

Presiding:
Chair
Joseph M. Gingo
December 5, 2018

1	Call to Order
2	Report of the Chair
3	Report of the Interim President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Report of the Rules Committee
9	Report of the Audit & Compliance Committee
10	Consent Agenda Vote
11	New Business
12	Next Regular Meeting: February 13, 2019 Student Union, Room 339
13	Adjournment

Board of Trustees

THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES

Meeting Minutes

Wednesday, October 10, 2018
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair
Olivia P. Demas, Vice Chair
Alfred V. Ciraldo, M.D.

Lewis W. Adkins, Jr.
Roland H. Bauer
Cindy P. Crotty

Thomas F. Needles
Ralph J. Palmisano
William A. Scala

Student Trustees Present:

Andrew M. Adolph
Joshua E. J. Thomas

Advisory Trustees Present:

Anthony J. Alexander

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:

Dr. John C. Green, Interim President
Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer
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. Gingo called the meeting to order at 7:30 a.m., and the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:15 a.m. on a 9-0 vote.

Mr. Gingo welcomed new Trustee Thomas F. Needles to the Board, whom Governor John Kasich had appointed on September 28, 2018 to a term that ends on July 1, 2027. As head of the Columbus-based Compass Consulting Group, LLC, Mr. Needles has a proven track record of developing and successfully executing comprehensive government relations and media strategies. He is an expert in advocacy of state, federal and administrative issues across a broad range of public policy areas. Prior to his work at Compass consulting Group, Mr. Needles served in the state and federal governments for 15 years, holding positions such as senior adviser to former Ohio Governor George Voinovich, special assistant to former President George H. W. Bush and congressional press secretary and legislative assistant on Capitol Hill.

Mr. Needles earned a bachelor’s degree in history at Walsh University, a master’s degree in history at John Carroll University and a master’s degree in political theory at the Catholic University of America, where he also served as a guest lecturer.

Mr. Gingo invited Mr. Needles to go to the head of the room, where Ms. Cook administered the oath of office. Mr. Needles expressed his enthusiasm to serve on the Board. He praised the Trustees for their depth of commitment to the University and thanked staff who had assisted him since his appointment.

REPORT OF THE CHAIR

Appreciation of Students

Mr. Gingo began by expressing his appreciation for the students of The University of Akron, “the reason we are here.” He said that this was the first meeting of the Board of Trustees since the beginning of the fall semester on August 27 and that it is gratifying to see campus bustling as students participate in classes and activities—even as most work a job or two in addition to academic and athletic obligations.

Noting that the 2018 Homecoming events of the previous weekend had brought past and present together as UA alumni returned to attend that fall highlight, Mr. Gingo made the following statement:

“To all of UA’s students, past, present and future, please know that the collective Zips nation is respected deeply by this Board as we fulfill our duties to ensure a stable future for The University of Akron.”

New Leaders of the Faculty Senate and University Council

Mr. Gingo offered congratulations on behalf of the Board to Dr. Linda Saliga and Dr. Philip A. Allen as new chairs for Faculty Senate and University Council, respectively. He said that he and the Trustees look forward to working with them in their new roles.

Upcoming Events in Columbus

Mr. Gingo said that Interim President Green had invited Board members to attend two events that would take place in Columbus in November:

- A post-election analysis, sponsored by the Ray C. Bliss Institute of Applied Politics on Wednesday, November 14

All members of the Ohio House and Senate, along with alumni and friends of the University, had been invited to attend. Dr. Green would offer his thoughts on the results of the 2018 midterm elections, specifically for Ohio, and the ramifications for the election of 2020, as well as the new state administration and policies that could benefit higher education.

- The Ohio Department of Higher Education’s 2018 Trustees Conference on Thursday, November 15

Dr. Green would present at the conference on UA’s Academic Program Review: the rationale for the review, process used, conclusions reached, and the resulting changes and benefits.

Mr. Gingo encouraged all available Trustees to plan to attend on one of both of these dates and to notify the Board office to handle their arrangements.

Recognition of University Benefactors

Mr. Gingo acknowledged the following two benefactors for their generosity to the University. Their long-time support would be recognized later through the proposed naming of separate campus facilities.

- R. C Musson and Katharine M. Musson Charitable Foundation

Mr. Musson was the grandson of Harriet Buchtel Musson, the younger sister of John R. Buchtel, founder of The University of Akron. The Musson Charitable Foundation has provided significant support to the University since 1989. Currently under the leadership of Buchtel family descendent and University alumnus, Jay Musson, the Musson Foundation has:

- (a) Established The Robert C. Musson Eminent Scholar Chair in Polymer Science;
- (b) Funded scholarships for nursing and business students; and,
- (c) Funded campus initiatives for student veterans.

Most recently, the Musson Foundation has contributed a gift to develop an industrial control testbed, one of the few on a campus in the country. The testbed would provide a simulation-based learning environment for students in the University’s computer information services degree programs, which would provide a significant advantage to our students in their cybersecurity education.

The R.C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed would be so named in honor of the long-time generosity of the Musson family to the University and in particular the foundation’s gift to develop this newest facility.

- Helen “Maxine” and Walter V. Peternell

The Peternells, who passed away in 2017 and 1987, respectively, provided a generous gift in support of scholarships through their estate. Mr. Peternell, a 1949 mechanical engineering graduate, enjoyed a long career with Monsanto; and Mrs. Peternell, a long-time Goodyear employee, was very active in the Akron community, including serving as a member of the Hower House Museum Guild and the Goodyear Blue and Gold Club.

Room 258 in the Dorothy Hassenflue Stein Suite in InfoCision Stadium would be named The Helen Maxine and Walter V. Peternell Conference Room in honor of the Peternells' generous gift in support of student scholarships at the University.

Closing Acknowledgements

Mr. Gingo recognized two Board members for recent charitable athletic activities.

- Student Trustee Joshua Thomas had participated on the relay team that represented the University in the annual Akron Children's Hospital Akron Marathon Race Series on Saturday, September 29. This series of races serves as a major fundraiser for Akron Children's Hospital. Joshua's UA teammates were Debra Gannon, Dr. Richard Londraville, Dr. Elizabeth Kennedy and alumna Becki Smith.
- In addition, Trustee Al Ciraldo had completed that event's half marathon race in 2 hours, 29 seconds. Dr. Ciraldo is an accomplished runner who for many years also has participated in the annual Komen Northeast Ohio Akron Race for the Cure. His family and friends share his advocacy, and their team, "Ciraldo's Crusaders for the Cure," would compete in Akron's 2018 Komen event on Saturday, October 13.

REPORT OF THE INTERIM PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thomas introduced Cadet Richard Desatnik, who offered remarks to the Board regarding his University of Akron experience in conjunction with the 100th anniversary of the Army Reserve Officers' Training Corp (R.O.T.C.) program. He received a commemorative gift from Trustees.

Mr. Adolph reported that students were settled in for the fall semester, with Five Star Fridays successfully providing a wide range of opportunities for students. The Department of Student Life had offered voter registration events, including a guest appearance by Akron Mayor Dan Horrigan. Undergraduate Student Government had elected new senators to their legislative branch and hosted Akron Go Day, during which students were surveyed about Five Star Fridays. Career Services had hosted two career fairs and a J. C. Penney Suit-It-Up event for students. The previous week's Homecoming and Family Weekend had featured many events for students and the campus community, including decorating campus, a cookout on Coleman Common, a pep rally in the Jean Hower Taber Student union, and a pre-game tailgate and events in downtown Akron to get students and families ready for the football game.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held on October 4.

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

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of August 15, 2018 and of the Presidential Advisory and Screening Committee meeting on October 2, 2018 was placed on the consent agenda.

RESOLUTION 10-1-18 (See Appendix B.)

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

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

RESOLUTION 10-2-18 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 8-0-1, with Trustee Palmisano abstaining.

- Procurement for More Than \$500,000 (Tab 2)

Pharmacy Benefit Manager for Calendar Year 2019 (University and Employee Funded)

The Office of Talent Development and Human Resources and the Department of Purchasing recommended a one-year contract extension to Caremark through Employers Health Coalition to continue pharmacy benefit manager (PBM) services for calendar (plan) year 2019 at an estimated expenditure of \$6 million. The contract extension to Caremark, the incumbent PBM services provider since plan year 2014, would include options for two additional renewals. Terms and conditions of Caremark’s proposal to extend its current agreement with the University would be subject to final negotiations between the parties and approval by the Office of General Counsel as to legal form and sufficiency.

RESOLUTION 10-3-18 (See Appendix B.)

- Local Administration of State-funded Capital Projects (Tab 3)

The proposed resolution would confirm the University’s participation in the Local Administration Competency Certification Program and provide to the Chancellor of the Ohio Department of Higher Education written notice of the Board’s desire to locally administer state-funded capital facilities projects and its intent to comply with the laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and awarding of contracts.

RESOLUTION 10-4-18 (See Appendix B.)

- Universal Approval of Electronic Course Content Fees (Tab 4)

This proposal would streamline the process of making expanded electronic course content (classroom instructional materials) available to students through University learning management systems without the need to bring each offering to the Board of Trustees for consideration and approval. This approach would afford students additional and more economical options to acquire

course content without any mark up of costs that are passed through the University. In all cases, the University would ensure that students may opt out of electronic course content.

RESOLUTION 10-5-18 (See Appendix B.)

- Report to the Ohio Task Force on Affordability and Efficiency in Higher Education (Tab 5)

The University's 2018 report to the Ohio Department of Higher Education, which documents institutional progress toward implementing the recommendations of the Ohio Task Force on Affordability and Efficiency in Higher Education, was submitted for Board approval.

RESOLUTION 10-6-18 (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1 through August 31, 2018 (Tab 6)

During July 1 through August 2018, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$8,716,059.

RESOLUTION 10-7-18 (See Appendix B.)

- Naming of the R. C. Musson and Katherine M. Musson Charitable Foundation Testbed (Tab 7)

A resolution was proposed to name an industrial control system testbed on campus in recognition of longstanding support the R. C. Musson and Katharine M. Musson Charitable Foundation, which had provided the lead gift toward that facility.

RESOLUTION 10-8-18 (See Appendix B.)

- Naming of the Helen Maxine and Walter V. Peternell Conference Room (Tab 8)

A resolution was proposed to name Room 258 in The Dorothy Hassenflue Stein Suite of InfoCision Stadium in recognition of an estate gift from the Peternells for University scholarships.

RESOLUTION 10-9-18 (See Appendix B.)

- Purchases a) \$25,000 to \$500,000 and b) More Than \$500,000 (Tab 9) INFORMATION ONLY
- Information Technology Report (Tab 10) INFORMATION ONLY
- Capital Projects Report (Tab 11) INFORMATION ONLY
- Advancement Report (Tab 12) INFORMATION ONLY
- University Communications and Marketing Report (Tab 13) INFORMATION ONLY
- Government Relations Report (TAB 14) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Presentation: UA Career Services

Dr. Messina introduced Director of Career Services Laura Carey, who along with Senior Associate Director Michael Kulick, presented an in-depth overview of the UA Career Services mission and the support and services being provided by that office to undergraduate and graduate students; alumni; faculty; campus departments; student organizations; prospective student visitors; and employers and community organizations.

- Curricular Changes (Tab 1)

Program revision with name change

Revise the curriculum and change the name of the Associate of Applied Science, Criminal Justice Studies – Law Enforcement to the Associate of Applied Science, Criminal Justice Studies in the Buchtel College of Arts and Sciences, Department of Political Science, proposal #15-15865

This proposal would provide a seamless path between the Criminal Justice Studies Associate of Applied Science degree to the new Criminology and Criminal Justice Bachelor of Science degree.

Revise the curriculum and change the name of the Minor in Interpersonal/Public Communication to the Minor in Public Communication in the Buchtel College of Arts and Sciences, School of Communication, proposal #17-21601

This proposal would align the requirements with other minors and better reflect the coursework.

Program name change

Change the name of the Associate of Applied Science in Electronic Engineering Technology to the Associate of Applied Science in Electrical and Electronic Engineering in the College of Applied Science and Technology, Department of Engineering and Science Technology, proposal #17-21679

This proposal would better encompass the knowledge and skill set obtained in this degree path and improve employment opportunities for graduates.

Change the name of the Bachelor of Science in Electronic Engineering Technology to the Bachelor of Science in Electrical and Electronic Engineering in the College of Applied Science and Technology, Department of Engineering and Science Technology, proposal #17-21783

This proposal would more accurately depict the capabilities obtained and improve employment opportunities for graduates.

Delete Programs:

Delete the Certificate in Advanced Addiction Services offered by the College of Health Professions, School of Social Work, proposal #18-23528

This proposal would eliminate the undergraduate certificate in Advanced Addiction Services due to lack of enrollment and practicality. The Basic Addiction Services certificate, which meets the needs for licensure while requiring fewer credits, would continue.

RESOLUTION 10-10-18 (See Appendix B.)

- Establishment of an Urban STEM Education Center in the LeBron James Family Foundation College of Education (Tab 2)

The proposal would establish a college-level structure to build capacity and expand support in developing programs, professional development for teachers, and research and evaluation of STEM offerings for K-12 students.

RESOLUTION 10-11-18 (See Appendix B.)

- Enrollment Management Report (Tab 3) INFORMATION ONLY
- Research Report (Tab 4) INFORMATION ONLY
- Student Success Report (Tab 5) INFORMATION ONLY

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings on October 4 and had been recommended for approval by the appropriate committee, which also had approved the items' addition to the consent agenda.

ACTION: Adkins motion, Crotty second for approval of Resolutions 10-1-18 and 10-3-18 through 10-11-18, passed 9-0.

Mr. Gingo again urged Trustees to attend the Bliss Institute post-election events on November 14 and the Trustees conference on November 15, both in Columbus. He said the next meeting of the Board of Trustees would take place on Wednesday, December 5, 2018 with an executive session beginning at 7:30 or 8 a.m.

At 11:35 a.m. the Board adjourned into executive session on a 9-0 vote for the stated purposes of— considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). Mrs. Demas left the meeting at 1:21 p.m., and the meeting returned to public session at 1:32 p.m. on a 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 1:32 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

December 5, 2018

APPENDIX A: OTHERS PRESENT

Dr. Matthew P. Akers, Public Liaison, Assistant Director Ray C. Bliss Institute of Applied Politics

Cristine Boyd, Director, Media Relations

Katie Byard, Akron Beacon Journal

Laura L. Carey, Director, Career Services

Kimberly M. Cole, Vice President, Development

Drew Davidson, Sean P. Dunn & Associates LLC

Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC

R.O.T.C. Cadet Richard D. Desatnik, Featured Student

Debra A. Gannon, Staff Employee Advisory Committee

Anne C. Hanson, Director, Community Relations and Engagement, Office of the President

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

Sarah J. Kelly, Associate Vice President, Human Resources/CHRO

Michael J. Kulick, Senior Associate Director, Career Services

Jolene A. Lane, Vice President, Inclusion & Equity, Chief Diversity Officer,

Lt. Colonel Trevor S. Liverpool, U.S. Army Reserve

Dr. John A. Messina, Vice President Student Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Alan D. Parker, Contract Professional Advisory Committee

Dr. Linda M. Saliga, Faculty Senate

Linda M. Smith, Legal Assistant, Office of Vice President and General Counsel

Barbara C. Weinzierl, Associate Dean, Administration and Enrollment Mgmt., School of Law

APPENDIX B: RESOLUTIONS

RESOLUTION 10-1-18: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 15, 2018 and the Presidential Advisory and Screening Committee meeting of October 2, 2018 be approved.

RESOLUTION 10-2-18: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated October 10, 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.

RESOLUTION 10-3-18: Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation, presented by the Finance & Administration Committee on October 10, 2018, be approved:

Award to Caremark a one-year contract extension, with the option of two additional one-year renewals, to continue pharmacy benefits manager (PBM) services for plan year 2019 in the estimated expenditure amount of \$6,000,000

RESOLUTION 10-4-18: Local Administration of State-funded Capital Projects

WHEREAS, The Ohio General Assembly enacted House Bill 529, which appropriated to The University of Akron (the “University”) \$19,282,650 of capital improvements in the 2019-2020 biennium; and,

WHEREAS, The Local Administration Competency Certification Program (the “Program”) allows institutions of higher education to administer state-funded capital facilities projects pursuant to Ohio Revised Code §3345.51, without the supervision, control or approval of the Ohio Department of Administrative Services; and,

WHEREAS, The University desires to participate in the Program and administer its own capital facilities program; Now, Therefore,

BE IT RESOLVED, That the appropriate University officials are directed to take all necessary steps to accomplish that purpose, including without limitation, giving written notice to the Chancellor of Higher Education, pursuant to Ohio Revised Code §3345.51(A)(2), of the Board of Trustees’ request to administer a capital facilities project; and,

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §3345.51(A)(3), the University intends to comply with Ohio Revised Code §153.13 and the guidelines established pursuant to Ohio Revised Code §153.16, as well as all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids and award of contracts with respect to the project; and,

APPENDIX B: RESOLUTIONS, Page 2

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(6), the University agrees to indemnify and hold harmless the state of Ohio and the Ohio Department of Administrative Services for any claim of injury, loss or damage that results from the University’s administration of a capital facilities project pursuant to the Program; and,

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(5), the University will conduct biennial audits of the University’s administration of capital facilities projects in accordance with Ohio Revised Code §3345.51(C); and,

BE IT FURTHER RESOLVED, That pursuant to the requirement of Ohio Revised Code §123.24(D)(2), the University will select new employees to participate in the Program as necessary to compensate for employee turnover.

RESOLUTION 10-5-18: Pertaining to Universal Approval of Electronic Content Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 10, 2018 pertaining to electronic content course fees be approved.

RESOLUTION 10-6-18: 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 2018 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.

RESOLUTION 10-7-18: Acceptance of Gift Income Report for July through August 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 10, 2018, pertaining to acceptance of the Gift Income Report for July through August 2018, be approved.

RESOLUTION 10-8-18: Pertaining to the Naming of The R. C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation has been in existence since 1987; and

WHEREAS, R. C. Musson was the grandson of Harriet Buchtel Musson, the younger sister of The University of Akron (the “University”) founder, John R. Buchtel; and

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation has provided significant support to The University of Akron since 1989, establishing The Robert C. Musson Eminent Scholar Chair in Polymer Science, scholarships for nursing and business students, and funding initiatives on campus for student veterans; and

APPENDIX B: RESOLUTIONS, Page 3

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation’s most recent contribution is the lead gift in support of an industrial control system testbed on campus, which will be one of a few in the country; and

WHEREAS, The industrial control system testbed will provide a simulation-based learning environment for students in the University’s Computer Information Services degree programs and for information technology professionals, to develop and update knowledge, skills and abilities to monitor and manage cyber threats; and

WHEREAS, University students will be introduced to industrial control system strategies, work roles and individual skills needed to strengthen and secure corporate operating systems, similar to the programs established by the National Initiative for Cybersecurity Education and the Department of Homeland Security; and

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation, under the leadership of Buchtel family descendent and University alumnus, Irvin J. “Jay” Musson, III, has demonstrated a longstanding commitment to programming and activity benefitting University students, the region and national security; Now, Therefore,

BE IT RESOLVED, That The R. C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed, located on the fourth floor of the Polsky building, be so named in the Foundation’s honor.

RESOLUTION 10-9-18: Pertaining to the Naming of The Helen Maxine and Walter V. Peternell Conference Room

WHEREAS, Helen “Maxine” and Walter V. Peternell provided a generous gift in support of scholarships to The University of Akron (the “University”) through their estate; and

WHEREAS, Walter Peternell was a 1949 graduate of the University with a degree in mechanical engineering and enjoyed a long career with the Monsanto Company, which included being one of the inventors of the “dip coating apparatus” that was issued a U.S. patent in 1966; and

WHEREAS, Helen Maxine Peternell graduated from Garfield High School in 1943 and worked for The Goodyear Tire & Rubber Company for 36 years, retiring as a secretary in the development department in 1980; and

WHEREAS, Helen Maxine Peternell was a member of the Hower House Museum Guild; served as a member of the Goodyear Blue and Gold Club and the Frank Bender American Legion Auxiliary Unit 473 in Copley, Ohio, where she was a past secretary and president; and volunteered at Akron Civic Theatre and the Braille Work Center 191 at Fairlawn Lutheran Church; and

WHEREAS, Walter Peternell passed away in 1987 and Helen Maxine Peternell passed away in 2017; Now, Therefore,

BE IT RESOLVED, That Room 258 in The Dorothy Hassenflue Stein Suite located in InfoCision Stadium be named The Helen Maxine and Walter V. Peternell Conference Room in the couple’s honor.

APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 10-10-18: Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on October 10, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

Revise the curriculum and change the name of the Associate of Applied Science, Criminal Justice Studies – Law Enforcement to the Associate of Applied Science, Criminal Justice Studies degree offered by the Buchtel College of Arts and Sciences, Department of Political Science

Revise the curriculum and change the name of the Minor in Interpersonal/Public Communication to the Minor in Public Communication in the Buchtel College of Arts and Sciences, School of Communication

Change the name of the Associate of Applied Science in Electronic Engineering Technology to the Associate of Applied Science in Electrical & Electronic Engineering Technology in the College of Applied Science and Technology, Department of Engineering & Science Technology

Change the name of the Bachelor of Science in Electronic Engineering Technology to the Bachelor of Science in Electrical & Electronic Engineering Technology in the College of Applied Science and Technology, Department of Engineering & Science Technology

Delete the Certificate in Advanced Addiction Services offered by the College of Health Professions, School of Social Work

RESOLUTION 10-11-18: Establishment of an Urban STEM Education Center in the LeBron James Family Foundation College of Education

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on October 10, 2018, to establish an Urban STEM Education Center in the LeBron James Family Foundation College of Education, as recommended by the Faculty Senate, be approved.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT

I would like to add my welcome this morning to new Trustee Needles.

My report will be brief to allow time for other speakers.

Three-Year Action Plan

Our primary focus this fall is creation of an inclusive, realistic and actionable Three-Year Action Plan. Our timetable is tight because the plan will inform:

- The 2019/2020 University budget, and
- The search for the next president.

The three-year plan process has been underway since October 2 and is similar in structure to the Academic Program Review (APR) and Administrative Activities Review (AAR) processes. Unit-level reports, both academic and administrative, will be created then compiled into division/college level reports. These reports then will be compiled by senior administration into a University-level report.

We will seek input from Faculty Senate and University Council. The Plan will be submitted to the Board in early December and finalized by the end of December. The budget process will begin in January. The time frame for completion is challenging, but data from the APR and AAR will make our work on the Plan much easier.

To clarify, a few people have misread a recent communication about our reorganization proposals. They thought it referenced the APR and AAR processes. However, those processes are complete, and the AAR report is being finalized. Reorganization is a separate process.

Reorganization

There is a change to the timing for consideration of the reorganization proposals. The timeline for reorganization planning has been extended to February 1, 2019. I want to give special thanks to Chairman Gingo, Linda Saliga (Faculty Senate), Phil Allen (University Council) and Julie Cajigas (AAUP) for their input and cooperation. Discussions with these and other individuals made it clear that more time is needed to study the reorganization proposals. Many good ideas have been received from colleagues, and discussions will continue. I look forward to bringing to the February 2019 Board meeting a fully developed recommendation.

New Educational Partnerships

Last month we announced a Sister University program with Akron Public Schools that includes Ellet High School, the National Inventors Hall of Fame STEM High School, and Akron Early College High School. This program includes:

- Closer engagement with high school faculty to develop classroom lessons;
- Designing new learning opportunities;
- Implementing college admission testing preparation programs;

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 2

- Summer and college enrichment opportunities; and
- Workshops for students and parents on college admission process.

Another initiative is a kind of informal partnership that the Board will consider at this meeting. The Urban STEM Education Center will engage our faculty with private and public school teachers throughout the region.

- The Center will reside in the LeBron James Family Foundation College of Education.
- It will benefit teachers from school systems throughout our region by offering expanded teacher education programs focusing on STEM offerings at K-12 levels, and by conducting research on the efficacy of these programs.

The third partnership agreement is with Stark State College. We will be at Stark State's Akron campus this Friday morning, October 12, for a joint announcement. We have had a very good, collaborative relationship with that institution, and that collaboration will grow even stronger under a new dual-enrollment program.

Guest Speakers

(Dr. Green then invited Lisa Dodge and Drew Davidson of Sean P Dunn & Associates to provide a summary on the recently released report by the General Assembly's Joint Committee on Ohio College Affordability. The report contains recommendations for consideration in the upcoming 2020-2021 State Operating Budget, including student success and completion; predictability and transparency in pricing; and accessible and affordable course materials.)

I want to comment about a presentation that will be part of the Academic Issues & Student Success Committee report. Laura Carey is the director of the Career Services office, and she will tell us more about that unit and what it does.

I would like to point out that Career Services is one of those offices that somehow maintains a low profile, despite having a huge impact on the lives of our students and recent graduates. For example, the career fairs they put on last week were a great success, as they are every year. When I was dean of the Buchtel College of Arts and Sciences, I was aware of the really critical work this office does to prepare our students for what comes right after graduation. I am glad that you will have an opportunity to learn more about the important, if quiet, work this office performs for our students.

R.O.T.C. Program

This year marks the 100th anniversary of our R.O.T.C. program. Mr. Chairman, I can think of no better way to conclude my report than by honoring this venerable program.

(Dr. Green then asked Nathan Mortimer to introduce Lt. Colonel Trevor S. Liverpool, U.S. Army Reserve, who presented on the 100-year history and legacy of the Army R.O.T.C. program at The University of Akron.)

APPENDIX D: INTRODUCTIONS - FEATURED STUDENT

RICHARD D. DESATNIK

Cadet Richard Desatnik is a junior studying mechanical engineering at The University of Akron. He enlisted in the Army National Guard in 2015 and, upon his return to campus, joined the Army R.O.T.C. program.

Cadet Desatnik has interned with LORD Corporation and has taken active roles in the Boy Scouts of America and Tau Beta Pi.

Upon graduation, Cadet Desatnik will be a contracted reserve officer in the Ohio National Guard.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 10, 2018 be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

December 5, 2018

Board Meeting

Presiding:

William A. Scala

1	Personnel Actions
2	*Investment Report for the Three Months Ended September 30, 2018
3	*Financial Report for the Three Months Ended September 30, 2018
4	*Procurements for More than \$500,000 a. Award b. Preapprovals
5	*Cumulative Gift and Grant Income Report for July 1 through October 31, 2018
	For Information Only:
6	June 30, 2018 KPMG Composite Financial Index
7	Purchases \$25,000 to \$500,000
8	Information Technology Report
9	Capital Projects Report
10	Advancement Report
11	University Communications and Marketing Report
12	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3, 4a, 4b, 5

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

FULL-TIME EMPLOYEE PERSONNEL ACTIONS
FULL TIME 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
CWA CLOTHING ALLOWANCE REPORT

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 5, 2018

Talent Development & Human Resources

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

December 5, 2018

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

Separations – 11 Total

Voluntary Separations – 10

Resignations 6 Total– 1 Faculty, 1 Contract Professional and 4 Staff

Retirements 4 Total– 4 Staff

During the current fiscal year 15 employees have retired or provided notice of their intent to retire: 1 Faculty, 4 Contract Professional and 10 Staff

During the previous fiscal year 98 employees retired or provided notice of their intent to retire: 54 Faculty, 14 Contract Professional and 30 Staff

Involuntary Separations – 1

- Zachery Sutek, HVAC Technician, Physical Facilities Operations Center - discharged

Retire/Rehire Actions

There no new requests to report.

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

Transition After Retirement Program (TARP)

There are no new agreements to report.

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

Phased Retirement Program

There are no new agreements to report.

At this time, there are five approved Phased Retirement Plan agreement in place.

Athletics

There are 4 personnel actions totaling \$15,338 for camp payments and bonus payments for individual athletic achievements. They can be summarized as follows:

- 3 camp payments totaling \$13,338 for Volleyball

- 1 bonus payment totaling \$2,000 for individual athletic accomplishments in Men's Golf

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 is one personnel action subject to university rule 3359-9-01 to report.

