

Presiding:
Chair
Roland H. Bauer
February 14, 2018

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	Consent Agenda Vote
9	New Business
10	Next Regular Meeting: April 18, 2018 Student Union, Room 339
11	Adjournment

Board of Trustees

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, December 6, 2017

Student Union, Room 339

Board Members Present:

Roland H. Bauer, Chair

Olivia P. Demas, Vice Chair

Alfred V. Ciraldo, M.D. Vice Chair

Lewis W. Adkins, Jr.

Joseph M. Gingo

Ralph J. Palmisano

William A. Scala

Warren L. Woolford

Student Trustees Present:

Zachary D. Michel

Joshua E. J. Thomas

Advisory Trustee Present:

Sandra Pianalto

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Matthew J. Wilson, President

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

Nathan J. Mortimer, Vice President, Finance and 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 7:35 a.m., and 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 11:05 a.m. on an 8-0 vote.

REPORT OF THE CHAIR

Mr. Bauer congratulated two Akron Zips athletic teams for their impressive performances during their fall seasons. He said that the Men's Soccer team, led by Head Coach Jared Embick and his staff, would be returning to College Cup competition after a thrilling victory over Louisville on Friday, December 1, thanks to the winning penalty kick of Niko de Vera. The Zips would face two-time defending national champion Stanford on Friday, December 8, in Philadelphia.

Mr. Bauer said that the Zips Football team, under the leadership of Head Coach Terry Bowden and his staff, had achieved a winning season both overall and in the Mid-American Conference with 7-6 and 6-2 records, respectively. The team took Akron all the way to Detroit for the MAC championship game on Saturday, December 2. He said that, although Toledo had taken the title, it was a hard-fought game by the Zips, who never quit. Deservedly, Zips Football would return to postseason play to take on Florida Atlantic University in the Boca Raton Bowl on Tuesday, December 19, in Boca Raton, Florida.

On behalf of the entire Board, Mr. Bauer offered hearty congratulations and best wishes for postseason endeavors of the student-athletes, coaches and support organizations of both teams.

2017 Ohio Trustees Conference

Mr. Bauer reported that the annual Ohio Trustees Conference had been held at Columbus State Community College on Thursday, November 9. Student Trustees Zachary Michel and Joshua Thomas, Board Secretary Celeste Cook and Executive Director of Government Relations and the Alumni Association Willy Kollman had joined him in attendance. The conference had included a welcome by Ohio Department of Higher Education Chancellor John Carey and presentations by members of his staff as well as by representatives of Ohio Auditor Dave Yost on higher education topics such as affordability and efficiency, board fiduciary expectations and accountability, and risk management, to name a few. A presentation by Ernst & Young representatives had focused on definition of and investment in higher education outcomes and attainment.

Mr. Bauer said that the 2017 Trustees Conference program, handouts and presentations are posted to the Ohio Department of Higher Education website, and he urged anyone with an interest in Ohio's public universities to explore the information that is available there.

Faculty Senate and University Council

Mr. Bauer thanked Board members Warren Woolford for attending the Faculty Senate meeting of November 2 and Olivia Demas for attending the University Council meetings of November 14 and December 5. He said that their participation as Board liaisons to those groups is meaningful to the University's shared governance process and is appreciated deeply. Mr. Woolford and Mrs. Demas commented briefly on the respective Faculty Senate and University Council meetings that they had attended.

Mr. Bauer then made the following statement:

“Along those same lines, I want to thank all of you, my colleagues on this Board of Trustees, for your continued support of our University in so many ways throughout the year. Your commitment to the rigorous Board and Committee schedule is substantial in itself. However, your additional involvement—such as attending meetings of the Faculty Senate, University Council and Boards of the University of Akron Research Foundation, Hower House and Alumni Association; the annual Ohio Trustees Conference; sporting events; fundraisers; and community events—is invaluable and further demonstrates your personal dedication to the success of The University of Akron. Please accept my deepest gratitude.”

Fall 2017 Commencement Ceremonies

Mr. Bauer said that Fall 2017 Commencement Ceremonies would take place on Saturday, December 16, at E. J. Thomas Performing Arts Hall at 10 a.m., 2 p.m. and 6 p.m. He asked that Trustees who were planning to participate in the stage party for any of these ceremonies please advise the Board office as soon as possible.

REPORT OF THE PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thomas introduced student Daniel Danford (see Appendix D). Mr. Danford offered remarks to the Board regarding his University of Akron experience. He received a commemorative clock from Trustees.

Mr. Thomas reported on two recent campus activities:

- Undergraduate Student Government had hosted an inaugural Student Leadership Summit at the end of October with over 100 student leaders in attendance representing the numerous student organizations on campus. Student leaders learned more about USG’s mission this year, “Uniting UA,” and how they could contribute to those efforts to build a stronger community on Akron’s campus.
- Zips for Haiti, a UA student organization, would be sending 11 Akron students and one faculty member to assist at a school in Haiti from December 16 through December 23. Akron students would teach English to the Haitian students and work on numerous service projects for the school. The J. M. Smucker Company had matched donations toward that effort.

Mr. Michel reported on the Adopt A Classroom outreach by student nonprofit group Akron Hope:

- In accordance with Akron Hope’s mission to bring the community and University together, the third-annual Adopt A Classroom holiday outreach would provide over 1,000 new, wrapped gifts for students of three elementary Akron Public Schools, to reach 44 classrooms and a total of 923 students. Gifts would be wrapped in the Student Union ballroom that evening and be delivered personally by volunteers on December 13 and 14.

ACTION ITEMS

Mr. Bauer said that, because the Board uses a consent agenda, it would hear reports for each committee and would wait to hold one vote for all actions on the consent agenda. The Board would then vote on actions not listed on the consent agenda immediately after they were raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings that were held on Wednesday, November 29.

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

By consensus, the proposed action to approve the minutes of the October 11, 2017 Board meeting was placed on the consent agenda.

RESOLUTION 12-1-17 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Scala

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

RESOLUTION 12-2-17 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0.

- Investment Report for Three Months Ended September 30, 2017 (Tab 2)

OPERATING FUNDS

The Operating Funds totaled \$241.7 million at September 30, 2017 and posted a blended rate of return (ROR) of 1.2 percent, approximating \$2.5 million, for the three months ended September 30, 2017.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios. Cash and Fixed Income portfolios totaled \$186.4 million at September 30, 2017. The Cash and Fixed Income portfolios achieved an overall three-month ROR of 0.5 percent, or \$0.6 million.

Long-Term

The Long-Term investments managed by Legacy totaled \$55.3 million at September 30, 2017 and achieved an overall three-month ROR of 3.5 percent, or \$1.9 million compared to benchmark of 3.7 percent.

The operating funds were within the University’s prescribed asset allocation requirements at September 30, 2017.

ENDOWMENTS

The Endowments totaled \$68.1 million at September 30, 2017 and posted a blended ROR of 2.9 percent, or \$1.9 million, for the three months ended September 30, 2017. The September 30, 2017 market value increased \$2.4 million from June 30, 2017. The largest contributors to that change were the realized and unrealized gains of \$1.8 million and gifts of \$1.5 million offset by endowment distributions of \$1 million.

Pooled

The Pooled Endowments managed by Cambridge totaled \$61.5 million at September 30, 2017 and achieved an overall three-month ROR of 3.1 percent, or \$1.7 million [\$61.5 million balance at September 30] compared to the policy benchmark of 4.2 percent.

Of Cambridge's portfolio, RS Global Natural Resources achieved the highest three-month ROR at 13 percent [\$3 million balance at September 30], while the Standard Life GARS achieved the lowest ROR at 0.3 percent [\$3.1 million balance at September 30].

These funds are within the University's prescribed asset allocation requirements at September 30, 2017.

Separately Invested

The Separately Invested Endowments totaled \$6.6 million at September 30, 2017, are invested in accord with donor stipulations, and achieved a blended three-month ROR of 2.8 percent, or \$0.2 million [\$6.6 million balance at September 30].

The highest ROR for the three months ended September 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 3.2 percent on market value of \$2 million at September 30. The lowest ROR for the three months ended September 30 was the Constitutional Law endowment, invested at Key Bank, at 0.0 percent on market value of \$1 million at September 30.

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

RESOLUTION 12-3-17 (See Appendix B.)

- Financial Report for Three Months Ended September 30, 2017 (Tab 3)

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$101.9 million, or approximately 51 percent of the \$201.4 million annual budget. While summer credit hour decline of about seven percent exceeded the anticipated five-percent decline, preliminary fall numbers were slightly better than expected at -4.9 percent.

Other Fees revenue totaled \$11.8 million, or approximately 52 percent of the \$22.8 million annual budget.

State Share of Instruction (SSI) revenue totaled \$26.4 million, or nearly 25 percent of the \$107.3 million annual budget.

Indirect Cost Recovery (IDC) revenue totaled \$1.5 million, or approximately 25 percent of the \$6.1 million annual budget.

Investment Income revenue totaled \$0.7 million, or approximately 47 percent of the \$1.5 million annual budget.

Expenditures

Payroll and Fringe Benefits approximated \$37.1 million, or 18 percent of the \$210 million annual budget.

Utilities expenditures of \$1.2 million approximated 11 percent of the \$11.6 million annual budget.

Operating expenditures approximated \$11.6 million, or 26 percent of the \$44.3 million annual budget.

Scholarships approximated \$26.6 million, or 50 percent of the \$52.6 million annual budget.

Transfers

The annual budget assumes that **transfers-in** from reserves, as needed, will total \$29 million. **Transfers-in for Encumbrances** from Fiscal Year 2017 totaled \$2.8 million

Transfers-out for Debt Service of \$2.3 million, or 25 percent of the \$9.5 million annual budget, represented bonded debt obligations for building and renovation of general purpose and academic space, and included the performance contract obligation to improve energy efficiency.

Plant Fund Transfers-out of approximately \$750,000 represented 58 percent of the faculty laptop refresh program expenditure, which is expected to total \$1.3 million.

Other Transfers-out of \$9.4 million, or 25 percent of the \$37.6 million annual budget, were made in general support of auxiliaries and the sales and services Self-Insurance Health Care Fund.

Other

A loan of \$450,000 from the General Fund to Athletics would be made for the remaining cost of installing a new scoreboard in the James A. Rhodes arena. Of the approximate \$1.6 million total cost, \$1.2 million had been assembled. The loan is to be repaid by Athletics prior to June 30, 2018.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$777,000, or 10 percent of annual budgeted revenue of \$7.5 million. Deferred revenue of \$335,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Payroll and fringe benefit expenditures totaled \$2.3 million or approximately 23 percent of the \$10 million annual budget. Operating expenditures totaled \$4.4 million or 44 percent of the \$9.9 million annual budget.

Scholarships, or athletic financial aid, totaled \$3 million or 40 percent of the \$7.5 million annual budget.

Other sources of funding included transfers-in of \$973,000 in facilities fees, which serviced a portion of the stadium and field house debt, and \$5.2 million combined from the General Service Fees and Other categories. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$62,000. Transfers-out for debt service totaled approximately \$1.2 million, or 25 percent of the \$5 million annual budget, and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$3.7 million, or 19 percent of annual budgeted revenue of \$20 million. Payroll and fringe benefit expenditures totaled \$252,000 or approximately 21 percent of the \$1.2 million annual budget. Operating expenditures totaled \$1.9 million or 24 percent of the \$7.8 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$48,000. Transfers-out for debt service totaled \$2.7 million, or 25 percent of the \$10.7 million annual budget, and paid the bonded debt related to the renovation of eight residence halls and construction of two new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Hall actual revenue totaled \$256,000, or 13 percent of annual budgeted revenue of \$1.9 million. Deferred ticket revenue of \$135,000 for the Broadway in Akron Series would be realized once those shows are held. Payroll and fringe benefits expenditures totaled \$87,000 or approximately 20 percent of the \$434,000 annual budget. Operating expenditures totaled \$487,000, or 22 percent of the budgeted \$2.2 million. The Transfers-in – Other category totaling \$257,000, or 25 percent of the \$1 million annual budget, represented General Fund support for operations. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$50,000. Transfers-out for debt service totaled \$82,000, or 25 percent of the \$327,000 annual budget, and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$1.5 million, or 41 percent of annual budgeted revenue of \$3.7 million. Deferred revenue of \$367,000 in Zip Card deposits would be realized once expensed. Payroll and fringe benefit expenditures totaled \$62,000, or approximately 8 percent of the budgeted \$745,000. The \$546,000 fringe benefits budget also included the difference between SERS and FICA for CWA employees who remained with the University as well as Aramark employees performing work at the University. Operating expenditures totaled \$371,000, or 23 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$40,000. Transfers-out for debt service of \$195,000, or 25 percent of the \$779,000 annual budget, had paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Recreation and Wellness Services actual revenue totaled \$142,000, or 25 percent of annual budgeted revenue of \$565,000. Payroll and fringe benefit expenditures totaled \$169,000, or approximately 22 percent of the budgeted \$765,000. Operating expenditures totaled \$418,000, or 20 percent of the budgeted \$2.1 million. Transfers-in of \$1 million represented facilities fees and General Fund support to service the building's bonded debt and for operations, respectively. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$18,000. Transfers-out of \$426,000, or 25 percent of the \$1.7 million annual budget, supported upcoming debt service requirements.

Student Union

Student Union actual revenue totaled \$204,000, or 22 percent of annual budgeted revenue of \$936,000. Payroll and fringe benefit expenditures totaled \$157,000, or approximately 20 percent of the \$777,000 annual budget. Operating expenditures totaled \$415,000, or 20 percent of the \$2.1 million annual budget. Transfers-in of \$1.2 million represented facilities fees and General Fund support to service the building's bonded debt and for operations, respectively. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$4,000. Transfers-out for debt service requirements totaled \$733,000, or 25 percent of the \$2.9 million annual budget.

Parking

Parking actual revenue totaled \$3.4 million, or 43 percent of annual budgeted revenue of \$7.9 million. Payroll and fringe benefit expenditures totaled \$80,000, or approximately 19 percent of the budgeted \$413,000. Operating expenditures totaled \$1.4 million, or 51 percent of the budgeted \$2.8 million. Budgeted capital expenditures of \$220,000 would support the Schrank Parking Deck project. Transfers-out for debt service totaled \$1.1 million, or 25 percent of the \$4.5 million annual budget, and paid the bonded debt related to the renovation and construction of four parking decks.

Wayne Student Union

Wayne Student union revenue totaled \$15,000, or 22 percent of annual budgeted revenue of \$68,000. Operating expenditures totaled \$1,500, or 15 percent of the \$10,000 annual budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE

Self-Insurance Health Care

Self-Insurance Health Care revenue totaled \$5.7 million, or 18 percent of annual budgeted revenue of \$32.3 million. Payroll and fringe benefit expenditures totaled \$56,000. Operating expenditures totaled \$8,000 for consulting services, or .06 percent of the \$1.3 million annual budget. Premium and claims expenditures totaled \$5.5 million, or 17 percent of the \$31.6 million annual budget. Transfers-in of \$702,000, or 25 percent of the \$2.8 million annual budget, represented General Fund support of retiree health care.

UA Solutions

UA Solutions revenue totaled \$184,000, or 23 percent of annual budgeted revenue of \$811,000. Payroll and fringe benefit expenditures totaled \$83,000, or 27 percent of the \$304,000 annual budget. Operating expenditures totaled \$78,000, or 18 percent of the \$427,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$42,000.

New Student Orientation

New Student Orientation revenue totaled \$52,000, or 7 percent of annual budgeted revenue of \$750,000. Payroll and fringe benefit expenditures totaled \$57,000, or 24 percent of the \$242,000 annual budget. Operating expenditures totaled \$104,000, or 21 percent of the \$497,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$3,000.

English Language Institute

English Language Institute revenue totaled \$271,000, or 45 percent of annual budgeted revenue of \$600,000. Payroll and fringe benefit expenditures totaled \$96,000, or 23 percent of the \$425,000 annual budget. Operating expenditures totaled \$5,000, or 6 percent of the \$86,000 annual budget.

Wayne

Wayne revenue totaled \$12,000, or 88 percent of annual budgeted revenue of \$14,000. Operating expenditures totaled \$0 compared to the \$11,000 annual budget.

Other

Other departmental sales and services revenue totaled \$1.8 million, or 30 percent of annual budgeted revenue of \$6.2 million. Payroll and fringe benefit expenditures totaled \$661,000, or 23 percent of the \$2.9 million annual budget. Operating expenditures totaled \$414,000, or 15 percent of the \$2.7 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$183,000.

RESOLUTION 12-4-17 (See Appendix B.)

- Purchase for More Than \$500,000 (Tab 4)

EmpCenter Three-year Renewal (Locally Funded)

The Department of Purchasing proposed an award in the amount of \$500,850 for a three-year contract to Workforce Software for EmpCenter support and subscriptions. The University uses EmpCenter to track and report employee time and attendance including Family Medical Leave Act (FMLA) compliance. The three-year contract through December 2020, which would align with the recent PeopleSoft ERP renewal, was acceptable to the Department of Information Technology Services and the Office of General Counsel.

RESOLUTION 12-5-17 (See Appendix B.)

- Spring 2018 Course Fee Increase Recommendations (Tab 5)

Two new course fees were proposed for enactment with the spring 2018 semester:

1. Course Fee for Electronic Content

This fee would be used to provide access to electronic content to specified courses in lieu of textbook purchases at a savings to students.

2. The Global Lawyer Spring Break Study Abroad in Japan

This one-time \$500 fee would enable a student to participate in one of three study-abroad courses.

RESOLUTION 12-6-17 (See Appendix B.)

- Report to the Ohio Task Force on Affordability and Efficiency in Higher Education (Tab 6)

A resolution to approve the University's 2017 Task Force Efficiency Report to the Ohio Department of Higher Education, which captured data related to efficiencies, academic practices, policy reforms and cost savings resulting in tangible benefits to students, was proposed.

RESOLUTION 12-7-17 (See Appendix B.)

- Mutual Aid Agreements (Tab 7 a., b.)

Resolutions were proposed to continue in an evergreen manner two law enforcement mutual aid agreements with the University:

- a. City of Orrville

RESOLUTION 12-8-17 (See Appendix B.)

- b. United States Marshals Service

RESOLUTION 12-9-17 (See Appendix B.)

- Cumulative Gift and Grant Income Report for the July 1 through October 31, 2017 (Tab 8)

During July through October 2017, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$7,330,194.

RESOLUTION 12-10-17 (See Appendix B.)

- Phased Retirement Program for Staff and Contract Professional Employees (Tab 9)

A resolution was proposed concerning creation and implementation of a voluntary phased retirement program for contract professional and staff employees.

RESOLUTION 12-11-17 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 10) INFORMATION ONLY
- Advancement Report (Tab 11) INFORMATION ONLY
- University Communications and Marketing Report (Tab 12) INFORMATION ONLY
- Capital Projects Report (Tab 13) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Woolford

- Curricular Changes (Tab 1)

New Programs:

Establish a new Bachelor of Arts – National Security Track in the Buchtel College of Arts and Sciences, Department of Political Science, proposal #17-20030

This program was designed to prepare students for a career in international security and diplomacy.

Establish a new Associate of Arts – Communication Track in the College of Applied Science and Technology, Department of Applied General and Technical Studies, proposal #17-21026

This new Associate of Arts Communication Track was developed through an interdisciplinary collaboration between the Department of Applied General and Technical Studies and the School of Communication to streamline the transition of students to a Bachelor of Communication.

Establish a new undergraduate certificate in Construction Field Operations in the College of Applied Science and Technology, Department of Engineering and Science Technology, proposal #17-19908

This new certificate would provide knowledge and skills to work in construction as a field supervisor, construction inspector or superintendent. This certificate would provide a seamless pathway into the Associate of Applied Science Construction Field Operations degree.

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

- Tentative Graduation List for Fall 2017 (Tab 2)

The tentative list of candidates eligible to participate in the University's Fall 2017 Commencement ceremonies pending completion of all degree requirements included recipients of—50 doctoral, 23 Juris Doctor, 250 master, 809 baccalaureate and 147 associate degrees.

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

- Action Report to the Chancellor on Duplicative Programs per O.R.C. 3345.35 (Tab 3)
INFORMATION ONLY
- Report to the Chancellor on Remediation of Students per O.R.C. 3345.062 (Tab 4)
INFORMATION ONLY
- Enrollment Management Report (Tab 5) INFORMATION ONLY
- Research Report (Tab 6) INFORMATION ONLY
- Student Success Report (Tab 7) INFORMATION ONLY
- Information Technology Report (Tab 8) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE
presented by Committee Chair Ciraldo

- O.A.C. 3359-60-03.3 – Repeating Courses (Tab 1)

The proposed revisions to this rule, which had been reviewed and approved by Faculty Senate at its meeting on November 2, 2017, would allow a student to repeat a course for credit at another academic institution and clarify other aspects of the rule.

RESOLUTION 12-14-17 (See Appendix B.)

- O.A.C. 3359-10-01.1 – The University of Akron Rules of the University Council (Tab 2)

The proposed revisions to this rule, which had been reviewed and approved by University Council at its meetings on June 13 and October 10, 2017, would clarify the positions that may be held in University Council by employees who have retired and been rehired at the University and mirror similar revisions made to the Faculty Senate rules..

RESOLUTION 12-15-17 (See Appendix B.)

REPORT OF THE AUDIT & COMPLIANCE COMMITTEE
presented by Committee Chair Scala

- Acceptance of June 30, 2017 External Audit Results (Tab 1)

A resolution was proposed to accept the audit findings for the June 30, 2017 annual financial statements and footnotes of the University, the University of Akron Foundation and the University of Akron Research Foundation. Each entity had received an unmodified opinion from the external auditors, Plante Moran.

RESOLUTION 12-16-17 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Bauer said that each of the items on the consent agenda had been recommended for approval by the appropriate committee, which also approved the items' addition to the consent agenda.

ACTION: Demas motion, Scala second for approval of Resolutions 12-1-17 and 12-3-17 through 12-16-17, passed 8-0.

NEW BUSINESS

- Search for the Executive Vice President and Chief Academic Officer (Tab 1)

A resolution was proposed to establish the Board's intentions coinciding with fulfilling its commitment to conduct a search for an executive vice president and chief academic officer.

Mr. Bauer made the following statements:

“In October 2016, in a special meeting of the Board of Trustees, the Board appointed Dr. Rex Ramsier as Senior Vice President and Provost, effective through June 30, 2018. At that time, the Board also stated that it would begin a search for the Senior Vice President and Provost position once it had determined whether it would begin a search for a new President. Having determined in our last meeting to extend the term of office for President Wilson through June 30, 2023, the Board now seeks to address the Senior Vice President and Provost position, consistent with its earlier commitment.

Currently, the University's administrative structure is one of the leanest among Ohio's four-year institutions. In considering the Senior Vice President and Provost position, therefore, the Board also took into account whether there is a need for additional resources in the Office of Academic Affairs, so that the University can accomplish the significant initiatives that the Board has identified. While remaining mindful of our overall need for cost-consciousness and efficiency, the Board concluded that the duties and responsibilities currently placed on the Senior Vice President and Provost are simply too many for a single person.

Dr. Ramsier has done a remarkable job in the role of Senior Vice President and Provost, and the Board highly values the working relationship and positive results that have been achieved thus far by him and President Wilson. The Board wants to see that relationship continue, while at the same time providing the resources necessary for the Office of Academic Affairs to function productively, efficiently and cost-effectively.

Accordingly, today the Board will take two separate, but related actions, with respect to the Office of Academic Affairs.

1. In keeping with its commitment to shared governance, and consistent with its commitment in October 2016, the Board authorizes the commencement of a national search for an Executive Vice President and Chief Academic Officer; and,
2. The creation of the co-equal position of Executive Vice President and Chief Administrative Officer, to be filled by current Senior Vice President and Provost Dr. Ramsier.

The Board believes that dividing the significant responsibilities of the Senior Vice President and Provost into two co-equal positions, will better situate the University to achieve the Board's ambitious goals to advance the University in the years ahead. President Wilson and Dr. Ramsier agree with this assessment, and appointing Dr. Ramsier to the Executive Vice President and Chief Administrative Officer position will permit the Board to continue the working relationship it has developed with him and President Wilson.

Under the new arrangement, the Executive Vice President and Chief Academic Officer is expected to have oversight responsibilities for the degree-granting colleges and schools and other academic oriented initiatives, such as the Graduate School, Honors College, Research and the Division of Student Success. The Executive Vice President and Chief Administrative Officer position will focus on more administratively oriented functions within the Office of Academic Affairs, including accreditation compliance and reporting, enrollment management, institutional research, and human resources and labor relations management.

Dr. Ramsier will continue in his current role until a candidate is selected and seated for the Executive Vice President and Chief Academic Officer position. Dr. Ramsier has decided that he will not be a candidate for that position. The goal is to fill the new position in time for the start of the next academic year.

On behalf of the Board, I would like to thank Dr. Ramsier for his service as Senior Vice President and Provost, and we look forward to continuing to work with Dr. Ramsier, both in his current position and in his new position in the Office of Academic Affairs.”

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

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

Mr. Bauer then made the following announcement:

“The Board continues to evaluate the challenges and needs of the University, and strategies necessary to implement fully the Stabilize, Invest and Grow initiative. Today, the Board also announces its intent to create separate roles for the Chief Financial Officer and the Chief Operating Officer before the end of the current fiscal year. The Board envisions an arrangement in which the Chief Financial Officer and the Chief Operating Officer, each reporting directly to the President, would serve two distinctive roles, allowing each position to focus more intently on the University's financial and operational needs and goals, respectively. The Board expects to make further announcements before the end of the academic year concerning this and other means by which to target resources to meet essential University needs.”

- Establishment of a Tuition Guarantee Program (Tab 2)

A resolution was proposed to establish The University of Akron Tuition Guarantee Program according to rules for the governance of the program included as Exhibit A, and authorize the University to make future modifications to the program rules subject to legal compliance.

Mr. Mortimer stated that the program is envisioned to begin with the fall 2018 cohort and would guarantee their tuition and many fees for a period of four years. The program does allow the University to increase the cohort rates by up to 6 percent, and the program meets the parameters of the Ohio Department of Higher Education.

Mr. Bauer thanked Mr. Mortimer and said that this program is a great idea and that, as a parent of college students, he would have appreciated the opportunity to know what the costs would be for four years.

RESOLUTION 12-18-17 (See Appendix B.)

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

- Approval of a Voluntary Early Retirement Incentive Program (Tab 3)

A resolution was proposed to authorize implementation of a Voluntary Early Retirement Incentive Program (“VRIP”) for faculty by May 31, 2018. Mr. Mortimer said the resolution would allow the administration to pursue this program, the details of which would be rolled out over the course of the next few weeks as ongoing conversations with the faculty union conclude.

RESOLUTION 12-19-17 (See Appendix B.)

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

Mr. Bauer then announced that the next regular meeting of the Board of Trustees will take place on Wednesday, February 14, 2018. An executive session will begin at 7:30 or 8 a.m., followed by public Committee meetings. The regular Board of Trustees meeting will convene that afternoon.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 11:59 a.m.

Roland H. Bauer
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

February 14, 2018

APPENDIX A: OTHERS PRESENT

Dr. Hazel A. Barton, Professor, Biology

Heidi C. Blakeway-Phillips, Special Assistant to the President

Katie Byard, Akron Beacon Journal

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

Kimberly M. Cole, Vice President, Development

Daniel Danford, Featured Student

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

Sarah J. Kelly, Assistant Vice President, Talent Development and Human Resources

Robert C. Kropff, Senior Director Integrated Communications

Alan Parker, Contract Professional Advisory Committee

Dr. John A. Messina, Vice President Student Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth Nine-Duff, Staff Employee Advisory Committee

Dr. Leah Shriver, Assistant Professor, Chemistry

Dr. Harvey L. Sterns, University Council

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

Barbara C. Weinzierl, Chief of Staff, Office of the President

APPENDIX B: RESOLUTIONS

RESOLUTION 12-1-17: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 11, 2017 be approved.

RESOLUTION 12-2-17: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by President Matthew J. Wilson, dated December 6, 2017, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 12-3-17: Acceptance of the Investment Report for the Three Months Ended September 30, 2017

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 6, 2017, accepting the Investment Report for the Three Months Ended September 30, 2017, be approved.

RESOLUTION 12-4-17: Acceptance of the Financial Report for the Three Months Ended September 30, 2017

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 6, 2017, accepting the Financial Report for the Three Months Ended September 30, 2017, be approved.

RESOLUTION 12-5-17: Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation, presented by the Finance & Administration Committee on December 6, 2017, be approved:

Award to Workforce Software a three-year contract for support and subscriptions of EmpCenter in the amount of \$500,850

RESOLUTION 12-6-17: Pertaining to Approval of New Spring 2018 Course Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 6, 2017 pertaining to the new spring 2018 course fees be approved.

RESOLUTION 12-7-17: Acceptance of The University of Akron's Report to the Ohio Task Force on Affordability and Efficiency in Higher Education

BE IT RESOLVED, That The University of Akron's 2017 Efficiency Report to the Ohio Department of Higher Education, in accordance with the guidelines of the Governor's Ohio Task Force on Affordability and Efficiency, be approved.

APPENDIX B: RESOLUTIONS, Page 2

RESOLUTION 12-8-17: Pertaining to the Renewed Mutual Aid Agreement between The University of Akron and the City of Orrville

WHEREAS, The City of Orrville and The University of Akron maintain separate police departments pursuant to Sections 3 and 7 of Article XVIII of the Ohio Constitution and Ohio Revised Code Section 3345.04 respectively; and

WHEREAS, The City of Orrville and The University of Akron desire to continue to provide for the mutual assistance and interchange and use of their police personnel and equipment in situations where one department needs and requests the assistance of the other; and

WHEREAS, The City of Orrville and The University of Akron currently are parties to a Mutual Aid Agreement, which expires on December 31, 2017; and

WHEREAS, The City of Orrville and The University of Akron desire to enter into an evergreen Mutual Aid Agreement, which will extend the relationship; Now, Therefore,

BE IT RESOLVED, That the recommendation of the Vice President for Finance and Administration/CFO and the Assistant Vice President for Campus Safety and Chief of Police to enter in to the Mutual Aid Agreement between The University of Akron and the City of Orrville be approved and that the Agreement be executed, subject to review for legal form and sufficiency by the Office of General Counsel.

RESOLUTION 12-9-17: Pertaining to the Violent Offender Task Force between The University of Akron and United States Marshals Service

WHEREAS, The United States Marshals Service and The University of Akron maintain separate law enforcement departments; and

WHEREAS, The United States Marshals Service and The University of Akron desire to continue to work together on the Violent Offender Task Force, the mission of which is to investigate and arrest, as part of joint law enforcement operations, persons who have active state and federal warrants for their arrest; and

WHEREAS, The United States Marshals Service and The University of Akron have previously entered into a Memorandum of Understanding for the Violent Offender Task Force that has expired; and

WHEREAS, The United States Marshals Service and The University of Akron desire to enter into an evergreen Memorandum of Understanding, which will extend the relationship; Now, Therefore,

BE IT RESOLVED, That the recommendation of the Vice President for Finance and Administration/CFO, and the Assistant Vice President for Campus Safety and Chief of Police to enter in to the Mutual Aid Agreement between The University of Akron and The United States Marshals Service be approved and that the Agreement be executed, subject to review for legal form and sufficiency by the Office of General Counsel.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 12-10-17: Acceptance of Gift Income Report for July through October 2017

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 6, 2017, pertaining to acceptance of the Gift Income Report for July through October 2017, be approved.

RESOLUTION 12-11-17: Pertaining to Approval of Phased Retirement Program for Contract Professionals and Staff

WHEREAS, The University of Akron (“University”) previously implemented a Transition After Retirement Program (“TARP”) as a Phased Retirement Program for its faculty; and

WHEREAS, The University wishes to establish a Phased Retirement Program (“Program”) for its full-time contract professional and staff employees (“Employees”) to enable eligible and approved Employees to participate in a similar program known as Phased Retirement Program; and

WHEREAS, Interested Employees will voluntarily apply for the Program, and the approved Employees will retire from their regular full-time positions and return to work on a part-time basis for up to 26 hours per week, performing duties and at schedules determined by the Employee’s supervisor, at 75 percent of Employee’s base pay rate at retirement; and

WHEREAS, The Employee shall be granted a one-year term subject to the normal employment conditions and expectation of conduct and performance with the potential for up to two additional years subject to annual renewal at the University’s discretion; and

WHEREAS, A Program for contract professional and staff employees allows the University additional staffing flexibility; Now, Therefore,

BE IT RESOLVED, That the University Board of Trustees authorizes the Vice President for Finance and Administration/CFO, in consultation with the Vice President and General Counsel, to take all necessary action to effect the implementation of a Phased Retirement Program for contract professional and staff employees.

RESOLUTION 12-12-17: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on December 6, 2017 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Bachelor of Arts – National Security Track in the Buchtel College of Arts and Sciences, Department of Political Science
- Establish a new Associate of Arts – Communication Track in the College of Applied Science and Technology, Department of Applied and General Technical Studies

APPENDIX B: RESOLUTIONS, Page 4

- Establish a new undergraduate Certificate in Construction Field Operations in the College of Applied Science and Technology, Department of Engineering Science and Technology

RESOLUTION 12-13-17: Proposed Degree Recipients for Fall 2017

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on December 6, 2017, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2017, contingent upon candidates' fulfillment of requirements and subject to approval by the Faculty Senate at its meeting on December 7, 2017, be approved.

RESOLUTION 12-14-17: Revisions to University Rule 3359-60-03.3, Repeating Courses

BE IT RESOLVED, That the recommendation presented by the Rules Committee on November 29, 2017, to revise Rule 3359-60-03.3, to allow a student to repeat a course for credit at another institution, and to clarify other aspects of the rule, approved by Faculty Senate at its meeting held on November 2, 2017, be approved.

RESOLUTION 12-15-17: Revisions to University Rule 3359-10-01.1, The University of Akron Rules of the University Council

BE IT RESOLVED, That the recommendation presented by the Rules Committee on November 29, 2017, to revise Rule 3359-10-01.1 as approved by University Council at its meetings of June 13, 2017 and October 10, 2017, be approved.

RESOLUTION 12-16-17: Approval of June 30, 2017 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on November 29, 2017, 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, 2017, be approved.

RESOLUTION 12-17-17: Pertaining to the Search for the Executive Vice President and Chief Academic Officer

WHEREAS, In a special meeting of the Board of Trustees of The University of Akron (the "Board") on October 19, 2016, through Resolution 10-10-16, the Board appointed Dr. Rex D. Ramsier ("Dr. Ramsier") as Senior Vice President and Provost effective through June 30, 2018; and

WHEREAS, The Board further resolved that it would begin a search for the Senior Vice President and Provost position subsequent to the Board's decision regarding whether it would begin a search for a new President, which the Board stipulated would be determined no later than June 30, 2018; and

WHEREAS, The Board decided during its October 11, 2017 meeting to extend the term of office for Matthew J. Wilson as President through June 30, 2023; and

APPENDIX B: RESOLUTIONS, Page 5

WHEREAS, The Board, having decided to extend the term of office for the President, now desires to address the Senior Vice President and Provost position consistent with its commitment in Resolution 10-10-16; Now, Therefore,

BE IT RESOLVED, That the Board commits to initiate a national search for an Executive Vice President and Chief Academic Officer, and authorizes the University administration to begin the search as soon as practicable; and

BE IT FURTHER RESOLVED, That Dr. Ramsier shall continue to serve in the position of Senior Vice President and Provost until a candidate is selected and fills that position; and

BE IT FURTHER RESOLVED, That the Board recognizes the need for additional resources in the Office of Academic Affairs and, therefore, authorizes the creation of a co-equal position to the Executive Vice President and Chief Academic Officer within the Office of Academic Affairs, titled the Executive Vice President and Chief Administrative Officer, which shall be responsible for administrative areas, including but not limited to Enrollment Management, Institutional Research, Accreditation Compliance and Reporting, Human Resources and Labor Relations Management; and

BE IT FURTHER RESOLVED, That the Board approves and names Dr. Ramsier to the position of Executive Vice President and Chief Administrative Officer at his current rate of compensation, effective immediately; and

BE IT FURTHER RESOLVED, That the Board gratefully thanks Dr. Ramsier for his service as Senior Vice President and Provost and looks forward to continuing to work with him in his new position of Executive Vice President and Chief Administrative Officer in the Office of Academic Affairs.

RESOLUTION 12-18-17: Pertaining to the Establishment of a Tuition Guarantee Program

WHEREAS, The University of Akron (the “University”) wishes to adopt The University of Akron Tuition Guarantee Program (the “Program”), which will provide fixed tuition, select fees, and room and board rates for each incoming cohort of full-time, bachelor-degree-seeking undergraduate students for four years of attendance, beginning with the fall 2018 enrollees; and

WHEREAS, The Program will provide students and their families with predictability as they plan for a four-year education; and

WHEREAS, Revised Code Section 3345.48 authorizes the Board of Trustees of The University of Akron (the “Board”) to establish an undergraduate Tuition Guarantee Program by adopting rules for the governance of the program that must be submitted to the Chancellor of the Ohio Department of Higher Education for approval; Now, Therefore,

BE IT RESOLVED, That the Board adopts the Program for full-time, bachelor-degree-seeking undergraduate students, beginning with students enrolling in fall 2018, including raising by up to six percent (6%) tuition, select fees, room and board, subject to the approval of the Chancellor of the Ohio Department of Higher Education; and

APPENDIX B: RESOLUTIONS, Page 6

BE IT FURTHER RESOLVED, That the Board adopts the accompanying rules for the governance of the Program, attached as Exhibit A¹; and

BE IT FURTHER RESOLVED, That the University is authorized to make future modifications to the Program rules to provide for the effective and efficient administration of the program, subject to compliance with the requirements of Ohio Revised Code Section 3345.48.

RESOLUTION 12-19-17: Pertaining to Approval of a Voluntary Early Retirement Incentive Program (“VRIP”)

WHEREAS, The University has implemented a number of cost reduction initiatives over the past several years and continues to pursue ways to control costs and make investments; and

WHEREAS, Many institutions of higher education regularly seek to save money, while at the same time investing in new faculty, by offering retirement incentives to certain current faculty members; and

WHEREAS, The VRIP will provide eligible full-time faculty members and eligible administrators with full-time faculty rank with additional incentives upon separation from service from the University, and provide the University with greater flexibility to respond to current budgetary priorities and to continue to move forward with implementing strategic initiatives as part of the plan to Stabilize, Invest and Grow; and

WHEREAS, Neither part-time nor full-time faculty who have retired and were subsequently rehired or who participated in the Transition After Retirement Program (“TARP”) are eligible to participate in the VRIP; Now, Therefore,

BE IT RESOLVED, That the Board authorizes the Vice President for Finance and Administration/CFO, in consultation with the Senior Vice President and Provost and the Vice President and General Counsel, to take all necessary action to effect the implementation of a VRIP for faculty to be implemented by May 31, 2018; and

BE IT FURTHER RESOLVED, That the Board authorizes the extension of the special educational privileges through reduction of fees as authorized in University Rule 3359-20-04.3 to all of the employees who participate in the VRIP and their dependents for a period not to exceed four (4) years from the date of the employee’s separation to enable them to complete the degree program they are currently enrolled in, so long as there is no break in their attendance and the student meets the applicable eligibility requirements. In addition, the Board authorizes such reduction of fees to the affected employees and their dependents for a period of one (1) year for those individuals enrolled to begin classes for the first time with the start of the fall 2018 semester; and

BE IT FURTHER RESOLVED, That the Board authorizes the extension of payment of accrued but unused sick leave upon retirement, as prescribed by, and consistent with University Rule 3359-11-01, to include those employees who participate in the VRIP and who otherwise would not meet the eligibility criteria defined in University Rule 3359-11-01; and

¹ Exhibit A of Resolution 12-18-17 is included in these minutes as Appendix E.

APPENDIX B: RESOLUTIONS, Page 7

BE IT FURTHER RESOLVED, That the provisions of the VRIP will be reduced to writing in the VRIP Plan Document; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board the number of individuals who enroll in the VRIP.

APPENDIX C: REPORT OF THE PRESIDENT

Thank you all for your engagement and support of The University of Akron. It is greatly appreciated. I want to include a number of highlights in my remarks.

Launch of Global Classroom

The first pertains to our continued global trajectory and engagement. We announced in October the launch of the Global Classroom. This program is the first of its kind. Beginning in January, a Political Science course will be simulcast to students at four universities in four nations on four continents with participating international partner universities located in France, Brazil and South Africa. Weekly speakers for these classes will include political journalists, campaign consultants, judges, law enforcement personnel, and local and federal government officials. This program was inspired by last year's successful Campaign Battleground class offered by the Ray C. Bliss Institute of Applied Politics. Having participated in October's four-continent press conference, I am amazed that, through technology here at The University of Akron, we are able to simultaneously engage people and take questions from reporters in France, Brazil and South Africa, while providing valuable international experience to our students.

Gifts and Grants

I would like to highlight also the largest single gift ever received in the history of The University of Akron. Again, we would like to thank the Hower and Taber families for commemorating Jean Hower Taber through their \$20-million-plus estate gift that we announced in October. Two-thirds of this gift will support scholarships for Honors students and those enrolled in our Audiology program. Our first Hower Scholars will arrive in fall 2019. The remainder of the gift will underwrite maintenance of UA's Hower House.

I would like to congratulate School of Law Dean C. J. Peters, as well as Brant Lee, director of Diversity and Social Justice Initiatives and Lia Jones, director of Development and Alumni Relations. The school recently landed a \$300,000 grant from the Law School Admission Council. It was my pleasure to have been involved with the start of discussions in 2016 about applying for, and uniquely positioning the University to receive, this grant. It allows the creation here on our campus of a DiscoverLaw.org Pre-Law Undergraduate Scholars (PLUS) program, which is designed to increase diversity in the legal profession. For the next three years, the School of Law will run a four-week residential experience at The University of Akron for first- and second-year college students from underrepresented populations. Students will meet with lawyers and judges from diverse backgrounds, visit courts, law offices and other legal institutions, and be introduced to law school coursework. The goal is for them to be ready and confident to apply and be admitted to law school after graduation. We are very excited about landing this \$300,000 grant.

Local and National Recognitions

At the last Board meeting I had reported that a book published by the UA Press was on the short list for the National Book Award for Poetry. Another book was selected as the winner last month, but it was an honor for our institution to have been among the five publishers on the short

APPENDIX C: REPORT OF THE PRESIDENT, Page 2

list. I again want to congratulate Leslie Harrison, author of “The Book of Endings”; Dr. Mary Biddinger, editor for the Akron Series in Poetry; and Dr. Jon Miller, director of UA Press. It is great to see the impact that we are making across the nation and across the globe.

I also would like to congratulate our facilities folks here at The University of Akron. As I interact with prospective students, current students, alumni and visitors to our campus, I am complimented often on behalf of the University for the beauty of its grounds. In October, the Keep Akron Beautiful organization presented the University with a Beautification Watch Award to recognize our efforts to make our grounds inviting and attractive for visitors, not only to our campus, but to the city of Akron. Congratulations to Stephen Myers, interim chief planning and facilities officer; Andrew Henry, manager of recycling, grounds and special services; and Joe Gregor, assistant vice president of physical facilities. We are very appreciative of them, their teams and all that they do.

Congratulations also to Gary Schuler, professor and program director of the Surveying and Mapping program in the College of Applied Science and Technology. For the second-consecutive year, the program has won the Surveying Education Award from the National Council of Examiners for Engineering and Surveying. I had the opportunity of attending that great event.

Faculty Achievements

I would like to briefly acknowledge just a few of the notable recent achievements of our faculty, one of whom is here with us today.

Dr. Harvey Sterns, professor of Psychology and director and senior fellow for our Institute for Life-Span Development and Gerontology, was named the inaugural president of the Accreditation for Gerontology Education Council. I congratulate Dr. Sterns. He truly is a pioneer in the industry, and we are honored to have him here at The University of Akron and appreciate all that he does.

Dr. David Modarelli, professor of Chemistry, received a three-year National Science Foundation renewal grant of \$285,000 for his work on nanostructures.

Dr. Donald Visco, dean of our College of Engineering and a professor of Chemical and Biomolecular Engineering, received the Award for Service to Chemical Engineering Education from the American Institute for Chemical Engineers.

Dr. Ali Dhinojwala, the Morton Professor of Polymer Science, and his colleague, Dr. Abraham Joy, associate professor of Polymer Science, were recently filmed and featured in the nationally syndicated television show, “Xploration Station: Nature Knows Best.” Their work in biomimicry caught the eyes of the show’s producers, and continues to catch the eyes of the world.

Dr. Laura Richardson, professor of instruction, Exercise Science, recently received the American College of Sports Medicine’s 2017 Clinical Exercise Professional of the Year award.

APPENDIX C: REPORT OF THE PRESIDENT, Page 3

Four faculty were among the winners in the 2017 Knight Arts Challenge. The Knight Foundation funded projects proposed by Anthony Samangy, associate professor of Art; Sherry Simms, associate professor of Art; James Slowiak, professor of Theatre; and Dr. James Wilding, professor of instruction in Music.

Mrs. Anne Bruno, executive director of the Student Union, received the Gretchen Laatsch Outstanding Service Award at the Association of College Unions International in November. If you don't know Anne, you should get to know her. She takes care of this wonderful Student Union operation, our student clubs and the like. I know that the students love and appreciate Anne Bruno and all that she does. In fact, right after that award, our student government named a day after her so we had Anne Bruno Day compliments of the Undergraduate Student Government here at The University of Akron.

Dr. Janna Andronowski, assistant professor of Biology, received a \$320,000 grant from the Canadian Light Source, a consortium of Canadian private and public organizations. She is studying osteoporosis and the bone's cellular network.

Athletic Achievements

As Chairman Bauer mentioned, we are very excited that our premier men's soccer team, led again by Coach Jared Embick, is in the Final Four to play for the College Cup. We will give them a send-off today at 1:30 as they depart from campus to take on Stanford at 6 p.m. this Friday. If you can't make it to Philadelphia, you can see the game on ESPNU. I don't want to say too much, in the hope that we will have even better news to celebrate at the next Board meeting. We are incredibly proud of these young student-athletes and grateful for the positive reputation that they bring to our University so Godspeed and Go Zips!

I want to reiterate congratulations to Coach Terry Bowden, his staff and our fine student-athletes for their 2017 football season as we look forward to the Zips taking on the Owls of Florida Atlantic University in the Boca Raton Bowl on December 19. After some trying years, it is really an accomplishment to be going to our second bowl game in the last three years, and we hope to bring home our second bowl victory as well.

I also want to focus on the academic side of our athletic programs. We appreciate our student-athletes and how hard they work in the classroom despite rigorous practice schedules and the demands that college athletics bring along. I am always proud to say that our student-athletes graduate at about twice the rate of our average student body, and we look for ways to replicate and integrate what we do with our student-athletes into the student body as a whole. It is an honor when our student-athletes are recognized for their excellence in the classroom. This year, our women's cross country squad earned seven selections to the Academic All-MAC team, and five members of the men's cross country squad were named to the Academic All-MAC team in their sport. To qualify for these honors, student-athletes must achieve a 3.2 cumulative GPA and participate in at least 50 percent of the contests in their sports. We are as proud of our students when they earn academic achievements as we are when they prevail on the field.

APPENDIX C: REPORT OF THE PRESIDENT, Page 4

Fall Commencement

I am excited to say that we will have 1,200 personal triumphs ten days from now at E. J. Thomas Performing Arts Hall as we confer degrees on our fall graduates on December 16. In a slight departure from tradition this year, we are going to do something a little bit differently. We will award graduate degrees only at the afternoon ceremony. Undergraduate degrees will be conferred in the morning and evening ceremonies. If your schedules permit, I encourage you to join us in the stage party for one or all of the ceremonies.

To our students, faculty, staff and contract professionals, best wishes for a successful exam week, and enjoy safe and happy holidays.

APPENDIX D: INTRODUCTION - FEATURED STUDENT

DANIEL DANFORD

Daniel Danford is a fourth-year Biology major with a Spanish minor. He is the current recipient of the Dr. Charles A. McClelland Endowed Scholarship for the outstanding academic achievement of a pre-medical student. Daniel is a member of Phi Delta Epsilon pre-medical fraternity and serves as an Honors College peer mentor.

Daniel began his environmental microbiology research in his first year at UA with Dr. Hazel Barton. During his sophomore year, he led a successful crowdsourcing campaign to fund his research that focused on the fungal pathogen that causes white-nose syndrome, a disease that has killed over 6 million bats in the U.S. Currently, he is cooperating with Dr. Leah Shriver in the Department of Chemistry to determine the exact mechanism of innate immunity to white-nose syndrome shown by the Virginia big-eared bat as a possible protection for other bat species.

Following graduation, Daniel will attend Lake Erie College of Osteopathic Medicine in Bradenton, Florida and plans to pursue a career in emergency medicine.

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17

THE UNIVERSITY OF AKRON TUITION GUARANTEE PROGRAM

A. THE UNIVERSITY OF AKRON GUARANTEE

1. The University of Akron (the “University”) Tuition Guarantee Program (the “Program”) is a Cohort-based, guaranteed undergraduate Tuition program adopted in accordance with Ohio Revised Code §3345.48 (“Cohort” and “Tuition” are defined herein.) The Program provides all Eligible Students (defined herein) and their families the certainty that resident Tuition, Select Fees (defined herein), and Room and Board charges will not increase over the ensuing four academic year period from their enrollment as an Eligible Student in a Cohort. The Program applies to all Eligible Students enrolling at the University’s Main campus. Participation in the Program is required for all Eligible Students admitted at the University in fall semester of 2018 and after.
2. The four academic years of the Program include fall, spring, and summer academic terms and is guaranteed for full-time Eligible Students during that time.
3. Undergraduate resident Tuition, Select Fees and Room and Board rates are set by the University’s Board of Trustees each academic year and will be guaranteed for four academic years for each entering Cohort. Tuition for summer terms is charged separately based on the guaranteed Cohort per-credit-hour rate, less any discount that is or may be approved by the Board of Trustees and implemented for summer terms.

B. TERMS

1. Bachelor’s Degree

Bachelor's degree programs do not normally require more than 120 semester credit hours to be awarded unless the additional coursework is required to meet professional accreditation or licensing requirements. Students completing degree programs requiring more than 120 hours can request an extension of the guaranteed Cohort period following the procedures outlined in Section K. A complete list of programs and their required credit hours can be viewed at www.uakron.edu/academic_majors/.

2. Cohort

- a. Eligible Students are assigned to a Cohort (group) based on the semester in which the Eligible Student is admitted as a full-time, undergraduate bachelor degree-seeking student. Each academic year contains one fall semester Cohort and one spring semester Cohort.

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 2

- b. Any Eligible Student who is registered for classes as of the fifteenth day of the fall or spring term will be assigned to that Cohort year for purposes of determining Undergraduate Tuition, Select Fees, and Room and Board for the four academic years covered by the guaranteed Cohort rate. Each Cohort commences with the first semester of admittance and the rate remains constant for four academic years (e.g., fall 2018 through summer 2022; spring 2019 through fall 2023; etc.).
 - c. Eligible Students may complete as many undergraduate degrees, majors, minors, and/or certificates as they choose within their Cohort period.
3. Eligible Students:
- a. First Time Student. A First Time Student is any full-time undergraduate, bachelor degree-seeking student admitted at The University of Akron's Main campus for the first time on or after fall 2018, and who has not been enrolled at any other college, university or postsecondary institution prior to enrollment at the University. First Time Student includes an undergraduate bachelor degree-seeking student who enrolls full-time at the University's Main campus immediately after graduating from high school and non-traditional students who enroll at the University's Main campus for the first time.
 - b. Transfer Student. A Transfer Student is any student who enrolls as a full-time undergraduate bachelor degree-seeking student, with eligible credit hours from another college or postsecondary institution. Transfer Students who transfer from another institution prior to fall semester 2018, are not covered by the Program and will be assigned to the University's non-Cohort Tuition schedule. Students transferring from another institution that enroll on or after the fall 2018 semester will receive the Cohort Tuition rate in place at the time of their first semester of enrollment at the University's Main campus.
 - c. Eligible Students does not include non-degree-seeking students, part-time, College Credit Plus or Advanced High School; exchange students; and other students participating in other pre-enrollment or postsecondary option programs.
4. Returning Students

Returning students enrolled prior to fall semester 2018 are not eligible for the Tuition Guarantee Program.

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 3

C. DISSEMINATION

The terms and conditions of the Program, including respective Cohort rates, will be disseminated by the University using various methods including publishing on websites and in student handbooks and course catalogs. Information also will be available through various University offices, such as: University Bursar, University Registrar, Admissions, Enrollment Services, and other student service offices.

D. ADDITIONAL PROVISIONS

1. Summer Term Start

Students whose first enrollment is a summer term will pay the prior Cohort Tuition per credit hour rate for the initial summer term, but will be assigned to, and pay the Tuition, Select Fees, and Room and Board associated with the entering fall semester Cohort that immediately follows. Summer start students are typically students who have confirmed their enrollment and will be matriculating for the first time for the fall semester immediately following the summer term. By being assigned to the following fall semester Cohort, these students will receive the benefit of guaranteed Tuition and other applicable fees for four full years after completing the initial summer term.

2. Students moving from the University's Associate Degree Program or Wayne College Campus to the Main campus.

University students who transfer from the University's Associate Degree Program or Wayne College campus to its Main campus as a full-time bachelor degree-seeking student will be assigned to the lowest unexpired Cohort for the duration of that Cohort. When the assigned Cohort expires, the student automatically will be placed into the Cohort that went into effect the year after their initial assigned Cohort (Cohort +1). The student will remain in that Cohort for up to two years and if still enrolled after that Cohort expires, will be placed into the next Cohort (Cohort +2) for the next year and so on until the student no longer is enrolled (up to the maximum permitted time under the Program.)

3. Re-Enrolling Students

Re-Enrolling Students who were admitted in a degree-seeking program at the University prior to fall 2018 are not covered by the Program and will pay non-Cohort Tuition, Select Fees, other applicable fees, and Room and Board. When an Eligible Student originally assigned to a Cohort seeks to re-enroll after any period of non-attendance and not more than four (4) academic years have elapsed since the Eligible Student's initial degree-seeking enrollment, then the Eligible Student will be assigned

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 4

to the Eligible Student's original Cohort for the balance of the Cohort period. If four (4) or more academic years have elapsed, then the Re-Enrolling Student is assigned to the oldest unexpired Cohort at the campus to which they are re-enrolling.

4. Non-Degree or Part-Time Students

Students admitted or enrolled as non-degree-seeking or part-time students are not covered by the Program and will not be assigned to a Cohort unless the student subsequently enrolls as a full-time undergraduate bachelor degree-seeking student. Non-Degree and part-time Students will pay Cohort Tuition, Select Fees, and Room and Board, set annually by the Board of Trustees. Non-Degree and part-time Students include those enrolled in College Credit Plus or Advance High School; exchange students, and students participating in pre-enrollment or postsecondary option programs. Once an undergraduate student is admitted as a full-time bachelor degree-seeking student, the student will be assigned to a Cohort based on the semester in which the student first enrolled as a full-time bachelor degree-seeking student.

5. Students enrolled at both Main and Wayne College campuses

In addition to students who take all of their credit hours during an academic year (fall, spring, or summer) on either the Wayne College campus or the Main campus, some students take classes at the Wayne College campus and the Main campus during the same academic term. Historically, these students have been assessed the Tuition applicable to the "campus of the student" for all credit hours taken. The University will assess the guaranteed cohort rate regardless of campus.

E. EXCEPTIONS TO STANDARD LENGTH OF COHORT

The Program is for four (4) academic years commencing with either the fall or spring semester. Some students may require additional academic periods beyond four (4) academic years to complete their baccalaureate degree and will continue to attend the University beyond their Cohort period. When certain exceptions are met (as described in Section K of this document), students may extend their guaranteed Cohort Tuition, Select Fees, and Room and Board beyond their guaranteed Cohort period. Students who do not complete their undergraduate degree requirements and are not eligible for an exception (as defined in section K below) by the end of their assigned Cohort term, will be placed into the Cohort that went into effect the year after their assigned Cohort (Cohort +1). The student will remain in that Cohort for up to one year and if still enrolled after that Cohort expires, will be placed into the next Cohort (Cohort +2) for the next year and so on until the student is no longer enrolled (up to the maximum permitted time under the Program.).

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 5

F. RATES INCLUDED IN THE PROGRAM

1. For purposes of the Program, Tuition is defined as the fee for instruction charged to all students. Non-resident students also pay a non-resident Tuition surcharge, and international students pay an additional international fee that are not part of the Program guarantee. Full-time students pay additional Tuition at their Cohort rate for over 18 credit hours enrolled per term. Tuition is set each academic year for four academic years for each entering Cohort. Tuition for summer terms is charged separately based on the guaranteed Cohort per credit-hour rate, less any discount that is or may be approved and implemented for summer terms. Eligible Students who reduce their enrollment to part-time status at any time during their enrollment at the University pay Tuition on a pro-rated, per-credit- hour basis at the Cohort rate.
2. Select Fees. For Main campus, these fees include the general service fee and facility fee, technology fee, library fee, career advantage fee, administrative fee, and transportation fee. A complete description of these and other applicable fees can be found at www.uakron.edu/student-accounts/costs/.
3. Under the Program, each incoming undergraduate resident Cohort is charged its unique, guaranteed rate for four academic years. Full-time students pay additional Tuition at their Cohort rate for over 18 credit hours enrolled per term. Tuition is set each academic year for four academic years for each entering Cohort. Tuition for summer terms are charged separately based on the guaranteed Cohort per credit-hour rate, less any discount that is or may be approved and implemented for summer terms. Eligible Students who reduce their enrollment to part-time status at any time during their enrollment at the University pay Tuition on a pro-rated, per-credit- hour basis at their Cohort rate.

G. OTHER STUDENT RATES INCLUDED IN THE PROGRAM

The Program is designed to provide a guarantee of the rate for completing an undergraduate bachelor degree at the University. The following rates also are included in The Program:

1. Housing Rates (Room)

The Program includes a guaranteed rate schedule for housing that represents the various housing options available to undergraduate students. The rate charged to the Eligible Student is based upon the student's selected or assigned residence type and location. If a student changes from one room or hall type to another during the Cohort

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 6

period, the housing rate charged to the Eligible Student will be adjusted based on the guaranteed rate schedule that is in effect throughout the Eligible Student's Cohort period. Student requests to reside in on-campus housing beyond the second year are subject to room availability. If space is available for an Eligible Student who already has met the residency requirement, the established Cohort rate schedule for student rooms continues throughout the period covered by the guaranteed Cohort rate.

2. Meal Plan Rates (Board)

The Program includes a number of meal plan options from which the Eligible Student may choose, depending on whether the Eligible Student resides on- or off- campus. A meal plan is required for students residing in university housing. A Cohort menu of meal plans and rates is included as part of the Cohort rate, and the actual meal plan rate will be based on the meal plan selected by the Eligible Student. While the meal plan rate will remain guaranteed during the Cohort period, individual meal items and merchandise in retail locations are subject to rate changes. The menu of meal plan options and rates will be set for each new Cohort consistent with the contractual obligations between the University and its third party service provider.

H. OTHER STUDENT RATES NOT INCLUDED IN THE PROGRAM

Only undergraduate Tuition, Select Fees, and Room and Board charges are included in the Program guarantee. All other charges including but not limited to undergraduate non-resident surcharge, international fee, specific course and service fees, program fees, student health insurance, textbooks, charges and fines incurred by students (such as late fees) and graduate and professional Tuition and fees are not included.

I. COHORT RATES BEYOND THE INITIAL YEAR

1. Once the initial Cohort Tuition is established, subsequent Cohort increases in Tuition will be based on:
 - a. The average rate of inflation, as measured by the consumer price index prepared by the Bureau of Labor Statistics of the United States Department of Labor (all urban consumers, all items), for the previous sixty-month period; and
 - b. The percentage amount the Ohio General Assembly restrains increases on in-state undergraduate instructional and general fees for the applicable fiscal year. If the General Assembly does not enact a limit on the increase of in-state undergraduate instructional and general fees, then no limit shall apply under this section for the Cohort that first enrolls in any academic year for which the General Assembly does not prescribe a limit.

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 7

- c. This rate of increase will be benchmarked against peer four-year residential research institutions' four-year rolling cost averages to account for the impact of the Cohort pricing model on Tuition changes. If the Program falls significantly below these institutions, the University may elect to submit for approval by the Chancellor of the Department of Higher Education an increase in the forthcoming Cohort Tuition pricing in excess of the stated limitation for Ohio residents.
2. Increases in Cohort rate for Room and Board charges are not subject to the rates' formula set forth above and the plan composition and rates will be determined by The University's Board of Trustees.

J. STUDENTS WHO WITHDRAW AND RE-ENROLL

If a student takes a leave, withdraws, or is judicially suspended from the University for one or more academic semesters, the four (4) academic year period covered by the guaranteed Cohort rate will not be extended. As a result, the student will lose the term(s) of eligibility while absent within the four (4) academic year Cohort period. When the student re-enrolls, if four (4) academic years have not lapsed since the student's initial degree-seeking enrollment, then the student will be charged the guaranteed rate based on their original Cohort for the balance of the Cohort period. If four (4) or more academic years have passed, then the re-enrolling student is assigned to the oldest unexpired Cohort (as defined in section K).

