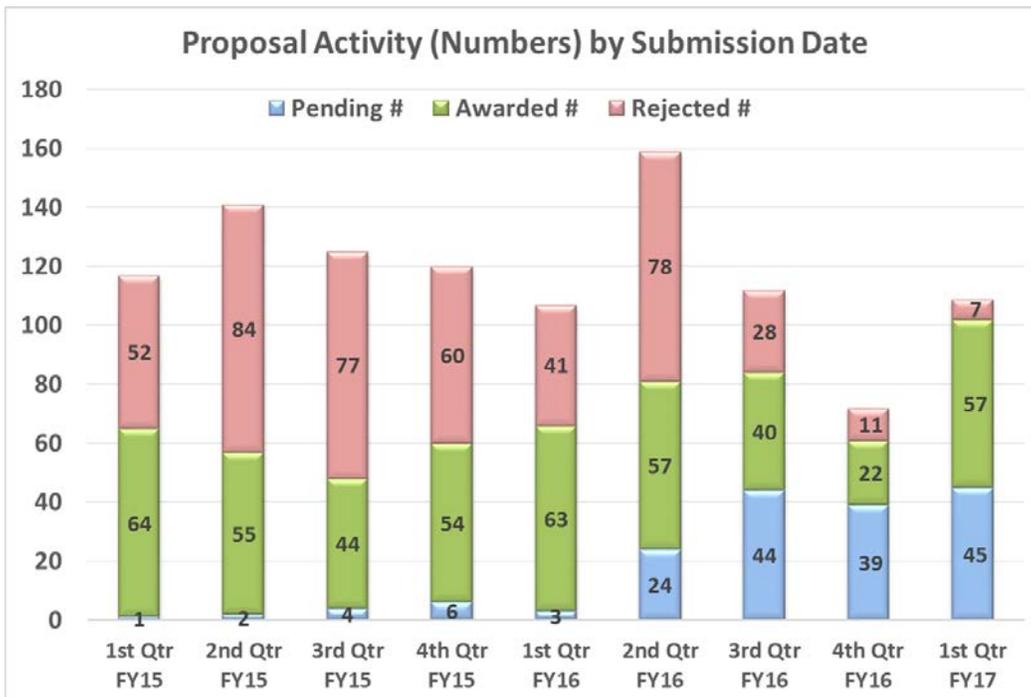


Indirect cost recovery on research expenditures (sales) is 4% behind last year

Analysis of Proposal Activity – July 1, 2014 to September 30, 2016



Success rate in FY15 on the basis of value of proposals was 17% with 3% still pending.
 FY15 success rate is good and FY16 is even better at 26% with 22% pending.



Success rate in FY15 on the basis of number of proposals was 43% with 3% still pending.
 Success rate in FY16 on the basis of number of proposals was 40% with 24% still pending.
 So far in FY17, success rate is 36% with 59% still pending.

Grants Awarded from September 1, 2016 to October 31, 2016 (Sorted by Funding Source and Technology)

Department(s)	Sponsor	Project Title	PI (and CoPIs)	Award \$	College	Technology	Funding Type
Polymer Science Dept. Polymer Science Dept.	Wright State University through Case Western Reserve University	PRESIDES Center of Excellence Project: High Energy Density Lithium Ion Battery Based on Advanced Silicon Anodes	Zhu, Yu Chuang, Steven S	361,722	CPSPE	Polymer Science	FDNNP
Student Union Administration	ServeOhio	Make a Difference Day Project Grant	Doehring, Alison E	1,000	Other	Public Serv	FDNNP
Subtotal				362,722			
Biology	U.S. Department of Interior through National Park Service	Parameterizing the Risks Associated with Park Activities and the Likelihood of Human-Vectored White-Nose Syndrome (WNS) Spread	Barton, Hazel A	63,841	BCAS	Biological	Federal
Political Science	U.S. Department of Education	Fulbright-Hays Doctoral Dissertation Research Abroad	Kaltenthaler, Karl C	35,742	BCAS	Education	Federal
Curricular/Instructional Study English	U.S. Department of Education	Project ACHIEVE: Access to Curriculum and High Quality Instruction for Educators Valuing English Language Learners	Vakil, Shermavaz Zhang, Wei	268,494	EDU	Education	Federal
Polymer Science Dept-Res	U.S. Department of Energy through Aspen Aerogels Inc.	Bench Scale Development and Test of Aerogel Sorbent for CO2 Capture	Chuang, Steven S	1,257	CPSPE	Energy	Federal
Biomedical Engineering Biomedical Engineering	National Science Foundation	DCL INCLUDES: Bridging Engineering Science and Technology (BEST)	Davis, Brian L Amini, Rouzbeh	249,923	COE	Engineering	Federal
Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	Effective and Economical Cleaning of Pipes and Underdrains Phase 1	Schneider IV, William H	45,728	COE	Engineering	Federal
Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	Use of Crushed Recycled Glass in the Construction of Local Roadways	Tao, Junliang	144,160	COE	Engineering	Federal
Civil Engineering Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	Evaluation of Post Flooding Shoulder Reconditioning	Tao, Junliang Luo, Zhe Jerry	32,427	COE	Engineering	Federal

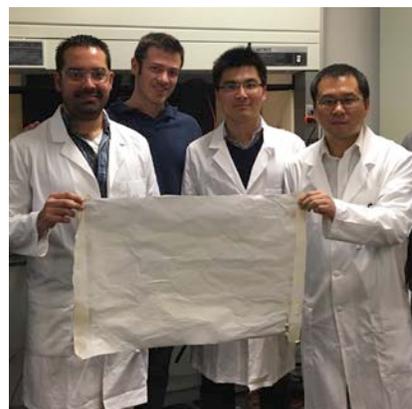
Grants Awarded from September 1, 2016 to October 31, 2016 (Sorted by Funding Source and Technology)							
Department(s)	Sponsor	Project Title	PI (and CoPIs)	Award \$	College	Technology	Funding Type
Mechanical Engineering	NASA Glenn Research Ctr at Lewis Field through Universities Space Research Association	Advanced Research and Technology Support	Daniels, Christopher C	140,000	COE	Engineering	Federal
Mechanical Engineering	NASA Glenn Research Ctr at Lewis Field through Vantage Partners LLC	Advanced Energetic Materials and Concepts Development	Daniels, Christopher C	13,553	COE	Engineering	Federal
Mechanical Engineering	National Oceanic & Atmospheric Admin.	NWS Forecasting Research / FACETs	Ling, Chen	121,644	COE	Engineering	Federal
Mechanical Engineering	Office of Naval Research	Impact Performance and Dynamic Behavior of Composite Sandwich Structures in Arctic Condition	Tan, Kwek Tze	9,243	COE	Engineering	Federal
School of Law - Dean's Office	Department of Health and Human Services through Summit County Dept of Job and Family Services	CQE and Expungement Programs- 2016-17	Sahi, Joann Marie	25,000	LAW	Legal	Federal
Chemistry	National Institute of General Medical Sc	New Methods for the Modification of Peptides and Proteins with the Re (CO) 3 Moiety	Ziegler, Christopher J	392,652	BCAS	Medical	Federal
Chemistry	National Institute of General Medical Sc	Metabolic and Chemical Analyses of Cuprizone Toxicity	Shriver, Leah	469,100	BCAS	Medical	Federal
Speech-Language Path/Audiology	U. S. Department of Education	Combined Priority for Personnel Development	Houston, K. Todd	201,892	CHP	Medical	Federal
Biomedical Engineering Electrical & Comp Engineering	Air Force Research Laboratory	Development of a Highly Sensitive Goggle for Fluorescence-Based Detection of Middle East Respiratory Syndrome Coronavirus (MERS-CoV) and Other Pathogens	Liu, Yang Bao, Sheng	274,912	COE	Medical	Federal
Polymer Science Dept.	National Science Foundation	Peptide Derivatized Poly(ester urea)s for Regenerative Medicine	Becker, Matthew L	130,000	CPSPE	Medical/Polymers	Federal
Polymer Science Dept.	National Institutes of Health through Rutgers, The State Univ of New Jersey	Integrated Technology Resource for Polymeric Biomaterials, RESBIO	Becker, Matthew L	938	CPSPE	Medical/Polymers	Federal
Polymer Engineering Dpt	Confidential	ICARUS	Karim, Alamgir	132,091	CPSPE	Polymer Science	Federal

Grants Awarded from September 1, 2016 to October 31, 2016 (Sorted by Funding Source and Technology)							
Department(s)	Sponsor	Project Title	PI (and CoPIs)	Award \$	College	Technology	Funding Type
Polymer Science Dept.	National Science Foundation	Defining Print Fidelity and Performance of Bioactive 3D Printed Scaffolds	Joy, Abraham	100,000	CPSPE	Polymer Science	Federal
Subtotal				2,852,597			
Computer Science	Microsoft Corporation	c++ Metadata Prototyping	Sutton, Andrew N	100,805	BCAS	Computers, Data, Sensors	Industry
Electrical & Comp Engineering	Exactr, Inc	Conductor, Cable, and Associated Hardware Condition Assessment	Sozer, Yilmaz De Abreu-Garcia, Jose Alexis	58,677	COE	Materials	Industry
Mechanical Engineering	Robin Industries, Inc.	Materials Analysis for Nonlinear Finite Element Modeling and Design	Gao, Xiaosheng Gerhardt, Jon Stuart	58,254	COE	Materials	Industry
Polymer Science Dept.	Cook Medical Technologies, LLC	Degradable Poly(ester urea) Hernia Meshes	Becker, Matthew L	11,280	CPSPE	Medical/Polymers	Industry
Polymer Science Dept-Res	Virginia Tech through University of Akron Research Foundation	Surface Engineering Approach for Enhanced Filler Dispersion and Hysteresis Reduction in Rubber Compounds	Pugh, Coleen Jana, Sadhan C	50,000	CPSPE	Polymer Processing	Industry
Polymer Engineering Dpt	Imagine Research and Technology, Inc.	Scale-up Production of UV-Curable Contact Stabilization Coating Material for Electrical Contact Surfaces	Soucek, Mark	82,854	CPSPE	Polymer Science	Industry
Subtotal				361,870			
Engineering & Sci Tech	Ohio Department of Higher Education	Regionally Aligned Priorities in Delivering Skills (RAPIDS)	Kandray, Daniel E	249,736	CAST	Education	State
Nursing - Instruction	Ohio Department of Higher Education through Northeast Ohio Medical Univ. (NEOMED)	Area Health Education Centers Point of Service Maintenance and Enhancement	Lax, Greta A	15,000	CHP	Medical	State
Subtotal				264,736			
Total				3,841,925			

Technology Transfer Updates

Akron Ascent Innovations forms strategic partnership with Velcro Companies

Akron Ascent Innovations LLC (AAI), a startup company from the University of Akron Research Foundation, announced the formation of a strategic partnership with Velcro Companies to commercialize a range of AAI dry adhesive products. The strategic partnership includes a capital investment by Velcro Companies and a joint development and commercialization agreement under which the companies will collaborate on product solutions that combine AAI's adhesives with VELCRO® Brand hook and loop technologies and other innovations. AAI's core technology platform is the production of unique "dry adhesives" that have extremely strong shear adhesion, while maintaining low peel strength. The patented technologies are based on the research of University of Akron Mechanical Engineering Professor Josh Wong.



AAI employees hold up a sheet of dry adhesive produced in their Akron Global Business Accelerator lab

UA and OSU collaborative inventions for 3D printing bone scaffolds licensed to Ohio company



Matthew Becker holds a polymeric shell developed to help regenerate missing bones and save limbs

Polymer Science faculty and Associate Dean for Research Matthew Becker has invented a new and improved method for synthesis of poly(propylene) fumarate (PPF), a promising candidate for bone tissue engineering applications. This novel technique allows for preparation of a non-toxic, flowable, and resorbable material having well-defined and predictable properties suitable for biodegradable medical devices. Collaborations between the Becker research group and The Ohio State University have shown that these new PPF polymers are suitable for 3D printing of biodegradable tissue engineering scaffolds. The joint intellectual property resulting from this research has been exclusively licensed to the private sector for subsequent scale-up and commercialization activities.

UARF receives \$250,000 in Ohio Third Frontier funding to support prototyping at UA



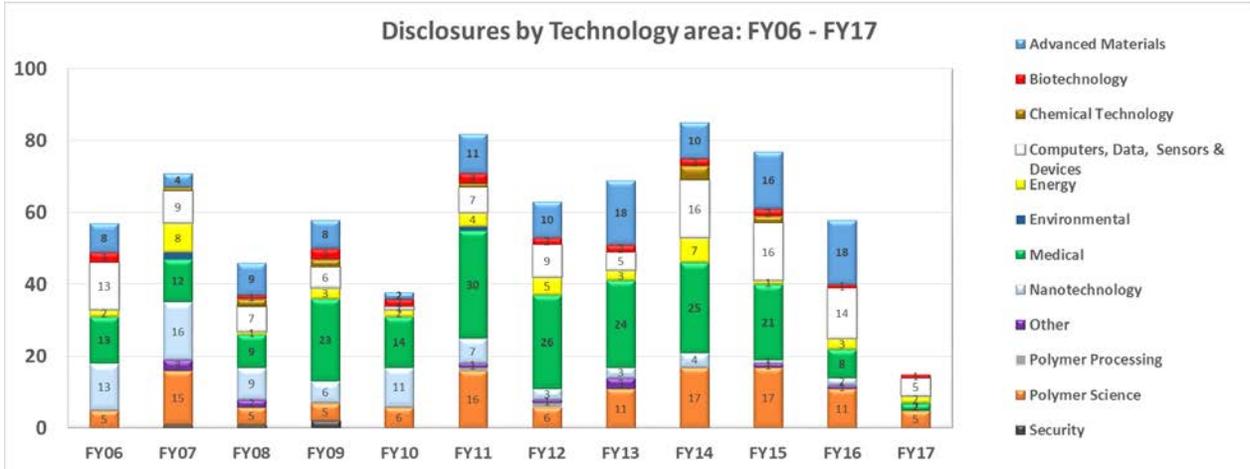
Spark Fund – a \$500,000 initiative that recently received funding from Ohio Third Frontier – seeks to scale and prove UA technologies

Ohio Third Frontier announced an award of \$250,000 in matching funding to the University of Akron Research Foundation (UARF) to support SPARK Fund – a new initiative with \$500,000 in total funding for prototyping and testing promising UA technologies. SPARK Fund will accept applications from UA lab teams asking for support for specific activities that will provide the "proof needed" to license the technologies to an outside company. UARF will then work with UA interns and technical experts to extensively vet the applications, and make funding recommendations to a board of Akron area executives.

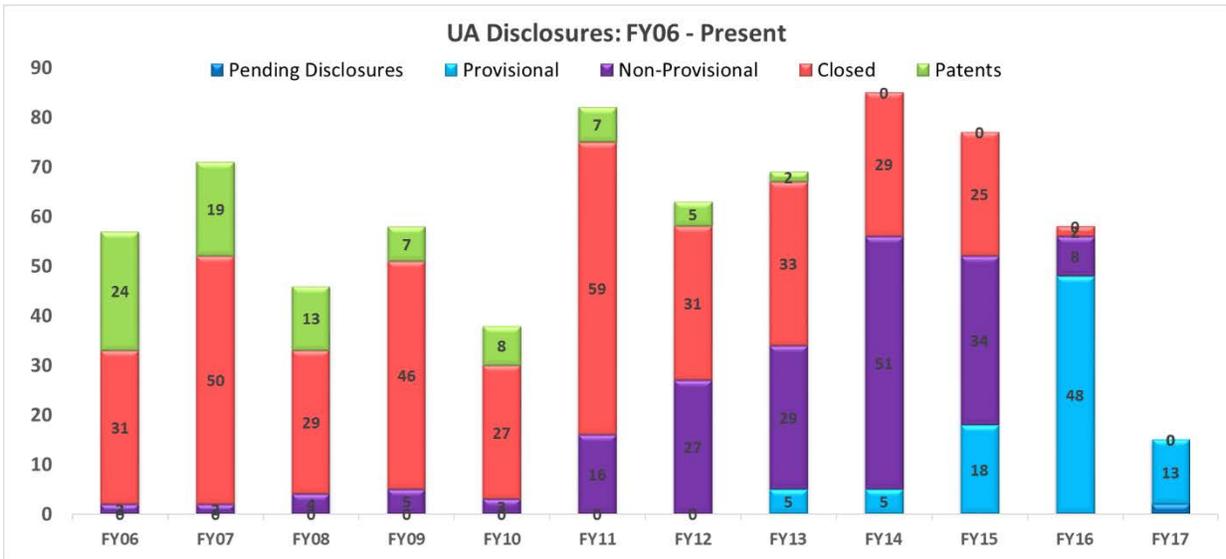
SPARK Fund represents an unprecedented vote of confidence in UA's ability to scale its inventions for use beyond the lab. The fund plans to begin accepting applications by December 2016.

Analysis of FY17 Invention Disclosures and Patent Activity FY06 to present

There have been 15 invention disclosures submitted in FY17 through August 2016. Two-thirds of these are in computers, data, sensors & devices and polymer science. All except two of these have been protected with a provisional patent with two non-provisional applications. All are being assessed regarding the technology and potential market.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.