Chris Sabo, Head Baseball Coach, Office of Athletics:

- Multi-year Contract Term- until October 1, 2022 with base salary of \$60,000.
- Liquidated Damages for Termination Without Cause - fifty percent then current base salary for the remainder of the contract term; UA would continue to pay for health and life insurance until coach finds full-time employment elsewhere for up to one year.
- Bonus Structure – from \$500 up to ½ month base salary for individual and team divisional accomplishments; from \$1,500 up to \$4,500 for Coach of the Year accomplishments; one month salary for national team or individual championship.
- A car is not required to be provided under the contract, but Athletics may choose to do so.
- Subject to Board Resolution 10-13-17 regarding the return of Baseball.

Significant Personnel Actions to Note

There are two personnel actions for continuing full-time positions that provide ongoing adjustments to salaries of existing employees. Significant personnel actions can be summarized as follows:

- William West III, Master Maintenance Repair Worker, Physical Facilities Operation Center \$21.53/H - Job reclassification via job audit; salary adjustment from \$20.65/H; title change from Maintenance Repair Worker Certified
- Tess Miller, Disability Specialist & Service Coordinator, Office of Accessibility \$42,500/A – Offline salary adjustment; salary adjustment from \$36,565/A

Reports

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

- Full-time Employee Personnel Actions
- Part-time Faculty Teaching Credit Courses

- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- Unclassified Classification Changes
- Classified Classification Changes
- CWA Clothing Allowance

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

FULL-TIME EMPLOYEE PERSONNEL ACTIONS

Office of the President

Appointment/Reappointment

Howley, Heather A.	Associate Professor, Communication; Interim Associate Dean, Wayne College; Faculty Senate Executive Committee Secretary/Faculty Senate/Faculty (BUF)	08/27/18 05/20/19	\$3,840.00 9 mo (stipend)	Temporary additional title and administrative stipend for Faculty Senate Executive Committee Secretary assignment; base salary is \$64,012.00/9 mo
--------------------	--	----------------------	---------------------------------	--

Change

Miller, Jon S.	Professor, English; Director, The University of Akron Press/Faculty Senate/Faculty (BUF)	08/27/18	\$84,479.00 9 mo	Relinquish Faculty Senate Executive Committee Secretary title and administrative stipend of \$3,840.00/9 mo
----------------	--	----------	---------------------	---

Office of Athletics

Appointment/Reappointment

Armstrong, Jordan S.	Assistant Volleyball Coach/Office of Athletics/Contract Professional	10/05/18	\$5,600.00 one time payment	Payment for working volleyball camps
Ehinger, Kacie	Assistant Volleyball Coach/Office of Athletics/Contract Professional	10/05/18	\$2,338.00 one time payment	Payment for working volleyball camps
Gates, Synita	Manager, Athletics Operations & Events/Office of Athletics/Contract Professional	11/05/18	\$38,775.00 12 mo	Appointment vice D. Wypasek
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	10/05/18	\$5,900.00 one time payment	Payment for working volleyball camps
Sabo, Chris	Head Baseball Coach/Office of Athletics/Contract Professional	10/31/18	\$60,000.00 12 mo	Appointment
Trainor, David B.	Head Men's Golf Coach/Office of Athletics/Contract Professional	07/27/18	\$2,000.00 one time payment	Payment for scholar athlete award per employment contract

Office of Academic Affairs

Appointment/Reappointment

Wilder, Joseph W.	Professor, Mathematics; Coordinator of Academic Data and Analytics/Office of Academic Affairs/Faculty (BUF)	10/10/18 05/20/19	\$12,000.00 for the period (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$119,689.00/9 mo
-------------------	---	----------------------	--	--

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Crawford, Sharon E.	Student Services Counselor/Admissions/Staff	10/15/18	\$15.90 hourly	Title change from Student Enrollment Counselor
Zaber, Cheryl A.	Student Services Counselor/Admissions/Staff	10/15/18	\$15.90 hourly	Title change from Student Enrollment Counselor
Division of Student Success				
<u>Appointment/Reappointment</u>				
Haas, Ashley A.	Disability Specialist & Service Coordinator/Office of Accessibility/Contract Professional	10/01/18	\$42,500.00 12 mo	Appointment vice M. Simmons
Miller, Lisa M.	Coordinator, Student Recreation & Wellness Services Membership & Personnel/Student Recreation & Wellness Services/Staff	10/16/18	\$14.50 hourly	Appointment vice C. Pleuss
Rose, Heather C.	Disability Specialist & Service Coordinator/Office of Accessibility/Contract Professional	11/05/18	\$42,500.00 12 mo	Appointment vice A. Poulos
<u>Change</u>				
Miller, Tess M.	Disability Specialist & Service Coordinator/Office of Accessibility/Contract Professional	09/17/18	\$42,500.00 12 mo	Offline salary change from \$36,565.00/12 mo for market equity
<u>Separation</u>				
Moore, Elise M.	Administrative Assistant/Career Services/Staff	10/12/18	\$12.60 hourly	Resignation
Vice President, Finance & Administration/CFO				
<u>Appointment/Reappointment</u>				
Gambill, Christin N.	Patron Services Manager - Performing Arts Hall/Edwin J. Thomas Performing Arts Hall/Contract Professional	10/22/18	\$42,000.00 12 mo	Appointment vice M. Paul
Gilbride, James P.	Captain/University Police Department/Staff	10/05/18	\$3,423.08 biweekly	Transfer; successful internal applicant vice A. Grad; title change from Lieutenant; salary change from \$3,059.06/BW; grade change from 121 to 122

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Green, Eric	Director, Environmental Health & Occupational Safety/Environmental and Occupational Health & Safety/Contract Professional	10/01/18	\$73,500.00 12 mo	Transfer; successful internal applicant vice D. Tiller; title change from Director, Clery Compliance & Crime Prevention Education; department change from University Police Department; salary change from \$69,010.00/12 mo; grade change from 121 to 123
<u>Separation</u>				
Roberts, Janice	Administrative Assistant/University Police Department/Staff	12/31/18	\$16.13 hourly	Retirement
Vice President, Development				
<u>Appointment/Reappointment</u>				
Collins, Andrea M.	Assistant Director, Development - Special Projects/Department of Development/Contract Professional	10/29/18	\$49,000.00 12 mo	Appointment
<u>Change</u>				
Pizzute, Barbara	Senior Executive Administrative Assistant & Coordinator, Foundation Relations/Department of Development/Staff	06/11/18	\$16.49 hourly	Job reclassification via job audit; title change from Coordinator, Foundation Relations
<u>Separation</u>				
Caughey, Lori	Administrative Assistant/Office of the Alumni Association/Staff	10/12/18	\$12.60 hourly	Resignation
Office of Capital Planning & Facilities Management				
<u>Appointment/Reappointment</u>				
DeSantis, Daniel	Laborer/Physical Facilities Operation Center/Staff	11/13/18	\$15.10 hourly	Appointment vice A. Hanes
Jasinski, Tyler J.	Laborer/Physical Facilities Operation Center/Staff	11/05/18	\$15.10 hourly	Appointment vice G. Hetson
Musser, David R.	Executive Director, Physical Facilities/Physical Facilities Operation Center/Staff	09/19/18	\$4,038.46 biweekly	Transfer; successful internal applicant vice J. Gregor; title change from Mechanical Engineer/Director, Energy Operations; salary change from \$86,576.00/12 mo; basis change from 12 mo; grade change from 122 to 126

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Peck, Timothy H.	Master Building Services Worker/Physical Facilities Operation Center/Staff	09/10/18	\$16.35 hourly	Transfer; successful internal applicant vice T. Miller; title change from Building Services Worker; salary change from \$14.84/H; grade change from 02 to 04
Post, Gregory R.	Electrician/Physical Facilities Operation Center/Staff	10/22/18	\$21.53 hourly	Appointment vice P. Facemire
Samblanet, Kyle	Stationary Engineer 2/Physical Facilities Operation Center/Staff	10/23/18	\$20.71 hourly	Appointment vice S. Hackathorn
Wilson, Dale	Laborer/Physical Facilities Operation Center/Staff	11/13/18	\$15.10 hourly	Appointment vice D. Holl
<u>Change</u>				
Carstarphen, James	Director, Maintenance & Operations/Physical Facilities Operation Center/Staff	09/20/18	\$2,575.00 biweekly	End temporary job reclassification; salary change from \$3,125.00/BW; title change from Interim Executive Director, Physical Facilities
McCray, Raymond B.	Building Maintenance Superintendent/Physical Facilities Operation Center/Staff	09/19/18	\$21.95 hourly	End temporary job reclassification; salary adjustment from \$2,130.40/BW; title change from Interim Director, Maintenance & Operations; grade change from 122 to 119
West III, William M.	Master Maintenance Repair Worker/Physical Facilities Operation Center/Staff	09/03/18	\$21.53 hourly	Job reclassification via job audit; title change from Maintenance Repair Worker Certified; salary change from \$20.65/H; grade change from 07 to 09
<u>Separation</u>				
Cross, Rocky L.	Safety Officer/Physical Facilities Operation Center/Staff	12/31/18	\$1,980.77 biweekly	Retirement
Hunt, David W.	Building Services Worker Certified/Physical Facilities Operation Center/Staff	11/30/18	\$15.92 hourly	Retirement
Madajewski, James A.	Custodial Superintendent/Physical Facilities Operation Center/Staff	12/31/18	\$18.13 hourly	Retirement
Sutek, Zachary	HVAC Technician/Physical Facilities Operation Center/Staff	11/01/18	\$18.40 hourly	Discharge

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President, Inclusion & Equity/CDO				
<u>Appointment/Reappointment</u>				
Scales, Malik T.	Academic Adviser, Academic Achievement Programs/Academic Achievement Programs/Staff	10/01/18 09/30/19	\$1,307.20 biweekly	Temporary reappointment
<u>Separation</u>				
Alvarez Turner, John J.	Associate Director, Multicultural Center/Inclusion & Equity/Chief Diversity Office/Contract Professional	10/31/18	\$44,470.00 12 mo	Resignation
Office of Talent Development & Human Resources				
<u>Separation</u>				
Kalapodis, Lisa A.	Human Resource Associate/Talent Development & Human Resources/Staff	10/25/18	\$14.70 hourly	Resignation
Research Administration & Technology Transfer				
<u>Appointment/Reappointment</u>				
Miller, Jennifer	Coordinator, Grants Senior/Office of Research Administration/Staff	10/08/18	\$1,730.77 biweekly	Appointment vice V. Boaz
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Crawford, Sandie L.	Academic Adviser II/Buchtel College of Arts & Sciences, Office of the Dean/Contract Professional	10/01/18	\$37,500.00 12 mo	Appointment vice T. Walborn
Stewart, Kara M.	Visiting Assistant Professor of Instruction, Dance, Theatre & Arts Administration/Dance, Theatre & Arts Administration/Faculty	08/27/18 12/23/18	\$2,745.60 for the period (stipend)	Temporary administrative stipend for additional duties; base salary is \$40,000.00/9 mo
Stoynoff, Catherine A.	Professor of Instruction, English/Department of English/Faculty (BUF)	06/01/19 08/31/19	\$5,511.00 for the period (stipend)	Temporary administrative stipend for Director duties; base salary is \$51,446.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Leave				
Moore, Francisco B.	Professor, Biology/Department of Biology/Faculty (BUF)	01/01/19 12/31/19	\$88,032.00 9 mo	100% leave without compensation for spring 2019 and fall 2020 to serve as temporary Program Director at National Science Foundation
Lebron James Family Foundation College of Education				
<u>Appointment/Reappointment</u>				
Houser, Shelley A.	Assistant Professor of Instruction, Curricular & Instructional Studies; Director, Center for Literacy/LeBron James Family Foundation College of Education, Office of the Dean/Faculty (BUF)	08/27/18 05/20/19	\$10,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$60,000.00/9 mo
College of Engineering				
<u>Appointment/Reappointment</u>				
Singh, Yogesh P.	Research Assistant Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	10/15/18 06/30/19	\$57,530.00 12 mo	Temporary reappointment; salary change from \$46,350.00/12 mo
Timberlake, Renee	Director, Scholarships & Undergraduate Affairs - Engineering/College of Engineering, Office of the Dean/Contract Professional	10/08/18	\$60,000.00 12 mo	Appointment vice T. Yogi
<u>Separation</u>				
Berki, Visar	Research Engineer/Department of Biomedical Engineering/Staff	10/02/18	\$2,307.69 biweekly	Resignation
College of Health Professions				
<u>Change</u>				
Whipple, David	Professor of Practice, Allied Health Technology; Director, Radiologic Technology/Division of Allied Health Technology/Faculty (BUF)	10/01/18 08/25/19	\$3,350.00 for the period (stipend)	Stipend adjustment from \$5,000.00/12 mo for course load reduction; base salary is \$72,968.00/9 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Separation</u>				
Cross, Monika	Assistant Professor of Instruction, Allied Health Technology; Clinical Coordinator, Surgical Assisting Technology/Division of Allied Health Technology/Faculty (BUF)	11/09/18	\$50,000.00 9 mo	Resignation; relinquish \$5,000.00/12 mo temporary administrative stipend for Academic Coordinator assignment
School of Law				
<u>Appointment/Reappointment</u>				
Aupperle, Shannon F.	Manager Enrollment Services/School of Law, Office of the Dean/Staff	10/15/18	\$1,730.77 biweekly	Transfer; successful internal applicant; title change from Program Coordinator, Law School Centers; department change from Law - Instruction; salary change from \$18.07/H; basis change from hourly; grade change from 118 to 119
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Knoll, Andrew	Instrumentation Scientist - Microscopy/Spectroscopy/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	10/22/18	\$70,000.00 12 mo	Appointment vice C. Paige
<u>Leave</u>				
Jha, Kshitij C.	Postdoctoral Research Fellow/Department of Polymer Science/Staff	09/03/18 01/15/19	\$1,200.00 biweekly	Extension of 100% leave of absence
University Libraries				
<u>Appointment/Reappointment</u>				
Sausmikat, Rita	Library Specialist/University Libraries, Access Services/Staff	11/13/18	\$13.31 hourly	Appointment vice Z. Brown
Wayne College				
<u>Appointment/Reappointment</u>				
Haynes, Amy M.	Director, Business Operations & Finance - Wayne College/Business Office-Wayne College/Contract Professional	07/01/18 06/30/19	\$9,000.00 12 mo (stipend)	Temporary administrative stipend for additional duties; base salary is \$72,100.00/12 mo

Talent Development & Human Resources

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

December 5, 2018

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

Separations – 7 Total

Voluntary Separations – 7

Resignations 5 Total– 1 Faculty and 4 Contract Professional
Retirements 2 Total– 1 Staff and 1 Contract Professional

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 is one request for approval of a retire/rehire agreement. Initial notification was provided at the October Board meeting.

- Denise Lightner, Associate Director Purchasing, will retire on February 28, 2019 and return to work on March 4, 2019 on a one-year retire/rehire agreement at 80 percent of her current pay.

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

Phased Retirement Program

The Phased Retirement Program allows eligible Contract Professional and Staff employees to retire and return to University service for up to three years in a part-time capacity (maximum 26 hours per week) at an hourly rate equal to 75 percent of their base rate of pay at retirement. There is one new agreement to report.

There is one new agreement to report.

- Patricia Donovan, Theatre Manager-Performing Arts Hall, Performing Arts Hall will retire on December 31, 2018 and return on March 1, 2019 in the same title.

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

**FULL-TIME EMPLOYEE PERSONNEL ACTIONS
ADDENDUM**

Office of Academic Affairs

Appointment/Reappointment

Proenza, Luis M.	President Emeritus; Professor, Biology; Adjunct Professor, Education; Adjunct Professor, Political Science; University Professor; Trustee's Chair in Higher Education & the Economy/Office of Academic Affairs/Faculty	07/01/18 06/30/19	\$50,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Trustee's Chair in Higher Education and the Economy assignment; base salary is \$325,000.00/9 mo
------------------	--	----------------------	-----------------------------------	--

Separation

Paniagua, Amanda A.	Assistant Director, Student Financial Aid/Office of Student Financial Aid/Contract Professional	10/26/18	\$39,140.00 12 mo	Resignation
Schrader, Kaitlyn M.	Recruitment Coordinator-Choose Ohio First/Office of Academic Affairs/Contract Professional	11/16/18	\$36,050.00 12 mo	Resignation

Divison of Student Success

Separation

Mick, Melissa N.	Coordinator, Residence Life/Residence Life & Housing Office/Contract Professional	11/03/18	\$31,500.00 12 mo	Resignation
Neale, Willa M.	Coordinator, Cooperative Education - Career Services/Career Services/Contract Professional	11/07/18	\$39,655.00 12 mo	Resignation

Vice President, Finance & Administration/CFO

Appointment/Reappointment

Donovan, Patricia	Theatre Manager-Performing Arts Hall/Performing Arts Hall/Contract Professional	03/01/19 03/01/20	\$22.98 hourly	Temporary reappointment; participating in the Phased Retirement Program at 75% of current salary; basis change from full-time to part-time
Lightner, Denise N.	Associate Director, Purchasing/Purchasing Department/Staff	03/04/19 03/03/20	\$2,417.02 biweekly	Rehire in accordance with reemployment agreement for retirees at 80% of current salary

Separation

Donovan, Patricia	Theatre Manager-Performing Arts Hall/Performing Arts Hall/Contract Professional	12/31/18	\$63,742.00 12 mo	Retirement; participating in the Phased Retirement Program
-------------------	---	----------	----------------------	--

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Ford, Patricia S.	Collections Manager/Student Accounts/Bursar/Staff	12/31/18	\$1,980.77 biweekly	Retirement
Vice President, Inclusion & Equity/CDO				
<u>Appointment/Reappointment</u>				
Stone, Deborah	Interim Director, Academic Achievement Programs; Program Director, Strive Toward Excellence Program/Academic Achievement Programs/Contract Professional	12/05/18 05/31/19	\$88,000.00 12 mo	Temporary job reclassification; temporary appointment as Interim Director, Academic Achievement Programs; salary change from \$75,327.00/12 mo; grade change from 122 to 123
Office of Information Technology Services				
<u>Appointment/Reappointment</u>				
Shultz, Robert D.	Software Training Specialist/Information Technology Services/Staff	01/05/19 06/30/19	\$1,923.07 biweekly	Temporary reappointment
Office of Talent Development & Human Resources				
<u>Appointment/Reappointment</u>				
Brown, Derek J.	Human Resources Associate/Talent Development & Human Resources/Staff	11/20/18	\$14.95 hourly	Appointment vice L. Kalapodis
Graduate School				
<u>Appointment/Reappointment</u>				
Greene, Karen L.	Director, Graduate Admissions; Interim Institutional Research Associate/Graduate School/Contract Professional	12/01/18 06/30/19	\$3,500.00 for the period	Temporary additional title and administrative stipend for Interim Institutional Research Associate assignment
Maffei, Diane	Business Reporting Analyst; Interim Director, Institutional Research/Graduate School/Contract Professional	11/15/18 06/30/19	\$7,500.00 for the period	Temporary additional title and administrative stipend for Interim Director, Institutional Research assignment
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Moore, Theresa L.	Office Assistant/Department of Fashion Merchandising/Staff	01/01/19 06/30/19	\$12.23 hourly	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Engineering				
<u>Separation</u>				
Puskas, Judit E.	Professor, Chemical & Biomolecular Engineering; Joseph M. Gingo Professor of Chemical Engineering/Department of Chemical & Biomolecular Engineering/Faculty (BUF)	12/31/18	\$178,297.00 9 mo	Resignation
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Feng, Jiansheng	Research Scientist/Department of Polymer Science/Staff	12/01/18 11/30/19	\$1,923.08 biweekly	Temporary reappointment
Singla, Saranshu	Senior Research Scientist/Department of Polymer Science/Staff	10/25/18 10/16/19	\$3,076.92 biweekly	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
-------------	------------------------------	-----------------------	--------------------	-----------------

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

Office of Information Technology Services

Separation

Matusek, Jonathan	Technology Specialist/Hardware, Operations & Operating Systems Services/Staff	12/05/18	\$23.43 hourly	Discharge
-------------------	---	----------	----------------	-----------

Data Sciences & Information Technology

Change

Sastry, Shivakumar	Professor, Electrical & Computer Engineering/Electrical & Computer Engineering/Faculty (BUF)	08/27/18	\$124,980.00	Rescind temporary appointment and \$28,000.00/9 mo administrative stipend for Academic Director, Center for Data Sciences and Information Technology assignment
		10/31/18	9 mo	

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by Interim President John C. Green, dated December 5, 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

December 5, 2018

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Aquino,Antonina D	Associate Lecturer	Developmental Programs	\$1,800.00	\$900.00	HIR	Fall
Bassett,Kimberly K	Associate Lecturer	Developmental Programs	\$6,592.00	\$824.00	DTA	Fall
Chaplin,Rachel M	Assistant Lecturer	Developmental Programs	\$2,987.00	\$746.75	REH	Fall
Chaplin,Rachel M	Assistant Lecturer	Developmental Programs	\$2,987.00	\$746.75	REH	Fall
*Darrah,Patrick A	Senior Lecturer	Developmental Programs	\$4,120.60	\$1,030.15	REH	Fall
*Darrah,Patrick A	Senior Lecturer	Developmental Programs	\$2,060.30	\$1,030.15	REH	Fall
Dye,Stephen K.	Assistant Lecturer	Developmental Programs	\$1,493.50	\$746.75	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	\$3,946.40	\$986.60	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	\$1,973.20	\$986.60	REH	Fall
*Gruccio,Margaret I	Senior Lecturer	Developmental Programs	\$4,103.44	\$1,025.86	REH	Fall
*Gruccio,Margaret I	Senior Lecturer	Developmental Programs	\$4,103.44	\$1,025.86	REH	Fall
Jacobs,Marcie Sue	Assistant Lecturer	Developmental Programs	\$2,900.00	\$725.00	HIR	Fall
Johnson,Karen E	Senior Lecturer	Developmental Programs	\$2,030.34	\$1,015.17	REH	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	\$3,935.80	\$983.95	DTA	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	\$3,935.80	\$983.95	REH	Fall
Lane,Amelia R	Senior Lecturer	Developmental Programs	\$1,930.76	\$965.38	REH	Fall
Lane,Amelia R	Senior Lecturer	Developmental Programs	\$1,930.76	\$965.38	REH	Fall
Linden,Ted	Senior Lecturer	Developmental Programs	\$2,000.00	\$1,000.00	REH	Fall
Marcum,Deborah N	Senior Lecturer	Developmental Programs	\$2,943.87	\$981.29	DTA	Fall
Wagner,Nora C	Senior Lecturer	Developmental Programs	\$3,850.92	\$962.73	DTA	Fall
DIVISION OF STUDENT SUCCESS						
Zhou,Jie	Assistant Lecturer	Student Academic Success	\$5,768.00	\$721.00	DTA	Fall
BUCHTEL COLLEGE OF ARTS & SCI						
Antonucci,Sally M	Associate Lecturer	Child & Family Development	\$5,290.08	\$824.00	DTA	Fall
Astley, Henry	Assistant Lecturer	Biology	\$293.25	\$1,725.00	REH	Summer
Bassett,Nathaniel J	Associate Lecturer	History	\$5,098.50	\$849.75	PAY	Fall
*Brooks,Stephen C	Assoc Prof	Political Science	\$23,100.00	\$1,925.00	PAY	Fall
Calderwood,Sofia	Associate Lecturer	Art	\$3,923.36	\$980.84	REH	Fall
Catalfu,Cameron	Assistant Lecturer	English	\$5,525.00	\$850.00	REH	Fall
*Doverspike,Dennis	Professor	Psychology	\$27,000.00	\$2,700.00	DTA	Fall
Dudack,Matthew John	Senior Lecturer	Music	\$6,906.02	\$874.18	DTA	Fall
Fink,Lisa M	Assistant Lecturer	Music	\$3,922.24	\$824.00	DTA	Fall
Gonder,Mark H	Special Lecturer	Music	\$1,936.60	\$774.64	DTA	Fall
Jolly,Tucker R. R	Senior Lecturer	Music	\$2,842.80	\$1,236.00	REH	Fall
Kushious,Paul Davidson	Special Lecturer	Music	\$3,460.80	\$1,442.00	REH	Fall
Kushious,Paul Davidson	Special Lecturer	Music	\$1,400.00	\$1,400.00	REH	Fall
Lauritsen,Kimberly Sue	Associate Lecturer	Music	\$3,677.10	\$875.50	REH	Fall
Levin,Paula B	Senior Lecturer	History	\$4,120.00	\$1,030.00	PRO	Fall
Miller,Shannon Michelle	Associate Lecturer	English	\$2,188.75	\$875.50	DTA	Fall
Minocchi,Joseph	Associate Lecturer	Music	\$3,296.00	\$824.00	REH	Fall
Nakayama-Lewicki, Yuka	Senior Lecturer	Music	\$4,284.80	\$824.00	REH	Fall
Opoku-Agyeman,Chris	Visiting Asst Prof - Summer	Public Admin & Urban Studies	\$7,950.00	\$1,325.00	DTA	Summer
Seo,Hyejin (Grace)	Assistant Lecturer	Music	\$5,840.10	\$721.00	REH	Fall
Simmons,Kathryn E	Assistant Lecturer	Fashion Merchandising	\$3,502.00	\$875.50	DTA	Fall
*Steiner,Richard P	Senior Lecturer	Statistics	\$3,600.00	\$1,200.00	REH	Fall
*Sterns,Harvey L	Professor	Psychology	\$43,200.00	\$2,700.00	PAY	Fall
Vensel,Katie E	Assistant Lecturer	Child & Family Development	\$4,017.00	\$669.50	DTA	Fall
Wehrmann,Rock	Special Lecturer	Music	\$1,161.96	\$774.64	REH	Fall
Wehrmann,Rock	Special Lecturer	Music	\$774.64	\$774.64	REH	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	\$1,133.00	\$1,133.00	REH	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	\$736.45	\$1,133.00	REH	Fall
COLLEGE OF BUSINESS ADMINISTRATION						
Floyd,Kristina M	Assistant Lecturer	CBA Undergraduate Studies	\$1,243.21	\$875.50	HIR	Fall
Gaspro,Joe P	Assistant Lecturer	Marketing	\$3,090.00	\$1,030.00	REH	Fall
Kinaitis,Eric	Assistant Lecturer	Marketing	\$850.05	\$850.05	HIR	Fall
Martin,Robert D	Senior Lecturer	CBA Dean's Office	\$1,145.00	\$1,145.00	REH	Fall
Martin,Robert D	Senior Lecturer	CBA Dean's Office	\$1,145.00	\$1,145.00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
COLLEGE OF BUSINESS ADMINISTRATION (Cont)						
Martin,Robert D	Senior Lecturer	CBA Dean's Office	\$1,145.00	\$1,145.00	REH	Fall
Shiban,Abbey P	Assistant Lecturer	CBA Undergraduate Studies	\$1,243.21	\$875.50	HIR	Fall
Tuesday,Caroline	Assistant Lecturer	CBA Undergraduate Studies	\$1,243.21	\$875.50	REH	Fall
Urse,Michael	Senior Lecturer	Accountancy	\$1,622.32	\$1,081.55	REH	Fall
Wallace,Matthew D	Assistant Lecturer	Accountancy	\$1,500.00	\$1,000.00	REH	Fall
Wenger,Sean D.	Assistant Lecturer	Marketing	\$850.00	\$850.00	HIR	Fall
LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION						
Campbell,Scott M	Senior Lecturer	Educ Found & Leadership	\$2,472.00	\$824.00	PAY	Fall
Carmola,Patricia A	Associate Lecturer	Supervising Teachers	\$1,060.76	\$803.61	REH	Spring
Carmola,Patricia A	Associate Lecturer	Supervising Teachers	\$1,060.76	\$803.61	PAY	Fall
Foster,Harold M	Senior Lecturer	Curr & Instr Studies	\$2,400.00	\$800.00	HIR	Fall
Vakil,Shernavaz	Professor-Summer	Curr & Instr Studies	\$11,655.00	\$2,775.00	DTA	Summer
Vakil,Shernavaz	Professor-Summer	Curr & Instr Studies	\$1,248.75	\$2,775.00	REH	Summer
Wells-Goodwin,Kathleen J	Senior Lecturer	Supervising Teachers	\$3,106.31	\$848.72	DTA	Fall
COLLEGE OF HEALTH PROFESSIONS						
Aboud,Rita M	Assistant Lecturer	Nutrition & Dietetics	\$1,170.30	\$780.20	REH	Fall
Baker,Rose A	Assistant Lecturer	Nursing	\$4,326.00	\$1,442.00	REH	Summer
Crabb,Michele N	Special Lecturer	Nursing	\$4,050.00	\$900.00	REH	Fall
Criscione,Michael L	Assistant Lecturer	Nursing	\$4,500.00	\$1,000.00	HIR	Fall
Ferguson,Melissa	Assistant Lecturer	Nursing	\$5,150.00	\$1,030.00	DTA	Fall
Gray,Taylor Noelle	Assistant Lecturer	Sport Science & Wellness Educ	\$7,416.00	\$824.00	DTA	Fall
McDonald,Amy M	Assistant Lecturer	Nutrition & Dietetics	\$3,296.00	\$824.00	REH	Fall
Murray,Leigh	Senior Lecturer	Sport Science & Wellness Educ	\$5,356.00	\$1,339.00	REH	Fall
Rizzo,Joseph Michael	Senior Lecturer	School of Counseling	\$3,090.00	\$1,030.00	REH	Fall
Schrull,Patricia	Associate Lecturer	Nursing	\$6,798.00	\$1,133.00	DTA	Fall
Wyrock,Laura Ann	Assistant Lecturer	Nursing	\$7,670.13	\$1,180.02	DTA	Fall
SCHOOL OF LAW						
Cole,Dana	Assoc Prof - Summer	Law - Instruction	\$18,000.00	\$6,000.00	REH	Summer
Huryn,Christopher M	Senior Lecturer	Law - Instruction	\$2,000.00	\$1,000.00	HIR	Spring
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY						
Boateng,Joseph	Senior Lecturer	Applied General & Tech Studies	\$3,296.00	\$824.00	DTA	Fall
Brown,Fannie L	Senior Lecturer	Applied General & Tech Studies	\$2,675.10	\$891.70	REH	Fall
Dalton,Terrence B	Senior Lecturer	Business & Info Technology	\$2,786.04	\$928.68	PAY	Fall
Devito,Gina	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,472.00	\$824.00	REH	Fall
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	\$2,006.30	\$1,003.15	REH	Fall
Hazlett,William J	Senior Lecturer	Applied General & Tech Studies	\$1,854.00	\$927.00	REH	Fall
Holmes,Nickole D	Assistant Lecturer	Applied General & Tech Studies	\$2,163.00	\$721.00	REH	Fall
Johanyak,Michael F	Senior Lecturer	Applied General & Tech Studies	\$1,162.00	\$1,162.00	HIR	Fall
Lane,Amelia R	Senior Lecturer	Applied General & Tech Studies	\$1,648.00	\$824.00	REH	Fall
Moore-Ramirez,Amy Marie	Associate Lecturer	Applied General & Tech Studies	\$4,635.00	\$772.50	DTA	Fall
Ossai,Peter O	Senior Lecturer	Applied General & Tech Studies	\$1,802.50	\$901.25	HIR	Fall
WAYNE COLLEGE						
Butts,Theresa A	Special Lecturer	Business & Office Tech-Wayne	\$2,235.06	\$745.02	REH	Fall
Donahue,Zachariah E	Assistant Lecturer	English-Wayne	\$2,012.94	\$713.81	DTA	Fall
Fink,John	Associate Lecturer	Developmental Programs-Wayne	\$1,645.16	\$822.58	PRO	Fall
Fink,John	Associate Lecturer	Family & Consumer Sci-Wayne	\$2,467.74	\$822.58	PRO	Fall
Fink,John	Associate Lecturer	Educational Foundations-Wayne	\$2,467.74	\$822.58	PRO	Fall
Forkapa,Dan S	Assistant Lecturer	English-Wayne	\$6,438.96	\$715.44	DTA	Fall
Foster,Pamela	Senior Lecturer	Mathematics-Wayne	\$4,325.84	\$1,081.46	HIR	Fall
Johanyak,Debra L	Senior Lecturer	English-Wayne	\$2,121.90	\$1,060.95	REH	Fall
Kieffaber,Michelle D	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$9,540.00	\$1,060.00	PRO	Fall
Leighty,Melissa M	Assistant Lecturer	Psychology-Wayne	\$2,146.74	\$715.58	HIR	Fall
Magoolaghan,Rhonda L	Assistant Lecturer	Developmental Programs-Wayne	\$3,090.00	\$772.50	DTA	Fall
Rihn,Donora A	Senior Lecturer	English-Wayne	\$8,230.05	\$914.45	DTA	Fall
Roberts,Ariel A	Assistant Lecturer	Psychology-Wayne	\$3,500.01	\$1,166.67	PAY	Fall
Swan,Sharon M.	Associate Lecturer	Elementary Education-Wayne	\$7,245.18	\$805.02	PRO	Fall
Teckman,Thomas E	Associate Lecturer	English-Wayne	\$7,581.60	\$842.40	PRO	Fall
WAYNE COLLEGE						
Valentine,Michael C.	Associate Lecturer	English-Wayne	\$5,903.34	\$983.89	PRO	Fall