K. EXCEPTIONS FOR STUDENTS WHO REQUIRE MORE THAN THEIR COHORT PERIOD TO GRADUATE

Some students will take longer than their guaranteed Cohort period to graduate due to extenuating circumstances. No later than one semester prior to the expiration of their guaranteed Cohort term, a student may request an extension of their guaranteed Cohort rate. Each case will be evaluated on its own merits to determine whether an extension should be granted and, if so, the nature and duration of any extension.

1. A Program Appeals Committee (the "Appeals Committee") administered by the University Registrar, will evaluate requests for exceptions. The appeal must fall within extenuating circumstances established by the Appeals Committee as described below.
 - a. If the Appeals Committee finds that the student cannot complete the degree program within the four (4) academic years of the student's Cohort due solely to a lack of available mandatory or required courses or space in required or mandatory classes provided by the University, the University will provide the student with an

APPENDIX E: EXHIBIT A OF RESOLUTION 12-18-17, Page 8

opportunity to take the necessary course or courses without requiring the payment of Tuition.

- b. Other circumstances will be considered for an extension of the guaranteed Cohort rate beyond the four (4) academic years depending on the validity and impact of the circumstances including:
 - i. Enrollment in a degree program requiring more than 120 hours to graduate
 - ii. Illness or Injury of the student
 - iii. Disability that necessitates a reduced course load as a reasonable accommodation
 - iv. Medical Leave of Absence
 - v. Victim of Interpersonal Violence or Crime while enrolled
- c. If the Appeals Committee determines that the student has provided sufficient documentation of extenuating circumstances that were outside the control of the student and prevented the student from completing the student's program of study during the assigned Cohort period, the Committee will determine the appropriate period of time or number of courses to extend the guaranteed Cohort rate.
- d. Any student called to active duty in the United States Armed Services will be given an automatic extension of their guaranteed Cohort rate based upon the number of academic terms impacted by the student's active duty absence.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of December 6, 2017, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

February 14, 2018
Committee Meeting

Presiding:
William A. Scala

1	Personnel Actions
	Action Items for Consent Agenda Consideration:
2	Investment Report for the Six Months Ended December 31, 2017
3	Financial Report for the Six Months Ended December 31, 2017
4	Procurements for More than \$500,000 a. Awards b. Authorization to Execute Energy Contracts
5	Cumulative Gift and Grant Income Report for July 1 through December 31, 2017
	For Information Only:
6	Purchases \$25,000 to \$500,000 Report
7	Advancement Report
8	University Communications and Marketing Report
9	SB6 and KPMG Metrics for the Fiscal Year Ended June 30, 2017
10	Capital Projects Report

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT OF FULL-TIME PERSONNEL ACTIONS
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
PROFESSIONAL DEVELOPMENT LEAVES/FACULTY IMPROVEMENT LEAVES

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 6, 2017

Talent Development & Human Resources

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

February 14, 2018

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

Separations – 29 Total

Voluntary Separations – 27

Resignations 20 Total– 2 Faculty, 7 Contract Professional and 11 Staff

Retirements 7 Total– 3 Contract Professional and 4 Staff

During the current fiscal year 35 employees have retired or provided notice of their intent to retire: 5 Faculty, 8 Contract Professional and 22 Staff

During the previous fiscal year 81 employees retired or provided notice of their intent to retire: 28 Faculty, 14 Contract Professional and 39 Staff

Involuntary Separations – 2

1. Andrew Johnson, Assistant Building Services Worker, Physical Facilities Operations Center. Removal during probationary period.
2. Ashley Threadgill, Assistant Building Services Worker, Physical Facilities Operations Center. Failed to successfully complete probationary period.

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in their same position for a period of one year at a reduced salary of 80 percent.

There are no new agreements to report.

At this time, there are seven approved retire/rehire agreements in place.

Transitions After Retirement Program (TARP)

There are no new agreements to report.

At this time, there are nine approved TARP agreements in place.

Emeritus Status

There are no new requests for Emeritus status.

Athletics

There are sixteen personnel actions in Athletics totaling \$172,768.01 for bonus payments under existing employment agreements. They can be summarized as follows:

1. Eleven bonus payments to the Head Football Coach and Assistant Coaches totaling \$132,434.68 for winning the Mid-American Conference East division title and for a post-season appearance in the Cheribundi Tart Cherry Boca Raton Bowl.
2. Three bonus payments to the Head Men's Soccer Coach and Assistant Coaches totaling \$26,833.33 for a post-season appearance in the National Collegiate Athletic Association tournament and for significant team and individual player achievements.
3. Two bonus payments to the Director, Athletics totaling \$13,500 for the football team winning the Mid-American Conference East division title and for a post-season bowl appearance and for the Men's Soccer team receiving a top sixteen seed in the National Collegiate Athletic Association tournament.

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There are no personnel actions that contain special conditions of employment not otherwise included in the routine personnel actions.

Significant Personnel Actions to Note

There are seven personnel actions for continuing full-time positions that provide ongoing adjustments totaling \$35,299 to salaries of existing employees for job reclassifications, promotions and completion of apprenticeship training. They can be summarized as follows:

1. Mark Garrett, Master Locksmith, University Police Department, grade 08. \$2,413 increase for job reclassification from Locksmith, grade 07.
2. Hiram Oaks, Master Locksmith, University Police Department, grade 08. \$2,371 increase for job reclassification from Locksmith, grade 07.
3. Kimberly Sturmi, Assistant to Department Chair, Psychology, grade 117. \$1,061 increase for job reclassification from Administrative Assistant, grade 116.

4. Stephen Kaufman, Senior Instructional Designer and Strategic Initiatives Coordinator, Instructional Services, University Libraries. \$4,500 increase for promotion from Senior Instructional Designer.
5. Ian McCullough, Assistant Dean, Research and Learning Services, Assistant Professor Bibliography, Assistant Professor Chemistry, Physical Sciences Librarian, University Libraries. \$16,000 increase in base salary for promotion from Interim Head, Science & Technology, University Libraries.
6. Melanie Smith-Ferrell, Assistant Dean Public Services and Facilities, University Libraries. \$6,000 increase for promotion from Head Access Services, University Libraries.
7. Joe Coontz, Master Maintenance Repair Worker, Physical Facilities Operations Center. \$2,954 increase in base pay for completion of final year of apprenticeship training program per bargaining unit agreement.

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:

- Summary Report of Full-time Employee Personnel Actions
- Full-time Employee Personnel Actions
- Part-time Faculty Teaching Credit Courses
- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- Unclassified Classification Changes
- Classified Classification Changes

<u>Name</u>	<u>Job/Department/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

Shin, Jung H.	Immigration Services Adviser/The International Center/Contract Professional	01/08/18	\$40,000.00 12 mo	Appointment
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Change

Janosi, Miklos P.	Senior Web Developer/University Communications & Marketing/Staff	11/27/17	\$2,238.40 biweekly	Job reclassification; salary basis change from \$27.98/H; grade change from 219 to 120
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Separation

Prokup, Nicholas R.	Visiting Assistant Professor of Instruction, English Language Institute/English Language Institute/Faculty	12/20/17	\$50,000.00 12 mo	Resignation
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Office of Athletics

Appointment/Reappointment

Amato, Charles M.	Assistant Football Coach/Defensive Coordinator/Office of Athletics/Contract Professional	11/29/17	\$16,660.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Ball, Warren	Coordinator, Academics - Football/Office of Athletics/Contract Professional	01/16/18	\$35,000.00 12 mo	Appointment; vice R. Lumpkin
Bowden, George J.	Assistant Football Coach/Office of Athletics/Contract Professional	11/29/17	\$8,075.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Bowden, Terry W.	Head Football Coach/Office of Athletics/Contract Professional	11/29/17	\$50,000.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Boykin, Trenton	Assistant Football Coach/Office of Athletics/Contract Professional	11/29/17	\$5,950.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Chappel, Leonard	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	12/13/17	\$3,750.00 one time payment	Payment for National Collegiate Athletic Association post-season tournament appearance per employment contract

Coppinger, Gerard	Assistant Men's Soccer Coach/Office of Athletics/Contract Professional	12/13/17	\$2,083.33 one time payment	Payment for National Collegiate Athletic Association post-season tournament appearance per employment contract
Ekkens, Brett A.	Assistant Football Coach; Offensive Line Coach/Office of Athletics/Contract Professional	11/29/17	\$5,416.67 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Embick, Jared R.	Head Men's Soccer Coach/Office of Athletics/Contract Professional	12/13/17	\$21,000.00 one time payment	Payment for top 16 seed in National Collegiate Athletic Association (NCAA) tournament (\$5,000.00); first round bye in NCAA tournament (\$1,000.00); second round win in NCAA tournament (\$1,000.00); third round win in NCAA tournament (\$2,000.00); College Cup appearance (\$10,000.00); Hermann Trophy semi-finalist (\$1,000.00); one NCAA All-American (\$1,000.00) per employment contract
Gildersleeve, Matthew R.	Director, Strength & Conditioning - Football/Office of Athletics/Contract Professional	11/29/17	\$5,833.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Hickson, Eric	Assistant Football Coach/Office of Athletics/Contract Professional	11/29/17	\$5,416.67 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Hoon, Allan	Director, Athletics Operations & Events/Office of Athletics/Contract Professional	10/21/17	\$200.00 one time payment	Payment for working as facilities manager for National Alliance on Mental Health Walk
		10/21/17	\$200.00 one time payment	Payment for working as facilities manager for Juvenile Diabetes Research Foundation Walk
		11/24/17	\$250.00 one time payment	Payment for working as game manager for Ohio High School Athletic Association football game
Lenton, Kristin L.	Coordinator, Basketball Operations/Office of Athletics/Staff	01/03/18	\$16.07 hourly	Appointment vice A. Baird
Milwee, Alan J.	Assistant Football Coach/Offensive Coordinator/Office of Athletics/Contract Professional	11/29/17	\$8,066.67 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Mounds, Otis S.	Assistant Football Coach; Defensive Backs Coach/Office of Athletics/Contract Professional	11/29/17	\$7,500.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract

Stroud, R. Todd	Assistant Head Football Coach; Defensive Line Coach/Office of Athletics/Contract Professional	11/29/17	\$11,866.67 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
Williams, Lawrence R.	Director, Athletics/Office of Athletics/Contract Professional	11/29/17	\$10,000.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract
		11/29/17	\$3,500.00 one time payment	Payment for top 16 seed in National Collegiate Athletic Association (NCAA) tournament per employment contract
Woodford, Michael P.	Assistant Football Coach/Office of Athletics/Contract Professional	11/29/17	\$7,650.00 one time payment	Payment for winning Mid-American Conference East Division title and appearance in the Cheribundi Tart Cherry Boca Raton Bowl per employment contract

Office of Academic Affairs

Appointment/Reappointment

Ciszewski, Kathleen M.	Professor of Instruction, Developmental Programs/Developmental Programs/Faculty (BUF)	08/28/17	\$4,180.00	Temporary stipend for teaching 28 load hours; base salary is \$48,871.00/9 mo
		05/20/18	9 mo (stipend)	
Cravens, Sarah M.	Vice Provost for Strategic Initiatives; Professor, Law; Fellow, Joseph G. Miller & William C. Becker Center for Professional Responsibility; Interim Director, English Language Institute; Interim Dean, Williams Honors College; C. Blake McDowell, Jr. Professor/Office of Academic Affairs/Faculty	12/10/17 06/30/18	\$210,489.00 12 mo	Temporary additional title of Interim Director, English Language Institute
Dixon, Tamra J.	Administrative Assistant/Military Science & Leadership/Staff	01/02/18	\$22.00 hourly	Appointment; successful internal applicant; department change from Sociology
Kirksey, Matthew N.	Assistant Director, Student Financial Aid/Student Financial Aid/Contract Professional	01/02/18	\$38,000.00 12 mo	Appointment vice D. Brennan
Stein, Karen M.	Professor of Instruction, Developmental Programs/Developmental Programs/Faculty (BUF)	08/28/17	\$4,180.00	Temporary stipend for teaching 28 load hours; base salary is \$48,871.00/9 mo
		05/20/18	9 mo (stipend)	

Separation

Lundy, Tanya V.	Assistant Director, Student Financial Aid/Student Financial Aid/Contract Professional	02/28/18	\$48,960.00 12 mo	Retirement
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Mahapatra, Anu	Associate Director, Admissions-Operations/Admissions/Contract Professional	01/12/18	\$65,986.00 12 mo	Resignation
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Division of Student Success

Appointment/Reappointment

Burress, Geordan	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	01/16/18	\$31,500.00 12 mo	Appointment vice B. Hicks
Colston, Shavon K.	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	01/02/18	\$31,500.00 12 mo	Appointment
Fuciu, Kiriaki A.	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Staff	11/20/17 08/31/18	\$1,268.80 biweekly	Temporary appointment vice J. Turneur
Morales Aguilera, Osmel O.	Student Enrollment Counselor/Office of the Registrar/Staff	11/08/17	\$13.31 hourly	Appointment vice K. Wise
Redle, Meghan M.	Testing Specialist/Counseling & Testing Center/Staff	11/14/17	\$19.50 hourly	Appointment vice L. Horton
Ridenour, Taylor L.	Coordinator, Outreach ZipAssist/Office of the Registrar/Contract Professional	01/29/18	\$35,000.00 12 mo	Appointment
Robertson, Jessica A.	Academic Adviser, Academic Achievement Programs/Academic Achievement Programs/Staff	12/04/17 05/31/18	\$1,268.77 biweekly	Temporary appointment vice R. Alexander
Sanders, Kimberly	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Staff	11/20/17 08/31/18	\$1,268.80 biweekly	Temporary appointment vice N. Myles
Young, Emily M.	Administrative Secretary Grant Funded, Academic Achievement/Academic Achievement Programs/Staff	12/11/17 08/31/18	\$11.28 hourly	Temporary appointment vice L. Poulson

Change

Hemminger, Adam M.	Retention & Completion Specialist/Office of the Registrar/Contract Professional	12/01/17	\$33,000.00 12 mo	Position change; salary adjustment from \$43,000.00/12 mo; title change from Associate Director, ZipAssist; grade change from 120 to 119
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Separation

Curry, Coleen	Director, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	12/11/17	\$92,144.00 12 mo	Retirement
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Ede, Kimberly A.	Administrative Assistant/Student Recreation & Wellness Services/Staff	01/31/18	\$18.77 hourly	Retirement
Hicks, Bianca N.	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	12/08/17	\$31,500.00 12 mo	Resignation

Vice President, Finance & Administration/CFO

Appointment/Reappointment

Hall, Bernadette M.	Consultant-Internal/Office of the Associate Vice President & Controller/Staff	12/16/17 01/31/18	\$27.03 hourly	Temporary reappointment
Hergenrather, Diane M.	Accounting Specialist/Office of the Associate Vice President & Controller/Staff	01/02/18	\$18.72 hourly	Appointment vice C. Brewer; successful internal applicant; salary adjustment from \$38,956.00/12 mo; title change from Coordinator, Projects; department change from Curricular & Instructional Studies

Change

Garrett, Mark C.	Master Locksmith/University Police Department/Staff	10/30/17	\$19.48 hourly	Job reclassification via job audit; salary adjustment from \$18.32/H; title change from Locksmith; grade change from 07 to 08
Oaks, Hiram E.	Master Locksmith/University Police Department/Staff	06/19/17	\$19.10 hourly	Job reclassification via job audit; salary adjustment from \$17.96/H; title change from Locksmith; grade change from 07 to 08
Savage, Dena L.	Administrative Assistant/University Police Department/Staff	07/19/17	\$21.00 hourly	Title change from Coordinator, Police Evidence Records

Leave

Harris, Marcel W.	Master Cook Certified/University Dining Services/Staff	12/20/17 01/11/18	\$16.30 hourly	100% leave without compensation during temporary layoff winter intersession
Knuckles, LaShawn D.	Storekeeper/University Dining Services/Staff	12/16/17 01/09/18	\$16.16 hourly	100% leave without compensation during temporary layoff winter intersession
Knuckles, Michael K.	Cook/University Dining Services/Staff	12/20/17 01/11/18	\$15.12 hourly	100% leave without compensation during temporary layoff winter intersession
Marina, Victoria	Cook/University Dining Services/Staff	12/16/17 01/11/18	\$15.12 hourly	100% leave without compensation during temporary layoff winter intersession
Rumel, Ana D.	Food Service Worker/University Dining Services/Staff	12/20/17 01/11/18	\$13.76 hourly	100% leave without compensation during temporary layoff winter intersession

Warren, Nancy A.	Master Cook Certified/University Dining Services/Staff	12/21/17 01/09/18	\$16.43 hourly	100% leave without compensation during temporary layoff winter intersession
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Separation

Nelson, Judy B.	Payroll Clerk Senior/Office of the Associate Vice President & Controller/Staff	11/17/17	\$14.80 hourly	Resignation
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Office of Capital Planning & Facilities Management

Appointment/Reappointment

Gills, Barry E.	Athletics Facilities Maintenance Worker/Physical Facilities Operation Center/Staff	10/30/17	\$14.95 hourly	Appointment; successful internal applicant; salary adjustment from \$18.69/H; title change from Athletics Maintenance Supervisor (part-time temporary); grade change from 119 to 116
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Gromley, David J.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	01/16/18	\$13.46 hourly	Appointment vice J. Sandifer
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Hatcher, Sharon L.	Parking Facilities Maintenance Shift Leader/Physical Facilities Operation Center/Staff	01/16/18	\$14.60 hourly	Appointment vice J. Bosch
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Henry, Andrew K.	Director, Building Services, Grounds & Special Services, Recycling/Physical Facilities Operation Center/Staff	01/02/18	\$2,500.00 biweekly	Appointment vice F. Thompson; successful internal applicant; salary change from \$1,948.97/BW; title change from Manager, Grounds, Special Services, Recycling & Athletic and Parking Maintenance; grade change from 120 to 122
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Johnson, Andrew L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	11/13/17	\$13.46 hourly	Appointment vice P. Barker
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Johnson, Brittanie	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	01/22/18	\$13.46 hourly	Appointment vice D. Gray
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Stevenson, Ishana	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	01/16/18	\$13.46 hourly	Appointment vice J. Wilson
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Threadgill, Ashley L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	11/13/17	\$13.46 hourly	Appointment vice C. Moorer, Sr.
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Change

Coontz, Joseph C.	Master Maintenance Repair Worker/Physical Facilities Operation Center/Staff	07/31/17	\$20.90 hourly	Salary adjustment from \$19.48/H for completion of apprenticeship program per bargaining unit agreement; title change from Maintenance Repair Worker Apprentice; grade change from AP4 to 09
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Separation

Hackathorn, Sam	Stationary Engineer 2/Physical Facilities Operation Center/Staff	01/18/18	\$20.11 hourly	Resignation
Johnson, Andrew L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	12/08/17	\$13.46 hourly	Probationary period discharge
Lee, Kenneth R.	Master Carpenter Certified/Physical Facilities Operation Center/Staff	12/31/17	\$22.53 hourly	Retirement
Mitchell, Stephen R.	Energy Management Superintendent/Physical Facilities Operation Center/Staff	12/20/17	\$23.78 hourly	Resignation
Pruett, Olga I.	Building Services Worker Certified/Physical Facilities Operation Center/Staff	01/31/18	\$15.66 hourly	Retirement
Threadgill, Ashley L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	12/18/17	\$13.46 hourly	Probationary period discharge

Office of Information Technology Services

Appointment/Reappointment

Byers, Mark T.	Lead Systems Administrator/Hardware, Operations & Operating Systems Services/Staff	01/08/18	\$3,230.76 biweekly	Appointment vice M. Neugebauer
Hatfield, Phillip B.	Technology Specialist/Hardware, Operations & Operating Systems Services/Staff	01/08/18	\$22.75 hourly	Appointment vice L. Parker
Matusek, Jonathan	Technology Specialist/Hardware, Operations & Operating Systems Services/Staff	01/08/18	\$22.75 hourly	Appointment vice K. Krumm

Separation

Carson, Michael	Information Security Analyst/Hardware, Operations & Operating Systems Services/Staff	11/22/17	\$2,307.69 biweekly	Resignation
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Office of Talent Development & Human Resources

Appointment/Reappointment

Taylor, Dayonna L.	Employment Services Associate/Talent Development & Human Resources/Staff	01/01/18 03/31/18	\$14.70 hourly	Temporary reappointment
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Yeager, Michelle	Classification & Research Analyst/Talent Development & Human Resources/Contract Professional	11/20/17	\$36,385.00 12 mo	Appointment vice J. Pakish; successful internal applicant; salary adjustment from \$16.82/H; title change from Benefits Administrator; grade change from 119 to 120
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Change

Childers, Keren P.	Senior Coordinator/Recruiter, Employment Services/Talent Development & Human Resources/Staff	01/01/18 03/31/18	\$1,550.41 biweekly	Extension of temporary job reclassification; salary adjustment from \$1,490.77/BW; title change from Coordinator/Recruiter, Employment Services; grade change from 119 to 120
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Echelberry, Heather M.	Coordinator/Recruiter, Employment Services/Talent Development & Human Resources/Staff	01/01/18 03/31/18	\$1,320.00 biweekly	Extension of temporary job reclassification; salary adjustment from \$15.86/H; title change from Employment Services Associate; grade change from 118 to 119
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Separation

Spray, Laura C.	Technology Administrator, Human Resources/Talent Development & Human Resources/Staff	12/31/17	\$3,749.38 biweekly	Retirement
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Graduate School

Appointment/Reappointment

Greene, Karen L.	Director, Graduate Admissions & Student Services/Graduate School/Contract Professional	01/02/18	\$55,000.00 12 mo	Appointment vice A. Colucci III; successful internal applicant; salary adjustment from \$48,960.00/12 mo; title change from Assistant to Dean, Education; department change from LeBron James Family Foundation College of Education, Office of the Dean; grade change from 120 to 122
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Buchtel College of Arts & Sciences

Appointment/Reappointment

Bruno-Gannon, Gayle T.	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/29/18	\$37,500.00 12 mo	Appointment
Carlisle, Nick T.	Visiting Assistant Professor of Instruction, Dance, Theatre, & Arts Administration/Dance, Theatre & Arts Administration/Faculty	01/16/18 05/20/18	\$40,000.00 9 mo	Temporary appointment
Moore, Theresa L.	Office Assistant/Department of Fashion Merchandising/Staff	01/01/18 05/25/18	\$12.23 hourly	Temporary reappointment

O'Neil, Timothy W.	Professor, Computer Science; Department Chair, Computer Science; Department Chair, Statistics/Department of Computer Science/Faculty	01/01/18 12/31/21	\$142,231.00 12 mo	Temporary additional titles and administrative stipend for Department Chair assignments; salary adjustment from \$116,371.00/9 mo; conversion of 10% of stipend to base salary at conclusion of each year of service as Department Chair; appointment basis change from 9 mo
		01/01/18 06/30/18	\$10,000.00 12 mo (stipend)	
Onyak, Jessica R.	Laboratory Assistant/Department of Biology/Staff	01/02/18 01/08/19	\$12.00 hourly	Temporary appointment
Schulze, Pamela A.	Professor, Child & Family Development; Director, Center for Family Studies; Fellow, Institute for Life-Span Development & Gerontology/Department of Child & Family Development/Faculty (BUF)	07/01/17 06/30/18	\$85,662.00 9 mo	Temporary additional title of Director, Center for Family Studies
Vance, Terry	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/08/18	\$37,500.00 12 mo	Appointment vice B. Thomas
Zentall, Shannon	Associate Professor, Child & Family Development; Program Director, Child & Family Development; Fellow, Institute for Life-Span Development & Gerontology/Department of Child & Family Development/Faculty (BUF)	07/01/17 05/20/18	\$64,844.00 9 mo	Temporary additional title of Program Director, Child & Family Development
Ziegler, Christopher J.	Professor, Chemistry; Department Chair, Chemistry; Interim Department Chair, Physics/Department of Chemistry/Faculty	10/30/17 12/31/17	\$2,000.00 for the period (stipend)	Temporary administrative stipend for Interim Department Chair, Physics assignment; base salary is \$127,565.00/12 mo

Change

Dukes, John T.	Interim Associate Dean, Fine Arts; Interim Director, School of Music; Interim Director, Dance, Theatre & Arts Administration/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	11/14/17	\$90,000.00 12 mo	Relinquish Interim Director, English Language Institute appointment
Rodriguez-Soto, Isa	Assistant Professor, Anthropology/Department of Anthropology & Classical Studies/Faculty (BUF)	12/18/17	\$55,682.00 9 mo	One year extension of tenure probationary period from Fall 2019 to Fall 2020
Sturmi, Kimberly D.	Assistant to Department Chair, Psychology/Department of Psychology/Staff	10/02/17	\$13.36 hourly	Job reclassification via job audit; salary adjustment from \$12.85/H; title change from Administrative Assistant; grade change from 116 to 117

Timperio, Katie A.	Academic Adviser Senior/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/12/18	\$41,120.00 12 mo	Transfer via reorganization; title change from Manager, Student Affairs, Art; department change from Art
Weeks, Stephen C.	Professor, Biology; Department Chair, Biology/Department of Biology/Faculty	11/01/17	\$131,000.00 12 mo	Relinquish Interim Department Chair, Geosciences appointment and \$7,000.00/12 mo administrative stipend

Separation

Dawadi, Mahesh B.	Postdoctoral Research Associate/Department of Chemistry/Staff	01/12/18	\$1,255.62 biweekly	Resignation
Kazmier, Louise A.	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/31/18	\$42,132.00 12 mo	Retirement
Thomas, Brittany M.	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/02/18	\$37,500.00 12 mo	Resignation

College of Business Administration

Appointment/Reappointment

Hemminger, Adam M.	Academic Adviser II/College of Business Administration, Office of the Dean/Contract Professional	01/08/18	\$37,500.00 12 mo	Appointment; successful internal applicant; salary adjustment from \$33,000.00/12 mo; title change from Retention & Completion Specialist; department change from Registrar
Nervo, Mary J.	Administrative Assistant/College of Business Administration, Office of the Dean/Staff	01/02/18	\$12.23 hourly	Appointment vice E. Campbell
Pawlik, James D.	Visiting Assistant Professor of Practice, Finance/Department of Finance/Faculty	01/16/18 05/20/18	\$50,000.00 9 mo	Temporary appointment
Sheppard, Katharine	Visiting Assistant Professor of Practice, Economics/Department of Economics/Faculty	01/16/18 05/20/18	\$58,000.00 9 mo	Temporary appointment

Change

DuWaldt, Elizabeth	Business Practitioner/College of Business Administration, Office of the Dean/Contract Professional	07/01/17 06/30/18	\$80,587.00 12 mo	Annual 2.5% salary adjustment from \$78,622.00/12 mo per endowment agreement
Scarborough, Scott	Professor of Practice, Accountancy/George W. Daverio School of Accountancy/Faculty (BUF)	01/16/18	\$292,500.00 9 mo	Transfer via reorganization; title change from Professor of Practice, Management; department change from Management

Separation

Killough, Katelyn	Administrative Assistant/Department of Finance/Staff	01/23/18	\$12.23 hourly	Resignation
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LeBron James Family Foundation College of Education**Separation**

Martin, Brian E.	College Data Research Analyst/LeBron James Family Foundation College of Education, Office of the Dean/Contract Professional	12/22/17	\$27,578.00 12 mo	Resignation
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College of Engineering**Appointment/Reappointment**

Biswas, Dipankar	Postdoctoral Research Associate/Department of Mechanical Engineering/Staff	01/01/18	\$1,881.73	Temporary reappointment; salary adjustment from \$1,792.69/BW
		06/30/18	biweekly	

Crow, Mallory J.	Assistant Research Scientist/Department of Civil Engineering/Staff	12/14/17	\$3,600.00	Temporary appointment
		05/17/18	biweekly	
		12/12/17	\$10,260.00 one time payment	Payment for work on Global Positioning System/Automatic Vehicle Location System Immigration for Winter Maintenance Operations grant

Kannan, Manigandan	Research Assistant Professor, Mechanical Engineering/ Department of Mechanical Engineering/Faculty	01/01/18	\$56,650.00	Temporary reappointment
		05/13/18	12 mo	

Lee, Jeongwoo	Postdoctoral Research Associate/Department of Mechanical Engineering/Staff	11/01/17	\$910.00	Temporary reappointment
		02/28/18	biweekly	

McMullen, Anthony J.	Aerospace Systems Engineering Co-Op/Department of Mechanical Engineering/Staff	01/02/18	\$15.00	Temporary appointment
		05/31/18	hourly	

Singh, Yogesh P.	Research Assistant Professor, Mechanical Engineering/ Department of Mechanical Engineering/Faculty	12/01/17	\$46,350.00	Temporary reappointment; salary adjustment from \$45,000.00/12 mo per grant renewal
		05/13/18	12 mo	

Change

Fowler, Richard J.	Engineering Technician Senior/College of Engineering, Office of the Dean/Staff	12/01/17	\$2,510.57 biweekly	Job reclassification; title change from Senior Laboratory Technician
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Separation

Yogi, Theresa A.	Director, Undergraduate Programs- College of Engineering/College of Engineering, Office of the Dean/Contract Professional	01/05/18	\$43,200.00 12 mo	Resignation
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College of Health Professions

Appointment/Reappointment

Buffa, Jenna A.	Supervisor, Clinical Instructor/School of Speech- Language Pathology & Audiology/Contract Professional	01/16/18	\$65,000.00 12 mo	Appointment vice K. Boarman
Logsdon, Katherine M.	Administrative Assistant/ Department of Counseling/Staff	11/27/17	\$14.17 hourly	Appointment vice S. White; successful internal applicant; department change from Nutrition & Dietetics

Change

Katafiasz, Heather	Assistant Professor, Health Professions; Interim Clinic Co-Director/School of Counseling/Faculty (BUF)	09/20/17 12/24/17	\$3,000.00 for the period (stipend)	Amend action approved at October 11, 2017 Board of Trustees meeting; stipend adjustment from \$2,000.00/for the period
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Separation

Riley, Laura J.	Nurse Practitioner, Nursing/School of Nursing/Contract Professional	02/09/18	\$84,660.00 12 mo	Resignation
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Williams Honors College

Appointment/Reappointment

Fay, Michael	Director/Head Coach, eSports Programs/Williams Honors College, Office of the Dean/Contract Professional	01/16/18	\$48,000.00 12 mo	Appointment
Quinn, Donald D.	Associate Dean for Undergraduate Research, Williams Honors College; Professor, Mechanical Engineering/Williams Honors College, Office of the Dean/Faculty	01/01/18 01/01/18 06/30/18	\$140,252.00 12 mo \$12,000.00 12 mo (stipend)	Appointment; successful internal applicant; salary change from \$114,752.00/9 mo; department change from Mechanical Engineering; appointment basis change from 9 mo Temporary administrative stipend for Associate Dean assignment

School of Law**Appointment/Reappointment**

Armstrong, Allesan M.	Assistant Director, Academic Success Program/School of Law, Office of the Dean/Contract Professional	01/22/18	\$50,000.00 12 mo	Appointment vice N. Reeves
Heinz, Michelle D.	Office Assistant/School of Law, Office of the Dean/Staff	12/04/17 03/04/18	\$14.51 hourly	Temporary reappointment
Moseley, Douglas D.	Visiting Assistant Clinical Professor/Law - Instruction/Faculty	12/31/17 12/30/18	\$40,000.00 12 mo	Temporary appointment
Oldfield, Charles W.	Assistant Dean, Student Affairs - Law/School of Law, Office of the Dean/Contract Professional	07/01/17 06/30/18	\$2,000.00 12 mo (stipend)	Temporary administrative stipend for work as Moot Court Board Adviser; base salary is \$85,000.00/12 mo
Staab, Heather M.	Staff Attorney - Law/School of Law, Office of the Dean/Contract Professional	01/01/18 04/17/18	\$51,480.00 12 mo	Temporary reappointment

Change

Souare, Annette A.	Access Services Librarian/Law Library/Contract Professional	09/01/17	\$51,579.00 12 mo	Job reclassification via job audit; title change from Faculty Services Librarian
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Separation

Reff, Kelsey E.	Office Assistant/School of Law, Office of the Dean/Staff	11/17/17	\$14.51 hourly	Resignation
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College of Polymer Science & Polymer Engineering**Appointment/Reappointment**

Fan, Zhaobo	Postdoctoral Fellow/Department of Polymer Science/Staff	11/06/17 11/05/18	\$1,923.07 biweekly	Temporary appointment
Feng, Jiansheng	Research Scientist/Department of Polymer Science/Staff	12/01/17 11/30/18	\$1,923.08 biweekly	Temporary reappointment
Hagen, Karissa	Research Technician/Department of Polymer Science/Staff	12/02/17 06/30/18	\$17.31 hourly	Temporary reappointment
Jha, Kshitij C.	Postdoctoral Research Fellow/Department of Polymer Science/Staff	11/01/17 04/30/18	\$1,200.00 biweekly	Temporary reappointment
		11/01/17 02/01/18		100% leave without compensation
LE FER, Gaëlle	Postdoctoral Fellow/Department of Polymer Science/Staff	01/19/18 01/07/19	\$1,923.07 biweekly	Temporary appointment

Miller, Jason E.	Graphic Design Specialist -College of Polymer Science & Polymer Engineering/College of Polymer Science & Polymer Engineering, Office of the Dean/Staff	12/11/17 01/12/18	\$600.00 biweekly (stipend)	Temporary administrative stipend for additional duties working on HIEI grant; base salary is \$1,656.50/BW
Su, Nathaniel C.	Global Media Specialist - College of Polymer Science & Polymer Engineering/College of Polymer Science & Polymer Engineering, Office of the Dean/Staff	10/01/17 06/30/18	\$95.40 biweekly (stipend)	Temporary administrative stipend for additional duties working on Biomimicry; base salary is \$1,653.85/BW
		12/11/17 01/12/18	\$600.00 biweekly (stipend)	Temporary administrative stipend for additional duties working on HIEI grant; base salary is \$1,653.85/BW
Wilson, James A.	Senior Postdoctoral Fellow/Department of Polymer Science/Staff	12/02/17 12/12/17	\$2,307.69 biweekly	Temporary reappointment
Zou, Feng	Postdoctoral Research Associate/Department of Polymer Science/Staff	02/01/18 07/31/18	\$1,538.40 biweekly	Temporary reappointment

Separation

Chakraborty, Sourav	Postdoctoral Research Associate/Department of Polymer Science/Staff	12/28/17	\$1,346.15 biweekly	Resignation
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College of Applied Science & Technology

Appointment/Reappointment

Davis, Shannon L.	Administrative Secretary/College of Applied Science & Technology, Office of the Dean/Staff	01/02/18	\$11.28 hourly	Appointment vice J. Vaughn
Dougherty, John D.	Visiting Assistant Professor of Practice, Mechanical Engineering Technology/Division of Engineering & Science Technology/Faculty	01/16/18 05/20/18	\$45,000.00 9 mo	Temporary appointment
Herold, Kelly M.	Assistant Dean, College of Applied Science and Technology; Chief Administrator, East Central Regional College Technical Preparation/Program of Study Center/College of Applied Science & Technology, Office of the Dean/Contract Professional	10/01/17 06/30/18	\$15,000.00 12 mo (stipend)	Extension of externally funded temporary administrative stipend for Chief Administrator assignment; base salary is \$107,834.00/12 mo

University Libraries

Change

Kaufman, Stephen E.	Senior Instructional Designer & Strategic Initiative Coordinator/Instructional Services/Contract Professional	01/01/18	\$69,474.00 12 mo	Promotion via reorganization; salary adjustment from \$64,974.00/12 mo; title change from Senior Instructional Designer
Kennedy, Sean P.	Assistant Professor of Practice, Bibliography; Collections & Content Strategy Librarian/University Libraries, Research & Learning Services/Faculty (BUF)	01/01/18	\$58,140.00 12 mo	Additional title change via reorganization from Collection Management Librarian
McCullough, Ian B.	Assistant Dean, Research & Learning Services; Assistant Professor, Bibliography; Assistant Professor, Chemistry; Physical Sciences Librarian/University Libraries, Office of the Dean/Faculty	01/01/18	\$73,103.00 12 mo	Promotion via reorganization; salary adjustment from \$57,103.00/12 mo; relinquish Interim Head, Science & Technology assignment; conversion of \$10,000.00/12 mo stipend to base salary; department change from University Libraries Science & Technology
		12/01/17 11/30/20		Joint appointment with Bibliography (primary) and Chemistry (secondary)
Smith-Farrell, Melanie F.	Assistant Dean, Public Services & Facilities/University Libraries, Office of the Dean/Contract Professional	01/01/18	\$66,726.00 12 mo	Promotion via reorganization; salary adjustment from \$60,726.00/12 mo; title change from Head Access Services; department change from University Libraries Access Services

Wayne College

Appointment/Reappointment

Obiekwe, Jerry C.	Professor, Mathematics/Mathematics-Wayne College/Faculty (BUF)	08/28/17 12/24/17	\$4,809.38 9 mo (stipend)	Extension of temporary administrative stipend for Area Coordinator duties; base salary is \$87,802.00/9 mo
Woods, Douglas B.	Associate Professor, Business Management Technology/Business & Office Technology-Wayne College/Faculty (BUF)	08/28/17 12/24/17	\$8,550.00 9 mo (stipend)	Extension of temporary administrative stipend for Technical Coordinator duties; base salary is \$75,012.00/9 mo

<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 the President

Separation

Marcin, Mary	Departmental Records Specialist/Office of Student Financial Aid/Staff	01/24/18	\$15.44 hourly	Resignation
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Office of Athletics

Separation

Hickson, Eric	Assistant Football Coach/Office of Athletics/Contract Professional	01/11/18	\$65,000.00 12 mo	Resignation
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Division of Student Success

Appointment/Reappointment

Hamilton, Sarah E.	Associate Director, ZipAssist/Office of the Registrar/Contract Professional	01/17/18	\$45,000.00 12 mo	Appointment vice A. Hemminger
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Vice President, Finance & Administration/CFO

Appointment/Reappointment

Campbell, Vivian G.	Grant Accountant/Office of the Associate Vice President & Controller/Contract Professional	01/29/18	\$42,500.00 12 mo	Appointment vice R. Hearn
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Separation

Mitchell, Rita J.	Coordinator, Parking Facilities/Parking & Transportation Services/Staff	01/20/18	\$11.28 hourly	Resignation
Oaks, Hiram E.	Master Locksmith/University Police Department/Staff	01/22/18	\$19.48 hourly	Resignation

Office of Capital Planning & Facilities Management

Appointment/Reappointment

Bentley Eaddie, Kiara	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	01/29/18	\$13.46 hourly	Appointment vice A. Johnson
Jemison, Jeremiah S.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	01/29/18	\$13.46 hourly	Appointment vice A. Threadgill

Office of Talent Development & Human Resources

Appointment/Reappointment

Harris, Virginia S.	Benefits Administrator/Talent Development & Human Resources/Staff	02/12/18	\$16.82 hourly	Appointment vice M. Yeager
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Buchtel College of Arts & Sciences

Appointment/Reappointment

Beyer, Kimberly A.	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	01/30/18	\$37,500.00 12 mo	Appointment vice T. Harris
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College of Business Administration

Change

Calderon, Thomas	Professor, Accounting/ Department of Accountancy/Faculty (BUF)	06/30/18	\$180,850.00 9 mo	Relinquish Department Chair, School of Accountancy appointment; base salary change from \$221,039.00/12mo; appointment basis change from 12 month
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Separation

Braga Alves, Marcus V.	Associate Professor, Finance/Department of Finance/Faculty (BUF)	06/30/18	\$139,205.00 9 mo	Resignation
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School of Law

Appointment/Reappointment

Korzun, Vera	Assistant Professor, Law/Law - Instruction/Faculty (BUF)	05/29/18	\$107,500.00 12 mo	Appointment vice W. Jordan III
		05/29/19	107,500.00 9 mo	Appointment basis change from 12 month to 9 month per offer letter

College of Polymer Science & Polymer Engineering

Appointment/Reappointment

Wang, Zilu	Senior Postdoctoral	09/10/18	\$1,923.08	Temporary reappointment
	Fellow/Department of Polymer Science/Staff	09/09/19	biweekly	

<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**

BUCHTEL COLLEGE OF ARTS & SCIENCES

Separation

Albrecht, James	Assistant Professor, Music/Department of Music/Faculty (BUF)	07/31/18	\$50,429.00 9 mo	Resignation
Beauvais, Monique	Associate Lecturer/Department of Modern Languages/Faculty	02/12/18	\$6,800.00 Spring 2018	Resignation

COLLEGE OF ENGINEERING

Change

Schneider IV, William	Professor, Civil Engineering; ABET Coordinator/Department of Civil Engineering/Faculty (BUF)	03/01/18	\$135,000.00 9 mo	Salary adjustment from \$109,238.00/9 mo per collective bargaining agreement
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COLLEGE OF HEALTH PROFESSIONS