U.S. Patents Issued from July 1, 2016 to October 31, 2016 (Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,447,253	09/20/2016	High Temperature Shape Memory Polymers	Robert A. Weiss, Ying Shi and Mitra Yoonessi	CPSPE	Advanced Materials	Govt
9,453,120	09/27/2016	Aligned Carbon Nanotube-Polymer Materials, Systems and Methods	Pulickel M. Ajayan and Ali Dhinojwala	CPSPE	Nanotechnology	Govt
9,457,538	10/04/2016	Absorbent Non-woven Fibrous Mats and Process for Preparing Same	Daniel J. Smith and Horst Ring	BCAS	Nanotechnology	Industry
9,474,989	10/25/2016	Mixed Hydrophilic/Hydrophobic Fiber Media for Liquid-Liquid Coalescence	George G. Chase and Prashant S. Kulkarni	COE	Nanotechnology	Industry
9,478,746	10/25/2016	Electron Donor-Fullerene Conjugated Molecules for Organic Photovoltaic Cells	Xiong Gong, Stephen Z.D. Cheng and Wei Zhang	CPSPE	Advanced Materials	Other
9,395,308	7/19/2016	Apparatus for Quantitative Measurements of Stress Distributions from Mechanoluminescent Materials	GunJin Yun	COE	Computers, Data, Sensors and Devices	Other
9,383,297	7/5/2016	Decalcification Solution with Preservation of RNA	Robin Jaquet and William Landis	CPSPE	Medical	Other
9,468,700	10/18/2016	Wound Dressings with Enhanced Gas Permeation and Other Beneficial Properties	Lu-Kwang Ju, Soroosh Dashtbozorg and Napaporn Vongpanish	COE	Medical	Other
9,476,145	10/25/2016	Flexible Ceramic Fibers and a Process for Making Same	Geroge G. Chase, Woraphon Kataphinan, Darrell H. Reneker and Prathyusha Katta	COE	Nanotechnology	Other

Work in Progress

FY 18 Fringe Benefit Pooled Rate Proposal

Work on the University's 2018 Fringe Benefit Pooled Rate proposal will begin before the end of the year. Concerns remain about the job classification of postdoctoral employees, as their "staff" classification draws the highest fringe benefit rate of any employee category. The current rate for postdoctoral employees at the University is 50.7% of salary, which is by far the highest rate in the state of Ohio.

Research Vivarium Update

The Vivarium Manager position has been approved for posting. A search committee has been formed and hiring is anticipated in early 2017. The Vivarium continues to operate with staff overtime and the services of alumnus Ms. Michelle Evancho-Chapman, on a consulting contract with Summa Health Systems.

ORA Staffing Update

A replacement Senior Grant Coordinator begins January 3, 2017. The position supports the College of Polymer Science and Polymer Engineering, and the Department of Biomedical Engineering.

Financial Risks Associated with Ohio Department of Transportation Funding

The University has not yet implemented a Reimbursed Time Policy for academic year time charged to grant accounts. Research and the College of Engineering remain committed to working with Finance to finalize a policy. Future ODOT funding is at risk.

Cleanup and Closeout of Accounts

Progress by the ORA to close the backlog of grant accounts stalled during the past several months, with the number of pending accounts at about 100. This number has remained constant due to new account closings, which take priority. In most cases new account closeouts are occurring within 90 days of the grant end date as required by sponsor and university policy.

Risks Associated with Export Control Violations

ORA, Technology Transfer, and Office of General Counsel met with both government agents and special counsel appointed by the Attorney General to discuss identified potential risks associated with proposed sponsored research projects and the licensure of intellectual property, which could lead to either direct or deemed exports of certain controlled technologies resulting from university research. Special counsel has advised insufficient export control expertise, policies, or training programs could put the university at risk of violation of U.S. Export Control laws and emphasized the need for effective export control policies and education. We were also informed of specific attempts by third parties to use university addresses to arrange shipments of controlled materials to countries with specific export bans.

2016 A133 Audit

The University's A133 audit is complete. While there were no formal findings in the R&D cluster, the auditors issued management letter comments on several areas needing improvement related to late account closeouts, posting of fiscal policies and updates to required documentation per new federal regulations. Specifically noted deficiencies have been corrected.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Acceptance of the Research and Sponsored Programs Activity Report
For July 1 through October 31, 2016

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 7, 2016, to accept the Research and Sponsored Programs Activity Report for July 1 through October 31, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

ACADEMIC ISSUES & STUDENT SUCCESS

TAB 6

**THE UNIVERSITY OF AKRON/PORTAGE LAKES
CAREER CENTER
EARLY COLLEGE HIGH SCHOOL**

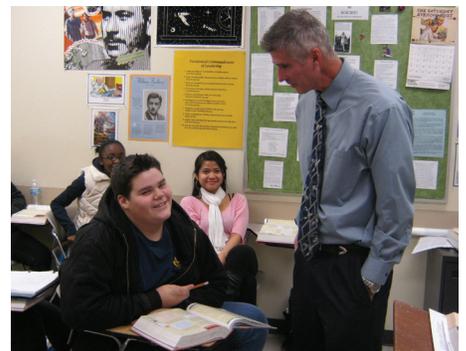


THE UNIVERSITY OF AKRON/ PORTAGE LAKES CAREER CENTER EARLY COLLEGE HIGH SCHOOL

The partnership between The University of Akron (UA) and the Portage Lakes Career Center (PLCC) will give students from Green High School, Manchester High School, Springfield High School and Coventry High School the opportunity to tackle college-level academics while still in high school and earn their associate degree soon after graduation.

The Early College High School (ECHS) uses the successful model developed as a collaboration between the UA College of Applied Science and Technology, KnowledgeWorks and Akron Public Schools.

The PLCC ECHS program starts for students the summer before they begin their junior year. The first cohort will be established in the spring/summer of 2017. The majority of classes will be taken in the PLCC Distance Learning Lab. However, there also may be opportunities to take facilitated courses online, from home or on the UA campus.



Portage Lakes | Career Center



Akron Public Schools



FAST FACTS:

- Eighty-six percent of Akron ECHS graduates go on to college.
- Seventy-five percent of these graduates stay at UA.
- One hundred percent of Akron ECHS students earn 60+ college credits while in high school.
- Ninety percent of Akron ECHS students graduate with an associate degree within days of their high school graduation.

THE ECHS PARTNERSHIP

The partnership formed between the UA College of Applied Science and Technology and the PLCC has developed an unprecedented model that will allow students to earn a FREE associate degree from UA while completing their high school experience. ECHS students will earn technical credits through their career technical program and complete their academic general education requirements in PLCC's Distance Learning lab.



COLLEGE CREDIT PLUS

All college expenses, including textbooks and the tuition, are covered by PLCC through the College Credit Plus (CCP) program. Each associate degree has a direct path to a bachelor's degree in the College of Applied Science and Technology as well as additional undergraduate and graduate education opportunities at UA.

PLCC ECHS provides students with opportunities to learn technical skills, attain industry certifications, prepare for a career and earn a UA degree upon graduation from high school, and at no cost to them. Rather than enrolling in a few advanced placement classes or taking CCP classes that may (or may not) fulfill a college's requirements, PLCC ECHS offers a direct path to a portable degree.



FIRST OF ITS KIND IN OHIO

This unique partnership between a university and a career center to facilitate an ECHS is the first of its kind in Ohio. KnowledgeWorks, a national organization committed to ensuring student success in college, career and civic life, has also lent its expertise to the ECHS model through intrusive advising and valuable student support services.

“We are excited about the doors The University of Akron and its new partnership with Portage Lakes Career Center will open for students in northeast Ohio. Through the career center, The University of Akron will now not only provide to high school students the opportunity to earn free college credit, but also enhanced career training and credentials throughout this community.” –

Judy Pepler, KnowledgeWorks President and CEO.

ADDITIONAL AKRON ECHS ACCOLADES:

- National Blue Ribbon School – 2013
- Ohio School of Promise – Six straight years
- Ohio Honor School – Three straight years
- Ohio All ‘A’ Award – 2015
- Newsweek Magazine 2016 Top 500 U.S. High Schools
- #49 – Newsweek “Best Public School in the Country”
- #206 – Newsweek “Beating the Odds”
- U.S. News & World Report “Best High Schools” Bronze Award (multi-year)

ACADEMIC ISSUES & STUDENT SUCCESS

TAB 7

INFORMATION TECHNOLOGY



To: Rex D. Ramsier, Senior Vice President and Provost
FM: Godfrey Ovwigho, Chief Information Officer
Subject: ITS Informational Report for the Board of Trustees
Date: November 14, 2016

Please include this cover letter and the accompanying IT Informational Report within the November 14, 2016 Board Report. The accompanying report includes:

- Update on Projects & Activities

Information Technology Services

Report for the Board of Trustees

December 7, 2016

UPDATE ON PROJECTS & ACTIVITIES	
<ul style="list-style-type: none"> E-Transcripts 	<p>Information Technology Services (ITS) explored the creation of an electronic transcript system with Ohio high schools for admissions to two- or four-year public colleges and universities.</p> <p>Milestones:</p> <ul style="list-style-type: none"> <i>Interface development with Stark and Portage Counties' School District student information systems (SIS) continues as the Stark-Portage Area Computer Consortium (SPARCC) migrates to a new SIS. Other districts' SIS integrations will follow with dates to be determined.</i> <p><i>Application development is ongoing—with anticipated go live of Version 1 in February 2017.</i></p>
<ul style="list-style-type: none"> Infrastructure 	<ul style="list-style-type: none"> University of Akron's Oracle databases supporting PeopleSoft have been migrated from AIX to a Real Application Cluster (RAC) running on Oracle database appliances. Two thirds of all buildings have new core networking equipment installed and are running Aruba wireless traffic over the new network. Data Center networking equipment is being upgraded to support 40Gb interconnect. Auburn Science and Engineering complex's wireless infrastructure currently is being upgraded. A new 3D accelerated virtual application environment will be rolled out in January.
<ul style="list-style-type: none"> <i>LCCC PeopleSoft Split and Upgrades</i> 	<p>Milestones:</p> <ul style="list-style-type: none"> <i>HCM V9.2 Upgrade:</i> Lorain has put this effort on hold while they evaluate an option to migrate to Oracle's Human Capital Management (HCM) Cloud solution in lieu of this upgrade. This evaluation is expected to continue through the first quarter of 2017.

<ul style="list-style-type: none"> • <i>TargetX CRM</i> 	<p>The TargetX CRM has been purchased for Undergraduate Admissions.</p> <ul style="list-style-type: none"> • <i>The development/implementation began in October 2016.</i>
<ul style="list-style-type: none"> • ERP Evaluation 	<p>UA will evaluate ERP solutions currently available that can better manage and automate our financial, human resources and student administration functions.</p> <ul style="list-style-type: none"> • <i>Vendor responses to the RFP released were received on November 1. Vendor demonstrations of their solutions will be scheduled, and a recommendation on a solution is expected early in the first quarter of 2017.</i>
<ul style="list-style-type: none"> • Business Intelligence & Analytics Replacement System 	<p>UA will evaluate Business Intelligence & Analytics solutions to replace the Hyperion Interactive Reporting system, which is no longer being upgraded and is being phased out by Oracle.</p> <ul style="list-style-type: none"> • <i>This RFQ is on hold while the evaluation of a SaaS ERP system continues. The leading SaaS ERP solutions provide Business Intelligence capability as part of their delivered solutions.</i>

ACADEMIC ISSUES & STUDENT SUCCESS

TAB 8

STUDENT SUCCESS

THE UNIVERSITY OF AKRON DIVISION OF STUDENT SUCCESS

Defining success with every student, every day

REPORT TO THE BOARD OF TRUSTEES

December 7, 2016

Mission: Support and engage students to advance and achieve their goals through dynamic experiences and opportunities

The Division of Student Success engages all students in educational, academic support programming and activities to meet student development needs throughout their college experience.

- Academic Achievement Programs
- Academic Advising
- Akron Experience
- Career Services
- Counseling and Testing Center
- Dean of Students Office
- Learning Communities
- New Student Orientation
- Office of Accessibility
- Registrar
- Residence Life and Housing
- Student Academic Success (Tutorial Services)
- Student Conduct and Community Standards
- Student Life/Student Union
- Student Recreation and Wellness Services
- Zip Assist

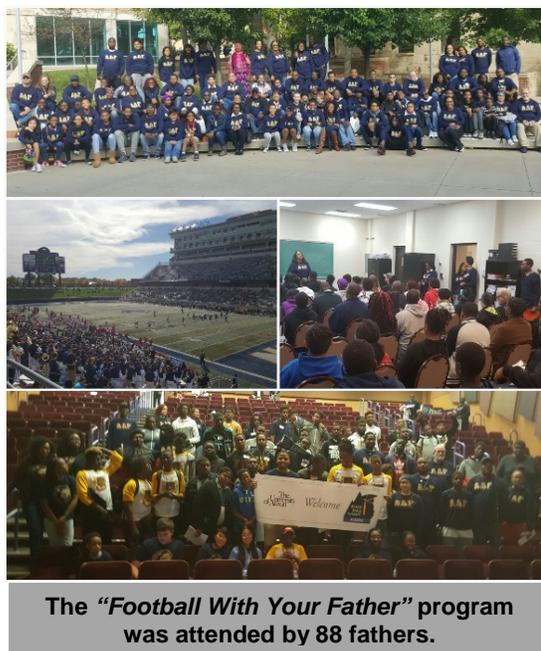
Academic Achievement Programs

Retention and Completion Processes

- Of 15 Upward Bound Math and Science seniors, 100 percent have applied to UA.
- Tutorial sessions in October were attended by 60 percent of STEP middle school students (26).
- Academic workshops were conducted for 337 students from grades 6-12 in 19 Akron Public Schools.

Student Experiences

- Upward Bound Classic provided a Senior Day workshop on the importance of local elections with **80 percent** (32) of seniors attending.
- Of the invited Upward Bound Math and Science (UBMS) juniors and seniors, **70 percent** (49) attended the annual FAFSA and other Financial Aid Workshop.
- Academic Achievement Programs (AAP) piloted a program to encourage fathers to establish a “presence” in the academic accomplishments of their students with **88 fathers attending** “Football With Your Father.” The fathers expressed gratitude at having the opportunity to attend the UA Homecoming football game. For 91 percent of these fathers, it was their first time attending a college athletic event, and they were looking forward to the spring semester basketball event.



The “Football With Your Father” program was attended by 88 fathers.

- **Making Choices Conference for Women and Teens** was attended by five Upward Bound seniors who now are eligible for a **\$1,000 scholarship**.
- Strive Toward Excellence program undergraduates, along with AAP staff, collected **\$330** to purchase **20 pieces of luggage** to donate to the Children's Services Board, which will be provided to children going into foster care so they do not have to carry their belongings in a trash bag.



Strive Toward Excellence program and AAP staff collected \$330 to purchase 20 pieces of luggage to donate to Children's Services Board for children going into foster care.

Academic Advising and Student Success

The Center for Academic Advising and Student Success (CAASS) continues to cultivate an environment that emphasizes the importance of a trusting, positive and proactive relationship between each student and academic advisor. CAASS measures its progress toward that outcome by comparing the numbers of student appointments versus walk-ins. Those statistics for this fiscal year to date, shown below, indicate a 7.4 percent increase in student appointments and a 17.75 percent decrease in walk-in traffic compared to the same period of the previous year.

- July 1, 2016 through November 7, 2016
 - Total appointments and walk-in traffic = 5,336
 - Appointments = 2,759
 - Walk-ins = 2,577

Also, students transferring from pre-majors into a degree-granting college **increased by 5.26 percent compared with those transfers during the same period of the previous year.**

- July 1, 2016 through November 7, 2016
 - 180 intercollege transfers

Career Services

Internship and Career Fair

Career Services hosted the Internship and Career Fair for most UA majors* and gathered **104 employers** including **The Goodyear Tire & Rubber Company, The J.M. Smucker Company, Progressive Insurance, The Federal Bureau of Investigation, Sherwin-Williams, American Greetings, Cleveland Cavaliers and Cleveland Clinic**. There were approximately **700 students** in attendance with 122 students participating in a pre-fair workshop on "How to Market Yourself at a Career Fair."

**The Engineering and Science Career Fair was held the day before for Engineering, Science and Computer/Information Technology majors.*



Career Services' Internship and Career Fair provided 700 students with opportunities to connect with 104 employers.

Etiquette Dinner

Career Services hosted its annual Etiquette Dinner to provide students with an opportunity to experience and learn proper networking as well as business, dining and social media etiquette while engaging with employers over a three-course meal. Representatives from **18 companies** attended including **ArcelorMittal, Cintas, Goodyear Tire and Rubber Company, InfoCision, Huntington Bank, National Interstate Insurance, UA Alumni Association and Verizon** with **130 students attending**. Students also could have a professional head shot photo taken and view a style show on business and professional dress, which featured volunteer models from UA Greek Honorary Societies.



Representatives from 18 companies attended Career Services' Etiquette Dinner.