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF ATHLETICS								
Clarke,Krystal N	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/30/2019	\$10.00	HIR	TMP
Crawford,Ian A	Volunteer Asst Coach	Office of Athletics	CP	8/27/2018	6/30/2019	\$0.00	HIR	TMP
Duncan,Marvin B	Events Assistant	Office of Athletics	STA	9/1/2018	8/31/2019	\$29.50	HIR	TMP
Fiocca,Patrick D	Athletics Game & Events Asst	Office of Athletics	STA	9/8/2018	9/8/2018	\$50.00	REH	1XP
Gilbride,James P	Athletics Game & Events Asst	Office of Athletics	STA	9/21/2018	9/21/2018	\$240.00	REH	1XP
Harris,Trevor M	Football Assistant	Office of Athletics	STA	9/17/2018	12/30/2018	\$8.30	REH	TMP
Hatfield,Phillip B	Events Assistant	Office of Athletics	STA	9/1/2018	1/18/2019	\$23.43	HIR	TMP
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	9/3/2018	9/3/2018	\$500.00	REH	1XP
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	9/21/2018	9/21/2018	\$300.00	REH	1XP
Iacona,Joey A	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
Ingellis,Thomas A	Athletics Game & Events Asst	Office of Athletics	STA	8/17/2018	6/15/2019	\$10.00	HIR	TMP
Kaiser,Diana L	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$900.00	HIR	1XP
Karboski,Bridget M	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
Le,Boo	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$700.00	HIR	1XP
MencI,Lacey	Athletics Game & Events Asst	Office of Athletics	STA	10/1/2018	6/15/2019	\$10.00	HIR	TMP
Moore,Anna	Athletics Game & Events Asst	Office of Athletics	STA	8/15/2018	6/15/2019	\$8.50	HIR	TMP
Myer,Rebecca K	Volunteer Asst Coach	Office of Athletics	CP	8/27/2018	6/30/2019	\$0.00	HIR	TMP
Newhouse,Nathanael D	Asst Dir Ticket Operations	Office of Athletics	CP	9/21/2018	9/21/2018	\$150.00	REH	1XP
Northup,Shelby J	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
O'Connell,Adam D	Dir Ticket Operations	Office of Athletics	CP	9/21/2018	9/21/2018	\$150.00	REH	1XP
Ordell,Blake William	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$1,400.00	HIR	1XP
Pierce,Gregory	Mgr Athletics Ops & Events	Office of Athletics	CP	9/3/2018	9/15/2018	\$500.00	REH	1XP
Pierce,Gregory	Mgr Athletics Ops & Events	Office of Athletics	CP	9/21/2018	9/21/2018	\$250.00	REH	1XP
Plybon,Mike S	Events Assistant	Office of Athletics	STA	9/1/2018	8/31/2019	\$29.15	HIR	TMP
Radjen,Danilo	Camp Worker	Office of Athletics	STA	6/15/2018	6/15/2018	\$375.00	HIR	1XP
Rudolph,Jesica M	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
Scully,Elisabeth S	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018		8.50	TER	RES
Sigler,Alexis P	Athl Operations & Events Asst	Office of Athletics	STA	9/14/2018	8/23/2019	\$9.95	HIR	TMP
Treiber,Rachel C	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	9/15/2018	9/15/2018	\$150.00	REH	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	9/21/2018	9/21/2018	\$50.00	REH	1XP
Wilson,Laurel A	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
Zimmer,Melanie A	Athletics Game & Events Asst	Office of Athletics	STA	8/27/2018	6/15/2019	\$10.00	HIR	TMP
OFFICE OF ACADEMIC AFFAIRS								
Bodenhamer,Judith M	Lecturer	UA Solutions	FAC	9/16/2018	9/22/2018	\$420.00	REH	TMP
Cross,Monika	Lecturer	UA Solutions	FAC	8/26/2018	10/20/2018	\$1,462.50	DTA	OTH
Gamble,Sherry L	Lecturer	UA Solutions	FAC	9/9/2018	11/10/2018	\$1,950.00	HIR	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	9/16/2018	10/20/2018	\$625.00	REH	TMP
Luster,Billie D	Adjunct Asst Prof	Military Sci & Leadership	FAC	9/14/2018	6/30/2021	\$0.00	HIR	TMP
McNichols,Heather D	Lecturer	UA Solutions	FAC	9/9/2018	10/20/2018	\$660.00	REH	TMP
Mehlberg,Timothy R.	Lecturer	UA Solutions	FAC	8/19/2018	9/22/2018	\$600.00	REH	TMP
Sullivan,Paul	Logistics Specialist	Military Sci & Leadership	STA	9/4/2018	8/31/2020	\$0.00	HIR	TMP
Turner,Dudley B	Professor	Instructional Services	FAC	9/14/2018	9/14/2018	\$250.00	REH	1XP
Warrick,John David	Lecturer	UA Solutions	FAC	7/29/2018	9/29/2018	\$297.50	REH	TMP
Williams,Gary T	Adjunct Instructor	Military Sci & Leadership	FAC	9/14/2018	6/30/2021	\$0.00	HIR	TMP
Younessi,Theodore A	Lecturer	UA Solutions	FAC	9/16/2018	9/29/2018	\$877.50	REH	TMP
OFFICE OF CAPITAL PLANNING & FACILITIES MANAGEMENT								
Beers,Mark Richard	Coord Emergency Mgmt	Env & Occ Health & Safety	STA	9/21/2018	9/21/2018	\$250.00	REH	1XP
VP, INCLUSION & EQUITY/CDO								
Brown,Janell E	Tutor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$22.00	REH	TMP
Patel,Shirali Y	Instructor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$20.00	REH	TMP
Pesantes - Ortega,Mindy	Tutor AAP	Acad Achievement Programs	STA	10/11/2018	5/9/2019	\$20.00	HIR	TMP
Roebuck,Sandra	Tutor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$20.00	REH	TMP
Rosario,Roy Vernon	Tutor AAP	Acad Achievement Programs	STA	10/16/2018	5/9/2019	\$20.00	HIR	TMP
Smith,Shayla S.	Tutor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$20.00	REH	TMP
White,Julie A	Tutor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$20.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
VP, INCLUSION & EQUITY/CDO (Cont.)								
Wood, Jamie A	Tutor AAP	Acad Achievement Programs	STA	10/2/2018	5/10/2019	\$20.00	REH	TMP
RESEARCH ADMINISTRATION & TECHNOLOGY TRANSFER								
Parveen, Mehraj	Department Admin Asst	Technology Transfer, Off of	STA	9/10/2018	8/31/2019	\$0.00	REH	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Barton, Hazel A	Professor-Summer	Biology	FAC	6/10/2018	7/14/2018	\$10,240.12	REH	TMP
*Donatelli, Frances J	Department Admin Asst	Dance, Theatre & Arts Admin	STA	3/1/2019	3/1/2020	\$17.89	HIR	TMP
Eichman, Kay E	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$1,341.06	REH	TMP
Finn, Mary Kay	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$3,329.72	REH	TMP
Jardin, Elliott C	Research Asst	Psychology	STA	9/17/2018	5/27/2019	\$21.67	HIR	TMP
Keister, Scott E	Senior Lecturer	Modern Languages	FAC	10/1/2018	10/1/2018	\$1,000.00	HIR	1XP
Lytton, Alec S	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$3,921.96	REH	TMP
Maurer, Kendall N	Assoc Prof Instr-Summer	Mathematics	FAC	10/10/2018	10/10/2018	\$300.00	REH	1XP
Piper, Erica A	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$1,680.00	REH	TMP
Reilly-Howe, Pauline P	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$1,769.34	REH	TMP
Reilly-Howe, Pauline P	Associate Lecturer	Dance, Theatre & Arts Admin	FAC	10/1/2018	10/6/2018	\$60.00	REH	1XP
Revels, Morgan N	Research Asst	Anthropology & Classical St	STA	10/1/2018	5/5/2019	\$14.00	REA	TMP
Stewart, Kara M	Lecturer	Dance Institute	FAC	7/9/2018	8/18/2018	\$1,800.00	REH	TMP
Warrick, Madhavi S	Coord BRIC	Biology	CP	9/17/2018		\$24,720.00	PAY	OTH
COLLEGE OF BUSINESS ADMINISTRATION								
Liss, Steven	External Progs Coord	CBA Dean's Office	CP	11/1/2018	10/31/2018	\$29,000.00	RET	REG
LEBRON JAMES FAMILY FUND COLLEGE OF EDUCATION								
Grant, Rozlyn Marie	Literacy Coach-PT	Curr & Instr Studies	STA	9/1/2018	5/31/2019	\$43.75	REH	TMP
COLLEGE OF ENGINEERING								
Abbas, Ala R	Professor-Summer	Civil Engineering	FAC	7/2/2018	7/22/2018	\$7,466.50	REH	TMP
Abbas, Ala R	Professor-Summer	Civil Engineering	FAC	7/22/2018	7/29/2018	\$5,169.11	REH	TMP
Abbas, Ala R	Professor-Summer	Civil Engineering	FAC	7/30/2018	8/18/2018	\$7,446.50	REH	TMP
Abbas, Ala R	Professor-Summer	Civil Engineering	FAC	8/20/2018	8/25/2018	\$2,871.75	REH	TMP
Adeniyi, Olalekan	Research Scholar	Chemical & Biomolec Engr	STA	9/1/2018	9/1/2019	\$0.00	HIR	TMP
Davis, Brian L	Professor	Biomedical Engineering	FAC	8/27/2018	9/2/2018	\$3,424.38	REH	TMP
Li, Jing	Research Asst	Chemical & Biomolec Engr	STA	1/1/2019	5/1/2019	\$15.00	REA	TMP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/1/2018	12/31/2018	\$13.21	PAY	OTH
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/23/2018	7/23/2018	\$540.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	8/1/2018	8/1/2018	\$660.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Biomedical Engineering	STA	8/6/2018	8/6/2018	\$420.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/1/2018	9/1/2018	\$540.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Electrical & Computer Engr	STA	9/17/2018	9/17/2018	\$225.00	REH	1XP
Qi, Ming	Research Scholar	Civil Engineering	STA	11/1/2018	2/28/2019	\$0.00	HIR	TMP
Schneider IV, William H	Professor-Summer	Civil Engineering	FAC	5/14/2018	8/25/2018	\$22,347.92	PAY	OTH
Tang, Li	Research Scholar	Chemical & Biomolec Engr	STA	8/30/2018	8/14/2019	\$0.00	HIR	TMP
Xie, Shaowen	Research Scholar	Chemical & Biomolec Engr	STA	8/30/2018	8/14/2019	\$0.00	HIR	TMP
COLLEGE OF HEALTH PROFESSIONS								
Botros, Nader	Medical Director	Allied Health Technology	CP	9/1/2018	8/31/2019	\$4,500.00	REA	TMP
Contrera, Margaret A	Adjunct Asst Prof	Nursing	FAC	9/6/2018	9/6/2018	\$200.00	HIR	1XP
SCHOOL OF LAW								
Nichols, Russel Thomas	Senior Lecturer	Law - Instruction	FAC	5/1/2018	12/31/2018	\$32,000.00	PAY	OTH
Payne, Lavell	Special Lecturer	Law - Instruction	FAC	6/3/2018	6/30/2018	\$4,800.00	DTA	OTH
COLLEGE OF POLYMER SCIENCE & POLYMER ENGINEERING								
Khanal, Kiran	Visiting Scholar	Polymer Science	STA	10/1/2018	6/24/2019	\$0.00	REA	TMP
Koundourakis, Helen	HIEI Grant Coordinator	Polymers Dean's Office	STA	10/1/2018	5/31/2019	\$19.23	HIR	TMP
Martin, Christopher C	Sr Systems Administrator	Polymer Science	STA	8/20/2018	8/20/2018	\$2,000.00	HIR	1XP
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY								
Ager, Brad	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/20/2018	9/22/2018	\$480.00	REH	TMP
Anderson, Michael J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	10/1/2018	10/6/2018	\$256.00	REH	TMP
Antonides, Nicholas J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/24/2018	9/29/2018	\$352.00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)								
Bickerstaff, Andrew P	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/17/2018	9/29/2018	\$420.00	HIR	TMP
Bragg Jr, Albert A	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/17/2018	9/29/2018	\$630.00	REH	TMP
Breiding, Eric S	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/17/2018	10/6/2018	\$1,600.00	REH	TMP
Clafin, Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/3/2018	9/29/2018	\$1,935.00	REH	TMP
Coleman, Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/3/2018	10/6/2018	\$1,280.00	REH	TMP
Cyphert, Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/10/2018	10/6/2018	\$1,880.00	REH	TMP
DiMartino, Heaven R	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	10/6/2018	\$1,360.00	REH	TMP
Dobbins III, Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/16/2018	9/22/2018	\$405.00	REH	TMP
Duber, John S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/3/2018	9/29/2018	\$54.00	REH	TMP
George, Glen	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/17/2018	9/22/2018	\$256.00	REH	TMP
Goodwin, Eric L	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	9/29/2018	\$768.00	REH	TMP
Hart, Todd C	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/3/2018	9/29/2018	\$1,024.00	REH	TMP
Heilmeier, William K	Lecturer	Coll of Appl Sci & Tech Dean	FAC	10/1/2018	10/6/2018	\$128.00	REH	TMP
Hohlbaugh, Heidi A	Project Mgr-College Tech Prep	Coll of Appl Sci & Tech Dean	STA	10/8/2018	6/30/2019	\$20.00	HIR	TMP
Holland Jr, William B	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	10/13/2018	\$352.00	REH	TMP
Klink, MaryBeth I	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/9/2018	9/15/2018	\$320.00	REH	TMP
Klue, Jerome T	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/3/2018	9/22/2018	\$768.00	REH	TMP
Manes, Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/20/2018	9/29/2018	\$900.00	REH	TMP
Mayer, Kevin A	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/3/2018	10/6/2018	\$1,232.00	REH	TMP
McCown, Travis C.	Spec Lect Early Col High Schl	Coll of Appl Sci & Tech Dean	CP	8/2/2018	6/30/2019	\$0.00	REH	TMP
McCurry, Timothy N	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/20/2018	9/29/2018	\$1,110.00	REH	TMP
Michalec, Ronald A	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/17/2018	9/29/2018	\$640.00	REH	TMP
Milo, Greg A	Spec Lect Early Col High Schl	Coll of Appl Sci & Tech Dean	CP	8/2/2018	6/30/2019	\$0.00	HIR	TMP
Norris, James B	Lecturer	Coll of Appl Sci & Tech Dean	FAC	10/1/2018	10/6/2018	\$128.00	REH	TMP
Parker, Shawn W	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/17/2018	9/22/2018	\$512.00	REH	TMP
Parsell, Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/6/2018	10/6/2018	\$680.00	REH	TMP
Reedy, Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/3/2018	10/6/2018	\$1,347.50	REH	TMP
Scafidi, Christopher J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/24/2018	9/30/2018	\$256.00	REH	TMP
Scafidi, Christopher J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	10/1/2018	10/6/2018	\$512.00	REH	TMP
Shellenbarger, Anthony L	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	10/6/2018	\$704.00	REH	TMP
Smith, Stanley H	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	9/15/2018	\$256.00	REH	TMP
Tomei, Provie L	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/24/2018	9/29/2018	\$256.00	REH	TMP
Vaughan Jr, Roger	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	9/15/2018	\$384.00	REH	TMP
Westfall, Clark	Lecturer	Coll of Appl Sci & Tech Dean	FAC	10/1/2018	10/6/2018	\$64.00	REH	TMP
Wright, Paul J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/10/2018	9/29/2018	\$576.00	REH	TMP
UNIVERSITY LIBRARIES								
Bible, Scott C	Asst Prof Practice	Instructional Services	FAC	8/21/2018	8/21/2018	\$250.00	REH	1XP
Chura, Patrick J	Professor	University Press	FAC	8/1/2018	8/1/2018	\$200.00	HIR	1XP
Garcia-DuPlain, Lauren L	Assoc Prof Instr	Instructional Services	FAC	8/22/2018	8/22/2018	\$250.00	REH	1XP
WAYNE COLLEGE								
Ammlung, Richard	Tutor WC	Developmental Progs-Wayne	STA	10/9/2018	6/30/2019	\$14.75	HIR	TMP
Carmichael, Stephen	Tutor WC	Developmental Progs-Wayne	STA	8/27/2018	6/30/2019	\$14.75	HIR	TMP
Dirksen, Darren D	Men's Basketball Coach, ORCC	Wayne College Dean's Office	CP	10/1/2018	2/28/2019	\$5,000.00	REH	TMP
Haren, Deborah	Tutor WC	Developmental Progs-Wayne	STA	8/27/2018		16.89	TER	RES
Knowlton, Ginny	Tutor-WC	Developmental Progs-Wayne	STA	9/3/2018	6/30/2019	\$15.91	DTA	OTH
Magoolaghan, Rhonda L	Tutor WC	Developmental Progs-Wayne	STA	8/27/2018	6/30/2019	\$14.75	HIR	TMP
Moore, Brian	Police Officer II	University Police - Wayne	STA	10/1/2018	10/1/2018	\$525.00	REH	1XP
Nelson, Lance D	Professor Instr	Mathematics-Wayne	FAC	10/1/2018	10/1/2018	\$1,000.00	REH	1XP
Whitacre, Tori L	Tutor WC	Developmental Progs-Wayne	STA	8/27/2018		14.75	TER	RES
Wright, Curtis C	Police Officer II	University Police - Wayne	STA	10/1/2018	10/1/2018	\$525.00	REH	1XP

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF ATHLETICS								
Henny,Leslie N	GAA	Office of Athletics	8/13/2018	8/13/2018	\$664.00	D	HIR	1XP
Quigley,Xavier J	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332.00	B	HIR	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Abeywickrama,Chathura S	GAR	Chemistry	8/1/2018	8/16/2018	\$769.23	B	REA	TMP
Cahalane,Celina R	GAF	Chemistry	8/27/2018	12/14/2018	\$106.66	B	REH	SPL
Detorakis,Caterina S	GAR	Psychology	5/11/2018	5/11/2018	\$477.00	B	REH	1XP
Gilmore,Grant T	GAF	Chemistry	7/1/2018	6/29/2019	\$38.46	B	REH	SPL
Greene,Daniella Q	GAA	Music	10/4/2018	10/4/2018	\$166.25	B	HIR	SPL
Nolan,Megan T	GAA	Sociology	7/2/2018	7/28/2018	\$250.00	B	HIR	TMP
Pacheco,Gardenia	GAF	Chemistry	7/1/2018	6/29/2019	\$57.92	B	REH	SPL
Petruzzelli,Alexandra D	GAR	Psychology	9/6/2018	9/6/2018	\$1,422.00	D	REH	1XP
Setsu,Eya	GAA	Music	10/4/2018	10/4/2018	\$166.25	B	HIR	SPL
Xue,Yuan	GAF	Chemistry	8/28/2018	8/24/2019	\$59.69	B	REH	SPL
Zimmerman,Eric	GAT	Statistics	11/5/2018	12/15/2018	\$602.35	B	HIR	TMP
COLLEGE OF ENGINEERING								
Bafahm Alamdari,Aslan	GAR	Mechanical Engineering	8/25/2018	7/31/2019	\$769.00	B	PAY	OTH
Boler,Okan	GAR	Electrical & Computer Engr	11/21/2018	11/21/2018	\$3,000.00	D	REH	SPL
Chockalingam,Mano	GAR	Mechanical Engineering	10/1/2018	12/31/2019	\$700.00	B	REH	TMP
Christudasjustus,Jijo	GAT	Chemical & Biomolecular Engr	9/28/2018	12/31/2018	\$126.92	B	REH	SPL
Ealy,Paul B	GAT	Mechanical Engineering	9/24/2018	12/31/2018	\$688.00	B	PAY	OTH
El Rassi,Joseph W	GAT	Mechanical Engineering	9/24/2018	12/31/2018	\$688.00	B	PAY	OTH
Emon,Md. Omar Faruk	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$931.00	B	PAY	OTH
Esmaeli,Roja	GAR	Mechanical Engineering	9/20/2018	9/20/2018	\$130.00	D	REH	1XP
Guo,Xufeng	GAT	Mechanical Engineering	9/17/2018	6/29/2019	\$700.00	B	PAY	OTH
Hashemi,Seyed Reza	GAR	Mechanical Engineering	9/20/2018	9/20/2018	\$130.00	D	REH	1XP
James,Joseph J	GAR	Mechanical Engineering	8/27/2018	5/14/2019	\$900.00	B	PAY	OTH
Khan,Md. Mahfujul H	GAT	Mechanical Engineering	9/17/2018	6/29/2019	\$849.00	B	PAY	OTH
Oquendo,Jafet J	GAA	Engineering Dean's Office	10/4/2018	10/4/2018	\$166.25	B	HIR	SPL
Presby,Michael J	GAR	Mechanical Engineering	9/24/2018	12/31/2018	\$846.00	B	PAY	OTH
Presby,Michael J	GAR	Mechanical Engineering	1/1/2019	12/31/2018	\$807.69	B	PAY	OTH
Rashidi,Sedigheh	GAT	Chemical & Biomolecular Engr	8/28/2018	9/28/2018	\$1,725.00	B	REH	SPL
Rashidi,Sedigheh	GAT	Chemical & Biomolecular Engr	10/1/2018	12/31/2018	\$115.00	B	REH	SPL
Ren,Baiping	GAR	Chemical & Biomolecular Engr	8/27/2018	9/9/2018	\$900.00	B	REH	SPL
Singh,Sunil	GAR	Biomedical Engineering	9/1/2018	12/31/2018	\$961.53	B	PAY	OTH
Soraghi,Ahmad	GAR	Civil Engineering	8/27/2018	12/16/2018	\$942.60	B	PAY	OTH
Wu, Jiawei	GAT	Mechanical Engineering	6/4/2018	6/4/2018	\$675.00	D	HIR	SPL
Yang,Fengyu	GAR	Chemical & Biomolecular Engr	9/10/2018	9/10/2018	\$600.00	D	REH	SPL
Zhang,Yanxian	GAT	Chemical & Biomolecular Engr	8/27/2018	9/9/2018	\$800.00	B	REH	SPL
COLLEGE OF POLYMER SCIENCE & ENGINEERING								
Liu,Qianhui	GAR	Polymer Science	9/1/2018	12/30/2018	\$961.53	B	REH	TMP
Wilson,Michael C	GAR	Polymer Science	5/13/2019	8/24/2019	\$846.15	B	REH	TMP