Separation

Jordan, Karin	Professor, Health Professions/Department of Counseling/Faculty (BUF)	03/31/18	\$106,165.00 9 mo	Resignation
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THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Matthew J. Wilson, dated February 14, 2018, 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.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Aquino,Antonina D	Associate Lecturer	Developmental Programs	\$3,600.00	\$900.00	REH	Fall
Buttermore,Daniel L	Associate Lecturer	Developmental Programs	\$4,000.00	\$1,000.00	REH	Spring
Chaplin,Rachel M	Assistant Lecturer	Developmental Programs	\$2,900.00	\$725.00	REH	Fall
Collins,Pamela S	Senior Lecturer	Developmental Programs	\$1,800.00	\$900.00	REH	Fall
*Darrah,Patrick A	Senior Lecturer	Developmental Programs	\$4,000.60	\$1,000.15	REH	Fall
Dye,Stephen K.	Assistant Lecturer	Developmental Programs	\$1,450.00	\$725.00	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	\$3,394.88	\$848.72	REH	Fall
*Gruccio,Margaret I	Senior Lecturer	Developmental Programs	\$3,983.92	\$995.98	REH	Fall
Henderson,Cory	Assistant Lecturer	Developmental Programs	\$3,000.00	\$750.00	REH	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	\$3,462.76	\$865.69	REH	Fall
Linden,Ted	Senior Lecturer	Developmental Programs	\$4,000.00	\$1,000.00	REH	Fall
Marcum,Deborah N	Senior Lecturer	Developmental Programs	\$1,731.38	\$865.69	REH	Spring
Mikolajczyk,Julia A	Assistant Lecturer	Developmental Programs	\$1,520.94	\$760.47	REH	Spring
DIVISION OF STUDENT SUCCESS						
Bloodsworth, Valerie A	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Dieringer, Gregory S	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Faessel, Thomas L	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Franklin, Misty D	Assistant Lecturer	Ctr Acad Advising & Stu Succ	\$1,600.00	\$800.00	REH	Spring
Grove, Melinda	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Kiba, Stephanie A	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Lanshe, John C	Senior Lecturer	Office of Student Success	\$1,931.38	\$965.69	REH	Spring
Mikulski, Brandon A	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Monroe, Laura B	Senior Lecturer	Student Success Center	\$4,000.00	\$1,000.00	HIR	Spring
Moseley, Karen S	Senior Lecturer	Office of Student Success	\$1,733.50	\$866.75	REH	Spring
Novak, Deborah A	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Reichert, Daniel R	Assistant Lecturer	Office of Student Success	\$1,600.00	\$800.00	REH	Spring
Torgler Jr, William E	Associate Lecturer	Office of Student Success	\$1,733.50	\$866.75	REH	Spring
BUCHTEL COLLEGE OF ARTS & SCIENCES						
Aaron, Jana M	Senior Lecturer	English	\$5,973.30	\$995.55	DTA	Spring
Aburaad, Lina T	Assistant Lecturer	Modern Languages	\$3,560.00	\$890.00	REH	Spring
Akin, Timothy S	Senior Lecturer	Modern Languages	\$3,986.52	\$996.63	REH	Spring
Albanese PhD, Teresa H	Senior Lecturer	Institute Lifespan Dev & Ger	\$2,000.00	\$1,000.00	HIR	Spring
Amir, Juliana R	Assistant Lecturer	English	\$5,100.00	\$850.00	REH	Spring
Amodio, Bonnie S	Senior Lecturer	English	\$5,986.26	\$997.71	REH	Spring
Androulakakis, Stavroula	Associate Prof	Mathematics	\$7,533.32	\$7,533.32	OVL	Fall
Bacon, Matthew J	Special Lecturer	Art	\$2,800.00	\$700.00	HIR	Spring
*Baker, Gary R	Senior Lecturer	English	\$2,928.21	\$976.07	REH	Spring
Barnes, Jeffrey J	Assistant Lecturer	History	\$1,700.00	\$850.00	REH	Spring
Barrett, Robert P	Senior Lecturer	Geosciences	\$5,118.45	\$1,023.69	REH	Spring
Bartram, Sarah E	Special Lecturer	Art	\$6,400.00	\$800.00	REH	Spring
Bassett, Nathaniel J	Assistant Lecturer	History	\$4,050.00	\$675.00	REH	Spring
Bechtel, Abi A	Assistant Lecturer	English	\$6,800.00	\$850.00	REH	Spring
Becks, Paul M	Senior Lecturer	Geosciences	\$3,117.00	\$1,039.00	REH	Spring
Bendekgey, Edward J	Senior Lecturer	Modern Languages	\$7,440.00	\$930.00	REH	Spring
Blackerby, Nathan M	Senior Lecturer	Philosophy	\$9,000.00	\$1,000.00	REH	Spring
Blessing, Stewart G	Assistant Lecturer	Political Science	\$1,800.00	\$600.00	REH	Spring
Boal, John M	Senior Lecturer	Criminal Justice Studies	\$4,800.00	\$800.00	REH	Spring
Bolingbroke, Christine	Assistant Lecturer	Dance, Theatre & Arts Admin	\$3,000.00	\$1,000.00	HIR	Spring
Bowman, Christine L	Associate Lecturer	History	\$5,235.00	\$872.50	REH	Spring
Bozin, Marie A	Associate Lecturer	Women's Studies	\$8,100.00	\$900.00	REH	Spring
Broadhurst, Amy M	Assistant Lecturer	Child & Family Development	\$1,800.00	\$600.00	REH	Spring
Bullock, Deidre Ann	Senior Lecturer	History	\$3,887.12	\$971.78	REH	Spring
Burck, Allison	Senior Lecturer	Psychology	\$4,000.00	\$1,000.00	REH	Spring
Byron, Gary L	Senior Lecturer	Child & Family Development	\$1,066.36	\$1,066.36	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Campbell, Maria E	Assistant Lecturer	Art	\$3,200.00	\$800.00	HIR	Spring
Chaplin, John M	Senior Lecturer	Philosophy	\$9,000.00	\$1,000.00	REH	Spring
Chapman, Elizabeth L	Senior Lecturer	History	\$4,259.20	\$1,064.80	REH	Spring
Collier, Jennifer C	Senior Lecturer	Art	\$8,000.00	\$1,000.00	REH	Spring
Colwell, Alex M	Assistant Lecturer	Mathematics	\$3,200.00	\$800.00	REH	Spring
Comshaw-Arnold, Benjamin W	Assistant Lecturer	History	\$3,100.00	\$775.00	REH	Spring
Cranendonk, Terence	Associate Lecturer	Dance, Theatre & Arts Admin	\$7,879.50	\$875.50	REH	Spring
Debose, Charles E	Senior Lecturer	English	\$3,000.00	\$1,000.00	REH	Spring
Deffenbaugh, L. Max	Senior Lecturer	English	\$6,005.76	\$1,000.96	REH	Spring
DiLillo, Joan R	Senior Lecturer	Communication	\$5,713.62	\$952.27	REH	Spring
Dillard, Christopher D	Associate Lecturer	English	\$7,200.00	\$800.00	REH	Spring
Dinkins, Cleotha A	Senior Lecturer	Mathematics	\$2,876.25	\$958.75	DTA	Spring
Dong, Dale Y	Assistant Lecturer	Art	\$2,800.00	\$700.00	REH	Spring
Drabick, Christopher L	Associate Lecturer	English	\$7,650.00	\$850.00	REH	Spring
Drozin, Michael A	Special Lecturer	Statistics	\$4,800.00	\$600.00	REH	Spring
Dudack, Matthew John	Senior Lecturer	Music	\$5,092.32	\$848.72	REH	Spring
Dugan, Dennis	Special Lecturer	Dance, Theatre & Arts Admin	\$3,084.03	\$1,028.01	REH	Spring
Durrand, Mark	Senior Lecturer	Music	\$8,100.00	\$900.00	REH	Spring
Dyer, Stephen O	Senior Lecturer	English	\$5,100.00	\$850.00	DTA	Spring
Easterling, Theodore Neil	Senior Lecturer	History	\$1,981.90	\$990.95	REH	Spring
Edwards, Jason Allen	Special Lecturer	Art	\$3,200.00	\$800.00	REH	Spring
Eichelberger, Nancy K	Senior Lecturer	Mathematics	\$3,930.24	\$982.56	REH	Spring
Eichler, David L	Assistant Lecturer	History	\$1,400.00	\$700.00	REH	Spring
Ekey, Elizabeth S	Special Lecturer	Fashion Merchandising	\$4,550.00	\$650.00	REH	Spring
Embree, Carolyn Ann	Senior Lecturer	English	\$6,103.14	\$1,017.19	REH	Spring
Evans, Kellie S	Assistant Lecturer	Communication	\$4,800.00	\$800.00	REH	Spring
Faidley, Evan W	Assistant Lecturer	Modern Languages	\$4,200.00	\$700.00	REH	Spring
*Fant, J. Clayton	Senior Lecturer	History	\$3,300.00	\$1,100.00	REH	Spring
Felicelli, Maria	Assistant Lecturer	Modern Languages	\$5,600.00	\$700.00	REH	Spring
Ferris, David S	Assistant Lecturer	Communication	\$4,944.00	\$824.00	REH	Spring
Fields, Ronald L	Senior Lecturer	English	\$7,866.00	\$874.00	REH	Spring
Fitzgerald, Jenni L	Assistant Lecturer	Political Science	\$2,227.89	\$742.63	REH	Spring
*Foos, Annabelle M	Senior Lecturer	Geosciences	\$1,166.99	\$1,166.99	REH	Fall
*Foos, Annabelle M	Senior Lecturer	Geosciences	\$1,166.99	\$1,166.99	REH	Spring
Frankovits, Nicholas D	Senior Lecturer	Geosciences	\$3,116.52	\$1,038.84	REH	Spring
*Friberg, La Verne M	Senior Lecturer	Geosciences	\$10,506.51	\$1,169.99	REH	Spring
Gains, Joseph	Senior Lecturer	Communication	\$6,798.00	\$1,133.00	REH	Spring
Ganter, Theresa M	Senior Lecturer	Modern Languages	\$7,839.93	\$1,119.99	REH	Spring
Giannone, Michael A	Associate Lecturer	Communication	\$5,700.00	\$950.00	REH	Spring
Gifford, Kelley M	Assistant Lecturer	Communication	\$2,400.00	\$800.00	HIR	Spring
Gill-Kinast, Marcie B	Associate Lecturer	Art	\$3,765.76	\$941.44	REH	Spring
Gonder, Mark H	Special Lecturer	Music	\$676.87	\$752.08	REH	Spring
Guiler, Peter S	Senior Lecturer	History	\$1,957.00	\$978.50	REH	Spring
Gunn, Virginia L	Senior Lecturer	Fashion Merchandising	\$5,200.00	\$1,300.00	REH	Spring
Haag, Melissa A	Senior Lecturer	English	\$2,688.00	\$896.00	REH	Spring
Hafner, Jonathan H	Associate Lecturer	Mathematics	\$6,400.00	\$800.00	REH	Spring
Hall, Wendy M	Assistant Lecturer	Communication	\$5,100.00	\$850.00	REH	Spring
Harrison-Coats, DaNeen Y	Senior Lecturer	Sociology	\$2,664.00	\$888.00	HIR	Spring
Harvan, Sarah M	Assistant Lecturer	Child & Family Development	\$2,400.00	\$800.00	HIR	Spring
Heldenfels, Richard D	Associate Lecturer	English	\$4,950.00	\$825.00	DTA	Spring
Hill, Joyce Nichelle	Senior Lecturer	English	\$5,494.14	\$915.69	REH	Spring
Holland, Nancy L	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,700.00	\$900.00	REH	Spring
Hopp, Lorie A	Senior Lecturer	Communication	\$2,921.73	\$973.91	REH	Spring
Huising, Cynthia A	Senior Lecturer	Physics	\$9,600.00	\$1,200.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Janke,Adrienne L	Assistant Lecturer	Art	\$2,800.00	\$700.00	REH	Spring
Johal,Kalwant S	Associate Lecturer	History	\$1,700.00	\$850.00	REH	Spring
*Kagafas,James G	Senior Lecturer	English	\$3,015.87	\$1,005.29	DTA	Spring
Keister,Scott E	Senior Lecturer	Modern Languages	\$7,210.00	\$1,030.00	REH	Spring
Kenngott,Catherine	Senior Lecturer	Modern Languages	\$3,200.91	\$1,066.97	REH	Spring
Kessler,Scott W	Special Lecturer	Art	\$3,462.76	\$865.69	REH	Spring
Knox,Kathleen Anne	Senior Lecturer	English	\$2,550.00	\$850.00	REH	Spring
Kohn,Stanley B	Senior Lecturer	Art	\$8,830.08	\$1,103.76	REH	Spring
Kolaczewski-Ferris,Christine A	Senior Lecturer	Mathematics	\$4,077.44	\$1,019.36	REH	Spring
Kovach,Angela J	Assistant Lecturer	Child & Family Development	\$1,575.90	\$787.95	REH	Spring
Kramer,Andrew	Associate Lecturer	Anthropology & Classical St	\$8,800.00	\$1,100.00	REH	Spring
Kroll,Suzanne L	Special Lecturer	Interior Design	\$1,950.00	\$650.00	REH	Spring
Kunz,John M	Senior Lecturer	English	\$5,973.30	\$995.55	REH	Spring
LaNasa,Patricia J	Senior Lecturer	Music	\$2,700.00	\$900.00	REH	Spring
Lackney,Lisa M	Associate Lecturer	History	\$3,600.00	\$900.00	REH	Spring
*Lafferty,Laurie J	Senior Lecturer	Music	\$3,600.00	\$1,200.00	REH	Spring
Lancaster,Jerrad	Senior Lecturer	Anthropology & Classical St	\$9,900.00	\$1,100.00	REH	Spring
Langford,Lisa	Associate Lecturer	Dance, Theatre & Arts Admin	\$6,000.00	\$1,000.00	REH	Spring
Lawrentz,Heather M	Assistant Lecturer	Anthropology & Classical St	\$6,600.00	\$1,100.00	REH	Spring
Lehane,Jennifer R	Special Lecturer	Dance, Theatre & Arts Admin	\$3,200.00	\$800.00	REH	Spring
Levin,Paula B	Associate Lecturer	History	\$3,500.00	\$875.00	REH	Spring
Liptak,Michael	Senior Lecturer	Biology	\$2,200.00	\$1,100.00	HIR	Spring
Livingston Taylor,Reanetta J	Senior Lecturer	Communication	\$6,600.00	\$1,100.00	REH	Spring
Lober,Christine D	Associate Lecturer	History	\$3,679.20	\$919.80	REH	Spring
Lombardo,Mary Ann Kate	Senior Lecturer	Communication	\$9,349.56	\$1,038.84	REH	Spring
Lytton,Alec S	Special Lecturer	Dance, Theatre & Arts Admin	\$5,280.00	\$800.00	REH	Spring
MacKinnon,Ian D	Senior Lecturer	Philosophy	\$10,401.30	\$1,155.70	REH	Spring
Machesky,Kevin L	Special Lecturer	Art	\$3,809.08	\$952.27	REH	Spring
Maher,Laura	Senior Lecturer	Interior Design	\$2,400.00	\$800.00	PRO	Spring
Maher,Virginia	Assistant Lecturer	Communication	\$4,800.00	\$800.00	REH	Spring
Mancz,Elizabeth A	Senior Lecturer	Anthropology & Classical St	\$10,333.17	\$1,148.13	REH	Spring
Martell,Mary M	Assistant Lecturer	Child & Family Development	\$4,560.00	\$760.00	REH	Spring
Massaccesi,Illaria	Assistant Lecturer	Modern Languages	\$4,550.00	\$650.00	REH	Spring
McClellan,Marissa L	Special Lecturer	Art	\$3,200.00	\$800.00	REH	Spring
McDonald,Wayne S	Senior Lecturer	English	\$7,200.00	\$800.00	REH	Spring
McGuire,James Paul	Senior Lecturer	Communication	\$5,973.30	\$995.55	DTA	Spring
McKay,Cheryl L	Assistant Lecturer	Modern Languages	\$6,800.00	\$850.00	REH	Spring
Mellinger,Dawn M	Associate Lecturer	English	\$4,800.00	\$800.00	REH	Spring
Merkle,Erich	Senior Lecturer	Child & Family Development	\$3,000.00	\$1,000.00	REH	Spring
Merritt,Karen	Senior Lecturer	Modern Languages	\$7,600.00	\$950.00	REH	Spring
Merz,Jill Marie	Senior Lecturer	Child & Family Development	\$5,400.00	\$900.00	REH	Spring
Milford,Gene F	Senior Lecturer	Music	\$6,152.70	\$1,025.45	REH	Spring
Miracle,Kathy A	Senior Lecturer	Communication	\$6,600.00	\$1,100.00	REH	Spring
Mourton,Sara K	Assistant Lecturer	Art	\$3,200.00	\$800.00	REH	Spring
Newton,Dean A	Senior Lecturer	Music	\$1,542.01	\$1,028.01	REH	Spring
Nmai,Rita Yaa	Senior Lecturer	Communication	\$6,600.00	\$1,100.00	REH	Spring
O'Bryan,Erin E	Senior Lecturer	Anthropology & Classical St	\$6,600.00	\$1,100.00	REH	Spring
Olszewski,Michael Frank	Senior Lecturer	Communication	\$6,000.00	\$1,000.00	REH	Spring
Osorio,Shannon D	Senior Lecturer	Modern Languages	\$7,416.00	\$927.00	REH	Spring
Pace,Lisa A	Senior Lecturer	History	\$6,356.40	\$1,059.40	REH	Spring
Pinter,Deborah M	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,700.00	\$900.00	REH	Spring
Poder,Marybeth	Senior Lecturer	English	\$2,925.00	\$975.00	REH	Spring
Poder,Marybeth	Senior Lecturer	English	\$8,775.00	\$975.00	PRO	Fall
Polanka,William	Senior Lecturer	Music	\$8,692.10	\$1,022.60	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Pollock,Heather N	Senior Lecturer	Anthropology & Classical St	\$3,300.00	\$1,100.00	REH	Spring
Quinn,James A	Assistant Lecturer	English	\$4,560.00	\$760.00	REH	Spring
Raymer,Jason S	Assistant Lecturer	Communication	\$4,800.00	\$800.00	REH	Spring
Reilly-Howe,Pauline P	Associate Lecturer	Dance, Theatre & Arts Admin	\$2,613.30	\$871.10	REH	Spring
Renna,Rossitza L	Senior Lecturer	Communication	\$4,400.00	\$1,100.00	REH	Spring
Reynolds,Lloyd J	Senior Lecturer	History	\$3,995.16	\$998.79	REH	Spring
Richards,Katherine	Assistant Lecturer	Art	\$2,800.00	\$700.00	HIR	Spring
Riotto,Angela M	Assistant Lecturer	History	\$1,750.00	\$875.00	REH	Spring
Roketenetz,Lara D	Senior Lecturer	Biology	\$3,300.00	\$1,100.00	HIR	Spring
Rosen,Gary M	Senior Lecturer	Child & Family Development	\$2,694.48	\$898.16	REH	Spring
Rosenberger,Kimberly	Senior Lecturer	Communication	\$6,600.00	\$1,100.00	REH	Spring
Runic,Ronald A	Senior Lecturer	Geosciences	\$6,492.72	\$1,082.12	REH	Spring
Russ,Jana R	Senior Lecturer	History	\$7,886.48	\$985.81	REH	Spring
Sanford-Burgoon,Kelli R	Senior Lecturer	Dance, Theatre & Arts Admin	\$1,267.50	\$845.00	REH	Spring
Sayed,Seham Samir	Assistant Lecturer	Modern Languages	\$5,600.00	\$700.00	REH	Spring
Scalabrino PhD, Frank	Senior Lecturer	Philosophy	\$9,000.00	\$1,000.00	REH	Spring
Schullo,Julie M	Special Lecturer	Dance, Theatre & Arts Admin	\$1,569.08	\$784.54	REH	Spring
Shearer,Christine Fowler	Associate Lecturer	Art	\$7,200.00	\$900.00	REH	Spring
Shearer,Jon D	Assistant Lecturer	Mathematics	\$2,813.52	\$703.38	REH	Spring
Shuman,Kristen	Assistant Lecturer	English	\$5,100.00	\$850.00	REH	Spring
Siegel,Jennifer R	Assistant Lecturer	Mathematics	\$4,950.00	\$825.00	REH	Spring
Sigler,Yuki Fujiwara	Senior Lecturer	Modern Languages	\$6,300.00	\$1,050.00	REH	Spring
Simms,Marchelle M	Assistant Lecturer	Art	\$5,600.00	\$700.00	REH	Spring
Skrant,James D	Assistant Lecturer	History	\$4,774.08	\$795.68	REH	Spring
Skunta-Helmink,Devon E	Assistant Lecturer	Communication	\$5,600.00	\$800.00	DTA	Spring
Smerglia, Virginia L	Senior Lecturer	Sociology	\$6,492.72	\$1,082.12	REH	Spring
Smith,Aaron M	Senior Lecturer	English	\$2,422.44	\$807.48	REH	Spring
Smith,Gabor D	Associate Lecturer	Communication	\$5,700.00	\$950.00	REH	Spring
Smith,Willa Ann	Assistant Lecturer	Child & Family Development	\$5,400.00	\$600.00	REH	Spring
Spencer,Jeffrey H	Senior Lecturer	Biology	\$3,800.00	\$950.00	REH	Spring
Spoerndle,Regenia E	Associate Lecturer	Communication	\$8,550.00	\$950.00	REH	Spring
Stanek,Gary L	Senior Lecturer	Mathematics	\$6,600.00	\$1,100.00	REH	Spring
Stauffer,Mary B	Senior Lecturer	Art	\$7,416.00	\$927.00	REH	Spring
Stein,Mary M	Senior Lecturer	English	\$4,800.00	\$800.00	REH	Spring
Steiner,Benjamin Robert	Assistant Lecturer	Statistics	\$7,480.00	\$935.00	REH	Spring
Steiner,Zachary D	Assistant Lecturer	Communication	\$2,317.50	\$772.50	REH	Spring
*Sterns,Harvey	Professor	Psychology	\$10,800.00	\$2,700.00	REH	Spring
Stiles,Jennifer E.W.	Senior Lecturer	History	\$3,000.00	\$1,000.00	REH	Spring
Strodtbeck,Linda Irene	Senior Lecturer	English	\$5,100.00	\$850.00	REH	Spring
Stypinski,Andrew B	Senior Lecturer	Philosophy	\$7,706.82	\$1,284.47	REH	Spring
Summanen,Grace	Associate Lecturer	Art	\$3,600.00	\$900.00	REH	Spring
Surrarr,Caroline A	Assistant Lecturer	Fashion Merchandising	\$4,550.00	\$650.00	REH	Spring
Sydorenko,Natalie L	Senior Lecturer	Communication	\$9,900.00	\$1,100.00	REH	Spring
Szocs,Maria	Associate Lecturer	Modern Languages	\$3,000.00	\$750.00	HIR	Spring
Tabatcher,Patrick M	Assistant Lecturer	Art	\$3,502.00	\$875.50	REH	Spring
Teeling,Michelle	Senior Lecturer	English	\$5,376.00	\$896.00	DTA	Spring
Thibodeaux, Lee A	Senior Lecturer	Geosciences	\$7,791.28	\$973.91	REH	Spring
Thomas,Kristin M	Associate Lecturer	Communication	\$2,935.50	\$978.50	REH	Spring
Thompson,Deanna C	Assistant Lecturer	English	\$6,000.00	\$750.00	REH	Spring
Tian,Lianghu	Associate Lecturer	Computer Science	\$8,800.00	\$1,100.00	REH	Spring
Tokos,Justin W	Special Lecturer	Art	\$3,029.92	\$757.48	REH	Spring
Tomita,Kumiko	Senior Lecturer	Modern Languages	\$8,000.00	\$1,000.00	REH	Spring
Trotter,Barbara J	Senior Lecturer	Communication	\$8,800.00	\$1,100.00	REH	Spring
Tullier,Wade	Assistant Lecturer	Art	\$7,200.00	\$900.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)						
Turner,Jing Ya	Assistant Lecturer	Modern Languages	\$5,200.00	\$650.00	REH	Spring
Tyler,Jae D	Assistant Lecturer	History	\$4,200.00	\$700.00	REH	Spring
*Vasbinder,Samuel Holmes	Senior Lecturer	English	\$5,784.96	\$964.16	DTA	Spring
Vensel,Katie E	Assistant Lecturer	Child & Family Development	\$1,950.00	\$650.00	REH	Spring
Vukadinovic,Vlada	Senior Lecturer	Art	\$8,000.00	\$1,000.00	REH	Spring
Wain-Weiss,Esther R	Associate Lecturer	Mathematics	\$3,300.00	\$825.00	REH	Spring
Ward,Jared A	Associate Lecturer	History	\$3,500.00	\$875.00	REH	Spring
Weiss,Matthew E	Special Lecturer	Art	\$3,029.92	\$757.48	REH	Spring
Weyant,Thomas B	Senior Lecturer	History	\$4,046.36	\$1,011.59	REH	Spring
White PhD,Sylvia Elaine	Senior Lecturer	Communication	\$3,300.00	\$1,100.00	REH	Spring
White,Mary Katherine	Assistant Lecturer	Art	\$5,600.00	\$700.00	HIR	Spring
Winter,Elizabeth A	Senior Lecturer	Communication	\$6,798.00	\$1,133.00	DTA	Spring
Winterfeldt,Steven	Assistant Lecturer	Philosophy	\$7,200.00	\$800.00	REH	Spring
Yelanjian,Sue Ann	Assistant Lecturer	Music	\$715.00	\$1,100.00	REH	Spring
Young,Lauren J	Assistant Lecturer	Child & Family Development	\$2,100.00	\$700.00	REH	Spring
COLLEGE OF BUSINESS ADMINISTRATION						
Barczyk,Brian T	Assistant Lecturer	Finance	\$2,550.00	\$850.00	REH	Spring
Bird Jr,Robert W	Assistant Lecturer	Management	\$2,805.00	\$935.00	REH	Spring
Bragg,Todd A	Senior Lecturer	Economics	\$5,562.00	\$927.00	REH	Spring
Buckwell,Michael L	Assistant Lecturer	Management	\$2,802.00	\$934.00	REH	Spring
Daiker,Elizabeth S	Associate Lecturer	Finance	\$6,000.00	\$1,000.00	REH	Spring
Dimengo,Steven A	Senior Lecturer	Accountancy	\$3,150.00	\$1,050.00	REH	Spring
Dolezal,Tom J	Assistant Lecturer	Economics	\$2,805.00	\$935.00	HIR	Spring
Droney,Michael	Assistant Lecturer	Management	\$3,000.00	\$1,000.00	HIR	Spring
Ferrise,Joseph A	Assistant Lecturer	Finance	\$2,472.00	\$824.00	REH	Spring
Fritsch,Nicholas T	Assistant Lecturer	Economics	\$2,400.00	\$800.00	DTA	Spring
Gerber,Lissia K	Associate Lecturer	Management	\$2,802.00	\$934.00	REH	Spring
Grimm,Charles M	Assistant Lecturer	Finance	\$3,000.00	\$1,000.00	REH	Spring
Hilkert,Mark N	Senior Lecturer	Finance	\$3,000.00	\$1,000.00	REH	Spring
Honeck,Richard D	Associate Lecturer	Finance	\$2,587.53	\$862.51	REH	Spring
Judge,John W	Assistant Lecturer	Finance	\$2,351.85	\$783.95	REH	Spring
Kausch,Darlene R	Senior Lecturer	Accountancy	\$6,000.00	\$1,000.00	REH	Spring
Leiter,Rebecca B	Associate Lecturer	Finance	\$3,000.00	\$1,000.00	REH	Spring
Leonard,James O	Assistant Lecturer	Management	\$4,885.26	\$814.21	REH	Spring
Malone,Robert W	Senior Lecturer	Accountancy	\$3,244.50	\$1,081.50	REH	Spring
Martin,Robert D	Senior Lecturer	CBA Dean's Office	\$3,435.00	\$1,145.00	HIR	Fall
Mastrandrea,Mario	Senior Lecturer	Finance	\$3,600.00	\$1,000.00	HIR	Fall
Nawari,Fadwa O	Senior Lecturer	Economics	\$2,757.84	\$919.28	REH	Spring
Nolan,William G	Senior Lecturer	Accountancy	\$3,244.50	\$1,081.50	REH	Spring
Penwell,Jonathan	Assistant Lecturer	Accountancy	\$5,100.00	\$850.00	REH	Spring
Redic,Krystle H	Assistant Lecturer	Accountancy	\$2,550.00	\$850.00	REH	Spring
Scarbrick-Hauser,AnneMarie	Senior Lecturer	Management	\$3,000.00	\$1,000.00	REH	Spring
Staats,Jeffrey M	Assistant Lecturer	Marketing	\$850.00	\$850.00	REH	Fall
Ure,Garrison W	Assistant Lecturer	Accountancy	\$5,100.00	\$850.00	REH	Spring
Xu,JiaJia	Assistant Lecturer	Finance	\$2,550.00	\$850.00	REH	Spring
Yoder,Ray A	Assistant Lecturer	Marketing	\$1,000.00	\$1,000.00	REH	Fall
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION						
Argenti Hobor,Gloria	Senior Lecturer	Curr & Instr Studies	\$4,800.00	\$800.00	REH	Spring
Awad,Ghada Mohammed Rabie Elsayec	Assistant Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	HIR	Spring
Black,Lenna J	Assistant Lecturer	Curr & Instr Studies	\$3,600.00	\$600.00	REH	Spring
Bozeka,Jennifer L.	Senior Lecturer	Curr & Instr Studies	\$7,200.00	\$800.00	REH	Spring
Britton,Jazzmon B	Assistant Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	REH	Spring
Capitena,Dianne M	Assistant Lecturer	Supervising Teachers	\$1,960.54	\$742.63	REH	Spring
Capitena,Dianne M	Assistant Lecturer	Curr & Instr Studies	\$4,326.00	\$721.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION (Cont.)						
Cline,Sandra L	Assistant Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	HIR	Spring
Conrad,Rodney L	Assistant Lecturer	Supervising Teachers	\$1,848.00	\$700.00	REH	Spring
Crane,Linda L	Associate Lecturer	Supervising Teachers	\$514.93	\$780.20	REH	Spring
Donnelly,Diana L	Assistant Lecturer	Supervising Teachers	\$2,379.30	\$721.00	REH	Spring
Dzeba,Anka J	Senior Lecturer	Curr & Instr Studies	\$5,370.90	\$895.15	REH	Spring
Gilmore Mason PhD,Terri	Senior Lecturer	Educ Found & Leadership	\$7,200.00	\$800.00	REH	Spring
Gunkelman,Barbara A	Special Lecturer	Supervising Teachers	\$1,584.00	\$600.00	REH	Spring
Hanna,Janet E	Assistant Lecturer	Supervising Teachers	\$1,848.00	\$700.00	REH	Spring
Heinzer,Linda M	Associate Lecturer	Supervising Teachers	\$2,353.98	\$891.66	REH	Spring
Humphrey,Valerie A	Assistant Lecturer	Supervising Teachers	\$2,310.00	\$700.00	REH	Spring
Kostoff,Gigi M	Special Lecturer	Supervising Teachers	\$3,564.00	\$600.00	REH	Spring
Kunkel,Cathy A	Special Lecturer	Supervising Teachers	\$2,772.00	\$700.00	REH	Spring
LaCroix,Brittany L	Assistant Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	REH	Spring
Lassiter,Rosemary V	Associate Lecturer	Supervising Teachers	\$2,059.72	\$780.20	REH	Spring
Lijoi,Marianna	Assistant Lecturer	Supervising Teachers	\$4,634.38	\$780.20	REH	Spring
Lorincz,Bruce A	Assistant Lecturer	Supervising Teachers	\$462.00	\$700.00	REH	Spring
Mann,Nicole M	Assistant Lecturer	Curr & Instr Studies	\$3,600.00	\$600.00	REH	Spring
Meeker,Kimberly	Assistant Lecturer	Curr & Instr Studies	\$1,909.62	\$636.54	REH	Spring
Moff,Jennifer L	Special Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	REH	Spring
Murdoch-Warner,Margaret Kate	Senior Lecturer	Curr & Instr Studies	\$4,800.00	\$800.00	REH	Spring
Naidu,Jenny	Senior Lecturer	Curr & Instr Studies	\$6,400.00	\$800.00	REH	Spring
Naidu,Jenny	Senior Lecturer	Supervising Teachers	\$528.00	\$800.00	REH	Spring
Oliver,Margaret J	Special Lecturer	Curr & Instr Studies	\$1,800.00	\$600.00	REH	Spring
Scozzaro,Phillip P	Senior Lecturer	Curr & Instr Studies	\$2,810.37	\$936.79	REH	Spring
Simenc,Cynthia M	Special Lecturer	Supervising Teachers	\$3,089.59	\$780.20	REH	Spring
Smith,Leslie L	Assistant Lecturer	Supervising Teachers	\$1,848.00	\$700.00	REH	Spring
Steyer,George J	Associate Lecturer	Supervising Teachers	\$2,379.30	\$721.00	REH	Spring
Stoyle,Keri L	Senior Lecturer	Curr & Instr Studies	\$3,200.00	\$800.00	HIR	Spring
Venables Jr,Robert L	Assistant Lecturer	Supervising Teachers	\$2,772.00	\$700.00	REH	Spring
Weigle,Lawrence D	Senior Lecturer	Curr & Instr Studies	\$4,800.00	\$800.00	REH	Spring
Wells-Goodwin,Kathleen J	Senior Lecturer	Supervising Teachers	\$2,719.20	\$824.00	REH	Spring
Wilfong,Judith Lynn	Assistant Lecturer	Supervising Teachers	\$2,059.72	\$780.20	REH	Spring
Zwick,Jennifer L	Assistant Lecturer	Supervising Teachers	\$792.00	\$600.00	REH	Spring
Zwick,Jennifer L	Assistant Lecturer	Curr & Instr Studies	\$3,600.00	\$600.00	REH	Spring
COLLEGE OF ENGINEERING						
Appleby,Matthew P	Senior Lecturer	Mechanical Engineering	\$4,500.00	\$1,500.00	REH	Spring
Chuang,Yutang	Senior Lecturer	Mechanical Engineering	\$6,000.00	\$1,500.00	REH	Spring
Goldberg,Robert K	Associate Lecturer	Civil Engineering	\$3,999.99	\$1,333.33	REH	Spring
Khalifa,Waseem U	Senior Lecturer	Civil Engineering	\$4,326.00	\$1,442.00	REH	Spring
Lewis,Gregory A	Senior Lecturer	Electrical & Computer Engr	\$6,400.00	\$1,600.00	REH	Spring
Mackey,Jonathan A	Senior Lecturer	Mechanical Engineering	\$2,900.00	\$1,450.00	REH	Spring
Peterson,Brian David	Senior Lecturer	Engineering Dean's Office	\$4,500.00	\$1,500.00	REH	Spring
Raible,Daniel	Senior Lecturer	Mechanical Engineering	\$4,500.00	\$1,500.00	REH	Spring
Wang,Kunding	Senior Lecturer	Mechanical Engineering	\$4,500.00	\$1,500.00	HIR	Spring
COLLEGE OF HEALTH PROFESSIONS						
Abbott,Hope M	Associate Lecturer	Nursing	\$10,710.00	\$1,190.00	REH	Spring
Abboud,Rita M	Assistant Lecturer	Nutrition & Dietetics	\$2,272.44	\$757.48	REH	Spring
Adamic,Brandi L	Assistant Lecturer	Speech-Lang Path & Audiology	\$1,995.00	\$950.00	REH	Spring
Alvis,Goldie Katherine	Associate Lecturer	Social Work	\$6,300.00	\$1,050.00	DTA	Spring
Amiruzzaman,Stefanie R	Associate Lecturer	Speech-Lang Path & Audiology	\$5,970.00	\$995.00	REH	Spring
Ascar,Monica M	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Atkins,Teia M	Special Lecturer	Nursing	\$4,050.00	\$900.00	HIR	Spring
Atkinson,Steven S	Special Lecturer	Allied Health Technology	\$3,600.00	\$900.00	HIR	Spring
Baker,Rose A	Assistant Lecturer	Nursing	\$8,652.00	\$1,442.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Bass, Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	\$9,070.74	\$1,007.86	REH	Spring
Bays, Joan B	Special Lecturer	Sport Science & Wellness Educ	\$5,400.00	\$900.00	REH	Spring
Beard, Kelly L	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Begue, Laura Marie	Assistant Lecturer	Nursing	\$10,712.97	\$1,190.33	REH	Spring
Benoit, Kami	Assistant Lecturer	Nutrition & Dietetics	\$8,400.00	\$1,200.00	REH	Spring
Berger, Jeanette	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Blackstone, Earl William	Assistant Lecturer	Nursing	\$6,300.00	\$1,050.00	REH	Spring
Bogdan, Dennis Charles	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Spring
Bohnert, Laura D	Assistant Lecturer	Nursing	\$11,691.00	\$1,299.00	REH	Spring
Bongiovi, Cathy A	Assistant Lecturer	Sport Science & Wellness Educ	\$3,300.00	\$1,100.00	REH	Spring
Booth, Angela R	Special Lecturer	Sport Science & Wellness Educ	\$2,250.00	\$750.00	REH	Spring
Bruno, Kathryn A	Special Lecturer	Nursing	\$4,387.50	\$975.00	REH	Spring
Brusko, Mallory K	Assistant Lecturer	Sport Science & Wellness Educ	\$1,909.62	\$636.54	REH	Spring
Buchanan, Cheryl L	Senior Lecturer	Nursing	\$3,600.00	\$1,200.00	REH	Spring
Buehrle, Kati M	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Burt, Joy A	Assistant Lecturer	Nursing	\$2,000.00	\$1,000.00	REH	Spring
Burton, Heather E	Senior Lecturer	Social Work	\$2,759.40	\$919.80	REH	Spring
Burton, Mary S	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
*Campbell, Thomas A	Senior Lecturer	Sport Science & Wellness Educ	\$9,000.00	\$1,000.00	DTA	Spring
Campbell, Timothy R	Assistant Lecturer	Sport Science & Wellness Educ	\$1,909.62	\$636.54	REH	Spring
Cargill, Marisa L	Assistant Lecturer	Counseling	\$2,400.00	\$600.00	HIR	Spring
Carpenter, Teri L	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Chudakoff, Catherine A	Assistant Lecturer	Social Work	\$5,600.00	\$800.00	REH	Spring
Clites, Kristin M	Assistant Lecturer	Sport Science & Wellness Educ	\$1,800.00	\$600.00	REH	Spring
Cobb, Marie A.	Senior Lecturer	Nursing	\$7,200.00	\$1,200.00	REH	Spring
Conner, James R	Special Lecturer	Sport Science & Wellness Educ	\$4,300.08	\$716.68	REH	Spring
Conversino, Liesa K	Assistant Lecturer	Social Work	\$7,200.00	\$800.00	REH	Spring
Coss, Thelma L	Assistant Lecturer	Social Work	\$4,000.00	\$800.00	REH	Spring
Cristino, William J	Assistant Lecturer	Sport Science & Wellness Educ	\$2,400.00	\$800.00	HIR	Spring
Crites, Lisa K	Assistant Lecturer	Social Work	\$2,499.69	\$833.23	REH	Spring
Cuomo, Carrie A	Assistant Lecturer	Nursing	\$5,092.32	\$1,273.08	REH	Spring
Curfman, Laurie A	Assistant Lecturer	Social Work	\$3,296.00	\$824.00	REH	Spring
Dalton, Terrence B	Associate Lecturer	Social Work	\$4,917.96	\$819.66	REH	Spring
Davis-Dieringer, Stephanie Ann	Assistant Lecturer	Sport Science & Wellness Educ	\$6,300.00	\$700.00	REH	Spring
DeBois, Kristen Cletzer	Assistant Lecturer	Nutrition & Dietetics	\$6,480.00	\$720.00	REH	Spring
Dennison, Brian L	Assistant Lecturer	Sport Science & Wellness Educ	\$3,000.00	\$1,000.00	REH	Spring
Dent, Jonathan	Assistant Lecturer	Sport Science & Wellness Educ	\$600.00	\$600.00	REH	Spring
Deuble, Jennifer V	Assistant Lecturer	Speech-Lang Path & Audiology	\$4,000.00	\$1,000.00	DTA	Spring
Draper, Brett A	Assistant Lecturer	Sport Science & Wellness Educ	\$3,787.44	\$946.86	REH	Spring
Dumpe, Michelle L	Senior Lecturer	Nursing	\$6,860.00	\$1,715.00	DTA	Spring
Dunivant, Crystal Nacolle	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Edgar, Tim C	Assistant Lecturer	Social Work	\$2,472.00	\$824.00	REH	Spring
Eisner, Dee A	Assistant Lecturer	Nutrition & Dietetics	\$4,800.00	\$800.00	REH	Spring
*Engle, Marling P	Special Lecturer	Sport Science & Wellness Educ	\$750.00	\$750.00	REH	Spring
Estes, Melanie D	Special Lecturer	Nursing	\$4,050.00	\$900.00	DTA	Spring
Faciana, Christopher D	Assistant Lecturer	Sport Science & Wellness Educ	\$1,800.00	\$600.00	REH	Spring
Fallis, Rebecca	Special Lecturer	Nursing	\$8,550.00	\$950.00	REH	Spring
Finefrock, Joan E	Senior Lecturer	Speech-Lang Path & Audiology	\$3,019.11	\$1,006.37	REH	Spring
Fleming, Eileen A	Assistant Lecturer	Nursing	\$8,000.00	\$1,000.00	REH	Spring
Ford, Jeremy L	Assistant Lecturer	Sport Science & Wellness Educ	\$1,854.00	\$618.00	REH	Spring
Frye-Leland, Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	\$8,991.90	\$999.10	REH	Spring
Furbee, Michelle R	Assistant Lecturer	Social Work	\$1,600.00	\$800.00	REH	Spring
George, Mary C	Assistant Lecturer	Nursing	\$12,052.08	\$1,339.12	REH	Spring
Gerberich, Mark W	Special Lecturer	Sport Science & Wellness Educ	\$5,100.00	\$850.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Goeden,Stephanie	Assistant Lecturer	Social Work	\$3,200.00	\$800.00	REH	Spring
Gray,Linda L	Assistant Lecturer	Speech-Lang Path & Audiology	\$2,985.00	\$995.00	REH	Spring
Gray,Taylor Noelle	Assistant Lecturer	Sport Science & Wellness Educ	\$5,600.00	\$800.00	DTA	Spring
Griggs,N. Michael	Assistant Lecturer	Sport Science & Wellness Educ	\$5,600.00	\$700.00	REH	Spring
Haberbusch,Lisa	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Hagy,Dyan M	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Hallock,Jennifer	Assistant Lecturer	Nursing	\$9,450.00	\$1,050.00	REH	Spring
Hamon,Todd	Special Lecturer	Nursing	\$4,050.00	\$900.00	REH	Spring
Hanna,Vickie K	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Hanshaw,Julia A	Special Lecturer	Nursing	\$4,050.00	\$900.00	REH	Spring
Harvey,Gloria M	Special Lecturer	Nursing	\$4,050.00	\$900.00	HIR	Spring
Headley,Jessica A	Senior Lecturer	Counseling	\$2,400.00	\$800.00	REH	Spring
Hearn,Samantha A	Assistant Lecturer	Counseling	\$3,600.00	\$600.00	HIR	Spring
Hebebrand,Kathleen Ann	Assistant Lecturer	Nursing	\$7,791.24	\$1,298.54	REH	Spring
Heineman,Rose A	Assistant Lecturer	Nursing	\$4,944.00	\$1,236.00	REH	Spring
Heller,David E	Assistant Lecturer	Allied Health Technology	\$800.00	\$800.00	REH	Spring
Heller,Heather A	Assistant Lecturer	Allied Health Technology	\$7,200.00	\$800.00	DTA	Spring
Herberghs,Bryan J	Assistant Lecturer	Sport Science & Wellness Educ	\$3,819.24	\$636.54	REH	Spring
Hionides-Horner,Emily I	Assistant Lecturer	Social Work	\$6,400.00	\$800.00	REH	Spring
Hirt,Lisa M	Assistant Lecturer	Nutrition & Dietetics	\$3,200.00	\$800.00	HIR	Spring
Hofer,Carolyn J	Special Lecturer	Sport Science & Wellness Educ	\$1,747.66	\$873.83	REH	Spring
Holgate,Dale W	Special Lecturer	Sport Science & Wellness Educ	\$2,163.00	\$721.00	REH	Spring
Hollon,Ellen Carr	Assistant Lecturer	Speech-Lang Path & Audiology	\$3,866.50	\$950.00	REH	Spring
Holt,Alexis M	Assistant Lecturer	Sport Science & Wellness Educ	\$3,600.00	\$600.00	REH	Spring
Hoon,Allan M	Assistant Lecturer	Sport Science & Wellness Educ	\$1,947.81	\$649.27	REH	Spring
Howard,Leon Carver	Senior Lecturer	Counseling	\$3,601.24	\$900.31	REH	Spring
Huff,Debra L	Senior Lecturer	Social Work	\$5,713.62	\$952.27	REH	Spring
Humm,Brian	Assistant Lecturer	Sport Science & Wellness Educ	\$1,200.00	\$600.00	REH	Spring
Ishler,Karen	Senior Lecturer	Social Work	\$2,700.00	\$900.00	REH	Spring
Jackson,Barbara L	Associate Lecturer	Sport Science & Wellness Educ	\$2,530.32	\$843.44	REH	Spring
Jesiolowski,Bernard Stephan	Senior Lecturer	Counseling	\$3,801.88	\$950.47	REH	Spring
Justine,Robert G	Special Lecturer	Sport Science & Wellness Educ	\$4,200.00	\$600.00	REH	Spring
Juszli,Sharon M	Assistant Lecturer	Nursing	\$4,200.00	\$1,050.00	REH	Spring
Kelly,Nicole	Special Lecturer	Speech-Lang Path & Audiology	\$8,730.00	\$970.00	REH	Spring
Kennell,Brian J	Associate Lecturer	Sport Science & Wellness Educ	\$4,800.00	\$800.00	REH	Spring
Kidd Puhalla,Laura M	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Klingler,Judith Ann	Senior Lecturer	Sport Science & Wellness Educ	\$6,000.00	\$1,000.00	REH	Spring
Kobak,Mallory S	Senior Lecturer	Sport Science & Wellness Educ	\$9,600.00	\$1,200.00	REH	Spring
Kreiner,Dale S	Special Lecturer	Sport Science & Wellness Educ	\$3,014.52	\$753.63	REH	Spring
Kunsman,Charles A	Associate Lecturer	Sport Science & Wellness Educ	\$8,000.00	\$1,000.00	REH	Spring
La Marca,Louis B	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
LaRose,Vivienne Marie	Assistant Lecturer	Nursing	\$5,092.32	\$1,273.08	REH	Spring
Lax,Greta A	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Leslie,Terri Y	Assistant Lecturer	Social Work	\$800.00	\$800.00	DTA	Spring
Loe,Cynthia H	Special Lecturer	Sport Science & Wellness Educ	\$2,967.04	\$741.76	REH	Spring
Logan,Darletta	Assistant Lecturer	Counseling	\$1,800.00	\$600.00	REH	Spring
Malcolm,Tedd J	Assistant Lecturer	Sport Science & Wellness Educ	\$2,495.13	\$831.71	REH	Spring
McDonald,Amy M	Assistant Lecturer	Nutrition & Dietetics	\$1,800.00	\$800.00	REH	Spring
McHenry,Amy L	Senior Lecturer	Nursing	\$9,450.00	\$1,050.00	HIR	Spring
Metcalf,Erin L	Special Lecturer	Nursing	\$8,100.00	\$900.00	HIR	Spring
Miller,Brian	Associate Lecturer	Sport Science & Wellness Educ	\$6,300.00	\$700.00	REH	Spring
Miller,Emma M	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Miller,Ryan A	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Moeller,Ruth Ann	Assistant Lecturer	Nursing	\$10,125.00	\$1,125.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Moore-Ramirez,Amy Marie	Associate Lecturer	Sport Science & Wellness Educ	\$1,600.00	\$800.00	REH	Spring
Mori,Candace Lynn	Assistant Lecturer	Nursing	\$2,200.00	\$1,100.00	REH	Spring
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	\$3,296.00	\$824.00	REH	Spring
Morrow,Brittany	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
*Mumper,John	Senior Lecturer	Social Work	\$3,090.00	\$1,030.00	REH	Spring
Neal,Julia C	Assistant Lecturer	Sport Science & Wellness Educ	\$1,800.00	\$600.00	REH	Spring
Nelson,Raymond Levi	Assistant Lecturer	Sport Science & Wellness Educ	\$2,400.00	\$800.00	HIR	Spring
Older,Julia Michelle	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Olescyski,Kirk	Senior Lecturer	Sport Science & Wellness Educ	\$7,200.00	\$1,200.00	REH	Spring
Palchick,Fred	Special Lecturer	Speech-Lang Path & Audiology	\$8,325.00	\$925.00	REH	Spring
Palmer,Chad E	Associate Lecturer	Sport Science & Wellness Educ	\$5,100.00	\$850.00	REH	Spring
Pardee,Marcy Maureen	Assistant Lecturer	Allied Health Technology	\$2,472.00	\$824.00	REH	Spring
Pavlak,Tim R	Senior Lecturer	Sport Science & Wellness Educ	\$3,600.00	\$1,200.00	REH	Spring
Piriak,Nicole	Special Lecturer	Allied Health Technology	\$6,912.00	\$1,152.00	REH	Spring
Powell,Michael Dale	Associate Lecturer	Sport Science & Wellness Educ	\$5,100.00	\$850.00	REH	Spring
Powell,Myrissa A	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Spring
Pressman,Jackie M	Assistant Lecturer	Nursing	\$7,669.55	\$1,095.65	REH	Spring
Questel,Gloria A	Assistant Lecturer	Social Work	\$7,200.00	\$800.00	REH	Spring
Reed,Kathleen B	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Reid,Pamela J	Senior Lecturer	Social Work	\$7,596.45	\$844.05	REH	Spring
Richards,Catherine M	Associate Lecturer	Speech-Lang Path & Audiology	\$6,168.06	\$1,028.01	DTA	Spring
Richards,Catherine M	Associate Lecturer	Speech-Lang Path & Audiology	\$3,084.03	\$1,028.01	REH	Spring
Richards,Suzanne C	Special Lecturer	Allied Health Technology	\$6,912.00	\$1,152.00	REH	Spring
Rizzo,Joseph Michael	Senior Lecturer	Counseling	\$2,400.00	\$800.00	REH	Spring
Robinson,Christine M	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Spring
Robinson,Meredith M	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Rochester,Benjamin M	Assistant Lecturer	Sport Science & Wellness Educ	\$2,434.77	\$811.59	REH	Spring
Rueckert,Terry B	Assistant Lecturer	Nursing	\$11,691.00	\$1,299.00	REH	Spring
Rufener,Patrick S	Senior Lecturer	Sport Science & Wellness Educ	\$6,180.00	\$1,030.00	REH	Spring
Ruhlin,Susan	Associate Lecturer	Speech-Lang Path & Audiology	\$5,031.85	\$1,006.37	REH	Spring
Sabistina,Shelley J	Assistant Lecturer	Nursing	\$9,000.00	\$1,000.00	REH	Spring
Sand-Ashley,Chris L	Senior Lecturer	Counseling	\$2,863.62	\$954.54	HIR	Spring
Sapola,Brian M	Associate Lecturer	Nursing	\$8,100.00	\$1,350.00	REH	Spring
Sapola,Brian M	Associate Lecturer	Allied Health Technology	\$4,050.00	\$1,350.00	REH	Spring
Schenault,Steve R	Special Lecturer	Sport Science & Wellness Educ	\$649.27	\$649.27	REH	Spring
Schrull,Patricia	Associate Lecturer	Nursing	\$6,600.00	\$1,100.00	REH	Spring
Seiber,Malissa	Special Lecturer	Allied Health Technology	\$6,912.00	\$1,536.00	HIR	Spring
Sette,Jennie E	Assistant Lecturer	Social Work	\$7,200.00	\$800.00	DTA	Spring
Shook,Allan J	Associate Lecturer	Sport Science & Wellness Educ	\$2,163.00	\$721.00	REH	Spring
Siarkowski,Karen	Associate Lecturer	Nursing	\$10,956.51	\$1,217.39	REH	Spring
Sisson,Valerie L	Assistant Lecturer	Nursing	\$5,194.16	\$1,298.54	REH	Spring
Sivec,Harry J	Senior Lecturer	Social Work	\$2,700.00	\$900.00	HIR	Spring
Smith,Marc L	Assistant Lecturer	Sport Science & Wellness Educ	\$1,800.00	\$600.00	REH	Spring
Smith,Nicole L	Special Lecturer	Allied Health Technology	\$6,912.00	\$1,536.00	REH	Spring
Spelik,Laurie A	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Sprague,Laura Hunter	Assistant Lecturer	Nursing	\$2,000.00	\$1,000.00	REH	Spring
Steinmetz,Janice E	Assistant Lecturer	Social Work	\$2,499.69	\$833.23	REH	Spring
Stockton,LuAnne M	Senior Lecturer	Sport Science & Wellness Educ	\$5,991.96	\$998.66	REH	Spring
Stutler,Kevin	Special Lecturer	Sport Science & Wellness Educ	\$6,428.72	\$803.59	DTA	Spring
Sydowski,Sarah A	Special Lecturer	Speech-Lang Path & Audiology	\$6,000.00	\$1,500.00	REH	Spring
Taylor,Cynthia L	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Taylor,Sarah D	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Terry,Kathleen M	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	HIR	Spring
Terry,Robert P	Associate Lecturer	Social Work	\$2,472.00	\$824.00	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF HEALTH PROFESSIONS (Cont.)						
Thomas,Becky L	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Spring
Thurman,Lauren E	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Tien,Xiao-Ying (Sharon)	Senior Lecturer	Allied Health Technology	\$2,864.43	\$954.81	REH	Spring
Torres,Guillermo	Assistant Lecturer	Social Work	\$4,800.00	\$800.00	REH	Spring
Tucker-See,Gretchen R	Assistant Lecturer	Counseling	\$1,909.62	\$636.54	REH	Spring
Vassalotti,Joseph M	Assistant Lecturer	Sport Science & Wellness Educ	\$2,550.00	\$850.00	HIR	Spring
Vipperman,Randolph	Senior Lecturer	Social Work	\$2,856.81	\$952.27	REH	Spring
Wade,Aimee R	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	HIR	Spring
Wagoner,Autumn A	Assistant Lecturer	Social Work	\$2,400.00	\$800.00	REH	Spring
Waite,Katherine A	Assistant Lecturer	Nursing	\$7,210.00	\$1,030.00	REH	Spring
Walker,Michelle R	Special Lecturer	Nursing	\$9,000.00	\$1,000.00	REH	Spring
Weisend,Gail A	Assistant Lecturer	Social Work	\$2,472.00	\$824.00	REH	Spring
Weisend,Stacy J	Senior Lecturer	Speech-Lang Path & Audiology	\$2,400.00	\$1,200.00	HIR	Spring
Wells,Ryan J	Special Lecturer	Nursing	\$2,700.00	\$900.00	REH	Spring
Wise,Jennifer A	Assistant Lecturer	Nursing	\$4,275.00	\$950.00	HIR	Spring
Wise,Shawn M	Assistant Lecturer	Sport Science & Wellness Educ	\$1,909.62	\$636.54	REH	Spring
Woollard,Nathan	Assistant Lecturer	Sport Science & Wellness Educ	\$3,600.00	\$1,200.00	REH	Spring
Workman,Angela Kay	Assistant Lecturer	Social Work	\$4,000.00	\$800.00	REH	Spring
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	\$6,000.00	\$1,200.00	REH	Spring
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	\$4,500.00	\$1,500.00	REH	Spring
Young,Tamara M	Special Lecturer	Nursing	\$8,100.00	\$900.00	REH	Spring
Zackaroff,Scott A	Senior Lecturer	Sport Science & Wellness Educ	\$2,400.00	\$1,200.00	REH	Spring
WILLIAMS HONORS COLLEGE						
Augustine,Joseph R	Senior Lecturer	Williams Honors Col Dean's Off	\$2,101.20	\$1,050.60	REH	Spring
Dunbar,Michael D	Associate Lecturer	Williams Honors Col Dean's Off	\$4,326.00	\$721.00	REH	Spring
*Kagafas,James G	Senior Lecturer	Williams Honors Col Dean's Off	\$1,788.08	\$894.04	REH	Spring
Levin,Paula B	Associate Lecturer	Williams Honors Col Dean's Off	\$1,750.00	\$875.00	REH	Spring
*Mostardi,Richard A	Senior Lecturer	Williams Honors Col Dean's Off	\$2,065.70	\$1,032.85	REH	Spring
Pollock,Heather N	Senior Lecturer	Williams Honors Col Dean's Off	\$6,600.00	\$1,100.00	REH	Spring
Rosenthal,Harvey D	Senior Lecturer	Williams Honors Col Dean's Off	\$2,606.02	\$1,303.01	REH	Spring
Tomko,Carrie A	Senior Lecturer	Williams Honors Col Dean's Off	\$6,798.00	\$1,133.00	REH	Spring
*Weidknecht,Marcia Elaine	Senior Lecturer	Williams Honors Col Dean's Off	\$2,000.00	\$1,000.00	REH	Spring
SCHOOL OF LAW						
Adinolfi,Karen Adinolfi	Senior Lecturer	Law - Instruction	\$2,610.00	\$870.00	REH	Spring
Bailey,Kenneth William	Senior Lecturer	Law - Instruction	\$3,051.57	\$1,017.19	REH	Spring
Curry,Marie B	Senior Lecturer	Law - Instruction	\$1,666.67	\$1,666.67	REH	Spring
Glessner,Daniel K	Senior Lecturer	Law - Instruction	\$1,838.56	\$919.28	REH	Spring
Goff,Christopher V	Senior Lecturer	Law - Instruction	\$2,610.00	\$870.00	REH	Spring
Hightower,Kani Harvey	Special Lecturer	Law - Instruction	\$1,792.20	\$896.10	REH	Spring
Kelly,Melissa Z	Senior Lecturer	Law - Instruction	\$3,480.00	\$1,740.00	REH	Spring
Krull,Kevin C	Senior Lecturer	Law - Instruction	\$2,610.00	\$870.00	REH	Spring
Noffsinger,Stephen	Senior Lecturer	Law - Instruction	\$2,056.02	\$1,028.01	REH	Spring
Rockhill III,Alvin T	Senior Lecturer	Law - Instruction	\$3,051.57	\$1,017.19	REH	Spring
Thomas,Timothy R	Senior Lecturer	Law - Instruction	\$6,000.00	\$2,000.00	REH	Spring
Thomson,Daniel A.	Senior Lecturer	Law - Instruction	\$2,610.00	\$870.00	REH	Spring
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY						
Albright,Jeremy D	Assistant Lecturer	Engineering & Science Tech	\$4,900.00	\$700.00	REH	Spring
Anderson,David L	Special Lecturer	Engineering & Science Tech	\$4,146.64	\$1,036.66	REH	Spring
Ardner,Larry J	Senior Lecturer	Business & Info Technology	\$4,950.00	\$825.00	REH	Spring
Artino,Kristina A	Assistant Lecturer	Business & Info Technology	\$2,317.50	\$772.50	REH	Spring
Balazs-McCord,Szilvia	Senior Lecturer	Business & Info Technology	\$9,000.00	\$1,000.00	REH	Spring
Besch,Ann M	Senior Lecturer	Engineering & Science Tech	\$1,249.83	\$999.87	REH	Spring
Blazunas,Peter R	Assistant Lecturer	Applied General & Tech Studies	\$2,250.00	\$750.00	HIR	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)						
Bower,Kathleen M	Senior Lecturer	Engineering & Science Tech	\$2,850.00	\$950.00	REH	Spring
Boyd,Rauslynn M	Assistant Lecturer	Business & Info Technology	\$2,400.00	\$800.00	HIR	Spring
Brooks,Steven L	Special Lecturer	Engineering & Science Tech	\$1,500.00	\$600.00	REH	Spring
Brown,Fannie L	Senior Lecturer	Applied General & Tech Studies	\$5,194.14	\$865.69	REH	Spring
Bucholtz,Kenneth J	Special Lecturer	Business & Info Technology	\$3,965.50	\$721.00	REH	Spring
Buehrle,John A	Senior Lecturer	Business & Info Technology	\$5,759.04	\$959.84	REH	Spring
Coldwell,Samantha	Assistant Lecturer	Business & Info Technology	\$4,800.00	\$800.00	REH	Spring
*Collins,Christopher	Senior Lecturer	Business & Info Technology	\$6,798.00	\$1,133.00	REH	Spring
Collins,Pamela S	Senior Lecturer	Business & Info Technology	\$2,700.21	\$900.07	REH	Spring
Crawford,Sandie L	Senior Lecturer	Applied General & Tech Studies	\$5,550.00	\$925.00	REH	Spring
Dalton,Terrence B	Associate Lecturer	Business & Info Technology	\$2,458.98	\$819.66	REH	Spring
*Davis III,Russell K	Senior Lecturer	Business & Info Technology	\$3,246.36	\$1,082.12	REH	Spring
DeCamp,Clifford L	Senior Lecturer	Business & Info Technology	\$2,988.72	\$996.24	REH	Spring
Denning,Lillian V	Associate Lecturer	Business & Info Technology	\$7,447.59	\$827.51	REH	Spring
Devito,Gina	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,400.00	\$800.00	REH	Spring
DuBose,Kathy D	Associate Lecturer	Business & Info Technology	\$2,703.75	\$901.25	REH	Spring
Dudek,Thomas J	Senior Lecturer	Engineering & Science Tech	\$1,500.00	\$1,000.00	REH	Spring
Eckerle,Joe	Senior Lecturer	Engineering & Science Tech	\$2,400.00	\$800.00	REH	Spring
Edmonds,Clarence D	Special Lecturer	Business & Info Technology	\$5,681.10	\$757.48	REH	Spring
Evans,David	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,250.00	\$750.00	REH	Spring
Ford,Jennie Arlene	Assistant Lecturer	Applied General & Tech Studies	\$4,500.00	\$750.00	REH	Spring
Gaydar,Jack Richard	Special Lecturer	Engineering & Science Tech	\$2,163.00	\$618.00	REH	Spring
Gearhart,Otto A	Senior Lecturer	Applied General & Tech Studies	\$7,200.00	\$800.00	REH	Spring
Goldstein,Innara T	Associate Lecturer	Business & Info Technology	\$2,496.00	\$832.00	REH	Spring
Gordon MA,Deborah L	Assistant Lecturer	Business & Info Technology	\$4,800.00	\$800.00	REH	Spring
Greenwald,Ronald M	Senior Lecturer	Business & Info Technology	\$8,820.00	\$980.00	REH	Spring
Gucik,Nathaniel B	Associate Lecturer	Engineering & Science Tech	\$3,600.00	\$800.00	HIR	Spring
Haiduc,Dana	Senior Lecturer	Applied General & Tech Studies	\$8,100.00	\$900.00	REH	Spring
Hamilton,Bart P	Senior Lecturer	Engineering & Science Tech	\$3,000.00	\$1,000.00	REH	Spring
Harpst,Todd A	Senior Lecturer	Engineering & Science Tech	\$2,550.00	\$850.00	REH	Spring
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	\$2,921.73	\$973.91	REH	Spring
Henderson,Cory	Assistant Lecturer	Applied General & Tech Studies	\$4,650.00	\$775.00	HIR	Spring
Hoffner,Mike	Senior Lecturer	Engineering & Science Tech	\$5,000.00	\$1,000.00	REH	Spring
Holland Jr,William B	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,272.44	\$757.48	REH	Spring
Hollinger,Melissa R	Assistant Lecturer	Business & Info Technology	\$2,400.00	\$800.00	REH	Spring
Huber,Douglas C	Senior Lecturer	Business & Info Technology	\$6,538.00	\$934.00	REH	Spring
Jodon,John P	Senior Lecturer	Business & Info Technology	\$2,700.00	\$900.00	REH	Spring
Jones,Lorans R	Associate Lecturer	Business & Info Technology	\$4,800.00	\$800.00	REH	Spring
Julius,Gregory M	Senior Lecturer	Applied General & Tech Studies	\$7,875.00	\$875.00	REH	Spring
*Kemp-Queener,Charlene	Assistant Lecturer	Business & Info Technology	\$2,317.50	\$772.50	DTA	Spring
Komsa,Jack	Senior Lecturer	Business & Info Technology	\$2,700.00	\$900.00	DEA	Fall
Krause,Jeff James	Special Lecturer	Engineering & Science Tech	\$2,400.00	\$800.00	HIR	Spring
Lester,Yvette L	Associate Lecturer	Applied General & Tech Studies	\$4,500.00	\$750.00	REH	Spring
Little,Dana M	Associate Lecturer	Business & Info Technology	\$5,100.00	\$850.00	REH	Spring
Lodge,Thomas	Senior Lecturer	Engineering & Science Tech	\$6,991.53	\$998.79	REH	Spring
*Lukach,Thomas F	Senior Lecturer	Engineering & Science Tech	\$8,000.00	\$1,000.00	DTA	Spring
Mandalinich,Matt	Senior Lecturer	Engineering & Science Tech	\$3,285.00	\$900.00	REH	Spring
Mayhew,William T	Special Lecturer	Engineering & Science Tech	\$2,077.65	\$692.55	REH	Spring
McClelland,John	Assistant Lecturer	Engineering & Science Tech	\$3,200.00	\$800.00	REH	Spring
McClintick,David T	Assistant Lecturer	Engineering & Science Tech	\$3,213.00	\$714.00	REH	Spring
Metcalf,Steven J	Special Lecturer	Engineering & Science Tech	\$2,275.00	\$650.00	REH	Spring
Moore,Hope Michelle	Senior Lecturer	Applied General & Tech Studies	\$4,800.00	\$800.00	REH	Spring
Moore-Ramirez,Amy Marie	Associate Lecturer	Applied General & Tech Studies	\$4,500.00	\$750.00	REH	Spring
Morrison,Timothy M	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,227.89	\$742.63	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)						
Mourzine,Eugene	Senior Lecturer	Business & Info Technology	\$8,100.00	\$900.00	DTA	Spring
Murphy,Mark A	Assistant Lecturer	Business & Info Technology	\$2,400.00	\$800.00	HIR	Spring
Natney,Joseph O	Senior Lecturer	Business & Info Technology	\$5,869.92	\$978.32	REH	Spring
Newar,Tara	Senior Lecturer	Engineering & Science Tech	\$3,500.00	\$1,000.00	HIR	Spring
Nickels,Lynn	Assistant Lecturer	Applied General & Tech Studies	\$2,400.00	\$800.00	HIR	Spring
Oppong-Atta,Jephthah	Assistant Lecturer	Applied General & Tech Studies	\$2,100.00	\$700.00	HIR	Spring
Patterson,James J	Senior Lecturer	Engineering & Science Tech	\$4,500.00	\$1,000.00	HIR	Spring
Perry,Alvin L	Assistant Lecturer	Engineering & Science Tech	\$3,900.00	\$750.00	DTA	Spring
Persia,Stephen T	Senior Lecturer	Business & Info Technology	\$2,400.00	\$800.00	REH	Spring
Pinis,Georgia A	Senior Lecturer	Business & Info Technology	\$8,343.00	\$927.00	REH	Spring
Poth,Christine M	Senior Lecturer	Applied General & Tech Studies	\$5,991.90	\$998.65	REH	Spring
*Riccardi,Richard W	Special Lecturer	Engineering & Science Tech	\$5,850.00	\$650.00	REH	Spring
Richards,Amelia	Assistant Lecturer	Applied General & Tech Studies	\$3,900.00	\$650.00	REH	Spring
Risaliti,Stephen E	Senior Lecturer	Business & Info Technology	\$2,597.07	\$865.69	REH	Spring
Rutter,John Joseph	Senior Lecturer	Business & Info Technology	\$2,472.00	\$824.00	REH	Spring
Seagren,Eric C	Assistant Lecturer	Business & Info Technology	\$2,325.00	\$775.00	REH	Spring
Shabaya,Ronald	Senior Lecturer	Business & Info Technology	\$5,400.00	\$900.00	REH	Spring
Shaffer Jr,Harold W	Senior Lecturer	Business & Info Technology	\$2,981.49	\$993.83	REH	Spring
Shane,Jeffrey S	Senior Lecturer	Engineering & Science Tech	\$5,713.62	\$952.27	REH	Spring
Shearer,Jon D	Assistant Lecturer	Applied General & Tech Studies	\$2,700.00	\$900.00	HIR	Spring
Shell,Daniel J	Associate Lecturer	Business & Info Technology	\$7,785.00	\$865.00	REH	Spring
Shiller,Paul J	Senior Lecturer	Engineering & Science Tech	\$3,150.00	\$900.00	REH	Spring
Shiple,kip A	Associate Lecturer	Engineering & Science Tech	\$3,600.00	\$900.00	REH	Spring
Shuman,John N	Assistant Lecturer	Engineering & Science Tech	\$2,100.00	\$700.00	REH	Spring
Singletary,Frank R	Senior Lecturer	Business & Info Technology	\$7,809.03	\$867.67	REH	Spring
Snyder,Gary E	Senior Lecturer	Business & Info Technology	\$5,850.00	\$975.00	REH	Spring
Spayd,Michael A	Assistant Lecturer	Business & Info Technology	\$2,250.00	\$750.00	REH	Spring
Speck,Curt	Special Lecturer	Engineering & Science Tech	\$4,486.44	\$747.74	REH	Spring
Spencer,Patricia A	Senior Lecturer	Business & Info Technology	\$8,343.00	\$927.00	REH	Spring
Stang,Jean M	Senior Lecturer	Applied General & Tech Studies	\$2,661.81	\$887.27	REH	Spring
Stinson,Jelynn A	Senior Lecturer	Engineering & Science Tech	\$2,975.00	\$850.00	REH	Spring
Stokes,Polly A	Senior Lecturer	Applied General & Tech Studies	\$2,970.42	\$990.14	REH	Spring
Styer,Todd R	Assistant Lecturer	Engineering & Science Tech	\$3,600.00	\$800.00	REH	Spring
Sulak,Tamera H	Assistant Lecturer	Engineering & Science Tech	\$5,198.41	\$742.63	REH	Spring
Vanwinkle,Diana L	Senior Lecturer	Applied General & Tech Studies	\$7,650.00	\$850.00	REH	Spring
Veon,Neal T	Special Lecturer	Engineering & Science Tech	\$2,450.00	\$700.00	REH	Spring
Vogel,Susan B	Senior Lecturer	Applied General & Tech Studies	\$7,304.31	\$811.59	REH	Spring
Wainwright,Christine Lorraine	Senior Lecturer	Applied General & Tech Studies	\$3,025.23	\$1,008.41	REH	Spring
Walker,Luke C	Special Lecturer	Engineering & Science Tech	\$3,600.00	\$800.00	REH	Spring
Wallace,Deborah M	Associate Lecturer	Applied General & Tech Studies	\$6,750.00	\$750.00	REH	Spring
Warrick,John David	Senior Lecturer	Applied General & Tech Studies	\$4,419.88	\$1,104.97	REH	Spring
Whitacre,Tori L	Associate Lecturer	Applied General & Tech Studies	\$7,200.00	\$800.00	REH	Spring
Williams,Michael David	Assistant Lecturer	Applied General & Tech Studies	\$7,200.00	\$800.00	REH	Spring
Wynn,Susan E	Senior Lecturer	Applied General & Tech Studies	\$8,678.79	\$964.31	REH	Spring
Young,Ronald S	Assistant Lecturer	Engineering & Science Tech	\$2,623.05	\$874.35	REH	Spring
WAYNE COLLEGE						
Attili,Maurizio	Assistant Lecturer	English-Wayne	\$2,184.66	\$728.22	REH	Spring
Baird,Ellen M	Senior Lecturer	Sociology-Wayne	\$2,680.47	\$893.49	REH	Spring
Baird,Ellen M	Senior Lecturer	Developmental Programs-Wayne	\$1,786.98	\$893.49	DTA	Spring
Bassett,Nathaniel J	Assistant Lecturer	History-Wayne	\$1,408.00	\$704.00	REH	Spring
Beebe,David H	Senior Lecturer	Chemistry-Wayne	\$6,139.26	\$1,023.21	DTA	Spring
Bell,Charles E	Associate Lecturer	History-Wayne	\$1,880.78	\$940.39	REH	Spring
Bell,Charles E	Associate Lecturer	History-Wayne	\$1,880.78	\$940.39	REH	Spring
Blaha,Stephanie Joy	Special Lecturer	Music-Wayne	\$4,268.40	\$711.40	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE (Cont.)						
Blaine,Bryan L	Senior Lecturer	Mathematics-Wayne	\$3,569.84	\$892.46	DTA	Spring
Bohrer,Shari L	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$3,111.24	\$1,037.08	REH	Spring
Buckeye,Sheila T	Assistant Lecturer	Educational Foundations-Wayne	\$2,083.74	\$694.58	REH	Spring
Butts,Theresa A	Special Lecturer	Business & Office Tech-Wayne	\$2,235.06	\$745.02	REH	Fall
Carlin,Eric R	Senior Lecturer	English-Wayne	\$5,351.64	\$891.94	REH	Spring
Carmichael,Stephen	Special Lecturer	Developmental Programs-Wayne	\$3,586.40	\$896.60	DTA	Spring
Clark,Colby	Assistant Lecturer	Philosophy-Wayne	\$2,089.35	\$696.45	HIR	Spring
Clark,John P.	Senior Lecturer	Mathematics-Wayne	\$7,734.88	\$966.86	REH	Spring
Colangelo,Mario A	Associate Lecturer	Mathematics-Wayne	\$3,314.00	\$828.50	REH	Spring
Conklin,Michael W	Senior Lecturer	Geosciences-Wayne	\$7,104.64	\$888.08	REH	Spring
Crissinger III,Bruce A	Senior Lecturer	English-Wayne	\$2,701.32	\$900.44	REH	Spring
Crissinger III,Bruce A	Senior Lecturer	Developmental Programs-Wayne	\$3,601.76	\$900.44	REH	Spring
Crow,Timothy M	Senior Lecturer	History-Wayne	\$3,578.08	\$894.52	REH	Spring
Davis,Roger Lawrence	Associate Lecturer	Business & Office Tech-Wayne	\$4,201.08	\$700.18	HIR	Spring
Dodson,Kathryn K	Assistant Lecturer	Biology-Wayne	\$3,789.33	\$688.97	REH	Spring
Dodson,Kathryn K	Assistant Lecturer	Chemistry-Wayne	\$2,066.91	\$688.97	REH	Spring
Dominik,Erich G	Senior Lecturer	Accounting-Wayne	\$8,512.74	\$945.86	REH	Spring
Douglas,Denise R	Assistant Lecturer	Busn Management Tech - Wayne	\$4,156.26	\$692.71	REH	Spring
Dreher,Christine D	Senior Lecturer	Developmental Programs-Wayne	\$2,007.16	\$1,003.58	REH	Spring
Dreher,Christine D	Senior Lecturer	Business & Office Tech-Wayne	\$2,007.16	\$1,003.58	REH	Spring
Duke,Philip G	Assistant Lecturer	History-Wayne	\$3,147.00	\$786.75	REH	Spring
Durbin,Michael R	Senior Lecturer	Philosophy-Wayne	\$2,835.51	\$945.17	REH	Spring
Eichler,James P	Senior Lecturer	History-Wayne	\$6,453.78	\$1,075.63	REH	Spring
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	\$9,356.58	\$1,039.62	REH	Spring
Felix,Gay L	Senior Lecturer	Developmental Programs-Wayne	\$8,352.24	\$1,044.03	REH	Spring
Fink,Jane M	Senior Lecturer	Educational Foundations-Wayne	\$2,718.00	\$906.00	HIR	Spring
Fink,John	Assistant Lecturer	Developmental Programs-Wayne	\$4,133.82	\$688.97	REH	Spring
Gold,Scott David	Assistant Lecturer	Engineering Technology-Wayne	\$4,822.79	\$688.97	REH	Spring
Hacker,Jackie	Assistant Lecturer	Family & Consumer Sci-Wayne	\$2,800.72	\$700.18	REH	Spring
Hacker,Jonathan J	Special Lecturer	Art-Wayne	\$4,178.70	\$696.45	REH	Spring
Halaseh,Odeh K	Assistant Lecturer	Political Science-Wayne	\$4,212.30	\$702.05	REH	Spring
Hartman,Scott T	Senior Lecturer	Political Science-Wayne	\$6,188.64	\$1,031.44	DTA	Spring
Harvey,Michael S	Assistant Lecturer	Developmental Programs-Wayne	\$2,755.88	\$688.97	REH	Spring
Hillard-Hare,Donora A	Senior Lecturer	English-Wayne	\$7,990.38	\$887.82	REH	Spring
Hodgson,David B	Senior Lecturer	Geosciences-Wayne	\$6,119.58	\$1,019.93	REH	Spring
Horst,Leona E	Senior Lecturer	Biology-Wayne	\$6,232.80	\$890.40	REH	Spring
Horst,Leona E	Senior Lecturer	Chemistry-Wayne	\$1,335.60	\$890.40	REH	Spring
Huth MA,Brian R	Associate Lecturer	Philosophy-Wayne	\$2,357.46	\$785.82	REH	Spring
Jackson,Barbara L	Associate Lecturer	Sport Sci & Well Educ Wayne	\$4,217.20	\$843.44	REH	Spring
Jauk,Daniela	Senior Lecturer	Sociology-Wayne	\$5,346.00	\$911.00	HIR	Spring
Jolly,Mary E	Assistant Lecturer	Educational Foundations-Wayne	\$6,219.00	\$691.00	REH	Spring
Jolly,Stephen W	Senior Lecturer	Chemistry-Wayne	\$7,796.52	\$866.28	REH	Spring
Karwowski,Marcia Ann	Assistant Lecturer	Busn Management Tech - Wayne	\$4,133.82	\$688.97	DTA	Spring
Kieffaber,Michelle D	Associate Lecturer	GS: Eff Oral Comm-Wayne	\$8,730.00	\$970.00	REH	Spring
Klotzle,Paul R	Assistant Lecturer	Developmental Programs-Wayne	\$2,763.36	\$690.84	REH	Spring
Kobak,Christopher S	Assistant Lecturer	GS: Physical Education-Wayne	\$696.45	\$696.45	REH	Spring
Konchan,Kenneth J	Senior Lecturer	History-Wayne	\$3,684.36	\$921.09	REH	Spring
Kuzman,Brian L	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$5,331.54	\$888.59	REH	Spring
Laurene,Kimberly R	Senior Lecturer	Mathematics-Wayne	\$5,478.78	\$913.13	REH	Spring
Leasure,Bob W	Senior Lecturer	Mathematics-Wayne	\$3,944.08	\$986.02	REH	Spring
Lehman,Joanne	Associate Lecturer	English-Wayne	\$4,753.32	\$792.22	REH	Spring
Long PhD,Scot E	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$2,987.91	\$995.97	REH	Fall
Long PhD,Scot E	Senior Lecturer	Physics-Wayne	\$2,859.36	\$953.12	REH	Spring
Long PhD,Scot E	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$5,975.82	\$995.97	REH	Spring