“Handshake”

Career Services launched a new job board for fall titled “Handshake,” which connects UA students and alumni with employers by providing a centralized system where employers can post off-campus full-time, part-time, internship and co-op opportunities specifically for UA students and/or alumni. Within Handshake’s first two months since launching, 2,636 employers participated, with 30 to 50 new employers added daily, posting a total of 1,615 part-time and full-time positions and 472 co-ops and internships. As of early November, 3,178 students have logged in to the system, and 1,070 resumes have been uploaded and approved. To help promote the new job board, Handshakes sent a yellow “hand” chair which has already made quite the impression on campus and continues to draw attention for this service when featured in promotional events.



To help promote the new job board for students, *Handshakes* provided a yellow “hand” chair.

Counseling and Testing Center (CTC)

- In accordance with Ohio House Bill 28, which addresses suicide prevention on college campuses, CTC psychologists developed a **UA Postvention Plan** to address student deaths, including those due to suicide. They also created a **UA Suicide Prevention Web page** (<http://www.uakron.edu/suicide-prevention/>) that includes information on warning signs and resources for help.
- CTC Testing Services had a **16.77 percent increase** (529) in office exams during August through October 2016, compared to 453 during the same time period in 2015.
- CTC hosted National Depression Screening Day in the Student Union and Polsky with a total of **495** UA community members attending, including 195 who took the ten-minute depression screenings.
- Several regional and now national publications continue to report The University of Akron’s selection as one of the new Peer Advisors for Veteran Education (PAVE) partner campuses. The CTC and Military Services, Transfer & Adult Student Enrollment Center coordinate the program.

- Kognito At Risk, an online gatekeeper training program for faculty and staff to help users identify student psychological distress, has been made available free to UA and is located on the UA Suicide Prevention Web page and the CTC Web page (<http://www.uakron.edu/counseling/>). While these versions of Kognito focus on military veteran students and LGBT students, the techniques associated with the information can be used to help any student.

Dean of Students Office

Education and Outreach

During the fall semester, the Dean of Students office and the Sexual Assault and Violence Education (SAVE) Team focused the following education and outreach initiatives on prevention education for new students.

- **Think About It**, an online sexual violence prevention training offered to all new students prior to the start of the fall semester
 - The *Think About It* program has been completed by **2,793 first-year students** this fall, which represents an increase of 993 more students over the same time in 2015, an increase of 55 percent.
 - A total of **332 new graduate and law students** have completed the *Think About It* program this fall, which represents an increase of 126 more students over the same time in 2015, an increase of 61 percent.
- Akron Experience Course – Bystander Intervention Training
 - The Rape Crisis Center of Summit and Medina counties collaborated with student organization *Defined Lines* to develop a revised bystander intervention program, which was coordinated by the SAVE team and was presented to 46 separate sections of the Akron Experience course reaching 1,266 enrolled students.
- The CARE team has seen an increase in the number of reported incidents from 2015 to 2016.
 - A total of 54 incidents were referred to the CARE team this fall, or 16 more CARE referrals than received for the same period in 2015, which is an increase of 30 percent.

Office of Accessibility

Since July 2016, the Office of Accessibility has had **1,058 appointments** and provided accommodations for **1,575 students**.

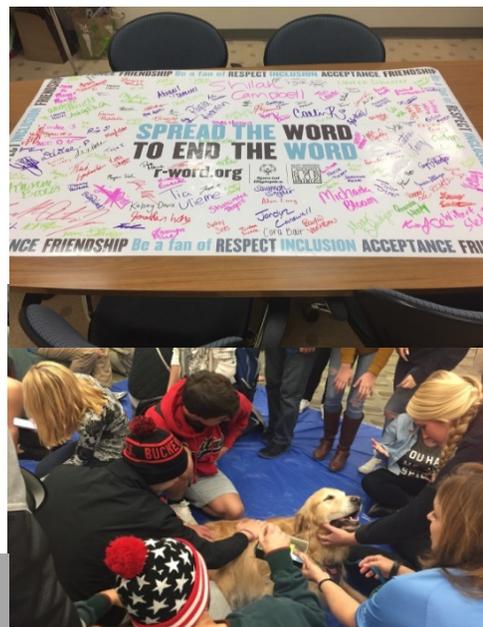
- Disabilities Awareness Week worked to **raise awareness while creating and fostering an inclusive environment on campus** and to honor and support students, staff and faculty with disabilities and their advocates. A total of **1,299 individuals participated** in the various events throughout the week.
- An Accessibility Awareness **Scavenger Hunt** was held, which took students around campus to become more aware of how UA's campus is accessible for students with disabilities.



President Wilson with Office of Accessibility staff members promoting Disabilities Awareness Week 2016

- A “**Spread the Word to End the Word**” campaign was held in the Student Union during which students pledged to discontinue the use of the “r-word” in everyday language as it is a derogatory term toward people with intellectual disabilities. Students could display different disability related quotes/props and get a photo strip picture taken with Zippy in the Disability Awareness photo booth.
- **Wagtime Therapy Dogs** visited again to help students de-stress and raise awareness of mental health and self-care issues. Wagtime Therapy Dogs is a group that visits patients at Akron City Hospital. The dogs undergo intense training to become therapy dogs.
- **The Buchtelite** covered Disabilities Awareness Week in two articles.

Students de-stressing with therapy dogs from Wagtime Therapy Dogs



Residence Life and Housing

- Residence Life and Housing has offered **151 programs** with **16,257 participants** through the Residence Hall Program Board (RHPB), Residence Hall Council (RHC) and resident assistants.
- During the recent National Association of Campus Activities (NACA) Conference, Residence Life and Housing’s own **Casey Polatas** of RHPB was awarded **2016 Outstanding Undergraduate Student Leader**. *“This award recognizes an undergraduate student from a two-year or four-year educational setting who has made substantial contributions to the NACA Mid America Region. The student or nominator must demonstrate the impact the student has made on the Mid America region in addition to his/her individual campus while maintaining his/her responsibilities within the programming board.”*

Student Academic Success

- The office of Student Academic Success is comprised of the Bierce tutoring labs, the Polsky tutoring lab, the Learning Assistant program and eTutoring.
- During the 2015-2016 academic year, Tutoring has served over **6,700** students, completed nearly **41,254** tutoring sessions, and set a record for **1,202** eTutoring sessions (an increase of 28 percent from 2014-2015).
- There have been almost 2,700 students served since August 2016.

Student Life

During the recent **National Association of Campus Activities (NACA) Conference**, UA accepted several honors:

- **2016 Outstanding Graduate Assistant: Megan Morford**. *“This award recognizes a student currently pursuing a degree from a higher education graduate program who has also made substantial contributions to the NACA Mid America Region.”*
- **2016 Diversity or Social Justice Program Award (Medium School Category/Budget): Drag Show 2016**. *“This award is presented to a program from a member institution for which there was a diversity, social justice or multicultural theme. The program should have contributed to the understanding of diverse populations and/or social justice within the entire campus community.”*
- **2016 Innovative Program Award (Medium School Category/Budget): Cupcake Wars 2016**. *“This award is presented to a program from a member institution for which an innovative idea conceived by the campus was developed and implemented. The award is based on student involvement, creativity and the success of the program, as determined by the achievement of the stated program goals.”*

Association of College Unions International (ACUI)

The Department of Student Life received the **Outstanding Staff Development Award** at the **ACUI Region VI Conference** for its biannual department staff retreats. The award recognizes events, programs or ongoing initiatives that are aimed at building a team atmosphere, appreciating staff members, or intentionally providing opportunities for team growth and development. The department also was recognized for the contributions made toward improving the **Akron Experience** on campus.

There were two Student Life employees honored as well at ACUI: **Student Assistant Todd Simmons**, who received the **Colleen Hennessy Undergraduate Student Award**, and **Graduate Assistant Megan Vermillion**, who received the **Colleen Hennessy Graduate Student Award**. Each received a **\$250 scholarship**.

- The Hennessy awards honor an undergraduate and a graduate student, each of whom is involved in her/his student union or student center, or in programming, and excels in the work or volunteer experience. **Simmons** is majoring in business and organizational communications, while **Vermillion** is pursuing a master's degree in higher education administration. Both plan to graduate in **May 2017**.



Anne Bruno, Exec. Dir., Student Union pictured with **Megan Vermillion**, recipient of the Colleen Hennessy Graduate Student Award



Dave Vale, Asst. Dir., Campus Programs and Anne Bruno, Exec. Dir., Student Union pictured with **Todd Simmons**, recipient of the Colleen Hennessy Undergraduate Award

Highlights of programs held September through early November:

Homecoming

Approximately 1,300 students participated in several events for homecoming week. Those included a comedy show at E.J. Thomas Hall and the homecoming dance, which included crowning of this year's king and queen seniors **Todd Simmons** and **Sandy Youssef**. Todd is majoring in Public Relations and was nominated by Phi Delta Theta Fraternity, and Sandy was nominated by the Society of Women Engineers and is majoring in Civil Engineering. Other events included the following.



Student leaders welcoming comedian, Chris D'Elia for Homecoming Week



Homecoming royalty showing their UA pride by forming the Z

Alcohol Awareness Week

The mission of Alcohol Awareness Week is to recognize liable behavior and educate The University of Akron campus community to think and act responsibly when participating in activities associated with alcohol consumption. There were **1,470** participants in this year's Alcohol Awareness Week.

Seventh-annual Trunk or Treat

Creatively dressed students and staff assembled at Leggett Elementary School with plenty of treats to provide a fun and safe environment for trick-or-treating for the students and their families with the theme **“Travel with us on the Great American Road Trip,”** sponsored by serveAkron. There were over 700 elementary students, families and UA community members involved.

Make A Difference Day

This was the 12th year of sponsoring Make A Difference Day in Summit County with **773 UA staff and students** participating, completing a total of **1,960 hours of service**, which equates to \$15,876 worth of minimum wage work for our nonprofit partners!



Participants of the **Alcohol Awareness Week Mocktail contest**



UA students and staff delighting the families of Leggett Elementary at **Trunk or Treat**



Students traveling to their community site on **Make a Difference Day**



Members of the FSL community taking part in one of the many **Greek Week** events

Greek Week

Celebrated by the Fraternity and Sorority Life (FSL) community every year, teams had the opportunity to participate in field activities during the opening ceremonies. Dr. Lori Hart presented “Making Greek Great.” A total of **554 pounds** of non-perishable food items (equivalent to **453 meals**) were collected for the Akron-Canton Food Bank during a Can-Castle competition.

Eddie Elias Bowling Tournament

The seventh-annual Eddie Elias bowling tournament was held with over **60 participants** vying for prize money generously donated by the Elias family. Two flights of women and men won **\$5,200!** This tournament is planned and executed by the Student Union game room in collaboration with team members of the Department of Development.



Winners of the **Eddie Elias Bowling Tournament** shown here with Eddie's daughters, Annie and Rainy

National Coming Out Day

The Zips Programming Network sponsored programs to celebrate and recognize National Coming Out Day: **Spread S'More Love** and a drag show with more than 350 students and guests attending.



Students participating in creating a banner for **National Coming Out Day**

Student Recreation and Wellness Services

Student Recreation and Wellness Services (SRWS) provides services to students, faculty, staff and the community **248 days per year** averaging **17 hours of daily operations**.

SRWS had **138,564 swiped-in accesses** to its facilities that included **11,604 unique participants**.

- SRWS offered over **500** group exercise classes with **5,351 participants**.
- Fitness and Wellness student certified personal trainers have trained **184 sessions** this fiscal year.

Club Sports has **274 hours** of community service represented by golf, running, ultimate Frisbee, bowling, swim, ski/snowboard, paintball and bass fishing.

ZipAssist

Family Weekend

ZipAssist/Parents & Family Association along with Residence Life and Housing/Residence Hall Program Board (RHPB) welcomed nearly **1,000 parents, siblings and family members** to campus during **UA Family Weekend**.

Guests had opportunities to experience campus and participate in a variety of activities including:

- Zip Family Photos (Alumni Relations);
- Outdoor Movie on Coleman Common (ZPN);
- Breakfast & Blankets Service Project (ServeAkron);
- Student Recreation and Wellness Center;
- Akron Civic Theater tour;
- Bowling & Billiards in the Student Union Game Room;
- Bingo (NRHH);
- Pancake Breakfast with Zippy; and
- E.J. Thomas Hall show: Travelin' Max.



The little brother of a UA student hugging Zippy @ **Pancake Breakfast**

Outdoor movie "*Finding Dory*" on Coleman Common





President Wilson engaging with families during **Breakfast & Blankets** service project



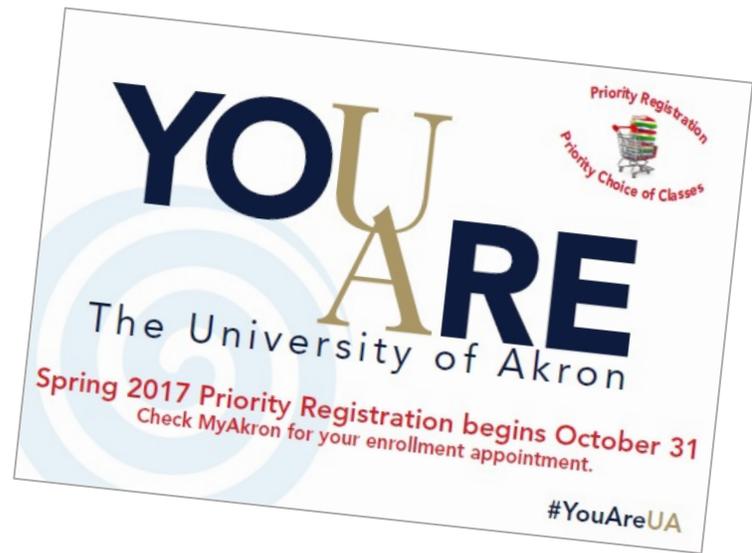
Zip Family Photo



Family enjoying pancakes and breakfast buffet with Zippy

You Are UA Day

- The Division of Student Affairs and the academic colleges teamed up to spread a message to current UA students in an effort to get them registered for **Spring 2017** classes: You Are UA.
- T-shirts, posters, yard signs and table tents were displayed throughout campus to encourage students to meet with their academic advisors, resolve holds and register for spring 2017 classes during their priority enrollment appointment and before they leave campus for winter break.
- Outreach tabling in the Student Union and Polsky plus extended hours at ZipAssist aided students in looking up their enrollment appointments and assisted them with registration.
- Wednesday, November 9 was **“You Are UA Day,”** when the message was spread campus wide to students by the wearing of t-shirts and posting on social media using the hashtag **#YouAreUA**.



Engineering Co-Op team wearing their “You Are UA” and “I Am UA” shirts



Yard sign



CBA Registration Awareness

Action Items for Consent Agenda Consideration:

December 7, 2016
Committee Meeting

Presiding:
Alfred V. Ciraldo, M.D.

1	New University Rule 3359-20-____, Tobacco Free Campus
2	Revisions to University Rule 3359-20-05.5, Health services and restrictions on smoking, alcoholic beverages and drugs
3	Revisions to University Rule 3359-47-02, Drug-free workplace policy
4	Revision to University Rule 3359-11-01, Sick leave for school of law faculty, contract professionals, classified, unclassified exempt staff and other non-bargaining unit faculty
5	Revisions to University Rule 3359-20-04.3, Faculty privileges and benefits
6	Revisions to University Rule 3359-26-02, General staff personnel policies and procedures
7	Revision to University Rule 3359-26-04, Absence from campus



Office of the Vice President &
General Counsel

DATE: November 14, 2016

TO: Dr. Rex D. Ramsier
Senior Vice President and Provost

FROM: M. Celeste Cook *MAC*
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Agenda Items for the
December 7, 2016 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on December 7, 2016:

1. **O.A.C. 3359-20- Tobacco free campus.**

In April 2016, Dr. Harvey Stearns, Chair of University Council, submitted to the President's Office recommendations of University Council to support a tobacco free campus. The President's Office referred the recommendations to the Office of General Counsel for legal review and to put the proposed rule into rule filing format.

Due to potential collective bargaining ramifications arising from such a rule, the Office of General Counsel recommended that William Viau and Sidney C. Foster, Jr. meet with each of the bargaining units to inform them of the proposed tobacco free campus rule, discuss its provisions, and attempt to gain consensus with the bargaining units in support of this proposed rule, which has occurred.

Based upon these efforts, the proposed new rule is presented to the Rules Committee for the Board's consideration. It should be noted that the proposal from University Council originally recommended that this new rule become effective January 2017. The administration recommends an effective date of this rule of July 1, 2017 to provide ample time to inform the campus community of this new rule, post appropriate signage as required by the rule, and to provide assistance in educational efforts and tobacco cessation programs and support to university employees and students.

2. **O.A.C. 3359-20-05.5 Health Services and restrictions on smoking, alcoholic beverages and drugs.**

The provisions in this rule pertaining to smoking have been removed because they have been superseded by the new Tobacco Free rule.

3. **O.A.C. 3359-47-02 Drug-free workplace policy.**

The modifications to this rule are proposed as a result of the passage of Sub. HB 523. Beginning September 8, 2016, Ohio law will allow certain activities related to the possession and use of medical marijuana for the treatment of a qualifying medical condition. However, the use and possession of marijuana remains both a violation of university policy and an offense of federal law. The proposed modification is consistent with provisions adopted by other institutions of higher education in the state.