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	TITLE	FLSA	REMOVE	EFFECTIVE
122	25115	Dir Energy & Engineering	Exempt		10/17/2018
118	27104	Coord First Year Experiences	Exempt		4/1/2018
119	27514	Coord Campus Comm Aware Progs	Exempt		10/8/2018
121	27634	Assoc Dir Admissions - Opns	Exempt		5/9/2018
888	28767	Asst Clinical Prof, Law	Exempt	X	10/8/2018
999	29776	Interim Program Director	Non-exempt	X	10/9/2018
999	29896	Interim Dir Assessment	Exempt	X	10/9/2018
999	29898	Staff Attorney - Law PT	Non-exempt		3/21/2018

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	TITLE	FLSA	REMOVE	EFFECTIVE
119	44177	Sr HR Data Analyst	Non-exempt		3/12/2018
119	45215	Contract Maintenance Admin	Non-exempt		10/18/2018

2018 CWA Clothing Allowance

Name	Dept	Job Title	Amount
Anatra,Jim A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Anderson,Anthony M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ange,Edward D	Physical Facilities	Groundskeeper Certified	\$80.00
Ankrom,Jonah J	Physical Facilities	Maint Repair Worker Apprentice	\$80.00
Armstrong,Diane	Physical Facilities	Bldg Services Worker Certified	\$80.00
Bajcar,Joyce M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Banaag,Alfredo L	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Beckett,Brian D	Physical Facilities	Master HVAC Tech Crt	\$80.00
Betts Jr,David	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Billings,Kristina L	Physical Facilities	Master Bldg Services Worker	\$80.00
Bland,Jeffrey S	Physical Facilities	Bldg Services Worker Certified	\$80.00
Bosch,Jonathan	Physical Facilities	Storekeeper	\$80.00
Branham,Cynthia L	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Bushner,Norman Lelanier	Physical Facilities	Laborer	\$80.00
Campbell II,Theodore J	Physical Facilities	Maintenance Repair Worker	\$80.00
Campbell Jr,Robert M	Physical Facilities	Master HVAC Tech Crt	\$80.00
Casey,Jeffrey W	Physical Facilities	Master Carpenter Crt	\$80.00
Chaplin,Gary	Physical Facilities	Master Mechanic	\$80.00
Coontz,Joseph C	Physical Facilities	Master Maint Repair Worker	\$80.00
Cooper,Herman J	Physical Facilities	Bldg Services Worker	\$80.00
Corder,Brian K	Physical Facilities	Groundskeeper Certified	\$80.00
Crawford Jr,Bobbie L	Physical Facilities	Bldg Services Worker Certified	\$80.00
DeSantis,Daniel	Physical Facilities	Laborer	\$80.00
Dees,Bridget L	Physical Facilities	Asst Bldg Services Worker	\$80.00
Dees,Doris Grace	Physical Facilities	Bldg Services Worker Certified	\$80.00
Denham,Arthur L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Dinger,Joshua D	Physical Facilities	Master HVAC Tech Crt	\$80.00
Dyer,Delbert W	Physical Facilities	Asst Groundskeeper Certified	\$80.00
Ellis,David D	Physical Facilities	Master Painter Crt	\$80.00
Farrell,Walter E	Physical Facilities	Master Carpenter Crt	\$80.00
Farwell,Joseph	Physical Facilities	Master Mechanic	\$80.00
Ferrara,Ovidio Dante	Physical Facilities	Irrigation Specialist Cert	\$80.00
Firth,James V	Physical Facilities	Bldg Services Worker	\$80.00
Ford,Derrick K	Physical Facilities	Maintenance Repair Worker	\$80.00
Forshey,Jay E	Physical Facilities	Stationary Engineer 2	\$80.00
Fox,Forrest F	Physical Facilities	Master Plumber Certified	\$80.00
Gatti,Jacob L	Physical Facilities	Bldg Services Worker	\$80.00
Gauer,Mark Evan	Physical Facilities	Bldg Services Worker Certified	\$80.00
Gerakis,William	Physical Facilities	Electrician	\$80.00
Gesquiere,Robert F	Physical Facilities	Master Painter Crt	\$80.00
Grant Jr,Isiah	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grant,Dale M	Physical Facilities	Bldg Services Worker	\$80.00
Green,Johnnie A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grimsley,James G	Physical Facilities	Plumber	\$80.00
Gromley,David J	Physical Facilities	Asst Bldg Services Worker	\$80.00
Grossholz,Ben A	Physical Facilities	Master HVAC Tech Crt	\$80.00
Grubb,Kyle A	Physical Facilities	Bldg Services Worker	\$80.00
Hamrick,Gabe C	Physical Facilities	Asst Bldg Services Worker	\$80.00
Hancock Jr,Charles L	Physical Facilities	Bldg Services Worker Certified	\$80.00

2018 CWA Clothing Allowance

Name	Dept	Job Title	Amount
Harmon,Jerome C	Physical Facilities	Maintenance Repair Worker	\$80.00
Harr,Diana L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Harris,Tracey Lamont	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Hayes Sr,Thomas J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Hetson,Gary A	Physical Facilities	Groundskeeper	\$80.00
Hilton,Melvin B	Physical Facilities	Asst Bldg Services Worker	\$80.00
Hodgeman,Elizabeth A	Physical Facilities	Asst Bldg Services Worker	\$80.00
Holl,Daniel M	Physical Facilities	Master Mover	\$80.00
Hollnad,Kristin Marie	Physical Facilities	Maint Repair Worker Apprentice	\$80.00
Hollis,Durrell L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Holmes,Kenneth J	Physical Facilities	Master Plumber Certified	\$80.00
Homan,Theresa M	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Howard,Timothy S	Physical Facilities	Electrician	\$80.00
Howley,Larry R	Physical Facilities	Master Maint Repair Worker	\$80.00
Hull,Robert W	Physical Facilities	Master Maint Repair Worker	\$80.00
Hunter,Cedric Truman	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
James,Jermaine D	Physical Facilities	Bldg Services Worker	\$80.00
Jasinski,Tyler J	Physical Facilities	Laborer	\$80.00
Johnson,Andrew L	Physical Facilities	Asst Bldg Services Worker	\$80.00
Johnson,Brittanie	Physical Facilities	Asst Bldg Services Worker	\$80.00
Johnson,Kenneth R	Physical Facilities	Groundskeeper	\$80.00
Johnson,ShaResa	Physical Facilities	Asst Bldg Services Worker	\$80.00
Jones,Anthony C	Physical Facilities	Bldg Services Worker Certified	\$80.00
Jones,David E	Physical Facilities	Master Bldg Services Worker	\$80.00
Kaman,Robert S	Physical Facilities	Bldg Services Worker	\$80.00
Karson,Michael J	Physical Facilities	Water Treatment Specialist	\$80.00
Kelly,Ruth A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Kelson,Kevin Scott	Physical Facilities	Stationary Engineer 2	\$80.00
Keyes,Melvin	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Kline,Mark S	Physical Facilities	Bldg Services Worker	\$80.00
Knight,Anthony D	Physical Facilities	Bldg Services Worker	\$80.00
Knox,Dale Le'Aire	Physical Facilities	Bldg Services Worker Certified	\$80.00
Koch,David A	Physical Facilities	Bldg Services Worker	\$80.00
Langrell,James M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Lenke,Jason W	Physical Facilities	Mechanic	\$80.00
Letzler,Raymond K	Physical Facilities	Painter	\$80.00
Lipscomb,Roy E	Physical Facilities	Master HVAC Tech Crt	\$80.00
Maldonado,German L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Martin,Daniel Wilson	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
McCullough,Avery R	Physical Facilities	Asst Bldg Services Worker	\$80.00
McFadden,Jason M	Physical Facilities	Plumber	\$80.00
McGinnis,Donald L	Physical Facilities	Bldg Services Worker Certified	\$80.00
McGrady,Darryl	Physical Facilities	Bldg Services Worker Certified	\$80.00
Meier,Matthew S	Physical Facilities	Master Groundskeeper Certified	\$80.00
Miller,Charlotte Anne	Physical Facilities	Bldg Services Worker Certified	\$80.00
Miller,Davis R	Physical Facilities	Master Plumber Certified	\$80.00
Miller,Edward W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Miller,Jack L	Physical Facilities	Master Carpenter Crt	\$80.00
Moody,Michelle M	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00

12/05/2018

Page 2

2018 CWA Clothing Allowance

Name	Dept	Job Title	Amount
Moore,Sheila B	Physical Facilities	Master Bldg Services Worker	\$80.00
Murph,Rodney L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Murray,Michael K	Physical Facilities	Master Plumber Certified	\$80.00
Nelson,De Wayne L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Nobles,Warren	Physical Facilities	Bldg Services Worker	\$80.00
O'Neil,Darnell J	Physical Facilities	Bldg Services Worker Certified	\$80.00
O'Neil,Lamont D	Physical Facilities	Maintenance Repair Worker	\$80.00
Ohlson,Robert J	Physical Facilities	Master Groundskeeper	\$80.00
Olinger,Alixandra L	Physical Facilities	Asst Bldg Services Worker	\$80.00
Orellana Velasco,Patricia	Physical Facilities	Bldg Services Worker Certified	\$80.00
Pacheco,Miguel A	Physical Facilities	Bldg Services Worker	\$80.00
Palmeri,William D	Physical Facilities	Bldg Services Worker Certified	\$80.00
Pangburn,William J	Physical Facilities	Master Electrician Crt	\$80.00
Parrish,Clark D	Physical Facilities	Master Painter Crt	\$80.00
Peck,Timothy H	Physical Facilities	Master Bldg Services Worker	\$80.00
Pollitt,Jeffrey C	Physical Facilities	Groundskeeper Certified	\$80.00
Post,Gregory Richard	Physical Facilities	Electrician	\$80.00
Prosser,Warren	Physical Facilities	Groundskeeper Certified	\$80.00
Ramsey,Eric	Physical Facilities	Maintenance Repair Worker	\$80.00
Randall,David J	Physical Facilities	Maintenance Repair Worker	\$80.00
Redford,John W	Physical Facilities	Carpenter	\$80.00
Reed,Angel R	Physical Facilities	Bldg Services Worker	\$80.00
Reed,Gina Renee	Physical Facilities	Bldg Services Worker	\$80.00
Resch,Aaron A	Physical Facilities	Energy Management Tech	\$80.00
Rick,Thomas J	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Rockhill,Richard G	Physical Facilities	Master Electrician Crt	\$80.00
Rosenal,Carolyn Sue	Physical Facilities	Bldg Services Worker Certified	\$80.00
Sadler,Shasta L	Physical Facilities	Maintenance Repair Worker	\$80.00
Salzswimmer,Brandon R	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Samblanet,Kyle	Physical Facilities	Stationary Engineer 2	\$80.00
Samples,Richard E	Physical Facilities	Master Plumber Certified	\$80.00
Scholl,Jamie B	Physical Facilities	Master Electrician Crt	\$80.00
Shafer,Rachel N	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Shoemaker,Daniel H	Physical Facilities	Master HVAC Tech Crt	\$80.00
Simmons,Steve R	Physical Facilities	Master HVAC Tech Crt	\$80.00
Sims,Bradley S	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Smiley,Tara Lee	Physical Facilities	Master Groundskeeper Certified	\$80.00
Smith,David A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,John J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,Julie A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,Richard A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Stemple,Clinton R	Physical Facilities	Groundskeeper Certified	\$80.00
Stevens,Griffith Earl	Physical Facilities	Asst Bldg Services Worker	\$80.00
Steverson,I'shana C	Physical Facilities	Asst Bldg Services Worker	\$80.00
Storey,Janet	Physical Facilities	Bldg Services Worker Certified	\$80.00
Terrell,Timothy N	Physical Facilities	Bldg Services Worker	\$80.00
Thomas,Gloria A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Thompson,Mark	Physical Facilities	Stationary Engineer 2	\$80.00
Todd,John A	Physical Facilities	Bldg Services Worker	\$80.00

2018 CWA Clothing Allowance

Name	Dept	Job Title	Amount
Tompkins,George M	Physical Facilities	Master Bldg Services Worker	\$80.00
Trusky Jr,Victor F	Physical Facilities	Laborer	\$80.00
Vega,Angela M	Physical Facilities	Laborer	\$80.00
Vega,Victoria L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Verde,Shawn R	Physical Facilities	Master Carpenter Crt	\$80.00
Votaw,Darcy A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wallace,John A	Physical Facilities	Bldg Services Worker	\$80.00
Wallis,Dan	Physical Facilities	Laborer	\$80.00
Walters,William P	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ward,Austin Joseph	Physical Facilities	Asst Groundskeeper	\$80.00
Watson,Lamont	Physical Facilities	Master Bldg Services Worker	\$80.00
West III,William M	Physical Facilities	Maintenance Repair Worker Cert	\$80.00
Westfall,Jason W	Physical Facilities	Master Electrician Crt	\$80.00
Wheeler,Darren	Physical Facilities	Bldg Services Worker Certified	\$80.00
While,Michael A	Physical Facilities	Stationary Engineer 2	\$80.00
Whitestine,Christopher J	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Wilson,Angela M	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wilson,Dale	Physical Facilities	Laborer	\$80.00
Wood,Alesia	Physical Facilities	Bldg Services Worker Certified	\$80.00
Zita,Tony	Physical Facilities	Laborer	\$80.00
Harris,Marcel W	University Dining Services	Master Cook Certified	\$80.00
Knuckles,LaShawn D	University Dining Services	Storekeeper	\$80.00
Knuckles,Michael K	University Dining Services	Cook	\$80.00
Marina,Victoria	University Dining Services	Cook	\$80.00
Rumel,Ana D	University Dining Services	Food Service Worker	\$80.00
Warren,Nancy A	University Dining Services	Master Cook Certified	\$80.00
Garrett,Mark C	University Police Department	Master Locksmith	\$80.00
Kantorowski,Paul	University Police Department	Master Locksmith Crt	\$80.00
Morris,John H	University Police Department	Master Locksmith Crt	\$80.00
Nelson,Chadwick Lon	University Police Department	Locksmith	\$80.00

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
THREE MONTHS ENDED SEPTEMBER 30, 2018**



**The University of Akron
Investment Report
For the Three Months Ended September 30, 2018**

SUMMARY

OPERATING FUNDS

The Operating Funds totaled \$248.7 million at September 30, 2018 and posted a blended rate of return (ROR) of 1.1 percent, approximating \$2 million, for the three months ended September 30, 2018.

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.

During March 2018, the University established an escrow account with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's defined contribution plan.

Cash and Fixed Income portfolios totaled \$189.7 million at September 30, 2018. The Cash and Fixed Income portfolios achieved an overall three month ROR of 0.4 percent, or \$0.4 million [\$189.7 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments totaled \$59 million at September 30, 2018 and are managed by Legacy achieved an overall three month ROR of 2.7 percent, or \$1.6 million [\$59 million average quarterly balance] compared to benchmark of 2.7 percent – refer to Exhibit 1 for the detail regarding performance.

Two of the operating funds were beyond the prescribed asset allocations at September 30, 2018 and likely exceeded the prescribed allocations at other times throughout the period. The variances were attributable to the outperformance of large cap growth assets and a slightly higher cash balance existed. A rebalancing will occur to ensure the asset allocation thresholds are maintained. Except as noted further within, the operating funds are within the University's prescribed asset allocation requirements at September 30, 2018 – refer to Exhibits 2 and 3 for the

detail regarding compliance.

ENDOWMENTS

The Endowments totaled \$69.1 million at September 30, 2018 and posted a blended ROR of 1.5 percent, or \$1 million, for the three months ended September 30, 2018.

The September 30, 2018 market value increased \$0.3 million from June 30, 2018. The largest contributors to that change were realized and unrealized gains [\$0.9 million], offset by endowment distributions [(\$0.6 million)] – refer to Exhibit 6 for the detail regarding components of change and Exhibit 7 for historic endowment balances.

Pooled

The Pooled Endowment totaled \$62 million at September 30, 2018 and is managed by Cambridge and achieved an overall three month ROR of 1.2 percent, or \$0.7 million [\$62 million average quarterly balance] compared to the policy benchmark of 2.3 percent – refer to Exhibit 4 for the detail regarding performance.

Of Cambridge's portfolio, iShares S&P 500 ETF achieved the highest three month ROR at 7.7 percent [\$1.5 million balance at September 30], while the Van Eck Gold Fund posted the lowest ROR at (17.3) percent [\$1 million balance at September 30].

The endowment funds are within the University's prescribed asset allocation requirements at September 30, 2018 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 \$7.1 million at September 30, 2018, are invested in accord with donor stipulations, and achieved a blended three month ROR of 4.3 percent, or \$0.3 million [\$7.1 million average quarterly balance].

The highest ROR for the three months ended September 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 6.5 percent on market value of \$2.4 million at September 30. The lowest ROR for the three months ended September 30 was the Constitutional Law endowment, invested at Key Bank, at (0.2) percent on market value of \$1 million at September 30 – 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 Three Months Ended September 30, 2018

Exhibit 1

Net Rates of Return for the Periods Ended September 30, 2018

- 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		One Year ROR/Benchmark		Two Years ROR/Benchmark		Three Years ROR/Benchmark	
Cash and Cash Equivalents / PFM, PNC & JPMC <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 88,101,087	0.5%	●	1.5%	●	1.1%	●	0.9%	●
		0.5%		1.6%		1.1%		0.8%	
Short-Term Fixed Income / PFM <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	47,907,285	0.4%	●	0.5%	●	0.6%	●	0.8%	●
		0.2%		0.1%		0.2%		0.4%	
Intermediate-Term Fixed Income / PFM <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	53,728,308	0.2%	●	(0.7%)	●	(0.3%)	●	0.8%	●
		(0.1%)		(1.1%)		(0.9%)		0.2%	
SUBTOTAL - PFM, PNC & JPMC Managed Portfolios	\$ 189,736,680	0.4%		0.5%		0.5%		1.0%	
Long-Term / Legacy <i>Policy Balanced Index</i>	59,026,396	2.7%	●	6.7%	●	10.2%	●	9.1%	●
		2.7%		7.4%		9.8%		9.7%	
TOTAL OPERATING FUNDS	\$ 248,763,076	1.1%		2.2%		2.9%		3.0%	

THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2018

Exhibit 2

Operating Funds Policy Compliance: Asset Allocation at September 30, 2018

- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25%	35%	●
Short-Term Fixed Income	20-65%	25%	19%	●
Intermediate-Term Fixed Income	0-45%	35%	22%	●
Long-Term	0-35%	15%	24%	●
<i>Large Cap</i>	20-30%	25%	36%	●
<i>Small/Mid Cap</i>	10-20%	15%	14%	●
<i>International</i>	15-25%	20%	18%	●
<i>Alternative</i>	10-20%	15%	14%	●
<i>Fixed Income</i>	15-25%	20%	17%	●
Cash	0-10%	5%	1%	●

**THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2018**

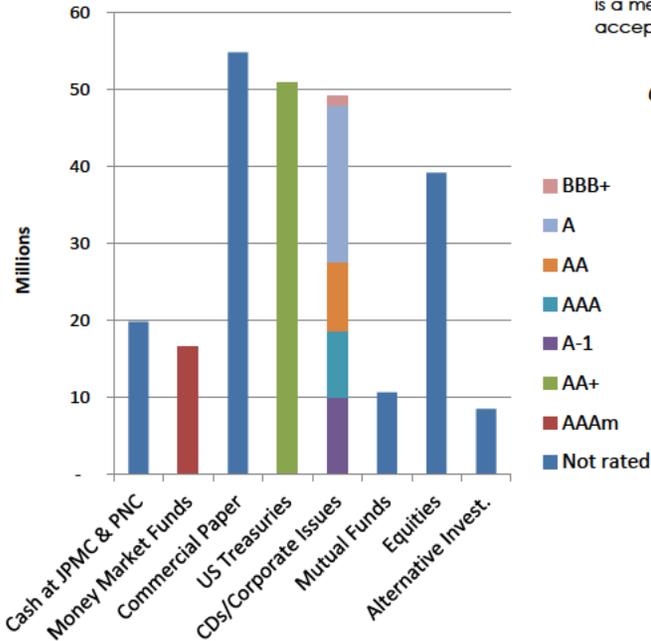
Exhibit 3

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, Comm Paper, US Treas, Negotiable CDs:	\$ 151,615,318	61%	●

	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term
Cash at JPMC & PNC	\$ 19,723,960			
Money Market Funds	13,653,366	\$ 727,084	\$ 755,531	\$ 1,294,964
Commercial Paper	54,723,761			
US Treasuries		24,118,773	26,662,664	
Negotiable CDs		7,969,789	1,985,425	
Corporate Issues		15,091,639	24,324,689	
Mutual Funds				10,235,357
Equities				39,066,507
Alternative Invest.				8,429,566
Total Operating Funds	\$ 88,101,087	\$ 47,907,285	\$ 53,728,308	\$ 59,026,396

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 Three Months Ended September 30, 2018

Exhibit 4

Net Rates of Return for the Periods Ended September 30, 2018

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

Portfolio/Advisor (Inception)	Net Rates of Return								
	Market Value	Nine Months ROR/Benchmark	One Year ROR/Benchmark	Annualized Since 1/1/2014 ROR/Benchmark	Annualized Since Inception ROR/Benchmark				
POOLED ENDOWMENTS									
Portfolio Composite / Cambridge <i>Policy Balanced Index</i>	\$ 61,986,020	(0.1%) 2.7%	●	3.3% 7.0%	●	4.0% 5.2%	●	5.9% 6.5%	●
Cash (Included within Operating total)	90,981	n/a		n/a		n/a		n/a	
<i>Total Pooled Endowments</i>	<u>\$ 62,077,001</u>								
SEPARATELY INVESTED ENDOWMENTS									
Oelschlager Leadership Award / Key Bank (7/31/2000)	\$ 2,386,417	14.2%		21.5%		13.3%		(3.3%)	
Seiberling Chair in Con. Law / Key Bank (7/31/1997)	1,018,769	(0.6%)		(0.8%)		(0.3%)		2.9%	
ORSP / PNC Bank (4/30/2009)	2,733,938	(0.2%)		2.3%		3.7%		2.2%	
Timken Co. and TimkenSteel Corp.	916,560	n/a		n/a		n/a		n/a	
<i>Total Separately Invested Endowments</i>	<u>\$ 7,055,684</u>								
TOTAL ENDOWMENTS	<u><u>\$ 69,132,685</u></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 Three Months Ended September 30, 2018

Pooled Endowment Policy Compliance: Asset Allocation at September 30, 2018

Exhibit 5

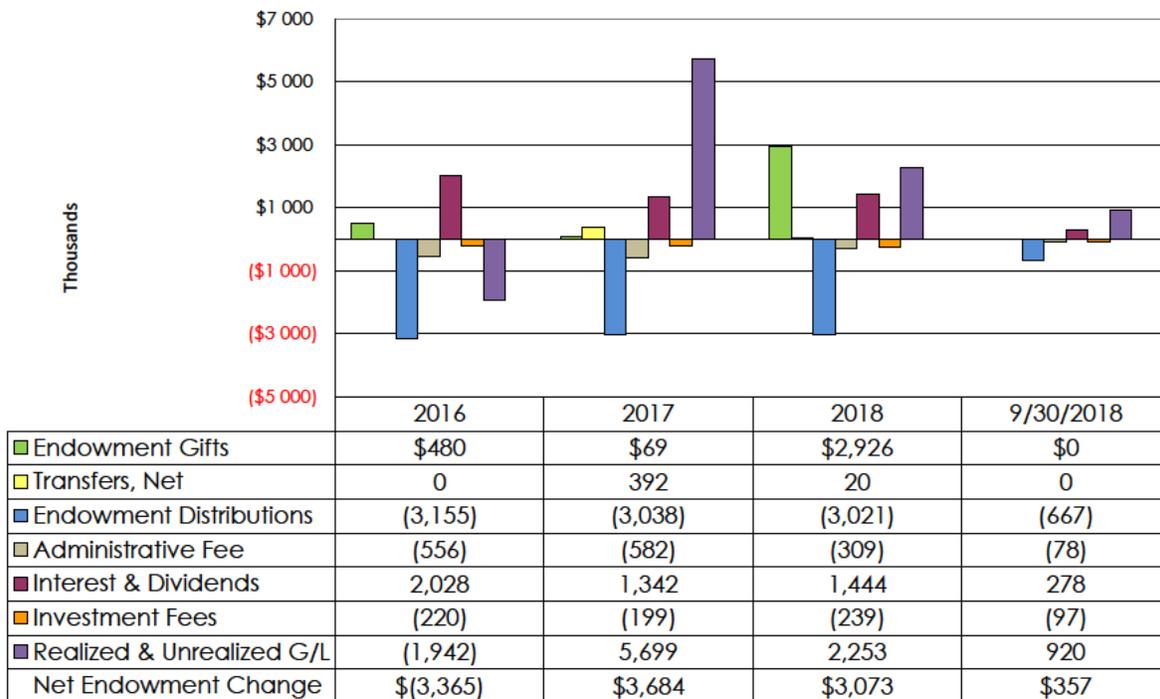
- Compliant
- Noncompliant

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	60%	●
<i>U.S. Equity</i>	15-50%		21%	●
<i>Non-U.S. Equity</i>	15-50%		15%	●
<i>Emerging Markets Equity</i>	0-20%		9%	●
<i>Global Equity</i>	0-15%		15%	●
Absolute Return	0-25%	15%	16%	●
Real Assets	10-25%	12%	11%	●
Bonds & Cash	10-25%	13%	13%	●

THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2018

Exhibit 6

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2016 - 2018
And Three Months Ended September 30, 2018



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.

Endowment Distributions

Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

Administrative Fee

Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

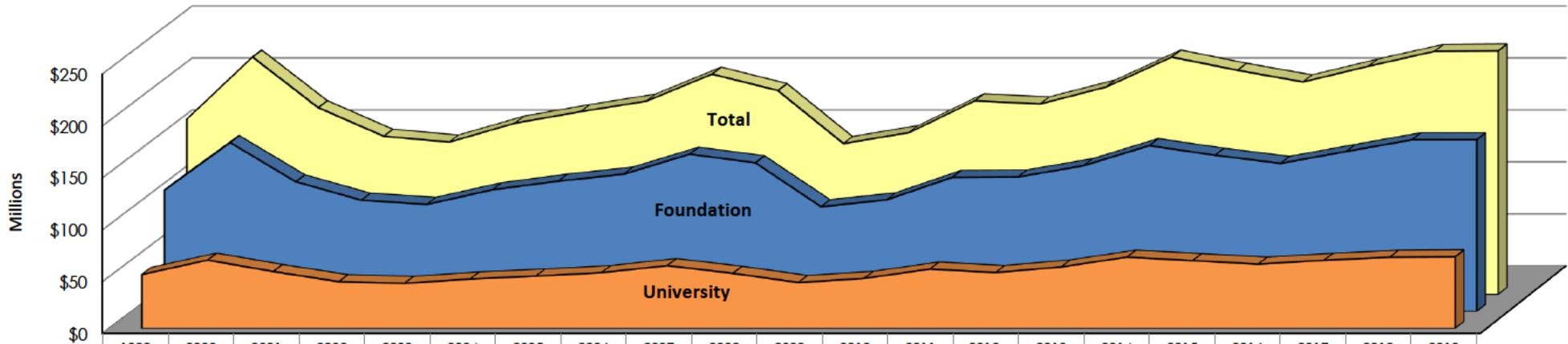
Investment Fees

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 Three Months Ended September 30, 2018**

**The University of Akron and Foundation
 Endowments Balances
 At June 30, 1999 - 2018
 And Three Months Ended September 30, 2018**

Exhibit 7



	1999	2000	2001	2002	2003	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013	2014	2015	2016	2017	2018	2019
UNIVERSITY	\$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	\$68.7	\$69.1
FOUNDATION	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	165.4	165.4
TOTAL	\$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	\$234.1	\$234.5
Total Change	\$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	\$14.2	\$0.4

Note 1 : Foundation value represents 6/30/18 market value as the 9/30/18 report has not yet been received.