PART-TIME TEACHING CREDIT COURSES FOR FALL 2017/SPRING 2018

Name	Title	Department	Amount	Term Rate	Action	Term
WAYNE COLLEGE (Cont.)						
Long,Charles H	Senior Lecturer	Mathematics-Wayne	\$3,550.24	\$887.56	REH	Spring
Maroli,John A	Senior Lecturer	Mathematics-Wayne	\$4,272.44	\$1,068.11	REH	Spring
Maurer,Mary E	Associate Lecturer	Business & Office Tech-Wayne	\$1,579.20	\$789.60	REH	Spring
Milkovich,David M	Assistant Lecturer	History-Wayne	\$3,669.96	\$917.49	REH	Spring
Mitchell,Arwen	Assistant Lecturer	English-Wayne	\$2,313.63	\$771.21	HIR	Fall
Morrison,Lisa Branicky	Senior Lecturer	Psychology-Wayne	\$6,545.00	\$935.00	REH	Spring
Moses,Lawrence L	Senior Lecturer	Geosciences-Wayne	\$2,728.35	\$909.45	REH	Spring
Mosley,Anthony T	Assistant Lecturer	Sport Sci & Well Educ Wayne	\$1,381.68	\$690.84	REH	Spring
Muhlhauser,Ian G	Assistant Lecturer	Philosophy-Wayne	\$2,163.57	\$721.19	REH	Spring
Nussbaum,Karita J	Senior Lecturer	Psychology-Wayne	\$2,661.93	\$887.31	REH	Spring
Osterfeld Ottobre,Candice A	Senior Lecturer	Business & Office Tech-Wayne	\$2,661.15	\$887.05	REH	Spring
Parvin,Mark R	Senior Lecturer	Economics-Wayne	\$5,336.40	\$889.40	HIR	Spring
Pfaff,Ellen M	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$2,668.86	\$889.62	REH	Spring
Piscitello,Charles	Assistant Lecturer	Sociology-Wayne	\$2,682.78	\$894.26	REH	Spring
Powell,James R	Senior Lecturer	Developmental Programs-Wayne	\$2,991.93	\$997.31	REH	Spring
Ramey,Kimberly	Senior Lecturer	Public Service Tech-Wayne	\$5,314.56	\$885.76	REH	Spring
Ramos,Robert	Assistant Lecturer	Philosophy-Wayne	\$2,117.40	\$705.80	HIR	Spring
Riley,Thomas C	Senior Lecturer	Sociology-Wayne	\$2,671.20	\$890.40	REH	Spring
San,Kyu Kyu	Associate Lecturer	Biology-Wayne	\$6,005.62	\$800.75	DTA	Spring
Sewell,James	Senior Lecturer	English-Wayne	\$9,005.76	\$1,000.64	REH	Spring
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	\$8,175.60	\$1,021.95	REH	Spring
Shaw,Eric M	Senior Lecturer	Physics-Wayne	\$1,021.95	\$1,021.95	REH	Spring
Sherry,Steven P	Senior Lecturer	Biology-Wayne	\$8,007.75	\$889.75	REH	Spring
Siffert,Karen B	Senior Lecturer	Mathematics-Wayne	\$8,171.60	\$1,021.45	DTA	Spring
Smith,Christopher L	Senior Lecturer	Business & Office Tech-Wayne	\$5,314.56	\$885.76	REH	Spring
*Smith,Forrest	Senior Lecturer	Geosciences-Wayne	\$1,149.22	\$1,149.22	REH	Spring
*Smith,Forrest	Senior Lecturer	Geosciences-Wayne	\$1,149.22	\$1,149.22	REH	Spring
*Smith,Forrest	Senior Lecturer	Physics-Wayne	\$3,447.66	\$1,149.22	HIR	Spring
Speicher,David S	Assistant Lecturer	Sport Sci & Well Educ Wayne	\$2,236.65	\$745.55	REH	Spring
Teckman,Thomas E	Assistant Lecturer	English-Wayne	\$4,257.84	\$709.64	REH	Spring
Terranova,Angela	Assistant Lecturer	English-Wayne	\$4,848.97	\$692.71	REH	Spring
Tohill,Mary F	Senior Lecturer	English-Wayne	\$9,857.07	\$1,095.23	REH	Spring
Valentine,Michael C.	Assistant Lecturer	English-Wayne	\$7,995.06	\$888.34	REH	Spring
Vansickle,Kenneth R	Senior Lecturer	Business & Office Tech-Wayne	\$2,963.25	\$987.75	REH	Spring
Vierheller,Zachary	Assistant Lecturer	Political Science-Wayne	\$4,156.26	\$692.71	REH	Spring
Wachtel,Scott A	Assistant Lecturer	GS: Eff Oral Comm-Wayne	\$4,167.48	\$694.58	DTA	Spring
Wain,Ashley R	Senior Lecturer	Biology-Wayne	\$3,992.85	\$887.30	REH	Spring
Waldenmaier,Jacob	Senior Lecturer	Philosophy-Wayne	\$5,330.04	\$888.34	REH	Spring
*Warrick,John David	Senior Lecturer	Developmental Programs-Wayne	\$3,314.91	\$1,104.97	REH	Spring
Weckesser,Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	\$1,514.02	\$757.01	REH	Spring
Weyls,John M.	Senior Lecturer	Philosophy-Wayne	\$9,360.00	\$1,040.00	REH	Spring
Williams,Eric Scott	Senior Lecturer	History-Wayne	\$4,120.12	\$1,030.03	REH	Spring
Wilson,Deborah A	Senior Lecturer	Mathematics-Wayne	\$8,020.53	\$891.17	REH	Spring
*Wolf,Laura L	Senior Lecturer	English-Wayne	\$6,330.42	\$1,055.07	REH	Spring
Woods,Mark E	Assistant Lecturer	Sociology-Wayne	\$2,248.77	\$749.59	REH	Spring
Wyss,William R	Assistant Lecturer	Political Science-Wayne	\$2,250.54	\$750.18	REH	Spring
Yamaguchi,Jaime	Associate Lecturer	Music-Wayne	\$5,521.56	\$920.26	REH	Spring
Yerman,William M	Assistant Lecturer	Chemistry-Wayne	\$1,072.71	\$715.14	REH	Spring
Zabka,Joseph A	Senior Lecturer	Mathematics-Wayne	\$4,369.50	\$971.00	REH	Spring

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
(SUMMER/FALL 2017, SPRING/SUMMER 2018)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS								
Allen,Christian H	Events Assistant	Office of Athletics	STA	12/25/2017	6/17/2018	\$8.30	PAY	ADJ
Fiocca,Patrick D	Athletics Game & Events Asst	Office of Athletics	STA	11/21/2017	11/21/2017	\$100.00	REH	1XP
Fiocca,Patrick D	Athletics Game & Events Asst	Office of Athletics	STA	11/24/2017	11/24/2017	\$35.00	REH	1XP
Green III,Reuben E	Athletics Game & Events Asst	Office of Athletics	STA	1/1/2018	5/15/2018	\$8.30	REA	TMP
Hawley,David L	Athletics Game & Events Asst	Office of Athletics	STA	11/24/2017	11/24/2017	\$75.00	REH	1XP
Hawley,David L	Athletics Game & Events Asst	Office of Athletics	STA	12/20/2017	12/20/2017	\$100.00	REH	1XP
*Haydu,Robert P	Athletics Game & Events Asst	Office of Athletics	STA	1/7/2018	1/7/2018	\$100.00	REH	1XP
Hepburn,Karlie	Camp Manager	Office of Athletics	STA	8/15/2017	8/15/2017	\$945.00	REH	1XP
Kreptowski,Joseph	Athletics Game & Events Asst	Office of Athletics	STA	11/21/2017	11/21/2017	\$100.00	REH	1XP
May,David	Athletics Game & Events Asst	Office of Athletics	STA		11/21/2017	\$8.50	TER	RES
McCune,Alex W	Athletics Game & Events Asst	Office of Athletics	STA	12/18/2017	6/15/2018	\$10.00	HIR	TMP
Milkovich,David M	Athletics Game & Events Asst	Office of Athletics	STA	12/20/2017	12/20/2017	\$100.00	REH	1XP
Murphy,Benjamin R	Dir Football Operations	Office of Athletics	CP	11/29/2017	11/29/2017	\$3,910.00	REH	1XP
Ouimet,Mark	Football Recruiting Coord	Office of Athletics	CP	11/29/2017	11/29/2017	\$3,400.00	REH	1XP
Owens,Thomas J	Athletics Game & Events Asst	Office of Athletics	STA	1/1/2018	5/15/2018	\$8.30	REA	TMP
Pierce,Gregory	Events Assistant	Office of Athletics	CP	10/21/2017	10/21/2017	\$400.00	REH	1XP
Pierce,Gregory	Events Assistant	Office of Athletics	CP	11/24/2017	11/24/2017	\$250.00	REH	1XP
Robinson,Destanie L	Athletics Game & Events Asst	Office of Athletics	STA	12/18/2017	6/11/2018	\$10.00	HIR	TMP
Schadle,Fabian K	Athletics Game & Events Asst	Office of Athletics	STA	1/7/2018	1/7/2018	\$100.00	REH	1XP
Sebrell,John A	Athletics Game & Events Asst	Office of Athletics	STA	10/27/2017	6/11/2018	\$8.50	HIR	TMP
Shimada,Jami M	Events Assistant	Office of Athletics	STA	12/25/2017	6/16/2018	\$8.30	PAY	ADJ
Szabo,Rebecca L	Camp Manager	Office of Athletics	STA	8/13/2017	8/13/2017	\$1,313.85	HIR	1XP
Trocchio,Joseph E	Events Assistant	Office of Athletics	STA	12/25/2017	6/17/2018	\$8.30	PAY	ADJ
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	10/21/2017	10/21/2017	\$80.00	HIR	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	11/24/2017	11/24/2017	\$40.00	REH	1XP
OFFICE OF ACADEMIC AFFAIRS								
Baughman,Nickolas G	Lecturer	UA Solutions	FAC	1/7/2018	4/21/2018	\$24,875.00	REH	TMP
Baughman,Nickolas G	Lecturer	UA Solutions	FAC	8/6/2017	2/10/2018	\$36,750.00	DTA	OTH
Busic,Carrie L	Lecturer	UA Solutions	FAC	10/22/2017	12/9/2017	\$680.00	HIR	TMP
Eubanks,Elijah P	Dir Technology-Law	Office of Academic Affairs	CP	12/16/2017	12/16/2017	\$375.00	REH	1XP
Fitzpatrick,Rosemary	Lecturer	UA Solutions	FAC	10/29/2017	11/5/2017	\$490.00	REH	TMP
Fitzpatrick,Rosemary	Lecturer	UA Solutions	FAC	12/10/2017	1/13/2018	\$3,800.00	REH	TMP
Gerber,Todd D	Lecturer	UA Solutions	FAC	10/29/2017	11/18/2017	\$1,050.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	11/5/2017	12/10/2017	\$625.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	1/14/2018	2/17/2018	\$625.00	REH	TMP
Kandray,Daniel E	Lecturer	UA Solutions	FAC	1/14/2018	5/5/2018	\$6,000.00	REH	TMP
Kelley,Joshua M	Adjunct Instructor	Military Science & Leadership	FAC	11/22/2017	11/22/2020	\$0.00	HIR	TMP
McKnight,Lynn B	Professor Instr	Developmental Programs	FAC	5/19/2018	5/19/2018	\$4,000.00	HIR	1XP
Miller,Michelle A	Professor Instr	Developmental Programs	FAC	5/6/2018	5/6/2018	\$4,000.00	HIR	1XP
Plastow,Alan L	Lecturer	UA Solutions	FAC	10/15/2017	10/28/2017	\$4,450.00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	10/1/2017	10/29/2017	\$175.00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	10/29/2017	11/26/2017	\$140.00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	11/26/2017	12/9/2017	\$105.00	REH	TMP
Younessi,Theodore A	Lecturer	UA Solutions	FAC	10/29/2017	11/19/2017	\$585.00	REH	TMP
Younessi,Theodore A	Lecturer	UA Solutions	FAC	12/3/2017	12/9/2017	\$292.50	REH	TMP
DIVISION OF STUDENT SUCCESS								
Hubert,Douglas G.	Tutor AAP	Acad Achievement Programs	STA	10/5/2017	10/10/2017	\$22.00	REH	TMP
Rieder Bennett,Sara	Asst Dir Testing	Counseling & Testing Center	CP	3/25/2017	3/25/2017	\$106.00	REH	1XP
Shun,Frances I	Test Proctor	Counseling & Testing Center	STA	3/25/2017	3/25/2017	\$162.00	HIR	1XP
Simmons,Todd	Student Union Oper Asst	Student Life	STA		8/10/2017	\$8.15	TER	RES
VICE PRESIDENT, FINANCE & ADMINISTRATION/CFO								
Iler,Katie E	Office Assistant	University Dining Services	STA	12/25/2017		\$8.30	PAY	ADJ
Rayl,Kenneth L	Events Assistant	University Police Department	STA	11/24/2017	11/24/2017	\$195.00	HIR	1XP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
(SUMMER/FALL 2017, SPRING/SUMMER 2018)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF CAPITAL PLANNING & FACILITIES MANAGEMENT								
Beers,Mark Richard	Coord Emergency Mgt	Env & Occ Health & Safety	STA	11/24/2017	11/24/2017	\$150.00	REH	1XP
OFFICE OF INFORMATION TECHNOLOGY SERVICES								
Edwards,Cathy L	Security Administrator-PT	Application Systems Svs	STA	11/28/2017	3/31/2018	\$40.00	HIR	TMP
OFFICE OF TALENT DEVELOPMENT & HUMAN RESOURCES								
Babb,Nicole L	Faculty Interpreter	Talent Dev & Human Res	STA	1/16/2018	6/30/2018	\$36.00	HIR	TMP
Morgan,Carrie S	Faculty Interpreter	Talent Dev & Human Res	STA	1/16/2018	6/30/2018	\$36.00	HIR	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Antonucci,Sally	Associate Lecturer	Child & Family Development	FAC	8/28/2017	12/24/2017	\$1,000.00	HIR	ADM
Barrett,Linda Ruth	Assoc Prof - Summer	Geosciences	FAC	8/7/2017	8/25/2017	\$4,394.54	REH	TMP
Behrman,Carolyn	Assoc Prof	Anthropology & Classical St	FAC	10/7/2017	10/7/2017	\$300.00	HIR	1XP
Binda,Francesco	Accompanist	Music	STA	11/7/2017	6/30/2018	\$25.00	HIR	TMP
Carlisle,Nick Thomas	Senior Lecturer	Dance, Theatre & Arts Admin	FAC	10/23/2017	10/28/2017	\$350.00	REH	TMP
Dong,Dale Y	Assistant Lecturer	Dance, Theatre & Arts Admin	FAC	11/1/2017	11/1/2017	\$250.00	REH	TMP
Espe,Matthew P	Visiting Scholar	Chemistry	STA	1/16/2018	6/30/2020	\$0.00	HIR	TMP
Finn,Mary Kay	Lecturer	Dance Institute	STA	8/28/2017	12/24/2017	\$2,431.22	PRC	OTH
Farruggia,Carmella	Senior Lecturer	History	STA	1/8/2018	5/19/2018	\$8.37	REH	TMP
Juliano,Janete Orchanian	Associate Lecturer	Modern Languages	STA	1/8/2018	5/19/2018	\$8.60	REH	TMP
Kennedy,Emily Barbara	Dir BRIC External Rel	Biology	CP	9/17/2017	9/17/2017	\$2,000.00	HIR	1XP
Kennedy,Emily Barbara	Dir BRIC External Relations	Biology	CP	10/8/2017	10/8/2017	\$2,000.00	REH	1XP
Lehane,Jennifer R	Special Lecturer	Dance, Theatre & Arts Admin	FAC	11/1/2017	11/1/2017	\$60.00	REH	TMP
Lehane,Jennifer R	Special Lecturer	Dance, Theatre & Arts Admin	FAC	11/18/2017	11/18/2017	\$120.00	REH	TMP
Lyons Jr,William T	Assoc Dean	Anthropology & Classical St	FAC	10/7/2017	10/7/2017	\$300.00	HIR	1XP
Lytton,Alec S	Lecturer	Dance Institute	FAC	8/28/2017	12/23/2017	\$3,427.44	DTA	OTH
Lytton,Alec S	Special Lecturer	Dance, Theatre & Arts Admin	FAC	11/17/2017	11/17/2017	\$60.00	REH	TMP
Lytton,Alec S	Special Lecturer	Dance, Theatre & Arts Admin	FAC	11/18/2017	11/18/2017	\$70.00	REH	TMP
Lytton,Kathryn M	Lecturer	Dance Institute	FAC	8/28/2017	12/23/2017	\$2,003.61	DTA	OTH
Marino,Maeve A	Research Asst	Anthropology & Classical St	STA	9/4/2017	9/30/2018	\$14.00	HIR	TMP
Matney,Timothy	Professor-Summer	Anthropology & Classical St	FAC	8/7/2017	8/25/2017	\$4,941.78	REH	TMP
McClellan,Marissa L	Special Lecturer	Art	FAC	12/3/2017	12/16/2017	\$2,835.05	REH	TMP
Mourton,Sara K	Assistant Lecturer	Art	FAC	10/23/2017	10/23/2017	\$200.00	REH	TMP
Perry,David S	Professor-Summer	Chemistry	FAC	8/1/2017	8/31/2017	\$7,212.82	REH	TMP
Ramos,Joycelyn D	Senior Lecturer	Anthropology & Classical St	STA	1/8/2018	5/19/2018	\$8.79	REH	TMP
Reilly-Howe,Pauline P	Associate Lecturer	Dance, Theatre & Arts Admin	FAC	11/14/2017	11/14/2017	\$60.00	REH	TMP
Revels,Morgan N	Research Asst	Anthropology & Classical St	STA	9/4/2017	9/30/2018	\$14.00	HIR	TMP
Smith,Jesse F	Laboratory Assistant	Biology	STA	1/1/2018	5/6/2018	\$12.00	REA	TMP
Smith,Jesse F	Laboratory Assistant	Biology	STA	10/1/2017	5/10/2018	\$12.00	HIR	TMP
Sorrent Jr,Dominick	Special Lecturer	Art	STA	1/8/2018	5/19/2018	\$8.44	REH	TMP
Yasutake,Deborah M	Accompanist	Music	CP	1/16/2018	5/20/2018	\$17,400.00	REH	TMP
COLLEGE OF BUSINESS ADMINISTRATION								
Schulte,Sheri B	Asst Prof Practice	Management	FAC	12/5/2017	12/5/2017	\$500.00	REH	1XP
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION								
Sartor,Valerie	Asst Prof Instr	Curr & Instr Studies	FAC	12/23/2017	12/23/2017	\$1,000.00	HIR	1XP
*Smolen,Lynn Atkinson	Research Asst	Curr & Instr Studies	STA	10/17/2017	8/31/2018	\$16.00	DTA	OTH
COLLEGE OF ENGINEERING								
Davoudi,Masoume	Visiting Research Scientist	Chemical & Biomolecular Engr	STA	12/18/2017	7/31/2018	\$0.00	HIR	TMP
Dong,Wencai	Research Scholar	Chemical & Biomolecular Engr	STA	11/20/2017	2/20/2018	\$0.00	HIR	TMP
Feng,Zhangqi	Research Scholar	Chemical & Biomolecular Engr	STA	1/2/2018	12/15/2018	\$0.00	HIR	TMP
Ghadimi,Hanieh	Postdoctoral Research Assoc	Chemical & Biomolecular Engr	STA	11/10/2017	9/30/2018	\$0.00	DTA	FTP
Jindal,Aditya	Research Asst	Chemical & Biomolecular Engr	STA	12/1/2017	3/31/2018	\$0.00	REA	TMP
Labuda,Richard	Visiting Research Scholar	Mechanical Engineering	STA	10/23/2017	10/22/2018	\$0.00	HIR	TMP
Lee,Jeongwoo	Visiting Research Scholar	Mechanical Engineering	STA		10/31/2017	\$0.00	TER	RES
Li,Jing	Research Asst	Chemical & Biomolecular Engr	STA	12/18/2017	9/30/2018	\$15.00	HIR	TMP
Lyu,Zhaoyuan	Research Scholar	Chemical & Biomolecular Engr	STA	11/20/2017	2/20/2018	\$0.00	HIR	TMP
Mu,Liwen	Research Asst	Chemical & Biomolecular Engr	STA	1/1/2018	5/31/2018	\$15.63	REA	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
(SUMMER/FALL 2017, SPRING/SUMMER 2018)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF ENGINEERING (Cont.)								
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/25/2017	9/25/2017	\$195.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/5/2017	10/5/2017	\$150.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/26/2017	10/26/2017	\$35.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/1/2017	11/1/2017	\$255.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/8/2017	11/8/2017	\$231.25	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	12/5/2017	12/5/2017	\$67.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	12/18/2017	12/18/2017	\$87.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/27/2017	10/27/2017	\$172.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	10/31/2017	10/31/2017	\$52.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/13/2017	11/13/2017	\$157.50	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/15/2017	11/15/2017	\$75.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	11/30/2017	11/30/2017	\$360.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	12/3/2017	12/3/2017	\$315.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	12/18/2017	12/18/2017	\$517.50	REH	1XP
Sozer,Yilmaz	Professor-Summer	Electrical & Computer Engr	FAC	8/1/2017	8/31/2017	\$2,615.10	REH	TMP
Stevic,Erin R	IUSE Project Coordinator	Engineering Dean's Office	STA	1/2/2018	8/31/2020	\$21.50	HIR	TMP
Wang,Ting	Research Scholar	Chemical & Biomolecular Engr	STA	1/2/2018	12/15/2018	\$0.00	HIR	TMP
Zhang,Zhiqing	Research Scholar	Civil Engineering	STA	1/16/2018	1/15/2019	\$0.00	HIR	TMP
COLLEGE OF HEALTH PROFESSIONS								
Dominguez Chavez,Claudia	Visiting Scholar	Nursing	STA	1/1/2018	3/31/2018	\$0.00	HIR	TMP
Hudgins,Marie	Nurse Practitioner	Nursing	STA		10/27/2017	\$43.00	TER	EOP
MacCracken,Mary Jo	Professor-Summer	Sport Science & Wellness Educ	FAC	8/1/2017	8/31/2017	\$342.00	REH	TMP
Rowan,Lynne	Adjunct Assoc Prof	Speech-Lang Path & Audiology	FAC	12/1/2017	11/30/2023	\$0.00	REH	TMP
SCHOOL OF LAW								
Nichols,Russel Thomas	Senior Lecturer	Law - Instruction	FAC	10/1/2017	9/30/2018	\$3,224.00	REA	TMP
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Andrews,Anna	Tech Module Dev/Trainer	Polymers Dean's Office	CP	12/1/2017	5/15/2018	\$41,600.00	REA	TMP
Babahan,Ilnur	Visiting Scholar	Polymer Engineering	STA	12/17/2017	6/1/2018	\$0.00	REA	TMP
*Dudek,Thomas J	Lecturer	Polymers Dean's Office	FAC	12/5/2017	12/6/2017	\$2,000.00	REH	TMP
Garcia,Guillermina C	Visiting Research Scientist	Polymer Science	STA	1/1/2018	5/13/2018	\$0.00	REA	TMP
Hamilton,Claudia M	Research Trainee	Polymer Science	STA	1/1/2018	5/13/2018	\$0.00	REA	TMP
Liu,Chang	Postdoctoral Research Assoc	Polymer Science	STA	12/18/2017	10/18/2018	\$0.00	HIR	TMP
Meador,Mary Ann	Adjunct Professor	Polymer Engineering	FAC	1/2/2018	12/31/2020	\$0.00	REA	REA
Meador,Mary Ann	Adjunct Professor	Polymer Engineering	FAC	1/2/2019	12/31/2020	\$0.00	REA	REA
Meador,Mary Ann	Adjunct Professor	Polymer Engineering	FAC	1/2/2020	12/31/2020	\$0.00	REA	REA
Newkome,George R	VP Research, Emeritus	Polymer Science	FAC	11/1/2017	10/31/2018	\$0.00	REH	TMP
Randall,Jason	Consultant	Polymers Dean's Office	CP	1/4/2018	1/4/2018	\$1,500.00	HIR	1XP
*Seiple,Robert H	Lecturer	Polymers Dean's Office	FAC	11/13/2017	11/16/2017	\$4,000.00	REH	TMP
Yang,Haixia	Visiting Scholar	Polymer Science	STA	1/1/2018	12/31/2018	\$0.00	HIR	TMP
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY								
Abbott,Brian D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/11/2017	\$240.00	REH	TMP
Aberth,David J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	11/18/2017	\$720.00	REH	TMP
Aberth,David J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/23/2017	\$270.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	10/29/2017	\$378.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/3/2017	\$315.00	REH	TMP
Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/30/2017	\$315.00	REH	TMP
Anderson,Michael J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/2/2017	10/28/2017	\$720.00	REH	TMP
Anderson,Robert	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/9/2017	\$390.00	REH	TMP
Anderson,Robert	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/2/2017	11/11/2017	\$780.00	REH	TMP
Antonides,Nicholas J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	11/11/2017	\$240.00	HIR	TMP
Bader,Christopher M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/27/2017	12/2/2017	\$240.00	REH	TMP
Bechtel,Harvey	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	11/5/2017	\$480.00	REH	TMP
Bechtel,Harvey	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/9/2017	\$720.00	REH	TMP
Bell,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/18/2017	12/23/2017	\$90.00	REH	TMP
Berdysz,Matthew	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	10/29/2017	\$90.00	REH	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
(SUMMER/FALL 2017, SPRING/SUMMER 2018)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Berdysz,Matthew	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$240.00	REH	TMP
Breiding,Eric S	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/12/2017	\$480.00	REH	TMP
Breiding,Eric S	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/2/2017	\$480.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	11/5/2017	\$90.00	REH	TMP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	11/18/2017	\$525.00	REH	TMP
Celinski,Paul	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/18/2017	12/16/2017	\$270.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/3/2017	\$2,130.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/30/2017	\$1,440.00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	11/4/2017	\$2,145.00	REH	TMP
Coldwell,Samantha	Assistant Lecturer	Business & Info Technology	FAC	12/24/2016	12/24/2016	\$3,000.00	HIR	1XP
Coleman,Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/19/2017	\$3,360.00	REH	TMP
Coleman,Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	12/9/2017	\$2,055.00	REH	TMP
Compton,Joshua L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/14/2017	\$75.00	REH	TMP
Cunningham III,Roy	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/12/2017	\$480.00	REH	TMP
Cunningham III,Roy	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/9/2017	\$1,050.00	REH	TMP
Cunningham III,Roy	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/4/2017	12/16/2017	\$300.00	HIR	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	12/16/2017	\$1,990.00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/16/2017	11/18/2017	\$920.00	REH	TMP
Devito,Gina	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/23/2017	\$360.00	REH	TMP
Dobbins III,Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/16/2017	11/5/2017	\$360.00	REH	TMP
Dobbins III,Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/11/2017	\$120.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	10/29/2017	\$252.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	12/2/2017	\$198.00	REH	TMP
Duber,John S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	12/23/2017	\$306.00	REH	TMP
Foust,Shawn M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/16/2017	12/2/2017	\$825.00	REH	TMP
Franklin,Jeffrey A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/2/2017	10/14/2017	\$480.00	REH	TMP
Geiger,Keith L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/22/2017	\$300.00	REH	TMP
Geiger,Keith L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/9/2017	\$90.00	REH	TMP
Gemind,Tim M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/25/2017	\$390.00	REH	TMP
George,Glen	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/16/2017	10/22/2017	\$960.00	REH	TMP
George,Glen	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	11/19/2017	\$390.00	REH	TMP
George,Glen	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/11/2017	12/30/2017	\$480.00	REH	TMP
Goodwin,Eric L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/29/2017	\$720.00	REH	TMP
Goodwin,Eric L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	12/2/2017	\$1,440.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	12/2/2017	\$585.00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/27/2017	12/30/2017	\$738.00	REH	TMP
Hart,Todd C	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/2/2017	11/5/2017	\$1,440.00	REH	TMP
Hart,Todd C	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	12/2/2017	\$960.00	REH	TMP
Heilmeier,William K	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	11/19/2017	\$480.00	REH	TMP
Heilmeier,William K	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$120.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/15/2017	\$240.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/10/2017	\$2,025.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	1/8/2018	5/12/2018	\$7,500.00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/11/2017	1/13/2018	\$344.00	REH	TMP
Horner,William	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	11/4/2017	\$270.00	REH	TMP
Klaus,Gary W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/11/2017	\$240.00	REH	TMP
Klink,MaryBeth I	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/12/2017	\$960.00	REH	TMP
Klink,MaryBeth I	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	12/9/2017	\$540.00	REH	TMP
Klue,Jerome T	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/16/2017	11/12/2017	\$720.00	HIR	TMP
Klue,Jerome T	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$240.00	REH	TMP
Knisley,Thomas D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/30/2017	11/11/2017	\$600.00	REH	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/28/2017	10/14/2017	\$390.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	10/29/2017	\$1,275.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/3/2017	\$1,260.00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/16/2017	\$300.00	REH	TMP
Maroon,Anthony J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/4/2017	12/9/2017	\$240.00	HIR	TMP

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Mayer, Kevin A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/18/2017	12/23/2017	\$480.00	REH	TMP
McBirney, Matthew	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/23/2017	10/29/2017	\$720.00	REH	TMP
McBirney, Matthew	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	11/25/2017	\$480.00	REH	TMP
McBirney, Matthew	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/23/2017	\$180.00	REH	TMP
McCurry, Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	11/4/2017	\$1,100.00	REH	TMP
McCurry, Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/23/2017	\$1,830.00	HIR	TMP
Michalec, Ronald A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/16/2017	11/4/2017	\$675.00	REH	TMP
Morrison, Timothy	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/18/2017	9/24/2017	\$120.00	REH	TMP
Morrison, Timothy	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	12/9/2017	\$390.00	REH	TMP
Nivens, Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/5/2017	\$2,775.00	REH	TMP
Nivens, Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/9/2017	\$2,460.00	REH	TMP
Nivens, Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/30/2017	11/18/2017	\$1,920.00	REH	TMP
Norris, James B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	10/29/2017	\$120.00	REH	TMP
Norris, James B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/4/2017	12/9/2017	\$120.00	REH	TMP
Parsell, Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/16/2017	12/2/2017	\$3,220.00	REH	TMP
Pascu, Scott C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/2/2017	11/18/2017	\$720.00	REH	TMP
Passarelli, Michael G	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/11/2017	\$210.00	HIR	TMP
Plance, Christopher A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$60.00	REH	TMP
Poole, Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/11/2017	9/24/2017	\$240.00	REH	TMP
Poole, Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/15/2017	\$270.00	REH	TMP
Poole, Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	12/3/2017	\$750.00	REH	TMP
Poole, Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/16/2017	\$300.00	REH	TMP
Raines, Randall J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/22/2017	\$315.00	REH	TMP
Raines, Randall J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/12/2017	\$90.00	REH	TMP
Raines, Randall J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/16/2017	\$165.00	REH	TMP
Raines, Randall J	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/11/2017	\$195.00	HIR	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/16/2017	11/5/2017	\$1,080.00	REH	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/12/2017	\$507.50	REH	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	12/3/2017	\$1,295.00	REH	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/23/2017	\$1,102.50	REH	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/11/2017	10/21/2017	\$1,522.50	REH	TMP
Richardson, Robert J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/20/2017	\$1,350.00	REH	TMP
Richardson, Robert J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	12/2/2017	\$720.00	REH	TMP
Richardson, Robert J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	12/16/2017	\$480.00	HIR	TMP
Ridgway, Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/6/2017	11/12/2017	\$165.00	REH	TMP
Ridgway, Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/20/2017	12/3/2017	\$195.00	REH	TMP
Ridgway, Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/9/2017	\$90.00	REH	TMP
Ridgway, Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	11/11/2017	\$120.00	REH	TMP
Rychlik, Luke A	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/14/2017	\$280.00	REH	TMP
Scafidi, Christopher J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/15/2017	\$240.00	REH	TMP
Scafidi, Christopher J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$360.00	REH	TMP
Schultz, Larry Michael	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/30/2017	11/4/2017	\$480.00	REH	TMP
Shellenbarger, Anthony	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/30/2017	12/9/2017	\$630.00	REH	TMP
Shellenbarger, Anthony	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	12/23/2017	\$300.00	HIR	TMP
Smith, Richard	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/25/2017	10/28/2017	\$432.00	REH	TMP
Smith, Stanley H	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	11/25/2017	\$120.00	REH	TMP
Stanec, Michael	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	10/9/2017	10/14/2017	\$315.00	REH	TMP
Stanley, Jim F	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	11/18/2017	\$1,980.00	REH	TMP
Stanley, Jim F	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	11/18/2017	\$765.00	REH	TMP
Stanley, Jim F	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/30/2017	\$600.00	HIR	TMP
Stokes, William D	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/14/2017	\$240.00	REH	TMP
Tackett, Bradley R	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/6/2017	11/18/2017	\$600.00	REH	TMP
Tomei, Provie L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	11/12/2017	\$720.00	REH	TMP
Tomei, Provie L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/10/2017	\$960.00	REH	TMP
Tomei, Provie L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/11/2017	1/6/2018	\$496.00	REH	TMP

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(SUMMER/FALL 2017, SPRING/SUMMER 2018)**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Tyler,Jeffrey L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/30/2017	11/5/2017	\$240.00	REH	TMP
Tyler,Jeffrey L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/20/2017	12/9/2017	\$1,110.00	REH	TMP
Vaughan Jr,Roger	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/9/2017	10/14/2017	\$360.00	REH	TMP
White,Brian Joseph	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	11/13/2017	12/2/2017	\$720.00	REH	TMP
White,Christopher M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/23/2017	10/29/2017	\$120.00	REH	TMP
White,Christopher M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	12/4/2017	12/9/2017	\$120.00	REH	TMP
Wright,Paul J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	10/2/2017	11/12/2017	\$600.00	REH	TMP
Wright,Paul J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	11/13/2017	12/9/2017	\$960.00	REH	TMP
WAYNE COLLEGE								
Corl,Susan F	Tutor WC	Developmental Programs-Wayne	STA	10/30/2017	6/30/2018	\$14.75	HIR	TMP
Corl,Susan F	Tutor WC	Developmental Programs-Wayne	STA	10/28/2017	10/28/2017	\$472.00	HIR	1XP
Lehman,Joanne	Tutor WC	Developmental Programs-Wayne	STA	1/16/2018	6/15/2018	\$14.75	HIR	TMP

GRADUATE ASSISTANT

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF ATHLETICS								
Adcock,Brianne R	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Bowden,Hunter	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Brown,Evan M	GAA	Office of Athletics	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Brown,Evan M	GAA	Office of Athletics	1/15/2018	5/12/2018	332.00	B	PAY	ADJ
Byrne,Kevin J	GAA	Office of Athletics	12/25/2017	1/13/2018	332.00	B	PAY	ADJ
Cleaver,Thomas S	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Conrad,Mackenzie L	GAT	Office of Athletics	11/24/2017	12/14/2017	636.00	B	REH	1XP
Corcino,Allison M	GAI	Office of Athletics	12/16/2017	12/16/2017	40.00	D	REH	1XP
Estala,Luis E	GAI	Office of Athletics	12/6/2017	12/6/2017	40.00	D	REH	1XP
Estala,Luis E	GAI	Office of Athletics	12/9/2017	12/9/2017	40.00	D	REH	1XP
Evans,Dylan R	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Fitzgerald,Brendan P	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Fox,Jordan N	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Harris,Trevor M	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Hasse,Caroline	GAA	Office of Athletics	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Hepburn,Mitchell W	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Howard,Trent K	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Krueger,Nicole L	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Kwon,Nam K	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Ladines,Veronica K	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Lima,Nicholas B	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Newnes,Shannon C	GAA	Office of Athletics	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Nutsch,Joshua S	GAI	Office of Athletics	11/28/2017	11/28/2017	40.00	D	REH	1XP
Pauls,Kelly R	GAI	Office of Athletics	11/11/2017	11/11/2017	80.00	D	REH	1XP
Pellikan,Madeline C	GAT	Office of Athletics	11/17/2017	11/18/2017	200.00	D	REH	1XP
Pellikan,Madeline C	GAT	Office of Athletics	11/28/2017	11/28/2017	40.00	D	REH	1XP
Shane,Tolan	GAA	Office of Athletics	12/25/2017	5/11/2018	332.00	B	PAY	ADJ
Verna,Nicholas	GAA	Office of Athletics		12/16/2017	326.00	B	TERM	RES
Williams,David	GAA	Office of Athletics		11/20/2017	432.43	B	TERM	RES
DIVISION OF STUDENT SUCCESS								
Manilla,Francesca	GAA	Student Life		12/22/2017	540.00	B	TERM	RES
GRADUATE SCHOOL								
Hearn,Samatha	GAA	Graduate Schjool		11/4/2017	350.00	B	TERM	RES
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Akor,Juliana	GAT	Political Science		12/17/2017	329.72	B	TERM	RES
Asirifi,Edwin	GAT	Stastistics		1/5/2018	582.84	B	TERM	RES
Batyreva,Anna	GAT	Chemistry	1/16/2018	6/30/2018	769.23	B	HIR	TMP
Bhuvanapalli,Sowmya	GAT	Computer Science	1/22/2018	5/12/2018	420.00	B	REH	TMP
Bonezzi,Jason A	GAT	Chemistry	1/16/2018	6/30/2018	769.23	B	HIR	TMP
Cubrich,Marc A	GAR	Psychology	11/1/2017	11/24/2017	904.50	B	REH	1XP
Dhakar,Rosy	GAT	Statistics		1/5/2018	582.84	B	TERM	RES
Hershey,Olivia Suzanne	GAT	Biology	8/28/2017	5/12/2018	1108.11	B	PAY	OTH
Kovacs,Brian C	GAT	Computer Science	1/22/2018	5/12/2018	420.00	B	REH	TMP
Li,Haipei	GAT	Music		1/15/2018	189.19	B	TERM	RES
Lolla,Lakshmi Prasanna	GAT	Computer Science	1/22/2018	5/12/2018	420.00	B	REH	TMP
Lowry,David Sebastian	GAT	Biology	1/1/2018	5/15/2018	726.92	B	REH	TMP
McKinney,Paige M	GAT	Institute Lifespan Dev & Ger	1/16/2018	5/12/2018	536.66	B	HIR	TMP
Osinski,Allen J	GAT	Chemistry	1/16/2018	6/30/2018	769.23	B	REH	TMP
Petruzzelli,Alexandra D	GAR	Psychology	12/25/2017	1/6/2018	792.00	B	REH	SPL

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Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)								
Schauder,Max J	GAR	Psychology	10/16/2017	10/30/2017	891.00	B	HIR	1XP
Smith,Maritza	GAT	Institute Life Span Dev & Ger		12/17/2017	487.35	B	TERM	RES
Spencer,Henry H	GAT	Music	1/16/2018	5/12/2018	416.67	B	REH	TMP
Spencer,Henry H	GAT	Music		1/15/2018	189.19	B	TERM	RES
Wander,Nicholas J	GAT	Geosciences	12/18/2017	5/12/2018	756.75	B	REH	TMP
COLLEGE OF BUSINESS ADMINISTRATION								
Olatile,Oluwatoyin	GAR	Finance	11/9/2017	12/15/2017	3000.00	B	HIR	1XP
COLLEGE OF ENGINEERING								
Abdelgabir,Hassan S	GAR	Electrical & Computer Engr	1/18/2018	5/12/2018	615.38	B	REH	TMP
Ahmadi,Farzad	GAT	Electrical & Computer Engr		1/7/2018	725.00	B	TERM	RES
Ahmadi,Farzad	GAT	Electrical & Computer Engr	8/28/2017	12/16/2017	3000.00	B	REH	1XP
Akula,Venkata Ganesh Ashish	GAR	Mechanical Engineering	11/15/2017	12/9/2017	646.15	B	REA	TMP
Akula,Venkata Ganesh Ashish	GAR	Mechanical Engineering	12/10/2017	7/31/2018	646.15	B	REH	TMP
Akula,Venkata Ganesh Ashish	GAR	Mechanical Engineering	5/15/2017	8/31/2017	2000.00	B	HIR	1XP
Alamad,Ruba	GAI	Mechanical Engineering		12/17/2017	654.00	B	TERM	RES
Ali,Awab A	GAR	Electrical & Computer Engr	12/10/2017	12/16/2017	2500.00	B	REH	SPL
Alshaqah,Ali M	GAR	Mechanical Engineering	12/16/2017	5/15/2018	770.00	B	REH	TMP
Anis,Sadia Shahnoor	GAT	Electrical & Computer Engr	12/18/2017	6/30/2018	576.93	B	LOA	OTH
Anis,Sadia Shahnoor	GAT	Electrical & Computer Engr	1/16/2018	6/30/2018	576.93	B	RFL	RFL
Annamgari,Sai Prajeeth	GAR	Mechanical Engineering	1/16/2018	5/11/2018	600.00	B	REH	TMP
Arafat,Akm	GAR	Electrical & Computer Engr	12/18/2017	5/11/2018	727.31	B	REH	TMP
Asgari,Mohammadreza	GAR	Electrical & Computer Engr	12/11/2017	12/23/2017	1500.00	B	HIR	SPL
Beruwawela Pathiranaage,Paboda	GAR	Electrical & Computer Engr	1/16/2018	5/31/2018	923.00	B	REH	TMP
Beruwawela Pathiranaage,Paboda	GAI	Electrical & Computer Engr	8/28/2017	12/15/2017	1500.00	B	REH	SPL
Boler,Okan	GAR	Electrical & Computer Engr	12/10/2017	12/16/2017	2500.00	B	HIR	SPL
Cavanaugh,McKay M	GAT	Biomedical Engineering	1/15/2018	6/30/2018	884.62	B	HIR	TMP
Chowdhury,Syed Mohammad	GAR	Electrical & Computer Engr		1/15/2018	689.65	B	TERM	RES
Chowdhury,Syed Mohammad	GAR	Electrical & Computer Engr	1/16/2018	12/31/2018	800.00	B	REH	TMP
Crow,Mariam J	GAI	Biomedical Engineering	11/22/2017	11/22/2017	500.00	D	REH	1XP
Dasari,Rachana Shukthija	GAR	Electrical & Computer Engr	1/1/2018	5/15/2018	500.00	B	REH	TMP
Dorari,Elaheh	GAR	Mechanical Engineering		12/17/2017	750.00	B	TERM	RES
Dorari,Elaheh	GAT	Mechanical Engineering	12/18/2017	6/30/2018	750.00	B	REH	TMP
Elamin,Mohammed A	GAR	Electrical & Computer Engr	12/10/2017	12/16/2017	2500.00	B	REH	SPL
Esquivel,Javier	GAT	Chemical & Biomolecular Engr	9/1/2017	6/30/2018	811.07	B	PAY	OTH
Falola,Adekunle S	GAT	Mechanical Engineering	12/18/2017	6/30/2018	538.00	B	REH	TMP
Fathollahipour,Shahrzad	GAR	Chemical & Biomolecular Engr	11/1/2017	6/30/2018	811.07	B	PAY	OTH
Gade,Harshal	GAT	Chemical & Biomolecular Engr	1/3/2018	2/6/2018	811.07	B	LOA	OTH
Gade,Harshal	GAT	Chemical & Biomolecular Engr	2/7/2018	6/30/2018	811.07	B	RFL	RFL
Galabada Kankanamge,Nilan	GAI	Engineering Dean's Office	8/28/2017	12/15/2017	3000.00	B	REH	SPL
Ham,Trevor R	GAR	Chemical & Biomolecular Engr	11/13/2017	11/27/2017	1000.00	B	HIR	1XP
Han,Fubing	GAR	Electrical & Computer Engr	1/1/2018	5/15/2018	500.00	B	REH	TMP
Harasis,Salman K	GAR	Electrical & Computer Engr	1/1/2018	6/30/2018	725.00	B	REH	TMP
Hasan,Md.Ariful	GAR	Civil Engineering		12/10/2017	679.92	B	TERM	RES
Hauff,Derek A	GAR	Civil Engineering	12/18/2017	5/12/2018	776.92	B	REH	TMP
Hillegas,James A	GAT	Civil Engineering	12/18/2017	5/12/2018	576.92	B	REH	TMP
Horning,Nicholas A	GAI	Engineering Dean's Office	8/28/2017	12/15/2017	1500.00	B	REH	SPL
Huang,Rui	GAT	Mechanical Engineering	1/15/2018	6/30/2018	654.00	B	HIR	TMP
Ibrahimi,Alaaddin	GAT	Mechanical Engineering	1/16/2018	6/30/2018	538.00	B	HIR	TMP
Imbulgoda Liyangahawatt,Gihan	GAR	Electrical & Computer Engr	12/13/2017	8/25/2018	725.00	B	LOA	OTH
Imbulgoda Liyangahawatt,Gihan	GAR	Electrical & Computer Engr	1/16/2018	8/25/2018	725.00	B	RFL	RFL

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COLLEGE OF ENGINEERING (Cont.)								
Invally,Krutika R	GAR	Chemical & Biomolecular Engr	1/1/2018	6/30/2018	811.07	B	REH	TMP
Islam,S. M. Mahfuzul	GAR	Chemical & Biomolecular Engr	1/1/2018	6/30/2018	811.07	B	REH	TMP
Jabertzadeh,Mehran	GAR	Mechanical Engineering	1/17/2018	12/15/2018	756.30	B	REH	TMP
Ji,Tuo	GAT	Chemical & Biomolecular Engr	12/4/2017	12/29/2017	1400.00	B	REH	SPL
KC,Pawan	GAR	Biomedical Engineering	1/1/2018	4/30/2018	884.62	B	REH	TMP
Kang,Chin-Shuo	GAT	Chemical & Biomolecular Engr	10/1/2017	10/16/2017	200.00	B	HIR	1XP
Kantor,Jozsef	GAR	Chemical & Biomolecular Engr	1/1/2018	4/27/2018	846.16	B	REH	TMP
Kilic,Oguzhan	GAR	Electrical & Computer Engr	1/1/2018	6/30/2018	700.00	B	HIR	TMP
Konara Mudiyansele,Iresha	GAT	Electrical & Computer Engr	1/2/2018	1/15/2018	725.00	B	LOA	OTH
Konara Mudiyansele,Iresha	GAT	Electrical & Computer Engr	1/16/2018	5/12/2018	725.00	B	RFL	RFL
Li,Junhong	GAR	Civil Engineering	12/18/2017	5/12/2018	332.00	B	REH	TMP
Liu,Yonglan	GAR	Chemical & Biomolecular Engr	11/13/2017	11/27/2017	700.00	B	REH	SPL
Lotfizadehdehkordi,Maziar	GAR	Mechanical Engineering	5/15/2017	8/31/2017	1650.00	B	HIR	1XP
McClain,Andrew-David T	GAR	Chemical & Biomolecular Engr	1/1/2018	8/31/2018	846.16	B	REH	TMP
Mehdzadeh,Seyede Neda	GAR	Chemical & Biomolecular Engr	1/2/2018	6/30/2018	811.07	B	LOA	OTH
Mehdzadeh,Seyede Neda	GAR	Chemical & Biomolecular Engr	1/6/2018	6/30/2018	811.07	B	RFL	RFL
Mela,Christopher A	GAF	Biomedical Engineering	8/2/2017	8/1/2018	1384.61	B	REH	TMP
Mikita,Tyler J	GAR	Civil Engineering	12/18/2017	1/17/2018	680.00	B	HIR	TMP
Mikita,Tyler J	GAR	Civil Engineering	1/18/2018	5/12/2018	680.00	B	JED	OTH
Mohammad,Mostak	GAT	Electrical & Computer Engr	12/16/2017	1/15/2018	725.00	B	LOA	OTH
Mohammad,Mostak	GAT	Electrical & Computer Engr	1/16/2018	5/12/2018	725.00	B	RFL	RFL
Mohammed,Mohammed	GAT	Mechanical Engineering	12/18/2017	6/30/2018	538.00	B	REH	TMP
Mohomed,Najath Akram	GAR	Electrical & Computer Engr	1/1/2018	5/31/2018	692.00	B	REH	TMP
Nabavizadeh,Seyed Amin	GAR	Mechanical Engineering		12/17/2017	750.00	B	TERM	RES
Nabavizadeh,Seyed Amin	GAT	Mechanical Engineering	12/18/2017	6/30/2018	750.00	B	REH	TMP
Naini,Srikar Reddy	GAR	Electrical & Computer Engr	12/11/2017	12/23/2017	1500.00	B	REH	SPL
Najafi,Syed Ahmed Ali	GAR	Electrical & Computer Engr	1/1/2018	5/15/2018	576.92	B	REH	TMP
Natsheh,Sufian H	GAT	Civil Engineering		12/15/2017	692.60	B	TERM	RES
Natsheh,Sufian H	GAR	Civil Engineering	1/15/2018	5/12/2018	576.92	B	REH	TMP
Ni,Liwei	GAR	Mechanical Engineering	1/1/2018	12/31/2018	750.00	B	REH	TMP
Nwotchouang,Blaise	GAR	Biomedical Engineering	1/1/2018	12/31/2018	884.62	B	REH	TMP
O'Brien,Sean P	GAR	Chemical & Biomolecular Engr	1/16/2018	2/15/2019	725.00	B	REH	TMP
Pan,Lin	GAT	Chemical & Biomolecular Engr	10/2/2017	10/6/2017	200.00	B	REH	1XP
Patil,Pritam S	GAR	Chemical & Biomolecular Engr	12/1/2017	5/12/2018	811.07	B	REH	TMP
Pazouki,Elham	GAI	Engineering Dean's Office	8/28/2017	12/15/2017	3000.00	B	REH	SPL
Presby,Michael J	GAR	Mechanical Engineering	1/1/2018	6/26/2018	807.69	B	REH	TMP
Quasem,Tanvir	GAI	Engineering Dean's Office	8/28/2017	12/15/2017	1500.00	B	HIR	SPL
Rashidi,Neda	GAT	Biomedical Engineering	1/15/2018	6/30/2018	884.62	B	REH	TMP
Ren,Baiping	GAR	Chemical & Biomolecular Engr	12/21/2017	12/21/2018	900.00	B	REH	TMP
Ren,Baiping	GAR	Chemical & Biomolecular Engr	11/13/2017	11/27/2017	900.00	B	REH	SPL
Ren,Zhencheng	GAR	Mechanical Engineering	1/8/2018	6/30/2018	700.00	B	REH	TMP
Rezvanifar,Sayed Cyrus	GAI	Engineering Dean's Office	8/28/2017	12/15/2017	3000.00	B	REH	SPL
Rivera,Emmanuel R	GAT	Mechanical Engineering	12/18/2017	6/30/2018	538.00	B	REH	TMP
Salinas,Samuel D	GAF	Biomedical Engineering	11/22/2017	11/22/2017	500.00	D	REH	1XP
Sami,Mohammed Abdul	GAR	Mechanical Engineering	8/1/2017	11/1/2017	2000.00	B	HIR	1XP
Samireddy,Sainath Reddy	GAR	Electrical & Computer Engr	1/1/2018	5/15/2018	576.92	B	REH	TMP
Sancheti,Ashwin	GAR	Chemical & Biomolecular Engr	1/1/2018	6/30/2018	811.07	B	REH	TMP
Selvagesan,Padmini	GAR	Biomedical Engineering	1/15/2018	12/31/2018	884.61	B	PAY	OTH
Shaheed,Mohammad Noor B	GAR	Electrical & Computer Engr	1/16/2018	6/30/2018	692.31	B	REH	TMP

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COLLEGE OF ENGINEERING (Cont.)								
Shahi Thakuri,Pradip	GAR	Biomedical Engineering	1/1/2018	6/30/2018	882.62	B	REH	TMP
Shrestha,Sulochana	GAR	Mechanical Engineering	12/18/2017	12/17/2018	731.00	B	REH	TMP
Shrestha,Sulochana	GAI	Mechanical Engineering		12/17/2017	654.00	B	TERM	RES
Sorouri,Shaghayegh	GAR	Civil Engineering	12/18/2017	5/12/2018	692.60	B	REH	TMP
Tong,Xiaolong	GAI	Mechanical Engineering	1/16/2018	2/3/2018	662.63	B	REH	SPL
Vadamodala,Lavanya	GAR	Electrical & Computer Engr	1/16/2018	5/15/2018	362.50	B	REH	TMP
Wang,Haoran	GAR	Chemical & Biomolecular Engr	1/1/2018	12/31/2018	696.56	B	REH	TMP
Xiao,Suo	GAT	Chemical & Biomolecular Engr	1/1/2018	6/30/2018	811.07	B	REH	TMP
Zhang,Yanxian	GAR	Chemical & Biomolecular Engr	11/13/2017	11/27/2017	700.00	B	HIR	SPL
Zhong,Chong	GAR	Mechanical Engineering	1/1/2018	6/30/2018	654.00	B	REH	TMP
Zhou,Jianyu	GAR	Chemical & Biomolecular Engr	12/6/2017	6/30/2018	811.07	B	LOA	OTH
Zhou,Jianyu	GAR	Chemical & Biomolecular Engr	1/24/2018	6/30/2018	811.07	B	RFL	RFL
COLLEGE OF HEALTH PROFESSIONS								
Adair,Katherine E	GAT	Nursing	1/16/2018	5/12/2018	238.00	B	REH	TMP
Bissell,Zachary E	GAT	Sport Science & Wellness Educ	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Head,Jenna L	GAT	Sport Science & Wellness Educ	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Kuelling,Jeffrey D	GAT	Sport Science & Wellness Educ	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Martin,Darius J	GAT	Sport Science & Wellness Educ	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Parker,Brooke	GAT	Speech-Lang Path & Audiology		12/16/2017	218.91	B	TERM	RES
Sikyta,Madison	GAT	Sport Science & Wellness Educ	12/25/2017	5/12/2018	332.00	B	PAY	ADJ
Verbus,Rebecca A	GAT	Speech-Lang Path & Audiology	1/16/2018	5/12/2018	241.07	B	HIR	TMP
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Bass,Garrett F	GAR	Polymer Science	12/18/2017	6/30/2018	961.53	B	REH	TMP
Basutkar,Monali N	GAR	Polymer Engineering		1/14/2018	954.20	B	TERM	RES
Basutkar,Monali N	GAR	Polymer Engineering	1/16/2018	5/12/2018	954.20	B	REH	TMP
Bekele,Selemon	GAR	Polymer Science	1/1/2018	5/31/2018	846.15	B	REH	TMP
Bhadauriya,Sonal	GAR	Polymer Engineering	12/18/2017	5/12/2018	976.50	B	REH	TMP
Bhagat,Vrushali D	GAR	Polymer Science	12/1/2017	3/1/2018	961.53	B	REH	TMP
Bouscher,Robert F	GAR	Polymer Engineering	12/18/2017	5/12/2018	846.15	B	REH	TMP
Cao,Jinwei	GAR	Polymer Engineering	12/16/2017	6/30/2018	954.19	B	REH	TMP
Chen,Jiahui	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Chen,Keke	GAR	Polymer Engineering	12/2/2017	6/30/2018	954.20	B	REH	TMP
Cheng,Chung-Fu	GAR	Polymer Science	12/18/2017	3/10/2018	961.53	B	REH	TMP
Cobaj,Anisa	GAR	Polymer Engineering	12/18/2017	5/12/2018	954.20	B	REH	TMP
Crenshaw,Erik D	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Cruz,Megan A	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Dalvi,Siddhesh N	GAR	Polymer Science	12/18/2017	3/16/2018	846.15	B	REH	TMP
Dalvi,Siddhesh N	GAR	Polymer Science	3/17/2018	5/12/2018	846.15	B	REH	TMP
Debnath,Dibyendu	GAR	Polymer Science	12/18/2017	3/30/2018	884.62	B	REH	TMP
Diaz Vela,Daniel M	GAR	Polymer Engineering	1/1/2018	6/30/2018	954.19	B	REH	TMP
Dreger,Nathan Z	GAR	Polymer Science	12/18/2017	6/30/2018	961.53	B	REH	TMP
Echeverri,Mario A	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Farrell,Erin S	GAR	Polymer Engineering	1/15/2018	6/30/2018	954.19	B	REH	TMP
Freedman,Abegel	GAT	Polymer Science	12/18/2017	5/12/2018	846.15	B	REH	TMP
Gao,Yunyi	GAR	Polymer Science		11/22/2017	961.53	B	TERM	RES
Gorse,Diane E	GAF	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Hammer,Theodore J	GAR	Polymer Science	12/18/2017	1/15/2018	961.53	B	REH	TMP
Hammer,Theodore J	GAR	Polymer Science	1/16/2018	8/25/2018	961.53	B	REH	TMP
Hill,Jacob	GAR	Polymer Science		12/15/2017	961.53	B	TERM	RES
Hsu,Yen-Hao	GAR	Polymer Science	12/18/2017	6/30/2018	961.53	B	REH	TMP
Htut,K. Zin	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP

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COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)								
Jacobs,Michael S	GAR	Polymer Science	7/1/2018	8/25/2018	961.53	B	REH	TMP
Jain,Tanmay P	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Jian,Pei-Zhen	GAT	Polymer Engineering	1/1/2018	6/30/2018	961.53	B	REH	TMP
Jin,Hailiang	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
King,Jaelynn A	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
King,Jaelynn A	GAF	Polymer Science	11/22/2017	11/22/2017	500.00	D	REH	1XP
Kleinfehn,Alex P	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Kulkarni,Akshata R	GAR	Polymer Engineering	1/15/2018	8/31/2018	954.19	B	REH	TMP
Kundu,Mangaldeep	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Kye,Daniel K	GAR	Polymer Engineering	1/1/2018	1/31/2018	954.19	B	REH	TMP
Lai,Tzu-Yu	GAT	Polymer Engineering	1/5/2018	6/30/2018	961.53	B	REH	TMP
Li,Hui	GAR	Polymer Science	12/18/2017	5/31/2018	961.53	B	REH	TMP
Li,Weiyao	GAR	Polymer Science	1/16/2018	1/15/2019	961.53	B	HIR	TMP
Li,Xiang	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Li,Xiaoxiao	GAR	Polymer Science		12/15/2017	961.53	B	TERM	RES
Liang,Wenfeng	GAR	Polymer Science	12/18/2017	3/10/2018	961.53	B	REH	TMP
Liu,Cheng	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Liu, Jianning	GAR	Polymer Science	12/18/2017	5/31/2018	961.53	B	REH	TMP
Liu, Jiawei	GAR	Polymer Science	12/18/2017	5/12/2018	865.38	B	REH	TMP
Liu, Kewei	GAR	Polymer Science	12/18/2017	3/11/2018	961.53	B	REH	TMP
Liu, Qianhui	GAR	Polymer Science	1/16/2018	3/17/2018	961.53	B	REH	TMP
Liu, Qianhui	GAR	Polymer Science	3/18/2018	5/12/2018	961.53	B	REH	TMP
Longanecker,Melanie	GAR	Polymer Engineering		12/15/2017	954.20	B	TERM	RES
Luo,Jiancheng	GAR	Polymer Science	12/18/2017	7/31/2018	961.53	B	REH	TMP
Luo, Yuan yuan	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Luong,Derek	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Margarida Mendes Motta,Cecilia	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Marin Angel,Juan C	GAR	Polymer Engineering	12/18/2017	2/19/2018	961.54	B	REH	TMP
Nallapaneni,Asritha	GAR	Polymer Engineering		1/15/2018	954.20	B	TERM	RES
Nallapaneni,Asritha	GAR	Polymer Engineering	1/16/2018	5/12/2018	954.20	B	REH	TMP
Narayanan,Amal	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Nun,Nicholas R	GAR	Polymer Science	12/18/2017	1/31/2018	961.53	B	REH	TMP
Pantoja,Marcos	GAR	Polymer Engineering	12/18/2017	5/25/2018	961.54	B	REH	TMP
Patil,Anvay A	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Pellegrene,Brittany	GAR	Polymer Engineering	1/1/2018	5/12/2018	957.85	B	REH	TMP
Peng,Chao	GAR	Polymer Science	12/21/2017	2/28/2018	961.53	B	REH	TMP
Peng,Fang	GAR	Polymer Engineering	2/1/2018	5/12/2018	954.19	B	REH	TMP
Petersen,Shannon R	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Presto,Dillon G	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Rahman,Tamanna	GAT	Polymer Engineering	1/15/2018	6/30/2018	954.19	B	REH	TMP
Razavi Aghjeh,Masoud	GAR	Polymer Science	12/18/2017	5/31/2018	961.53	B	REH	TMP
Rendon Piedrahita,Camilo	GAR	Polymer Engineering	12/16/2017	6/30/2018	954.19	B	REH	TMP
Ruiz-Santiago,Luis D	GAR	Polymer Engineering	12/17/2017	2/19/2018	961.54	B	REH	TMP
Ruiz-Santiago,Luis D	GAF	Polymer Engineering	11/13/2017	11/25/2017	500.00	B	REH	SPL
Salunke,Namrata	GAR	Polymer Engineering	2/1/2018	3/31/2018	954.20	B	REH	TMP
Sathe,Pushkar S	GAR	Polymer Science	1/8/2018	9/29/2018	950.00	B	REH	TMP
Scherger,Carolyn	GAR	Polymer Science	1/1/2018	5/12/2018	846.15	B	REH	TMP
Seo,Junyoung	GAT	Polymer Engineering	1/1/2018	5/12/2018	961.54	B	REH	TMP
Sepulveda Medina,Pablo	GAF	Polymer Engineering	11/20/2017	11/20/2017	500.00	D	REH	1XP
Shahrokhian,Aida	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP

GAA Grad Adm Asst
GA Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

GRADUATE ASSISTANT

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING (Cont.)								
Shin,Yongjun	GAR	Polymer Science	12/2/2017	6/30/2018	961.53	B	REH	TMP
Shokouhi Mehr,Hamideh	GAR	Polymer Engineering	12/18/2017	5/12/2018	884.62	B	REH	TMP
Silantyeva,Elena	GAR	Polymer Science	1/1/2018	6/30/2018	961.53	B	REH	TMP
Sobani,Masoud	GAR	Polymer Engineering	12/18/2017	5/12/2018	884.62	B	REH	TMP
Stefin,Amanda J	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Sun,Xinyu	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Sun,Yu	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Sun,Yu	GAR	Polymer Engineering	11/6/2017	11/16/2017	925.00	B	HIR	TMP
Taubert,Clinton J	GAR	Polymer Science	12/18/2017	1/15/2018	961.53	B	REH	TMP
Taubert,Clinton J	GAT	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Teo,Nicholas	GAR	Polymer Engineering	12/16/2017	3/31/2018	954.20	B	REH	TMP
Tseng,Yen-Ming	GAR	Polymer Science	12/18/2017	1/31/2018	961.53	B	REH	TMP
Tseng,Yen-Ming	GAR	Polymer Science	2/1/2018	2/28/2018	961.53	B	REH	TMP
Tung,Wei-Yao	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Vishwakarma,Apoorva	GAR	Polymer Science	12/16/2017	5/12/2018	961.53	B	REH	TMP
Wang,Enmin	GAR	Polymer Engineering		12/9/2017	954.19	B	TERM	RES
Wang,Shijun	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Wang,Sihan	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Wang,Xiaoteng	GAR	Polymer Engineering	12/18/2017	5/12/2018	976.50	B	REH	TMP
Weiner,Nicholas R	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Woods,Adam	GAF	Polymer Science	11/22/2017	11/22/2017	500.00	D	REH	1XP
Xia,Yanfeng	GAR	Polymer Science	2/1/2018	5/12/2018	954.19	B	REH	TMP
Yan,Xuesong	GAR	Polymer Science	1/16/2018	2/15/2018	961.53	B	REH	TMP
Yan,Xuesong	GAR	Polymer Science	2/16/2018	5/12/2018	961.53	B	REH	TMP
Yang,Feipeng	GAR	Polymer Science	1/16/2018	5/12/2018	846.15	B	REH	TMP
Yao,Xuesi	GAR	Polymer Science	11/20/2017	5/12/2018	865.38	B	LOA	OTH
Yao,Xuesi	GAR	Polymer Science	11/23/2017	5/12/2018	865.38	B	RFL	RFL
Yao,Xuesi	GAR	Polymer Science	12/18/2017	5/12/2018	865.38	B	REH	TMP
Yin,Wenbin	GAR	Polymer Science	12/18/2017	5/12/2018	865.38	B	REH	TMP
Yu, Jiayi	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Yuan,Shichen	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Zander,Zachary K	GAR	Polymer Science	12/18/2017	2/28/2018	961.53	B	REH	TMP
Zhai,Yuxin	GAR	Polymer Science		11/22/2017	865.38	B	TERM	RES
Zhai,Yuxin	GAR	Polymer Science	12/18/2017	5/12/2018	865.38	B	REH	TMP
Zhang,Chi	GAR	Polymer Engineering	12/16/2017	5/12/2018	954.20	B	REH	TMP
Zhang,Fan	GAR	Polymer Science	1/16/2018	5/12/2018	846.15	B	REH	TMP
Zhang,Tong	GAR	Polymer Science		1/5/2018	961.53	B	TERM	RES
Zhang,Xiao	GAR	Polymer Engineering	1/1/2018	5/12/2018	954.19	B	REH	TMP
Zhao,Yihong	GAR	Polymer Science	12/18/2017	5/12/2018	961.53	B	REH	TMP
Zhao,Zhichen	GAR	Polymer Science	1/16/2018	5/12/2018	961.53	B	REH	TMP
Zhao,Zhiyang	GAR	Polymer Engineering	2/1/2018	5/12/2018	846.15	B	REH	TMP
Zheng,Yexin	GAR	Polymer Science	12/18/2017	12/31/2017	961.53	B	REH	TMP
Zheng,Yexin	GAR	Polymer Science	1/1/2018	5/31/2019	961.53	B	REH	TMP
Zhou,Yang	GAR	Polymer Science	1/16/2018	5/12/2018	846.15	B	REH	TMP
Zhu,Geyunjian	GAR	Polymer Engineering	1/16/2018	5/12/2018	954.19	B	REH	TMP

GAA Grad Adm Asst
GA Grad Fellowship
GAI Grad Instructional Support
GAR Grad Research Asst
GAT Grad Teaching Asst

THE UNIVERSITY OF AKRON

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

GRADE	JOB CODE	JOB TITLE	FLSA	REMOVE	EFFECTIVE
121	22129	Sr Internal Auditor	Exempt		12/6/2017
122	22205	Assoc Dir/Opns Mgr	Exempt		4/20/2016
118	23705	Access Services Librarian	Exempt		9/1/2017
119	27614	Adm Couns & Coord Stu Act-WC	Exempt		1/1/2017
119	27675	Graduate Progs Recruiter-CBA	Exempt		12/18/2017
120	28418	Supv Clinical Instr	Exempt		12/20/2017
999	29287	Video Coordinator Mens BB	Exempt		8/29/2017
999	29554	Sr Postdoctoral Fellow	Exempt		3/25/2013
999	29605E	Consultant	Exempt		1/15/2018
999	29835	Program Support Facilitator	Exempt		8/23/2017
999	29882	Tech Module Dev/Trainer	Non-exempt		6/1/2017
219	T23328	Business Analyst - IT	Exempt		12/22/2017
222	T23329	Lead Business Analyst - IT	Exempt		1/5/2018
220	T23819	Sr Inst Des & Strat Init Coord	Exempt		12/18/2017

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
114	42427	Lead Team Coord - Dining Srvs	Non-exempt	X	11/1/17

PROFESSIONAL DEVELOPMENT LEAVES FOR 2018-19

Last Name	First Name	Rank	College	Department	Term
Luettmmer-Strathmann	Jutta	Professor	BCAS	Physics	AY 18/19
Matney	Tim	Professor	BCAS	Anthropology	AY 18/19
Choi	Jae-won	Associate Professor	Engineering	Mechanical Engineering	AY 18/19
Barnes	Kristen	Associate Professor	Law	Law- Instruction	AY 18/19
Sahai	Nita	Professor	CPSPE	Polymer Science	AY 18/19
Joy	Abraham	Associate Professor	CPSPE	Polymer Science	AY 18/19
Vogl	Markus	Associate Professor	BCAS	Art	Fall 2018
Bean	Janet	Associate Professor	BCAS	English	Fall 2018
Schulze	Pamela	Professor	BCAS	Child & Family Development	Fall 2018
Dey	Asoke	Associate Professor	CBA	Management	Fall 2018
Renna	Francesco	Associate Professor	CBA	Economics	Fall 2018
Koskey	Kristin	Associate Professor	Education	Educational Foundations & Leadership	Fall 2018
Elliott	Richard	Professor	Engineering	Chemical/Biomolecular Engineering	Fall 2018
Schuldiner	Michael	Professor	BCAS	English	Spring 2019
Graham	Michael	Professor	BCAS	History	Spring 2019
Tran	Huu Nghi	Associate Professor	Engineering	Electrical & Computer Engineering	Spring 2019
Chuang	Stephen	Professor	CPSPE	Polymer Science	Spring 2019

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

**INVESTMENT REPORT FOR THE
SIX MONTHS ENDED DECEMBER 31, 2017**



**The University of Akron
Investment Report
For the Six Months Ended December 31, 2017**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$192.3 million at December 31, 2017 and posted a blended rate of return (ROR) of 2 percent, approximating \$4.3 million, for the six months ended December 31, 2017.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios. Cash and Fixed Income portfolios totaled \$135 million at December 31, 2017. The Cash and Fixed Income portfolios achieved an overall six month ROR of 0.4 percent, or \$0.5 million [\$160.7 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments totaled \$57.3 million at December 31, 2017 and are managed by Legacy achieved an overall six month ROR of 7.2 percent, or \$3.8 million [\$56.3 million average quarterly balance] compared to benchmark of 7.8 percent – refer to Exhibit 1 for the detail regarding performance.