4. **Proposed revisions to O.A.C. 3359-11-01, 3359-20-04.3, 3359-26-02 and 3359-26-04**

Proposed revisions to four rules are made as a result of the U.S. Supreme Court decision of Obergefell v. Hodges which recognized same-sex marriages as legal in all 50 states. Prior to the passage of this decision, the university extended health insurance and other benefits to same-sex domestic partners and the dependents of same-sex domestic partners provided that the appropriate documentation was submitted. Because same-sex marriage is now legal in Ohio, the administration proposes to update four rules by striking the reference to same-sex domestic partner and same-sex domestic partner dependent benefits.

The relevant rules which are attached and page numbers where the changes are proposed as follows:

- **O.A.C. 3359-11-01 Sick Leave for School of Law Faculty, Contract Professionals, Classified, Unclassified Exempt Staff and Other Non-Bargaining Unit Faculty**
(see revisions on page 1)
- **O.A.C. 3359-20-04.3 Faculty Privileges and Benefits**
(see revisions on pages 6, 7, 8 and 10)
- **O.A.C. 3359-26-02 General Staff Personnel Policies and Procedures**
(see revisions on pages 10 and 11)
- **O.A.C. 3359-26-04 Absence from Campus**
(see revisions on page 5)
An additional modification on page 1 is recommended to reflect that the University's current process be used in requesting and approving absences from campus.

3359-20-___ **Tobacco free campus.**

(A) Policy Statement.

- (1) The university of Akron recognizes the serious health consequences of tobacco use both to users and non-users as well as creating issues with litter and cleanliness. The university is committed to maintaining a safe, healthy, clean and respectful learning and working environment for members of the University community.
- (2) Tobacco use, including the sale, advertising, sampling and distribution of tobacco products is prohibited in all university facilities, on all university grounds, whether leased or owned and in vehicles parked on university grounds, and at all university sponsored events, regardless of the venue.
- (3) All tobacco industry and related company sponsorship or promotion of any event or activity affiliated with the university or located on university grounds is prohibited.

(B) Definitions.

- (1) "Tobacco" is defined to include any product that contains tobacco or contains nicotine [or lobelia], that is intended for human consumption, or is likely to be consumed, whether smoked, heated, chewed, absorbed, dissolved, or ingested by any means including electronic devices, but does not include any cessation product approved by the United States food and drug administration for use as a medical treatment, including, but are not limited to nicotine replacement therapy and other products.
- (2) "University facilities" are defined as any building, facility or vehicle owned, leased, used or occupied by the university.
- (3) "Members of the university community" are defined as anyone on campus including, but not limited to faculty, staff, students, visitors, vendors, consultants, contractors, or volunteers.

(C) Exceptions and limitations.

- (1) Tobacco use may be permitted for controlled research with prior approval of the provost, and in the case of smoking, the review and recommendation of the department of environmental and occupational health and safety.
- (2) Tobacco use may be permitted as part of educational, clinical, smoking-cessation programs, or other special events with the prior approval of the provost and in the case of smoking, the review and recommendations of the department of environmental and occupational health and safety.

(3) In an effort to remain good neighbors with our community, students and employees of the university are requested to refrain from tobacco use on sidewalks and other areas adjacent to university property.

(D) Signage.

Appropriate signs indicating that tobacco use is not permitted on campus will be posted throughout the campus, at the discretion of the university, at various locations such as entrances of academic buildings, administrative spaces and athletic venues.

(E) Tobacco education and cessation.

Tobacco education and cessation shall be closely coordinated with other components of the university's employee assistance program and with student health services and may include programming, activities and cessation programs and support.

Effective: July 1, 2017

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

New Rule 3359-20-____
Tobacco free campus

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to adopt this new rule, Tobacco Free Campus, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-20-05.5 Health services and restrictions on smoking, alcoholic beverages and drugs.

(A) Restrictions on ~~smoking and~~ alcoholic beverages.

~~(1) Controlled smoking policy.~~

~~(a) The board of trustees, pursuant to its authority set forth in sections 3359.03 and 3345.21 of the Revised Code, and consistent with the provisions of section 3791.03.1 of the Revised Code, designates the following areas as "no smoking" areas:~~

~~(i) All "places of employment" as included within that term by section 3794.01 of the Revised Code, including but not limited to all offices, meeting rooms, sales, production and storage areas, restrooms, stairways, hallways, warehouses, garages, and vehicles; all "Enclosed Areas" as included within that term by section 3794.01 of the Revised Code, including but not limited to an area with a roof or other overhead covering of any kind and walls or side coverings of any kind, regardless of the presence of openings for ingress and egress, on all sides or on all sides but one; and all "Outdoor patios" as included within that term by section 3794.01 of the Revised Code, including but not limited to an area that is either: enclosed by a roof or other overhead covering and walls or side coverings on not more than two sides; or has no roof or other overhead covering regardless of the number of walls or other side coverings. An "enclosed area" as described in section 3794.01 of the Revised Code is a place of employment without regard to the time of day or the presence of employees.~~

~~(b) University police, with the assistance of the director of environmental and occupational health and safety shall designate no smoking areas by the placement of signs that are clearly visible and that state "no smoking" as required by section 3794.06 of the Revised Code. "No Smoking" signs or the international "No Smoking" symbol (consisting of a pictorial representation of a burning cigarette enclosed in a red circle with a red bar across it) shall be conspicuously posted in every public place and place of employment where smoking is prohibited by this chapter, including at each entrance to the public place or place of employment. Signs shall be of sufficient size to be clearly legible to a person of normal vision throughout the areas they are intended to mark. All signs shall contain a telephone number for reporting violations.~~

~~(c) No person shall remove signs from areas designated as "no smoking" areas.~~

- ~~(d) Whoever violates paragraph (A)(1)(a)(i) of this rule, which is codified as section 3791.03.1 of the Revised Code, may be prosecuted for a minor misdemeanor.~~
 - ~~(e) In addition to any other action authorized by law, students who violate any provision of this policy shall be subject to disciplinary action pursuant to the student disciplinary code.~~
 - ~~(f) In addition to any other action authorized by law, employees who violate any provision of this policy shall be subject to disciplinary action, up to and including a one hundred dollar fine for each violation beyond the initial violation.~~
 - ~~(g) In addition to any other action authorized by law, visitors to the campus who violate any provision of this policy may be requested to leave the property of the university of Akron, or be subject to arrest for trespass.~~
 - ~~(h) Reports of violations may be made to university police, the associate vice president and dean of student life, the director of environmental and occupational health and safety, or the executive director of human resources.~~
 - ~~(i) The sale of cigarettes or other tobacco products is prohibited on property owned, leased, or operated by the university of Akron.~~
- ~~(2)-(1)~~ All sales or consumption of alcoholic beverages on property owned, leased or operated by the university of Akron shall be in accord with the laws of the state of Ohio. Unless authorized upon written application to the president, or pursuant to applicable permits, alcoholic beverages shall not be available at events held on university property. The consumption of alcoholic beverages in private residence hall rooms by the occupants or guests shall conform to Ohio law in all respects.
- (B) Health services.
- (1) The student health service in the student wellness and recreation center provides emergency treatment for minor illnesses and injuries to university faculty and staff.
 - (2) The following procedures are to be followed in reporting about any student, faculty member, staff member, or visitor who becomes unconscious, has an accident, or becomes seriously ill while on campus.
 - (a) Call university police, and describe the nature of the illness or injury. Give your name and the name of the patient, if known, and the location of the patient.
 - (b) The dispatcher will call an ambulance if it is advisable, or the police officer after arriving will call an ambulance if it is needed.

(c) In case of any other illness, call university police, and request that the person be taken to the health services.

(C) It shall continue to be the policy of the university of Akron to maintain a drug-free workplace. Recognizing that illegal drug use poses health and safety hazards to employees and to the community at large, the possession or use of illegal drugs on any university property and at any other location where employees are conducting university business is prohibited. (See rule 3359-47-02 of the Administrative Code for the university's drug-free workplace policy and see rule 3359-47-01 of the Administrative Code for the university's alcohol policy.)

Effective:	01/31/2015
Certification:	_____ Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3359.01
Rule Amplifies:	3359.01
Prior Effective Dates:	11/27/89, 05/22/91, 07/31/92, 09/08/99, 07/05/00, 05/24/02, 10/18/03, 06/25/07, <u>01/31/15</u>

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revisions to University Rule 3359-20-05.5
Health services and restrictions on smoking, alcoholic beverages and drugs.

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-20-05.5 to remove all references to the previous smoking policy as they have been superseded by the new Tobacco Free Campus rule, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-47-02 Drug-free workplace policy.

The university considers the use of drugs as well as their abuse to be a very serious matter and one that cannot be tolerated. As a responsible source and participant with the federal government in many programs and activities, including student financial aid and federal grants and contracts for research, the university is required to follow federal law, including the “Safe and Drug Free Schools and Communities Act” and the “Drug Free Workplace Act” and cannot tolerate the illegal use of drugs in the face of the federal government's increasing efforts to combat drug abuse. Therefore, it is expected that employees will abide by the terms of this policy.

It shall continue to be the policy of the university of Akron to maintain a drug-free workplace. Recognizing that illegal drug use poses health and safety hazards to employees and to the community at large, the possession or use of illegal drugs on all university property and at any other location where employees are conducting university business is prohibited. All employees are henceforth notified that the unlawful manufacture, distribution, dispensing, possession, or use of any drug or controlled substance is prohibited at the university of Akron.

(A) Drug-free awareness program.

The university of Akron hereby establishes a drug-free awareness program. Under this program, the university will from time to time publish literature warning about the dangers of the abuse of drugs in the workplace or in any environment. The program will specifically cover the following major topics:

- (1) Health and safety concerns associated with drug abuse;
- (2) University policy regarding illegal drug use;
- (3) Availability of counseling and assistance for employees;
- (4) Penalties that may be imposed for drug-abuse violations.

(B) Medical marijuana.

The use and possession of marijuana is prohibited by, and remains both a violation of university policy and a crime under federal law, despite Ohio law allowing certain activities related to the possession and use of medical marijuana. This prohibition applies even when the possession and use would be legal under the laws of the state of Ohio. Individuals with medical marijuana prescriptions/cards are not permitted to use medical marijuana on campus, in the conduct of university business or as related to any university activity. Sanctions for students and employees who are found to be in possession of, or using medical marijuana will be consistent with applicable university rules and may include suspension, dismissal and/or termination from

employment. This prohibition does not extend to research related to marijuana that is approved by an authorized federal, state or local entity. The university will reasonably accommodate employees and students who are legally authorized Ohio medical marijuana users on a case-by-case basis.

(C) Compliance with university substance abuse policy.

All university of Akron employees are expected to abide by the terms of this policy. An employee found to be in possession of or using illegal drugs shall be subject to the sanctions. Such employee shall be subject to such disciplinary procedures as from time to time are promulgated by the board of trustees, up to and including termination, but in accordance with the established rights of the employee, including the right to due process.

The university of Akron board of trustees reserves the right to test and to otherwise secure the workplace in order to achieve and maintain compliance with the "Drug-Free Workplace Act," subject, however, to those rights guaranteed to employees, the requirements of applicable statutes and regulations, and the restraints contained in the state and federal constitutions.

All university employees who are engaged in employment or other work under the terms of any grant from an agency of the federal government shall as a condition of employment abide by the following requirements:

- (1) Acknowledge receipt of and abide by the terms of the university's drug-free policy.
- (2) Notify his/her administrative supervisor of any criminal drug statute conviction for a violation occurring in the workplace no later than five days after such conviction. Any employee who fails to report a substance abuse conviction within five days will be subject to sanctions, up to and including termination of employment.

Upon receipt of notice under the preceding paragraph or if the university should otherwise receive actual notice of such conviction, the university shall notify the granting or contract agency within ten days after receiving such notice.

Any employee who is in any way chemically dependent will not be disciplined for disclosing his/her dependency; such employee will not be disciplined for not coming forward, unless the dependency hinders the ability of the employee to perform his/her job. If it is found that the dependency adversely affects the employee's job performance, such employee shall be subject to sanctions, up to and including termination.

Upon receipt of a notice of conviction of an employee for violation of any criminal drug statute, the university, within thirty days of receiving such notice, shall:

- (a) Take appropriate personnel action against such an employee subject to established disciplinary procedures, up to and including termination, in accordance with requirements of due process; or
- (b) Require such employee to participate satisfactorily in a drug abuse assistance or rehabilitation program approved for such purposes by a federal, state, or local health, law enforcement, or other appropriate agency.

The principal investigator of any grant, project, or contract from a federal agency is required to ensure that each employee engaged in the performance of the grant be given a copy of and acknowledge receipt of this policy.

(D) Employee-family assistance program.

The university of Akron currently has an employee assistance program "~~Employee-Family Assistance Program (EFAP)~~" which was established through "~~Family Services of Summit County.~~" One of the purposes of the "~~EFAP~~" is to provide confidential, professional counseling services to eligible persons. Such services include assisting employees with problems such as drug abuse. Any employee suspected of drug abuse or other use of drugs will be expected to participate in such program and may be referred thereto. The university's employee assistance program "~~Employee-Family Assistance Program~~" makes available drug counseling and rehabilitation efforts.

(E) Due process.

If any disciplinary action under this policy is taken against an employee who is tenured, nontenured, or not part of a collective bargaining unit, such employee may formally appeal the action to the board of trustees within ten days. Such employee will receive a hearing before the board or its designated representative, at which time the employee may offer evidence, cross examine witnesses, and have an attorney present.

If disciplinary action under this policy is taken against an employee covered by a collective bargaining agreement, the action will be subject to grievance procedures set forth in the bargaining agreement.

(F) Definitions.

For purposes of this policy statement, the following definitions shall apply:

- (1) "Unlawful manufacture"--to plant, cultivate, harvest, process, make, prepare, or otherwise engage in any part of the production of a drug by propagation, extraction, chemical synthesis, compounding, or any combination of the same and includes packaging, repackaging, labeling, and other activities incident to production.
- (2) "Distribute"--to deal in, ship, transport, or deliver but does not include administering or dispensing a drug.
- (3) "Dispense"--to sell, leave with, give away, dispose of, or deliver.
- (4) "Possess or Possession"--having control over a thing or substance but may not be inferred solely from mere access to the thing or substance through ownership or occupation of the premises upon which the thing or substance is found.
- (5) "Use"--use of a drug or other controlled substance.
- (6) "Drug abuse offense"--corrupting another with drugs, trafficking in drugs, drug abuse, possessing drug abuse instruments, permitting drug abuse, theft of drugs, deception to obtain a dangerous drug, illegal processing of drug documents, abusing harmful intoxicants, trafficking harmful intoxicants, or illegal dispensing of drug samples; a violation of any existing or former law of this or any other state or of the United States that is substantially equivalent to any of the above offenses; an offense under an existing or former law of this or any other state or of the United States of which planting, cultivating, harvesting, processing, making, manufacturing, producing, shipping, transporting, delivering, acquiring, possessing, storing, distributing, dispensing, selling, inducing another to use, administering to another, using, or otherwise dealing with a controlled substance is an element; or a conspiracy or an attempt to commit, or complicity in committing or attempting to commit any of the above offenses.
- (7) "Controlled substance"--a drug, compound, mixture, preparation, or other substance as defined in Chapters 2925. and 3719. of the Ohio Revised Code, or as defined by applicable statutes of other states and the federal government.

(G) Good faith.

The university, in adopting and implementing this policy pursuant to the "Drug-Free Workplace Act of 1988," further certifies that it will make a good faith effort to continue to maintain a drug-free workplace and to respect the privacy rights of its employees.

Effective: 01/31/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 08/15/89, 05/22/91, 01/31/15

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revisions to University Rule 3359-47-02
Drug-free workplace policy

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-47-02 to reference the enactment of Sub. HB 523, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-11-01 Sick leave for school of law faculty, contract professionals, classified, unclassified exempt staff and other non-bargaining unit faculty.

(A) General policy.

- (1) The university shall provide paid sick leave to all school of law faculty, contract professionals, classified, unclassified exempt staff in accordance with the provisions of sections 124.38 and 124.39 of the Revised Code, and all employees other than members covered by collective bargaining agreements.
- (2) Paid sick leave is defined as the authorized absence from duties for the following reasons:
 - (a) Personal illness, pregnancy, or injury.
 - (b) Exposure to contagious disease which could be communicated to other members of the university family.
 - (c) Illness, injury, or death (to a maximum of five days) in the individual's immediate family.
 - (d) Medical, psychological, dental, or optical examination or treatment of the employee or a member of the immediate family.
- (3) Definition of immediate family.