Note 2 : Cambridge became the Foundation and University endowment investment manager 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 12- -18

Acceptance of the Investment Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 5, 2018, accepting the Investment Report for the Three Months Ended September 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**FINANCIAL REPORT FOR THE
THREE MONTHS ENDED SEPTEMBER 30, 2018**



DATE: November 9, 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 Three Months Ended September 30, 2018**

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the three months ended September 30, 2018 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 December 5, 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 Three Months Ended September 30, 2018

Table of Contents

<u>Description</u>	<u>Page</u>
1. General Fund Budget and Actual (Akron and Wayne Combined)	1
2. General Fund FY18 Budget Assumptions (Akron and Wayne Combined)	2
3. General Fund Narrative (Akron and Wayne Combined)	4
4. Auxiliary Funds Budget and Actual	7
5. Auxiliary Funds FY18 Budget Assumptions	16
6. Auxiliary Funds Narrative	19
7. Departmental Sales and Services Funds	28
8. Departmental Sales and Services Funds FY18 Budget Assumptions	34
9. Departmental Sales and Services Funds Narrative	36

GENERAL FUND

For the Three Months Ended September 30, 2018

The University of Akron
Akron and Wayne General Fund Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Tuition & General Service Fees	\$186,872,000	\$98,026,973	(\$88,845,027)	
Other Fees	22,305,000	11,325,729	(10,979,271)	
State Share of Instruction	103,507,000	25,876,674	(77,630,326)	
Indirect Cost Recovery	5,800,000	1,495,236	(4,304,764)	
Investment Income	3,000,000	1,322,286	(1,677,714)	
Miscellaneous & Endowment	2,312,000	758,379	(1,553,621)	
Total Revenues	323,796,000	138,805,276	(184,990,724)	43%
Payroll	153,038,000	26,305,724	126,732,276	
Vacancies	(5,600,000)	0	(5,600,000)	
Fringes	52,782,000	10,967,387	41,814,613	
Total Compensation	200,220,000	37,273,112	162,946,888	19%
Utilities	11,501,000	1,951,243	9,549,757	
Operating	36,761,000	13,735,852	23,025,148	
Bad Debt	1,000,000	37,837	962,163	
Scholarships	59,464,000	24,044,735	35,419,265	
Total Non Personnel	108,726,000	39,769,667	68,956,333	37%
Total Expenditures	308,946,000	77,042,778	231,903,222	25%
Net Before Transfers	14,850,000	61,762,498	46,912,498	
Transfers-In	16,180,000	0	(16,180,000)	
Transfers-in Plant and Other	1,000,000	3,271,192	2,271,192	
Advance-In	290,000	263,522	(26,478)	
Transfers-in Encumbrance	0	3,832,133	3,832,133	
Transfers-Out - Plant Fund	(1,000,000)	(369,650)	630,350	
Transfers-Out - Other	(31,320,000)	(7,830,086)	23,489,914	
Advance-Out	0	(77,000)	(77,000)	
Net Transfers	(14,850,000)	(909,889)	13,940,111	
Difference	\$0	\$60,852,609	\$60,852,609	

The University of Akron
Akron and Wayne General Fund Combined
FY19 Budget Assumptions

Revenues

Tuition & General Service Fees: Assumes an overall blended enrollment reduction of seven percent, reflecting declines of roughly six percent, 14 percent, and two percent for undergraduate, graduate and law, respectively. Tuition and fee rates remain flat for continuing students while the Guaranteed Tuition program begins fall of 2018 and assumes a six percent increase for tuition and fees for applicable students.

Other Fees: Assumes an overall blended enrollment reduction of seven percent, and fees rates remain flat for continuing students and increase for certain fees which are part of the Guaranteed Tuition program.

State Share of Instruction: Assumes a two percent decline as compared to FY18 based upon information received from Ohio Department of Higher Education.

Indirect Cost Recovery: Assumes no significant change as compared to FY18 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

Investment Income: Assumes a reasonable return; however, significant market fluctuations either way will impact the actual amount.

Expenditures

Payroll and Vacancies: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees and part-time faculty. Also contemplates \$5.6 million of vacancy savings which are created by employee departures until a replacement employee is hired. Further includes the \$1.7 million year-one installment for the Voluntary Retirement Incentive Program (VRIP).

Fringes: Assumes application of the pooled rate for 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 the seven percent enrollment decline. The designated fees and start ups assume that only current-year revenues and allocation are expended; however, a certain level of carry over exists within these fees and startups, which may be expended by the units and therefore cause expenditures to exceed the allocations for the current year.

The unit allocations largely assume a five percent reduction as compared to the FY18 adjusted levels.

The University of Akron
Akron and Wayne General Fund Combined
FY19 Budget Assumptions

Scholarships: Assumes graduate assistants, \$11.4 million; Law School, \$3.7 million; and undergraduate, \$44.4 million representing a decrease of \$2.3 million (or 17 percent); a decrease of \$56,000 (or 1.5 percent); and an increase of \$4.2 million (or 10 percent), respectively.

Other

Transfers-In: Assumes \$16.2 million from general reserves and \$1 million from plant fund reserves.

Advances-In: Assumes \$90,000 of the \$270,000 advance from the General Fund to the National Museum of Psychology and \$200,000 of the \$353,000 advance from the General Fund to CAST in support of the Musson Industrial Control Systems Test Bed made during the prior fiscal year will be repaid.

Transfers-Out Plant Fund: Assumes capital projects will be funded as needs arise by \$1 million.

Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, \$11.9 million; Other, \$12.6 million; and Facilities Fee, \$6.8 million. The Facilities Fees maintains a reserve, and a portion of that reserve, in the amount of \$2.9 million, will be used to help service the Auxiliaries' debt service for FY19; therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by \$2.9 million.

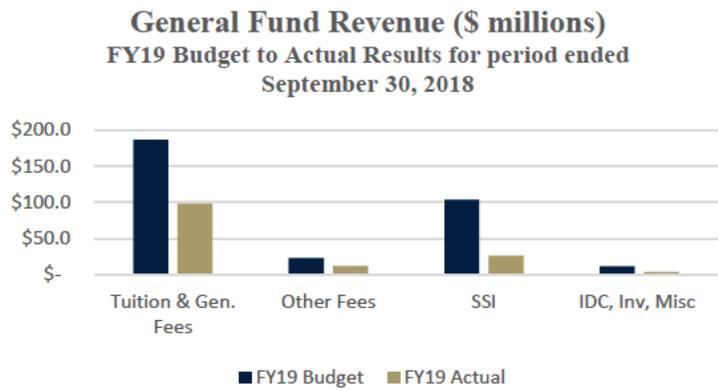
Debt Service: Assumes the University achieves its debt deferral initiative and the reserves that reside in the plant and debt reserves will service the remaining \$7.1 million.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Revenues

Tuition & General Service Fees: Tuition & General Service Fees revenues total \$98 million or approximately 52 percent as compared to the annual budget of \$186.9 million.

With summer credit hour decline of about seven percent and fall decline of nearly eight percent, the combined year-to-date credit hour production fell 7.9 percent as compared to the expected seven percent decline.



Current expectations are the budgeted Tuition & General Service Fees revenues will be achieved if the traditional spring retention holds, or improves.

Other Fees: Other Fees revenues total \$11.3 million or approximately 51 percent as compared to the annual budget of \$22.3 million.

Other Fees include various student fees such as facility fees (30 percent), technology fees (24 percent), and unit and course fees (19 percent). Course fee revenues reflect an increase associated with the growth in electronic content agreements. The associated revenues are directly offset by the cost of the purchased content. 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 toward the debt service requirements 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 \$25.9 million or 25 percent as compared to the annual budget of \$103.5 million.

Current expectations are that SSI revenues will meet expectations.

Indirect Cost Recovery: IDC revenues total \$1.5 million or approximately 26 percent as compared to the annual budget of \$5.8 million.

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

Current expectations are that IDC revenues will be achieved.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Investment Income: Investment Income revenues total \$1.3 million or approximately 44 percent as compared to the annual budget of \$3 million.

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

Current expectations are that budgeted investment income revenues will be met or exceeded.

Expenditures

Payroll and Fringe Benefits: Payroll expenditures total \$26.3 million or approximately 17 percent of the annual budget of \$153 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30; however, all employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year. The FY19 budgeted raises for faculty and non-bargaining unit employees have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Aggregated Pooled Accounts	FY19 Actual
Faculty	\$12,800,000
Staff	6,031,000
Contract Professionals	6,127,000
Graduate Assistants	1,348,000
Fringe Benefits	10,967,000
Total Compensation	\$37,273,000
<i>Note: Includes all General Fund compensation-type activities (e.g. full time, part time, overload, etc.). Three percent merit increases are not yet processed for qualified faculty and non-bargaining unit employees.</i>	

The fringe benefit costs total \$11 million or nearly 21 percent of the annual budget of \$52.8 million.

Current expectations are that budgeted payroll and fringe benefits will be met. The budgeted compensation includes \$5.6 million related to vacant position savings and that savings is projected to be met and likely exceeded as current savings of \$2.4 million include accumulated net one-time savings of \$1.8 million and \$.6 million in closed positions.

Utilities: Utilities expenditures total \$2 million or approximately 17 percent of the annual budget of \$11.5 million.

Current expectations are that budgeted utilities expenditures will be achieved.

Operating: Operating expenditures total \$13.7 million or approximately 37 percent of the \$36.8 million budget. Operating expenditures trend higher in the first quarter as annual contracts and blanket purchase orders totaling over \$8 million are included.

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.

Current expectations are that budgeted operating expenditures will be achieved.

The University of Akron
Akron and Wayne General Fund Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Scholarships: Scholarships total \$24 million or approximately 40 percent of the \$59.5 million budget. Scholarships to date reflect the claimed fall awards as well as the summer and fall graduate assistant fee remissions. The spring scholarships will be reflected in alignment with the spring academic term. The fall numbers do not reflect the expected \$5.7 million College Credit Plus expenditure.

Current expectations are that budgeted scholarship expenditures will be achieved.

Transfers

Transfers-In: The annual budget assumes transfers-in from reserves will total \$16.2 million. The funds will be transferred in as needed later in the fiscal year.

Transfers-In Plant and Other: Transfers-In include \$1 million from reserves for plant fund projects; and \$2.3 million from the self-insurance fund representing the FY17 overfunding of the retiree dependent healthcare program.

Advance-In: In accordance with the prior-year agreements \$264,000 of the budgeted Advance-In has been realized.

Transfers-Out - Plant Fund: To date, \$200,000 has been transferred to plant funds in support of the Roadway building air handler; and \$169,000 for the AERC air chiller.

Transfers-Out - Other: Transfers of \$7.8 million reflect facilities fees and general service fees as well as general support to Auxiliaries. At 25 percent of budget, these transfers are in line with budget.

Advance-Out: A loan to Athletics of \$77,000 in support of the James A. Rhoades Arena weight room renovation is to be repaid by April 2019.

AUXILIARY FUNDS

For the Three Months Ended September 30, 2018

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Auxiliary Funds Combined

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$43,605,000	\$15,578,685	(\$28,026,315)	36%
Payroll	10,722,000	2,318,898	8,403,102	
Fringes	4,455,000	883,602	3,571,398	
Total Compensation	15,177,000	3,202,500	11,974,500	21%
Operating	29,547,000	9,219,972	20,327,028	
Capital	0	0	0	
Scholarships	7,326,000	2,552,319	4,773,681	
Total Non Personnel	36,873,000	11,772,291	25,100,709	32%
Total Expenditures	52,050,000	14,974,791	37,075,209	29%
Net Before Transfers	(8,445,000)	603,894	9,048,894	
Transfers-In - Facilities Fee	9,569,000	2,392,311	(7,176,689)	
Transfers-In - General Service Fee	11,909,000	2,977,215	(8,931,785)	
Transfers-In - Other	14,335,000	3,183,676	(11,151,324)	
Transfers-In - Encumbrances	0	271,152	271,152	
Transfers-Out - Plant Fund	(1,000,000)	0	1,000,000	
Transfers-Out - Debt Service	(25,799,000)	(6,449,615)	19,349,385	
Net Transfers	9,014,000	2,374,739	(6,639,261)	
Difference	\$569,000	\$2,978,633	\$2,409,633	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Athletics

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$9,232,000	\$555,687	(\$8,676,313)	6%
Payroll	7,974,000	1,727,574	6,246,426	
Fringes	3,085,000	643,616	2,441,384	
Total Compensation	11,059,000	2,371,190	8,687,810	21%
Operating	10,674,000	4,005,191	6,668,809	
Capital	0	0	0	
Scholarships	7,326,000	2,552,319	4,773,681	
Total Non Personnel	18,000,000	6,557,510	11,442,490	36%
Total Expenditures	29,059,000	8,928,700	20,130,300	31%
Net Before Transfers	(19,827,000)	(8,373,013)	11,453,987	
Transfers-In - Facilities Fee	4,964,000	1,241,091	(3,722,909)	
Transfers-In - General Service Fee	11,909,000	2,977,215	(8,931,785)	
Transfers-In - Other	7,918,000	1,979,402	(5,938,598)	
Transfers-In - Encumbrances	0	37,088	37,088	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(4,964,000)	(1,241,092)	3,722,908	
Net Transfers	19,827,000	4,993,704	(14,833,296)	
Difference	\$0	(\$3,379,309)	(\$3,379,309)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Residence Life & Housing

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$19,830,000	\$9,118,848	(\$10,711,152)	46%
Payroll	847,000	192,880	654,120	
Fringes	356,000	77,125	278,875	
Total Compensation	1,203,000	270,005	932,995	22%
Operating	7,980,000	1,807,554	6,172,446	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	7,980,000	1,807,554	6,172,446	23%
Total Expenditures	9,183,000	2,077,559	7,105,441	23%
Net Before Transfers	10,647,000	7,041,289	(3,605,711)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	5,520	5,520	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(10,647,000)	(2,661,694)	7,985,306	
Net Transfers	(10,647,000)	(2,656,174)	7,990,826	
Difference	\$0	\$4,385,115	\$4,385,115	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

EJ Thomas Performing Arts Hall

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$2,441,000	\$335,110	(\$2,105,890)	14%
Payroll	357,000	48,465	308,535	
Fringes	127,000	17,411	109,589	
Total Compensation	484,000	65,876	418,124	14%
Operating	2,567,000	451,799	2,115,201	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,567,000	451,799	2,115,201	18%
Total Expenditures	3,051,000	517,675	2,533,325	17%
Net Before Transfers	(610,000)	(182,565)	427,435	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	937,000	234,242	(702,758)	
Transfers-In - Encumbrances	0	28,832	28,832	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(327,000)	(81,725)	245,275	
Net Transfers	610,000	181,349	(428,651)	
Difference	\$0	(\$1,216)	(\$1,216)	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Dining (Aramark)

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$3,297,000	\$1,943,838	(\$1,353,162)	59%
Payroll	125,000	37,596	87,404	
Fringes	275,000	14,174	260,826	
Total Compensation	400,000	51,770	348,230	13%
Operating	1,606,000	673,734	932,266	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	1,606,000	673,734	932,266	42%
Total Expenditures	2,006,000	725,504	1,280,496	36%
Net Before Transfers	1,291,000	1,218,334	(72,666)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	22,079	22,079	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(776,000)	(194,004)	581,996	
Net Transfers	(776,000)	(171,925)	604,075	
Difference	\$515,000	\$1,046,409	\$531,409	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Recreation & Wellness Services

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$573,000	\$117,504	(\$455,496)	21%
Payroll	551,000	120,985	430,015	
Fringes	245,000	52,980	192,020	
Total Compensation	796,000	173,965	622,035	22%
Operating	1,850,000	446,307	1,403,693	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	1,850,000	446,307	1,403,693	24%
Total Expenditures	2,646,000	620,272	2,025,728	23%
Net Before Transfers	(2,073,000)	(502,768)	1,570,232	
Transfers-In - Facilities Fee	1,693,000	423,141	(1,269,859)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	2,073,000	518,159	(1,554,841)	
Transfers-In - Encumbrances	0	61,728	61,728	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(1,693,000)	(423,140)	1,269,860	
Net Transfers	2,073,000	579,888	(1,493,112)	
Difference	\$0	\$77,120	\$77,120	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Jean Hower Taber Student Union

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$946,000	\$255,888	(\$690,112)	27%
Payroll	602,000	140,331	461,669	
Fringes	260,000	57,168	202,832	
Total Compensation	862,000	197,499	664,501	23%
Operating	1,891,000	426,571	1,464,429	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	1,891,000	426,571	1,464,429	23%
Total Expenditures	2,753,000	624,070	2,128,930	23%
Net Before Transfers	(1,807,000)	(368,182)	1,438,818	
Transfers-In - Facilities Fee	2,912,000	728,079	(2,183,921)	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,807,000	451,873	(1,355,127)	
Transfers-In - Encumbrances	0	26,670	26,670	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	(2,912,000)	(728,078)	2,183,922	
Net Transfers	1,807,000	478,544	(1,328,456)	
Difference	\$0	\$110,362	\$110,362	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Parking & Transportation Services

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$7,222,000	\$3,243,575	(\$3,978,425)	45%
Payroll	266,000	51,067	214,933	
Fringes	107,000	21,128	85,872	
Total Compensation	373,000	72,195	300,805	19%
Operating	2,969,000	1,404,157	1,564,843	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	2,969,000	1,404,157	1,564,843	47%
Total Expenditures	3,342,000	1,476,352	1,865,648	44%
Net Before Transfers	3,880,000	1,767,223	(2,112,777)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	1,600,000	0	(1,600,000)	
Transfers-In - Encumbrances	0	89,235	89,235	
Transfers-Out - Plant Fund	(1,000,000)	0	1,000,000	
Transfers-Out - Debt Service	(4,480,000)	(1,119,882)	3,360,118	
Net Transfers	(3,880,000)	(1,030,647)	2,849,353	
Difference	\$0	\$736,576	\$736,576	

The University of Akron
Akron and Wayne Auxiliary Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Wayne Student Union

	Approved Budget	Actual	\$ Budget Variance	% of Budget
Revenues	\$64,000	\$8,235	(\$55,765)	13%
Payroll	0	0	0	
Fringes	0	0	0	
Total Compensation	0	0	0	
Operating	10,000	4,659	5,341	
Capital	0	0	0	
Scholarships	0	0	0	
Total Non Personnel	10,000	4,659	5,341	47%
Total Expenditures	10,000	4,659	5,341	47%
Net Before Transfers	54,000	3,576	(50,424)	
Transfers-In - Facilities Fee	0	0	0	
Transfers-In - General Service Fee	0	0	0	
Transfers-In - Other	0	0	0	
Transfers-In - Encumbrances	0	0	0	
Transfers-Out - Plant Fund	0	0	0	
Transfers-Out - Debt Service	0	0	0	
Net Transfers	0	0	0	
Difference	\$54,000	\$3,576	(\$50,424)	

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Overall Assumptions

Revenues: Assumes an overall seven percent enrollment decline.

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

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 parking 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 a decrease of \$242,000 as compared to the FY18 projection.

Scholarships: Assumes 225 Athletic financial aid awards.

Transfers-In: Assumes Facilities Fee of \$3.5 million from the General Fund and \$1.5 million from Facilities Fee reserve, General Service Fee of \$11.9 million, and Other of \$7.9 million in transfers from the General Fund net of a \$.4 million reduction.

Residence Life & Housing

Revenues: Assumes an 88 percent average occupancy.

Operating: Assumes an increase of \$310,000 over the FY18 projection.

EJ 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 the FY18 projection.

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Transfers-In: Assumes \$.9 million which consists of \$.8 million from the General Fund net of a \$32,000 reduction and \$91,000 from unrestricted reserve.

Dining (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 an increase of \$80,000 over the FY18 projection.

Recreation & Wellness Services

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 the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$1.2 million from the General Fund and \$.5 million from Facilities Fee reserves, and Other of \$2.1 million in transfers from the General Fund net of \$108,000 reduction.

Jean Hower Taber Student Union

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

Operating: Assumes an increase of \$82,000 over the FY18 projection.

Transfers-In: Assumes Facilities Fee of \$2 million from the General Fund and \$.9 million from Facilities Fee reserves; and Other of \$1.8 million in transfers from the General Fund net of \$94,000 reduction.

The University of Akron
Auxiliaries
FY19 Budget Assumptions

Parking & Transportation Services

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

Operating: Assumes an increase of \$382,000 over the FY18 projection.

Transfers-In: Assumes Fund Balance transfers to finance the Administrative Services Building parking deck replacement and other projects including lot and deck repairs and lighting upgrades.

Transfers-Out Plant Fund: Assumes Administrative Services Building parking deck repair and replacement.

Wayne Student Union

Revenues: Assumes externally generated revenues from bookstore space rent and room rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

Athletics

Athletics actual revenues total \$556,000 as compared to annual budgeted revenues of \$9.2 million. Major components of revenue include ticket sales (54 percent), and gifts (33 percent). Unearned revenue for seasonal and single tickets is realized in the fiscal year when the game is held. Currently, \$311,000 is unearned. Certain earned but yet to be collected revenues includes \$2.4 million in football game guarantees and \$380,000 for pouring rights. 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	Actual
Ticket Sales	\$303,000
Gifts	184,000
Other	69,000
Total	\$556,000

Payroll and fringes total \$2.4 million or roughly 21 percent as compared to the annual budget of \$11.1 million. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will remain at or below budget.

Operating expenditures total \$4 million or 38 percent as compared to the annual budget of \$10.7 million. The principal operating expenditures include athletic supplies (22 percent), team travel and recruiting (16 percent), and game officials and guarantees (12 percent). The majority of operating expenditures from 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 \$2.6 million or 35 percent as compared to the annual budget of \$7.3 million. The Barnes and Noble back bill has not yet arrived while living allowance is a monthly incurrence and a number of scholarship athletes will arrive for the spring semester. Current expectations are that the amount budgeted for scholarships will not be exceeded.

The other sources of funding include transfers-in of facilities fee, general service fee, and other budgeted at \$5 million, \$12 million, and \$8 million, respectively. The facilities fee services a portion of the Stadium and Fieldhouse debt, while the Athletics general service fee and other transfers-in combined total \$5 million in support of operations and debt service. To date, \$6.2 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

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 \$37,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$5 million. To date, \$1.2 million or 25 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 InfoCision Stadium and the Athletic Fieldhouse.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Residence Life & Housing

Residence Life & Housing actual revenues total \$9.1 million as compared to the annual budgeted revenues of \$20 million. The principal revenues include residence hall occupancy, and are predominately earned during the academic year.

Currently, \$83,000 is considered unearned revenue. Fall semester revenues will fall short of fall revenue projection. Preliminary expectations project achieving 53% of budget revenues by the end of fall semester.

Description	Actual
Room Rentals	\$8,970,000
Other	149,000
Total	\$9,119,000

Actual revenues will be less than the budget by the end of the fiscal year 2019 by approximately 2% and will be addressed by expenditure control.

Payroll and fringes total \$270,000 or roughly 22 percent as compared to the annual budget of \$1.2 million. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.8 million or 23 percent as compared to the annual budget of \$8 million. The principal operating expenditures include maintenance (52 percent), utilities (19 percent), and resident assistant meals (10 percent). Preparing the residence halls for fall semester increases maintenance expenditures early in the fiscal year. Current expectations are that expenditures will remain 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 \$6,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for the debt service total \$10.6 million. To date, \$2.7 million or 25 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 construction of two new buildings.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total \$335,000 as compared to the annual budgeted revenues of \$2.4 million. The principal revenues include endowment (51 percent), ticket sales (27 percent), and hall and space rental (19 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has \$106,000 in unearned revenue for the Broadway in Akron Series FY19 presale event. Current expectations are that budgeted revenues will be achieved as much of the facility’s revenue generating programming has yet to occur.

Description	Actual
Endowment	\$171,000
Ticket Sales	92,000
Hall Rental	65,000
Other	7,000
Total	\$335,000

Payroll and fringes total \$66,000 or roughly 14 percent as compared to the annual budget of \$484,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$452,000 or 18 percent as compared to the annual budget of \$2.6 million. The principal operating expenditures include consultant fees (24 percent), advertising (17 percent), utilities (12 percent), and stage & wardrobe (11 percent). Current expectations are that expenditures will remain below or at budget.

Transfers-in other represents general-fund support for operations and is budgeted for \$937,000. To date, \$234,000 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 \$29,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$327,000. To date, \$82,000 or 25 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 from approximately 16 years ago.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

Dining (Aramark)

Aramark actual revenues total \$1.9 million as compared to the annual budgeted revenues of \$3.3 million. The primary revenues include rent (49 percent), utilities support (18 percent), and facilities support (15 percent). Current expectations are in line with the current contract and as long as no significant changes are made actual revenues will match the budget at the end of the fiscal year 2019.

Description	Actual
Rent	\$953,000
Utilities Support	342,000
Facilities Support	297,000
POS/Card Access Support	181,000
Other	171,000
Total	\$1,944,000

Payroll and fringes total \$52,000 or roughly 13 percent as compared to the annual budget of \$400,000. The \$275,000 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. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$674,000 or 42 percent as compared to the annual budget of \$1.6 million.

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 \$22,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$776,000. To date, \$194,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 12 to 19 years.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Recreation & Wellness Services

Recreation & Wellness Services actual revenues total \$118,000 as compared to the annual budgeted revenues of \$573,000. The principal revenues include memberships (43 percent), swimming meets/lessons (17 percent), and rentals (15 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.

Description	Actual
Memberships	\$51,000
Swimming Meets & Lessons	20,000
Rentals	17,000
Other	30,000
Total	\$118,000

Payroll and fringes total \$174,000 or roughly 22 percent as compared to the annual budget of \$796,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$446,000 or 24 percent as compared to the annual budget of \$1.8 million. The primary operating expenditures include maintenance (34 percent), student assistants (31 percent), and utilities (17 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 fee and general-fund support to service the building’s bonded debt and for operations, respectively. To date, \$941,000 has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year. Recreation & Wellness Services is largely dependent upon the facilities fee 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 \$62,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$1.7 million. To date, \$423,000 or 25 percent has been transferred out for the upcoming debt service requirements.

**The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

Jean Hower Taber Student Union

The Student Union actual revenues total \$256,000 as compared to the annual budgeted revenues of \$946,000. The principal revenues include rental income (98 percent). Actual revenue collection accounts for 27% percent of the budget. Current expectations are that Student Union will achieve its revenue budget.

Description	Actual
Barnes & Noble Rental	\$241,000
Room Rentals	11,000
Other	4,000
Total	\$256,000

Payroll and fringes total \$197,000 or roughly 23 percent as compared to the annual budget of \$862,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$427,000 or 23 percent as compared to the annual budget of \$1.9 million. The primary operating expenditures include utilities (31 percent), maintenance (31 percent), and student assistants (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 fee and general-fund support to service the building’s bonded debt and for operations, respectively. To date, \$1.2 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The Student Union is largely dependent upon the facilities fee 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 \$27,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$2.9 million. To date, \$728,000 or 25 percent has been transferred out for the upcoming debt service requirements.

The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Parking Transportation & Services

Parking actual revenues total \$3.2 million as compared to the annual budgeted revenues of \$7.2 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Deferred revenue generated from parking permits purchased before the semester starts is realized six weeks into the semester. 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	Actual
Permits	\$3,156,000
Lot Rentals	41,000
Fines & Meters	36,000
Other	11,000
Total	\$3,244,000

Payroll and fringes total \$72,000 or roughly 19 percent as compared to the annual budget of \$373,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total \$1.4 million or 47 percent as compared to the annual budget of \$3 million. The major operating costs include transportation related activities including busing, parking lot, and deck maintenance (73 percent), and furniture & equipment repair (11 percent). The majority of operating expenditures are encumbered in fall; thus, current expectations are that expenditures will remain below or at budget.

The budgeted \$1.6 million transfers-in other represents fund balance support for the Administrative Services Building parking deck, as well as projected cost increases, primarily for the Roo Express shuttle service.

The budgeted \$1 million transfers-out plant fund include the Administrative Services Building parking deck replacement.

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 \$89,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total \$4.5 million. Transfers-out of \$1.1 million or 25 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 FY19 Annual Budget with results for the three months ended September 30, 2018

Wayne Student Union

Wayne Student Union revenues total \$8,000 as compared to the annual budgeted revenues of \$64,000. The principal revenues include bookstore rent (99 percent) predominately earned evenly throughout the fiscal year. The remainder of revenue is typically earned during the academic calendar year.