The operating funds are within the University's prescribed asset allocation requirements at December 31, 2017. We have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibits 2 and 3 for the detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$70.3 million at December 31, 2017 and posted a blended ROR of 6.3 percent, or \$4.1 million, for the six months ended December 31, 2017.

The December 31, 2017 market value increased \$4.9 million from June 30, 2017. The largest contributors to that change were the realized and unrealized gains of \$3.4 million and gifts of \$2.6 million offset by endowment distributions of \$1.7 million – refer to Exhibit 6 for the detail regarding components of change and Exhibit 7 for historic endowment balances.

Pooled

The Pooled Endowments totaled \$63.5 million at December 31, 2017 and are managed by Cambridge and achieved an overall six month ROR of 6.6 percent, or \$3.7 million [\$62.5 million average quarterly balance] compared to the policy benchmark of 8.5 percent – refer to Exhibit 4 for the detail regarding performance.

Of Cambridge's portfolio, Vanguard FTSE EM ETF achieved the highest six month ROR at 14.3 percent [\$2.9 million balance at December 31], while the First Merit Bank Fixed Income achieved the lowest ROR at 0.9 percent [\$1.8 million balance at December 31].

These funds are within the University's prescribed asset allocation requirements at December 31, 2017 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 5 for the detail regarding compliance.

Separately Invested

The Separately Invested Endowments totaled \$6.8 million at December 31, 2017, are invested in accord with donor stipulations, and achieved a blended six month ROR of 5.8 percent, or \$0.4 million [\$6.7 million average quarterly balance].

The highest ROR for the six months ended December 31 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 9.8 percent on market value of \$2.1 million at December 31. The lowest ROR for the six months ended December 31 was the Constitutional Law endowment, invested at Key Bank, at (0.2) percent on market value of \$1 million at December 31 – refer to Exhibit 4 for the detail regarding performance.

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

Operating Funds

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2017

Exhibit 1

Net Rates of Return for the Periods Ended December 31, 2017

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor	Market Value	Net Rates of Return									
		Quarter ROR/Benchmark		Six Months ROR/Benchmark		One Year ROR/Benchmark		Two Years ROR/Benchmark		Three Years ROR/Benchmark	
Cash and Cash Equivalents / PFM & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 33,303,467	0.3%	●	0.5%	●	0.9%	●	0.7%	●	0.5%	●
		0.3%		0.6%	●	0.9%		0.6%		0.4%	
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	47,674,148	(0.2%)	●	0.2%	●	0.9%	●	1.1%	●	1.0%	●
		(0.3%)		0.0%		0.4%		0.7%		0.6%	
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	53,994,858	(0.3%)	●	0.3%	●	1.8%	●	1.6%	●	1.5%	●
		(0.4%)		(0.1%)		1.1%		1.1%		1.2%	
SUBTOTAL - PFM & JPMC Managed Portfolios	\$ 134,972,473	0.0%		0.4%		1.4%		1.3%		1.1%	
Long-Term / Legacy <i>Policy Balanced Index</i>	57,263,587	3.5%	●	7.2%	●	15.2%	●	10.6%	●	6.6%	●
		3.9%		7.8%		15.6%		11.4%		7.0%	
TOTAL OPERATING FUNDS	\$ 192,236,061	0.8%		2.0%		4.6%		3.6%		2.5%	

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2017

Exhibit 2

Operating Funds Policy Compliance: Asset Allocation at December 31, 2017

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	17%	●
Short-Term Fixed Income	20-65%	25%	25%	●
Intermediate-Term Fixed Income	0-45%	35%	28%	●
Long-Term	0-35%	15%	30%	●
<i>Large Cap</i>	20-30%	25%	25%	●
<i>Small/Mid Cap</i>	10-20%	15%	17%	●
<i>International</i>	15-25%	20%	23%	●
<i>Alternative</i>	0-20%	15%	10%	●
<i>Fixed Income & Cash</i>	20-30%	25%	25%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Six Months Ended December 31, 2017**

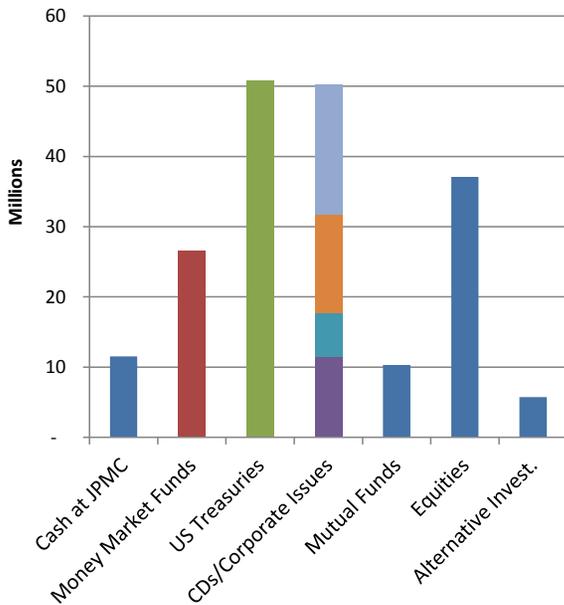
Exhibit 3

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

	Market Value	Actual Allocation	Compliance Indicator
Cash, MMFs, US Treas, Negotiable CDs:	\$ 100,382,384	52%	●

	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
Cash at JPMC	\$ 11,506,623			
Money Market Funds	21,796,844	\$ 284,607	\$ 410,697	\$ 4,159,852
US Treasuries		24,379,620	26,364,571	
Negotiable CDs		9,623,601	1,855,969	
Corporate Issues		13,386,319	25,363,622	
Mutual Funds				10,286,942
Equities				37,090,423
Alternative Invest.				5,726,371
Total Operating Funds	\$ 33,303,467	\$ 47,674,148	\$ 53,994,858	\$ 57,263,587

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.

Endowments

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2017

Exhibit 4

Net Rates of Return for the Periods Ended December 31, 2017

- At or Above Benchmark
- < 100 Basis Pts Below Benchmark
- > 100 Basis Pts Below Benchmark

Portfolio/Advisor (Inception)	Net Rates of Return				
	Market Value	Six Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Since 1/1/2014 ROR/Benchmark	Annualized Since Inception ROR/Benchmark
POOLED ENDOWMENTS					
Portfolio Composite / Cambridge Policy Balanced Index	\$ 63,477,475	6.6% ●	14.0% ●	4.8% ●	6.2% ●
		8.5%	16.4%	5.5%	6.6%
Cash (Included within Operating total)	333,038	n/a	n/a	n/a	n/a
<i>Total Pooled Endowments</i>	<u>\$ 63,810,514</u>				
SEPARATELY INVESTED ENDOWMENTS					
Oelschlager Leadership Award / Key Bank (7/31/2000)	\$ 2,090,039	9.8%	19.7%	12.2%	(4.2%)
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	1,024,685	(0.2%)	0.2%	(0.2%)	3.0%
ORSP / PNC Bank (4/30/2009)	2,762,248	5.4%	10.7%	4.4%	2.4%
Timken Co. and TimkenSteel Corp.	907,920	n/a	n/a	n/a	n/a
Life Insurance Policy	605	n/a	n/a	n/a	n/a
<i>Total Separately Invested Endowments</i>	<u>\$ 6,785,497</u>				
TOTAL ENDOWMENTS	<u>\$ 70,596,011</u>				

Note: Cambridge's performance consists of the "Annualized Since 1/1/2014" and embedded within "Since Inception" returns (6/30/2002).

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2017

Pooled Endowment Policy Compliance: Asset Allocation at December 31, 2017

Exhibit 5

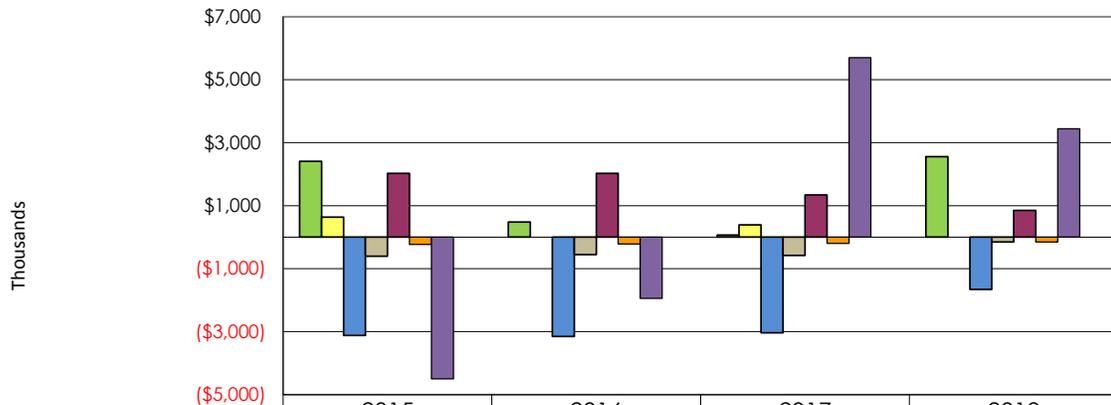
- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	57%	●
<i>U.S. Equity</i>	<i>15-50%</i>		<i>23%</i>	●
<i>Non-U.S. Equity</i>	<i>15-50%</i>		<i>14%</i>	●
<i>Emerging Markets Equity</i>	<i>0-20%</i>		<i>9%</i>	●
<i>Global Equity</i>	<i>0-15%</i>		<i>11%</i>	●
Absolute Return	0-25%	15%	20%	●
Real Assets	10-25%	12%	10%	●
Bonds & Cash	10-25%	13%	13%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2017

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2015-2017
and Six Months Ended December 31, 2017

Exhibit 6



	2015	2016	2017	2018
■ Endowment Gifts	\$2,407	\$480	\$69	\$2,559
■ Transfers, Net	633	0	392	0
■ Endowment Distributions	(3,120)	(3,155)	(3,038)	(1,661)
■ Administrative Fee	(609)	(556)	(582)	(151)
■ Interest & Dividends	2,025	2,028	1,342	852
■ Investment Fees	(229)	(220)	(199)	(151)
■ Realized & Unrealized G/L	(4,498)	(1,942)	5,699	3,444
Net Endowment Change	\$(3,390)	\$(3,365)	\$3,684	\$4,893

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 given in support of University endowments. 2018 gifts includes proceeds from sale of University residence of \$1M and an estate gift from the Grotefend Family for scholarships to students in the Department of Mechanical Engineering of \$1.5M.

Endowment Distributions

Distributions made from the endowments based on spending policy, which is 4.75% of a 3-year moving average.

Administrative Fee

A 0.5% fee is assessed by the University to all pooled endowments which is directed to the Scholarships for Excellence.

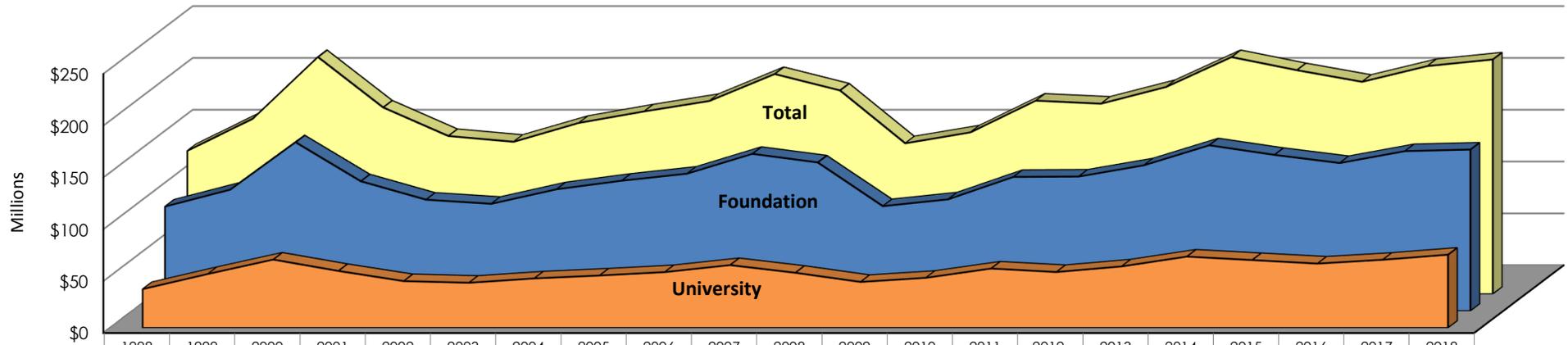
Investment Fees

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

**THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Six Months Ended December 31, 2017**

**The University of Akron and Foundation
Endowments Balances
At June 30, 1998 - 2017
And Six Months Ended December 31, 2017**

Exhibit 7



	1998	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018
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	\$65.7	\$70.6
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	154.2	155.7
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	\$219.9	\$226.3
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)	\$15.2	\$6.4

Note 1 : Foundation value represents 9/30/17 market value as the 12/31/17 report has not yet been received.

Note 2 : Cambridge became the Foundation and University endowment investment managers on 1/1/2014 and 4/1/2014, respectively.

Note 3 : Over the last 20 years both the Foundation and University endowment portfolios have realized both larger and smaller fluctuations. The notable downturns during 2001 and 2002 were the result of Y2K and the event of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Acceptance of the Investment Report for the Six Months Ended December 31, 2017

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 14, 2018, accepting the Investment Report for the Six Months Ended December 31, 2017, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
SIX MONTHS ENDED DECEMBER 31, 2017**



DATE: January 29, 2018

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

Amy Gilliland

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

**SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds:
Budget to Actual Results for the Six Months Ended December 31, 2017**

As requested, the Office of Resource Analysis & Budgeting provides the attached Financial Report for the six months ended December 31, 2017 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY18 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the February 14, 2018 Board of Trustees meeting.

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

The University of Akron
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds
Budget to Actual Results
For the Six Months Ended December 31, 2017

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GENERAL FUND

For the Six Months Ended December 31, 2017

The University of Akron
Akron and Wayne General Fund Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Tuition & General Service Fees	\$201,391,000	\$102,046,342	(\$99,344,658)	
Other Fees	22,803,000	12,045,614	(10,757,386)	
State Share of Instruction	107,316,000	52,771,620	(54,544,380)	
Indirect Cost Recovery	6,140,000	2,456,759	(3,683,241)	
Investment Income	1,500,000	1,937,103	437,103	
Miscellaneous Income	1,175,000	470,077	(704,923)	
Total Revenues	<u>340,325,000</u>	<u>171,727,515</u>	<u>(168,597,485)</u>	50%
Payroll	156,080,000	68,957,694	87,122,306	
Fringes	53,902,000	24,458,680	29,443,320	
Total Compensation	<u>209,982,000</u>	<u>93,416,374</u>	<u>116,565,626</u>	44%
Utilities	11,550,000	4,573,636	6,976,364	
Operating	44,305,000	20,535,082	23,769,918	
Bad Debt	1,500,000	123,315	1,376,685	
Scholarships	52,646,000	32,627,799	20,018,201	
Total Non Personnel	<u>110,001,000</u>	<u>57,859,832</u>	<u>52,141,168</u>	53%
Total Expenditures	<u>319,983,000</u>	<u>151,276,206</u>	<u>168,706,794</u>	47%
Net Before Transfers	<u>20,342,000</u>	<u>20,451,309</u>	<u>109,309</u>	
Transfers-In	29,000,000	0	(29,000,000)	
Transfers-in Encumbrance	0	2,795,832	2,795,832	
Transfers-Out - Debt Service	(9,464,000)	(4,432,131)	5,031,869	
Transfers-Out - Plant Fund	(2,300,000)	84,184	2,384,184	
Transfers-Out - Other	(37,578,000)	(18,788,940)	18,789,060	
Net Transfers	<u>(20,342,000)</u>	<u>(20,341,055)</u>	<u>945</u>	
Difference	<u><u>\$0</u></u>	<u><u>\$110,254</u></u>	<u><u>\$110,254</u></u>	

The University of Akron
Akron and Wayne General Fund Combined
FY18 Budget Assumptions

Revenues

Tuition & General Service Fees: Assumes an overall blended enrollment reduction of five percent, and tuition and fee rates remain flat.

Other Fees: Assumes an overall blended enrollment reduction of five percent, and fees rates remain flat.

State Share of Instruction: Assumes a slightly decreased amount as compared to FY17 based upon information provided by the Ohio Department of Higher Education.

Indirect Cost Recovery: Assumes slight decrease as compared to FY17 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Expenditures

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts and includes \$4.1 million vacancy savings, which represents projected savings created by an employee's departure until a replacement is hired.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Operating: The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow a five-percent reduction. The designated fees assume that only current-year revenues are expended; however, a certain level of carry over exists within these fees, which could be expended by the units and therefore cause expenditures to exceed the allocation for the current year.

Except for the adjustment for telecom, which has a net-zero impact, the unit allocations are assumed at the FY17 levels.

Scholarships: Assumes graduate assistants, \$16.5 million; Law School, \$3.5 million; and undergraduate, \$32.4 million.

Other

Transfers-In: Assumes \$29 million.

Transfers-Out Debt Service: Assumes debt-service for general facilities and the performance contract.

The University of Akron
Akron and Wayne General Fund Combined
FY18 Budget Assumptions

Transfers-Out Plant Fund: Assumes laptop refresh of \$1.3 million and general capital projects as those arise of \$1 million.

Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, \$13 million; Other, \$14.4 million; and Facilities Fee, \$7.4 million; and to the Self-Insurance Health Care Fund of \$2.8 million.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Revenues

Tuition & General Service Fees: Tuition and General Service Fees revenues total \$102 million or approximately 51 percent as compared to the annual budget of \$201.4 million.

While summer 2017 credit hour decline of about seven percent exceeded the anticipated five percent decline, fall 2017 numbers were slightly better than expected at (4.9 percent). The spring 2018 enrollment of (5 percent) was holding as of December 31.

Current expectations are that budgeted Tuition and General Service Fees revenues will be achieved particularly if spring enrollment holds to budget. The number will be more accurately projected after the Census Date.

Other Fees: Other Fees revenues total \$12 million or approximately 53 percent as compared to the annual budget of \$22.8 million.

Other Fees include various student fees such as technology fees (24 percent), facility fees (31 percent), and unit and course fees (15 percent). Some of the fees remain within the General Fund and are used for operations while the facility fee is transferred to Auxiliary units and contributes to 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 \$52.8 million or 49 percent as compared to the annual budget of \$107.3 million.

Revised calculations received from the Ohio Department of Higher Education (ODHE) reflect the University will receive \$105.7 million or \$1.6 million less than budgeted.

Current expectations are that SSI revenues will fall short of budget by about \$1.6 million.

Indirect Cost Recovery: IDC revenues total \$2.5 million or approximately 40 percent as compared to the annual budget of \$6.1 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. Historically, the indirect cost recovery is more heavily weighted to the latter half of the fiscal year.

Current expectations are that IDC revenues will be achieved.

Investment Income: Investment Income revenues total \$1.9 million or approximately 129 percent as compared to the annual budget of \$1.5 million.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Investment income is based upon the size of the operating funds investment portfolio and the market conditions - refer to The University of Akron Investment Report for the Six Months ended December 31, 2017 for detailed information concerning the University's investments.

Current expectations are that budgeted Investment Income revenues will be surpassed.

Expenditures

Compensation and Fringe Benefits: Compensation and Fringe Benefits approximate \$93.4 million or approximately 44 percent of the annual budget of \$210 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30; however, all full time employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year. Since no expenditures are incurred related to vacant positions, these positions represent a significant portion of the favorable balance.

Aggregated Pooled Accounts	Thru 12/31/17
Faculty	\$ 39,491,000
Staff	13,041,000
Contract Professionals	12,608,000
Graduate Assistants	3,818,000
Fringe Benefits	22,959,000
	\$91,917,000
<i>Note: Includes all General Fund compensation-type activities (e.g. full time, part time, overload, etc.)</i>	

The fringe benefit costs approximate \$24.5 million or 45 percent of budget and are tracking less than budget.

The budgeted compensation includes \$4.1 million for vacant position savings. That vacancy savings is projected to be exceeded.

Current expectations are that budgeted Compensation and Fringe Benefits will be met or positively exceeded.

Purchased Utilities: Purchased Utilities expenditures approximate \$4.6 million or approximately 40 percent of the annual budget of \$11.6 million.

Current expectations are that budgeted utility expenditures will be achieved.

Operating: Operating expenditures including the faculty laptop refresh program approximate \$20.5 million or approximately 46 percent of the \$44.3 million budget. The faculty laptop refresh program totaling \$1.3 million was budgeted as a transfer-out to highlight the initiative. However, the actual expenditures for the computers and devices were recorded within the operating expenditures and have become a part of those expenditure totals.

Additionally, Operating budgets for various academic and administrative units were reduced by \$1.4 million and unit spending will be managed to the revised 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.

**The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Current expectations are that budgeted Operating expenditures will be favorably achieved by \$1.4 million and likely more.

Scholarships: Scholarships approximate \$32.6 million or approximately 62 percent of the \$52.6 million budget. Expenditures to date reflect the summer and fall 2017 awards including graduate assistant fee remissions. The spring 2018 scholarships will be compiled and reported following the Census Date and reflected in the Report for the nine months ended March 31, 2018.

Current expectations are that Scholarships will exceed budget by roughly \$3 million. The amount will be more accurately projected after the Census Date.

Transfers

Transfers-In: The annual budget assumes transfers-in from reserves will total \$29 million. The funds will be transferred in as needed later in the fiscal year.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$2.8 million Transfers-in – Encumbrances represents those types of commitments.

Transfers-Out Debt Service: The debt service budget represents \$9.5 million. To date, \$4.4 million or 47 percent has been transferred out. 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-Out Plant Fund: The faculty laptop refresh program totaling \$1.3 million was budgeted as a transfer-out to highlight the initiative. However, the actual expenditures for the computers and devices were simply recorded within the operating expenditures and have become a part of those expenditure totals.

Additionally, two general fund funded projects that were sourced in a prior year were completed under budget; therefore, \$84,000 was returned from those projects.

Transfers-Out Other: The \$18.8 million reflect facilities fees and general service fees as well as general support to Auxiliaries. The budgeted general support to certain Auxiliaries was reduced as follows: Student Union (\$51,000), Recreation and Wellness Center (\$143,000), and E.J. Thomas Performing Arts Hall (\$70,000).

Current expectations are the budgeted transfers-out will be met.

Other

Athletics installed a scoreboard within the James A. Rhodes arena. The total project approximated \$1.6 million of which approximately \$1.1 million was assembled. The General Fund will loan Athletics the remaining \$480,000 which will be repaid by Athletics prior to April 30, 2018.

AUXILIARY FUNDS

For the Six Months Ended December 31, 2017

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Auxiliary Funds Combined	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$42,560,000	\$22,189,189	(\$20,370,811)	52%
Payroll	9,898,000	4,818,403	5,079,597	
Fringes	4,434,000	1,998,564	2,435,436	
Total Compensation	14,332,000	6,816,967	7,515,033	48%
Operating	28,496,000	16,557,712	11,938,288	
Capital	570,000	394,100	175,900	
Scholarships	7,479,000	3,747,112	3,731,888	
Total Non Personnel	36,545,000	20,698,924	15,846,076	57%
Total Expenditures	50,877,000	27,515,891	23,361,109	54%
Net Before Transfers	(8,317,000)	(5,326,702)	2,990,298	
Transfers-In - Facilities Fee	7,351,000	3,675,550	(3,675,450)	
Transfers-In - General Service Fee	12,977,000	6,488,350	(6,488,650)	
Transfers-In - Other	14,442,000	7,220,602	(7,221,398)	
Transfers-In - Plant Fund	0	125,783	125,783	
Transfers-In - Encumbrances	0	221,998	221,998	
Transfers-Out - Debt Service	(25,830,000)	(12,914,931)	12,915,069	
Net Transfers	8,940,000	4,817,352	(4,122,648)	
Difference	\$623,000	(\$509,349)	(\$1,132,349)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Athletics	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$7,501,000	\$3,414,831	(\$4,086,169)	46%
Payroll	7,243,000	3,667,186	3,575,814	
Fringes	2,765,000	1,394,035	1,370,965	
Total Compensation	10,008,000	5,061,221	4,946,779	51%
Operating	9,944,000	7,451,856	2,492,144	
Capital	0	0	0	
Scholarships	7,479,000	3,747,112	3,731,888	
Total Non Personnel	17,423,000	11,198,968	6,224,032	64%
Total Expenditures	27,431,000	16,260,188	11,170,812	59%
Net Before Transfers	(19,930,000)	(12,845,357)	7,084,643	
Transfers-In - Facilities Fee	3,892,000	1,946,100	(1,945,900)	
Transfers-In - General Service Fee	12,977,000	6,488,350	(6,488,650)	
Transfers-In - Other	8,030,000	4,014,810	(4,015,191)	
Transfers-In - Plant Fund	0	11,783	11,783	
Transfers-In - Encumbrances	0	61,783	61,783	
Transfers-Out - Debt Service	(4,969,000)	(2,484,294)	2,484,706	
Net Transfers	19,930,000	10,038,532	(9,891,468)	
Difference	\$0	(\$2,806,825)	(\$2,806,825)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Residence Life & Housing	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$19,996,000	\$11,387,742	(\$8,608,258)	57%
Payroll	811,000	355,258	455,742	
Fringes	379,000	154,838	224,162	
Total Compensation	1,190,000	510,096	679,904	43%
Operating	7,797,000	3,330,461	4,466,539	
Capital	350,000	172,000	178,000	
Scholarships	0	0	0	
Total Non Personnel	8,147,000	3,502,461	4,644,539	43%
Total Expenditures	9,337,000	4,012,557	5,324,443	43%
Net Before Transfers	10,659,000	7,375,185	(3,283,815)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	47,910	47,910	
Transfers-Out - Debt Service	(10,659,000)	(5,329,387)	5,329,613	
Net Transfers	(10,659,000)	(5,281,477)	5,377,523	
Difference	\$0	\$2,093,708	\$2,093,708	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

EJ Thomas Performing Arts Hall	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$1,934,000	\$1,123,486	(\$810,514)	58%
Payroll	307,000	129,317	177,683	
Fringes	127,000	54,130	72,870	
Total Compensation	434,000	183,447	250,553	42%
Operating	2,199,000	1,490,827	708,173	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,199,000	1,490,827	708,173	68%
Total Expenditures	2,633,000	1,674,274	958,726	64%
Net Before Transfers	(699,000)	(550,788)	148,212	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,027,000	513,507	(513,493)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	49,579	49,579	
Transfers-Out - Debt Service	(327,000)	(163,507)	163,493	
Net Transfers	700,000	399,579	(300,421)	
Difference	\$1,000	(\$151,209)	(\$152,209)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Dining (Aramark)	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$3,701,000	\$1,680,859	(\$2,020,141)	45%
Payroll	199,000	62,752	136,248	
Fringes	546,000	122,981	423,019	
Total Compensation	745,000	185,733	559,267	25%
Operating	1,637,000	714,783	922,217	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	1,637,000	714,783	922,217	44%
Total Expenditures	2,382,000	900,517	1,481,483	38%
Net Before Transfers	1,319,000	780,342	(538,658)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	114,000	114,000	
Transfers-In - Encumbrances	0	40,131	40,131	
Transfers-Out - Debt Service	(779,000)	(389,498)	389,502	
Net Transfers	(779,000)	(235,367)	543,633	
Difference	\$540,000	\$544,975	\$4,975	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Recreation & Wellness Services	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$565,000	\$233,869	(\$331,131)	41%
Payroll	531,000	256,551	274,449	
Fringes	234,000	112,960	121,040	
Total Compensation	765,000	369,511	395,489	48%
Operating	2,079,000	894,308	1,184,692	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,079,000	894,308	1,184,692	43%
Total Expenditures	2,844,000	1,263,819	1,580,181	44%
Net Before Transfers	(2,279,000)	(1,029,950)	1,249,050	
Transfers-In - Facilities Fee	1,272,000	635,750	(636,250)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,726,000	1,363,029	(1,362,971)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	18,245	18,245	
Transfers-Out - Debt Service	(1,704,000)	(851,946)	852,054	
Net Transfers	2,294,000	1,165,078	(1,128,922)	
Difference	\$15,000	\$135,128	\$120,128	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Student Union	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$936,000	\$384,791	(\$551,209)	41%
Payroll	521,000	233,269	287,731	
Fringes	256,000	103,405	152,595	
Total Compensation	777,000	336,674	440,326	43%
Operating	2,066,000	895,546	1,170,454	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,066,000	895,546	1,170,454	43%
Total Expenditures	2,843,000	1,232,219	1,610,781	43%
Net Before Transfers	(1,907,000)	(847,428)	1,059,572	
Transfers-In - Facilities Fee	2,187,000	1,093,700	(1,093,300)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,659,000	1,329,257	(1,329,743)	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	4,349	4,349	
Transfers-Out - Debt Service	(2,930,000)	(1,465,183)	1,464,818	
Net Transfers	1,916,000	962,123	(953,877)	
Difference	\$9,000	\$114,695	\$105,695	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Parking	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$7,859,000	\$3,932,948	(\$3,926,052)	50%
Payroll	286,000	114,069	171,931	
Fringes	127,000	56,216	70,784	
Total Compensation	413,000	170,285	242,715	41%
Operating	2,764,000	1,775,675	988,325	
Capital	220,000	222,100	(2,100)	
Scholarships	0	0	0	
Total Non Personnel	2,984,000	1,997,775	986,225	67%
Total Expenditures	3,397,000	2,168,060	1,228,940	64%
Net Before Transfers	4,462,000	1,764,888	(2,697,112)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Debt Service	(4,462,000)	(2,231,117)	2,230,884	
Net Transfers	(4,462,000)	(2,231,117)	2,230,884	
Difference	\$0	(\$466,228)	(\$466,228)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Wayne Student Union	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	\$ Budget Variance	% of Budget
Revenues	\$68,000	\$30,664	(\$37,336)	45%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	0%
Operating	10,000	4,257	5,743	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	10,000	4,257	5,743	43%
Total Expenditures	10,000	4,257	5,743	43%
Net Before Transfers	58,000	26,407	(43,079)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Plant Fund	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Debt Service	0	0	0	
Net Transfers	0	0	0	
Difference	\$58,000	\$26,407	(\$43,079)	

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Overall Assumptions

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Transfers-Out – Debt Service: Assumes debt service for Auxiliary facilities.

Unit Assumptions

Athletics

Revenues: Assumes externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

Payroll: Contemplates rate increases as reflected in respective individual contracts.

Operating: Assumes an increase of \$234,000 over the FY17.

Scholarships: Assumes 240 Athletic financial aid awards.

Transfers-In: Assumes Facilities Fee of \$3.9 million, General Service Fee of \$13 million, and Other of \$8 million in transfers from the General Fund.

Residence Life & Housing

Revenues: Assumes an 83-percent average occupancy.

Operating: Assumes a decrease of \$723,000 over the FY17.

Capital: Assumes boiler work upgrades or replacements and pump upgrades in several residence halls and miscellaneous repairs in other facilities.

E. J. Thomas Performing Arts Hall

Revenues: Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

Operating: Assumes largely flat operating as compared to FY17.

Transfers-In: Assumes Other transfers of \$1 million from the General Fund.

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Aramark

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes a refresh to Freshens.

Recreation & Wellness Center

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to FY17.

Transfers-In: Assumes Facilities Fee of \$1.3 million and Other of \$2.7 million in transfers from the General Fund.

Student Union

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes a decrease of \$494,000 over the FY17.

Transfers-In: Assumes Facilities Fee of \$2.2 million and Other of \$2.7 million in transfers from the General Fund.

Parking

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of five percent.

Operating: Assumes a net decrease of \$186,000 over the FY17.

Capital: Assumes replacing the expansion joints and drains at Schrank parking deck.

The University of Akron
Auxiliaries
FY18 Budget Assumptions

Wayne Student Union

Revenues: Assumes consistent with FY17.

Operating: Assumes consistent with FY17.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Athletics

Athletics actual revenues total \$3.4 million as compared to annual budgeted revenues of \$7.5 million. Major components of revenue include game guarantees (37 percent), gifts (27 percent), ticket sales (20 percent), and pouring rights (11 percent). Unearned revenue for seasonal and single tickets is realized in the fiscal year when the game is held. Currently, \$27,000 is unearned. Actual revenues equate to 46 percent of the budget to-date. Preliminary expectations are that Athletics will achieve budgeted revenues since the majority of revenue generating programming has yet to occur. Athletics will closely monitor activity.

Description	Thru 12/31/17
Game Guarantees	\$1,300,000
Gifts	913,000
Ticket Sales	698,000
Pouring Rights	380,000
Other	109,000
Total	\$3,400,000

Payroll and fringes total \$5.1 million or roughly 51 percent as compared to the annual budget of \$10 million. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will remain at or below budget.

Operating expenditures total \$7.5 million or 75 percent as compared to the annual budget of \$9.9 million. The principal operating expenditures include team travel and recruiting (19 percent), game officials and guarantees (16 percent), athletic supplies (14 percent), and maintenance (10 percent). The majority of operating expenditures from prepaid game guarantees, encumbrances, and football travel occurs in fall; thus, current expectations are that the amount budgeted for operating expenditures will not be exceeded.

Scholarships, or Athletics financial aid, totaled \$3.7 million or 50 percent as compared to the annual budget of \$7.5 million. Current expectations are that the amount budgeted for scholarships will not be exceeded.

The other sources of funding include transfers-in of facilities fees, general service fees, and other budgeted at \$3.9 million, \$13 million, and \$8 million, respectively. The facilities fees service a portion of the Stadium and Fieldhouse debt while the Athletics actual general service fee and other transfers-in combined total \$10.5 million in fund operation and limited debt service. To date, \$12.4 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$62,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$5 million. To date, \$2.5 million or roughly 50 percent has been transferred out to pay the debt service payment with the remaining transfers to

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

occur throughout the year. The debt service largely pays the bonded debt related to InfoCision Stadium and the Athletic Fieldhouse.

Athletics installed a scoreboard within the James A. Rhodes arena. The total project will approximate \$1.6 million of which approximately \$1.1 million is assembled. The General Fund will loan Athletics up to \$480,000 as needed. The loan will be repaid by Athletics no later than April 30, 2018.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Residence Life & Housing

Residence Life & Housing actual revenues total \$11.4 million as compared to the annual budgeted revenues of \$20 million. The housing revenues are presumed to be earned monthly, so the \$11.4 million represents a portion of postings to date. Currently, \$10.1 million is considered unearned revenue. Fall semester revenues are in-line with fall revenue projections at 57 percent of budgeted revenues at the end of the fall semester, and if the spring semester stays in-line with forecasts, actual revenues will match the budget by the end of FY18.

Description	Thru 12/31/17
Room Rentals	\$11,100,000
Other	300,000
Total	\$11,400,000

Payroll and fringes total \$510,000 or roughly 43 percent as compared to the annual budget of \$1.2 million. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$3.3 million or 43 percent as compared to the annual budget of \$7.8 million. The principal operating expenditures include maintenance (44 percent) and utilities (23 percent). Preparing the dorms for fall semester increases maintenance expenditures early in the fiscal year. Current expectations are that expenditures will remain below or at budget.

The \$350,000 budgeted capital expenditures are intended to replace boilers in Sisler-McFawn, Orr, and Ritchie Residence Halls (\$90,000), replace two domestic boilers in Honors Complex (\$20,000), upgrade five pumps in Exchange Street Residence Hall (\$40,000), repair Spanton Hall showers/bathrooms (\$40,000), repair Bulger Hall parapet (\$25,000), upgrade Honors Complex furniture (\$75,000), and upgrade staff and computer lab computers (\$60,000).

The following capital projects expenditures to date include Sisler-McFawn (\$45,000), upgrade Honors Complex furniture (\$45,000), Spanton Hall showers/bathrooms (\$38,000), Bulger Hall parapet (\$23,000), upgrade staff and computer lab computers (\$12,000), and Ritchie Residence Hall (\$9,000).

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$48,000 Transfers-in – Encumbrances represents those types of commitments

The budgeted transfers-out for the debt service total \$10.7 million. To date, \$5.3 million or 50 percent has been transferred out to pay the 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 two new buildings.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$1.1 million as compared to the annual budgeted revenues of \$1.9 million. The principal revenues include ticket sales (71 percent) and endowments (15 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$304,000 in unearned revenue for the Broadway in Akron Series. Current expectations are that budgeted revenues will be achieved.

Description	Thru 12/31/17
Ticket Sales	\$803,000
Endowment Distributions	173,000
Other	124,000
Total	\$1,100,000

Payroll and fringes total \$183,000 or roughly 42 percent as compared to the annual budget of \$434,000. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.5 million or 68 percent as compared to the annual budget of \$2.2 million. The principal operating expenditures include stage & wardrobe (31 percent), artist fees (31 percent), and utilities (11 percent). Current expectations are that expenditures will remain below or at budget.

Transfers-in represents general-fund support for operations and is budgeted for roughly \$1 million. To date, \$514,000 has been transferred. A midyear reduction of \$70,000 reduces the expected transfer to \$957,000. Expenditures will be managed to the reduced level and actual revenues.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$50,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service totals \$327,000. To date, \$164,000 or 50 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Dining (Aramark)

Aramark actual revenues total \$1.7 million as compared to the annual budgeted revenues of \$3.7 million. The primary revenues include rent (33 percent); utilities support (20 percent), facilities support (17 percent), unrestricted grant (16 percent), and software support (11 percent). Zip card deposits are allocated to unearned revenue until earned. Currently, \$350,000 is being held in unearned revenue. Current expectations are that budgeted revenues will not be achieved and expenditures will be closely monitored throughout the course of the year.

Description	Thru 12/31/17
Rent	\$550,000
Utilities Support	332,000
Facilities Support	288,000
Unrestricted Grant	275,000
Software Support	181,000
Other	74,000
Total	\$1,700,000

Payroll and fringes total \$186,000 or roughly 25 percent as compared to the annual budget of \$745,000. Compensation occurs ratably throughout the year. The \$546,000 fringe benefits budget also includes the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. The current billable compensation and fringes are roughly 42 percent of the budget. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$715,000 or 44 percent as compared to the annual budget of \$1.6 million. Current expectations are that expenditures will remain below or at budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$40,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service totals \$779,000. To date, \$389,000 or 50 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.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Recreation & Wellness Services

Recreation & Wellness Services actual revenues total \$234,000 as compared to the annual budgeted revenues of \$565,000. The principal revenues include memberships (39 percent), swimming meets/lessons (24 percent), and rentals (13 percent). Current expectations are that Recreation & Wellness Services will achieve revenue budget expectations, as the start of the new calendar has historically shown an increase in memberships. The start of spring swim meets is expected to generate additional revenue as well.

Description	Thru 12/31/17
Memberships	\$90,000
Swimming Meets & Lessons	57,000
Rentals	30,000
Other	57,000
Total	\$234,000

Payroll and fringes total \$370,000 or roughly 48 percent as compared to the annual budget of \$765,000. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$894,000 or 43 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures include student assistants (40 percent), maintenance (32 percent), utilities (18 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain below or at budget.

Transfers-in represents facilities fees and general-fund support to service the building’s bonded debt and for operations, respectively. To date, \$2 million has been transferred. A midyear reduction of \$143,000 reduces the expected transfer to \$3.9 million. Expenditures will be managed to the reduced level and actual revenues.

Recreation & Wellness Services 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.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$18,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service totals \$1.7 million. To date, \$852,000 or 50 percent has been transferred out for the upcoming debt service requirements.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Student Union

The Student Union actual revenues total \$385,000 as compared to the annual budgeted revenues of \$936,000. The principal revenues include rental income (98 percent). Actual revenue collection accounts for 41 percent of the budget. The Student Union will closely monitor activity, but actual revenues will fall short of the budget projections.

Description	Thru 12/31/17
Barnes & Noble Rental	\$353,000
Room Rentals	25,000
Other	7,000
Total	\$385,000

Payroll and fringes total \$337,000 or roughly 43 percent as compared to the annual budget of \$777,000. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$896,000 or 43 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures include utilities (31 percent), maintenance (29 percent), student assistants (29 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain below or at budget.

Transfers-in represents facilities fees and general-fund support to service the building’s bonded debt and for operations, respectively. To date, \$2.4 million has been transferred. A midyear reduction of \$51,000 reduces the expected transfer to \$4.8 million. Expenditures will be managed to the reduced level and actual revenues.

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.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$4,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service totals \$2.9 million. To date, \$1.5 million or 50 percent has been transferred out for the upcoming debt service requirements.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017**

Parking

Parking actual revenues total \$3.9 million as compared to the annual budgeted revenues of \$7.9 million. The primary sources of revenues are the student transportation fee and parking permits (96 percent). Parking Services collects the majority of special event parking revenue in the fall semester. Unearned revenue generated from parking permits purchased before the semester begins is recognized when the revenue recognition criteria is met. Currently, \$2.6 million is being held in unearned revenue. 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.

Description	Thru 12/31/17
Permits	\$3,800,000
Lot Rentals	76,000
Other	24,000
Total	\$3,900,000

Payroll and fringes total \$170,000 or roughly 41 percent as compared to the annual budget of \$413,000. Compensation tends to occur ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.8 million or 64 percent as compared to the annual budget of \$2.8 million. The major operating costs include transportation related activities including busing, parking lot, and deck maintenance (69 percent). The majority of operating expenditures are encumbered in fall; thus, current expectations are that expenditures will remain below or at budget.

The \$220,000 budgeted capital expenditures is intended to replace the expansion joints and drains within the Schrank Parking Deck which has been isolated as the cause of water leakage occurring within Schrank Hall. To date, \$222,000 transferred-out to fund the project.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$2.2 million or 50 percent represents the debt service that pays the bonded debt related to the renovation and construction of four parking decks.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Wayne Student Union

Wayne Student Union revenues total \$31,000 as compared to the annual budgeted revenues of \$68,000. The principal revenues include bookstore rent (96 percent) predominately earned evenly throughout the fiscal year. Current expectations are that budgeted revenues will be achieved.

Description	Thru 12/31/17
Barnes & Noble Rental	\$30,000
Other	1,000
Total	\$31,000

Operating expenditures total \$4,300 or 43 percent as compared to the annual budget of \$10,000. Current expectations are that expenditures will remain below or at budget.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Six Months Ended December 31, 2017

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

**Departmental Sales and Services
Combined**

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$40,703,000	\$18,008,904	(\$22,694,096)	44%
Payroll	2,869,000	1,446,314	1,422,686	
Fringes	1,000,000	507,463	492,537	
Total Compensation	3,869,000	1,953,777	1,915,223	50%
Operating	5,061,000	1,411,560	3,649,440	
Premiums and Claims	31,640,000	11,142,334	20,497,666	
Capital	60,000	7,806	52,194	
Total Non Personnel	36,761,000	12,561,699	24,199,301	34%
Total Expenditures	40,630,000	14,515,476	26,114,524	36%
Net Before Transfers	73,000	3,493,428	3,420,428	
Transfers-In - Other	2,808,000	1,404,438	(1,403,562)	
Transfers-In - Encumbrances	0	228,369	228,369	
Net Transfers	2,808,000	1,632,807	(1,175,193)	
Difference	\$2,881,000	\$5,126,235	\$2,245,235	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Self-Insurance Health Care

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$32,332,000	\$14,361,369	(\$17,970,631)	44%
Payroll	0	74,829	(74,829)	
Fringes	0	30,001	(30,001)	
Total Compensation	0	104,830	(104,830)	
Operating	1,342,000	8,100	1,333,900	
Premiums and Claims	31,640,000	11,142,334	20,497,666	
Capital	0	0	0	
Total Non Personnel	32,982,000	11,150,434	21,831,566	34%
Total Expenditures	32,982,000	11,255,264	21,726,737	34%
Net Before Transfers	(650,000)	3,106,106	3,756,106	
Transfers-In - Other	2,808,000	1,404,438	(1,403,562)	
Transfers-In - Encumbrances	0	0	0	
Net Transfers	2,808,000	1,404,438	(1,403,562)	
Difference	\$2,158,000	\$4,510,544	\$2,352,544	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

UA Solutions

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$811,000	\$342,055	(\$468,945)	42%
Payroll	228,000	127,708	100,292	
Fringes	76,000	36,584	39,416	
Total Compensation	304,000	164,292	139,708	54%
Operating	427,000	143,328	283,672	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	427,000	143,328	283,672	34%
Total Expenditures	731,000	307,620	423,380	42%
Net Before Transfers	80,000	34,435	(45,565)	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	41,757	41,757	
Net Transfers	0	41,757	41,757	
Difference	\$80,000	\$76,192	(\$3,808)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

New Student Orientation

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$750,000	\$125,280	(\$624,720)	17%
Payroll	170,000	83,075	86,925	
Fringes	72,000	32,404	39,596	
Total Compensation	242,000	115,479	126,521	48%
Operating	497,000	228,851	268,149	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	497,000	228,851	268,149	46%
Total Expenditures	739,000	344,330	394,670	47%
Net Before Transfers	11,000	(219,050)	(230,050)	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	3,150	3,150	
Net Transfers	0	3,150	3,150	
Difference	\$11,000	(\$215,900)	(\$226,900)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

English Language Institute

	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$600,000	\$291,091	(\$308,909)	49%
Payroll	323,000	175,670	147,330	
Fringes	102,000	51,770	50,230	
Total Compensation	425,000	227,440	197,560	54%
Operating	86,000	9,735	76,265	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	86,000	9,735	76,265	11%
Total Expenditures	511,000	237,175	273,825	46%
Net Before Transfers	89,000	53,916	(35,084)	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Net Transfers	0	0	0	
Difference	\$89,000	\$53,916	(\$35,084)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Wayne	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$14,000	\$12,422	(\$1,578)	89%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	11,000	1,316	9,684	
Premiums and Claims	0	0	0	
Capital	0	0	0	
Total Non Personnel	11,000	1,316	9,684	12%
Total Expenditures	11,000	1,316	9,684	12%
Net Before Transfers	3,000	11,106	8,106	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Net Transfers	0	0	0	
Difference	\$3,000	\$11,106	\$8,106	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY18 Annual Budget with results for the six months ended December 31, 2017

Other	FY18			
	Approved Budget	Actual Through Dec. 31, 2017	Budget Variance \$	% of Budget
Revenues	\$6,196,000	\$2,876,687	(\$3,319,313)	46%
Payroll	2,148,000	985,031	1,162,969	
Fringes	750,000	356,705	393,295	
Total Compensation	2,898,000	1,341,736	1,556,264	46%
Operating	2,698,000	1,020,230	1,677,770	
Premiums and Claims	0	0	0	
Capital	60,000	7,806	52,194	
Total Non Personnel	2,758,000	1,028,035	1,729,965	37%
Total Expenditures	5,656,000	2,369,771	3,286,229	42%
Net Before Transfers	540,000	506,915	(33,085)	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	183,462	183,462	
Net Transfers	0	183,462	183,462	
Difference	\$540,000	\$690,378	\$150,378	

**The University of Akron
Departmental Sales and Services
FY18 Budget Assumptions**

Overall Assumptions

Payroll: Assumes two-percent increase pursuant to collectively bargained employee contracts.

Fringes: Assumes benefits such as 14-percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Fund Assumptions

Self-Insurance Health Care

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to the benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

Transfers-In: Assumes Other transfers of \$2.8 million from the General Fund to support retiree dependent medical insurance, retiree life insurance, and administrative and consulting fees not supported by departmental contributions.

UA Solutions

Revenues: Assumes open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

**The University of Akron
Departmental Sales and Services
FY18 Budget Assumptions**

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.

English Language Institute

Revenues: Assumes externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

Wayne

Revenues: Assumes a few small departmental sales operations at the Wayne College branch, and minimal revenues generated by the Wayne testing center and off-campus site in Millersburg.

Operating: Assumes supplies and services and travel and hospitality. Wayne College will manage to ensure expenditures are limited to revenues.

Other

Revenues: Assumes about 150 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

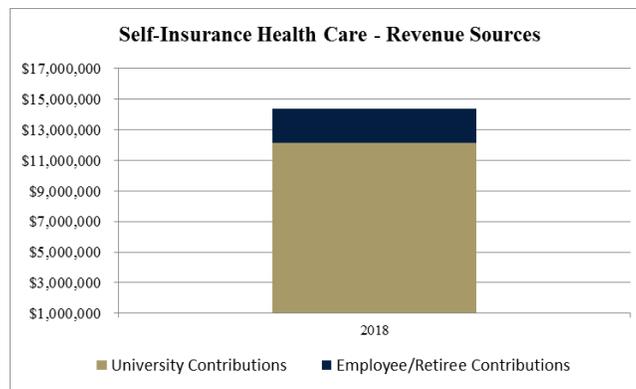
Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchases related to polymer testing activities.

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$14.4 million as compared to annual budgeted revenues of \$32.3 million. Major components of revenue include University contributions (84 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (16 percent) to the benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts. Actual revenues equate to 44 percent of the budget to-date. Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$105,000. Operating expenditures total \$8,000 for consulting services. Premiums and Claims expenditures total \$11.1 million as compared to the annual budget of \$31.6 million. Expenditures to date have been less than expected. Current expectations are that expenditures will remain below budget.

To date, \$1.4 million has been transferred in from the General Fund to support retiree healthcare with the remaining monthly transfers to occur ratably throughout the year. The budget assumes transfers-in will total \$2.8 million.

UA Solutions

UA Solutions actual revenues from open enrollment and contract training fees total \$342,000 as compared to the annual budgeted revenues of \$811,000. Based on spring open enrollment projections, current expectations are that revenues will not be achieved by \$40,000. However, expenditures will be closely monitored throughout the course of the year.

Payroll and fringes total \$164,000 and are in line with the annual budget of \$304,000.

Operating expenditures total \$143,000 or 34 percent as compared to the annual budget of \$427,000. The principal operating expenditures include supplies and services related to training

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

and instructional support, student assistants, and travel and hospitality. Current expectations are that expenditures will remain at or below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$42,000 Transfers-in – Encumbrances represents those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$125,000 as compared to the annual budgeted revenues of \$750,000. New Student Orientation revenues are cyclical. The majority of the confirmation fee revenues are received during the months of January to June. Actual revenues total \$125,000 to date compared to \$157,000 last year. Fee receipts based upon enrollment projections change as the class matriculates. By fiscal year end, a shortfall against projection is anticipated in the amount of \$150,000 and a draw from carryover is anticipated. Expenditures will continue to be closely monitored and managed throughout the course of the year.

Payroll and fringes total \$115,000 or roughly 48 percent as compared to the annual budget of \$242,000.

Operating expenditures total \$229,000 or 46 percent as compared to the annual budget of \$497,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (49 percent), student assistants (31 percent), and hospitality (14 percent). Current expectations are that expenditures will remain at or below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$3,000 Transfers-in – Encumbrances represents those types of commitments.

English Language Institute

English Language Institute actual revenues total \$291,000 as compared to the annual budgeted revenues of \$600,000. Current expectations are that budgeted revenues will be achieved.

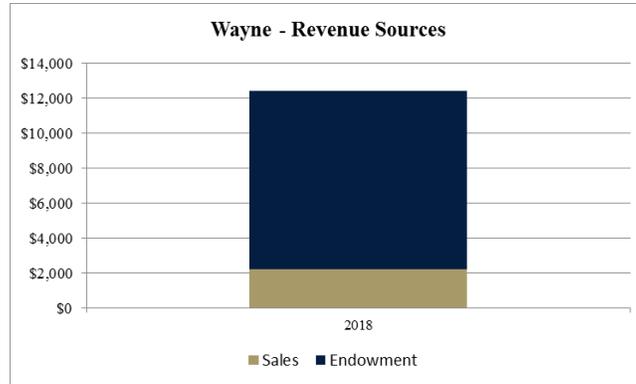
Payroll and fringes total \$227,000 or roughly 54 percent as compared to the annual budget of \$425,000.

Operating expenditures total \$10,000 or 11 percent as compared to the annual budget of \$86,000. The principal operating expenditures include supplies and services (78 percent) and student assistants (17 percent). Expenditures to date have been lower than expected. Current expectations are that expenditures will remain at or below budget.

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Wayne

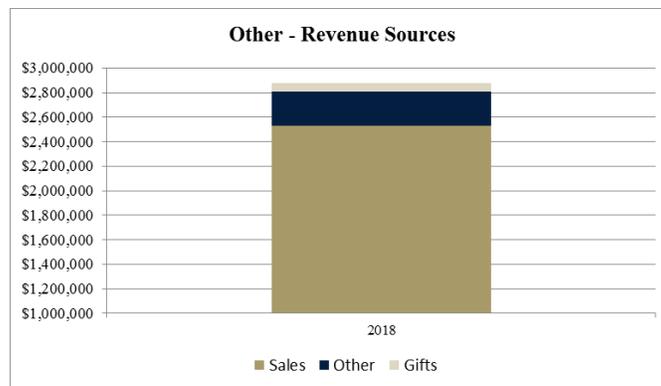
Wayne actual revenues total \$12,000 as compared to the annual budgeted revenues of \$14,000. The principal revenues include an endowment distribution from UA Foundation to Off Campus Courses-Millersburg (82 percent). Current expectations are that budgeted revenues will be achieved.



Operating expenditures total \$1,000 compared to the annual budget of \$11,000. Current expectations are that expenditures will remain at or below budget.

Other

The Other departmental sales and services actual revenues total \$2.9 million as compared to the annual budgeted revenues of \$6.2 million. The principal revenues are generated from over 70 activities including the University Credit Card Program (10 percent), Printing Services (nine percent), ITS Shared Services (eight percent), Installment Payment Plan (seven percent), and Hearing Aid Dispensary (six percent). Actual revenue collection accounts for 46 percent of the budget. Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$1.3 million or roughly 46 percent as compared to the annual budget of \$2.9 million.

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY18 Annual Budget with results for the six months ended December 31, 2017

Operating expenditures total \$1 million or 37 percent as compared to the annual budget of \$2.7 million. The primary operating expenditures are supplies and services (82 percent). Current expectations are that individual units will manage to ensure expenditures are limited to revenues. In general, expenditures are anticipated to remain at or below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The \$183,000 Transfers-in – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Acceptance of the Financial Report for the Six Months Ended December 31, 2017

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on February 14, 2018, accepting the Financial Report for the Six Months Ended December 31, 2017, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000

a. Awards



DATE: January 29, 2018

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

FROM: Luba Cramer *Luba Cramer*
Interim Director of Purchasing

SUBJECT: Award Exceeding \$500,000 for Board of Trustees Approval

As requested of me, I provide to you the following procurements which exceed \$500,000 for Board of Trustees consideration and approval at its meeting on February 14, 2018.

1. Center for the History of Psychology Museum (Externally Funded)

The project was pursued as a design build with design and the Phase I build completed and underway, respectively in the amounts of \$360,000 and \$950,000. A Request for Qualifications was issued during July 2016 which led to the selection of ROTO as the design build vendor. Further, the Board of Trustees approved a GMP (Guaranteed Maximum Price) contract at its August 2017 meeting in the amount of \$950,000 for Phase I.

The funding sources including a loan from the General Fund have since been assembled so Phase II, the final exhibit phase, may be pursued. As such, a GMP amendment to ROTO in the amount of \$700,000 is sought so the project may be fully completed.