The employee's immediate family is limited to the employee's spouse, ~~same-sex domestic partner~~, parents, children, grandparents, siblings, grandchildren, brother in law, sister in law, daughter in-law, son in law, mother in law, father in law, or a legal guardian or other person who under Ohio law is legally recognized to stand in the place of the parent.
- (4) Where sick leave is requested to care for a member of the immediate family, the department of benefits administration will require a physician's certificate to the effect that the presence of the employee is necessary to care for the ill person.
- (5) Active pay status means the conditions under which an employee is eligible to receive pay, and includes, but is not limited to, vacation leave, sick leave, leave with pay, bereavement leave, and administrative leave. No pay status means the conditions under which an employee is ineligible to receive pay, and includes, but is not limited to, leave without pay, leave of absence, and disability leave.

(B) Accrual of sick leave credit.

- (1) Sick leave is accrued at the rate of 4.6 hours per eighty hours of active pay status. Only accrued sick leave hours can be requested for authorized paid absences. Sick leave will be charged only for hours an employee is regularly scheduled to work but absent. Employees are not permitted to change a paid sick leave request once a work day has started (i.e. paid sick leave to vacation).
- (2) There is no accumulation of benefit while on leave of absence without compensation.
- (3) Sick leave accrual shall accumulate without limit, from the date of hire. All sick leave accrued by existing employees from their date of hire shall be reinstated, less actual sick leave taken and recorded as such under prior policy.

(C) Procedure governing utilization of sick leave.

- (1) Sick leave is authorized upon the request of the employee and approval of the department head by the employee or employee's legal representative notifying the department head as soon as practicable, presumably on the first day of absence.
- (2) The university reserves the right to require a physician's certification or other verification in all instances of paid leave. When such certification or verification is required, it shall be collected by the department of benefits administration for audit and retention.
- (3) When paid sick leave is used, it will be deducted from the employee's accumulated total, one hour for each hour of absence. However, managers may allow some flexibility in scheduling work time for a single day where reasonable and practical.
- (4) For twelve-month faculty, contract professionals, classified and unclassified exempt staff, a continuous period of sick leave commences with the first day, or part of a day, of an absence and includes all subsequent days, or part of a day, except Saturdays, Sundays, and holidays observed by the university of Akron until the employee returns to work. However, Saturdays, Sundays, and holidays shall be included in the calculation of a continuous period of sick leave for those employees who may be scheduled to work on those days.
- (5) For nine-month faculty, a continuous period of sick leave commences with the first day of an absence and includes all days classes are in session during the academic year or summer session except Saturdays, Sundays, and holidays observed by the university of Akron. However, Saturdays, Sundays, and holidays shall be included in the calculation of a continuous period of sick leave for those employees who may be scheduled to work on those days.
- (6) The department of benefits administration shall establish a sick leave reporting system for faculty, contract professionals, classified and unclassified exempt staff.

(7) In all cases of leave for illness or injury, the university may require written certification by a physician attesting to an employee's fitness to return to work.

(8) Paid sick leave will be charged when used.

(D) Transfer of sick leave.

An employee who transfers from one public agency to another, or who is reappointed or reinstated, or who transfers from one state department to another shall, upon reentering and submitting certified evidence of accumulated sick leave, be credited with the unused balance of accumulated sick leave, provided the time between separation and reappointment does not exceed ten years. The words "public agency," as used above, include the state, counties, municipalities, and all boards of education within the state of Ohio. The amount of sick leave transferred to state service shall not be greater than the maximum accumulation which would have been allowed if all public employment had been in the state service.

(E) Payment of sick leave upon retirement.

(1) Upon retiring from active service with the university after ten or more years of service with the state or any of its political subdivisions, an employee may elect to be paid for one fourth of the accrued but unused sick leave credit up to a maximum of two hundred forty hours. This payment will be based upon the employee's rate of pay at the time of retirement. Upon accepting such payment, all sick leave credit accrued up to that time will be eliminated.

(2) Such payment will be made only once to any employee.

(3) The maximum payment allowed will be two hundred forty hours. Sick leave conversion does not apply to any termination or separation other than retirement.

(F) Unexcused absence, failure to give proper notification and falsification.

Any unexcused absence or failure to give proper notification may result in the absence being charged to leave without pay. Falsification of either a written, signed statement or a physician's certificate shall be grounds for disciplinary action, including dismissal. Except in instances due to extended illness or injury, monthly or annual absences greater than the number of hours or days accrued may be considered excessive.

(G) Vacation leave may not be converted to sick leave unless the employee or a member of the employee's immediate family is admitted to or treated in a hospital or is under the treatment of a licensed physician and is not released to work. Written verification is required. Only those hours/days certified above may be converted to sick leave.

(H) The university of Akron administration shall develop policies and procedures necessary to implement the provisions in this rule.

Effective: 02/01/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 124.38; 124.39; 3359.03

Rule Amplifies: 3359

Prior Effective Dates: 08/24/96, 09/11/00, 03/15/01, 06/25/07,
05/09/14, 02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revision to University Rule 3359-11-01
Sick leave for school of law faculty, contract professionals, classified, unclassified
exempt staff and other non-bargaining unit faculty

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-11-01, to strike references to same-sex domestic partner and same-sex domestic partner dependent benefits from this rule to conform to current law, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-20-04.3 Faculty privileges and benefits.

(A) Under the various headings of this "Faculty Manual," some of the policies, procedures, instructions, and traditions may be regarded also as faculty benefits and privileges. They include:

- (1) Extended circulation periods and other instructional support services in university libraries.
- (2) Sick leave.
- (3) Fee-based parking in designated university parking areas.
- (4) Medical, dental, life, and long-term disability insurance; (regular and full-time auxiliary faculty only), contributions, if required, on a pre-tax basis at an amount periodically approved by the board of trustees.
- (5) Sometimes partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- (6) Membership in an Ohio retirement system or alternative retirement plan ("ARP") as permitted by statute.
- (7) New full-time university faculty moving expenses.
 - (a) The university may authorize payment of the cost for moving of household goods for the new appointee and spouse and any dependent children living in the same household, in accordance with the following guidelines.
 - (b) Travel and transportation allowance. If travel is by personal automobile the reimbursement will be at the current IRS rate for moving expenses. In lieu of travel by personal automobile, reasonable coach airfare will be reimbursed.
 - (c) Moving allowance. The expense for the moving of household goods from the place of residence to the Akron or Orrville area may be paid, subject to the two thousand dollar limit to be charged to the general fund. Expenses may include the following if invoices or signed receipts are presented:
 - (i) Bill of lading from moving company.
 - (ii) Payment for rental of truck or trailer and trailer hitch.
 - (iii) Gasoline and tolls for rented vehicles.
 - (iv) Casual labor for loading and unloading vehicles and packaging materials when the move is not being made by a professional mover.

- (v) Express and freight charges.
- (vi) Insurance of household effects during transit.
- (d) Policy restrictions/exceptions.
 - (i) Any exception to this policy must be made in advance of the individual incurring the expense, and for faculty, must be approved by the department chair, the dean of the college, and the senior vice president and provost and chief operating officer. Approval for instructional professional staff and administrative professional staff must be received from the appropriate vice president.
 - (ii) In cases where full moving expenses are authorized, and where such payment is to be made from either general funds or restricted funds, competitive bids must be obtained from at least two carriers. Copies of the bids must be presented at the time reimbursement is requested. If the lowest bid is not utilized, a letter of explanation must be attached.
 - (iii) This policy covers only the cost of moving household goods and excludes reimbursement for meals, lodging, and other personal expenses enroute.
 - (iv) Payments under the provisions of this policy are considered taxable income by the internal revenue service and will be reported on form W2. The employee is entitled to claim certain moving expense costs on the appropriate federal income tax form.

(8) Identification card.

All full-time faculty members are issued photo-identification cards which are electronically validated at the beginning of each academic year. All part-time faculty members are issued photo-identification cards which are electronically validated for the pertinent semester.

(B) Other privileges and benefits are listed below:

- (1) Athletic and cultural events. Faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- (2) Recreation. The swimming pool has periods of open swimming for faculty members and their families. Faculty members are also welcome to participate in all intramural competitions--bowling, softball, volleyball, and others.
- (3) Credit union. All faculty members are eligible for membership in the Towpath credit union. Payroll deductions may be made to the credit union's savings plan.
- (4) The bookstore at the university of Akron. Faculty members may purchase books

and other supplies through the bookstore, ordinarily at a discount.

- (5) Notary public. Notary service is available by appointment in the office of the general counsel at no cost to faculty members.
- (6) Annuity options.
 - (a) The university has adopted two annuity plans, a 403(b) plan and a 457(b) plan. The plans are generally available to all members of the faculty and staff, and the plans provide employees with an opportunity to defer employee contributions into a tax-deferred annuity. These plans are in conformity with current provisions of the Internal Revenue Code and Ohio Revised Code.
 - (b) The university will accept an employee's voluntary authorization to divert a portion of current compensation on a pre-tax basis to the purchase of an annuity contract in the 403(b) and/or the 457(b). The 403(b) plan offers an additional salary deferral type known as a Roth after-tax salary deferral. All contributions in the 403(b) plan and/or the 457(b) plan are used by the university to purchase an annuity contract held for the benefit of the employee. Compensation diverted on a pre-tax basis to the purchase of an annuity is excludable from the employee's taxable income, for federal and state income tax purposes, in the current year, but is taxed when received as income from the annuity at the tax rates in effect at that time. Special tax rules apply to the amounts contributed on an after-tax basis to the Roth 403(b) account. The internal revenue service has placed limits on the amount of compensation that can be contributed to the tax-deferred annuity plans. A voluntary diversion of pre-tax compensation to purchase an annuity does not reduce the current base for local income tax, retirement deduction, or premiums paid by the university for insurance and workers' compensation.
 - (c) A current list of companies qualified to provide annuities under the plans for university faculty and staff may be obtained from the web site of the university office of talent development and human resources.
 - (d) University employees may wish to consult their tax advisors and/or current tax laws for any and all benefits or limitations to a tax-deferred annuity.
- (7) Education. Faculty members and members of their immediate families have been granted special educational privileges by the board, whereby eligibility accrues from employment as of the first day of the semester as indicated in the following statement:
 - (a) Fee reductions for university faculty and administrative officers:
 - (i) Full-time university faculty (as defined in rule 3359-20-02 of the Administrative Code.)

(a) Credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(b) Non-credit courses.

Any full-time university faculty member or administrative officer (or retired full-time university faculty member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of university of Akron (UA) solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(ii) Part-time faculty (as defined in paragraph (A) (1) (c) (iii) of rule 3359-20-03 of the Administrative Code.)

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the

semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these fees. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, ~~same sex domestic partner~~ or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

- (iii) "ROTC" officer personnel. "ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(b) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, ~~same-sex domestic partner~~ or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(c) Fee reductions for relatives of university faculty and administrative officers.

- (i) The instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees, and other special fees not being affected):
 - (a) Dependents as defined by current rules and dependency tests of the internal revenue service of all full-time university faculty while the parent is in the service of the university of Akron.
 - (b) Spouses ~~and same-sex domestic partners~~ of all full-time university faculty while one or both are in the service of the university of Akron. Spouses ~~and same-sex domestic partners~~ of full-time university faculty who are also employees may elect to receive fee reductions as an employee, spouse, ~~or same-sex domestic partner~~.

(c) Spouses, ~~same sex domestic partners~~ and dependents of deceased full-time university faculty who were serving the university of Akron at the time of death.

(d) Spouses, ~~same sex domestic partners~~ and dependents of all retired full-time university faculty.

(e) Spouses, ~~same sex domestic partners~~ and dependents of part-time faculty members under the following conditions:

(i) The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five percent of a full-time equivalent faculty member during the fall or spring semester and thus qualifies for a fee reduction for one credit course or three credit hours, whichever is greater;

The part-time faculty member is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during an individual summer session in the summer semester and thus qualifies for a fee reduction during the summer semester of one credit course or three credit hours, whichever is greater, a total of two credit courses. The credit courses may be taken in any of the summer sessions of appointment comprising the summer semester. However, the aggregate of courses may not exceed two credit courses.

(ii) The part-time faculty member so qualifying elects not to make use of the fee reduction so earned.

(iii) The spouse, ~~same sex domestic partner~~ or dependent to whom the benefit is transferred applies the benefit during the semester or the individual summer session of the spouse, ~~same sex domestic partner~~ or parent's qualifying appointment or in the semester of summer session immediately following; except spring semester reduction may be used during the following fall. Unused qualifying service or portions thereof are not cumulative.

(iv) Spouses, ~~same sex domestic partners~~ and dependents are not eligible for fee reduction of non-credit courses.

(f) For purposes of fee reductions:

(i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized

marriages and complied with all the statutory requirements pursuant to applicable law and shall not include common law marriages which may be otherwise recognized under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.

~~(ii)-(i) Same sex domestic partners must complete the university affirmation of same sex domestic partnership.~~

~~(iii)-(i) Dependents as defined by current rules and dependency tests of the internal revenue service. The employee may be required to submit proof of dependency to the university auditor on request.~~

~~(iv)-(iii) Fee reductions may be taxable income to the faculty member.~~

(8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under Internal Revenue Code section 127. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

(a) Full-time university faculty and administrative employees.

(i) Credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university faculty member or administrative employee shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions

of these reductions are not cumulative.

(ii) Non-credit courses.

Any full-time university faculty member or administrative employee shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.

All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Part-time faculty.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester shall be permitted to take one credit course or three credit hours, whichever is greater, during the semester of appointment, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any part-time faculty member or contract professional appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member during a semester or an individual summer session in the summer semester shall be permitted to take one credit course or three credit hours, whichever is greater. The credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed within the same summer semester.

One additional credit course may be taken in a different summer session of the same summer semester by any part-time faculty member or contract professional who is appointed to teach three or more credit hours or at least twenty-five per cent of a full-time equivalent faculty member. Again, the credit course may be taken during the summer session of appointment or one of the summer sessions subsequent to being appointed. Thus, the aggregate of courses for which fee reduction will be received, during the sessions in the summer semester will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level,

laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time faculty who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, ~~same sex domestic partner~~ or dependent child, under the conditions specified in paragraph (B)(7)(c)(i)(e) of rule 3359-20-04.3 of the Administrative Code. Part-time faculty are eligible for paragraph (B)(7)(a)(i)(b) of rule 3359-20-04.3 of the Administrative Code.

(c) "ROTC" officer personnel.

"ROTC" officer personnel shall be eligible for reductions as full-time faculty as outlined in paragraph (B)(7)(a)(i) of this rule.

(d) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be exempt from nonresident tuition charges shall be waived for employees who are entitled to the fee reduction.
- (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse, ~~same sex domestic partner~~ or dependent) during any one academic period.
- (v) Eligibility for other authorized fee credits is determined independently from the individual's status as a university of Akron employee or dependent. Thus, other authorized fee credits from other entities may be received in the same semester as the university's fee reduction.
- (vi) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed for the following academic year.

(C) Benefits and privileges of retired and emeritus faculty and staff.

Retired faculty, emeritus faculty, and staff are provided certain privileges and benefits including:

- (1) No fee parking in any university lot except in metered and handicapped spaces. However, all retired faculty, emeritus faculty, and staff that continue as, or are rehired into any position as a full-time or part-time employee at the university are subject to the same parking permit fee assessments as described in rule 3359-46-02 of the Administrative Code.
- (2) Term life insurance for those hired prior to April 20, 1977 (staff) or September 13, 1977 (faculty) and continuously employed full-time since April 20, 1977 (staff) or September 13, 1977.
- (3) Health insurance coverage (excluding dental coverage) for dependents of recipients of Ohio retirement system benefits is provided if the retiree's original appointment date was prior to January 1, 1992 and had ten consecutive academic years of full-time service with the University immediately prior to retirement and the dependent was eligible for insurance when the retiree's health insurance coverage was terminated by the university. [Note: for employees on a twelve-month contract, a year is defined as twelve continuous calendar months.] Group medical insurance for the retiree is provided by the Ohio retirement system.
- (4) Identification card.
- (5) Fee reductions for the retiree and dependent children and spouses (see paragraph (B)(7) of rule 3359-20-04.3 of the Administrative Code).
- (6) Athletic and cultural events. Retired faculty members are granted half-price admission to all university athletic events and special rates for certain cultural events.
- (7) Recreational facilities including the natatorium, gymnasium and playing fields are open to retired faculty at the same time as to other faculty.
- (8) Credit union. All retired faculty members are eligible for membership in the Towpath credit union.
- (9) The bookstore at the university of Akron. Retired faculty members may purchase books and other supplies through the bookstore, ordinarily at a discount.
- (10) Notary public. Notary service is available in the offices of talent development and human resources and general counsel at no cost to retired faculty members.
- (11) Retired faculty retain full faculty privileges for the use of the libraries and may use the emeritus study room in Bierce library.

- (12) Part-time teaching assignments as needed.
- (13) Office or laboratory space, supplies and secretarial assistance, and computer services may be provided by special arrangement with the appropriate department.
- (14) Retired faculty may submit externally funded grant/contract proposals through the university. Retired faculty are not eligible for university- funded research grants or summer fellowships.
- (15) If funding is available, there may be partial or full payment of travel and subsistence expenses incurred at educational and professional meetings.
- (16) Listings in the "General Bulletin" and for those with campus offices, listings in the faculty/staff directory.
- (17) Access to computer center and information services privileges normally provided to active faculty.