Description	Actual
Barnes & Noble Rental	\$8,000

Operating expenditures total \$5,000 or 47 percent as compared to the annual budget of \$10,000. The major operating costs include Wayne College Student Union kitchen grill replacement (96 percent). Expenditures will be managed in such a way to ensure expenditures remain below or at budget.

**DEPARTMENTAL SALES AND
SERVICES FUNDS**

For the Three Months Ended September 30, 2018

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

**Departmental Sales and Services
Combined**

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$39,632,000	\$7,574,203	(\$32,057,797)	19%
Payroll	2,535,000	592,929	1,942,071	
Fringes	898,000	188,355	709,645	
Total Compensation	3,433,000	781,283	2,651,717	23%
Operating	3,142,000	1,470,022	1,671,978	
Premiums and Claims	31,670,000	5,863,820	25,806,180	
Capital	8,000	96,835	(88,835)	
Total Non Personnel	34,820,000	7,430,677	27,389,323	21%
Total Expenditures	38,253,000	8,211,961	30,041,039	21%
Net Before Transfers	1,379,000	(637,758)	(2,016,758)	
Transfers-In - Encumbrances	0	384,113	384,113	
Transfers-Out - Other	0	(2,265,000)	(2,265,000)	
Net Transfers	0	(1,880,887)	(1,880,887)	
Difference	\$1,379,000	(\$2,518,645)	(\$3,897,645)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Self-Insurance Health Care

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$32,979,000	\$5,680,087	(\$27,298,913)	17%
Payroll	\$141,000	26,977	114,023	
Fringes	53,000	10,170	42,830	
Total Compensation	194,000	37,147	156,853	19%
Operating	158,000	89,558	68,442	
Premiums and Claims	31,670,000	5,863,820	25,806,180	
Capital	0	0	0	
Total Non Personnel	31,828,000	5,953,378	25,874,622	19%
Total Expenditures	32,022,000	5,990,525	26,031,475	19%
Net Before Transfers	957,000	(310,438)	(1,267,438)	
Transfers-Out - Other	0	(2,265,000)	(2,265,000)	
Net Transfers	0	(2,265,000)	(2,265,000)	
Difference	\$957,000	(\$2,575,438)	(\$3,532,438)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

UA Solutions

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$750,000	\$110,944	(\$639,056)	15%
Payroll	211,000	73,897	137,103	
Fringes	60,000	19,159	40,841	
Total Compensation	271,000	93,056	177,944	34%
Operating Capital	377,000	116,906	260,094	
	0	0	0	
Total Non Personnel	377,000	116,906	260,094	31%
Total Expenditures	648,000	209,962	438,038	32%
Net Before Transfers	102,000	(99,018)	(201,018)	
Transfers-In - Encumbrances	0	19,740	19,740	
Net Transfers	0	19,740	19,740	
Difference	\$102,000	(\$79,278)	(\$181,278)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

New Student Orientation

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$551,000	\$48,390	(\$502,610)	9%
Payroll	171,000	35,996	135,004	
Fringes	71,000	15,758	55,242	
Total Compensation	242,000	51,754	190,246	21%
Operating	449,000	210,183	238,817	
Capital	0	0	0	
Total Non Personnel	449,000	210,183	238,817	47%
Total Expenditures	691,000	261,937	429,063	38%
Difference	(\$140,000)	(\$213,547)	(\$73,547)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

English Language Institute

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$580,000	\$184,978	(\$395,022)	32%
Payroll	311,000	59,457	251,543	
Fringes	102,000	17,538	84,462	
Total Compensation	413,000	76,995	336,005	19%
Operating Capital	30,000	1,231	28,769	
Total Non Personnel	0	0	0	
Total Non Personnel	30,000	1,231	28,769	4%
Total Expenditures	443,000	78,226	364,774	18%
Difference	\$137,000	\$106,752	(\$30,248)	

The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Other

	Approved Budget	Actual	Budget Variance \$	% of Budget
Revenues	\$4,772,000	\$1,549,804	(\$3,222,196)	32%
Payroll	1,701,000	396,602	1,304,398	
Fringes	612,000	125,730	486,270	
Total Compensation	2,313,000	522,332	1,790,668	23%
Operating Capital	2,128,000	1,052,144	1,075,856	
	8,000	96,835	(88,835)	
Total Non Personnel	2,136,000	1,148,979	987,021	54%
Total Expenditures	4,449,000	1,671,311	2,777,689	38%
Net Before Transfers	323,000	(121,507)	(444,507)	
Transfers-In - Encumbrances	0	364,373	364,373	
Net Transfers	0	364,373	364,373	
Difference	\$323,000	\$242,866	(\$80,134)	

**The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions**

Overall Assumptions

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes application of the pooled rate for 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 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.

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.

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.

The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions

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.

Other

Revenues: Assumes about 140 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

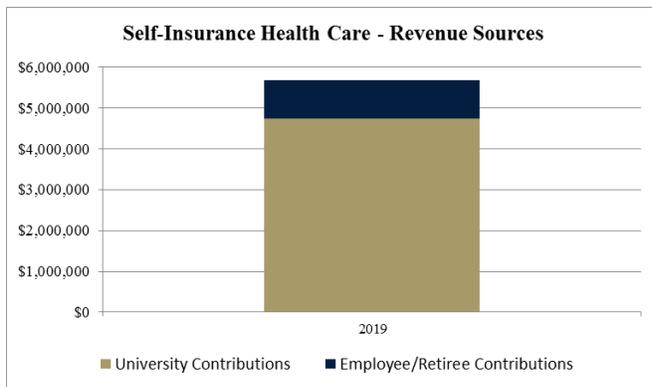
Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the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

Capital: Assumes equipment purchase related to chemistry testing activities.

**The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

Self-Insurance Health Care

Self-Insurance Health Care actual revenues total \$5.7 million as compared to annual budgeted revenues of \$33 million. Major components of revenue include University contributions (82.5 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (17.5 percent) to the benefit program for coverage that requires an employee cost share or is voluntary participation (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 17 percent of the budget. Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$37,000 compared to the annual budget of \$194,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total \$90,000 for consulting and administrative services compared to the annual budget of \$158,000.

Premiums and Claims expenditures total \$5.9 million as compared to the annual budget of \$31.7 million. Current expectations are that expenditures will remain at or below budget.

The program was sufficiently funded without planned general fund support. The \$2.3 million Transfers-out – Other represents the FY17 overfunding of the retiree dependent healthcare program.

UA Solutions

UA Solutions actual revenues from open enrollment and contract training fees total \$111,000 or 15 percent as compared to the annual budgeted revenues of \$750,000. Multiple corporate training contracts are in place during the fiscal year. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total \$93,000 or 34 percent as compared to the annual budget of \$271,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not

The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total \$117,000 or 31 percent as compared to the annual budget of \$377,000. The principal operating expenditures include supplies and services related to training and instructional support. 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 \$20,000 Transfers-in – Encumbrances represents those types of commitments.

New Student Orientation

New Student Orientation actual revenues total \$48,000 or nine percent as compared to the annual budgeted revenues of \$551,000. New Student Orientation revenues are cyclical. The majority of the confirmation fee revenues are received during the months of January to June. Fee receipts based upon enrollment projections change as the class matriculates. Current expectations are that budgeted revenues will be achieved. If by fiscal year end there is a deficit, it will fully be offset by New Student Orientation carryover from fiscal year ended June 30, 2018.

Payroll and fringes total \$52,000 or 21 percent as compared to the annual budget of \$242,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total \$210,000 or 47 percent as compared to the annual budget of \$449,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (65 percent), and student assistants (19 percent). Current expectations are that expenditures will remain at or below budget. Expenditures will continue to be closely monitored and managed throughout the course of the year.

English Language Institute

English Language Institute actual revenues total \$185,000 or 32 percent as compared to the annual budgeted revenues of \$580,000. Historically, revenue is more heavily weighted to the first and third quarters of the fiscal year. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total \$77,000 or 19 percent as compared to the annual budget of \$413,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not

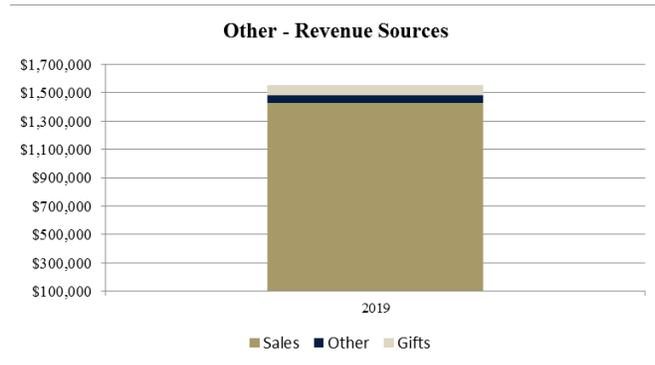
**The University of Akron
Akron and Wayne Department Sales and Services Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018**

yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total \$1,000 or four percent for supplies and services compared to the annual budget of \$30,000. Current expectations are that expenditures will remain at or below budget.

Other

The Other departmental sales and services actual revenues total \$1.5 million or 32 percent as compared to the annual budgeted revenues of \$4.8 million. The principal revenues are generated from roughly 70 activities including University Credit Card Program (18 percent) and Printing Services (15%). Current expectations are that budgeted revenues will be achieved.



Payroll and fringes total \$522,000 or 23 percent as compared to the annual budget of \$2.3 million. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total \$1.1 million or 49 percent as compared to the annual budget of \$2.1 million. The primary operating expenditures are supplies and services (88 percent). Current expectations are that individual units will manage to ensure expenditures are limited to revenues.

Capital expenditures total \$97,000 compared to the annual budget of \$8,000. The primary capital expenditures are related leasing of tracking hardware and software for Surplus Property and also the purchasing and servicing of equipment related to Polymer testing.

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 \$364,000 Transfers-in – Encumbrances represents those types of commitments.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of the Financial Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendations presented by the Finance & Administration Committee on December 5, 2018, accepting the Financial Report for the Three Months Ended September 30, 2018, be approved:

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000

a. Award



DATE: November 9, 2018

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

FROM: 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 procurement which exceeds \$500,000 for Board of Trustees consideration and approval at its meeting on December 5, 2018.

Adidas Agreement (Auxiliary Funded)

The University renewed its Agreement with Adidas America, Inc. for the period July 1, 2018 through June 30, 2021. During the term, the University will continue to procure apparel and merchandise at prices significantly below MSRP. Terms of the contract also stipulate that Adidas will provide the University with an annual merchandise allotment of \$385,000 for use by the department for apparel purchases, marketing assistance in the amount of \$25,000, and the potential for additional merchandise allotments based on individual team/coach achievements.

For the three months ended September 30, 2018, the University expended \$386,000. The expenditure for the fiscal year ended June 30, 2019 will likely exceed \$500,000 as will the two succeeding fiscal years of the contract.

The award was acceptable to the Department of Athletics and the Department of Purchasing. The award was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that an award be made to Adidas America, Inc. and request your approval and that of the Board of Trustees at its meeting on December 5, 2018.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation, presented by the Finance & Administration Committee on December 5, 2018, be approved:

Award to Adidas America, Inc. a three-year contract permitting the University to procure apparel and merchandise at prices significantly below MSRP. The amount of the three-year contract likely will exceed \$500,000 annually.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN \$500,000

b. Preapprovals



DATE: November 9, 2018

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

FROM: Luba Cramer 
Director of Purchasing

SUBJECT: Awards Exceeding \$500,000 for Board of Trustees Preapproval

As requested of me, I provide to you the following Board resolutions that, if approved, would authorize the negotiation and execution of contracts related to the specific services identified below which will likely exceed \$500,000 for Board of Trustees consideration and preapproval at its meeting on December 5, 2018.

1. Elevator Upgrades
2. Bar Exam Preparatory Services

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 resolutions recognize that timing is such that it may necessitate the execution of contracts before regularly scheduled Board meetings. It also has you updating the Board of the results at a future meeting.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Preauthorization for the Procurement of Elevator Upgrades

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, the Vice President for Finance and Administration/CFO has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for elevator upgrades; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals to select a vendor to provide these services. The bids will be received on December 11, 2018; and

WHEREAS, The estimated cost for the winning bidder is expected to exceed \$500,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects and equipment purchases do not align with the schedule of the Board meetings; and

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services exceeding \$500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure contracts for elevator upgrades, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the elevator upgrades.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Preauthorization for Bar Exam Preparatory Services for the School of Law

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, The University of Akron School of Law currently provides stipends to graduating JD students to subsidize post-graduate bar exam preparatory courses provided by third-parties, which stipend is currently funded by student tuition; and

WHEREAS, The School of Law is seeking approval to select a vendor to provide a comprehensive bar exam preparatory program for law students that would begin with the first year in law school and continue until the student takes the bar exam post-graduation; and

WHEREAS, Currently the post-graduation bar exam preparatory services are paid for by student tuition and these new services would repurpose that same tuition set-aside for this new comprehensive bar service; and

WHEREAS, The University of Akron Department of Purchasing, at the direction of the School of Law, has issued a Request for Proposals to select a new provider for these comprehensive bar exam services, the cost of which will very likely exceed \$500,000 over the anticipated three- or four-year contract term; and

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

WHEREAS, The School of Law desires to implement these new bar services for the spring 2019 semester; therefore, it is desired to enter a contract prior to the next regularly scheduled Board of Trustees meeting on February 13, 2019; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure comprehensive bar services for the School of Law, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the comprehensive bar services.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

GIFTS



DATE: November 9, 2018

TO: Kimberly M. Cole
Vice President, Development
Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson
Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2019 (July 1 – October 31, 2018)

Attached are gift attainment charts for the first two months of fiscal year 2019. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1 to October 31, 2018.

Of note:

- Total attainment of more than \$11 million for the first four months of FY 19 is a more than 50 percent increase when compared to the same time period last fiscal year.
- For the first four months of FY 19, the University received nearly \$7 million in bequests gifts, compared to just over \$1.7 million for the same time period in FY 18.
- The number of gifts provided by alumni increased by 20 percent in the first four months of FY 19 compared to the same time period last fiscal year.
- As of September 30, 2018, the University reached its scholarship campaign goal of \$20 million. Scholarships remain a fundraising priority for the University.

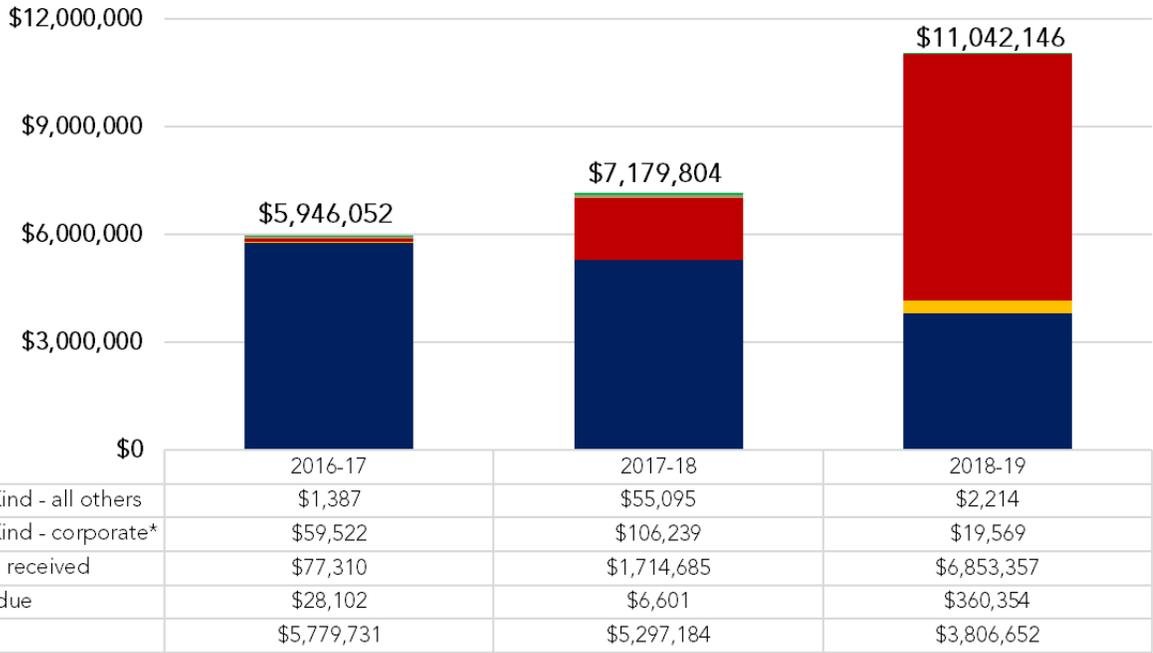
With your approval, I request submission of this report to the Board of Trustees for approval at its December 5, 2018 meeting.

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

Attachment A

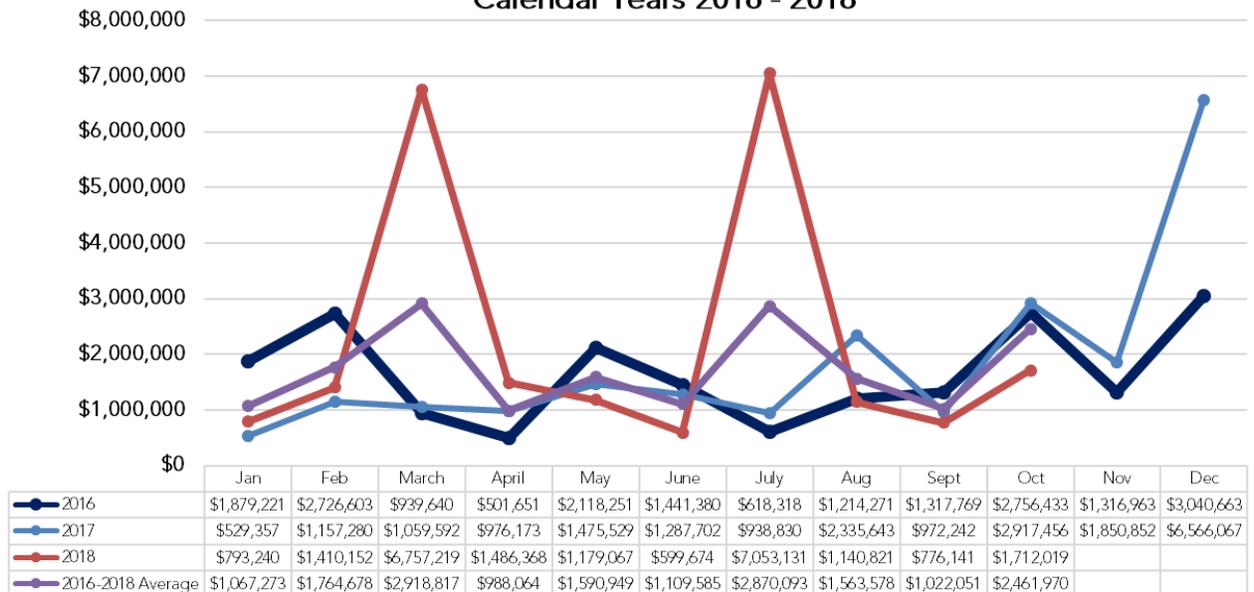
**DEPARTMENT OF DEVELOPMENT
FY 2019 Attainment
July 1, 2018 through October 31, 2018**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - October 31 | FY2017 - FY2019**



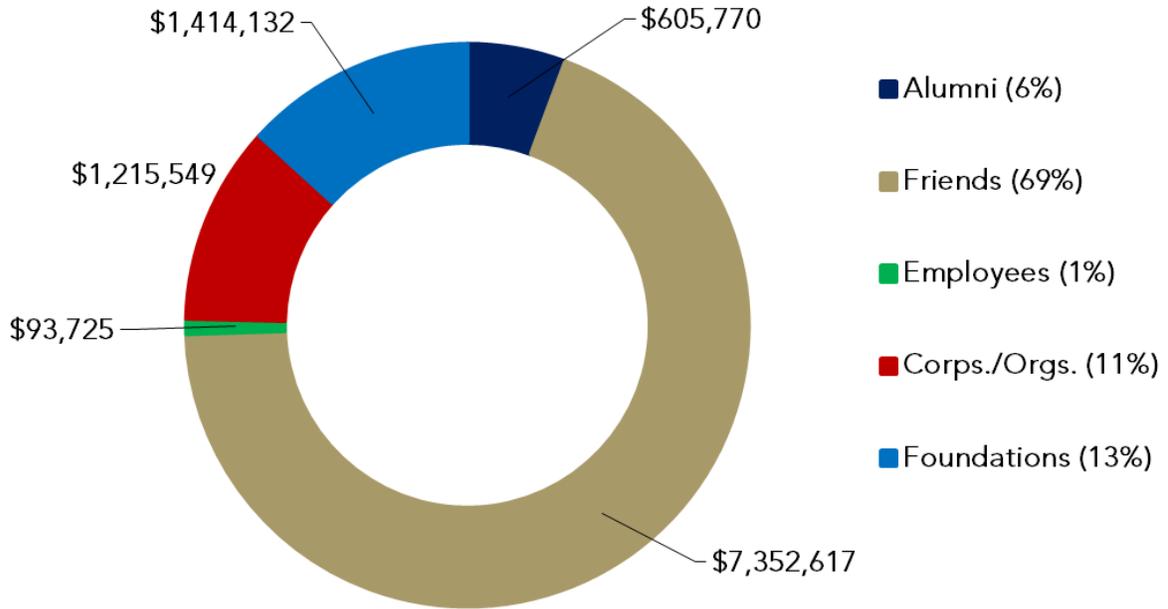
*Does not include gifts-in-kind from Siemens, SAP and Synopsys

**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2016 - 2018**

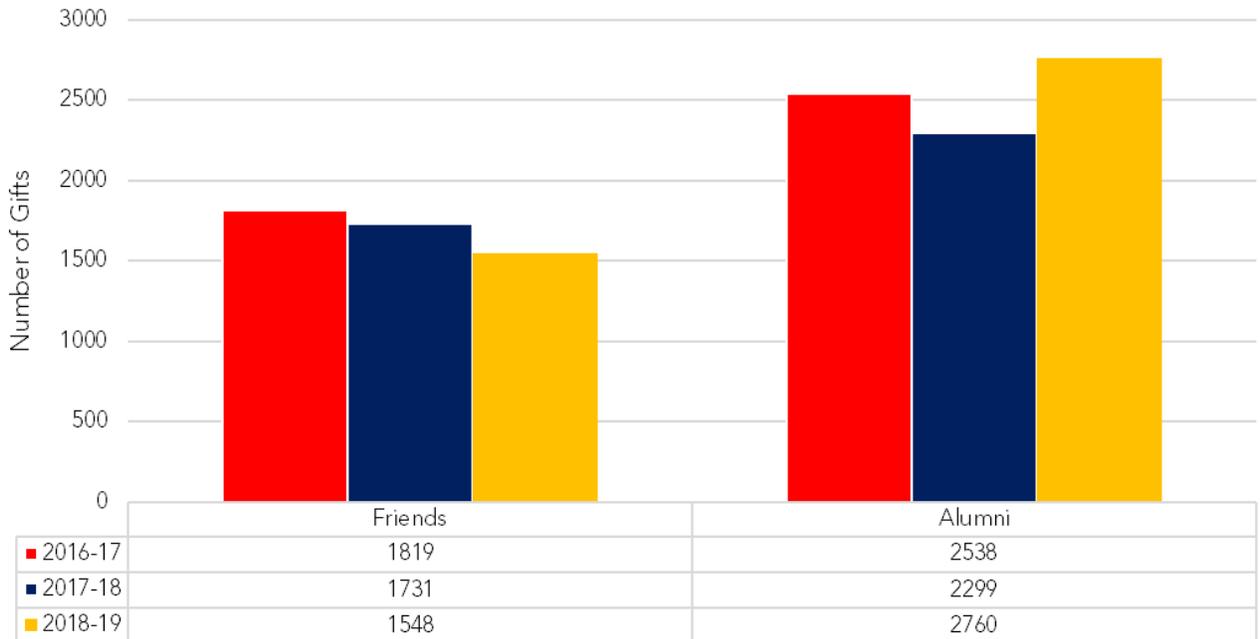


Attachment A

The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1 - October 31, 2018 | FY 2019

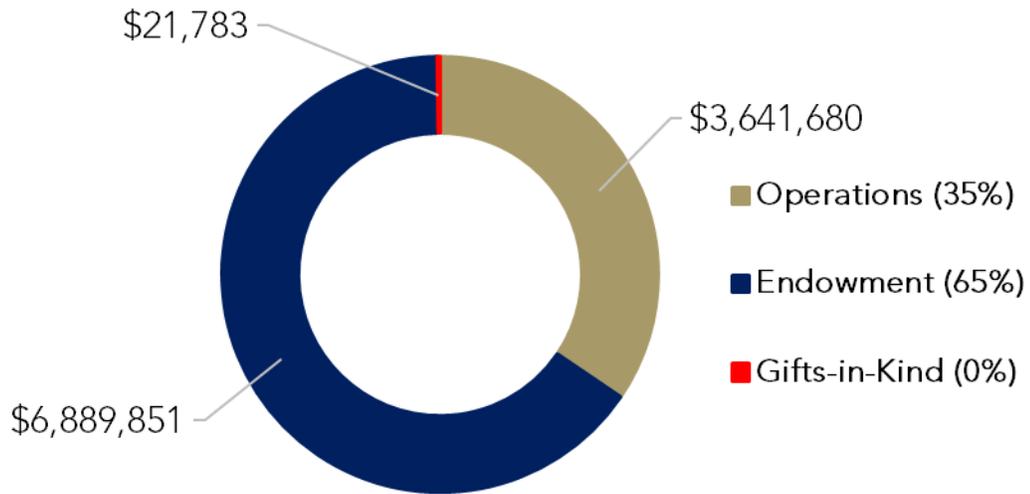


The University of Akron and The University of Akron Foundation
Number of Gifts by Alumni and Friends
July 1 - October 31 | FY 17 - FY 19

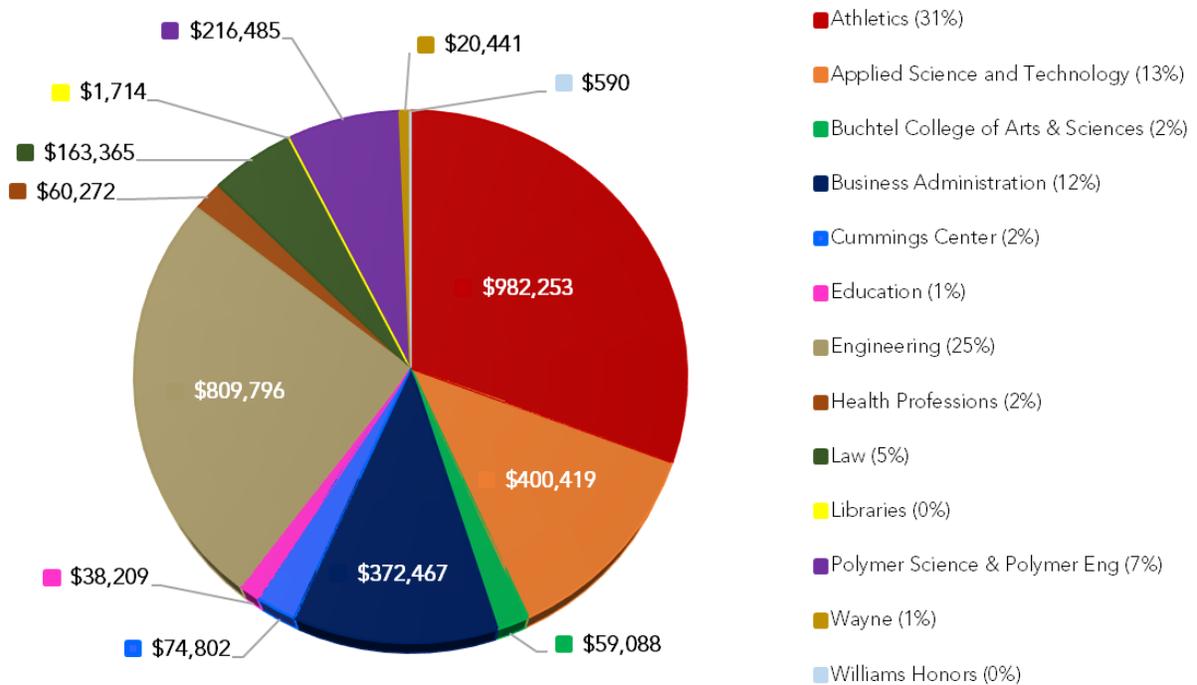


Attachment A

The University of Akron and The University of Akron Foundation
 Gifts by Classification Type
 July 1 - October 31, 2018 | FY 2019



The University of Akron and The University of Akron Foundation
 Gifts (no pledges) by Academic Area
 July 1 - October 31, 2018 | FY 2019



THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of Gift Income Report for July through October 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 5, 2018, pertaining to acceptance of the Gift Income Report for July through October 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

JUNE 30, 2018

KPMG COMPOSITE FINANCIAL INDEX



DATE: November 5, 2018

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

FROM: Denny C. Clutter, CPA 
Director Strategic Initiatives

SUBJECT: KPMG Composite Financial Index (CFI)

As requested of me, I provide the KPMG Composite Financial Index (CFI) for the fiscal years ended June 30, 2010 through 2018 for the Board of Trustees information at its December 5, 2018 meeting.