The amendment to ROTO is recommended by the Office of Capital Planning and Facilities Management and it was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that a GMP amendment be awarded to ROTO in the amount of \$700,000 and request your approval and that of the Board of Trustees at its meeting on February 14, 2018.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

2. General Lab Renovations (State Funded)

The project was pursued as a design build and a Request for Qualifications was issued during October 2017. The project is a continuation of the effort to enhance and update labs that has been underway over the past few years and include repairs and upgrades to casework, select fume hoods, electrical and plumbing upgrades in Auburn Science Engineering Center, Olson Research Center, and Goodyear Polymer Center.

Nine firms responded to the Request for Qualifications with three firms being short-listed and rated using the best value selection process: Turner Construction Company, 90.0; The Ruhlin Company, 81.7; and Elford Incorporated, 71.7.

An award to Turner Construction is recommended by the Office of Capital Planning and Facilities Management and it was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that an award and a GMP amendment be awarded to Turner Construction Company in the amount up to \$2,600,000 and request your approval and that of the Board of Trustees at its meeting on February 14, 2018.

3. Institute for Human Science and Culture (Externally Funded)

The project was pursued as a Construction Manager at risk and a Request for Qualifications was advertised during March 2017. The project is the buildout of the third and fourth floors of the Roadway building.

The Ruhlin Company was the sole responder and subsequently provided an acceptable proposal and completed a satisfactory interview.

The pre-construction phase is nearing conclusion and the Office of Capital Planning and Facilities Management and the Department of Purchasing recommends a \$4,160,000 GMP (Guaranteed Maximum Price) amendment for the construction phase of the project. The award was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that a GMP amendment be awarded to The Ruhlin Company in the approximate amount of \$4,160,000 and request your approval and that of the Board of Trustees at its meeting February 14, 2018.

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the following recommendations, presented by the Finance & Administration Committee on February 14, 2018, be approved:

Award to ROTO a GMP amendment in the amount of \$700,000 for Phase II of the Center for the History of Psychology Museum project

Award to Turner Construction Company a contract and GMP amendment in the amount of up to \$2,600,000 for general lab renovations

Award to The Ruhlin Company a contract and GMP amendment in the approximate amount of \$4,160,000 for the construction phase of the Institute for Human Science and Culture project

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000

b. Authorization to Execute Energy Contracts



DATE: January 29, 2018

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

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Energy Contracting Authority

Attached is the Board resolution for the electric and natural gas procurement that if approved would authorize you to negotiate and execute contracts related to electricity and natural gas in excess of \$500,000.

As you know, the authority to execute the contracts does not release the University from adhering to its normal competitive bidding protocols and processes. The proposed Board resolution recognizes that timing is such that it may necessitate the execution of contracts before regularly scheduled Board meetings. As requested, it also requires that you seek approval of the President and the Chair of the Board of Trustees prior to executing the contracts and that you subsequently inform the full Board as well.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Pertaining to the Procurement of Electric Energy and Natural Gas

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

WHEREAS, The University's electric and natural gas contracts expire during October 2018 and August 2018, respectively; and,

WHEREAS, The Vice President for Finance and Administration/CFO has directed the Department of Physical Facilities to coordinate with the University's contracted energy consultants and the Director of Purchasing to initiate the competitive bidding process to procure electric and natural gas contracts, to become effective upon the expiration of the existing contracts; and,

WHEREAS, University Rule 3359-3-01(E)(2)(h) requires the purchase of goods or services in excess of Five Hundred Thousand Dollars (\$500,000) be provided to the Board of Trustees ("Board") for consideration and prior approval; and,

WHEREAS, Based upon historic expenditures, the competitive bidding processes will lead to electric and natural gas contracts in amounts that individually exceed \$500,000 per annum; and,

WHEREAS, The Vice President for Finance and Administration/CFO is aware that proposed pricing from prospective vendors is typically valid for a very limited duration, which typically ranges from a single day to one week, and this limited time frame likely will not align with the scheduling and sequencing of committee and general meetings of the Board; and,

WHEREAS, The Vice President for Finance and Administration/CFO desires to be able to leverage the advantage of the competitive pricing offered by potential vendors during the competitive selection process; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(E)(2)(h), the Vice President for Finance and Administration/CFO, with the approval of the President and the Chair of the Board and review by the Office of General Counsel as to legal form and sufficiency, is authorized to execute electric and natural gas contracts that will individually exceed \$500,000 per annum.

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will informationally report back to the Board at a subsequent meeting regarding the contract decisions.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

GIFTS



DATE: January 29, 2018

TO: Kimberly M. Cole
Vice President, Development
Executive Director, UA Foundation

FROM: Terrie L. Sampson
Director, Development Stewardship

A handwritten signature in blue ink, appearing to be "Terrie L. Sampson", written over the "FROM:" line of the email header.

SUBJECT: Attainment for Fiscal Year 2018 (July 1 – December 31, 2017)

As requested, please find attached attainment charts for Fiscal Year 2018 for the months of July through December 2017. The report represents fundraising results by the Department of Development for this time period, including comparisons over the past three fiscal years.

The accompanying Attachment A details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents. Of note:

- The University received more than \$16.2 million in gifts, pledges due and bequests received from July 1 to December 31, 2017, a 57 percent increase over the same period the previous year.
- For July through December 2017, more than \$300,000 was received for Making a Difference, Moving Forward scholarships, with an additional amount of nearly \$4.2 million received for other endowed and non-endowed scholarships.
- UA acquired more new donors in July through December than in the same months in 2016.
 - July through December, 2017 first time donors: 851
 - July through October, 2016 first time donors: 605
 - Year over year increase: 41 percent

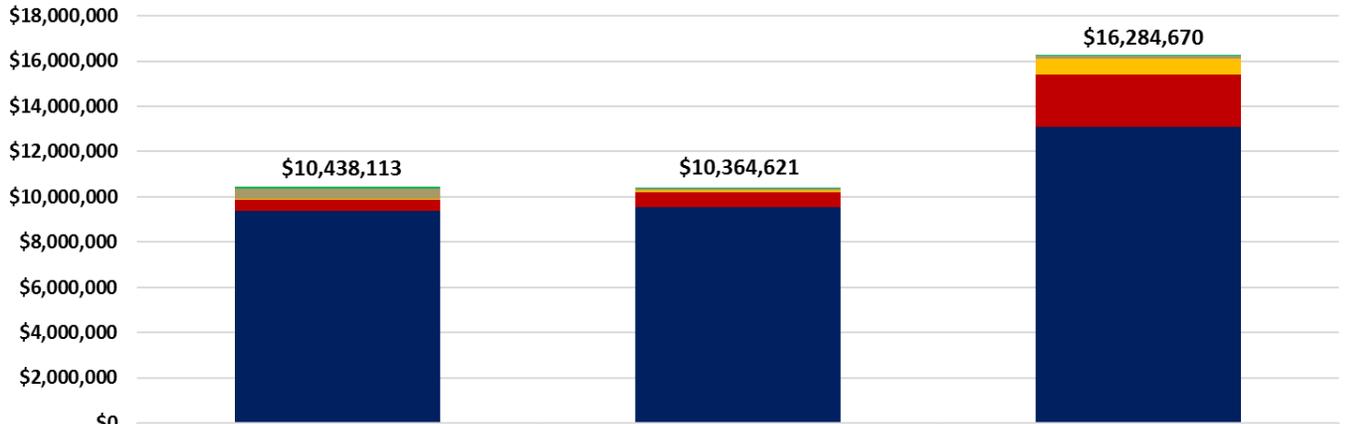
With your approval, I request submission of this report to the Board of Trustees for approval at its February 14, 2018 meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

**DEPARTMENT OF DEVELOPMENT
FY 2018 Attainment
July 1, 2017 through December 31, 2017**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - December 31 | FY2016 - FY2018**



	2015-16	2016-17	2017-18
■ Gifts-in-Kind - all others	\$53,820	\$9,775	\$61,934
■ Gifts-in-Kind - corporate*	\$490,187	\$70,110	\$129,038
■ Pledges due	\$8,719	\$87,546	\$699,244
■ Bequests received	\$515,522	\$651,302	\$2,286,093
■ Cash	\$9,369,864	\$9,545,889	\$13,108,361

*Does not include gifts-in-kind from Siemens, SAP and Synopsys

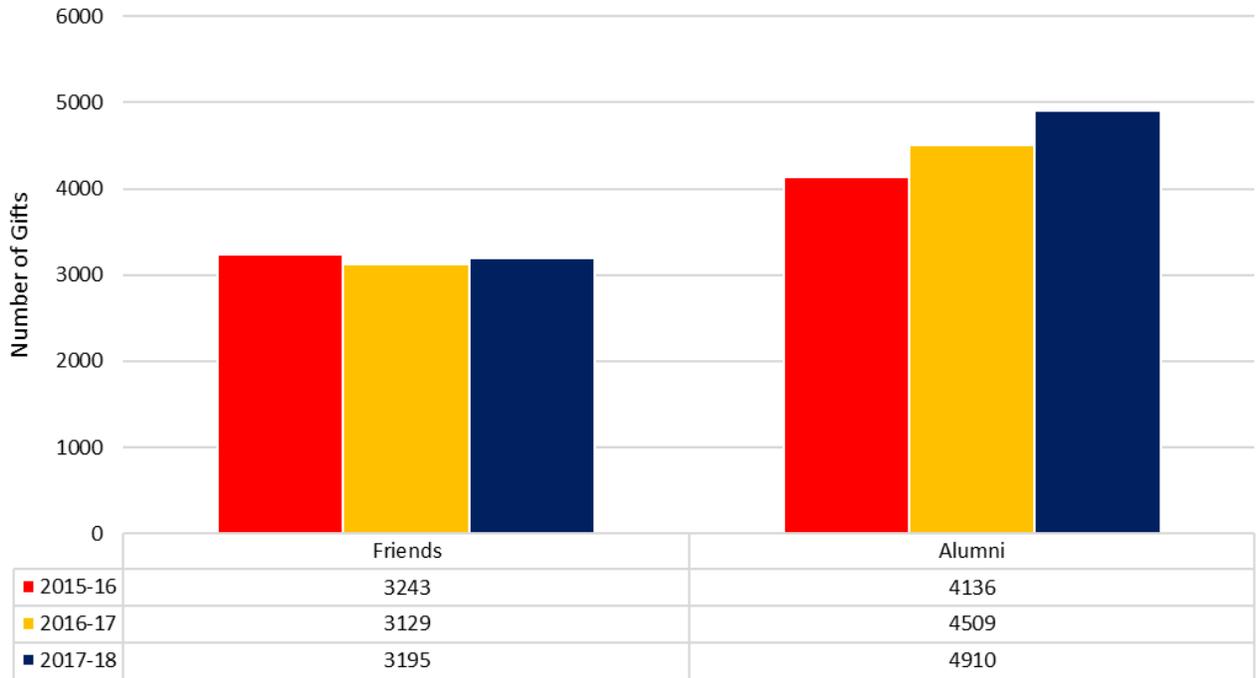
**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Year 2015 - 2017**



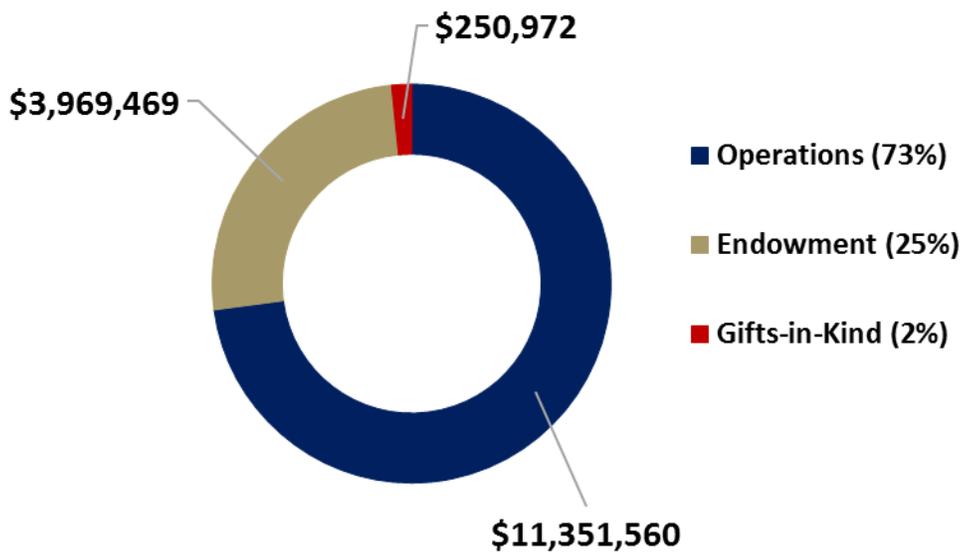
	Jan	Feb	March	April	May	June	July	Aug	Sept	Oct	Nov	Dec
— 2015	\$2,020,893	\$2,600,279	\$2,811,187	\$758,064	\$1,089,940	\$1,630,407	\$1,113,140	\$739,527	\$1,266,001	\$4,599,393	\$978,815	\$1,733,368
— 2016	\$1,879,221	\$2,726,603	\$939,640	\$501,651	\$2,118,251	\$1,441,380	\$618,318	\$1,214,271	\$1,317,769	\$2,756,433	\$1,316,963	\$3,040,663
— 2017	\$529,457	\$1,157,255	\$1,059,592	\$976,173	\$1,475,529	\$1,287,702	\$938,830	\$2,335,643	\$972,242	\$2,917,456	\$1,850,852	\$6,566,067
— 2015-2017 Avg.	\$1,476,524	\$2,161,379	\$1,603,473	\$745,296	\$1,561,240	\$1,453,163	\$890,096	\$1,429,814	\$1,185,337	\$3,424,427	\$1,382,210	\$3,780,033

Attachment A

**The University of Akron and The University of Akron Foundation
Number of Gifts by Alumni and Friends
July 1 - Dec 31 | FY 16 - FY 18**

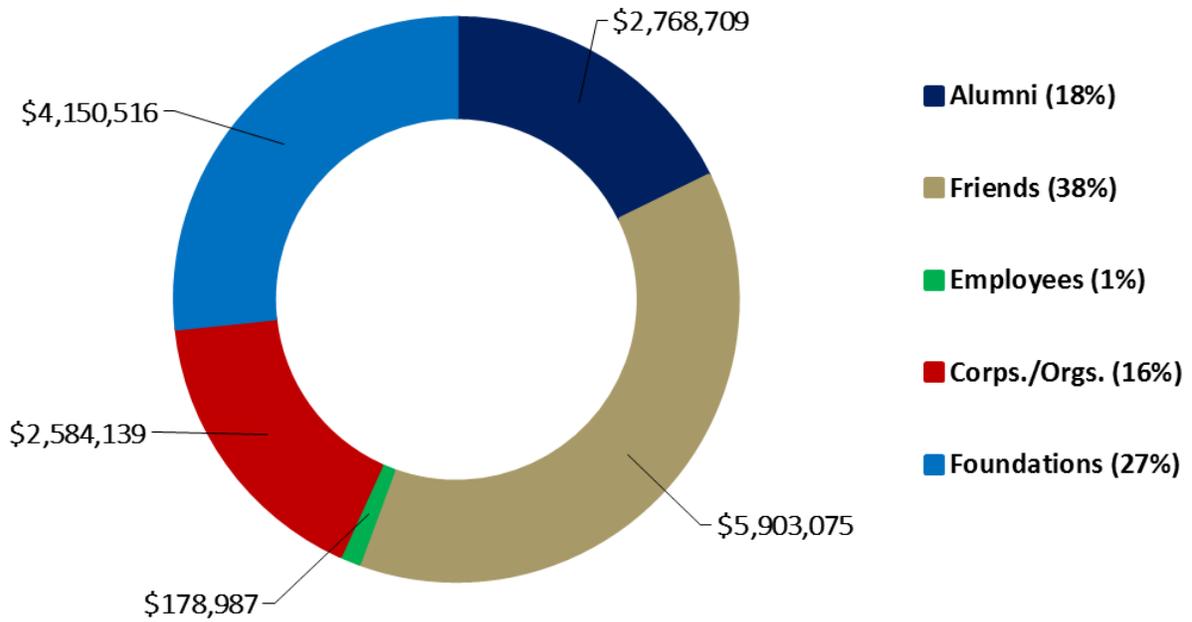


**The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1, 2017 - December 31, 2017**

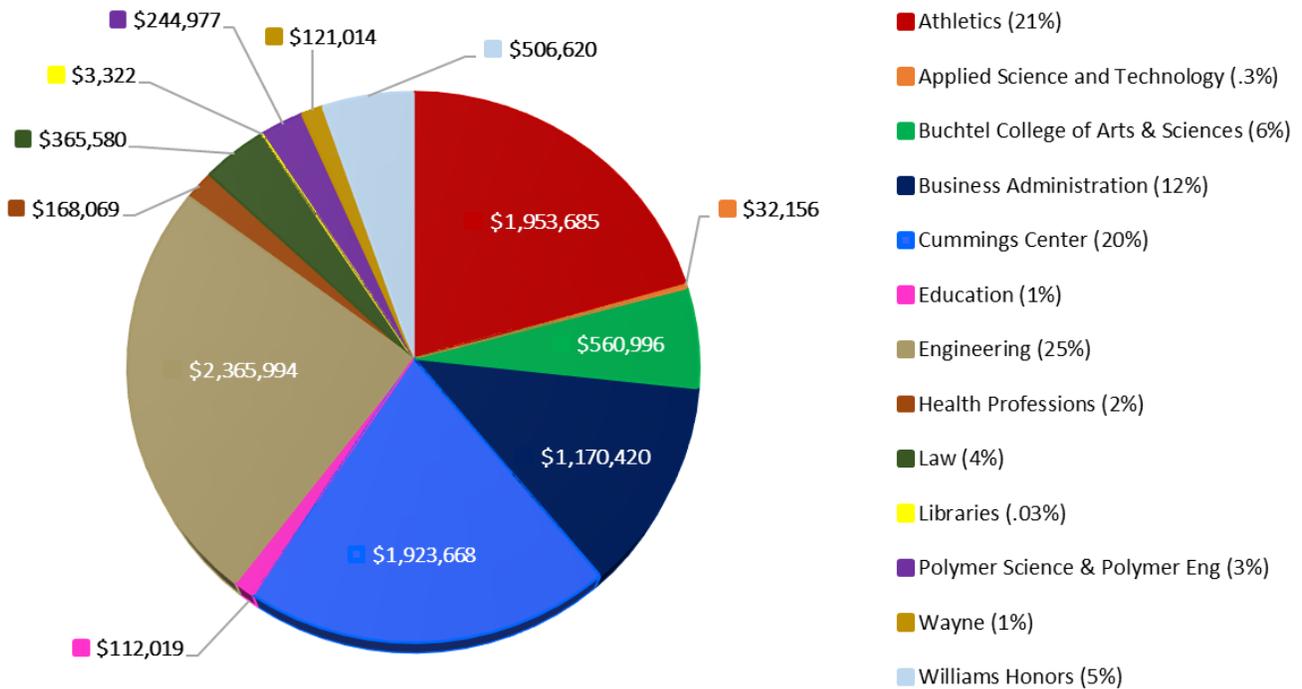


Attachment A

**The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1, 2017 - December 31, 2017**

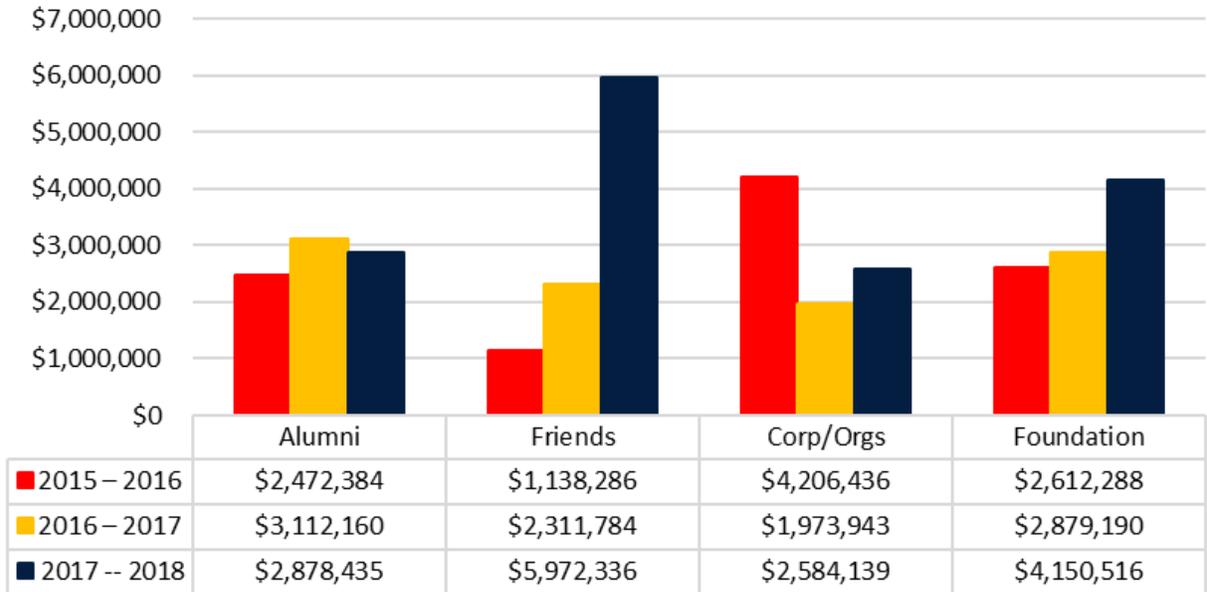


**The University of Akron and The University of Akron Foundation
Gifts (no pledges) by Academic Area
July 1, 2017 - December 31, 2017**



Attachment A

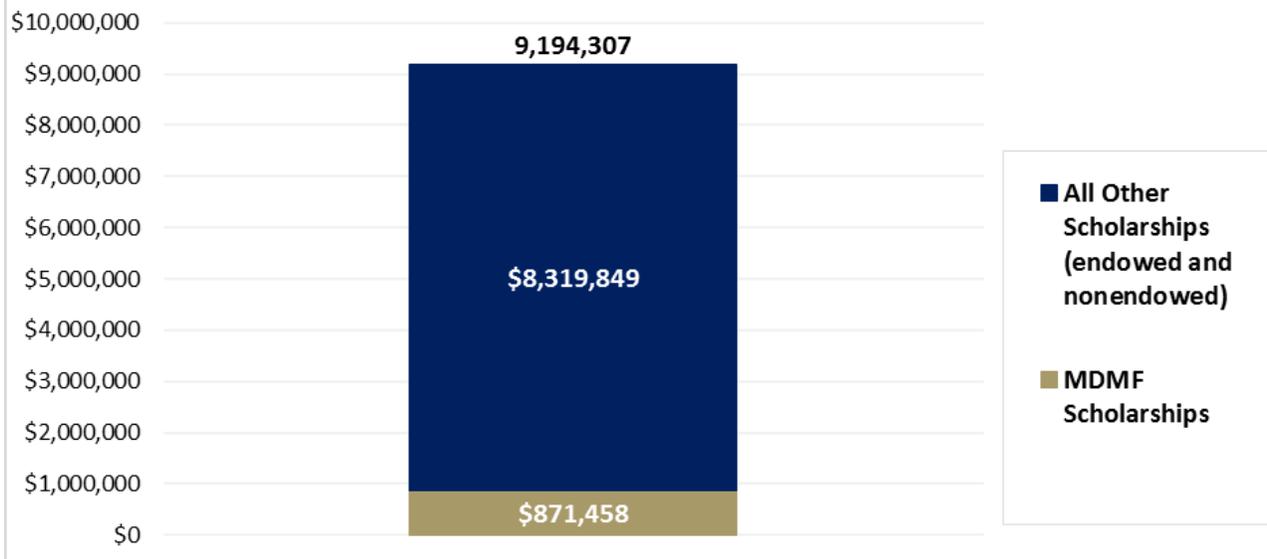
**The University of Akron and The University of Akron Foundation
Gifts by Constituent Type
July 1 - December 31 for FY 2016 - FY 2018**



* FY 16 - excludes gift-in-kind from Synopsys

* FY 18 - \$1.5 million gift from an alumnus is under the Foundation total per the entity name on the check

**The University of Akron and The University of Akron Foundation
MAKING A DIFFERENCE AND MOVING FORWARD
Scholarship Campaign
July 11, 2016 - December 31, 2017**



THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Acceptance of Gift Income Report for July 2017 through December 2017

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on February 14, 2018, pertaining to acceptance of the Gift Income Report for July through December 2017, be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

PURCHASES \$25,000 TO \$500,000



DATE: January 23, 2018

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

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for November and December 2017 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
November 2017
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Independent Management Services LLC	94600	\$ 96,000	Special Assistant to the President's Office
	Maximus Higher Education Inc.	94704	79,000	Develop Facilities and Administration Cost Rate
	Fathom SEO LLC	94685	250,000	Digital Marketing Services
	Gordon N Stowe & Associates Inc.	94664	33,750	Eye Video Nystagmograph
	Tayjor-Med Inc.	94328	33,994	Quinton Q Stress Treadmills (2)
	Thermo Electron North America LLC	94660	26,188	Infrared FT-IR Spectrometer
		Subtotal		\$ 518,932
Restricted	WKYC	94583	\$ 100,000	Kaulig donation to fund UA Success TV Spots
Plant	GPD Group	94674	\$ 50,725	Professional Architectural and Engineering Services
	Total		\$ 669,657	

Note: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

**The University of Akron
Purchases Between \$25,000 and \$500,000
December 2017
Informational Report**

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Ad Astra Information Systems LLC	94825	\$ 115,800	Event Scheduling System
	Royall & Company Inc.	94759	451,843	Enrollment Services
	Subtotal		\$ 567,643	
Auxiliary	Chima Travel Bureau Inc.	94749	\$ 62,370	Airfare for Men's Basketball Hawaii Tournament
	Loews Hotels	Pcard	50,906	Hotel Accommodations for the College Cup
	Subtotal		\$ 113,276	
	Total		\$ 680,919	

Note: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT
DEVELOPMENT

GIFTS

UA RECEIVES BEQUEST FROM THE JUNE D. KITARICH LIVING TRUST

John and Kathleen Crabtree facilitated a \$160,000 gift supporting The Peter A. and Carol J. Kitarich Endowed Scholarship Fund. John’s aunt, Mrs. June D. Kitarich, passed away on March 1, 2017. Mrs. Kitarich’s brother, Alfred Ray Seese, Jr. and son, Peter Allen, were both graduates of The University of Akron.



John D. Crabtree '72 (center), nephew of the late June Kitarich, with President Matthew J. Wilson (right) and Vice President Kim Cole (left).

“My aunt June was very involved in her community by work and deed,” said John Crabtree. “She was a dedicated community volunteer and knew the importance of The University of Akron. Her gift will encourage others to achieve and contribute to their community as did her son, Peter Allen, and her daughter, Carol, who predeceased her.”

The Kitarich Endowed Scholarship will enhance The Akron Guarantee Scholarship, a new program launched in 2016. The program promises guaranteed yearly renewal, combined with financial incentives for timely progress toward degree completion for students retaining defined GPA and enrollment credit levels.



“Generous gifts such as this help make The University of Akron even more affordable,” President Wilson told John and Kathleen. Furthermore, “June Kitarich’s legacy will now include generations of students who were able to earn a college degree in part because of her thoughtfulness.”

THE CHARLES (CHICK) AND MARIE C. BITTNER ADVANCE HEARING TECHNOLOGY AND THERAPY ENDOWMENT FUND

The Charles (Chick) and Marie C. Bittner Advanced Hearing Technology and Therapy Endowment Fund for The University of Akron's School of Speech-Language Pathology and Audiology was established with a \$250,000 gift in November 2017 by the Charles and Marie Bittner estate. The endowment will support UA's Audiology and Speech Center, with an emphasis on assisting children and adults.

The fund will provide financial support for a student studying advanced hearing technology. It may also cover equipment and therapy costs.

THE MARLOWE N. CHRISTOPHER ENDOWED SCHOLARSHIP

The Marlowe N. Christopher Endowed Scholarship was established in 2017 through a generous gift from The Marguerite Christopher Family Revocable Trust. Through the trust, Marguerite Christopher, wife of Marlowe, directed \$35,000 of her estate to The University of Akron for an endowed scholarship.

A husband, father, Korean War veteran and member of the American Legion Charles Faust Post 281, Marlowe Christopher '80, '82 took evening classes over the course of 20 years at several northeast Ohio universities. These schools include: The University of Akron, Kent State and Ohio State Universities. He did this while working full-time and raising his family.



Marlowe '80, '82 and Marguerite Christopher

Marlowe earned his Associate of Arts degree from UA in 1980, and his bachelor's degree in natural sciences in 1982 at age 52. Earning these degrees were important to Marlowe, being key parts of a personal goal. During his career, Marlowe was employed at General Tire, Monsanto, Burton Rubber, and he retired as the vice president of Dyna Mix. He vowed to make it possible to help other financially challenged students earn their degree in a timely manner.



Andrew W. Bernat '02, '05

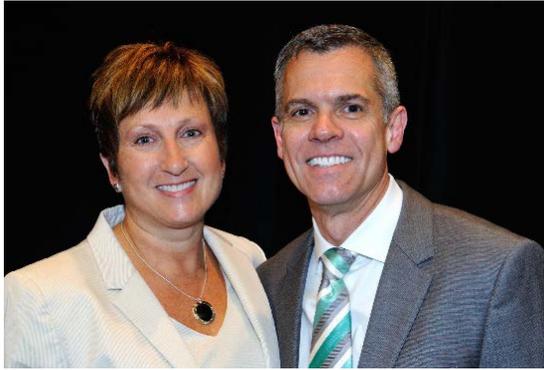
THE BERNAT FAMILY ENDOWED FELLOWSHIP IN THE SCHOOL OF ACCOUNTANCY

Andrew W. Bernat '02, '05, Visiting Assistant Professor of Practice in the College of Business Administration Department of Finance & Tax Counsel, Sherwin Williams, completed his pledge with a \$29,000 gift designated to The Bernat Family Endowed Fellowship in the School of Accountancy.

Andy has eight degrees from UA and is often identified as a favorite professor among his students.

MARK '82, '93 AND BEVERLY '83 BELGYA

Mark '82, '93 and Beverly '83 Belgya donated \$100,000 in December 2017 to the College of Business Administration's Professional Development Center, completing their \$400,000 pledge. An additional gift of \$23,000 was provided by the Belgyas, which will be designated to an anticipated named scholarship fund.



Beverly '83 and Mark '82, '93 Belgya



Note: The image shown above is for illustration purposes only. Final designs and naming opportunities are subject to official University approvals.

KITTY '71 AND TOM '72 DINDO



Kitty '71 and Tom '72 Dindo increased their 2017 annual giving with a \$12,000 gift supporting The Kathryn Warther Dindo and Thomas William Dindo Endowed Scholarship award fund.

They are thrilled to provide funding and enjoyed meeting their scholars at the UA "Celebration of Scholarships" event in October.

Donors Tom '72 and Kitty '71 Dindo are with two of their scholarship recipients, Drew Locker and Marissa McAfee (center).

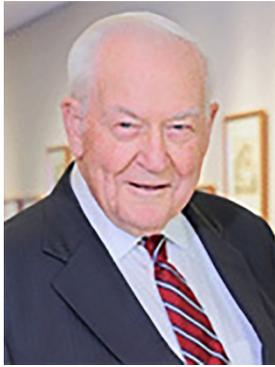
THE DAVID M. GRUBB ENDOWED SCHOLARSHIP FUND

David M. '77 and Dena Grubb continue to build The David M. Grubb Endowed Scholarship fund with a recent gift of \$10,000.

David, a long-time member of the College of Business Administrative Advancement Council, and Dena also support the College's Professional Development Center



David M. '77 and Dena Grubb



Dr. Richard R. Pogue

DR. RICHARD R. POGUE

Dr. Richard R. Pogue made a generous gift to the Making a Difference and Moving Forward scholarship campaign, which provides scholarship dollars for students' immediate use. This is Pogue's second gift toward the campaign.

The Making a Difference Moving Forward scholarship campaign has an immediate impact on our students by making available scholarship dollars for the next semester to students in vital need of additional financial assistance.



BARBARA MOORE '72, '89 AND JUDITH McCLOSKEY '75, '83

Sisters, Barbara Moore '72, '89, and Judy McCloskey '75, '83, recently made a special gift honoring their late mother, Audrey McCloskey. They provided \$14,900 to the School of Music for a piano helping advance UA's "All-Steinway School" campaign.

The new piano is a Boston model UP132 made by Steinway. It will be delivered to its new home in Guzzetta Hall in February, where a private celebratory performance is being planned.

A plaque will be affixed to the piano that reads:

"With great appreciation for the education provided by
The University of Akron
to our daughters Barbara and Judith.
- Mom and Dad

The purchase of this Boston piano was made possible by
AUDREY AND LEO McCLOSKEY
December, 2017"

This is the second piano made possible by the family. In November 2012, Barbara Moore donated a Boston UP 132 in honor of her parents, Audrey and Leo McCloskey.



Barbara Moore '72, '89 (seated) and Judy McCloskey '75, '83 at the Steinway showroom in Boston Hts.

THE ROBERT AND IOTHA MAE ROMWEBER MEMORIAL FOUNDATION FUND SUPPORT FOR THE DR. GEORGE E. PROUGH ENDOWED SCHOLARSHIP FUND

Trust Officer, Joel R. Aberth '70, assisted in a \$20,000 gift from the Robert and Iottha Mae Romweber Memorial Foundation in support of the Dr. George E. Prough Endowed Scholarship.

To date, The Romweber Foundation has provided \$100,000 in memory of beloved marketing professor Dr. Prough, who passed away in 2012 at the age of 67.



Dr. George E. Prough



Dr. Roger T. Read '63

DR. ROGER T. READ '63

Dr. Roger T. Read '63 continues his University-wide philanthropic giving with a recent gift of \$11,500 in support the Hower House, UA's Chamber Choir, Zips Athletics and the College of Business Administration's recruiting efforts, among other areas.

WESTFIELD INSURANCE PROVIDES SUPPORT FOR RISK MANAGEMENT & INSURANCE PROGRAM

The College of Business Administration is grateful for support towards its Risk Management & Insurance program from Westfield Insurance.



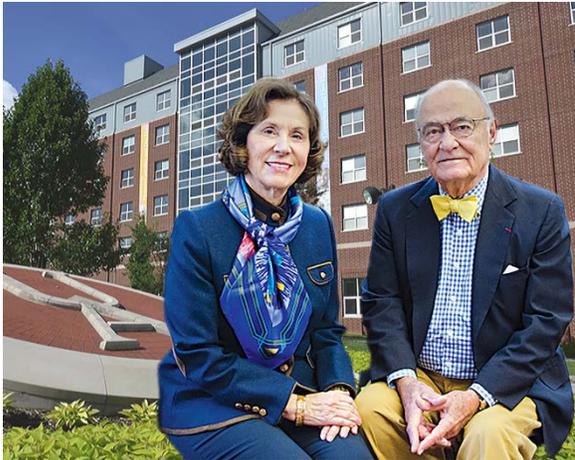
BRIDGESTONE AMERICAS TRUST FUND

Bridgestone Americas Akron Trust Fund made a \$17,500 gift supporting The Bridgestone Americas Trust Fund Honors Scholarship in Engineering, the College of Engineering student design teams, and the Increasing Diversity in Engineering Academics program. Bridgestone's



Bridgestone Americas, Inc.

partnership with the college began more than 100 years ago when the company, then known as Firestone, began participating in the college's co-op program.



Marlene '92 and Joseph Toot

THE MARLENE K. TOOT ENDOWED SCHOLARSHIP FUND

Joseph and Marlene '92 Toot established The Marlene K. Toot Endowed Scholarship Fund in the College of Health Profession's School of Nutrition and Dietetics in 2008, to support undergraduate or graduate students pursuing a dietetics and nutrition degree.

The Toot's are passionate about assisting students pursue and achieve their academic goals. They reaffirmed their dedication to students by recently making a new gift to the scholarship.

DR. FLORENCE DENMARK



Dr. Florence Denmark

Dr. Florence Denmark, Professor Emerita in Residence at Pace University in New York, made a \$40,000 gift to The National Museum of Psychology's Gallery of Social Change at The Drs. Nicholas and Dorothy Cummings Center for the History of Psychology.

Dr. Denmark is a social psychologist and known internationally for her work highlighting discrimination and violence issues toward women.

LAWRENCE S. ABRAHAMS '93

Mr. Lawrence S. Abrahams '93 contributed \$10,000 towards The College of Business Administration's Certified Financial Planning Program.

Larry attended the UA School of Law, which paved the way for his early career on Wall Street. Eventually, he moved to Laguna Beach, CA where he founded and currently owns Crescent Bay Advisors, Inc., a financial advisory firm for prominent families and private foundations.



Larry Abrahams '93

GIFT IN HONOR OF RETIRED ENGINEERING PROFESSOR, DR. TOM T. HARTLEY



Dr. Tom T. Hartley

Interactive Engineering Corporation's President Mr. Ming Zhang '89, '93, and Vice President, Dr. Xin Cindy Jiang '89, '13, made a \$100,000 gift to honor Dr. Tom T. Hartley, retired professor of Electrical and Computer Engineering.

Drs. Zhang and Jiang want to celebrate Dr. Hartley's 30+ year career of inspiring students. The actual designation is being finalized, but it will encourage students to pursue experiential learning opportunities.

DIVISION OF ADVANCEMENT

ALUMNI RELATIONS

LEGACY KENT GAME

Building on our relationship with UA Legacy students, the UA Alumni Association invited all Legacy students to attend the Kent State vs. Akron Zips football game along with a guest of their choosing. Nearly 60 students attended, the majority bringing a UA graduate as their guest, adding to the excitement of the football and alumni event.

U
LEGACY

MAC FOOTBALL CHAMPIONSHIP PARTY

The Alumni Association hosted a MAC Championship pregame party for all Zips at Detroit's Ford Field Hall of Legends on December 2, 2017. In addition to celebrating our Akron Zips MAC East title, President Wilson, UA Cheerleaders and Zippy joined the nearly 250 alumni, friends, and fans in attendance for this exciting game experience!



2018 COLLEGE CUP TAILGATE PARTY

On December 8, 2017, The Alumni Association hosted a pregame tailgate for Akron alumni and fans prior to the 2017 College Cup at Talen Energy Stadium, Philadelphia. Complete with a heated tent, food truck and lots of Zips pride, more than 150 Zips joined us traveling from as far as California.



WINTER COMMENCEMENT

Following each winter commencement ceremony, The Alumni Association hosted a celebration reception for our recent grads!

Graduates and their guests were invited to take a photo with their family members joined by Zippy, and enjoy light refreshments on behalf of the Alumni Association.



BOCA RATON BOWL TAILGATE PARTY

Florida has the second largest population of Akron Alumni, so a tailgate before the Akron Zips vs. FAU Boca Bowl was a perfect way to bring UA to them, complete with the giant inflatable Zippy!

More than 200 guests celebrated with fellow Zips from across Florida, with fans making the trip from Ohio and other parts of the globe.



SCHOLARSHIP SUPPORT FROM MERCHANDISE SALES

The Alumni Association's Merchandise storefront continues to grow with new products being added each month. December was a successful month as sales were driven by the holiday gift-giving season.

To date, storefront sales have added \$6,704.94 to the Making a Difference, Moving Forward Scholarship Fund.

Among the most popular items are the Zippy holiday ornament, a "Zippy-Sippy Cup" for children, and a UA alumni license plate frame.

REGIONAL DEANS' DAY AT THE STATEHOUSE

The UA Government Relations team partnered with Wayne College Dean Jarrod Tudor who served as Chair of the 2017 Regional Deans' Day at the Ohio Statehouse. The UA team scheduled a number of meetings including: ODHE Chancellor John Carey, Speaker of the House Cliff Rosenberger, Chair of the House Higher Education Subcommittee of Finance Rick Perales and several Northeast Ohio legislators including Representatives Anielski and Sykes and Senator LaRose.



Wayne College students Blake Schenk and Katie Mosier are pictured with Wayne College Dean Jarrod Tudor (far right), Willy Kollman (far left), and UA Alumna and State Representative, Marlene Anielski (next to Tudor)

CAPITAL BILL

Introduced in new Operating Budget years, the Capital appropriations bill is the state's "bricks and mortar" building and renovations legislation supporting state infrastructure. Aside from Agency and public institution projects, the capital bill also funds "community projects" across the state. Four-year public universities will again receive a greater amount of the state's higher education allocation. UA Government Relations is working with University leaders for Capital funds for University-based projects via the Ohio Department of Higher Education (ODHE).

UA Government Relations is also working on "Community Project" funding for NCERCAMP to complete Phase II of a joint project with Airborne Maintenance and Engineering Services in Wilmington. UA anticipates \$18.5 million through the ODHE allocation and seeks an additional \$1.9 million from the community project allocation. The FY 19/20 Capital Bill is usually introduced in late February/March for passage by early April with few modifications.

OHIO DEPARTMENT OF HIGHER EDUCATION TRUSTEES CONFERENCE (ODHE)

ODHE held its annual Trustee Conference attended by University Leadership, Trustees and Government Relations representatives from Universities and Community Colleges. Sessions included presentations on: Affordability & Efficiency Reports; Auditor of State Performance Audits; and Trends in How Higher Education is Defining and Investing in Outcomes and Attainment. This is always a good opportunity to network with other institutions as well as to learn more about ODHE initiatives and direction.

LEGISLATIVE UPDATES

HB 49: the FY 2018/2019 Operating Budget

Applied Bachelor's Degrees (ABD) – required the Chancellor to establish a program allowing community colleges to apply through the Chancellor for authorization to offer an ABD under very restrictive circumstances. The University of Akron's Government Relations team worked with Inter-University Council to remove the more broad authority of the Chancellor to approve ABDs at his own discretion, leaving in place a more prescriptive approval approach.

Initially, 11 Community Colleges submitted for 16 ABD offerings to the Chancellor who, based on prescribed eligibility criteria, pared the list down to nine ABDs at six institutions – the only northeast Ohio Community Colleges granted approval to move forward are:

- Cuyahoga Community College (Data/Modeling/Warehousing and Database Management) and
- Lorain County Community College (Microelectronic Manufacturing).

Following a public comment period, there will now be a stakeholder meeting later in January/February prior to programs receiving approval and being allowed to move forward with full proposal submissions for further ODHE and Ohio Higher Learning Commission review. (We are still many months away from an ABD being allowed to advance at a Community College.)

HB 66: Faculty Workload

This bill passed the House and is pending in the Senate. With collaborative efforts from several university's Government Relations Teams, the bill was scaled back to establish an *Undergraduate Mission Study Committee*. The committee will evaluate how each university contributes to its undergraduate mission including encouraging face-to-face interactions between students and tenured faculty. The written report, with its findings and recommendations, will be submitted to the General Assembly within six months of the effective date of the bill.

Throughout 2018, UA Government Relations will continue to weigh-in on a number of other pending bills which include:

- **HB 363: Campus Free Speech** – This would prohibit public higher education institutions from taking action limiting the expression of members of the campus community and requires institutions to develop free speech policies as well as distribute student activity fees in a neutral manner.
- **HB 240: Respect Your Date Month** – This addresses possible interactive online methods of informing incoming students about reporting sexual assault;
- **HB 337: College Textbooks** – Passage of this legislation would make textbooks purchased by post-secondary students exempt from sales and use taxes; and
- **HB 360: Anti-Bullying** – This would create the "Ohio Anti-Bullying and Hazing Act" with regard to school discipline and bullying and hazing policies at public schools and colleges.

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

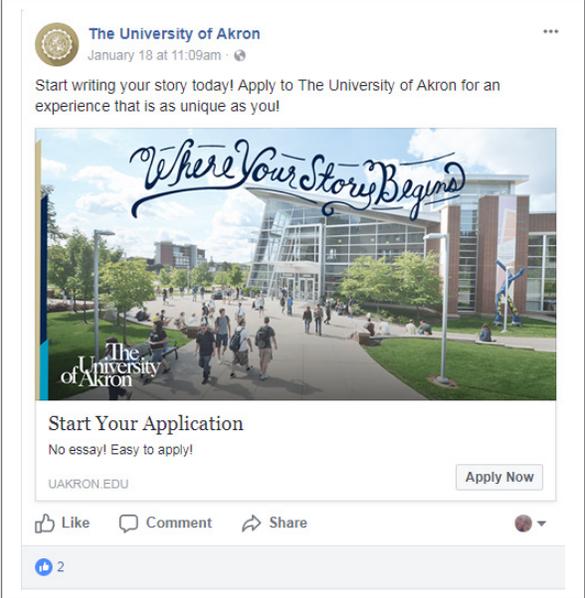
**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**



HIGHLY TARGETED DIGITAL CAMPAIGN DESIGNED TO INCREASE APPLICATIONS

In late November, we launched a digital marketing campaign to encourage additional prospective students to apply for admission.

The campaign includes ads that appear when prospective students use Google to search for such terms as *local ohio college*, *college scholarships*, *best colleges* and others. Ad copy focused on degree programs, campus life and reduced out-of-state tuition based on the search term. The campaign also includes paid social and digital advertising, shown here.



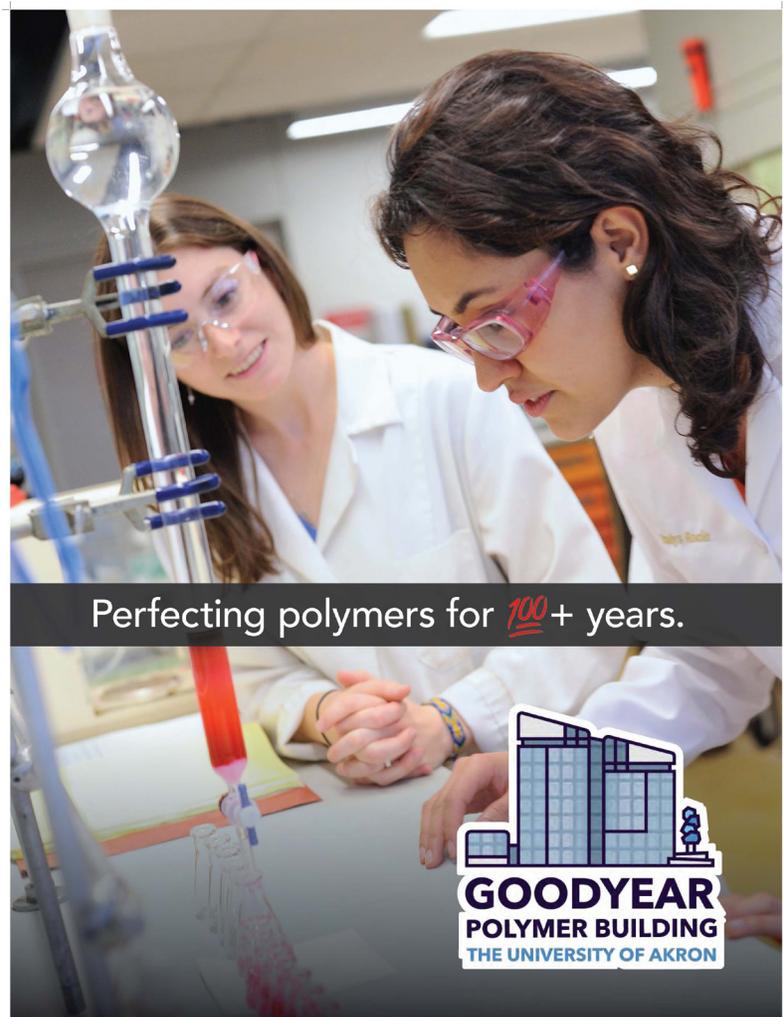
UNIVERSITY COMMUNICATIONS AND MARKETING



INSPIRED BY SOCIAL MEDIA, POSTERS PROMOTE UA'S MANY ATTRIBUTES

These eye-catching, Snapchat-inspired posters play off the idea of taking online content and bringing it offline for all to see.

The posters line the main hall in Simmons Hall, where Admissions is based and where many campus tours start. The posters feature various spots around campus and the Snapchat geofilters that have been designed for each spot. (The artsy filters, popular with students, are location-sensitive overlays that can be added to messages or "snaps.")



UNIVERSITY COMMUNICATIONS AND MARKETING

CALLING ALL GAMERS!

Grab your headset and fire up your Twitch stream - *it's game on at* **The University of Akron.**

uakron.edu/esports

The University of Akron

BIG RESPONSE TO ESPORTS LAUNCH

More than 1,500 students, including many who are considering attending UA, responded to our announcement that we're getting into esports. Our campaign started with a launch event for the news media (below), which yielded broad coverage locally and nationally, including ESPN.com. A postcard (above) sent to prospective students pointed them to a website (right) that provided details and an opportunity to sign up.



My Akron Virtual Tour Calendars Maps Jobs Giving

The University of Akron

Search Text Search

ABOUT UA ADMISSIONS ACADEMICS & MAJORS CAMPUS LIFE OFFICES & DEPARTMENTS RESEARCH LIBRARIES

ESPORTS AT UAKRON

VARSITY AND CLUB TEAMS FORMING FOR FALL 2018

We're getting into esports through a varsity team and clubs program. UA is one of the first 50 universities in the country to officially roll out a varsity team.

Starting in fall 2018, we anticipate that our varsity team will compete against other universities in League of Legends, Rocket League, Hearthstone, and Overwatch. Our club program will include even more games. Players of all ability are sought. Stay tuned for details about try outs for the varsity team.

Not a gamer?

We're also looking for students in engineering, computer science, communications, health and wellness, and other fields to help build our eSports arenas, broadcast games, design materials, and assist with training and nutrition. All are welcome!

JOIN THE TEAM!

JOIN ZIPS GAMING

Complete this form even if you're not a gamer but want to gain experience supporting the team. All are welcome!

* = required

First Name

Last Name

Email

Link to your gamer profile (optional)

Games you'd like to see us play:

Which best describes you?

I'm a current student.

I'm a new student starting this fall.

I'm considering attending UA.

What role do you want to play?

Gamer

Support (design, build, construction, training, graphic design, video and more)

Both

Submit

WILLIAMS HONORS COLLEGE, HOME OF ESPORTS

The Drs. Gary B. & Pamela S. Williams Honors College is as remarkable as you are. The college provides high-achieving students with a challenging and intellectual community that offers priority registration, personal advisors and an Honors Complex residence.



As the home of our esports program, the college will provide academic oversight, and develop in players both leadership and collaboration skills. (Team members, however, do not need to be honors students.)

'FIVE-STAR FRIDAYS' LAUNCH INCLUDES NEWS MEDIA, DIGITAL

We launched "Five-Star Fridays" with a broad campaign designed to emphasize the career-focused benefits that students will derive from the new academic-week schedule.

The web page (below right) was the anchor for our social media efforts (Facebook is below left; Twitter, bottom left).

News media covered the announcement widely.

Among the outlets were WKYC-TV, US News & World Report, the Associated Press, NBC Radio News, WOIO-TV, WEWS-TV, WJW-TV, 1590 WAKR, 89.7 WKSU, Inside Higher Ed, the Columbus Dispatch, Canton Repository, the Akron Beacon Journal, Cleveland.com, Crain's Cleveland Business and others.

We will continue to aggressively promote Five-Star Fridays in the months ahead.

FACEBOOK

The University of Akron
January 24 at 3:42pm · 🌐

Starting this Fall, most students at Akron will take courses Monday through Thursday. This will leave Friday dedicated to hands-on, real-world experiences such as internships, labs, community service, new campus programming, student/faculty meetings, and career planning.

The many ways you can become more career-ready on Five Star Fridays

STARTING THIS FALL, most students at The University of Akron will take courses Monday through Thursday, leaving Friday dedicated to hands-on,...

UAKRON.EDU

WEB PAGE (uakron.edu/five-star)

My Akron Virtual Tour Calendar Help Sign Out

Search

ABOUT UA ADMISSIONS ACADEMICS & MAJORS CAMPUS LIFE OFFICES & DEPARTMENTS RESEARCH LIBRARIES

THE MANY WAYS YOU CAN BECOME MORE CAREER-READY ON 'FIVE-STAR FRIDAYS'

STARTING THIS FALL, most students at Akron will take courses Monday through Thursday, leaving Friday dedicated to hands-on, real-world experience. This innovative schedule - **unique among universities in the area** - condenses, but does not change, the weekly course load for most students. It provides additional opportunities for real-world learning each Friday, helping you get the **most out of your education**.

- Internships**: Thirty, 82 percent of our undergraduate students complete internships, student teaching, research or study-abroad trips. These experiences often lead to job offers.
- Labs & research**: Our faculty seek to involve students in research projects as early as possible. It's a great way to enrich your studies and build a resume.
- Community service**: Fridays will allow you to build leadership experience through service in the community and through one of our 300+ student organizations.
- Study groups**: Our campus has spaces specially designed for small-group study sessions and group work. (And four coffee houses for those fueled by caffeine.)
- Meet with faculty**: You'll have time on Fridays to stop by faculty members' offices to ask questions or explore topics of interest that could not be covered fully in class.
- Career planning**: Fridays will be ideal for meeting with Career Services advisors and using the time to network and take part in career-related events.
- Speakers & programs**: We regularly host speakers and programs designed to enhance your development and eventual career success.

"QUALITY LEARNING AND STUDENT SUCCESS are the primary focuses of Five-Star Fridays. This initiative is **consistent with workplace flexibility trends**, and based on my conversations with industry, **UA students should be even more attractive in the workplace** both during school and after graduation if they take advantage of this Friday initiative."

Matthew J. Wilson, President, The University of Akron

TWITTER

University of Akron @uakron Following

In case you missed it, Zips: **STARTING THIS FALL**, most students at Akron will take courses Monday through Thursday, leaving Friday dedicated to hands-on, real-world experience. More info here: uakron.edu/five-star

12:18 PM - 24 Jan 2018

150 Retweets 253 Likes

ONLY AT AKRON

- AKRON GUARANTEE SCHOLARSHIP**: The new Akron Guarantee Scholarship not only guarantees the yearly renewal of your scholarship as long as you are in good academic standing, but the award increases in size after you have earned 30, 60 and 90 credits.
- ESPORTS ARE COMING**: Want to earn a scholarship for gaming? We're forming a variety team that will compete against other universities in League of Legends, Hearthstone and more. We also need players for our club teams - and we're looking for students who can build equipment, broadcast games, design uniforms and work as personal trainers. [Learn more](#)
- VISIT OUR MODERN CAMPUS**: You have to see Akron! Learn about academic programs, financial aid and scholarships, and housing options during one of our **special visit days** throughout the year. Or schedule a **small-group tour of campus** weekdays or on select Saturdays. [Learn more](#)

TAKE THE NEXT STEP

Request information from Admissions
How to apply
Scholarships for new freshmen
Does Akron have my major?
Our award-winning residence halls

Join us on Snapchat, Facebook, Instagram or Twitter.

DON'T MISS: Life as a Zip on Instagram



UNIVERSITY COMMUNICATIONS AND MARKETING

MEDIA RELATIONS: TELLING OUR STORY

Highlights in the last two months of our efforts to inform the public through the news media of the extraordinary activities on campus:

We promoted the announcement of esports, which was covered by the Akron Beacon Journal (below), cleveland.com, WKYC-TV, WJW-TV, WEWS-TV, the Record-Courier, Akron Legal News, WKSU-FM, WAKR-AM and by Crain's Cleveland Business, as well as by ESPN, the Chicago Tribune, the Seattle Times, KPNX-TV in Phoenix, Ariz., and many other news outlets nationwide. (See more about esports on Page 3.)

Cleveland.com, the Akron Beacon Journal, WKYC-TV, Crain's Cleveland Business, WAKR-AM and other media reported on the latest recruitment videos featuring LeBron James.

WEWS-TV covered the work of Matt Becker and his team on a polymer mesh that could help fight the national opioid epidemic. Dr. Becker also appeared on WAKR-AM's Jasen Sokol Show to discuss his work.

Akron Beacon Journal

Higher education



Recent University of Akron graduate Isaac Sarver, 24, of Alliance plays a video game as President Matthew Wilson (background) announces via Skype the addition of a varsity eSports team. | KAREN SCHEELY/Beacon Journal/Ohio.com

UA ADDS VARSITY GAMING

eSports program starting in fall to have tryouts, uniforms, practices as university works to attract students

By Theresa Cottom and Katie Byard
Beacon Journal/Ohio.com

Many scoff at the idea that professional players of video games are athletes — but not the University of Akron.

University leaders announced during a news conference Monday that it will add a varsity gaming team to its campus, joining a growing number of universities around the country that are embracing esports.

UA said it is the first public university in northern Ohio to establish a varsity program. Miami and

Lourdes universities are among several Ohio colleges that have programs.

Starting next fall, students who join the team will be able to earn scholarships to play video games competitively. As with other varsity programs, team members will participate in tryouts, wear uniforms and maintain practice schedules.

“Embracing esports allows the University of Akron to continue attracting top students while providing an innovative pathway for students to flourish academically,

socially and professionally,” said UA President Matthew Wilson. “We’re very excited about what it’s going to bring to the University of Akron, and what it’s going to bring to the community as well.”

The move is perhaps one of the most unusual strategies that UA, facing a budget crunch, is employing as it continues to look for ways to attract students.

UA’s varsity program will involve 30 to 35 students, while a related esports

Please see Gamers, A7



Dr. Matthew Becker describes a new polymer mesh designed to reduce opioid abuse on WEWS (Channel 5) in Cleveland.

WCPN-FM and WVIZ-TV provided in-depth coverage of the highly successful partnership of E.J. Thomas Hall with Playhouse Square on the annual Broadway series.

We highlighted an alum and several students who created the HungerPerks app, which allows users to earn free food. The Akron Beacon Journal and Cleveland.com covered the story.

WJW-TV, the Record-Courier and Cleveland.com, along with WSYR-TV in Syracuse, N.Y., WHNT-TV in Huntsville, Ala., and other media across the country reported on the return of employee Tom Hammond’s holiday lights display that can be controlled via computer from anywhere in the world.

We worked with cleveland.com, the Akron Beacon Journal, the West Side Leader, WEWS-TV, WJW-TV and other news outlets on coverage of UA biomedical engineering students who provided a six-year-old boy with a rare spinal condition a specialized bicycle.

We advocated for coverage by Phys.org of research into new optical technologies led by Dr. Bor-Kai Hsiung, one of the first graduates from UA’s Biomimicry Fellowship program.

Crain’s Cleveland Business posted a lengthy story on the promising UA College of Engineering grant-funded program offering first-year STEM students paid in-the-field shadowing.

UNIVERSITY COMMUNICATIONS AND MARKETING

SOCIAL MEDIA IN SUPPORT OF RECRUITMENT

Instagram – 11.1k followers

- Weekly student life features on Instagram Stories. These features include Fashion Tuesdays (a student favorite) and Feature Fridays (department tours, major options, fitness classes, etc).
- Weekly student org features on Instagram Stories.
- Continual engagement with the #FutureZip posts, congratulating users on acceptance and encouraging them to send questions via direct messages.
- Content that shows off student successes / opportunities / Zip portrait features with their UA stories.

Twitter – 81.3K followers

- Continual engagement with #FutureZip posts, congratulating users on acceptance and encouraging them to reach out with questions.
- Engagement with users who post about visiting UA, encouraging questions to be sent to @uakron or @akronadmissions accounts.
- Showcasing UA wins, notable programs, and engaging in a fun, humorous way with current student questions to show off customer service excellence to prospective students and parents.

Facebook – 33.4k likes

- Facebook Live campus tours – answering questions live and showing off areas of campus per request from viewers.
- Answering questions from parents (some prospective students reach out themselves)



- sending them to departments directly that can address their questions.
- Admissions' visit-day events created and promoted via ads and boosts to prospect lists (self-inquiry and purchased lists of people who have not yet visited campus).

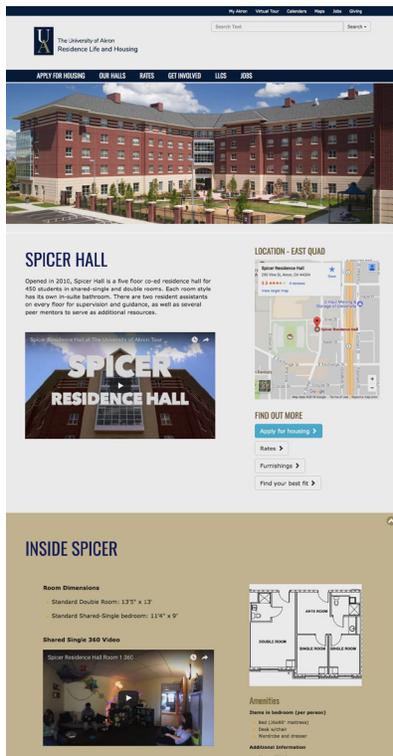
Snapchat – about 4.5k followers

- Admissions officers carry a Snapcode table tent with them to school visits and conferences so high school students can scan the code and immediately follow the UA account. Also Snapcodes have been placed on the campus tour route.
- We've also put geofilters in place at conferences, directing students to UA's booth, etc.
- Weekly student takeovers to showcase campus, internship opportunities, student life, student organizations, events, and departmental tours.
- "Virtual Visit Days" – taking campus tours that can be directed by viewers. The last tour received more than

20 questions from prospective students that were very thoughtful (questions about housing, scholarships, specific programs, etc).