Effective: 02/01/2015

Certification: _____
 Ted A. Mallo
 Secretary
 Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates:

Prior Effective Dates: 11/27/89, 07/20/90, 05/22/91, 07/17/91, 09/04/91,
 05/22/92, 07/31/92, 01/27/93, 09/16/96, 11/22/97,
 12/05/97, 11/06/99, 01/20/00, 09/27/01, 11/24/01,
 05/27/02, 06/25/07, 12/26/13, 06/27/14, 02/01/15

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revisions to University Rule 3359-20-04.3
Faculty privileges and benefits

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-20-04.3, to strike references to same-sex domestic partner and same-sex domestic partner dependent benefits from this rule to conform to current law, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-26-02 General staff personnel policies and procedures.

(A) Accidents and injuries on the job.

- (1) Any work related injury or illness, no matter how minor, must be reported to the employee's supervisor, as soon as possible. The supervisor will, after attending to the injury, make a report of the incident and submit it to the office of environmental health and occupational safety. An investigation of the accident may be conducted by the director, environmental health and occupational safety.
- (2) Each university staff employee is protected by the provisions of the worker's compensation law of Ohio which covers expenses for medical care as well as certain compensation benefits in lieu of salary loss. For work related illnesses and injuries, medical care costs are not covered by the university group health plan.

(B) Appointing authority.

"Appointing authority" means the officer having the power of appointment to, removal from, audit, reduction or suspension of positions or employees in any office, department, or unit within the institution.

(C) Audits/position classification.

- (1) A classified employee or an employee's supervisor may request a review of the employee's position from the university appointing authority. Upon receipt of a signed, written request for a position audit, the appointing authority will forward a position description/audit questionnaire. The completed questionnaire, reviewed and signed by the appropriate administrative unit head, dean/director, and vice president, should be forwarded to the appointing authority for review. An audit may result in a higher, lower, lateral or no reclassification. An employee who is not satisfied with the results of the audit may request a review of the original determination. This review must be requested in writing to the appointing authority, who may request additional information and/or perform a desk audit. After review and final determination by the appointing authority, a classified employee may within thirty days of such final notification, appeal the audit results to the state personnel board of review.
- (2) Requests for audits of a position, from either the incumbent or the appointing authority, may not be requested more than once a year. A classified employee may request only one position audit per year unless the employee provides, at the time of the request, documentation showing that the duties of the position have been substantially changed since the date of the completion of the previous audit. The "one-year period" is defined as one calendar year from the date which appears on the original notification letter of the most recent position audit.

- (3) Unclassified staff employees should refer to the position and salary administration program for information on audits/position classification.

(D) Breaks.

Although rest periods are not officially provided for under state civil service laws, departments may allow two fifteen-minute breaks during each eight hour day. The first break is generally taken midmorning; the second is taken mid-afternoon. Supervisors will determine whether such breaks would hinder efficient departmental operation at certain times. Breaks are a privilege rather than a right; misuse of break periods or over-extending them may result in this privilege being revoked. Unused break periods are not cumulative, and may not be used to arrive late or leave work early.

(E) Discipline and discharge.

- (1) At the university of Akron, there are occasions when employees fail to meet performance standards or to abide by university policies, procedures, and rules governing appropriate conduct on the job. In order to deal with such situations in a fair and consistent manner, the university has developed a disciplinary policy and procedures designed to improve productivity and morale, and not merely to punish. The disciplinary program will assure employees of the following:
 - (a) The university will respond in a consistent and predictable manner if an employee violates the rules.
 - (b) Disciplinary matters will be handled in a confidential and expeditious manner.
 - (c) Employees will be told what is expected of them and the possible consequences if they do not live up to performance expectations.
 - (d) Employees will be disciplined progressively except for instances where the seriousness of the offense may warrant bypassing one or all steps (i.e. illegal use of drugs).
 - (e) The discipline will be based on facts and not hearsay or opinion.
 - (f) Employees can appeal disciplinary actions through the university's internal grievance procedure or through the state personnel board of review.
- (2) Disciplinary action is normally progressive in nature; that is, repetitions of causes for disciplinary action or a combination of offenses should lead to application of more serious disciplinary sanctions. Some actions, because of their seriousness, represent a threat to the safety and well-being of the individual, other employees, or students or to university operations, (i.e. use of illegal substances, absence in excess of three days without notification, etc.) and may warrant bypassing one or all steps of the disciplinary procedures. The following defines and outlines the suggested sequence of the various disciplinary actions.

- (a) A verbal warning is an oral discussion between a supervisor and an employee who fails to meet performance standards or exhibits unsatisfactory behavior. Verbal warnings are generally issued for minor offenses and should be considered by the employee as a clear indication that a repetition of the offense may call for more serious disciplinary action. When a verbal warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.
 - (b) A written warning is more serious than a verbal warning and may become a permanent part of the employee's official record. A written warning is issued if the required corrective behavior from a previous verbal warning(s) is not exhibited within the specified time limits, or if the offense is of a serious nature. A copy of the written warning is given to the employee and the original is forwarded to personnel services to be placed in the employee's official file. When a written warning is issued, the supervisor should take immediate constructive steps to help the employee avoid a reoccurrence of the offense.
 - (c) Continued unsatisfactory performance or the commission of a serious offense may serve as the basis for more severe disciplinary actions beyond a verbal or written warning. A suspension without pay can vary from one day to several weeks or months. A suspension is designed to give an employee some time to think over the seriousness of the offense and it is hoped that the employee will make a commitment to better behavior or performance in the future.
 - (d) A reduction in pay and or position may be on a permanent or temporary basis. Demotions are for situations in which an employee has been promoted and cannot handle the job or is no longer able to perform the regular duties in a competent manner. A removal is the most serious penalty that can be imposed and should be used with care in the event that a previous progressive discipline has not achieved the corrective behavior or when a serious offense has been committed.
- (3) A staff member may be disciplined, suspended, discharged, or reduced in pay or position for the following types of unsatisfactory conduct: incompetence, inefficiency, dishonesty, drunkenness, immoral conduct, insubordination, discourteous treatment of the public, neglect of duty, failure of good behavior, or any acts of misfeasance, malfeasance, or nonfeasance.
- (F) Employee records.
- (1) Necessary job-related and personal information about each staff employee will be retained in an official personnel file maintained by and in human resources. The contents of each file will include: basic identifying information (name, address, and job title), completed employment application or other hiring related documents, notices of pay changes, information on benefit coverage, performance evaluations and information on other employment related actions (promotions,

training, disciplinary, etc.), and other job related information deemed essential by the university. Essential records of current and former employees will be retained as necessary.

- (2) Access to personnel files will be provided only in the presence of a university official, and at a mutually convenient time and place. Staff employees who question the accuracy or completeness of information in their file should discuss such concerns with their supervisor and the appointing authority. Any erroneous or improper information will be removed. Should disputed information be retained in the file, the employee may submit a brief written statement identifying the alleged errors or inaccuracies. The statement will remain in the file as long as the disputed information is retained.

(G) General rules of conduct.

Staff members should not engage in conduct that is dishonest or fraudulent nor should they accept duties, obligations, gifts or favors of monetary value or engage in private business or professional activities which conflict with the interests and policies of the university of Akron and the state of Ohio.

(H) Grievances.

A grievance is a complaint or disagreement that may result from any situation in which an employee or group of employees believe that they have been unjustly treated. Grievance situations may include but are not limited to: working conditions and environment; relationships with supervisors and with other employees and officials; and/or management decisions in the application of established procedures. Grievances involving discrimination are not proper within the framework of the grievance procedure, and should be referred to the university's affirmative action officer.

(1) General provisions.

- (a) For the purposes of the grievance policy in paragraph (H) of rule 3359-26-02 of the Administrative Code, the term "employee(s)" refers to a classified or nonclassified staff member who is not represented by a bargaining unit. The term "fellow employee" refers to any university employee who has not initiated the grievance procedure but one that is participating in the process as a witness. There are no restrictions on the type of employee who may serve as a witness (i.e. staff, faculty, contract professional, or bargaining unit staff).
- (b) The grievance procedure may be utilized by employees who are currently employed on an active basis, or those not under suspension. Termination of employment during the grievance process will end the grievance.
- (c) The employee has the right to be advised by legal counsel, if so desired.
- (d) Only an employee who is directly affected has standing to file a grievance.

Grievances may not be filed on behalf of an employee or group of employees.

- (e) Filing deadlines noted for any step may be extended as a result of absence of either party due to approved leave, or with mutual written agreement.
 - (f) If a decision by supervision is not rendered within the agreed upon time limits, the grievance will automatically be moved to the next step of the grievance procedure.
 - (g) If the results of a grievance by an employee are not appealed within the time limits, the grievance will be considered withdrawn.
 - (h) All time limits are working days.
 - (i) The employee may present evidence and/or witnesses to meetings; however, a fellow employee who serves as a witness must secure permission from his/her supervisor to attend such meeting.
 - (j) The university may elect to request that an additional witness or appropriate group representative participate in any or all steps of the grievance procedure.
 - (k) All discussions regarding grievances will take place in a private setting.
 - (l) The burden of proof lies with the employee.
 - (m) The individual responsible for conducting any step meeting must be provided in advance names of all potential witnesses.
 - (n) The office of human resources should receive copies of each appeal step as it occurs.
 - (o) Grievances appealed to the courts or to the state personnel board of review will be considered to be withdrawn.
 - (p) Grievance procedures for a bargaining unit employee are reflected in the current contract with each respective union.
- (2) Grievance procedure.

An employee who may have a grievance should attempt to resolve the matter informally with the immediate supervisor. Any grievance which cannot be informally resolved must be processed according to the steps indicated below:

- (a) Step one.

An employee must reduce the grievance to writing and submit such grievance to the supervisor within five working days after the occurrence of the event upon which the grievance is based. The written grievance shall include the

specific matter causing dissatisfaction, a statement of the relevant facts, and the specific remedy requested. The supervisor shall hold a meeting with the employee within five working days following the submission of the grievance to the supervisor.

Within five working days after such meeting, the supervisor will respond to the grievance in writing and return same to the employee.

An employee not satisfied with the response may appeal within five working days by returning the grievance to the supervisor and indicating in writing the desire to appeal the step one decision.

(b) Step two.

Within five working days after the receipt of the employee's notice of appeal, the employee, the employee's supervisor and the appointing authority will hold a step two meeting to discuss the grievance.

Within five working days after such step two meeting, the deputy appointing authority or designee will respond in writing to the grievance appeal.

If the employee is still not satisfied with the written response to the step two appeal, the employee may appeal the grievance to step three.

(c) Step three.

The employee will, within five working days, appeal to the step two response in writing through the employee's own reporting structure. This will begin with the person to whom the employee's supervisor reports, and follow through to the appropriate vice president/dean.

If the results of the written appeal through these steps are not satisfactory to the employee, the matter will be appealed to the associate vice president for talent development and human resources or designee. The appeal meeting will involve the employee, the employee's supervisor, and the appointing authority or designee.

Within five working days following this meeting, the associate vice president for talent development and human resources or designee will communicate to the employee the university's final written decision.

(I) Identification card.

University policy requires that each employee must carry a photo-identification card at all times when on the university of Akron property. These cards are the property of the university and must be returned when leaving university employment. An identification card is issued to each employee by the "ZipCard" office.

(J) Orientation program: new staff employees.

In order to familiarize each new full-time staff employee with university privileges and benefits and the campus, an orientation program is presented by benefits administration. New employees will be notified in writing, requesting attendance at orientation after their appointment date.

(K) Performance appraisal.

- (1) The university expects all supervisors to evaluate employees at least once annually on the basis of job performance. This performance appraisal should accomplish:
 - (a) An enhanced supervisor-employee rapport and relationship through communication,
 - (b) Clarification and mutual understanding relative to performance and productivity expectations, goals, and measurement criteria, and
 - (c) Identification and documentation of the employee's performance strengths and/or deficiencies in a variety of categories thereby providing the basis for current and future personnel decisions, including but not limited to salary increases for unclassified staff.
- (2) In the event of a layoff, performance evaluations will determine efficiency points, which are a part of total retention points.

(L) Personal changes.

- (1) Since complete and up-to-date employee records are essential, it is required that each employee report any of the following changes to personnel services:
 - (a) Name
 - (b) Address
 - (c) Telephone number
 - (d) Additional education and/or training
- (2) The following changes need to be reported to benefits administration:

Any insurance related information, e.g., change of beneficiary for life insurance, addition or deletion of a dependent.
- (3) The following information needs to be reported to the payroll office:
 - (a) Requested payroll deductions
 - (b) Income tax exemptions

(M) Political activity.

- (1) No officer or employee in the classified service of the state, shall directly or indirectly, orally or by letter, solicit or receive, or be in any manner concerned in soliciting or receiving any assessment, subscription or contribution for any political party or for any candidate for public office; nor shall any person solicit directly or indirectly, orally, or by letter, or be in any manner concerned in soliciting any such assessment, contribution, or payment from any officer or employee in the classified service of the state; nor shall any officer or employee in classified service of the state be an officer in any political organization or take part in politics other than to vote as the employee pleases and to express freely political opinions.
- (2) Complete details regarding political activities strictly prohibited and/or permitted appear in rule 123:1-46-02 of the Administrative Code.

(N) Position testing.

Certain staff positions at the university require that an applicant pass an appropriate clerical and/or skills test. The test will be scheduled by employment services. The cost of this test is paid by the university.

(O) Pre-employment physical examinations.

Certain staff positions at the university - law enforcement officer, day care and food service personnel, etc., - require that an applicant pass a pre-employment physical and/or psychological examination. Examinations are scheduled by employment services and are performed by a licensed physician and/or psychologist selected by the university. The cost of the required examinations is paid for by the university.

(P) Promotions and transfers.

- (1) Current employees are eligible to apply for vacant positions, according to skills and interest, providing the employee meets all requirements for same. The "employment opportunities bulletin" is published by employment services for campus distribution. All faculty, administrative, and staff positions currently open appear in this "bulletin." Some positions are restricted to employees who have been in their current position one year or longer. All applications must be received by the "deadline for applications" date indicated for the position. Probationary employees are not eligible to apply for another position.
- (2) Eligible employees who are interested in applying for an available position must complete an applicant update form by the deadline date. "Employment Services, Administrative Services Building," accepts applications Monday through Friday, eight a.m. to four p.m.
- (3) If an employee moves to a higher level position, the change is considered a

promotion; if an employee moves to an equal or lower level position, the change is considered a transfer. These definitions apply whenever an employee moves from one position to another.

- (4) A transfer is not usually accompanied by a wage or salary increase, while a promotion may be.
- (5) No late bids will be accepted unless the employee has been on approved vacation and/or sick leave and the department has not completed the interviewing process. If the position should open up to the outside, any employee may apply at that time as an outside applicant.

(Q) Reassignment.

The university may reassign an employee from one assignment, building, work site, task, or shift to another within a job classification. No employee has any vested claim to performance of particular tasks within a particular job classification.

(R) Reduction of fees.

Staff employees and members of their families have been granted special educational privileges by the board of trustees, whereby eligibility accrues from employment as of the first day of the semester as summarized below:

- (1) Employee fee reductions for full-time staff members.
 - (a) Credit courses.
 - (i) Any full-time university staff member (or retired full-time university staff member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.
 - (ii) Any full-time university staff member (or retired full-time university staff member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with the courses. Unused portions of these reductions are not cumulative.
 - (b) Non-credit courses.
 - (i) Any full-time university staff member (or retired full-time university staff

member) shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee reduction enrollment.

- (ii) Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of university of Akron (UA) solutions.
 - (iii) All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of continuing education (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.
- (2) Fee reductions for relatives of full-time staff employees - the instructional fees, or an amount equivalent to the graduate level credit fees for Ohio residents, or an amount equivalent to the school of law credit hour fees for Ohio residents shall be deducted from total fee charges for the following groups (general fees, course fees and other special fees not being affected):
- (a) Unmarried and dependent children (~~including dependents of same sex domestic partners~~) of all full-time university staff while the parent is in the service of the university of Akron;
 - (b) Spouses ~~and same sex domestic partners~~ of all full-time university staff while one or both are in the service of the university of Akron. Spouses ~~and same sex domestic partners~~ of full-time university staff who are also employees may elect to receive fee reductions as an employee or a spouse; ~~or same sex domestic partners~~;
 - (c) Spouses ~~and same sex domestic partners~~ and unmarried and dependent children of deceased full-time university staff who were serving the university of Akron at the time of death; and
 - (d) Spouses ~~and same sex domestic partners~~ and unmarried and dependent children of all retired full-time university staff.
 - (e) For purposes of fee reductions:
 - (i) Spouses refer to individuals who have contracted the legal status of a marital relationship through religious or civil solemnized marriages and complied with all the statutory requirements pursuant to applicable law; and shall not include common law marriages which may be otherwise recognized

under Ohio law or other relationships between persons not legally capable of making a marriage contract under Ohio law.

~~(ii)-(i)~~ ~~Same sex domestic partners must complete the university affirmation of same sex domestic partnership.~~

~~(iii)-(i)~~ Unmarried and dependent children include natural, adopted and stepchildren for whom the full-time employee ~~or same sex domestic partner~~ (or surviving spouse) provides more than fifty per cent support during the academic period for which education benefits are sought and who are not married at the start of the academic period for which education benefits are sought. The employee may be required to submit proof of dependency to the university auditor on request.