The 2018 CFI could change should the Auditor of State (AOS) during its review of the June 30, 2018 audited financial statements of the University, Foundation, or Research Foundation, find very significant errors that result in changes to those financial statements. However, based on your experience with the AOS, I believe you concur the risk for that happening is inconsequential. Nonetheless, should that occur I will update the KPMG CFI document.

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

The University of Akron
KPMG Composite Financial Index (CFI)
Fiscal Years Ended June 30, 2010 through 2018

	2010	2011	2012	2013	2014	2015 w/o 68	2016 w/o 68	2017 w/o 68	2018 w/o 68/75
Weighted Score - Primary Reserve	0.84	1.14	1.01	0.96	1.18	1.15	1.14	1.42	1.34
Weighted Score - Net Operating Revenues	0.30	0.41	0.03	(0.23)	0.07	(0.30)	(0.03)	0.05	(0.13)
Weighted Score - Viability	0.28	0.40	0.39	0.39	0.39	0.38	0.36	0.45	0.43
Weighted Score - Return on Net Assets	0.90	0.83	0.15	(0.03)	0.51	(0.22)	0.12	0.47	0.41
KPMG CFI	2.3	2.8	1.6	1.1	2.1	1.0	1.6	2.4	2.1

Source: Compiled from the respective years audited financial statements.

Note 1: Ranges (4) to 10.

Note 2: CFI of 3 indicates a relatively financially healthy institution.

Note 3: HLC will consider a Financial Panel Review for CFI below 1.1.

Note 4: To normalize the years, the impacts of GASB Statement Nos. 68 and a certain portion of 75 were removed from the calculation. The CFI otherwise would have been as follows: 2015 [(1.6)], 2016 [(0.8)], 2017 [(0.1)], and 2018 [1.7].

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

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



DATE: November 2, 2018

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

FROM: Luba Cramer *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 Report for September 2018 is 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
September 2018
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Student Educational Benefit Trust	96976	\$ 163,836	International Student Health Insurance Fall 2018 Partial Payment
	WJW Television	96845	107,780	WJO TV Fall 2018 TV 19 Brand Campaign
	Blackboard Inc.	96861	106,028	Student Financial Aid Call Center Service
	WOIO TV 19	96832	83,364	WOIO TV Fall 2018 TV 19 Brand Campaign
	WEWS	96844	73,235	WEWS TV5 Fall 2018 Brand Campaign
	Standard & Poor's	96923	\$ 50,461	Annual Renewal of WRDS Compustat Subscription
	Subtotal		\$ 584,703	
Restricted	Montrose Ford North	96856	\$ 42,614	2019 Ford Transit for Athletics
Plant	Gandee & Associates, Inc.	96998	\$ 271,300	Services for Upcoming Gallucci Residence Hall Abatement, Razing, and Green Space
	Feghali Brothers LLC	96966	\$ 94,600	Labor and Material for Upcoming Remodel of Freshens in Student Union
	FMD Architects Inc.	96790	\$ 57,950	Architectural and Engineering Services for ASEC Advisor Suite
	Osborn Engineering Company Inc.	96740	\$ 98,875	Architectural and Engineering Services, Sumner Street Bridge Replacement
	Subtotal		\$ 565,339	
Agency	Project Live Inc.	96322	\$ 82,658	Consultant for I Love the 90's Tour Concert
	Total		\$ 1,275,314	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

INFORMATION TECHNOLOGY REPORT



DATE: November 2, 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 December 5, 2018 meeting. The accompanying report includes:

- Update on Projects and Activities
- Completed Projects and Activities
- Planned Projects and Activities
- Tabled Projects and Activities

Information Technology Services

Informational Report for the Board of Trustees
December 5, 2018

Prepared effective September 30, 2018



Information Technology Services

TABLE OF CONTENTS

UPDATE ON PROJECTS AND ACTIVITIES 1
 Wired Network Upgrade..... 1
 Wireless Network Upgrade..... 1
 Campus Cable Upgrade..... 2
 Eduroam Implementation..... 2
 Business Intelligence and Analytics Initiatives..... 3
 Curriculum Management and Catalog Implementation..... 4
 IT Business Continuity and Disaster Recovery Implementation 4
 AdAstra Scheduler and Platinum Analytics Migration..... 5

COMPLETED PROJECTS AND ACTIVITIES.....6
 Admissions and Recruiting Constituent Relationship Management System..... 6

PLANNED PROJECTS AND ACTIVITIES7
 Cloud Enterprise Resource Planning (ERP) System Migration..... 7

TABLED PROJECTS AND ACTIVITIES8
 None 8

UPDATE ON PROJECTS AND ACTIVITIES

Wired Network Upgrade

Start date: September 2016

Funding: \$1,650,000 General Fund; \$1,300,000 State Capital Funds

Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.

Milestones:

- Phase 1 (Sept 2016 - Dec 2017 updated to Feb 2018) – Install new campus core network alongside existing network. (Completed)
- Phase 2 (Jan 2018 - Dec 2018 updated to Sept 2018) – Install new wired end user access network. (Completed)
- Phase 3 (Jan 2018 updated to Oct 2018 - May 2019) – Migrate, cleanup, and cutover; remove legacy equipment.

Targeted completion: May 2019

Wireless Network Upgrade

Start date: September 2016

Funding: \$1,700,000 General Fund

Description: Replace all legacy wireless access points with technology offered by Aruba. This new technology will provide better performance, enhanced security, and be easier and more cost effective to replace.

Milestones:

- Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) – Replace 2,300 legacy access points. (Completed)
- Phase 2 (Jan 2018 – Sept 2018 updated to Sept 2019) – Review gaps in wireless coverage and install additional access points to improve and extend coverage.

Targeted completion: September 2018 updated to September 2019

<p><i>Campus Cable Upgrade</i></p>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) – Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 (Dec 2017 – Sept 2018) – Criteria Documents Production. (Completed) • Phase 3 (Oct 2018 – Jan 2019) – Design Builder (DB) Selection. • Phase 4 (Feb 2019 – May 2019) – DB preconstruction services, GMP negotiations. • Phase 5 (June 2019 – Feb 2020) – Construction. <p>Targeted completion: February 2020</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 may access the wireless network at other visited participating institutions.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Oct 2017 – Mar 2018) – Configure and test. (Completed) • Phase 2 (Mar 2018 – Dec 2018 updated to Mar 2019) – Rollout to campus. <p>Targeted completion: December 2018 updated to March 2019</p>

Business Intelligence and Analytics Initiatives

Start date: August 2017

Funding: \$158,000 General Fund

Description: Migrate and enhance business intelligence and analytics solutions to facilitate the University's growing analytics needs. New analytics technology is intended to help make informed decisions around enrollment, retention, persistence, and graduation. This migration involves three separate and concurrent initiatives. First, to migrate the existing "Zipreports" developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, to migrate dashboards, engineered and hosted by Ernst & Young, to an on-premise University platform also using Oracle Analytics. Third, the establishment of predictive analytics associated with student success as offered by Tower Insights using Oracle technology.

Milestones:

- Zipreports Migration (Aug 2017 – June 2019)
 - Setup environment, define scope and timeline.
 - Train core team and deploy.
 - Rewrite core Zipreports.
 - Train department data owners and guide them in rewrite of their department reports.
 - Shutter Hyperion Analytics.

Targeted completion (Zipreports): June 2019

- Dashboard Migration (Jan 2018 – Dec 2018)
 - Setup environment, define scope and timeline.
 - Rewrite dashboards.
 - Train and provide access to dashboard users.
 - End hosting services.

Targeted completion (Dashboards): December 2018

- Student Insights Program (Jul 2018 – Dec 2018)
 - Define objectives and measures.
 - Build student risk and early alert models integrating with UA data sources.
 - Train, implement and provide access to users.

Targeted completion (Student Insights): December 2018

<p><i>Curriculum Management and Catalog Implementation</i></p>	<p>Start Date: May 2018</p> <p>Funding: \$359,000 General Fund</p> <p>Description: Implement a curriculum management and academic catalog system to support innovative program and curriculum design and development to create more responsive learning opportunities for students.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> – Initial setup of academic catalog for fall 2018. (Completed) • Phase 2 – Academic Catalog (Aug 2018 – June 2019) <ul style="list-style-type: none"> – Enhanced setup of academic catalog. • Curriculum Management (Aug 2018 – June 2019) <ul style="list-style-type: none"> – Setup curriculum proposal system. <p>Targeted completion: June 2019</p>
<p><i>IT Business Continuity and Disaster Recovery Implementation</i></p>	<p>Anticipated start date: August 2018</p> <p>Funding: To be determined</p> <p>Description Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2018 – Jan 2019) – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity. • Phase 2 (Aug 2018 – April 2019) – Evaluate and implement required colocation facility and/or cloud infrastructure services. • Phase 3 (May 2019 – Dec 2019) – Conduct ongoing test and refinement of disaster recovery preparedness. <p>Targeted completion: December 2019</p>

AdAstra Scheduler and Platinum Analytics Migrations

Start Date: January 2018

Funding: \$498,000 General Fund

Description: Implement a class and event scheduler and analytics system. This will enable the University to schedule courses related to special programs and scheduling patterns and facilitate Five-Star Fridays. It will also provide specialized analytics and algorithms to provide students with better course supply and demand alignment. It will also facilitate event scheduling.

Targeted completion: August 2018 updated to January 2019

COMPLETED PROJECTS AND ACTIVITIES

*Admissions and Recruiting
Constituent Relationship
Management System*

Start date: April 2017

Funding: \$200,000 General Fund

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.

Milestones:

- Phase 1 (Apr 2017 – Sept 2017 updated June 2018) – Initial deployment of undergraduate application and load and processing of prospects. (Completed)
- Phase 2 (Sept 2017 – Oct 2018) – Develop initial marketing programs. (Completed)

Completed: October 2018

PLANNED PROJECTS AND ACTIVITIES

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

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

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: October 26, 2018

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of September 30, 2018

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	
ASEC Exterior Façade and Lower Roof Replacement (BOT Approval: 06/10/15, 04/19/17 & 04/18/18)	\$5,300,000 State Capital Funds		Restore deteriorating masonry façades and remove/replace roof membranes on lower roof. Renovate elevator in North Tower.		Closeout in progress.
ASEC Vivarium Air Handler Replacement	\$1,200,000 State Capital Funds		Replace vivarium air handler.		Criteria architect package in progress.
Akron Engineering Research Center Chiller Replacement	\$169,650 Local Funds		Replace existing process chiller in room 312B. <u>Construction schedule: 11/2018 - 01/2019.</u>		Bids due 10/2018.
Campus Hardscape	\$600,000 State Capital Funds		Replace/renovate walkways, streets, steps, and ramps.		Closeout in progress.
Campus Hardscape - Sumner Street Bridge Replacement.	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge.		Design in progress.
Carriage House Structural Repairs	\$106,850 Donations		Repair structural beams, columns, floor joist, concrete slabs, and exterior walls as needed.		Four Points Architecture selected for professional design services.
CBA Addition (BOT Approval: 04/18/18)	\$4,275,000 Donations <u>925,000</u> Local <u>\$5,200,000</u> Total Donations include firm pledges in the amount of \$390,000		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. <u>Construction schedule: 07/2018 - 05/2019.</u>		Construction 11% 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.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
College of Engineering Advisor Suite	\$365,000 Donations <u>168,000</u> Local <u>\$533,000</u> Total		Construct five advisor offices and reception area. Renovate conference room.		Design in progress.
Elevator Upgrades	\$1,650,000 State Capital Funds		Upgrade five elevators in Kolbe Hall, Bierce Library, and Auburn Science Engineering Center.		Design in progress.
Esports Renovation	\$392,300 Local Funds		Buildout space in Honors Complex, InfoCision Stadium, and the Student Union for Esports initiative.		Closeout in progress.
General Lab Renovations (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$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. <u>Construction schedule: 09/2018 - 06/2019</u>		Phase II construction began 09/2018. Abatement complete. Demolition 60% complete.
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 II: 03/2019 - 02/2020.</u>		RFQ due 11/2018.
InfoCision Stadium LJFF I Promise Suite	\$600,650 Contractual Agreement funded by LJFF		Build-out 7,000 sf of vacant space for the I Promise Project.		Closeout in progress.
Institute for Human Science & Culture (BOT Approval: 02/14/18)	\$5,000,000 Donations <u>200,000</u> State <u>\$5,200,000</u> Total		Renovate third and forth floors of Roadway building including building boiler replacement. <u>Construction schedule: 04/2018 - 02/2019.</u>		Construction 55% 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.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Polsky Building Industrial Control Systems Test Bed	\$403,000 Donations		Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.		Design in progress.
Polsky Exterior Façade Restoration (BOT Approval: 08/16/17)	\$1,425,000 State Capital Funds		Restore terra cotta façade, painting and repair of canopy, landscaping, lighting, and signage. <u>Construction schedule: 09/2017 - 10/2018.</u>		Construction 99% complete.
Roadway Building Air Handler Replacement	\$200,000 Local Funds		Replace (3) air handler units serving the basement and first floor of Roadway Building.		Selection of professional engineering services in progress.
Roof Replacements (various buildings)	\$1,100,000 State Capital Funds		Roof replacements/repairs to Forge/Carroll Street Substations, Computer Center, Mary Gladwin Hall, and Guzzetta Hall.		Design in progress.
Schrank Deck Repairs	\$242,000 Local Funds		Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space.		Closeout in progress.
Student Union Freshens Refresh	\$158,500 Local Funds		Freshens update including power, plumbing, and back of house service. <u>Construction schedule: 12/2018 - 01/2019.</u>		Feghali Brothers selected for general trades contract.
Vine Street Apartments Razing and Green Space	\$200,000 Local Funds		Abate and raze building, remove parking lot, and create green space. <u>Construction schedule: 10/2018 - 11/2018.</u>		Building to be razed 10/2018.

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	
Whitby Hall Air Handler and Roof Replacement	\$1,200,000 State Capital Funds		Replace air handler and roof. <u>Construction schedule: 05/2019 - 12/2019.</u>		RFP 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.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM SEPTEMBER 1, 2018 THROUGH SEPTEMBER 30, 2018ASEC EXTERIOR FAÇADE REPLACEMENT

024-01	Additional concrete and masonry repairs beyond scope of work	\$44,900
025-01	Rebuild 12x12 section of displaced brick	9,044
		<u>\$53,945</u>

CAMPUS HARDSCAPE

004-01	Replace unsuitable soil discovered during construction	<u>\$5,019</u>
--------	--	----------------

INFOCISION STADIUM LJFF I PROMISE SUITE

005-04	Electrical modifications	<u>\$622</u>
--------	--------------------------	--------------

INSTITUTE FOR HUMAN SCIENCE & CULTURE

004-01	Remove debris from 3rd and 4th floor	\$3,233
006-01	Weld plates on columns due to differing site condition	5,653
007-01	Add saw cuts and beam connections	4,408
		<u>\$13,294</u>

POLSKY EXTERIOR FAÇADE RENOVATION

008-01	Paint fiberglass perimeter trim	\$8,635
009-01	Additional façade repairs beyond scope of work	40,000
010-01	Time extension of 30 days	0
		<u>\$48,635</u>

Net	<u>\$121,515</u>
-----	------------------

SECTION

C

Photos of Select Projects

ASEC Exterior Façade



ASEC Exterior Façade



Campus Hardscape



Campus Hardscape



CBA Addition



CBA Addition



CBA Addition



CBA Addition



Esports Renovation – InfoCision Stadium



Esports Renovation – InfoCision Stadium



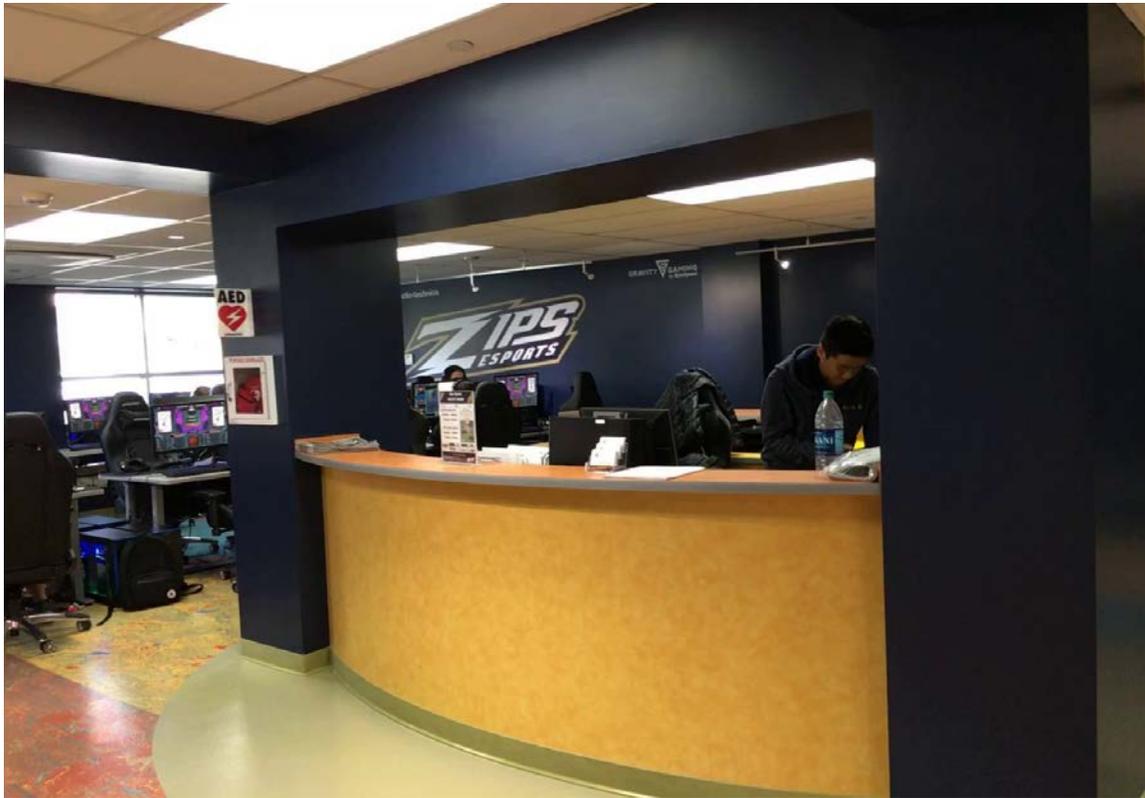
Esports Renovation - Jean Hower Taber Student Union



Esports Renovation - Jean Hower Taber Student Union



Esports Renovation – Honors Complex



Esports Renovation – Honors Complex



General Lab Renovations



General Lab Renovations



InfoCision Stadium LJFF I Promise Suite



InfoCision Stadium LJFF I Promise Suite



Institute for Human Science & Culture



Institute for Human Science & Culture



Polsky Exterior Façade Restoration



Vine Street Apartments Razing and Green Space



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 10

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

THE JAMES R. '39 AND PHYLLIS C. '39 BERRY "ZIPPY" ENDOWED SCHOLARSHIP

The family of James R. and Phyllis C. Berry have generously established The James R. and Phyllis C. Berry "Zippy" Endowed Scholarship as a way to honor the lives of two amazing UA alumni.

The late James R. Berry, who passed in 1999 was an accomplished member of The University of Akron family. During his undergraduate years he was president of Omicron Delta Kappa Leadership Honorary, a member of Phi Sigma Alpha Scholarship Honorary and won a A Key Award for outstanding campus achievements. After graduation, Jim had a successful career with Acme Stores and was an integral part of the annual Acme-Zip football games. He was responsible for ticket sales, and helped fill the bowl with record crowds for nearly 25 years.



Phyllis Berry, '39, surrounded by students and Zippy. At right is her daughter-in-law, Karen Berry, '72.

Phyllis C. Berry, now 102 years old, was a member of Kappa Kappa Gamma Sorority and Pan-Hellenic Council. She received several awards including selection as Honorary Cadet Colonel of the ROTC Regiment. For two years after graduation, Phyllis taught 3rd and 4th grade in the Mantua, Ohio, school system, before becoming a full time mother to her wonderful family. She joined the UA Women's Committee in 1964 and has been a loyal member ever since.

The scholarship will benefit students who portray the university's beloved mascot, Zippy. The Berry family, like much of the community, are big Zippy fans and are excited to honor their parents in such a unique way.

THE BARBARA DUNAWAY ENDOWED SCHOLARSHIP HELPS WORKING MOTHERS PURSUING DEGREE THROUGH UA ADULT FOCUS

The Barbara Dunaway Endowed Scholarship was established by her children; Barry Dunaway '84, Brett Dunaway '87, Beth Dunaway Lawrence '89, and Bruce Dunaway '95 to honor their mother's lifelong dedication to her family and to celebrate her twenty-year career with The University of Akron.

The scholarship also pays tribute to Mrs. Dunaway's dedication to achieving her dream of higher education, having returned to college as an adult student with a family and earning an associate's degree in 1989. The Barbara Dunaway Endowed Scholarship provides scholarships for adult students pursuing a major in the Buchtel College of Arts and Sciences while juggling the responsibilities of being a parent.



Merdith Wells

GENEROUS BEQUEST BOLSTERS THE HOYT M. AND MERDITH WELLS SCHOLARSHIP IN ENGINEERING

The University of Akron received a bequest gift from Merdith Wells, supporting The Hoyt M. and Merdith Wells Scholarship in Engineering. Merdith passed away earlier this year.

The Wells were longtime friends of The University of Akron and the Akron community. Hoyt, who died in 2003, was an executive at The Goodyear Tire & Rubber Company, and former president of The University of Akron Foundation.

ALUMNI RON AND TERRI MOORE REAFFIRM THEIR DEDICATION TO HELPING STUDENTS THROUGH SCHOLARSHIP SUPPORT

Ron, '73, and Terri, '70, Moore recently reaffirmed their dedication to students by making a new gift to The Ron and Terri Moore Family Endowed Scholarship in Education established in 2016. It supports a deserving full-time student enrolled in the LeBron James Family Foundation College of Education who is preparing for a successful teaching career.

Terri (May) Moore graduated from Garfield High School in 1966 and was hired by UA. As an employee she received tuition remission helping her to earn a Bachelor's degree in Education in 1970. Ron received a Master's degree in Business Administration from UA in 1973. The Moores have led satisfying careers and are pleased to assist current students preparing for their own futures through scholarship support.

THE GENE HAAS FOUNDATION PROVIDES SCHOLARSHIP SUPPORT FOR ENGINEERING TECHNOLOGY STUDENTS

The Gene Haas Foundation continued adding to its scholarship support for UA undergraduate students in engineering technology.

The scholarship recognizes UA's outstanding talent pipeline for the manufacturing industry, where Haas equipment is known for its expertise in metalurgy and advanced machining robotics.

THE FRED A. LENNON CHARITABLE TRUST SUPPORTS THE SWAGELOK CAREER CENTER

The Fred A. Lennon Charitable Trust is helping UA engineering students through its support of the Swagelok Career Center.

This philanthropy mirrors the ideals of Swagelok's founder, Mr. Fred Lennon. It assists students who emulate his high personal standards.



INAUGURAL ANNUAL BLACK ALUMNI TAILGATE AND REUNION IS SUCCESS

The Alumni Association partnered with the UA African Americans Joint Committee organizing the institution's first Black Alumni Tailgate and Reunion, September 8th.

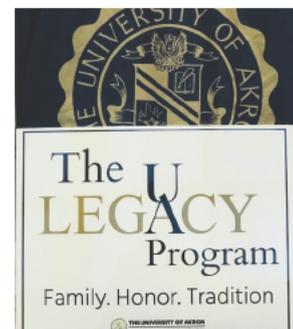
More than 200 alumni, students and members of the campus community attended. They enjoyed sharing fellowship and food from "Sides 2 go" along with music and dancing from DJ Lo Key before the football game between UA and Morgan State University.



LEGACY PROGRAM CONTINUES TO GROW

The UA Legacy program has reached nearly 130 official members since its launch at the beginning of the academic year.

All legacy students enrolled on campus were invited to join the official program through email, Zip Mail and by in person meet ups. The Alumni Association continues to offer a meet up on the first Monday of every month. In the spirit of Homecoming, the last meet up offered guests Zippy cookies!



AKRON ZIPS MARATHON PARTY

The Alumni Association along with University Communications and Marketing held its 2nd annual Akron Marathon Watch party, September 29th.

Alumni and friends were invited to cheer on their favorite runners as they went through campus. Members of Ohio's pride were on hand to entertain runners.



UA IN CHICAGO!

The Alumni Association held its Chicago - Alumni Social prior to the Akron v. Northwestern football game on September 15th.

More than 50 Zips attended, including Interim President Dr. John Green. Zippy made a visit with the UA cheerleaders before the major Zips victory!



2018 UA HOMECOMING A SPIRITED SUCCESS!

This year's homecoming festivities (Oct. 1-7) brought together students, alumni, family and friends of all ages through a completely new homecoming experience with a variety of events.



Kudos to the collaborative campus committee that included UA's alumni relations, athletics, residence hall programming board, student life, university communications and marketing, ZipAssist and Zips programming network!



Carnival Theme

Stilt-walkers brought the homecoming "carnival theme" to life.

2018 UA HOMECOMING (continued)

Homecoming activities included:

“DecRoate UA”

To kick-off Homecoming week, a campus decorating competition was held for student organizations, including fraternities and sororities.



Coleman Common Cookout

On October 3rd, the homecoming committee held “Cookout on Coleman Common,” filling the air with the aroma of food and fun.

More than 1,000 students enjoyed fresh-grilled food, cotton candy and s’mores.



Blue and Gold Ribbons

To add to the spirit, more than 400 blue and gold ribbons were placed on trees across campus.



2018 UA HOMECOMING (continued)

Homecoming Pregame Tailgate

The best tailgate yet! This year's homecoming pregame tailgate was held again in Lot 10.

Approximately 1,191 attended, enjoying food trucks, drinks, games, inflatables, prizes, and a visit from UA's homecoming court.



Pop-Up Pep Rally

The spirited week continued on October 4th, with a "Pop-Up Pep Rally" held in the Jean Hower Taber Student Union. The Zips marching band played, football coach Terry Bowden spoke and snow cones and popcorn were served.

Homecoming T-shirt

The 2018 homecoming shirt was a huge hit with sales of more than \$2,575. Approximately \$815.26 was raised for the Making a Difference, Moving Forward Scholarship campaign through the homecoming shirt alone.



Community Banner

Students made their mark on a UA-themed community art banner displayed at the Saturday football game.