- Use of geofilters for Admissions' visit days, as well as permanent campus filters that reach tens of thousands of students in the networks of those visiting or of current students.
- Over 1.1 million views on current permanent community filters on campus.
- Daily engagement with prospective students – answering their questions and showing off parts of campus if they request something specific. Social Media specialist Meghan Meeker responds to all prospective students' snaps.
- City tours – these are done several times a semester, and always prior to a visit day. We show what can be found in the city of Akron, often just steps off of campus. This has been met with extreme success – also engaging current students and getting them to visit off campus locations and business-

Continues on Page 7.



RES-LIFE WEBSITE IMPROVEMENTS ALLOW STUDENTS TO SEE IN ROOMS

Just ahead of the period when students choose housing for next year, we refreshed the residence hall landing pages.

The pages, now simpler to navigate and more visual, feature 360-degree interactive videos so that prospective students can envision themselves in the rooms.

SOCIAL MEDIA IN SUPPORT OF RECRUITMENT

Continued from Page 6.

- es (The Knight Foundation is helping greatly with this effort, even going along on tours with us).
- The Knight and GAR foundations have planned several maps and events with our bike share program for spring '18. We will work with them to create geofilters or overlays for certain areas along the route and to get students to explore the city via Snapchat.
- Admit Snapping – sending direct message snaps to admitted students featuring Admissions



NEW VISUAL IDENTITY FOR 'RETHINKING RACE'

Working with the Rethinking Race core committee, we refreshed the event's visual identifier, and we updated the website, now featuring more than 50 events between Feb. 2-16.

Ads with the identifier will run on digital billboards around the city.

See event details at uakron.edu/race.

- student assistants (and sometimes Zippy!) to either say "congratulations on your acceptance" or "confirm your enrollment!" This has been met with many happy, smiling, and excited snaps back. Saying things like "you made my day!" or "Can't wait to be a Zip!"
- Spring '18 – adding congratulations and "confirm your enrollment" snaps to students accepted into our Williams Honors College.

VIDEO SHOWCASE

Highlights from our work in video



CBA'S EXCELLENT GRADUATES

Laura K. Thompson '87, '92, the EVP and CFO of Goodyear, and other business leaders talk about the many ways our well prepared business graduates contribute to their companies in this recruitment video for the College of Business Administration.



'SEE YOURSELF AT UA'

A video called "See Yourself at UA" ran on social media to encourage high school students to apply for admission.



LAUNCH OF ESPORTS

Some of the gamers who attended the esports launch talked about their excitement over the formation of a varsity team in a video we used on the web and in social media.



GIVING TUESDAY

Zippy and our cheerleaders were part of a monthlong series of videos to encourage support of scholarships on Giving Tuesday.

UNIVERSITY COMMUNICATIONS AND MARKETING

SUPPORTING PRESIDENT WILSON'S ACTIVE COMMUNICATIONS SCHEDULE

We helped prepare a range of communications for President Matthew Wilson:

SPEECHES AND REMARKS

- Dec. 7, Flexible Learning Option Information Session for Adults. Welcome
- Dec. 9, Women In Engineering recruiting event. Welcome
- Dec. 13, Graduation Recognition Luncheon for Football Seniors. Remarks
- Dec. 15, Williams Honors College Commencement Celebration. Remarks
 - City Club Panel on Higher Education. Participation
- Dec. 15, 2017 Fall Commencement (3 ceremonies). Emcee and Address
- Jan. 5, ZADACA Zips Academic Advising Association. Welcome
- Jan. 6, Karen New Year. Remarks
- Jan. 9, National Sales & Marketing Executives. Keynote speech
- Jan. 10, International Students Spring Orientation. Welcome
- Jan. 11, Fraternity and Sorority Leaders. Remarks
- Jan. 15, MLK celebration on campus. Welcome
- Jan. 17, Institute of Management Accountants. Keynote speech
- Jan. 20, UA Scholars Day. Welcome
- Jan. 24, esports & Academic meeting. Remarks
 - Graduate Student Government. Town hall meeting
- Jan. 26, Engineering Research Awards Dinner. Welcome
- International Students Welcome Party. Remarks
- Jan. 27, Ohio Student Government Summit. Welcome
 - Women's BB Camp & STEM Education. Remarks
- Jan. 29, Legislative Delegation Meeting. Remarks
 - Wooster Rotary. Keynote speech
- Feb. 1, Faculty Senate, Remarks
 - Killbuck Boy Scouts District annual recognition dinner. Keynote address



MESSAGING

- Dec. 15, Holiday Message to faculty, staff and contract professionals
- Dec. 18, "Strong Fall Semester." Review of accomplishments of past semester. Sent to faculty, staff and contract professionals
- Dec. 18, "Strong Fall Semester." Review of accomplishments of past semester. Sent to alumni/donors
- Jan. 9, "Five-Star Friday." Explanation of initiative to revise class scheduling. Sent to faculty, staff and contract professionals
- Jan. 18, Esports Open Forum. An invitation to faculty to attend a forum to discuss how to integrate esports into academics and experiential learning.

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

**SB6 AND KPMG METRICS FOR
THE FISCAL YEAR ENDED JUNE 30, 2017**

Nathan J. Mortimer, CPA

VP Finance & Administration/CFO

February 14, 2018

Metrics and Comparisons

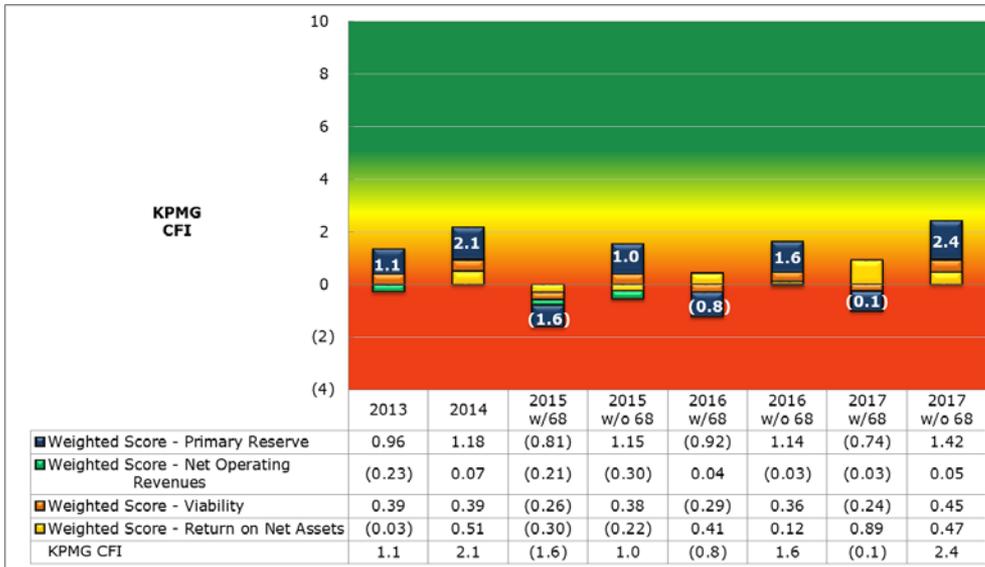
KPMG and SB 6



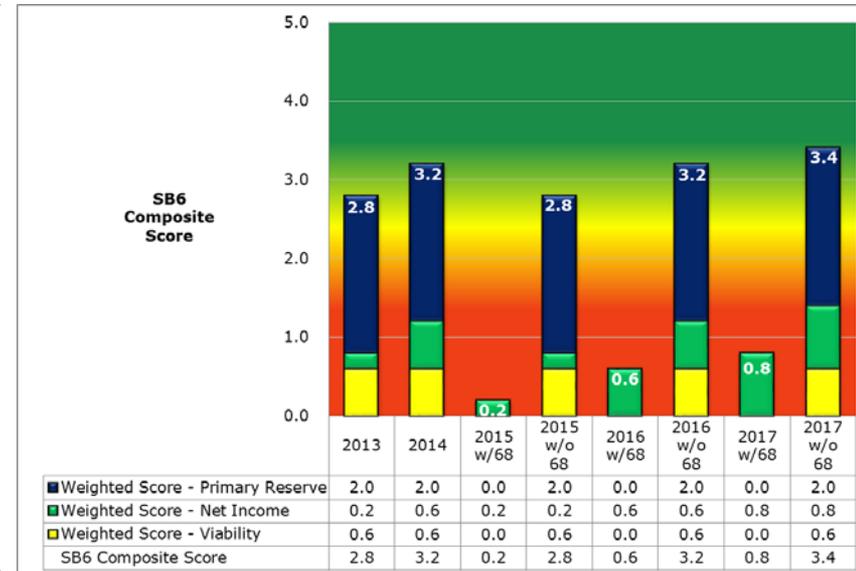
The
University
of Akron

Scoring

KPMG



SB 6



Note: SB 6 for 2017 is preliminary since it has not yet been posted by ODHE.

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

CAPITAL PROJECTS REPORT



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 *M. Villers*
Assistant to the VP/Fiscal Officer, CPFM

DATE: January 22, 2018

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of December 31, 2017.

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

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. Photos of Select Projects

SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Arts & Sciences Building Boilers	\$600,000 State Capital Funds		Install (4) boilers in Arts & Sciences Building due to failure in HTHW line that connects the building to the University district heating system. <u>Construction schedule: 10/2017 - 01/2018.</u>		Construction 95% complete. Boiler 3 & 4 commissioning remains.
ASEC Exterior Façade and Lower Roof Replacement (BOT Approval: 06/10/15 & 04/19/17)	\$5,100,000 State Capital Funds		Restore deteriorating masonry façades and remove/replace roof membranes on lower roof. Renovate elevator in North Tower. <u>Construction schedule phase II: 05/2017 - 01/2018.</u>		Phase II construction complete. North Tower elevator upgrades complete 01/2018. Phase III design in progress, construction to begin Spring 2018.
Buchtel Hall HVAC Replacement	\$150,000 State Capital Funds		Replace HVAC system in Buchtel Hall.		Closeout in progress.
Campus Hardscape	\$1,000,000 State Capital Funds		Replace/renovate walkways, streets, steps and ramps. Phase I: High traffic and ADA paths. Phase II: TBD		Phase I complete. Phase II to begin Summer 2018.
CBA Addition	\$4,775,000 Donations <u>425,000 Local</u> <u>\$5,200,000 Total</u> Donations include firm pledges		12,000 sf addition with classrooms, offices and learning commons and 3,000 sf renovations in current CBA Building.		Design in progress. Expect to bid 03/2018.
Center for the History of Psychology Museum Exhibits (BOT Approval: 08/16/17)	\$2,125,000 Donations Phase I \$1,425,000 Phase II \$700,000		Develop 5,000 sf of museum/exhibit space.		Fabrication in progress.
Central Hower Infrastructure (BOT Approval: 02/15/17)	\$1,200,000 State Capital Funds		Extend campus electric and chilled water to Central Hower.		Closeout in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Electrical Infrastructure Loops (BOT Approval: 04/19/17)	\$2,775,000 State Capital Funds		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 to create a secondary loop. Replace deteriorated transformers at Bierce Library & Ayer/Crouse Hall. <u>Construction schedule: 05/2017 - 07/2018.</u>		Construction 85% complete.
General Lab Renovations (BOT Approval: 04/13/16 Phase I)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades of teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer Building, Olson Research Center, and Auburn Science and Engineering Center.		Phase I: closeout complete. Phase II: RFP interviews 01/10/18 for Design Build. Turner Construction Company recommended for Design Build contract.
Grant High Rise Abatement, Razing, and Green Space (BOT Approval: 08/16/17)	\$1,500,000 State Capital Funds		Abate and raze Grant residence high rise and townhouses. Site restoration to create green space. <u>Schedule: 09/2017 - 04/2018.</u>		Abatement and razing of townhouses and Grant high rise complete. Final grading and seeding Spring 2018.
Heat Exchanger Replacement	\$390,000 State Capital Funds		Replace Knight Chemical and Mary Gladwin heat exchangers and install new domestic hot water system.		Closeout in progress.
IT Cabling and Network Switches (BOT Approval: 06/12/17)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase I: 06/2017 - 11/2018.</u>		Phase I network switches received. Installation in progress. Phase I radio installation 90% complete. Phase II criteria engineer contract in progress.
InfoCision Stadium LJFF I Promise Suite	\$732,000 Contractual Agreement funded by LJFF		Build-out 7,000 sf of vacant space for the I Promise Project.		Design in progress. Expect to bid 02/2018.
Institute for Human Science & Culture	\$5,000,000 Donations		Renovate third and forth floors of Roadway Building.		Design in progress.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
JAR Arena Renovation - AV Upgrades (BOT Approval: 08/16/17)	\$1,600,000 Donations and Contractual Agreement		Replace scoreboard and sound system.		Closeout in progress.
Law School Renovation (BOT Approval: 06/11/14, 12/09/15 & 04/13/16)	\$20,000,000 Combination of Sources		Renovate the Law School.		Closeout in progress.
Polsky Exterior Façade Restoration (BOT Approval: 08/16/17)	\$1,775,000 State Capital Funds		Restore terra cotta façade, painting and repair of canopy, landscaping, and signage. <u>Construction schedule: 09/2017 - 09/2018.</u>		Construction 25% complete.
Schrank Deck Repairs	\$242,000 Local Funds		Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space.		Bids due 01/08/18.
UAPD Relocation and Renovation	\$430,000 State Capital Funds		Renovate space and relocate University of Akron Police and Environmental and Occupational Health and Safety. Abate and raze Trecaso Building and create green space.		Closeout in progress.
Underground Vaults/Mechanical Phase I (BOT Approval: 06/15/16)	\$2,778,000 State Capital Funds <u>127,000 Local</u> <u>\$2,905,000 Total</u>		Replace three deteriorating HTHW vaults along with piping between vaults and valves. Vaults BL, KJ, and PS. Interior work added on vault LR.		Closeout in progress.
Wayne HVAC Controls and Associated Ductwork Modification	\$210,000 State Capital Funds <u>50,000 Local</u> <u>\$260,000 Total</u>		Modify and install building automation. <u>Construction schedule: 08/2017 - 02/2018.</u>		Construction 70% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

-  Project over budget or delayed.
-  Project within budget and on schedule.
-  Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM NOVEMBER 1, 2017 THROUGH DECEMBER 31, 2017ASEC EXTERIOR FAÇADE AND LOWER ROOFS REPLACEMENT (PROJECT# UAK150004)**Feghali Brothers, LLC**

001-01	Add wall hooks and pads to elevator #3 cab interior	\$1,945
002-01	Upgrade interior cab	2,861
003-01	Credit for scope change to AC condenser	(1,035)

Dunlop & Johnston, Inc.

004-02	Add (62) sixty-two aluminum windows and (52) fifty-two window shades	135,561
		<u>\$139,332</u>

CAMPUS HARDSCAPE (PROJECT# UAK170003)**Daniel A. Terreri & Sons, Inc.**

001-01	Remove/replace additional sidewalk and add underdrain	\$29,470
002-01	Demo existing stair tower and delete slab on grade locations #5, #6 and #7	5,900
003-01	Credit unused concrete testing allowance	(9,028)
		<u>\$26,342</u>

CENTRAL HOWER INFRASTRUCTURE (PROJECT# UAK150013)**Synergy, LLC**

015-03	Change primary grounding conductor	\$9,107
016-03	Revise chain link fence layout around transformer	2,231
		<u>\$11,338</u>

CHILLED WATER SYSTEM COOLING TOWER #1 AND #3 IMPROVEMENTS (PROJECT# UAK130012)**ABC Piping Company**

004-03	Replace 20" pipes on drawings with 24" pipes	\$4,269
005-03	Replace existing balance valve with (2) two butterfly valves	12,238
006-03	Replace sheet metal at bottom and top of cooling towers	7,440
007-03	Refurbish suction diffuser	3,922
008-03	Electrostatic paint Vic fittings to match existing piping	18,303
009-03	Modify cooling tower drain piping	2,377
		<u>\$48,548</u>

ELECTRICAL INFRASTRUCTURE LOOPS (PROJECT# UAK150012)**Speelman Electric, Inc.**

012-01	Provide panic hardware on electrical room doors	\$6,322
013-01	Provide platform to cover trough at Carroll Street Substation	8,432
014-01	Credit for reduced labor on previously approved change order	(954)
015-01	Deduct coordination study performed by SBM	(2,080)
016-01	Remove asbestos insulation fitting in basement	1,201
		<u>\$12,921</u>

HEAT EXCHANGER REPLACEMENTS (KNCL) (PROJECT# UAK130005)**MIELKE Mechanical, Inc.**

004-03	Add chain wheel actuator	\$559
005-03	Add concrete slab	4,024
		<u>\$4,583</u>

LAW SCHOOL RENOVATION (PROJECT# UAK100008)**Lockhart Concrete**

010-03	Add concrete risers to electric manhole	\$765
		<u>\$765</u>

POLYMER TRAINING CENTER WET LAB 109 (PROJECT# 160016)**Feghali Brothers, LLC**

004-01	Remove existing tile and intall new USG Radar Clima Plus	\$3,456
		<u>\$3,456</u>

UAPD RELOCATION AND RENOVATION (PROJECT# UAK170005)**Butcher & Son, Inc.**

001-01	Remove additional asbestos	\$34,544
002-01	Raze and greenspace 309 & 311 Wheeler	10,800
003-01	Remove/dispose items left in building	8,451
004-01	Remove foundation material and brick pavers	5,038
		<u>\$58,833</u>

UNDERGROUND VAULTS/MECHANICAL PHASE I (PROJECT# UAK160008)**Lockhart Concrete Company**

006-01	Add concrete curb placement, stamped colored concrete and brick paver installation	\$11,458
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Bassal Bros., Inc.

007-02	Modify HTHW piping in Kolbe/Jar vault/tunnel and investigate leak near Auburn Science	42,153
		<u>\$53,611</u>

WAYNE HVAC CONTROLS/DUCTWORK (PROJECT# UAK170010)**Innovative Architectural Planners, Inc.**

002-03	Replace existing Alerton controllers to allow full access to the Student Life Building	\$14,340
003-03	Add (10) ten hydronic VAV boxes and (3) three Way valves, water balance and report	77,135
004-03	Revise boiler circulating pump	630
		<u>\$92,105</u>

WAYNE ROOF WING A AND LIBRARY RENOVATION (PROJECT# UAK150009)**Campopiano Roofing, Inc.**

003-01	Seal all roof penetrations on gym roof	\$2,722
		<u>\$2,722</u>

Net	<u><u>\$454,555</u></u>
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SECTION

C

Photos of Select Projects

Arts & Sciences Building Boilers



Arts & Sciences Building Boilers



ASEC Exterior Façade and Lower Roof Replacement



Campus Hardscape – Sumner Street Circle



Campus Hardscape – Crouse to Ayer



Campus Hardscape – James A. Rhodes Arena



CBA Addition – Artist Rendering



Center for the History of Psychology Museum Exhibits



Freud's Office Video Display Structure

Grant High Rise Abatement, Razing, and Green Space



Grant High Rise Abatement, Razing, and Green Space



JAR Arena Renovation – AV Upgrades



Law School Renovation



Action Items for Consent Agenda Consideration:

February 14, 2018
Committee Meeting

Presiding:
Warren L. Woolford

1

Proposed Curricular Changes

2

Report to the Chancellor on
Duplicative Programs per ORC 3345.35

For Information Only

3

Enrollment Management Report

4

Research Report

5

Student Success Report

6

Information Technology Report

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on February 14, 2018.

New Program:

Establish a new undergraduate certificate in Professional Social Media in the Buchtel College of Arts and Sciences, School of Communication, proposal #16-19698

This new certificate provides knowledge and skills in the areas of media production, writing and strategic social media planning. The certificate addresses the exponential growth of social media careers and the increasing areas of public relations, communication and other careers that require skills and knowledge of social media.

Delete Program:

Delete the Bachelor of Science in Computer Information System – Industrial Computing LCCC, offered by the College of Applied Science and Technology, Department of Business Information Technology, proposal #16-19491

This proposal removes an obsolete program no longer in use.

Program Revisions Greater than or equal to 50%:

Revise the Bachelor of Arts in Education Intervention Moderate/Intensive degree program, offered by the LeBron James Family Foundation College of Education, Department of Curricular and Instructional Studies, proposal #16-19081

This proposal revises the Bachelor of Science in Education Intervention Moderate/Intensive program curriculum and reduces the total credits to 120.

Program revision with name change:

Revise the program curriculum and change the name of the Bachelor of Science degree in Financial Services to the Bachelor of Science degree in Risk Management and Insurance, offered by the College of Business Administration, Department of Finance, proposal #17-19936

This proposal revises the program curriculum and changes the name of the program to better meet market demand.

LL.M. in Intellectual Property GPA change:

Revise the GPA for graduation with an LL.M. in Intellectual Property

This proposal reduces the current minimum GPA requirement for an LL.M. from 3.1 to 2.3 to align more closely with other LL.M. programs. A 2.3 GPA is the current requirement to graduate with a JD degree. This proposal seeks to make this change retroactively to students currently enrolled in the LL.M. program.

MEMORANDUM

To: Rex Ramsier,
Executive Vice President & Chief Administrative Officer

From: Emily, Janoski-Haehlen,
Associate Dean of Academic Affairs, School of Law

Subject: Request for Office of Academic Affairs and Board of Trustees
Approval for Law School LL.M. Graduation Standards

REQUEST

The School of Law seeks Office of Academic Affairs and Board approval to change the standards for graduation for the LL.M. in Intellectual Property, lowering it from the current required graduation GPA of 3.1 to 2.3 to align more closely with other LL.M. programs and the nature of our market. Further we ask the Office of Academic Affairs and the Board to approve this change retroactively to students currently enrolled in the LL.M. program.

The rationale behind the change was to align the LL.M. GPA with the GPA required for graduation with a JD. This will allow more students to earn the LL.M. degree and increase enrollment in the joint JD/LL.M. program. The Academic Standards committee and Curriculum Committee discussed the merits of this proposal and analyzed our competitors to determine the appropriate standard. This change will bring us in alignment with our competitors.

To: Rex Ramsier, Provost

From: Emily Janoski-Haehlen,
Associate Dean of Academic Affairs & Institutional Excellence, School of Law

Date: February 2, 2018

Re: Request for Change to LL.M. in Intellectual Property GPA

Below and attached is additional information regarding the requested GPA change for graduation with an LL.M. in Intellectual Property. We are requesting approval to reduce the current minimum GPA requirement for an LL.M. from 3.1 to 2.3. A 2.3 GPA is the current requirement to graduate with a JD degree.

Professor Holte originally brought this proposal to the School of Law Academic Standards Committee. Professor Holte suggested lowering the GPA to the JD GPA requirement because of his conversations with students and his experiences at other institutions. The Academic Standards Committee voted to approve Professor Holte's requested change and sent the proposal to the faculty. On October 19, 2017, the faculty voted in favor of the proposal.

Attached is an LL.M. summary sheet Professor Ryan Holte compiled and distributed to the Committee. On the spreadsheet, schools highlighted in red indicate schools that have a domestic LL.M. (as opposed to one focused on international students) and impose a heightened GPA requirement. Schools highlighted in blue are schools that have a domestic LL.M. and do not appear to have any heightened GPA requirement. (DePaul is in the middle—no heightened GPA requirement unless the LL.M. student is a concurrent JD student, and then the required GPA goes from 2.0 to 2.8.) The research by Professor Holte found no explanation for why a few schools have heightened GPA requirements for the LL.M.

Unlike the JD degree, the School of Law's LL.M. in Intellectual Property does not qualify its recipients to take the bar exam or to practice law. The LL.M. may only be conferred upon students who have already earned their JD degree (or who have earned it concurrently with the LL.M.) and thus are already entitled to practice law upon passing the bar exam. Therefore, in our judgment there is no good reason to impose a higher GPA requirement on LL.M. students than on JD students.

Moreover, there is anecdotal evidence that the current higher GPA requirement deters students from pursuing the LL.M. degree. This may be particularly true for stand-alone LL.M. students, who typically pursue the degree while practicing law full-time. Currently there is only one student enrolled in the stand-alone LL.M. degree program, and that student has not taken a class since fall 2016. There are six students currently enrolled in the joint JD/LL.M. degree program. Professor Holte has had conversations with students who are interested in the LL.M. but are dropping or choosing not to enroll because they cannot meet the heightened GPA requirement. Professor Holte is concerned that our LL.M. standards are higher than most other law schools and could cause prospective applicants to apply elsewhere.

	domestic students	int'l students	JD gpa	LLM gpa	JD req'd	concurrently	Time	Non JD students
Ohio								
Akron	yes	yes	2.3 gpa	3.1 gpa	yes/no	yes		
Moritz	no	yes	n/a	2.3	no	no	1-2yrs	foreign law degree
Case Western	no	yes	n/a		no	no		minimum foreign undergraduate degree in law, business, science, engineering
Capital	yes	yes	2.0gpa	2.75gpa 2.2 / 3.0 int'l and for 9 cr hours for domestic students	yes/no	yes	3 1/2 yrs combined, otherwise 1 yr fulltime to 6 yrs parttime	Req's J.D. degree or LLM to be taken concurrently with J.D. for domestic students. LL.B. or law degree and licensed to practice in U.S. for int'l students.
Dayton	yes	yes	2.2gpa		yes	no	1 yr fulltime to 4 yrs parttime	Req's a first law degree for int'l students
Indiana								
Maurer	?	yes	2.3 gpa	3.0 gpa	no	no	2-3 semesters	foreign law degree, or strong law focus in undergrad
Robert H. McKinney	yes	yes	n/a	2.3gpa same as J.D.	yes/no	no	1-3 yrs	J.D. req's for domestic students. Foreign law degree
Notre Dame	yes	yes	n/a		Yes/no	no	2 semesters	J.D. req'd for domestic students. Foreign law degree
Pennsylvania								
Penn State	no	yes	n/a		no	no	2-3 semesters	Foreign law degree
Chapman	yes	yes	n/a		yes/no	no	1 yr fulltime. Up to 4 yrs	LL.M. in business with IP focus. J.D. req'd for domestic students. Foreign law degree.
Michigan								
Michigan State	no	yes	2.0gpa	2.0gpa	no	no	1-2 yrs	Foreign Law Degree

	domestic students	int'l students	JD gpa	LLM gpa	JD req'd	concurrently	Time	Non JD students
Thomas M. Cooley	yes	yes	n/a	3.0 gpa	yes	yes	1-3 yrs	LL.M. offered as online degree. Can apply before J.D. completion and apply 6 hrs of J.D. credit towards LL.M. degree.
Kentucky								
N/A								
West Virginia								
N/A								
Illinois								
Chicago-Kent	yes	yes		2.5? Gpa	yes/no	no	1 yr 2 semesters to 5 yrs	J.D. req'd for domestic students. Foreign attorneys holding a first degree in law
John Marshall				2.5 gpa				Can be completed online.
DePaul	yes	yes		2.0 gpa LL.M. alone. 2.8 gpa concurrent	yes/no	yes	Concurrent - 3yrs or + 1 semester. LL.M. alone up to 5 yrs	Current J.D. students may apply for the joint J.D./LL.M. degree if they have 2.8gpa or better. Foreign law degree.
Virginia								
University of Virginia	no	yes					1 yr	Foreign law degree
George Mason	yes	yes		2.33 gpa	yes/no	no	1-2 yrs reccomended . Max of 3 yrs to complete	J.D. req'd for domestic students. Foreign Law degree.
William and Mary	no	yes	n/a	2.0 gpa	no	no	2 - 3 semesters	Foreign law degree, or qualified to practice law in foreign country
New York								
Cardozo	yes	yes					7 semsters for joint degree	

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on February 14, 2018 for the following curricular changes, as recommended by the Faculty Senate or faculty of the School of Law, be approved.

- Establish a new undergraduate Certificate in Professional Social Media in the Buchtel College of Arts and Sciences, School of Communication.
- Delete the Bachelor of Science in Computer Information Systems – Industrial Computing LCCC, offered by the College of Applied Science and Technology, Department of Business and Information Technology.
- Revise the Bachelor of Arts in Education Intervention Moderate/Intensive degree program, offered by the LeBron James Family Foundation College of Education, Department of Curricular and Instructional Studies.
- Revise the program curriculum and change the name of the Bachelor of Science degree in Financial Services to the Bachelor of Science degree in Risk Management and Insurance, offered by the College of Business Administration, Department of Finance.
- Revise the current minimum GPA requirement for an L.L.M. from 3.1 to 2.3 to align more closely with other L.L.M. programs. This change shall be applied retroactively to students currently enrolled in the L.L.M. program.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**REPORT TO THE CHANCELLOR ON
DUPLICATIVE PROGRAMS PER ORC 3345.35**

The University of Akron Report to the Chancellor on Duplicative Programs

April 19, 2017

Background

Section 3345.35. of the Ohio Revised Code requires that the boards of trustees of each state institution of higher education evaluate all courses and programs based on enrollment and student performance. It also requires that, for courses with low enrollment, boards evaluate the benefits of delivering the courses through regional collaboration. To comply with that legislation, the Chancellor provided a definition of low-enrollment courses and the boards of each state college and university submitted reports that described the process and data used to identify courses that met the chancellor's definition of low enrollments and then provided a summary of recommended actions for each identified course (e.g., no action, course elimination, reduction in the number of sections or the timing of sections, change in course delivery modality; targeted as a candidate for course sharing).

More recently, the Governor's Task Force on Affordability and Efficiency noted that the legislation required reporting for low-enrollment courses but did not address reporting requirements for duplicative programs. Consequently, the task force recommended that: "Institutions should consider consolidating programs that are duplicated at other colleges and universities in their geographic area." The report went on to say, "The Department of Higher Education should identify duplicative programs within each region of the state, with particular attention to co-located campuses. Institutions should then review any programs not covered by the current low-enrollment review ordered by the legislation to identify opportunities to consolidate."

ODHE Data Regarding Duplicate Programs

The Ohio Department of Higher Education (ODHE) identified duplicative programs within each region of the state, with particular attention to co-located campuses. The following steps were used construct the attached spreadsheets:

- Using data reported to the Higher Education Information (HEI) system, ODHE classified degrees awarded since 2012 as a program within an institution using its 6 digit CIP Code, resulting in a list of programs offered at each public college and university in the state.
- Each public college and university was then assigned to one of six regions across the state; these regions are mainly aligned to the six JobsOhio regions associated with the main campus.
 - NEOMED is not included due to their medical program focus.
 - Southern State Community College was placed in the Southwest Region.
- Information on programs at institutions in each region was then used to create spreadsheets indicating:
 - Duplicate programs (highlighted in red) at universities in each region;
 - Duplicate programs (highlighted in red) at community colleges in each region; and

- Duplicate programs (highlighted in red) at co-located campuses.
- Data on the number of program graduates are included for the same 3 years, and the average cost per graduate of the program was calculated using HEI cost data.
 - The HEI cost data for each course completed by the graduate was summed (please note that costs were summed for all courses taken prior to graduation, whether or not the course was required for the student's program).
 - This summed cost was averaged across all program completers over the three-year period.
 - The data were omitted when the number of program graduates was less than 5 over the three-year period.

These spreadsheets will help faculty, administrators and trustees to see programs that are duplicated in their region, and will help them as they evaluate duplicate program fit within the institution (e.g. reasonable duplication or unreasonable duplication that should be targeted for action, such as elimination or regional collaboration).

Duplication of many programs is to be expected. For instance, essentially all colleges will have programs in majors that are needed by students throughout the state, (e.g., English, psychology, engineering, business, mathematics, history, and nursing). Therefore, cases of duplication will need to be considered on a case-by-case basis to determine whether the duplication is appropriate or not. Factors to be considered in this analysis would include dynamics such as: the number of students enrolled in the program, the number of graduates from the program, costs of the program (including staffing, facilities, pedagogical requirements, and accreditation requirements), quality or reputation of the program, etc.

Determining Recommended Actions for Duplicate Programs

The following factors can be used during the consideration of recommended actions for duplicate programs. The bulleted bullet points following each factor are examples of data points that could be assessed in the analysis and may be augmented by other evaluative tools.

- I. Quality
 - Student retention and completion within the program
 - Student employment outcomes
 - Successful student transfer or placement in graduate/professional school
 - Scholarly productivity of faculty and students
 - Attainment of specialized accreditation
 - Program reputation/ranking
 - Areas of specialization within the program that differentiate it from other programs in the same discipline offered in the region
- II. Centrality to the Institution's Mission
 - Relevance of the program to the institution's strategic plan

- Importance of the program to the institution’s reputation or recruiting efforts
 - Need for the program based on data for “in-demand” jobs
3. Cost-Effectiveness
- Revenue sufficiency to support the program
 - Ratio of number of graduates to FTE faculty/administrators
4. Demand
- Program enrollment patterns over time
 - Students enrolled
 - Degrees/certificates awarded
 - Understanding reasons for low enrollment in the program
 - Duplication and competition
 - Lack of jobs?
 - Marketing?
 - Data-driven market analysis of employer need
5. Potential for Collaboration with Other Institutions
- Programs with low enrollment at one or more institutions and a need for a range of highly specialized faculty (e.g., BFA or MFA)
 - Programs with low enrollment at one or more institutions but where there is a need for graduates within the region or the state (e.g., certain foreign languages, highly specialized majors)
 - Programs with low to moderate enrollment at one or more institutions that are costly to offer
6. Potential for Elimination
- Programs with persistent low enrollment where collaboration doesn’t make sense
 - Programs with persistent low enrollment and little or no employer demand

Reporting (All submissions will be posted on the Department of Higher Education website.)

By April 30, 2017 each Board of Trustees shall submit an **Initial Report on Duplicate Programs** to the Chancellor. The submission should include:

- I. A brief description of the process and data used to evaluate programs;
- II. A list of the duplicate programs **not targeted** for action and the rationale for the decision (e.g., robust enrollment and program completion, program central to institutional mission and/or

reputation, program specialized and therefore not duplicative, program shares a large proportion of classes with other programs on campus); and

III. A list of the duplicate programs **being considered for action**.

By September 30, 2017, each institution's chief academic officer shall submit a **Progress Report on Duplicate Programs** to the Chancellor, indicating the action being evaluated for each of the targeted programs, (e.g., elimination, collaboration with named partner institution for course and program sharing, continuing to evaluate for potential change, other).

By December 31, 2017, each Board of Trustees shall submit a **Final Action Report on Duplicate Programs** to the Chancellor, indicating the decisions made for each of the targeted programs and a timeline for those actions

The following format is suggested for April 30, 2017 Initial Report on Duplicate Programs.

- I. Brief narrative summarizing the identification of duplicate programs targeted for action
- II. Chart listing duplicate programs not targeted for action and the rationale for continuing the program in its current form, followed by a list of duplicate programs being considered for action

PART I: Programs Not Targeted for Action

Program Name	Rationale for Leaving Program in Its Current Form
Program A	e.g., robust enrollment and program completion; program central to institutional mission and/or reputation; program specialized and therefore not duplicative; other
Program B	
Program C	
...	

PART II: List of Programs Being Considered for Action:

Program A
Program B
Program C
...

The following format is suggested for **September 30, 2017 Progress Report on Duplicate Programs**. For each program listed in Part II of the April 30, 2017 report, complete the following chart:

Program Name	Progress Report	Collaboration Partners, if Applicable
Program A	e.g., elimination; collaboration with named partner institution for course and program sharing; continuing to evaluate for potential change; other	
Program B		
Program C		
...		

The following format is suggested for **the December 31, 2017 Final Action Report on Duplicate Programs** from the Board of Trustees. For each program listed in the September 30, 2017 report, complete the following chart:

Program Name	Final Action and Rationale (Include Collaboration Partners, if Applicable)	Timeline for Actions
Program A		
Program B		
Program C		
...		

II. Chart listing the duplicate programs targeted for action and the action being considered (e.g., partnering with other institutions for course sharing, elimination)		
Program Name	Action and Rationale - FOR ACTION	Collaboration Partners, if Applicable
Music History	Program in process of termination	
Zoology/Animal Biology (CIP Code 260701)	Elimination - program is no longer active	
Geography (CIP Code 450701)	Elimination - program is no longer active	
Drafting and Design Technology Technician General 151301	Program in process of termination	
Legal Assistant Paralegal 220302	Suspended	
Admin Assistant and Secretarial Science, General 520401	Terminated	
Humanities 240103	Will be discontinued	
Liberal Arts 240199	Will be discontinued	
Social Science General 450101	Will be discontinued	
52.0901 Hospitality Administration/ Management, General Hospitality Management, Marketing and Sales, AAB	Suspended	
Education, Other (CIP 139999)KSU 121/UA 48	Suspended	

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Acceptance of The University of Akron Final Action Report to the Chancellor
on Duplicative Programs per Ohio Revised Code 3345.35

BE IT RESOLVED, That the recommendation presented by the Academic Issues &
Student Success Committee on February 14, 2018, accepting The University of Akron Final
Action Report to the Chancellor on Duplicative Programs, as recommended by Faculty Senate,
be approved.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

ENROLLMENT MANAGEMENT REPORT

**The University of Akron – Office of Admissions
Board of Trustees Report – January, 2018**

New Freshman Outreach

Focus for the Office of Admissions during this time of year is moving students through the enrollment funnel.

- Encouraging admitted students to confirm their enrollment
 - Initiatives include: special mailings and e-mails from President Wilson, postcards, e-mails, phone calls, text messages, social media, campus events, off-campus events, etc.
- Encouraging applicants to submit their additional materials to be considered for admission
 - Initiatives include: e-mails, phone calls and text messages to students, parents and school counselors
- Encouraging prospects to apply
 - Initiatives include special letters from President Wilson, e-mails, social media, campus events, etc.

Yield Events

- The University hosted **UA Scholars Day** on Saturday, Jan. 20. There were 580 students in attendance compared to 548 students in 2017, and 461 students in 2016. The students and family members in attendance received welcome remarks from President Wilson, Admissions and a current UA student. Guests had an opportunity to learn more about their academic interest area, confirm their enrollment, complete housing applications, receive updates on their student financial aid and scholarships, as well as tour the campus and on-campus residence halls. Students also received a complimentary gift card to use at one of the on-campus dining facilities.
- We will host **Discovering Diversity Day** on Friday, Feb. 9. Bus transportation will be provided for students from Akron, Canton, Cleveland, Lorain, and Columbus. Students will have an opportunity to learn more about their academic interest area, attend information sessions, tour campus, dine in Rob's Café, and interact with current students.
- We will host two **Senior Day programs** on Monday, Feb. 19 and Friday, March 16. During Senior Day, students will have an opportunity to confirm their enrollment, complete their housing application, get their financial aid and scholarship questions answered, as well as tour the campus and the on-campus residence halls. Students also can talk with faculty and current students from their academic interest area.
- Additional yield events include information sessions held at Starbucks/Panera outside the local area (Cleveland, Columbus, Cincinnati, Toledo, Pennsylvania, Chicago, etc.); high school visits with Zippy cookies, etc.

- If members of the Board of Trustees are interested in attending any of our on-campus yield events, please contact Kim Gentile at gentile@uakron.edu or 330-972-6345.

Communication

- We have several initiatives planned to encourage admitted students to confirm their enrollment. The initiatives are focused on letters and e-mails from President Wilson; confirm enrollment electronic campaign, texting, phone calls, communication from the academic areas, social media campaigns via Snap Chat and Instagram, etc.
- President Wilson's leadership team is writing personal notes to admitted students.
- The academic areas are much more engaged this year in communicating with admitted students.
- We also are communicating the following UA opportunities via e-mail, postcards, letters, etc.: Akron Guarantee Scholarship, esports, Five Star Fridays, Ohio Tuition Guarantee, and the out-of-state tuition reduction.

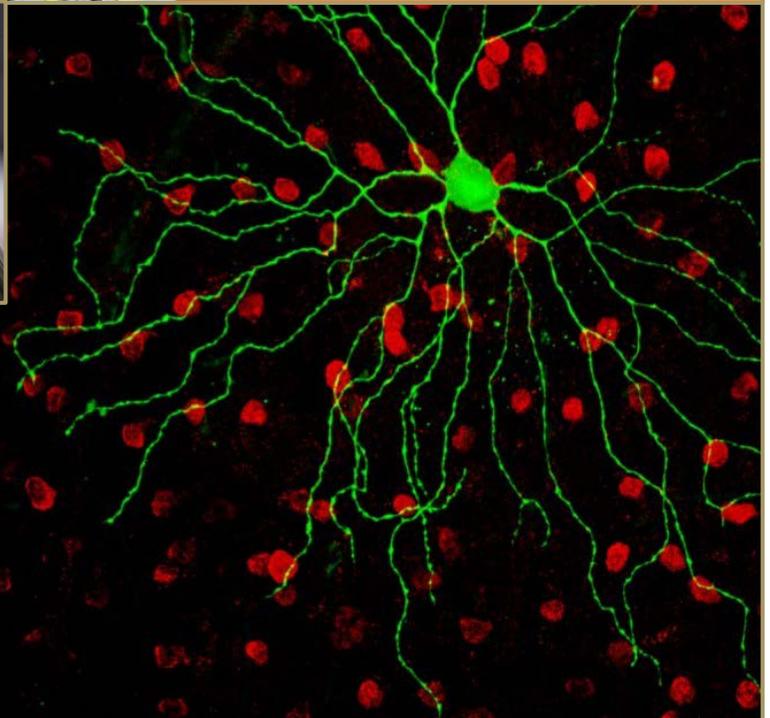
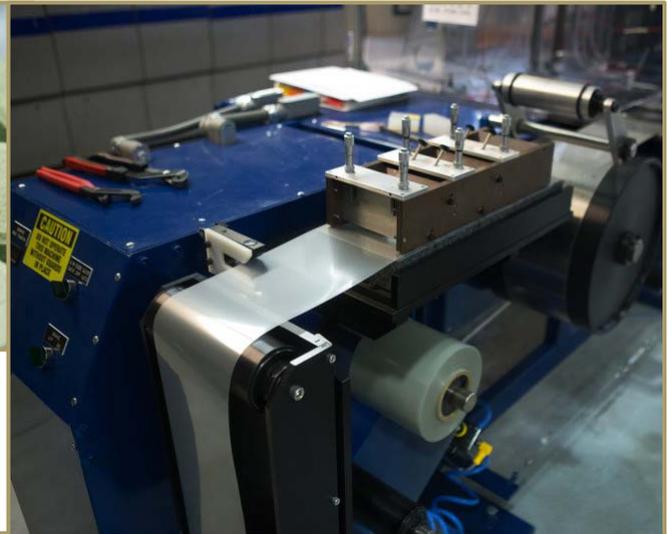
**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES

Office of the Sr. Vice President and Provost



Research and Scholarly Activities Highlights

Economics professor receives second Fulbright Award to conduct research in Italy

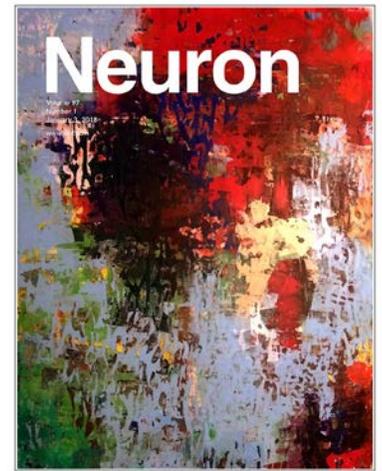
Dr. Sucharita Ghosh, associate professor of economics, and a highly regarded scholar in international trade and international economics, is a unique second-time recipient of this prestigious award. She will be in Italy this spring giving guest lectures and seminar presentations, and conducting collaborative research with colleagues at the University of Salento and the University of Bari on topics of income inequality, international trade, foreign direct investment, and immigration in the European Union and countries in the Organisation for Economic Co-operation and Development (OECD)



Dr. Sucharita Ghosh

Discovering a little-understood cell in mice that opens a world of color

A collaborative research team, with **Dr. Jordan Renna**, assistant professor of biology, and led by Dr. Maureen Stabio, assistant professor in the Department of Cell and Developmental Biology at the University of Colorado School of Medicine, has discovered that color vision in mice is far more complex than originally believed. These findings could lead to developing treatments for human vision disorders and diseases and were the cover story in the January 3, 2018 issue of *Neuron*.



The prestigious journal's cover explained: Intrinsically photosensitive retinal ganglion cells (ipRGCs) are generally linked to non-image-forming functions like circadian photoentrainment and subcortical targets such as the hypothalamus. Color-coding retinal ganglion cells, including blue/yellow opponent cells, are linked to cortex and color perception. We normally don't think about these two in the same cell, but work by Stabio et al. shows that in one of the newly discovered ipRGC subtypes, the M5, these two visual "channels" appear in the same cell. This abstract painting [shown on the journal's cover] represents the blurring of the canonical divide between non-image-forming vision (black void in center) and image-forming vision (surrounding vibrant color and contrast). These two visual functions are back-dropped on a color gradient representing the opsin gradient of the mouse eye from ultraviolet opsins (purple) to mid-wavelength sensitive opsins (green).

Art professor receives Fulbright Fellowship to do research in Austria



Markus Vogl, associate professor of art, will spend spring 2018 in Vienna as the Fulbright-Q21/MuseumsQuartier Artist-in-Residence.

Vogl will work on an iteration of his latest body of work, "in silico et in situ: Wien." The work utilizes 3D scans of objects of cultural significance of the town, which are converted to miniature artworks via 3D printing. He proposes to place the sculptures in public places throughout the city and post the GPS coordinates of the work on his website for people to discover the work, similar to a geotagged art treasure hunt.

"Being awarded the Fulbright Fellowship provides me an opportunity to continue with my research at the intersection of art, design and digital manufacturing techniques — 3D printing and scanning," says Vogl. "This project is a continuation of a new body of work that takes art/design out of the traditional gallery exhibition space and places it in nature or an urban environment."

1	2
3	
4	5
6	
8	7

Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover: (1 and 2) UA research and the opioid crisis; (3) congratulations on two new Fulbright awards; (4 and 5) original mysteries for kids created as multiple-episode podcasts; (6) better battery life; (7 and 8) new discovery on how mice see color.

Polymer researcher leading the charge to improve battery life



With U.S. Department of Energy and Ohio Federal Research Network funding (OFRN), **Dr. Yu Zhu**, assistant professor of polymer science, with his research team, has developed a new polymer binding material and process to improve a battery's cyclability (the number of times a battery can be recharged) and increase battery storage density (the length of time a battery can go before needing to be charged). Expanding the time between charges also improves a battery's overall life.

The project is now in the prototype phase and may be able to enter the market within a couple years. This research has garnered excitement in government circles, especially from NASA and the U.S. Air Force Research Laboratory, and has attracted interest from venture capitalists and enabled a new startup, Akron Polyenergy.

The Ohio Federal Research Network (OFRN) seeks to stimulate Ohio innovation economy by building vibrant, statewide, university-based research collaborations, while partnering with the commercial sector. OFRN's funding of Dr. Zhu's project is just one example of its success. **Dr. Eric J. Amis**, dean of the College of Polymer Science and Polymer Engineering, explains, "This type of aligned research network has been tried in other states; however, our approach in Ohio is unique and it's working well at The University of Akron and throughout the state. Now, with the continued leadership and support from the Ohio legislature, we are able to continue to leverage our OFRN investment and achieve even greater results for Ohio."

UA's Biomedical Engineering Design Team does it again!

The Summit County Developmental Disabilities Board presented the challenge: a 6-year-old with Spinocerebellar ataxia, type 29, a rare genetic condition that interferes with his motor skills, wanted to ride a bicycle.

Wesley Radebaugh's parents wanted Wesley to have a bike that looked like the ones his friends ride, but it also needed to meet his physical needs. Wesley wanted it to be green. "When we are provided the opportunity to step up and help our community and others, we work with industry engineers, clinical and community leaders to get the job done," said design team leader **John D'Egido**, a senior in the Biomedical Engineering Biomechanics Track Co-Op program. With mentors from Air Enterprises, Innovation Garage and Akron Children's Hospital, the project took 11 months to complete. Adaptations to the bike include 3D printed pedals and a charging and control box. The bike has an electronic braking system, stationary hand braking accessory, oversized training wheels and a seat belt.



Wesley Radebaugh takes a test ride at Lock 3. Cheering him on were, from left, dad and mom Jared and Jen Radebaugh, who is holding Wesley's brother, Sawyer; biomedical engineering students Lydia Palmer, Johnny D'Egido and Megan Laws; and Jane Caprez, Wesley's physical therapist. Next to Wesley is his brother, Everett.

Polymer professor is recipient of Morand Lambla Award

Dr. Bryan Vogt, professor of polymer engineering, has received the Morand Lambla Award as an outstanding young professor in polymer processing. The Polymer Processing Society award recognizes Dr. Vogt's research in advancing next generation battery technology, high performance adhesives and the prevention of traumatic brain injuries.



Polymer professor awarded \$2 million for leading research in fighting opioid epidemic

The pioneering research, by **Dr. Matthew Becker**, the W. Gerald Austen Endowed Chair in Polymer Science and Polymer Engineering, into America's deadly opioid epidemic has been awarded \$2 million from the state of Ohio's Third Frontier Commission. Dr. Becker and his team developed a polymer mesh that contains a local non-opiate pain reliever that can be inserted at a surgery site. The pain reliever is released over time and the implant dissolves into the body while remaining non-toxic. This drug eluting mesh will allow patients to receive the benefit of speedy pain relief while reducing the number of opioid prescriptions and the amount of unused painkillers available on the streets.



Photo: news5cleveland.com

"This polymer product isn't a one-size-fits-all solution to the nation's ongoing opiate epidemic," Becker said. "A relatively small percentage of patients using painkillers long-term have serious addiction problems. This mesh would give physicians a method to control pain while serving as a proactive approach to preventing people who have surgeries from potentially having issues with painkillers in the first place."

See the Technology Transfer Updates on the following page for exciting developments regarding this degradable polymer technology.

Exploring the impact of Afrocentric spirituality on psychological help-seeking, intentions and stigma

The seminal research of **Dr. Maryann Meniru**, visiting assistant professor, and **Dr. Robert C. Schwartz**, professor, in the Department of Counseling, is being published by the *International Journal for the Advancement of Counseling*. This empirical study about the likely impact of Afrocentric spirituality on psychological help-seeking, intentions and stigma among Nigerians in the United States will help counsellors provide more access to culturally relevant services for this unique client population.

Akron is the setting for new, original children's mysteries podcast



Dr. Julie Drew, professor of English and young adult novelist, has partnered with professional writers and UA alumnae Casey Shevlin and Marlia Weisse, to form Snow Day Productions. They are producing "Akron Adventures," a podcast series for kids ages 7-12 that features a group of smart, funny, and spunky 6th graders who solve mysteries inspired by real events and locations in Akron.

"Podcasts are huge, but there are relatively few written specifically for kids, and of those that are, most are science-related, or short, individual stories without a recurring cast," says Drew. "We are deeply committed to writing stories that kids find wildly entertaining, but that also encourage empathy, curiosity and community."

The women write and produce these original children's stories in a podcast format in a home studio. Each season contains a single mystery solved by a group of middle-school friends over six episodes of 10-15 minutes each. The 6-episode season one, entitled "Bones in the Dark," is based on a mystery surrounding the graves at Schneider Park in West Akron that were left behind after the Summit County Infirmary (or poor house) was closed in 1919.

Technology Transfer Highlights



Dr. Matt Becker holds one of many biomedical device prototypes developed in his lab

UA licenses polymer mesh that can reduce reliance on opioid pain medication

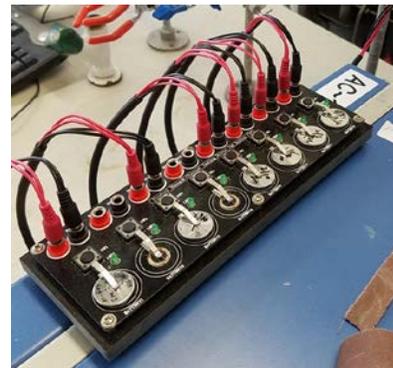
Fortem Polymers, part of the 21MedTech family of companies, has licensed biodegradable polymer technology invented by **Dr. Matthew Becker**, the W. Gerald Austen Endowed Chair in Polymer Science and Polymer Engineering. The technology is a degradable polymer mesh that can time-release non-opioid pain medicine over a roughly 5-day period following a surgery. The device strives to reduce reliance on addictive opioid pain killers. 21MedTech, which is located in Akron's Bounce Innovation Hub, plans to submit for FDA approval by the end of this year. The company has already raised about \$11 million to support development and testing of the technology, and is working with pharmaceutical company Merck & Co. on the project.

Spark Fund announces two new awards to UA innovators

Spark Fund, a University of Akron Research Foundation initiative to fund prototyping and testing to lead to more technology licenses, announced two new awards in December.

- Assistant Professor of Polymer Science **Yu Zhu** and postdoc **Feng Zou** received funding to prototype full cell batteries that use a UA-created polymer matrix to incorporate more energy storage per pound.
- Assistant Professor of Chemical & Biomolecular Engineering **Chelsea Monty** and postdoc **Hanieh Ghadimi** received funding to prototype a sensor that can help athletes and other individuals monitor their hydration levels in real time to prevent heat stroke and improve performance.

Throughout 2017, Spark Fund committed up to \$455,000 in privately raised and State of Ohio funding to support the creation of validated prototypes that will lead to licenses and scalable startups. Five projects have been funded to date.



Small coin cell batteries are tested, showing that a novel UA polymer can increase battery energy density

UA startup awarded highly-competitive National Science Foundation grant



AAI's Ali Blandon tests adhesive samples on drywall

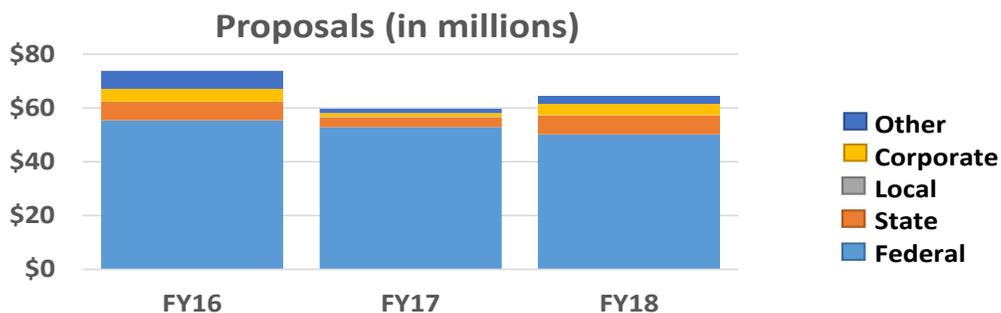
Akron Ascent Innovations (AAI), a startup based on adhesive technology invented by UA Professor of Mechanical Engineering **Shing-Chung Josh Wong** and licensed from UA, received a \$500,000 National Science Foundation SBIR Phase IIB award. The award is supplemental funding available to select companies that have been repeatedly funded by NSF. "The NSF SBIR program provides a major validation of the technology," said Dr. Kevin White, COO and Principal Scientist at AAI. "It also enables innovators in small business to engage with valuable industrial partners." AAI received investment from Velcro Companies in 2016, and is aiming to launch its first products late this year.

PROPOSALS

FY16	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	155	\$ 55,353,920	\$ 16,453,059	\$ 22,000
State	12	\$ 6,991,023	\$ 30,582	\$ 378,083
Local	2	\$ 79,776	\$ 15,713	\$ -
Corporate	118	\$ 4,699,380	\$ 1,042,619	\$ -
Other*	51	\$ 6,690,609	\$ 1,334,233	\$ 477,879
Total	338	\$ 73,814,708	\$ 18,876,206	\$ 877,962

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	169	\$ 52,874,798	\$ 15,948,030	\$ 269,896
State	8	\$ 3,617,304	\$ 40,427	\$ 2,934,229
Local	8	\$ 171,122	\$ 1,740	\$ -
Corporate	56	\$ 1,410,207	\$ 171,591	\$ -
Other*	43	\$ 1,615,411	\$ 89,578	\$ 146,621
Total	284	\$ 59,688,842	\$ 16,251,366	\$ 3,350,746

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	138	\$ 50,241,391	\$ 15,380,301	\$ 229,527
State	15	\$ 6,989,148	\$ 236,049	\$ 3,391,514
Local	3	\$ 86,323	\$ 3,513	\$ -
Corporate	37	\$ 4,178,157	\$ 1,019,568	\$ -
Other*	31	\$ 2,961,726	\$ 288,909	\$ 50,631
Total	224	\$ 64,456,745	\$ 16,928,340	\$ 3,671,672



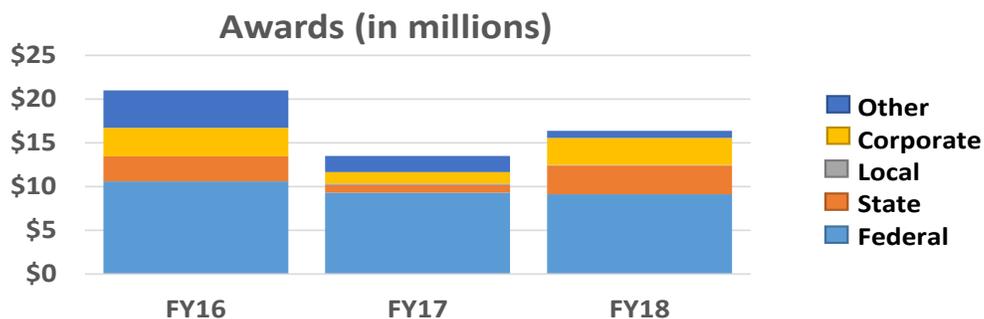
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

A W A R D S

FY16	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	68	\$ 10,601,526	\$ 2,325,114	\$ 343,781
State	14	\$ 2,863,893	\$ 79,552	\$ 424,781
Local	3	\$ 19,081	\$ -	\$ -
Corporate	121	\$ 3,236,237	\$ 700,059	\$ -
Other*	55	\$ 4,285,049	\$ 1,009,522	\$ 79,015
Total	261	\$ 21,005,786	\$ 4,114,246	\$ 847,577

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	73	\$ 9,301,807	\$ 2,415,720	\$ 656,217
State	6	\$ 855,233	\$ 13,405	\$ 84,207
Local	13	\$ 190,407	\$ -	\$ -
Corporate	70	\$ 1,304,896	\$ 167,688	\$ -
Other*	47	\$ 1,859,825	\$ 161,218	\$ 562,384
Total	209	\$ 13,512,168	\$ 2,758,030	\$ 1,302,808

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	60	\$ 9,124,218	\$ 2,283,269	\$ 367,069
State	11	\$ 3,272,052	\$ 132,474	\$ 2,142,394
Local	6	\$ 86,323	\$ 3,513	\$ -
Corporate	38	\$ 3,095,595	\$ 653,752	\$ 75,000
Other*	24	\$ 801,826	\$ 64,878	\$ 94,463
Total	139	\$ 16,380,014	\$ 3,137,885	\$ 2,678,926



NOTE: Dr. Becker's Third Frontier opioid grant is currently being negotiated and is not included here.