~~(iv)-(iii)~~ The term support shall include the provision of food, clothing, shelter, medical and dental care, provision of accident and health insurance, transportation, recreation, child care expenses and other generally recognized indicia of financial assistance.

(f) Spouses ~~and same sex domestic partners~~ and dependents are not eligible for fee reduction of non-credit courses.

(3) Employee fee reduction for part-time staff members.

(a) Eligibility: A part-time staff member is one who works twenty or more hours per week on a regular schedule and whose appointment indicates part-time status. Part-time staff who have worked at least one thousand forty hours in the previous twelve month period are eligible.

(b) Credit courses.

(i) Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, during a semester, free of all charges, excluding late fees, and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, during a summer session. The aggregate of courses for which fee reduction will be received, during the sessions in the summer semester, will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(iii) Fee reductions must be used in the semester or summer session earned or the semester or summer sessions immediately following; except spring semester reductions may be used during the following fall semester. Only one reduction may be used during a semester or summer session and unused reductions or portions of these reductions are not cumulative. Qualifying part-time staff who will not make use of the fee reduction for themselves shall be permitted to transfer only the instructional fee reduction or a one course or three credit hours whichever is greater for an academic term to a qualifying spouse, ~~same-sex domestic partner~~ or dependent child, under the conditions specified in paragraph (R)(2)(e) of this rule. Part-time staff are eligible for reduction of fees for non-credit courses pursuant to paragraph (R)(3)(c) of this rule, but are not eligible to transfer that benefit.

(c) Non-credit courses.

- (i) Any part-time university staff member shall be permitted to take one non-credit course per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee remission enrollment.
- (ii) Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.
- (iii) All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(4) General provisions.

- (a) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
- (b) The requirements of residence in Ohio for one year before the first day of any term or semester to be eligible for reduction of nonresident tuition charges shall be waived for employees who are entitled to fee reductions.
- (c) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
- (d) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or

dependent) during any one academic period.

- (e) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed the following academic year.
- (5) Fee reductions may be taxable income to the full-time staff employee.
- (6) Employees wishing to take advantage of the educational opportunities available at the university and their fee reduction benefits are encouraged to schedule classes outside the normal work day. However, with approval from the department head prior to each semester enrolled, work hours may be rescheduled to accommodate class attendance.
- (7) Time spent away from work attending classes must be made up the same day the class is scheduled. This may be done by extending the work day, using the lunch period, taking leave without pay or vacation leave, or a combination of the preceding. Class attendance during the normal work day is limited to one class.
- (8) Educational assistance program (Internal Revenue Code section 127).

The university of Akron has created, as an exclusive benefit for its employees, this educational assistance program. It is the intent of the university to seek to provide this educational assistance program, the benefit of which shall be to seek to exclude all assistance provided hereunder from an employee's income to the extent allowable under Internal Revenue Code section 127. This fee reduction educational assistance program shall only extend to university employees taking courses at the university of Akron. Eligibility accrues from employment as of the first day of the semester. It is the intent of the university that the provisions of this program shall not apply to graduate assistants who may otherwise qualify for tax exemption of fee reduction pursuant to a separate university program.

- (a) Employee fee reductions for full-time staff members.

- (i) Credit courses.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take two credit courses or six credit hours, whichever is greater, each semester, free of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

Any full-time university staff member (or retired full-time university staff member) shall be permitted to take a total of four credit courses during the summer semester. The credit courses may be taken in any of the summer sessions comprising the summer semester. However, the aggregate of courses will not exceed four credit courses which will be free

of all charges, excluding late fees and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(ii) Non-credit courses.

- (a) Any full-time university staff member shall be permitted to take two non-credit courses per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee remission enrollment.
- (b) Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.
- (c) All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of continuing education (with a university of Akron designation assigned) on a first-come, first-served basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(b) Employee fee reduction for part-time staff members.

- (i) Eligibility: A part-time staff member is one who works twenty or more hours per week on a regular schedule and whose appointment indicates part-time status. Part-time staff who have worked at least one thousand forty hours in the previous twelve month period are eligible.

(ii) Credit courses.

- (a) Any part-time university staff member shall be permitted to take one credit course or three credit hours, whichever is greater, each semester, free of all charges, excluding late fees, and including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.
- (b) Any part-time university staff member shall be permitted to take one credit course or three credit hours whichever is greater during a summer session. The aggregate of courses for which fee reduction will be received, during the sessions in the summer semester, will not exceed two credit courses, free of all charges, excluding late fees, including instructional and general fees, graduate level, laboratory, or other fees associated with these courses. Unused portions of these reductions are not cumulative.

(iii) Non-credit courses.

- (a) Any part-time university staff member shall be permitted to take one non-credit course per semester (i.e., combined summer, fall, spring), which shall not affect his or her eligibility for credit fee remission enrollment.
- (b) Some courses are not available for students using non-credit course fee reduction (AutoCAD, "Microsoft NT," polymer science courses, etc.). A list of such courses will be maintained by the division of UA solutions.
- (c) All individuals using fee reduction for non-credit courses will be placed on a waiting list in the division of UA solutions (with a university of Akron designation assigned) on a first-come basis, until class meets minimum paying enrollment. These individuals will pay such costs as materials, supplies, lab fees, etc.

(c) General provisions.

- (i) No reductions of residence hall room and board fees shall be granted to any person except members of the resident advisory staff.
 - (ii) The requirements of residence in Ohio for one year before the first day of any term or semester to be eligible for reduction of nonresident tuition charges shall be waived for employees who are entitled to fee reductions.
 - (iii) Eligibility for fee reductions for employees or relatives is determined by employment status on the first day of the course.
 - (iv) An individual may receive fee reductions under only one eligibility category (e.g., full-time university faculty, part-time faculty, full-time staff, spouse or dependent) during any one academic period.
 - (v) Full-time employees with nine-month appointments are eligible for fee reductions during the summer if reappointed the following academic year.
 - (vi) Fee reductions may be taxable income to the full-time staff employee.
- (9) Employees wishing to take advantage of the educational opportunities available at the university and their fee reduction benefits are encouraged to schedule classes outside the normal work day. However, with approval from the department head prior to each semester enrolled, work hours may be rescheduled to accommodate class attendance.
- (10) Time spent away from work attending classes must be made up the same day the class is scheduled. This may be done by extending the work day, using the lunch

period, taking leave without pay or vacation leave, or a combination of the preceding. Class attendance during the normal work day is limited to one class.

(S) Responsibilities.

- (1) It is the university's responsibility to manage its operations and facilities, and direct its personnel. This responsibility includes determining when and the manner in which work is to be performed, assigning such work to employees and establishing the number and size of work units. It also includes the right to transfer, alter, revise and/or eliminate any or all methods, processes, materials, work schedules and services in accordance with the needs of the university, as determined by the university. With regard to hiring, suspensions, discharge, removal, transfer and layoff, the aforementioned rights shall be in accordance with the applicable provisions of the Ohio Revised Code, as amended, and/or institutional policies as applicable. The right to manage includes the authority to establish policies and procedures governing and affecting the operation of the university.
- (2) It is the employee's responsibility to provide service to students, colleagues within the university, and the public in the most courteous, expedient and efficient manner possible.

(T) Solicitation of funds.

The solicitation of funds by individuals or groups is not permitted without the approval of the president of the university. This includes advertising the sale of tickets on campus for non-university affairs, etc. The endorsement of products by an employee is not considered appropriate whenever the employee's connection with the university is either obvious or implicit. The solicitation of advertising for any publication bearing the university's name must be approved by the president or other authorized representative.

(U) Transfer of service and sick leave.

- (1) In certain instances, a state employee with prior state agency service credit may be entitled to an adjustment of the basis on which sick leave or vacation eligibility is determined.
- (2) Transfer of service credit from another state agency to the university:
 - (a) If an employee has prior service with another state agency, the employee must request that a written verification - including service dates, status, and/or sick leave - be sent to personnel services. A separate verification must be submitted for each instance of service with another state agency.
 - (b) Transfer of prior service credit will be effective on the first day of the pay period during which official verification of service is received by personnel services.

(c) The university of Akron does not recognize student employment for the purpose of adjusting service dates.

(3) Transfer of university service to other state agencies:

(a) If a current or former employee requests transfer of prior service and/or sick leave to other state agencies, the employee must submit a written request to personnel services. In order to insure correct and expedient processing, the requestor should provide service dates with the university and position held.

(b) Prior service or sick leave credit transferred to the university will not affect the "School Employees Retirement System" service credit records.

(V) Uniforms.

The university provides uniforms for certain employees who are required to wear attire other than personal clothing in the normal pursuit of their duties. All employees will be required to wear uniforms provided.

(W) Voting time.

University staff members are encouraged to participate in local and national elections. However, employees are encouraged to vote either before or after regularly scheduled work hours or during lunch breaks.

(X) Work schedules.

(1) A normal work week at the university consists of five consecutive eight hour days, and normal office hours are Monday through Friday, eight a.m. to five p.m. Some offices or functions of the university operate on other scheduled working hours and/or days in order to meet the needs of the university. Each employee will be notified by the employee's supervisor regarding regular shift beginning and ending times as well as regularly assigned work days.

(2) In certain job classifications, or in certain situations, overtime work or work before/after the regular shift may be mandatory. If the supervisor requests that the employee work overtime, the employee is expected to comply.

Effective: 06/27/2016

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 05/22/91, 08/16/91, 09/04/91, 07/31/92, 01/20/00,
05/27/02, 01/27/03, 02/22/03, 05/23/03, 04/25/04,
05/29/05, 06/25/07, 06/30/11, 11/01/13, 12/26/13,
06/27/14, 02/01/15, 06/27/16

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revisions to University Rule 3359-26-02
General staff personnel policies and procedures

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-26-02, to strike references to same-sex domestic partner and same-sex domestic partner dependent benefits from this rule to conform to current law, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

3359-26-04 Absence from campus.

(A) All non-exempt staff employees are required to request and have approved by their supervisor all absences from campus for each instance involving vacation, sick leave, death of a member of the immediate family, leave without pay, military leave, and/or court leave.

~~The~~ Each department is responsible for ~~maintaining an internal~~ using the university of Akron approval process for such requests and approvals that is used consistently with all departmental exempt and non-exempt staff employees. Provisions in ~~the~~ collective bargaining agreement agreements that refer to the request, use and approval of specific types of leave must be followed for employees covered by such an agreement. All approved absences must be reported on the employee's official time record.

Documentation may be required for certain types of absences.

(B) Holiday schedule.

(1) The university of Akron observes ten holidays annually:

Christmas day	Memorial day
Columbus day	New Year's day
Independence day	Presidents' day
Labor day	Thanksgiving day
Martin Luther King day	Veteran's day

- (2) The dates on which these holidays are to be observed will be announced annually.
- (3) If a holiday falls on Sunday, it will be observed on the following Monday; if a holiday falls on Saturday, it will be observed on the preceding Friday.
- (4) If a holiday occurs during a period of active pay status - which includes approved sick leave, leave with pay, or vacation - the employee will be paid for the holiday. In order to qualify for holiday pay, an employee must be in an active pay status on regularly-scheduled work days both prior and subsequent to the holiday.
- (5) If it is essential that university offices remain open on a day designated as a holiday (ex: Veterans day):
 - (a) Any full- or part-time classified or unclassified non-exempt employee required to work on a designated holiday will be entitled to one and one-half times the

regular rate of pay - either in the form of actual pay or compensatory time for the hours actually worked; such overtime will be in addition to the employee's normal pay for the holiday.

- (b) Any full- or part-time exempt staff employee required to work on a designated holiday will be entitled to time off equal to the number of hours actually worked; such time off will be in addition to the normal pay for the holiday and is to be taken at the approval of the supervisor.
- (6) If the university is officially closed at five p.m. on the day prior to a board of trustees' approved holiday (ex: Wednesday prior to Thanksgiving):
- (a) For employees whose normally scheduled work day falls all or in part after five p.m., an effort may be made by the supervisor and employee to reschedule those hours within the same work week. Otherwise, the employee will be expected to work the normal schedule. If the hours are not worked or rescheduled, the employee may utilize vacation leave in order to be paid.
 - (b) Part time employees are entitled to holiday pay for that portion of any holiday for which the employee would normally have been scheduled to work.
- (C) Family and medical leave.
- (1) Under the Family and Medical Leave Act of 1993 ("FMLA"), up to twelve weeks of leave without pay during any twelve-month period are provided to eligible employees for certain family and medical reasons. Employees are eligible if they have been employed by the university for at least twelve months, this twelve-month period need not be consecutive, and worked at least one thousand two hundred fifty hours (0.6 FTE) over the twelve-month period preceding the leave. FMLA leave without pay will be granted for any of the following reasons:
 - (a) The birth of a child, the care of a newborn child, or placement of a child with the employee for adoption or foster care;
 - (b) A serious health condition of the employee that renders him or her unable to perform his/her job functions; or
 - (c) In order to care for an employee's child, spouse, or parent who has a serious health condition.
 - (d) A "qualifying exigency" arising out of the fact that the employee's spouse, child or parent is called to covered active duty (or notified of an impending call or order to active duty) with the armed forces, including the national guard and reserves. Covered active duty means duty during deployment of the armed forces member to a foreign country. A qualified exigency may include short-notice deployment, attending military events, arranging for alternative childcare, addressing financial and legal arrangements, seeking counseling,

attending post-deployment activities, and other similar circumstances.

- (e) Leave related to a child's birth or placement for adoption or foster care must be completed within the twelve-month period beginning on the date of the birth or placement.
- (2) A leave of absence of up to twenty-six weeks in any single twelve-month period (rolling forward) will be granted to eligible employees for the following purposes:
- (a) To care for a covered family member or next-of-kin (nearest blood relative) who has a serious injury or illness incurred by the service member in the line of duty on active duty in the armed forces (or existed before the active duty began and was aggravated in the line of active duty in the armed forces) and that may render the service member medically unfit to perform his/her duties. The service member must be: (i) undergoing medical treatment, recuperation or therapy; (ii) in outpatient status; or (iii) on the temporary disability retired list for the serious illness, or injury.
 - (b) To care for a veteran who is a covered family member or next-of-kin (nearest blood relative) who has a qualifying serious injury or illness incurred by the member in the line of duty on active duty in the armed forces (or existed before the member's active duty began and was aggravated by service in the line of active duty in the armed forces) and that manifested itself before or after the member became a veteran. The veteran must be undergoing medical treatment, recuperation, or therapy for the serious injury or illness and have been a member of the armed forces during the five years preceding the date on which the veteran underwent the medical treatment, recuperation, or therapy.
 - (c) Leave to care for an injured or ill service member, when combined with other FMLA-qualifying leave, may not exceed twenty-six weeks in any single twelve-month period.
- (3) Subject to the provisions of the applicable policies, paid vacation leave or paid sick leave may, at the employee's option, be substituted for leave without pay while on FMLA leave.
- (4) If the employee fails to provide at least thirty days' advance notice when the leave is clearly foreseeable leave may be delayed until at least thirty days after the date the employee provides notice to the employer. If the employee fails to provide a medical or other certification to support a request for leave, leave may be delayed until certification is provided. If the employee never produces certification then the leave is not FMLA leave. The university may, at its own expense, request a second and/or third opinion. If the employee or employee's family member fails to authorize his/her health care provider to release all relevant medical information pertaining to the health condition at issue, as requested by the health care provider

for the second/third opinion, the university may deny the taking of FMLA leave. However, if the university requests a second and/or third opinion, and the employee authorizes his/her health care provider to release the relevant medical information, the employee is provisionally entitled to the FMLA leave pending the employer's receipt of the relevant medical information.

- (5) Group health benefits will be continued for the duration of an FMLA leave. Upon return, an employee will be restored to his or her original or an equivalent position with equivalent pay, benefits and other employment terms.
 - (6) A "rolling" twelve-month period measured retrospectively from the date an employee uses any FMLA leave shall be used to determine the "twelve-month period" in which the twelve weeks of FMLA leave entitlement occurs.
 - (7) Family and medical leave may be used on a continuous basis. It may also be used on an intermittent basis, or as a reduced work schedule as provided by law. Application for FMLA is made to human resources, and approval of the request made by human resources.
 - (8) When intermittent or reduced work schedule leave is foreseeable due to planned medical treatment, the employee must make reasonable efforts to schedule the treatment so as not to unduly disrupt the university's operation, and the university may temporarily transfer the employee to an alternative position for which the employee is qualified, if it better accommodates these recurring periods of leave.
 - (9) Nothing in this section shall be deemed to create any additional benefits, rights, or entitlements to employees beyond those provided by the provisions of the FMLA or applicable law of the state of Ohio. For the purpose of implementing this FMLA policy, the definitions and provisions of the FMLA in effect at that time shall be followed when necessary to ensure compliance with the law.
- (D) An employee may be granted approved leave of absence without pay for military service, parental leave, convalescence (if sick leave is not applicable or exhausted), certain personal reasons, and/or training. The leave of absence must be approved in advance by the supervisor and must be accompanied by acceptable written justification. Such request shall state the reason for and the dates of the leave. Length of leave of absence can vary for different reasons, but normally extends to no more than six months.
- (E) If it is determined that an approved leave of absence is not being used for the purpose for which it was granted, the university may require the employee to return to work or be subject to appropriate discipline as specified in Ohio Revised Code.

(F) Reduced workweek policy.

Staff employees who wish to work a reduced work week during the summer sessions or at other times of the year may request leave without pay. Reduction in working hours will require the permission of the employee's supervisor. Staff privileges and benefits will remain in effect for eligible full-time employees.

(G) Sick leave for non-exempt employees.

(1) Sick leave is defined as the authorized absence from duties for the following reasons:

- (a) Personal illness, pregnancy, or injury,
- (b) Exposure to contagious disease which could be communicated to other members of the university family,
- (c) Illness, injury or death (to a maximum of five days) in the employee's immediate family, or
- (d) Medical, psychological, dental, or optical examination or treatment of the employee or a member of the immediate family.

Definition of immediate family: the employee's immediate family is limited to the employee's spouse, ~~same-sex domestic partner~~, parents, children, grandparents, siblings, grandchildren, brother-in-law, sister-in-law, daughter-in-law, son-in-law, mother-in-law, father-in-law, or a legal guardian or other person who under Ohio law is legally recognized to stand in the place of a parent.

Where sick leave is required to care for a member of the immediate family, the department of benefits administration will require a physician's certificate to the effect that the presence of the employee is necessary to care for the ill person.

(2) The university reserves the right to require a physician's certification or other verification in all instances of paid leave. When such certification or verification is required, it shall be collected by the department of benefits administration for audit and retention.

The absence from duties must be approved by the administrator to whom the individual on sick leave is responsible.

(3) Unexcused absence or failure to give proper notification may result in the absence being charged to leave without pay and may also be cause for disciplinary action. Falsification of either a written, signed statement or a physician's certificate shall be grounds for disciplinary action including dismissal. Except in instances due to

extended illness or injury, monthly or annual absences greater than the number of hours or days accrued may be considered excessive.

- (4) Sick leave is accrued at the rate of 4.6 hours per eighty hours of active pay status. Only accrued sick leave hours can be requested for authorized paid absences. Sick leave will be charged only for the non-overtime hours an employee is regularly scheduled to work but absent. Employees are not permitted to change a sick leave request once a work day has started (i.e. sick leave to vacation).
 - (5) A non-exempt employee who is unable to report for work, and who is not on previously approved vacation, sick leave, or leave of absence, shall be responsible for notifying the immediate supervisor, or other individual designated by the supervisor, that the employee will be unable to report to work on that day and each appropriate day thereafter. This notification must be made within one-half hour after the time the employee is scheduled to report for work, unless emergency conditions prevent such notification.
 - (6) When an employee's duties are part of a function which operates twenty-four hours a day, seven days per week - i.e., police, etc. - and such employee is unable to report for work, the employee shall notify the immediate supervisor at least two hours prior to the scheduled work time.
 - (7) In the case of any absence for illness or injury, the university may require a physician's statement specifying the employee's inability to report to work and the anticipated date of recovery. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, whenever the employee is placed under a physician's care and not released to work or hospitalized, unless such condition precludes notification. The employee shall be responsible for notifying the immediate supervisor, or other designated individual, regarding the anticipated date of recovery and return to work.
 - (8) In all cases of leave for illness or injury, the university may require written certification by a physician attesting to an employee's fitness to return to work.
- (H) Maternity leave. Upon delivery, an employee who is on active pay status shall, in the ordinary course of recovering from either a vaginal birth without complication, be entitled to use up to six weeks of accrued sick leave, or if a vaginal birth with complication as verified by a physician or cesarean birth, be entitled to use up to eight weeks of accrued sick leave, as long as the employee has accrued the requisite amount of leave, and if less, then shall be entitled, to use such lesser amount. In any event, the use of such accrued sick leave shall be at the employee's option to use however much time as the employee deems appropriate. If, upon delivery of the child, the employee is not in active pay status, but becomes in active pay status within six weeks, in the case of a vaginal birth without complication, or eight weeks, in the case of a vaginal birth with complication as verified by a physician or cesarean birth, the employee shall be entitled to use accrued sick leave upon being in active pay status for the remainder

of the six- or eight-week period, as applicable. In any event, after using (or not using) such accrued sick leave, a full-time employee is granted twenty working days of paid maternity leave not taken from accrued sick leave. In addition to the paid maternity leave for full-time employees, an eligible employee who thereafter is physically unable to perform her duties may elect paid sick leave on the same terms that sick leave is available for any other illness, injury, or disability. In addition, the employee is entitled to FMLA leave if a pre- or post-delivery employee wishes to be absent from work for a period of time longer than the period of actual physical disability (see Family and Medical Leave in paragraph (C) of this rule). Use of maternity leave shall count as part of the twelve-week FMLA leave.

- (I) Paternity leave. A full-time employee who is on active pay status upon a pregnant spouse's delivery is granted, within one-hundred and eighty days of the delivery, twenty working days of paid paternity leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.
- (J) Adoptive and foster parent leave. Upon the adoption of a child or arrival of a foster child, a full-time employee who is on active pay status is entitled to twenty working days of paid leave which will not be taken from accrued sick leave, but counted as part of FMLA leave.
- (K) Tardiness. An employee is expected to report for work at the scheduled starting time. Unreported, unexcused, and/or excessive tardiness may result in disciplinary action.
- (L) Vacation.
 - (1) Non-exempt employees (full-time).
 - (a) A non-exempt, full-time university employee shall, after service of one year with the state, or any political subdivision of the state, have earned and will be due upon attainment of the first year of employment, and annually thereafter, eighty hours of vacation leave with full pay. One year of service shall be computed on the basis of twenty-six biweekly pay periods.
 - (b) The amount of annual vacation to which a full-time employee is entitled is determined by the number of accumulated years of service according to the following guidelines:
 - (i) Less than one year of service - no vacation,
 - (ii) One year, but less than eight years of service - eighty work hours,
 - (iii) Eight years, but less than fifteen years of service - one hundred twenty work hours,
 - (iv) Fifteen years, but less than twenty-five years of service - one hundred sixty work hours, and

(v) Twenty-five years of service - two hundred work hours.

(2) Non-exempt employees (part-time classified) - accrual commences effective January 1, 1999.

(a) A non-exempt, part-time classified university employee shall, after service of one year with the state, or any political subdivision of the state, have earned and will be due upon attainment of the first year of employment, and annually thereafter, pro-rated vacation leave with full pay. One year of service shall be computed on the basis of twenty-six biweekly pay periods.

(b) Formula for calculation (multiplying years of service times calculation factor):

Years of service	Calculation factor
0 - 7	.03875 x hours paid
8 - 14	.05750 x hours paid
15 - 24	.07750 x hours paid
25 or more	.09625 x hours paid

(3) Vacation credit.

(a) An employee earns vacation credit as follows:

- (i) 3.1 hours per biweekly pay period for those entitled to eighty hours per year,
- (ii) 4.6 hours per biweekly pay period for those entitled to one hundred twenty hours per year,
- (iii) 6.2 hours per biweekly pay period for those entitled to one hundred sixty hours per year,
- (iv) 7.7 hours per biweekly pay period for those entitled to two hundred hours per year.

(b) Vacation credit can be accumulated to a maximum of that earned in three years of service. Any vacation accrued over the amount earned in a three-year period will be forfeited.

(c) Upon separation from employment payment for accrued and unused vacation leave shall be made upon separation of service from the university of Akron, upon death of the employee, or if the employee moves to part-time. Such payment will be made in a lump sum based on the rate of compensation at separation for any accrued but unused vacation leave, subject to a maximum of that earned in three years of service.

- (4) The office of human resources shall establish a reporting system which shall provide for annual reporting by the dean or administrative director covering vacation accumulation and usage of each employee under the dean or director's supervision.
- (5) Vacation leave may not be converted to sick leave unless the employee is admitted to or treated in a hospital or is under the treatment of a licensed physician and is not released to work. Written verification is required. Only those hours/days certified above may be converted to sick leave.

Effective: 02/01/2015

Certification: _____
Ted A. Mallo
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 05/22/91, 05/22/92, 07/31/92, 03/01/93,
08/10/98, 07/05/00, 09/11/00, 02/22/03,
06/25/07, 04/11/11, 06/30/11, 03/01/13,
05/09/14, 02/01/15

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Revision to University Rule 3359-26-04
Absence from campus

BE IT RESOLVED, That the recommendation presented by the Rules Committee to the Board of Trustees on December 7, 2016, to revise Rule 3359-26-04, to reflect that the University's current process be used in approving requests for absences from campus as well as to strike references to same-sex domestic partner and same-sex domestic partner dependent benefits from this rule to conform to current law, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

Action Item for Consent Agenda Consideration:

December 7, 2016
Committee Meeting

1

Acceptance of June 30, 2016 External Audit Results

Presiding:
William A. Scala

Audit & Compliance

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Approval of June 30, 2016 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on December 7, 2016, 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, 2016, be approved.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016



**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 7, 2016**

Item	Description	Committee	Tab
1	Minutes for October 12, October 19 and November 9, 2016	None	Board of Trustees
2	Financial Report for Quarter Ending September 30, 2016	Finance & Admin.	2
3	Investment Report for Quarter Ending September 30, 2016	Finance & Admin.	3
4	Purchases for More Than \$500,000	Finance & Admin.	4
5	The University of Akron 403(b) Plan Fifth Amendment	Finance & Admin.	5
6	Pick Up of Employee Contributions to the Ohio Public Employees Retirement System	Finance & Admin.	6
7	First Amendment to The University of Akron Chief Executive Retirement Plan	Finance & Admin.	7
8	Cumulative Gift and Grant Income Report for July 1, 2016 through October 31, 2016	Finance & Admin.	8
9	Tentative Graduation List for Fall 2016	Academic Issues & Student Success	1
10	Curricular Changes	Academic Issues & Student Success	2
11	Cessation of the GenEd Core Initiative	Academic Issues & Student Success	4
12	Research and Sponsored Programs Activity Report July 1, 2016 through October 31, 2016	Academic Issues & Student Success	5
13	New University Rule 3359-20-___, Tobacco Free Campus	Rules Committee	1
14	Revisions to University Rule 3359-20-05.5, Health services and restrictions on smoking, alcoholic beverages and drugs	Rules Committee	2
15	Revisions to University Rule 3359-47-02, Drug-free workplace policy	Rules Committee	3

**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 7, 2016**

Item	Description	Committee	Tab
16	Revision to University Rule 3359-11-01, Sick leave for school of law faculty, contract professionals, classified, unclassified exempt staff and other non-bargaining unit faculty	Rules Committee	4
17	Revisions to University Rule 3359-20-04.3, Faculty privileges and benefits	Rules Committee	5
18	Revisions to University Rule 3359-26-02, General staff personnel policies and procedures	Rules Committee	6
19	Revision to University Rule 3359-26-04, Absence from campus	Rules Committee	7
20	Acceptance of June 30, 2016 External Audit Results	Audit & Compliance	1

Presiding:
Chair
Roland H. Bauer

December 7, 2016

1	Authorizing Services of Ernst & Young LLP
2	Awarding of Chair Emeritus Status and Honorary Degree to Jonathan T. Pavloff
3	Expression of Appreciation to Vice President and General Counsel, Board Secretary Ted A. Mallo
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THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Authorizing Services of Ernst & Young LLP

WHEREAS, On August 23, 2016, The University of Akron entered into a Services Agreement with Ernst & Young LLP (EY) to assist the University to analyze its current baseline financial situation, including an analysis of revenue and expenditure trends; and

WHEREAS, EY produced a report, which included a description of the University's proposed transformation plan to improve the University's financial condition, the goals of which are to stabilize, invest and grow; and

WHEREAS, The University desires to further engage the services of EY to assist the University in implementing the transformation plan by providing services to the University in the areas of specific University-identified initiatives; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees authorizes the President in consultation with the Vice President of Business and Finance/CFO and the Vice President and General Counsel to effectuate an agreement with EY for EY to provide additional services to the University. The President will report back to the Board of Trustees at its next meeting following execution of the Agreement.

Ted A. Mallo, Secretary
Board of Trustees

December 7, 2016

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

Awarding of Chair Emeritus Status and Honorary Doctor of Humane Letters Degree to Jonathan T. Pavloff

WHEREAS, Jonathan T. Pavloff was appointed to the Board of Trustees of The University of Akron by Governor John Kasich in 2011 for a limited term ending on July 1, 2016; and

WHEREAS, He has served the Board with distinction in a variety of roles, including—Chair of the Board (2015-16); Vice Chair of the Board (2012-15); Committee Chair of Audit & Compliance (2012-14) and Personnel & Compensation (2015-16); Committee Vice Chair of Finance & Administration (2011-12); member of numerous committees for multiple years; and as the Board liaison to The University of Akron Foundation Board (2015-16) and the University of Akron Research Foundation Board (2011-15); and

WHEREAS, Mr. Pavloff graduated as a Morehead-Cain Scholar at the University of North Carolina at Chapel Hill in 1971, and subsequently forged a successful career in logistics that spans Fortune 500 companies, entrepreneurial ventures and consulting; and

WHEREAS, During the course of his illustrious career, Mr. Pavloff served as vice president for an information services consulting company that was recognized by Inc. Magazine as one of the fastest-growing private companies in the United States; and 16 years as a corporate officer at Roadway Express and Roadway Services, including roles as president of Summit Information Systems, an IT operating unit of Roadway Services; and as vice president of corporate planning, which included a leadership role in the business planning and development of the spin-off of Roadway Express from Roadway Services and the creation of Caliber Systems; and

WHEREAS, Mr. Pavloff continues to apply his considerable business acumen by advising clients in many industries on strategic planning and information technology issues; and

WHEREAS, Mr. Pavloff has contributed his time and talent to numerous worthy causes including service on the boards of the Margaret Clark Morgan Foundation, the Old Trail School Foundation and the Summa Foundation; Now, Therefore,

BE IT RESOLVED That the Board of Trustees of The University of Akron recognizes Jonathan T. Pavloff's leadership and devotion to this institution by awarding him the title Chair Emeritus and an Honorary Doctor of Humane Letters.

Roland H. Bauer, Chair

Olivia P. Demas, Vice Chair

Ralph J. Palmisano, Vice Chair

Matthew J. Wilson, President

THE UNIVERSITY OF AKRON

RESOLUTION 12- -16

**Expression of Appreciation to Vice President and General Counsel, Board Secretary
Ted A. Mallo**

WHEREAS, Since 1976, Ted A. Mallo has served as chief in-house legal counsel of The University of Akron; and

WHEREAS, Mr. Mallo was appointed by The University of Akron's Board of Trustees, with approval by the Ohio Attorney General, as Vice President and General Counsel of The University of Akron in 1989, serving well and faithfully eight University presidents in his various capacities, including as chief legal advisor to the Board of Trustees, President, University officers and administrators; and

WHEREAS, Mr. Mallo's association with The University of Akron began as a freshman in 1962, graduating with three degrees from the University, and now spans more than a half-century with roles as student leader, student-athlete, alumnus, faculty member, administrator, chief legal counsel and Board Officer; and

WHEREAS, After teaching in Akron Public Schools for three years, Mr. Mallo began his full-time employment with The University of Akron in 1969, and advanced to chief legal officer in 1976, first General Counsel in 1989, and was elected Secretary to the Board of Trustees (1994-2015 and 2016), and Assistant Secretary (1984-94 and 2015-16), and has held titles and duties as University Liaison Officer, Ohio Inspector General; Adjunct Associate Professor & Member of the Graduate Faculty; Adjunct Faculty Member, School of Law; Industrial Security Supervisor; and Chief Ethics Officer; and

WHEREAS, Having been appointed an Assistant Attorney General of Ohio in 1983, Mr. Mallo is the longest continuously serving Assistant Attorney General and General Counsel among all Ohio state universities, meeting his many obligations while also serving as a Member-At-Large of the Board of Directors of the National Association of College and University Attorneys (2013-16), and is active in community affairs, serving two years as president and twelve years as a member of the Green Local Schools Board of Education, as Chair and Legal Counsel of the Committee to incorporate the City of Green, as a member of the Commission of Judicial Candidates of the Akron Bar Association, and in other elected and volunteer positions in city and county government and local civic affairs.

WHEREAS, His remarkable record of service, wise counsel and unwavering loyalty to this, his alma mater, is unmatched in University annals; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its deep appreciation to Ted A. Mallo for his admirable leadership and devotion as Vice President, General Counsel, and Board Officer, and wishes him and his family well for the future; and

BE IT FURTHER RESOLVED, That the titles of General Counsel Emeritus and Professor of Practice be awarded to him, and an Honorary Doctor of Laws Degree be conferred upon him, in recognition of his invaluable leadership, selfless dedication and service, and exemplary achievements.

Roland H. Bauer, Chair

Olivia P. Demas, Vice Chair

Ralph J. Palmisano, Vice Chair

Matthew J. Wilson, President

December 7, 2016