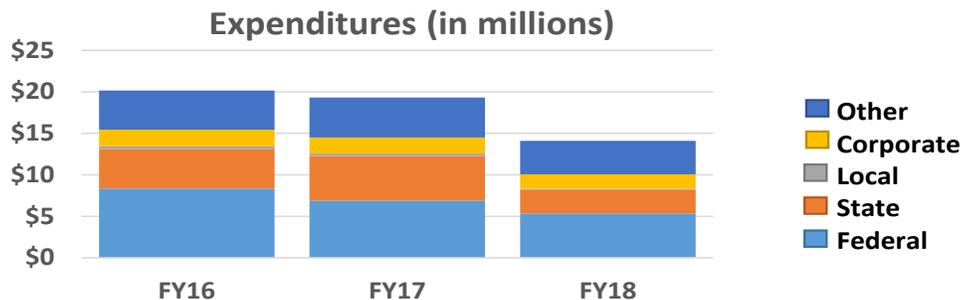
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

EXPENDITURES

FY16	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 8,337,848	\$ 1,562,397	\$ 293,797
State	\$ 4,775,037	\$ 262,908	\$ 992,586
Local	\$ 320,264	\$ 2,183	
Corporate	\$ 2,000,095	\$ 299,034	\$ 43,361
Other*	\$ 4,722,711	\$ 392,778	\$ 301,785
Total	\$ 20,155,955	\$ 2,519,301	\$ 1,631,529

FY17	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 6,895,298	\$ 1,401,569	\$ 513,681
State	\$ 5,376,836	\$ 217,968	\$ 2,253,188
Local	\$ 298,624	\$ 20,376	
Corporate	\$ 1,927,516	\$ 363,522	\$ 22,701
Other*	\$ 4,820,033	\$ 311,169	\$ 684,613
Total	\$ 19,318,307	\$ 2,314,603	\$ 3,474,184

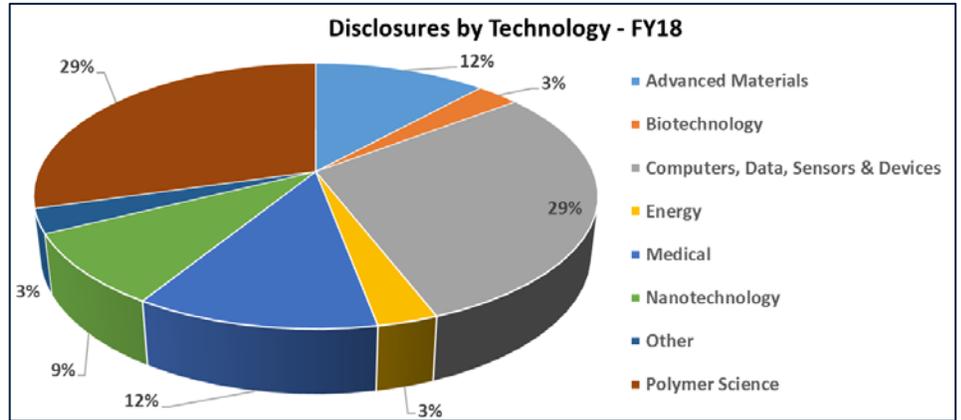
FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 5,329,248	\$ 1,356,166	\$ 110,515
State	\$ 2,833,786	\$ 165,137	\$ 501,883
Local	\$ 137,814	\$ 9,495	
Corporate	\$ 1,775,144	\$ 366,202	\$ 43,991
Other*	\$ 4,020,090	\$ 335,159	\$ 485,955
Total	\$ 14,096,081	\$ 2,232,158	\$ 1,142,345



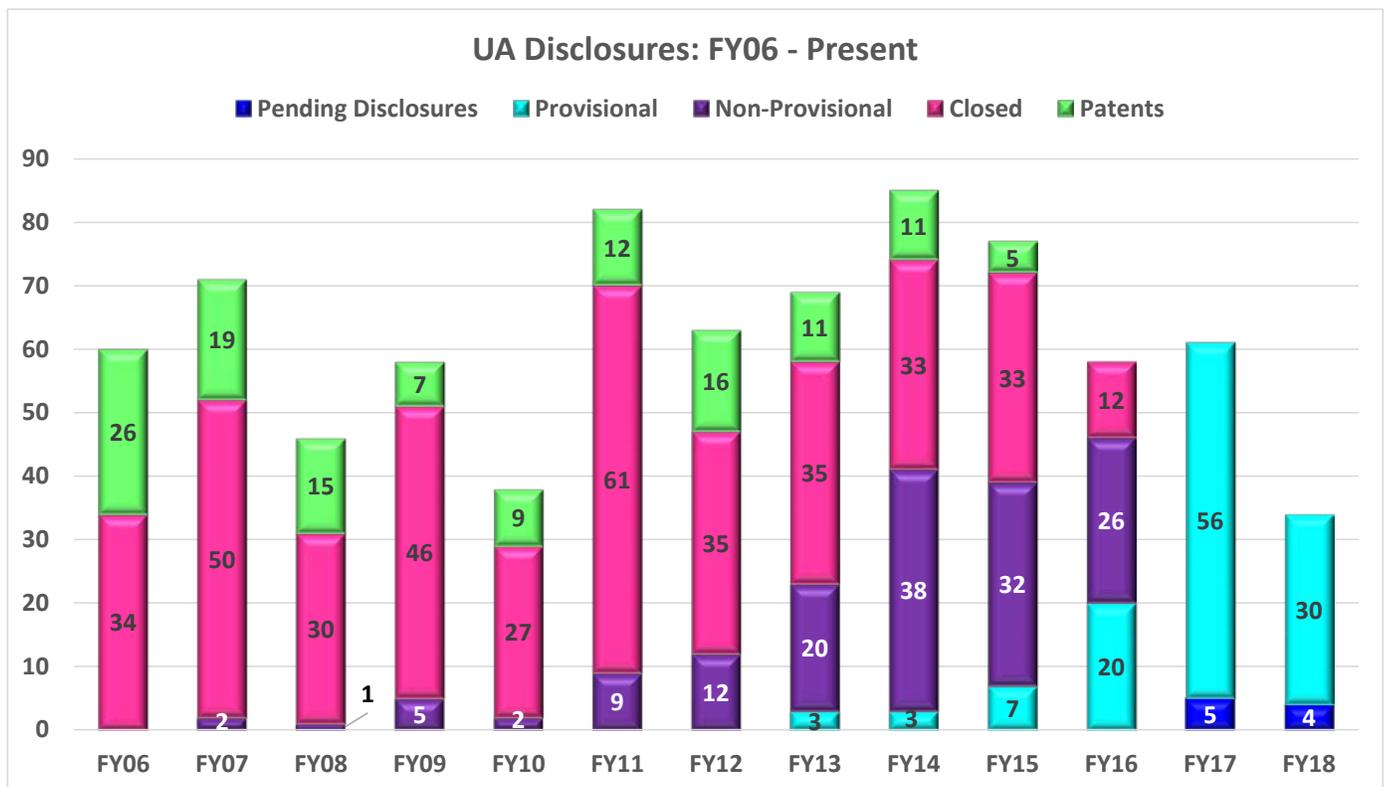
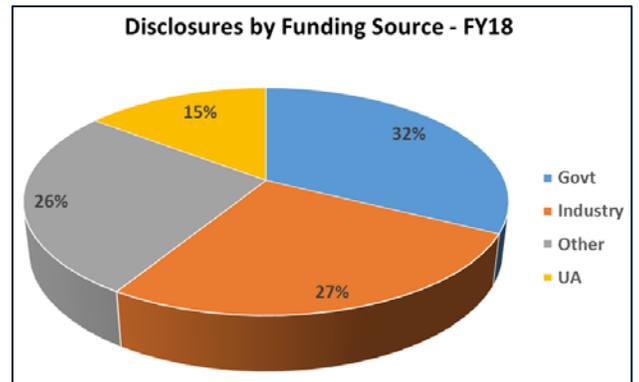
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY18 to date continue in a variety of fields, with nearly 60% being in computers/data/sensors/devices and polymer science. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. 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.



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.



U.S. Patents Issued from July 1, 2017 to December 31, 2017 (Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
9,827,709	11/28/2017	Adhesive Attachment Discs	Ali Dhinojwala, Vasav Sahni and Dharamdeep Jain	CPSPE	Advanced Materials	Govt
9,809,630	11/07/2017	Enzyme-Based Protein Separation and Enrichment from Soy Meal, Wheat Meal, and Other Protein-Rich Materials Derived from Plant Seeds, Fruits, and Other Biomass	Lu-Kwang Ju, Abdullah A. Loman, Anthony Coffman, Qian Li and Srujana Koganti	COE	Biotechnology	Govt
9,744,055	08/29/2017	Antagonistically Actuated Shape Memory Alloy Manipulator	Erik D. Engeberg and Savas Dilibal	COE	Energy	Govt
9,809,908	11/07/2017	Electrospun Microtubes and Nanotubes Containing Rheological Fluid	Shing-Chung (Josh) Wong	COE	Nanotechnology	Govt
9,783,631	10/10/2017	Synthesis and Characterization of UV- Curable Maleimide Terminated Imide Oligomers	Mark D. Soucek and Jinping Wu	CPSPE	Polymer Science	Govt
9,783,442	10/10/2017	Digestion of Waste Activated Sludge with Algae	Lu-Kwang Ju and Hiren K. Trivedi	COE	Biotechnology	Industry
9,828,597	11/28/2017	Biofunctional Materials	Ping Wang, Minjuan Zhang, Hongfei Jia, Archana H. Trivedi and Masahiko Ishii	COE	Biotechnology	Industry
9,801,902	10/31/2017	Debridement Method Using Topical Nitric Oxide Donor Devices and Compositions	Daniel J. Smith, Patrick J. Trotter and Mahesh Bhide	BCAS	Medical	Industry
9,777,082	10/03/2017	Synthesis of Hyperbranched Polyacrylates by Emulsion Polymerization of Inimers	Coleen Pugh and Guillermína García	CPSPE	Polymer Science	Industry
9,790,301	10/17/2017	Terpene/Isoolefin Copolymers Having Substantially Heterogeneous Compositional Distribution and Displaying Thermoplastic Elastomeric Properties	Judit Puskas	COE	Polymer Science	Industry
9,707,704	07/18/2017	Surface Enhancement by Incorporation of Magnetic Particles by Electromagnetic Molds, Rollers, Coating Blades, and Brushes	Erol Sancaktar	CPSPE	Advanced Materials	Other
9,709,376	07/18/2017	High Sensitivity Inductive Sensor for Measuring Blade Tip Clearance	Jiang J. Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other

9,787,237	10/10/2017	Fault Tolerant Control System for Multi-Phase Permanent Magnet Assisted Synchronous Reluctance Motors	Seungdeog Choi and A.K.M. Arafat	COE	Computers, Data, Sensors & Devices	Other
9,797,851	10/24/2017	An Integrated Ultrasonic-Inductive Pulse Sensor for Wear Debris Detection	Jiang J. Zhe and Li Du	COE	Computers, Data, Sensors & Devices	Other
9,821,310	11/21/2017	Two-stage Microfluidic Device for Acoustic Particle Manipulation and Methods of Separation	Rasim Guldiken, Jiang J. Zhe and Myeong Chan Jo	COE	Computers, Data, Sensors & Devices	Other
9,851,337	12/26/2017	Universal Water Condition Monitoring Device	Ajay Mahajan and Kye-Shin Lee	COE	Computers, Data, Sensors & Devices	Other
9,745,967	08/29/2017	Thermal Energy Harvesting Device	Erik D. Engeberg and Subramaniya I. Hariharan	COE	Energy	Other
9,846,014	12/19/2017	Ballistic Materials Having a Three-Dimensional Sphere Structure	Xiaosheng Gao and Yibin Fu	COE	Energy	Other
9,695,286	07/04/2017	Rubbery Polysiloxanes Carrying Cyanoacrylate Functions and Related Methods for Their Preparation and Uses Thereof	Joseph P. Kennedy, Istvan Szanka, and Amalia Szanka	CPSPE	Medical	Other
9,701,939	07/11/2017	Thermoresponsive Cell Culture Supports	Bi-Min Zhang Newby, Ge Zhang, Nikul Patel, and John Cavicchia	COE	Medical	Other
9,783,840	10/10/2017	Decalcification Solution with Preservation of RNA	Robin Jacquet and William Landis	CPSPE	Medical	Other
9,745,414	08/29/2017	Hyperbranched Amino Acid-Based Poly(ester ureas) for Regenerative Medicine and Drug Delivery	Matthew L. Becker and Jiayi Yu	CPSPE	Medical	Other
9,814,607	11/14/2017	Low-Power Method and Device for Cooling Prosthetic Limb Socket Based on Phase Change	Jiang J. Zhe and Yu Han	COE	Medical	Other
9,830,691	11/28/2017	Method for Real-time Implementable Local Tone Mapping for High Dynamic Range Images	Joan E. Carletta and Fras H. Hassan	COE	Other	Other
9,714,333	07/25/2017	Single and Twin Screw Extruders with Ultrasound Horns for Decrosslinking and Devulcanization	Avraam Isayev	CPSPE	Polymer Processing	Other
9,695,275	7/4/2017	Integrated Zwitterionic Conjugated Polymers for Bioelectronics, Biosensing, Regenerative Medicine, and Energy Applications	Gang Cheng	COE	Polymer Science	Other
9,701,781	07/11/2017	Photochemical Preparation of Hydroxyl-Terminated	Joseph P. Kennedy, Nihan	CPSPE	Polymer Science	Other

		Polyisobutylenes and Related Methods and Uses	Nugay, and Turgut Nugay			
9,782,433	10/10/2017	Co-Network of High and Low Molecular Weight 3-Arm Star Cyanoacrylate-Telechelic Polyisobutylene and 2-Octyl Cyanoacrylate	Joseph P. Kennedy, Istvan Szanka, and Amalia Szanka	CPSPE	Polymer Science	Other
9,834,622	12/05/2017	Polyisobutylenes and Process for Making Same	Joseph P. Kennedy, Yongmoon Kwon and Subramanyam Ummadisetty	CPSPE	Polymer Science	Other
9,694,346	7/4/2017	Functional Gas-Assisted Impregnation Method for Producing Noble Metal Alloy Catalysts with Defined Morphology	Zhenmeng Peng	COE	Advanced Materials	UA
9,783,554	10/10/2017	Lanthanide Ion Complexes and Imaging Method	Yi Pang and Qinghui Chu	BCAS	Advanced Materials	UA
9,847,211	12/19/2017	Conductive Film and Method of Making Same	Yu Zhu and Tianda He	CPSPE	Advanced Materials	UA
9,845,318	12/19/2017	Class of Near Infrared Optical Probes for Biological Applications	Yi Pang and Yongqian Xu	BCAS	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

STUDENT SUCCESS REPORT

THE UNIVERSITY OF AKRON

DIVISION OF STUDENT AFFAIRS

Defining success with every student, every day

REPORT TO THE BOARD OF TRUSTEES

February 14, 2018

Mission: Support and engage students to advance and achieve their goals through dynamic 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 and Student Success*
- *Accessibility*
- *Career Services*
- *Counseling and Testing Center*
- *Dean of Students*
- *Learning Communities / Akron Experience*
- *New Student Orientation*
- *Registrar*
- *Residence Life and Housing*
- *Student Academic Success (Tutorial Services)*
- *Student Conduct and Community Standards*
- *Student Health Services*
- *Student Recreation and Wellness Services*
- *Student Life*
- *Zip Assist*

Accomplishments

- **Layne McKinley, Juan Camacho and Amber Knepper**, members of UAs Order of Omega Chapter, have been awarded a **national scholarship** based on their leadership, academics and service to the campus and local community.
- Student Recreation and Wellness Services has received **3rd Place award** in the *Website* category for the NIRSA 2018 Creative Excellence Awards for the redesign of the **Zips Rec Website**.
- The University of Akron received three Regional Of the Month Awards for November for the Central Atlantic Affiliation of College and University Residence Halls (CAACURH):
 - Community Assistant – Matt Hohman
 - Desk Attendant – Doree Schwarz
 - Student – Rachel Turkovich
 - In 2017, The University of Akron has receive **36 Regional** and **five National** Of the Month Awards.
- The American Psychological Association reaccredited the CTC doctoral internship program in health psychology for 10 years, the maximum time allowed for accreditation.

Internships are required to become a licensed psychologist and occur at the end of doctorate training. Each year, the Counseling and Testing Center welcomes three interns who are recruited nationally and who provide psychological counseling, assessment and outreach services to the university community under the supervision of the psychologists on staff. The reaccreditation process involved a detailed written self-study and a two day site visit by APA that included meetings with staff, interns, and



Student Recreation & Wellness Services



SRWS newly-updated website wins **Creative Excellence Award**.

university personnel. The Commission on Accreditation of the APA recognized the quality of the training provided and deemed that the program was in substantial compliance with their Standards of Accreditation. The program will not need to be reviewed again until 2027, which is the maximum time allowed between accreditation visits.

- Anne Bruno, executive director of the Student Union, received the **Gretchen Laatsch Outstanding Service Award** at the Association of College Unions International, Region VI Conference at Ohio University. She was one of three employees and nine students representing UA at the conference. This award is named in honor of Gretchen Laatsch, who retired from UA in 1998 as associate director emeritus of Gardner Student Center. The award “recognizes significant leadership, volunteer service and commitment” to the college union field and Region VI (Ontario, Kentucky, Ohio, Virginia, Michigan, Indiana and West Virginia).



Anne Bruno, executive director of the Student Union, pictured third from left, received the Gretchen Laatsch Outstanding Service Award. Also pictured is Alison Doehring, director of ZipAssist (far left) who was installed as 2018-20 director for Region VI

Academic Advising and Student Success (CAASS)

- Advising staff partnered with ZipAssist in “Queso & Classes”, a one-stop course registration event, which was held in both the afternoon and evening to include commuter students. Advisors met with eight students.
- CAASS partnered with ZipAssist, Financial Aid, the International Center and Student Accounts for a one-stop course registration event in December for International and continuing students. Advisors assisted 10 students.
- CAASS staff conducted #ResHallBlitz to engage students living on campus who had not yet registered for the spring 2018 semester. In total, 460 students were visited in the residence halls over two days.



Wag Time Therapy Dogs making an appearance during Disability Awareness Week.

Accessibility (OA)

- Disabilities Awareness Week took place late fall with a special event being held each day. The week culminated with “Disability 101”, an informative documentary relating to the impact of stuttering called “When I Stutter” and a visit from the **WagTime Therapy dogs** from Summa.

Career Services (CS)

- **822** – Students exploring careers with the online assessment tool (Focus2)
- **557** – Student appointments
- **41** – Mock interviews
- **233** – Resume reviews
- **5819** – Students utilizing Handshake (job board)
- **Employer Connections – November/December**
 - **9125** – Employers using Handshake
 - **3246** – New job postings on Handshake (part- and full-time)
 - **879** – New internship/co-op job postings on Handshake
 - **4125** – Total full-time, part-time and internship/co-op job postings on Handshake
- Career Services is engaged with the OMIC grant team and the NSF I-USE grant team to provide job shadowing opportunities for students.
- Career Services has expanded their walk-in hours and will be open until 6:30pm on Tuesday and Wednesday evenings.

Counseling and Testing Center (CTC)

- CTC interviewed 30 national candidates for the three APA accredited doctoral internship in psychology positions with results being announced in February.
- The number of students seen for psychotherapy at CTC was up 21 percent for the month of December as compared to 2016.
- CTC staff provided LGBTQ Ally Training to UA Admissions staff as an aid to address inclusive excellence in student recruitment and retention.
- CTC is continuing State of Ohio HB 28 suicide prevention efforts by publicizing the National Crisis Text Line number. The Crisis Text Line is an increasingly common means by which people experiencing a mental health crisis are seeking help.
- CTC experienced a 44 percent decrease in the number of days students waited for services in fall 2017 as compared to fall 2016. This is attributed to increasing the number of full-time psychologists, changing the initial intake to a walk-in system and developing alternative group treatment strategies.



*Available statewide in Ohio. 24/7.
FREE*

Dean of Students (DOS)

- **Education and Prevention of Sexual Assault**
 - The DOS Office coordinated UA participation in the Ohio Department of Higher Education Changing Campus Culture Initiative. For the third consecutive year, UA was recognized for having met all five of the criteria established by the Department of Higher Education to help prevent sexual assault on college campuses in Ohio. The DOS office is currently partnering with Title IX Coordinator and the Office of General Counsel who are leading a review of UA reporting protocols for gender-based misconduct. This review is one of many steps taken to ensure continued recognition by the Department of Higher Education in 2018.
- **Rape Crisis Center (RCC) Partnership**
 - In 2016, the Rape Crisis Center of Summit and Medina Counties and UA renewed their Memorandum of Understanding to ensure partnership in collective efforts to end sexual assault and all gender-based misconduct at UA. The partnership ensures support is available for survivors of sexual assault. The three-year memorandum continues to shape a collaborative partnership and is recognized as a best practice across the State of Ohio. Shannon Wokojance recently came aboard as the RCC Campus Services Manager for UA.

Learning Communities / Akron Experience

- The following new and restructured learning communities are underway:
 - Exploratory learning community, with a renewed focus of wrapping services within the community (i.e. major mentors, degree-granting college interview, taught by their assigned exploratory advisor, etc.).
 - The first scholars learning community (First Generation) is intended to provide intentional support to first generation students navigating the college experience on their own. The following components are under consideration as details continue to be finalized: an adaptive Akron Experience course, study tables, monthly newsletter to families of first generation students, mentor pairing with a first generation faculty/staff member, and on-campus employment opportunities.
 - A public speaking learning community which will provide support to students who have acute anxiety in public speaking. Students will be required to conduct an assessment to determine eligibility.
 - An outdoor adventure learning community to create an experiential learning community opportunity through an adaptive Akron Experience course. The community will include service learning experiences connected to the outdoors with a potential certification component being tied to the community.
 - There were 44 Akron Experience courses active for fall 2017; at census day, a total of 1,042 students were actively enrolled in the Akron Experience course
- Presentations were made by Student Conduct & Community Standards, Financial Aid, ChAAArge (parts 1 and 2), and Academic Advising in all Akron Experience courses reviewing students' rights and

responsibilities, financial literacy regarding FASFA, budgeting and preparing to repay student loans, rape culture, bystander intervention, and class registration.

Residence Life and Housing (RLH)

- **Emerging Leaders Akron Experience Program Speaker Series:**
 - As part of the Emerging Leaders Akron Experience course, the Department of Residence Life and Housing hosts a series of top-notch speakers to enhance the classroom experience during the fall semester. **Bill Farmer**, the voice of Goofy, gave a leadership presentation for the Emerging Leaders' class in November. Later that evening, several Emerging Leaders and upperclassmen had dinner with Bill.
- **Co-Curricular Programs and Activities**
 - Since July 1, 2016, Residence Hall Program Board (RHPB), Residence Hall Council (RHC), Sigma Lambda and the Richard L. Hansford Chapter of National Residence Hall Honorary (NRHH) hosted a combined total of **74 programs** with a **combined attendance of 14,157**. Highlights from November and December include:
 - On November 7, RHC, RHPB, Sigma Lambda and NRHH held the annual SAMS Rock Alike Lip Sync contest in the Student Union Ballrooms. This was the 30th anniversary of SAMS. Brian Butler was the MC and the three judges were President Wilson, Dr. Messina and Dr. Grove. Two UA a cappella groups (Rhythm and Roos and Kanga Blue) made appearances at the show. There were **236 attendees** and **over \$1,000** was raised for MS research.
 - On November 15, RHC and RHPB cosponsored the musical duo The Icarus Account at the 7:17pm program in the Student Union Starbucks with **165 attendees**.
 - NRHH sponsored the Favorite Faculty Tea on November 20 with **24 attendees**.
 - On November 28, RHPB and RHC cosponsored singer Haeley Vaughn with **207 attendees**.
 - RHC received **\$419.48** for their participation in a Chipotle fundraiser for Students Against Multiple Sclerosis.
 - For exam week, NRHH and Sigma Lambda members made exam goodie bags for the Emerging Leaders.
 - RHC, RHPB, Sigma Lambda, NRHH and Rob's cosponsored the annual Late Night Study Break in Robertson Dining Hall on December 12 with **738 attendees**.



Singer Haeley Vaughn performing at the 7:17 program in Starbucks



Students performing at SAMS Rock Alike

Student Academic Success (SAS)

- Nearly **3,100 students** utilized the Bierce and/or Polsky Tutoring Labs in fall 2017.
- Students attended **9,410 tutoring sessions** at Bierce and Polsky.
- E-tutoring was used by **246 students** accounting for **587 E-sessions**.
- Learning Assistants saw students for **3,524 contact hours**.
- Over 40 students through the Office of Multicultural Development had biweekly study tables at Bierce Tutoring.
- Current Bierce Library Tutoring Hours:
 - Math Lab: Monday thru Thursday – 9am-9pm; Friday – 9am-1pm
 - Writing Lab: Monday thru Thursday – 10am-7pm; Friday – 10am-2pm

- General Tutoring: Monday thru Thursday – 10am-6pm; Friday – 10am-1pm



Students taking a much-needed break from studying at the Late Night Study Break

Student Health Services (SHS)

- Health insurance information as well as health services provided was provided to 50 incoming International students with 14 flu shots being provided. A proposal to initiate mandatory Tb testing for all new international students was presented and approved by University Council in December and is awaiting final approvals.
- The Alcohol/Drug Task Force, which is comprised of 36 members from UA colleagues, Summit County Public Health, Summit County ADM Board, The Depot and University Edge, is in the planning stages to participate in a multi-institutional survey on prescription and illegal drug use sponsored by The Ohio State University which will take place this April.
- Most common diagnoses for fall 2017 were requests for pre-participation physicals, Tb testing, allergies and dermatitis. More freshman are utilizing services. There was an increase in respiratory illness in December, with a minor increase in influenza-like illnesses.

Student Life (SL)

- **Community Service**
 - serveAkron hosted Winter Wishes Donation Drive during the month of November to collect gifts for classrooms of **20** first-graders and **22** kindergarten students through Akron Hope. Additionally, over **50** winter scarves, gloves and hats were collected to benefit Akron Snow Angels.
 - On December 12, the SOuRCe and Business Office staff volunteered at the Akron-Canton Regional Foodbank, providing over **20** hours of service, packaging over **3,850 meals** for the foodbank.
 - As part of the annual department spring retreat, **88** members of the Student Life team volunteered



SOuRCe and Business Office volunteering at the Akron-Canton Regional Foodbank.

a total of **176 hours** and packaged **over 11,000 meals** for the greater Akron area served by the foodbank.

- **MLK, Jr. Day of Remembrance Programming**

- Campus Programs sponsored a new program in honor of Dr. Martin Luther King, Jr. on January 16 and 17 where members of the UA campus community shared how they planned to leave their own legacy in 2018. Participants completed a card detailing their legacy plan that was then put on display. In addition, students participated via the University's social media platform [Snapchat] by answering questions associated with MLK and the program. **Over 70** members of the campus community participated in this inaugural program.
- On January 15 serveAkron engaged in a day of service with Nazareth Housing Development where 14 students finished the final stages of the home renovation for the local non-profit. After celebrating its completion, the group took time to reflect on their contribution to the national holiday.



serveAkron engaging in a day of service at Nazareth Housing Development in honor of MLK Day

- **Civic Engagement**

- Fall 2017 – Semester in Review
Total number of student participants in office-sponsored programs/events: **1,405**
Total number of those who served (or contributed to) the community: **833**
Total number of service hours completed: **1,314**
Service hours equated to minimum wage (\$8.10) work for community: **\$10,635.30**
Estimated total value of goods donated through office-sponsored programs: **\$2,523.35**

- **Service Hours: 1,314 total service hours**
- **Fraternity & Sorority Life Community Update**

- On January 10, 15 student leaders from the Panhellenic Council and Interfraternity Council Executive Boards joined the Fraternity and Sorority Life staff for a day-long retreat which started with volunteering at the Akron-Canton Regional Food Bank providing **2,750 meals** to neighbors in need and ended discussing leadership topics, earning about their roles and planning for the semester.
- There was a day-long retreat for student leaders serving in the roles of chapter presidents, new member educators, risk management officer and council leaders covering topics of leadership, development and team cohesion, risk management policies and crisis response, new member education, and bystander intervention. The students critically examined the future of fraternity and sorority life nationally and made commitments to how they can create positive change in our



Student Life team volunteered 176 hours packaging over 11,000 meals at the Akron-Canton Regional Foodbank

community. Featured speakers included President Wilson, Detective Angela Paonessa, Dr. John Messina, Anne Bruno and Thad Doyle.

- The Fraternity & Sorority Life's average community GPA for fall 2017 is 3.01. Alpha Delta Phi had the highest chapter GPA for the community and Panhellenic, earning an impressive 3.6. The highest IFC fraternity GPA was Phi Gamma Delta (FIJI) with a 3.25, and the highest NPHC chapter GPA was earned by the newly-initiated women of Zeta Phi Beta with 2.87.



Fraternity & Sorority Life with President Wilson

Student Recreation and Wellness Services (SRWS)

- **Student supervisor Courtney Styfurak** is the recipient of a **William Wasson Award** sponsored by NIRSA: Leaders in Collegiate Recreation. As one of four student recipients across NIRSA Region III (Ohio, Michigan, Indiana, Illinois and Wisconsin), Courtney is recognized for her hard work and dedication as a campus recreation employee, for her student leadership, and for her academic success. The award is presented annually to 24 students nationally, and this is the third time in the past four years that a SRWS employee has been a recipient on behalf of UA.
- **Graduate Assistant Aneury Pichardo** was invited to officiate at the NIRSA National Flag Football Championships being held at The University of West Florida. Aneury was selected out of 30 total bids as **one of the best student officials in the country**. Aneury is also the recipient of a **NIRSA Foundation Scholarship** which is extended to only a handful of student recipients each year and will cover the cost of registration for the 2018 NIRSA Annual Conference
- SRWS received a **Creative Excellence Award** from NIRSA: Leaders in Collegiate Recreation. The SRWS newly-revised website has received a third place award in the website category for the redesign of the Zips Rec website. Jon Dent, Brian Humm and Steve Sedlock did a great job on this complex project.
- Faculty use of SRWC facilities over winter break provided free access to the SRWC from December 15 through January 12. Membership outreach to those staff members will take place in January.



Student Supervisor Courney Styfurak
recipient of a **William Wasson Award**.



Graduate Assistant Aneury Pichardo - pictured
second from left.

Zip Assist (ZIP)

- Through the Help-A-Zip online referral system, **592** referrals were received during the fall 2017 semester, a **263 percent** increase from FY17. Referrals have primarily related to financial assistance with aid or emergency financial assistance with textbooks, car repairs and immediate housing needs. Referrals related to financial aid/tuition, academic concerns, personal/social, textbook assistance, and emergency financial assistance can be made online at uakron.edu/referral.
- The Student Emergency Financial Assistance (SEFA) program, supported by the Great Lakes Higher Education Corporation & Affiliates – DASH Emergency Grant, has provided over **\$62,000** in emergency assistance to **85** students. Branch campus colleagues are also trained to offer immediate financial assistance to students enrolled at Wayne, Media, Lakewood, or Millersburg.
- The following are just a sampling of testimonials received from students who received assistance:
 - *ZipAssist helped me tremendously when I was in a time of need, and helped me get through the winter with new tires. I had a flat and all worn out tires that wouldn't have got me through, and very tight on money. They also helped with gift cards that helped me get by. December would've been a really rough month without the help of ZipAssist, and I was able to comfortably finish the semester. I was also able to comfortably come into the Spring semester, and I appreciate all of the help from ZipAssist.*
 - *Late last semester, thanks to the help of Cora and Allie, the DASH fund was made available to me. After buying a new car (a new to me car) about six months ago, the check engine light had come on because of a mass air flow sensor failing. Unfortunately, it was going to be a \$520.00 fix. With lot going on in my personal life and school work it was going to be hard to find the time and money to fix it. Within less than day I was approved to get the fund money to fix my car. They even recommended me a really nice mechanic. It was relieving not only for my car to go to a trusted mechanic, have it paid in full, but for PTS to provide me ride to and from campus!*
 - *I was really worried about taking care of my family, and making ends meet a month ago. We just weren't going to be able to pay our bills. I was thinking of quitting school to go to work, when a friend told me about Zip Assist. I called and asked about applying for assistance, and was so relieved they were able to help us. Thank you so very much.*
 - *College can be difficult. With matters outside of college going on, college can become even more difficult. These are the years to do well academically and create lifelong lasting relationships. Situations are preventing students from achieving those things, and wonderful programs like this one are put in place to ensure student success. Because of this program, I have been given the opportunity to put my stressors on the back burner and actually dedicate my time to my school work and*

- become a better student. I feel that through this program, I actually matter to my university and I wasn't just an "oh well." Because of the assistance I have received, I am beyond words and can only truly say thank you!*
- *I haven't attended school in many years. I returned in the fall of 2017 after the loss of my son's father. I realized that I need to better myself if I want to open up doors for my son and make a better life for him. As a single mother, I have encountered a financial hardship and have gotten behind on my utilities. I reached out to other organizations for assistance, but I had no success (including a denial for public assistance). The thought of a second job came to mind. I knew that taking on a second job would be a cause for me to put my education on hold again. While reviewing my University of Akron e-mail, I came across a promotional ad from Zip Assist. With nowhere else to turn, I reached out. I honestly did not have any real hope that I would receive any results (based on my past experiences). My thoughts were wrong. To my surprise, I received a response the next day advising me that I qualified for assistance and I was scheduled for an appointment that following Monday. I was even more astonished when I walked into the office and the staff was very welcoming and understanding of my situation. I did not feel judged. I want to give a special thank you to Tanjanae Harris. She was awesome. She went above and beyond the call of duty. She was very professional. She did not make me feel embarrassed or ashamed of my situation. I am grateful. Her help was definitely a blessing from God. Thank you. This program is a great resource and I definitely recommend anyone who needs assistance to utilize it.*

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 6

INFORMATION TECHNOLOGY REPORT



DATE: January 23, 2018

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

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its February 14, 2018 meeting. The accompanying report includes:

- Update on Projects & Activities
- Completed Projects & Activities
- Planned Projects & Activities
- Tabled Projects & Activities

Information Technology Services

Informational Report for the Board of Trustees

February 14, 2018

Prepared effective December 31, 2017



Information Technology Services

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UPDATE ON PROJECTS & ACTIVITIES

<i>Wired Network Upgrade</i>	<p>Start date: September 2016</p> <p>Funding: \$1,650,000 Local Funds; \$1,300,000 State Capital Funds</p> <p>Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sep 2016 - Dec 2017 updated to Feb 2018) – Install new campus core network alongside existing network. • Phase 2 (Jan 2018 - Dec 2018) – Install new wired end user access network. • Phase 3 (Jan 2018 - May 2019) – Migrate, cleanup, and cutover; remove legacy equipment. <p>Targeted completion: May 2019</p>
<i>Campus Cable Upgrade</i>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern cabling specifications. Install additional cabling to support campus wireless network.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sep 2017 updated to Dec 2017) – Capital Planning selection of Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 – Timeline to be defined by Project Engineer. <p>Targeted completion: To be determined</p>

<p><i>Wireless Network Upgrade</i></p>	<p>Start date: September 2016</p> <p>Funding: \$1,700,000 Local Funds</p> <p>Description: Replace all legacy wireless access points with current technology offered by Aruba. This new technology will provide better performance, enhanced security, and be easier and more cost effective to replace. To date, 2,300 out of 2,800 access points have been installed.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sep 2016 – Dec 2017 updated to Feb 2018) – Replace legacy access points with new ones. • Phase 2 (Jan 2018 – Sep 2018) – Review gaps in wireless coverage and install additional access points to improve and extend coverage. <p>Targeted completion: September 2018</p>
<p><i>Data Center Network Upgrade</i></p>	<p>Start date: May 2017</p> <p>Funding: \$350,000 Local Funds</p> <p>Description: Install new network switches, firewall, and load balancer in the Data Center. This will provide increased performance, reliability, security, and integration with colocation and cloud infrastructure.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (May 2017 – Dec 2017) – Install hardware. (Completed) • Phase 2 (Jan 2018 – Mar 2018) – Configure, test, and migrate. <p>Targeted completion: March 2018</p>
<p><i>Eduroam Implementation</i></p>	<p>Start date: September 2017</p> <p>Funding: None required</p> <p>Description: Eduroam is a wireless authentication service that allows members of participating universities to access each other's wireless networks. Visiting students and researchers can access The University of Akron's wireless network, and The University of Akron community members can access the wireless network at other participating institutions they visit.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Oct 2017 – Feb 2018) – Configure and test. • Phase 2 (Mar 2018 – Dec 2018) – Rollout to campus. <p>Targeted completion: December 2018</p>

<p><i>Admissions and Recruiting Constituent Relationship Management System</i></p>	<p>Start date: April 2017</p> <p>Funding: \$200,000 Local Funds</p> <p>Description: TargetX and Salesforce were selected to provide the admission and recruiting solution for prospective students. This solution includes a student undergraduate application and constituent relationship management system to market prospects for admissions.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Apr 2017 – Sept 2017 updated to Feb 2018) – Initial deployment with undergraduate application. • Phase 2 (Sept 2017 – TBD) – Develop initial marketing programs. <p>Targeted completion: To be determined</p>
<p><i>Business Intelligence and Analytics Migration</i></p>	<p>Start date: August 2017</p> <p>Funding: \$400,000 Local Funds</p> <p>Description: Migrate business intelligence and analytics solutions to facilitate the institution’s growing analytics needs. New business intelligence technology is intended to help make informed decisions around retention, enrollment, and data management decisions. This migration involves two separate and concurrent initiatives. First, to migrate from Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, to migrate Tableau dashboards, engineered and hosted by Ernst & Young, to an on-premise University platform.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Oracle Analytics Migration (Aug 2017 – TBD) <ul style="list-style-type: none"> – Setup environment and define scope. – Train and deploy. – Rewrite reports. – Shutter Hyperion Analytics. • Tableau Migration (Jan 2018 – TBD) <ul style="list-style-type: none"> – Setup environment and define timeline. – Establish and train support staff. – Migrate dashboards on-premise. <p>Targeted completion (Oracle): To be determined</p> <p>Targeted completion (Tableau): To be determined</p>

<p><i>Faculty Computer Refresh</i></p>	<p>Start Date: September 2017</p> <p>Funding: \$1,300,000 Local Funds</p> <p>Description: The Faculty Senate Computing & Communications Technology Committee (CCTC) provided the data for the replacement of 750 computers, for the full-time faculty.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Total order of 750 Dell and Apple units issued with all devices delivered to the University. • Departmental and IT-assisted deployments continue with 370 units delivered to faculty to-date. <p>Targeted completion: December 2017 updated to February 2018</p>
<p><i>Migration of Cable TV to Managed Services</i></p>	<p>Start Date: September 2017</p> <p>Funding: \$150,000 Local Funds</p> <p>Description: Campus cable television distribution is provided on University owned equipment. Due to the need to upgrade to fully support HDTV, an RFP will be released to provide managed services to host the campus cable television service.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Sept 2017 – Feb 2018) – Develop and release RFP and select a vendor. • Phase 2 (Mar 2018 – Aug 2018) – Convert and migrate to managed services. <p>Targeted completion: August 2018</p>
<p><i>AdAstra Scheduler and Platinum Analytics Migrations</i></p>	<p>Start Date: January 2018</p> <p>Funding: \$498,000 Local Funds</p> <p>Description: Implement a class and event scheduler and analytics system. This will allow the University to schedule courses related to special programs and scheduling patterns, and enable Five-Star Fridays. It will also provide specialized analytics and algorithms to provide students with better course supply and demand alignment. It will also allow the University to use event scheduling.</p> <p>Targeted completion: August 2018</p>

COMPLETED PROJECTS & ACTIVITIES

Campus Radio System Upgrade

Start date: May 2016

Funding: \$410,000 State Capital Funds

Description: Convert outdated campus radio system from analog to digital for improved campus communication and support.

Milestones:

- Phase 1 (May 2016 – Sep 2016) – Upgrade campus police dispatch system.
- Phase 2 (Oct 2016 – Dec 2017) - Upgrade 10 campus radio repeaters in order to handle digital signals.
- Phase 3 (Oct 2017 – May 2018 updated to Dec 2017) – Deploy 450 new digital radios to University staff.

Targeted completion: May 2018 updated to Dec 2017

PLANNED PROJECTS & ACTIVITIES

IT Business Continuity and Disaster Recovery Implementation

Anticipated start date: April 2018

Funding: To be determined

Description Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.

Milestones:

- Phase 1 – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity.
- Phase 2 – Evaluate and implement required colocation facility and/or cloud infrastructure services.
- Phase 3 – Conduct ongoing test and refinement of disaster recovery preparedness.

Targeted completion: December 2018

Cloud Enterprise Resource Planning (ERP) System Migration

Anticipated start date: To be determined

Funding: To be determined

Description Migrate from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University’s financial, human resource, and student administration functions and provide an improved user experience for employees, students, faculty, and other users.

Targeted completion: To be determined

TABLED PROJECTS & ACTIVITIES

No initiatives tabled this reporting period



**Consent Agenda
The University of Akron Board of Trustees
Meeting of February 14, 2018**

Item	Description	Committee	Tab
1	Minutes for December 6, 2017	None	Board of Trustees
2	Investment Report for the Six Months Ended December 31, 2017	Finance & Admin.	2
3	Financial Report for the Six Months Ended December 31, 2017	Finance & Admin.	3
4	Procurements for More Than \$500,000 a. Awards b. Authorization to Execute Energy Contracts	Finance & Admin.	4
5	Cumulative Gift and Grant Income Report for July 1 through December 31, 2017	Finance & Admin.	5
6	Proposed Curricular Changes	Academic Issues & Student Success	1
7	Report to the Chancellor on Duplicative Programs per ORC 3345.35	Academic Issues & Student Success	2

Presiding:
Chair
Roland H. Bauer

February 14, 2018

1	2018-2019 Board of Trustees Regular Meeting Schedule and Submission of Materials
2	Approval and Implementation of Voluntary Early Retirement Incentive Program (“VRIP”)
3	Naming of The University of Akron Student Union in Honor of Jean Hower Taber
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THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

2018-2019 Board of Trustees Regular Meeting Schedule and Submission of Materials

BE IT RESOLVED, That the 2018-2019 regular meeting schedule for the Board of Trustees and its standing committees be approved as follows, with the understanding that additional Board and/or committee meetings may be scheduled throughout the period, as well as special or emergency meetings pursuant to Rules of the Board of Trustees:

COMMITTEE MEETINGS	BOARD OF TRUSTEES MEETING
Wednesday, August 15, 2018	Wednesday, August 15, 2018
Wednesday, October 10, 2018	Wednesday, October 10, 2018
Wednesday, November 28, 2018	Wednesday, December 5, 2018
Wednesday, February 13, 2019	Wednesday, February 13, 2019
Wednesday, April 10, 2019	Wednesday, April 10, 2019
Monday, June 3, 2019	Wednesday, June 12, 2019

BE IT FURTHER RESOLVED, That the Secretary and Assistant Secretary of the Board shall prepare and implement for each regular Board meeting a schedule with deadlines for the submission of materials and information for Board meetings to the Board office so that each Trustee shall be able to receive such materials and information no less than seven days prior to each regular Board meeting, and they shall enforce such deadlines unless directed otherwise by the Board Chair.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Pertaining to Approval and Implementation of the Voluntary Early Retirement Incentive Program (“VRIP”)

WHEREAS, The University of Akron (the “University”) has implemented a number of cost reduction initiatives over the past several years and continues to pursue ways to control costs and make investments; and

WHEREAS, Many institutions of higher education seek to save money, while at the same time investing in new faculty, by offering retirement incentives to certain current faculty members; and

WHEREAS, The VRIP will provide eligible full-time faculty members and eligible administrators with full-time faculty rank with additional incentives upon separation from service with the University, and provide the University with greater flexibility to respond to current budgetary priorities and to continue to move forward with implementing strategic initiatives as part of the plan to Stabilize, Invest and Grow; and

WHEREAS, The University of Akron Board of Trustees (the “Board”), in Resolution 12-19-17 on December 6, 2017, authorized the Vice President for Finance & Administration/CFO, in consultation with the Executive Vice President and Chief Administrative Officer and the Vice President and General Counsel, to take all necessary action to effect the implementation of a VRIP for faculty to be implemented; and

WHEREAS, The Board further authorized inclusion within the VRIP the extension of certain educational privileges under University Rule 3359-20-04.3 and payment of accrued but unused sick leave upon separation, consistent with University Rule 3359-11-01 and the Collective Bargaining Agreement between the University and the American Association of University Professors, The University of Akron Chapter (the “Collective Bargaining Agreement”); and

WHEREAS, The provisions of the VRIP have been reduced to writing in the VRIP Plan Document; Now, Therefore,

BE IT RESOLVED, That Effective February 14, 2018, the VRIP Plan Document is hereby adopted in the form substantially similar to the form attached hereto as Exhibit A; and

BE IT FURTHER RESOLVED, That the Administration, in carrying out this Resolution, is hereby authorized to execute the VRIP Plan Document and any other instruments, documents or conveyances necessary to effectuate and implement the same; and

BE IT FURTHER RESOLVED, That the Administration, in carrying out this Resolution, is hereby authorized to take any actions necessary to effectuate the VRIP, and any acts of the Administration in effectuating the VRIP or in carrying out the terms or conditions of this Resolution are hereby ratified, approved and confirmed; and

BE IT FURTHER RESOLVED, That the Board affirms the extension of the special educational privileges through reduction of fees as authorized in University Rule 3359-20-04.3 to all of the employees who participate in the VRIP and their dependents for a period not to exceed four (4) years from the date of the employee's separation to enable them to complete the degree program they are currently enrolled in, so long as there is no break in their attendance and the student meets the applicable eligibility requirements. In addition, the Board authorizes such reduction of fees to the affected employees and their dependents for a period of one (1) year for those individuals enrolled to begin classes for the first time with the start of the fall 2018 semester; and

BE IT FURTHER RESOLVED, That employees who participate in the VRIP shall be entitled to Retiree Benefits, and the opportunity to seek the title of emeritus faculty, consistent with Article 7, Section 8 and Article 21, respectively, of the Collective Bargaining Agreement; and

BE IT FURTHER RESOLVED, That the Board 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 ORC Section 121.22.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018

**THE UNIVERSITY OF AKRON
2018 VOLUNTARY EARLY RETIREMENT INCENTIVE PROGRAM**

INTRODUCTION

This Voluntary Early Retirement Incentive Plan (“Plan”) document reflects the intent of The University of Akron (the “University”) to offer a program to its Eligible Employees under which a qualifying employee, in consideration for voluntary relinquishment of employment under the terms provided herein, may receive payments or other incentives.

Under the Plan, the University promises to pay the benefits described herein to, or on behalf of an Eligible Employee (defined herein) who agrees to separate from service with the University by May 31, 2018 and fulfills his or her contractual obligations as set forth in the Separation Agreement and Release Form signed by the Eligible Employee. Failure to fulfill contractual obligations set forth in the Separation Agreement and Release Form will result in forfeiture of benefits under the Plan. Disability or death is not considered a lack of fulfillment of contractual benefits, and does not preclude the Employee or beneficiary from receiving benefits under the Plan.

This Plan is not itself a retirement Plan, and is not intended to provide retirement income, although it may utilize a retirement plan to receive and disburse payments under the Plan. This Plan is intended to qualify as a severance pay plan as defined under Code Section 457(e)(11) and as a “window Plan” under Code Section 409A. It does not replace or alter the retirement plans sponsored by the University. Thus, an election to end employment with the University and to receive payments under this Plan will not change benefits provided under a University retirement Plan which an electing faculty member may be eligible to receive.

1. Definitions

The following words and phrases, when capitalized, shall have the following meaning unless a different meaning is clearly implied by the context:

- (a) “Base Rate of Pay” means annual base rate of pay for the 2017-2018 academic year. Stipends, overload, summer, temporary adjust assignment pay, one-time payments, or any other similar payment not included in an employee’s normal base rate of pay are not included.
- (b) “Cause” means the following: (i) conviction of a felony or any other crime involving dishonesty; (ii) commitment of an act of fraud; (iii) any conduct of the Eligible Employee that constitutes moral turpitude, or that would tend to bring public disrespect, contempt, or ridicule upon the University; and (iv) a material violation by the Eligible Employee of any law, rule, regulation, constitutional provision or by-law of the University, or local, state, or federal law, which reflects adversely upon the University.
- (c) “Code” means the Internal Revenue Code of 1986, as amended, and the guidance thereunder.
- (d) “Election Form” means the form the Eligible Employees submits to the University to indicate agreement to participate in the Plan.
- (e) “Eligible Employee” means a full-time Akron-AAUP bargaining unit member, a full-time School of Law faculty member, or a full-time administrator with faculty rank with 75 or more Points.

Notwithstanding any provision to the contrary herein, Eligible Employee does not include persons who separated from the University prior to December 20, 2017; part-time, temporary, on-call employees; special contract employees; any employees who have previously agreed to a buy-out offer; employees participating in the Transition After Retirement Program (“TARP”); or any employees who entered into a written agreement to separate from the University with a tendered retirement or separation date where such tendered retirement or separation date was on or prior to December 31, 2017.

Classification as “faculty” shall be determined by the University in its sole discretion.

- (f) “Exit Date” means the date of an Eligible Employee’s separation of service from the University, which shall be no later than May 31, 2018 subject to extension terms as described in Section 3.
- (g) “Points” means an employee’s age plus Service calculated as of May 31, 2018. Age and Service shall each be calculated based on elapsed time taking into account completed years, months and days.

- (h) “Separation Agreement and Release Form” means the agreement signed by the Eligible Employee accepting the contractual obligations of participation in the Plan.
- (i) “Separation Payment” means the payment described in Section 4(a) of this Plan.
- (j) “Service” means the continuous years of service that an employee has worked in a full-time capacity for the University. Service shall be calculated using the “Full-Time Continuous Service Date” data element maintained by the University Office of Talent Development and Talent Development & Human Resources and reflects the expected number of completed years an employee will have worked as of May 31, 2018.
- (k) “University” means The University of Akron.
- (l) “Window Period” means the period in which an Eligible Employee may make an election to participate in this Plan, as defined in Section 5 of this Plan.

2. Eligibility

An Eligible Employee, as defined in Section 1 of the Plan, may make an election to participate in this Plan during the Window Period.

3. Date of Separation

To participate in the Plan, an Eligible Employee must agree to separate from service with the University. Eligible Employees who elect to participate in the Plan must have an Exit Date on or before May 31, 2018. Notwithstanding the foregoing, the University, in its sole discretion, may determine it is in the best interest of the University for certain Eligible Employees to remain with the University later than May 31, 2018. In that case, the University, in its sole discretion, may request that an Eligible Employee agree to a later Exit Date and may request that the Eligible Employee sign a separate agreement acknowledging this later Exit Date and setting forth the timing of the Separation Payment. In no event will any Eligible Employee’s Exit Date be later than May 31, 2019.

Following the Eligible Employee’s Exit Date, the Eligible Employee is free to accept full or part-time employment with any other employer; provided, however, the Eligible Employee electing to participate in the Plan waives any right to rehire or reinstatement with the University. Any future employment of the Eligible Employee with the University will be at the sole discretion of the University.

4. Plan Benefits

Eligible Employees who make an election to separate from service by May 31, 2018, shall receive the following benefits under the Plan:

- (a) A payment equal to 50% of his or her Base Rate of Pay plus a payment equal to 5% of Base Rate of Pay for each full year of Service with the University in excess of 15 years (the “Separation Payment”).

Forty Percent (40%) of the total cash value of the Separation Payment shall be paid directly to the Eligible Employee no later than July 31, 2018 (the "Cash Payment"). The remaining sixty percent (60%) of the total cash value of the Separation Payment shall be paid to the Eligible Employee's account in the University's 403(b) Plan ("University 403(b) Plan"), in substantially equal installments over three years ("403(b) Plan Installment Payments"). The first payment shall be made to the University 403(b) Plan in July 2019. The second payment shall be made to the University 403(b) Plan in July 2020. The third payment shall be made to the University 403(b) Plan in July 2021.

Each Eligible Employee who has made an approved election to participate in the Plan and who does not have a University 403(b) Plan account shall create an account on or before May 31, 2019. Otherwise, the Eligible Employee will forfeit his or her right to all University 403(b) plan benefit payments provided under this Subsection (a).

Notwithstanding the foregoing, the total value of the Separation Payment provided under this Subsection (a) shall not exceed the lesser of (1) \$100,000 or (2) 100% of the Eligible Employee's Base Rate of Pay.

- (b) Reimbursement from a Health Reimbursement Arrangement ("HRA"), to be used to cover eligible medical expenses incurred by the Eligible Employee and his/her spouse, dependents, and children who are under age 26. Reimbursement shall be for medical expenses incurred during the four year period beginning July 1, 2018 and ending June 30, 2022.

The University shall credit each Eligible Employee's HRA \$4,000 on July 1, 2018, July 1, 2019, July 1, 2020, and July 1, 2021. An Eligible Employee's HRA shall not be credited with earnings at any time. Any balance remaining at each June 30 of 2019, 2020, and 2021 shall carry over to the following HRA plan year. No amounts shall carry over beyond June 30, 2022. Only medical expenses incurred prior to June 30, 2022 may be reimbursed by the HRA provided the Eligible Employee submits such medical expenses for reimbursement within ninety (90) days after June 30, 2022. Any amounts remaining shall be forfeited. Total reimbursements from the HRA shall not exceed \$16,000.

Notwithstanding any other provision of the Plan to the contrary, HRA contributions shall be made in accordance with the terms of the applicable HRA plan document, the Code, and other applicable legal guidelines. To the extent there is a conflict between the terms of the HRA plan document and the terms of this Plan document, the terms of the HRA plan document shall control.

Participation in and receipt of any and all other retirement plans and benefits offered to an Eligible Employee shall remain unchanged.

5. Election

An Eligible Employee meeting the eligibility requirements of Section 2 may participate in this Plan by making an election to do so. The election to participate in the Plan is subject to the following terms and conditions.

- (a) The election is completely voluntary.
- (b) The election period shall be 47 calendar days and, unless determined otherwise by the University in order to provide for proper communication of the Plan, shall begin as of February 1, 2018 and close on March 20, 2018 (“Window Period”). All Election Forms and Separation Agreement and Release Form must be delivered in person or postmarked via first class U.S. mail to Talent Development & Human Resources of the University by March 20, 2018.
- (c) An election is deemed made upon receipt by the Talent Development & Human Resources Office of the University of a signed copy of the Election Form and Separation Agreement and Release Form, provided that such election is timely made pursuant to Subsection (b) of this Section 5.
- (d) Except as provided in Subsections (e) and (f) of this Section 5, once made, the election cannot be withdrawn or modified by the Eligible Employee or the University.
- (e) The Eligible Employee shall have seven (7) calendar days from the date he or she postmarks or hand delivers the Election Form to revoke the Eligible Employee’s decision to participate in the Plan (the “Revocation Period”). A decision to revoke an Eligible Employee’s election to participate in the Plan must be made in writing to Talent Development & Human Resources and delivered in person or via first class U.S. mail to Talent Development & Human Resources no later than the last day of the Revocation Period.
- (f) An Eligible Employee who fails to submit an Election Form or a Separation Agreement and Release Form within the Window Period shall be considered to have elected not to participate in the Plan.

Notwithstanding anything herein to the contrary, the Eligible Employee’s designation of an Exit Date shall not create any contract entitling the Eligible Employee to work through the specified Exit Date, and the University continues to reserve the right to terminate or lay-off an Eligible Employee in accordance with applicable law and, for bargaining unit faculty members, in accordance with the Collective Bargaining Agreement between The University of Akron and the American Association of University Professors (“AAUP”). However, if an Eligible Employee who has elected to participate in the Plan should be laid-off or otherwise terminated without Cause, he or she shall receive the same Plan benefits that would have applied had he or she continued to work (or continued on approved leave) until the agreed to Exit Date under the Plan.

The Election Form and Separation and Release Agreement Form will be provided to each Eligible Employee.

6. Effect of Plan Election

This Plan is not intended to provide retirement income, nor does it replace or alter the retirement plans sponsored by the University. The election to end employment with the University and to receive payments under this Plan will not change benefits provided under the University retirement Plan that an electing Eligible Employee may otherwise be eligible to receive.

7. Death or Disability

If the Eligible Employee has filed a written election to participate in the Plan and dies before receiving all benefits under Section 4(a) of the Plan, those payments shall be made as follows:

- (a) The unpaid Cash Payment shall be made directly to the beneficiary named on the Eligible Employee's University-provided life insurance benefit on the same schedule that would have applied had the Eligible Employee survived. If the Eligible Employee has not obtained University-provided life insurance, then the Cash Payment will be paid to the Eligible Employee's surviving spouse, and if the Eligible Employee does not have a surviving spouse, the Cash Payment shall be paid to the Eligible Employee's estate.
- (b) Any unpaid 403(b) Plan Annual Installment Payments will be made directly to the Eligible Employee's beneficiary under the University 403(b) Plan in a single lump sum payment. This lump sum payment will be taxable to the beneficiary.

With respect to HRA contributions made pursuant to Section 4(b) of the Plan, if an Eligible Employee who files an election to participate dies before his or her Exit Date (or after his or her Exit Date, but before receiving all reimbursements eligible under Section 4(b)), the availability and amount of post-death HRA contributions shall be governed under and subject to the terms of the HRA plan document (and, if provided, shall generally be available only to reimburse medical expenses incurred by the Eligible Employee's spouse, dependents, and children who are under age 26). Further, the HRA is considered a group health plan and is therefore subject to the Consolidated Omnibus Budget Reconciliation Act of 1985, as amended ("COBRA"). If there are any contributions remaining in an Eligible Employee's HRA account upon his or her death, the Eligible Employee's surviving spouse will be offered the opportunity to continue coverage under COBRA. If the Eligible Employee's surviving spouse elects COBRA, the surviving spouse will be able to continue accessing any remaining contributions already in the HRA account for up to thirty-six (36) months following the Eligible Employee's death.

The University may condition payment pursuant to Section 4 upon proper proof or documentation submitted to and accepted by the University establishing the beneficiary's identity or legal entitlement to be paid.

If the Eligible Employee has filed a written election to participate in the Plan and becomes disabled (so that in the opinion of a physician, acceptable to the University, the Eligible Employee will be unable to return to full-time work prior to the agreed Exit Date) then the Eligible Employee shall receive Plan benefits on the same schedule that would have applied had he or she continued to work (or continued on approved leave) until the agreed Exit Date under the Plan. An Eligible Employee who becomes disabled after filing an election to participate in the Plan will not be able to revoke that election after the close of the Window Period and the Revocation Period have passed.

8. Divorce

Eligible Employees shall not have the right to assign, transfer, pledge, or otherwise convey the right to receive any amount or payments which may become due under this Plan. Any such attempted assignment, transfer, pledge, or other conveyance shall not be recognized by the University. To the

extent the Eligible Employee attempts to assign a payment that will be made to the University 403(b) Plan or the HRA, the University 403(b) Plan and HRA plan document's provision on assignment shall govern.

9. Additional Conditions

As a condition of participation in the Plan, and in consideration of benefits to be received under the Plan, an Eligible Employee shall be required to sign a Separation Agreement and Release Form which waives all future employment rights and property rights, all entitlement to future wage and benefit increases, and all rights to participate in any University-sponsored benefit plans (other than the right to payments under this Plan and the right to purchase continuation of health care coverage as is required under applicable federal law). The University and/or Board of Trustees reserve the right to offer or not offer similar plans in the future, without obligation to those electing this Plan.

An Eligible Employee who wishes to elect to participate in the Plan shall be required to execute and to deliver to Talent Development & Human Resources of the University all of the required documents before the end of the Window Period. Documents will be considered delivered to Talent Development & Human Resources of the University if they are delivered in person or sent via first class U.S. Mail and postmarked before the end of the Window Period.

10. Amendment or Termination of Plan

The University, at its discretion, may amend or terminate this Plan, provided that such amendment or termination shall not change any rights or interests of any Eligible Employee who has made an election under it prior to such amendment or termination.

11. Code Sections 457 and 409A

This Plan is intended to qualify as a severance pay plan under Code Section 457(e)(11) and a "window Plan" under Section 409A so as to not constitute deferred compensation under Code Sections 409A, 457(b), and 457(f). In no event may the University or an Eligible Employee accelerate or delay payment or the Exit Date in a manner inconsistent with this intent. The Plan shall be interpreted and administered in a manner consistent with this intent. Amounts payable under this Plan upon retirement, termination, or any similar term shall be payable only when the Eligible Employee incurs a "separation from service" as defined under Code Section 409A. Each payment of benefits under this Plan is intended to constitute separate payments for purposes of Code Section 409A.

**Form of Agreement Extending the Exit Date under the University of Akron 2018
Voluntary Early Retirement Incentive Program**

Pursuant to Section 3 of the Voluntary Early Retirement Incentive Program (the “Plan”), the University may determine, in its sole discretion, that it is in the best interest of the University to extend an Eligible Employee’s Exit Date past May 31, 2018. The University has so determined that it is in the best interest of the University to extend the Exit Date of _____, an Eligible Employee who has elected to participate in the Plan (the “Employee”).

In exchange for the mutual consideration set forth in the Plan and this Agreement, the University and the Employee agree that the Employee’s Exit Date under the Plan shall be _____ [insert date on or before May 31, 2019]. The Employee shall receive the Cash Payment under the Plan on or before _____ [insert date of payment], which shall be no later than July 31, 2019. The Employee shall receive the 403(b) Plan Installment Payments in three substantially equal annual installments, with the first installment to be paid _____ [insert date no later than July 31, 2020], the second installment to be paid [insert date no later than July 31, 2021], and the third installment to be paid [insert date no later than July 31, 2022].

All other terms of the Plan other than those set forth above shall apply. Any capitalized term in this Agreement shall have the meaning set forth in the Plan document.

THE UNIVERSITY OF AKRON

By: _____

Its: _____

Date: _____

EMPLOYEE

Signature: _____

Date: _____

THE UNIVERSITY OF AKRON

RESOLUTION 2- -18

Pertaining to the Naming of The University of Akron Student Union
in Honor of Jean Hower Taber

WHEREAS, Jean Hower Taber touched the lives of hundreds of students during her lifetime of service and philanthropy and, subsequent to her passing in 2017, changed the trajectory of The University of Akron through a record-making and transformative estate gift of more than \$20 million, supporting Hower House and scholarships in The Drs. Gary B. and Pamela S. Williams Honors College and the Department of Audiology; and

WHEREAS, Mrs. Taber's family legacy is intertwined with Akron's history and the University. Her great-grandfather, John H. Hower, was one of the founders of the Quaker Oats Company, and her grandfather, M. Otis Hower, graduated from the former Buchtel College. In 1970, the Hower family donated to the University the historic, 28-room Hower House mansion, filled with antiques and furnishings gathered by the Hower family during world travels. Through past donations totaling more than \$7 million, Mrs. Taber continued her support of that campus treasure; and

WHEREAS, Mrs. Taber graduated from Hathaway Brown School, received a degree from Colby Jr. College and, in her youth, was a research technician at University Hospitals. Following World War II, she enlisted in the Red Cross and was stationed in Germany supporting the troops during the occupation; and

WHEREAS, Mrs. Taber, alongside her late husband, Benjamin Charles Taber, a prominent attorney, spent a lifetime volunteering and supporting important and worthwhile causes throughout Northeast Ohio including the Society of the Blind, the Cleveland Museum of Natural History where she was a Life Trustee, the Western Reserve Land Conservancy, and delivering meals-on-wheels; and

WHEREAS, Mrs. Taber, a cherished family member of the University, who received an honorary doctorate from UA in 2004, passionately believed in the life-changing power of a college education and enjoyed helping others to achieve that goal; Now, Therefore,

BE IT RESOLVED That The University of Akron Student Union be named The Jean Hower Taber Student Union.

M. Celeste Cook, Secretary
Board of Trustees

February 14, 2018