FINANCE & ADMINISTRATION COMMITTEE

TAB 11

**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

UNIVERSITY COMMUNICATIONS AND MARKETING



Fox 8's 'Cool School' sponsorship

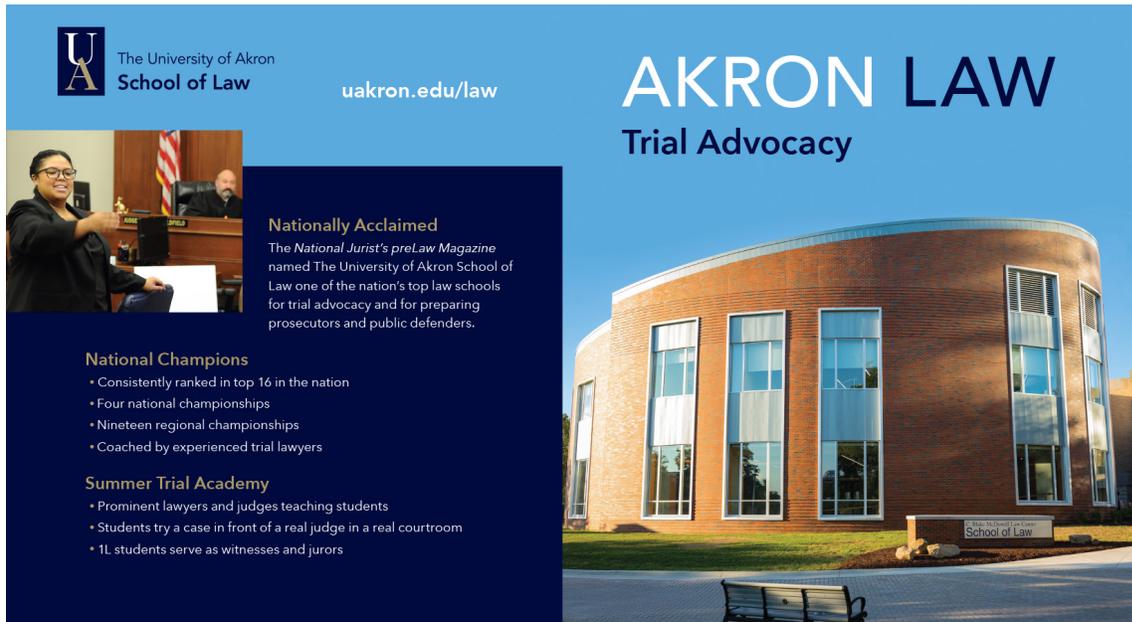
UA is the title sponsor of the Fox 8 Cool School competition that pits three different school districts against each other to see which gets the most votes and is named the Fox 8 Cool School of the Week.



UCM designed a banner (right) and T-shirt (top) to be given to the winner of each week's competition. Zippy has also been present on a few occasions for the presentation of the awards on the Fox 8 morning show.



UNIVERSITY COMMUNICATIONS AND MARKETING



U The University of Akron
School of Law

uakron.edu/law

AKRON LAW

Trial Advocacy



Nationally Acclaimed
The *National Jurist's preLaw Magazine* named The University of Akron School of Law one of the nation's top law schools for trial advocacy and for preparing prosecutors and public defenders.

National Champions

- Consistently ranked in top 16 in the nation
- Four national championships
- Nineteen regional championships
- Coached by experienced trial lawyers

Summer Trial Academy

- Prominent lawyers and judges teaching students
- Students try a case in front of a real judge in a real courtroom
- 1L students serve as witnesses and jurors



U The University of Akron
School of Law

uakron.edu/law

AKRON LAW

State-of-the-art facilities for 21st-century legal education



The Beatrice K. McDowell Common

In fall 2017 Akron Law unveiled its completely renovated C. Blake McDowell Law Center, a 107,000-square-foot facility with more than 12,000 square feet of new space, including tech-friendly study rooms, streaming-capable classrooms, comfortable student gathering areas and a café.

The stunning new David and Ann Amer Brennan Courtroom and the Lawrence A. Sutter III Practice Courtroom provide high-tech training and competition facilities for Akron Law's nationally renowned Trial Team (runner-up in the 2018 Student Trial Advocacy Competition) and host the Summer Trial Academy and one of the top trial advocacy programs in the nation.

The \$21 million Law Center is debt-free, thanks to more than a decade of planning and saving and the generosity of hundreds of private donors – so current and future students can enjoy state-of-the-art facilities without tuition hikes to pay off construction debts.

In fact, Akron Law's annual tuition and fees are under \$25,000 for both Ohio residents and nonresidents, and our graduates' law school debt continues to rank among the lowest in Ohio. School-funded scholarships for entering students are guaranteed for the duration of a student's legal studies.



Law School postcards

We created a series of 10 different postcards to send weekly to faculty at law schools nationwide to let them know

about the great things that are going on at our School of Law.



Inviting alumni to Homecoming

UCM designed the pieces supporting the 2018 Homecoming game. The theme was “Come One, Come All” and had a

circus-like look for the individual pieces such as posters, save-the-date cards and more.

UNIVERSITY COMMUNICATIONS AND MARKETING

ROO-NEW YOUR FAFSA

Sunday, October 21
Simmons Hall - 1 p.m.

Get **FREE** help to complete the **2019-20 FAFSA!**

Register at uakron.edu/sunday

This event is FREE and open to the public.

[@uakron](https://twitter.com/uakron) [@universityofakron](https://www.facebook.com/universityofakron) uakron.edu [@uakron](https://www.instagram.com/uakron)

The University of Akron
Office of Student Financial Aid

The University of Akron is an Equal Education and Employment Institution
© 2018 by The University of Akron. FSA 0816-01153

Hey, it's October!
Did you file your FAFSA yet?

No

I'm getting some help with my FAFSA

How?

I'm going to this FAFSA filing thing at UA 🐾

FAFSA Filing Sunday

Get **FREE** help to complete the **2019-20 FAFSA!**

Sunday, October 21, 2018 at 1 p.m.
The University of Akron, Simmons Hall
277 E. Buchtel Ave. Akron, Ohio 44325

Please register at uakron.edu/sunday
This event is free and open to the public.

Please bring:

- FSA ID (create @ fsaid.ed.gov). Please note: both student AND parent if applicable need an FSA ID
- Social Security Number
- State-issued identification
- 2017 tax income information including: 2017 W-2, 2017 untaxed income records (SSI, SNAP, VA benefits, other benefits), 2017 business and/or investment mortgage information
- Most recent bank statements
- Alien registration card (if not a U.S. citizen)

Encouraging students to complete the FAFSA

UCM helped UA Financial Aid get the word out about filling out the Free Application for Federal Student Aid (FAFSA) form and helped promote

the FAFSA Sunday event held in late October for those who needed help completing the complicated form.

UNIVERSITY COMMUNICATIONS AND MARKETING

Media relations: Telling our story

Here are highlights of our efforts to promote UA locally, nationally, and internationally. We:

Promoted four pre-election interviews with Ohio senate and gubernatorial candidates that were featured on WKYC-TV. Faculty, including Professor David Cohen, assistant director of the Ray C. Bliss Institute of Applied Politics, also took part in interviews on topics related to politics, the Kavanaugh appointment, and the upcoming election in outlets such as The Columbus Dispatch, Big Law Business, 1590 WAKR, 89.7 WOSU, Dayton Daily News, 89.7 WKSU, 89.7 WOSU and USA Today.

Worked closely with media outlets to report our annual enrollment figures. Coverage was found in the Akron Beacon Journal, 89.7 WKSU, Cleveland.com and WEWS-TV.

Coordinated with WOIO-TV to interview Wayne Hill, vice president, chief communication & marketing officer, about the new UA commercial featuring LeBron James.

To coincide with the anniversary of the Sept. 11 attacks, two faculty members were featured on the Jasen Sokol Show on 1590 WAKR. Dr. Stacy Willett, professor of emergency management and homeland security, discussed 'Investigating Flight 93,' and Dr. Karl Kaltenthaler, professor of political science, discussed 'Preventing Terror Attacks.'

Arranged for Heidi Cressman, director of



UA's Women in Engineering program, to be featured on WKYC-TV's morning show. Cressman discussed the 25th Anniversary Women in Engineering event in October and the importance of engineering education for women (above). She also appeared in Phenomenal Woman magazine.

Received coverage on a \$300,000 grant received by UA to increase education and programming to help prevent sexual assault by WJW-TV, WEWS-TV, 1590 WAKR and the Akron Beacon Journal.

Promoted two grants received to support the work of Associate Professor Li Jia—one to help commercialize an environmentally friendly product to reinforce tires, and a second grant to research the use of polymers to improve tire rubber durability—to Rubber World Magazine.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Provided an opportunity for Kim Gentile, director of admissions, to speak with Cleveland Jewish News to give insight into the admissions process and discuss why activities are just as important as grades when applying for college.

Publicized the work of UA Ph.D. student Kelly Siman and Assistant Professor Hunter King on a user-friendly spectrometer “that can help solve Lake Erie’s harmful algal bloom problem” to Cleveland.com and 89.7 WKSU (right).

Organized media coverage of the Hlas family, all alumni of UA, to compete on “Family Feud.” The family was featured in the Akron Beacon Journal, 1590-WAKR, 1480 WHBC and WOIO-TV (below).



Coordinated media coverage of Associate Professor Hossein Taviana for his NSF grant to study the role that stromal cells—an organ’s connective cells—have in tumor growth. Coverage was received in the Akron Beacon Journal and Cleveland.com

Promoted the appointment of Tom Needles to the Board of Trustees. Coverage was



A DIY Project Aims to Gather More Data About Lake Algae

By Tyler Thompson

A crowd sourcing effort is in the works to monitor toxic algae that is polluting Lake Erie.

University of Akron science professor Hunter King and his students are developing affordable, do-it-yourself measuring devices that the public will be able to build or buy.

King says they want to get materials in the hands of volunteer groups and schools to measure local water sources.

Listen Listening...0:13 With more people involved in measuring and reporting samples, researchers can gather more data.

“For one thing we want to have a larger data-set of the nutrient loading over a larger space and also the more people are actually active in the process of measuring, the more people will actually be engaged in the problem.”

King says they’re still testing the spectrometers. He’s not yet sure when they’ll be available to the public.

Instructions and designs to build the spectrometers will be provided by Professor King. They will also be available to purchase for those who don’t want to build their own. Materials will cost roughly \$20 dollars to build, while pre-made models will cost around \$30.

The spectrometers are made from laser cutting and 3D printed materials, using a reagent, light and mirror to analyze nutrients in the water. Results are read with an iPhone app and can be sent directly to researchers.

received in the Akron Beacon Journal and the Plain Dealer.

Orchestrated television coverage on WJW-TV for students from Associate Professor Craig Wise’s Strength of Materials class in UA’s College of Applied Science and Technology to showcase the sensory boards they developed for an elementary school in Akron.

Zippy made continued visits to WJW-TV to promote the “Cool Schools” contest.

Arranged for coverage of HACKRON3000, a UA-sponsored Hackathon for students interested in software development. WKYC-TV covered the event.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Assisted a Crain's Cleveland Business reporter with a story about our polymer researchers who are developing new technologies to fight the opioid epidemic (right).

Coordinated continued coverage of esports including opening of the new facilities in the Akron Beacon Journal, WEWS-TV, WJW-TV, and EdTech Magazine.

Promoted speakers to campus such as broadcast journalist Ann Curry and Brad Dickerson of Blue Apron. Received featured coverage in the Akron Beacon Journal.

Orchestrated media strategy and coverage for the announcement of the UA/Stark State Direct Connect partnership. The Akron Beacon Journal, 89.7 WKSU, 90.3 WCPN, 1590 WAKR, 1480 WHBC, Crain's Cleveland Business, Alliance Review, and Canton Repository reported.

Promoted new partnership with Schaeffler Group that includes apprenticeship curriculum, associate of applied science in advanced manufacturing engineering technology degree, and discounts on graduate and undergraduate tuition. Received coverage in Crain's Cleveland Business.

Arranged for UA alumni couple, Shelly and Dave Harris to have their converted basement (or "Roo Shrine") featured in the Akron Beacon Journal and on ZTV.

Promoted the work of Assistant Professor Hunter King on the mechanics of birds' nests to phys.org and the Akron Legal News.

University of Akron polymer research turns toward opioid-related work

DAN SHINGLER

dshingler@crain.com

@DanShingler

TWEET

f SHARE

in SHARE

G+ SHARE

EMAIL

PRINT



Shane Wynn for AkronStock

Researchers at the University of Akron's College of Polymer Science and Engineering, housed in the Goodyear Center, are developing two new technologies that they are hoping can be used to fight the opioid epidemic.

The University of Akron's College of Polymer Science and Engineering is finding new applications for polymers — and possibly bolstering its own relevance — by engineering new materials that can integrate with other molecules.

And one of the first areas where this approach is being applied is in the urgent world of opioid addiction. Researchers have developed two new technologies — one that could lead to fewer patients becoming addicted to opioids as a result of a prescription and one that would help protect first responders.

"I think it's a great opportunity, because it is a perfect example of how we can use polymers to meet a new need. It's a niche that two of my faculty have tapped into — Matt Becker and Abraham Joy — but both in very different contexts," said interim college dean Ali Dhinojwala.

Were noted by WEWS-TV for our student participation in "Make a Difference Day." The local day of service is one of 1200 events taking place throughout the country.

Generated press on Assistant Professor Henry Astley, who uses movie monsters to teach biology in his course called "Biology of Monsters." The Akron Beacon Journal and WEWS-TV covered the story.

UNIVERSITY COMMUNICATIONS AND MARKETING

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.



We told the story in video of UA's contributions to the Akron Public Schools, including Early College and the STEM high school, shown at the public unveiling of our sister-university designation with Ellet High School.



Our engineering technology students created sensory boards for preschoolers with autism spectrum disorder. The boards allow the preschoolers to stimulate their senses without overwhelming them, as some toys can do.



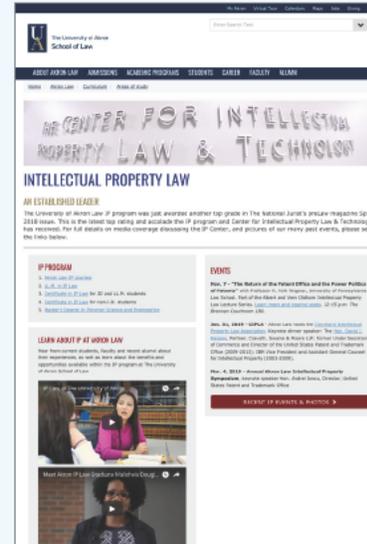
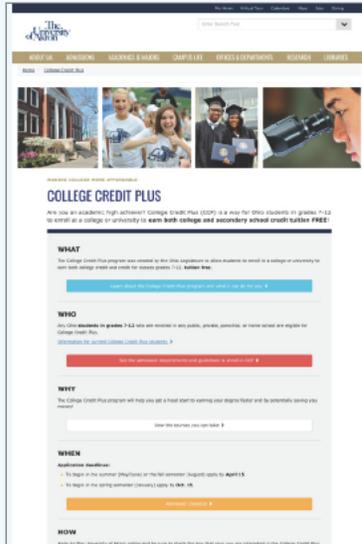
We made it easier for qualified Stark State students to transfer to UA under our Direct Connect partnership with the community college. In a video, students discuss the ease by which they were able to transfer here.



UA has many traditions, and Zippy's annual Halloween costume reveal is becoming one of them. In this year's video, she "flew" onto campus as Amelia Earhart, and was greeted by students bearing Zippy cookies.

UNIVERSITY COMMUNICATIONS AND MARKETING

Gallery of web projects



We recently published redesigned pages for College Credit Plus (left), Admissions (center) and the Intellectual Property Law program.

Preparing for the 12th year of 'Rethinking Race'

The Rethinking Race: Black, White and Beyond Planning Committee continues to work closely with UCM to promote the two weeks of events for campus and community (Feb. 25 - March 8).

Our support includes maintaining the Rethinking Race website (uakron.edu/race), email communication via The Digest and Zipmail, the online schedule of events calendar, print materials and electronic billboards around Akron.

Rethinking Race

The University of Akron
All events are open to the public and most are FREE.

RETHINKING RACE: Black, White and Beyond

Feb. 25 - March 8, 2019

[Tweet #RethinkingRace](#)

A forum in which race and race-related issues can be discussed, examined, and hopefully, better understood through films, performances, Face-2-Face Conversations, and keynote speakers. Rethinking Race hopes to engage the public with important topics such as diversity in the workplace and awareness of issues and culture.

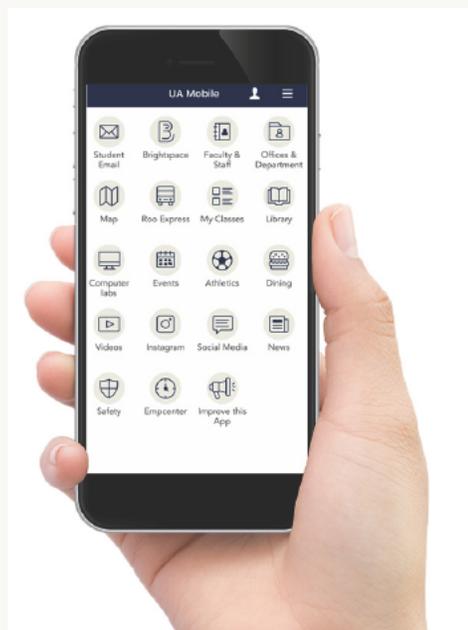
New mobile app

To help improve service to students and our communication with them, we launched a new mobile app. With a tap, students are connected to:

- Brightspace, our learning management system
- class schedules
- the library
- events
- shuttle schedules (in real time)
- athletics and more.

More features are on the way!

Download the app for free at uakron.edu/mobile or visit the App Store or Google Play.



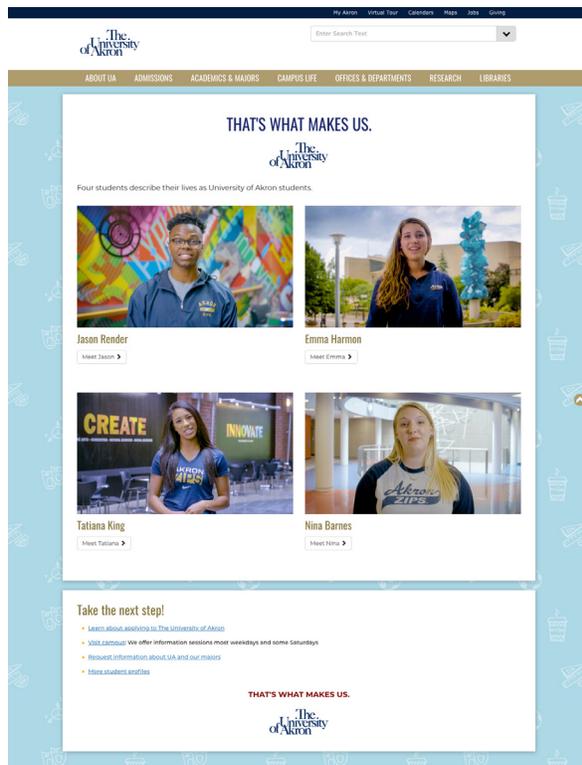
'ROOvember' in support of scholarships

Building on 2017's momentum, UCM and Development have kicked off another UA-centric campaign for the month of November modeled after the national #GivingTuesday initiative.

All with an affinity for UA are encouraged to visit uakron.edu/ROOvember and give a gift of any amount. All donations will be matched, dollar-for-dollar, and certain giving levels come with thank you gifts and an entry into a contest.

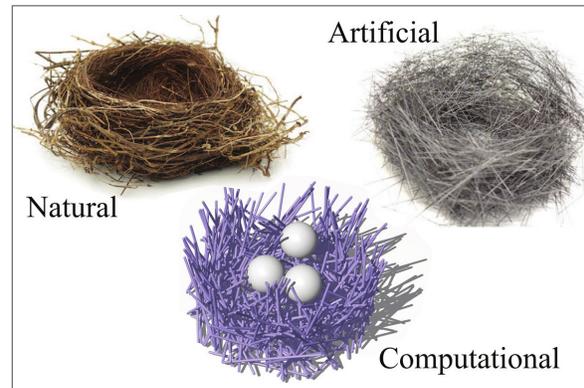


Students describe life on campus in posts used to encourage applications



Our “That’s What Makes Us” digital marketing campaign included web profiles of current students describing their campus lives to prospective students.

The marketing campaign pointed to the pages, where the prospective students were encouraged to apply or to request more information.



What can be learned from the mechanics of birds’ nests?

We described the work of Dr. Hunter King, experimental soft matter physicist, who is examining how birds assemble their nests, often with surprising complexity and resiliency.

Lessons learned could lead to improved packaging and other applications.

We also profiled graduate students in our Integrated Bioscience Program who are endeavoring to improve the health of Lake Erie by developing coastal infrastructure (breakwaters and sea walls, for instance) and technology (a monitoring system to measure nutrients in the water).

Slices of student life

In social media, Instagram is especially popular with students these days, and it serves as a great venue to profile our students, their ambitions and their affinity for the University.

The profiles are popular with current students, who thrill at seeing their friends in the feed, but also prospective students who are looking to get a sense of what life is like on our campus.



FINANCE & ADMINISTRATION COMMITTEE

TAB 12

GOVERNMENT RELATIONS REPORT

GOVERNMENT RELATIONS and LEGISLATIVE UPDATE

September-October 2018

Overview

The University of Akron Government Relations Office and Public Liaison have communicated with local, state, and federal elected officials and staff about University news, including the academic review process, the possible reorganization of academic units, and the forthcoming action plan. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education and the University in particular. We assisted in other meetings on and off campus with candidates and elected officials with both our administration and our students. During the month of October, we hosted both gubernatorial candidates and both candidates for U.S. Senate on campus for interviews through the Ray C. Bliss Institute of Applied Politics. In addition, the Public Liaison serves on the government relations committee for the Greater Akron Chamber and serves as a University representative for Elevate Akron, the new economic development plan for the region that is headed by the City of Akron, the County of Summit, the Greater Akron Chamber, and the GAR Foundation. Below is a detailed account of mainly state-related issues that affect the University.

Pictures from the Ray C. Bliss Interviews with Governor-Elect Mike DeWine, Mr. Richard Cordray, Congressman Jim Renacci, and Senator Sherrod Brown.



Note: As of the publication of this report, the General Assembly is just beginning the legislative “lame-duck” session which will run through the month of December.

Mid-Term Election Recap

Mid-Term elections take place half-way through a sitting President’s term in office. 2018 is the mid-term election for President Trump’s first-term. In Ohio, all members of the U.S. House, U.S. Senator Sherrod Brown, all seats in the Ohio House of Representatives, and all odd-numbered seats of the Ohio Senate were up for election.

In what was generally considered to be a year of Democratic momentum, Ohio Republicans defied expectations and swept all five state-wide elected offices; maintained all seats in the U.S. House of Representatives; and gained one seat in the Ohio Senate, taking their majority to 25-8 (though one race will go to a recount). The bright spot for Ohio Democrats was the re-election of U.S. Senator Sherrod Brown, a net pickup of 4 seats in the Ohio House (though Republicans will still maintain a 62-37 advantage), and the election of two Democrats to the Ohio Supreme Court, which makes the balance of the Court 5-2, though still controlled by Republicans.

In the race for Governor, Attorney General Mike DeWine defeated Democrat challenger Richard Cordray 50.7% to 46.4%. In addition, state Auditor Dave Yost defeated Steve Dittelbach to become Attorney General; Frank LaRose defeated Kathleen Clyde to become Secretary of State; Robert Sprague defeated Sandra O’Brien to become State Treasurer; and Keith Faber defeated Zach Space to become State Auditor.

Lame-Duck Legislation

Given the success of Republicans in the state-wide elections, it is expected that the lame-duck legislative session will not be as intense as it might have been. The incoming administration will likely want several issues to be put on hold, especially in the higher-education space, until after they take office in January. The bills listed below are considered pending for lame-duck, though certainly not all will pass, or pass in their current form.

HB 66 creates the Undergraduate Mission Study Committee to evaluate how each state university contributes to its undergraduate mission, including by encouraging face-to-face interactions between students and tenured faculty members. This bill is expected to pass during the lame-duck session.

SB208 would allow off-duty police officers to carry a concealed weapon in certain places, including college campuses. IUC is working on an amendment to limit the impact so that only police officers from Ohio would be permitted to carry on campus. This bill is expected to pass during the lame-duck session.

SB220 – Amendment. IUC is seeking an amendment to this recently passed-bill, to add institutions of higher-education to the affirmative defense, should they implement, keep, and maintain a cybersecurity program for the protection of personal and/or restricted information. House and Senate staff are drafting the amendment and are currently working to identify a vehicle.

HB240 designates the month of April as “Respect Your Date Month” and requires state institutions of higher education to adopt a policy regarding dating violence, domestic violence, sexual assault, stalking and rape on campus. The bill further requires that institutions of higher education to provide interactive tutorials to students during orientation.

HB 512 Merges the Ohio Department of Higher Education, Ohio Department of Education and Office of Workforce Transformation creating the Department of Learning & Achievement. Representative Reineke, the bill's primary sponsor, is continuing to have conversations with stakeholders, but passage is still unlikely.

HB 603 Grants all active-duty military members, as well as their spouses and dependents, to qualify for in-state tuition at Ohio's public universities.

HB 758 The "FORUM Act" (Formerly HB 363 – The Campus Free Speech Act). After significant push-back from the higher-education community, including UA government relations and IUC, surrounding HB 363, Representatives Antani and Brenner have introduced HB 758, the "FORUM Act" (Forming Open and Robust University Minds Act.). This bill attempts to ensure that student's first-amendment rights are protected on college and university campuses. As of this publication, the bill language was just released and is still being reviewed. However, after a cursory reading, we believe there is still language that is problematic for higher-education. This bill is not expected to pass during the lame-duck session

Preparations for Biennial Budget

In early-2019, the state will begin the biennial budget process. When a new Governor is seated in 2019, the new administration is required to submit their budget to the General Assembly by March 15, which is nearly 4 weeks after the budget would normally be submitted. As a result, the entire biennial budget process will be condensed next year. UA Government Relations is working with the IUC on funding priorities including State Share of Instruction (SSI), Ohio College Opportunity Grant (OCOG) and tuition flexibility. Once the budget language is released to the General Assembly, lobbying efforts on specific policy areas will begin in earnest.

Applied Bachelor's Degrees

As was noted in the last legislative report, the Ohio Department of Higher Education accepted submissions for the second round of applications for applied bachelor's degrees at community colleges, state community colleges, and technical schools. In total, 19 degree "applications" were submitted to the Department for review. Of those submitted, 5 were approved to move to the public comment portion of the review, and only 2 programs were subsequently approved by the Department. UA Government Relations worked with Dr. Susan Hanlon, Associate Dean of the College of Business Administration, to provide written testimony in opposition to Stark State Community College's applied bachelor's degree in Management Accounting. Additionally, all 13 public university Presidents jointly signed a letter opposing the Stark State Degree as duplicative of existing university offerings. As a result of these efforts, the Department did not accept the Stark State degree.

Post-election Recap Event

UA Government Relations is working with Interim-President Dr. John Green on a post-election recap for Legislators, Administration officials and staff, and Columbus-area alumni working in and around state government. Dr. Green discussed the mid-term elections and looked ahead to 2020. The event took place in Columbus on the evening of November 14. There was a similar event at the University of Akron on November 13 for our Akron-based alumni and friends.

Ohio Department of Higher Education Trustee Conference

On November 15, Interim-President Green will present at the Ohio Department of Higher Education Trustee Conference in Columbus. Dr. Green will discuss the Academic Program Review process, the resulting decisions, reactions to those decisions, and the role of the Board of Trustees in this endeavor.

1

*Proposed Curricular Changes

2

*Tentative Graduation List and Statistics for Fall 2018

December 5, 2018

Board Meeting

Presiding:

Olivia P. Demas

For Information Only

3

Report to the Chancellor on Remediation of Students per ORC 3345.062

4

Enrollment Management Report

5

Research Report

6

Student Success Report

*

CONSENT AGENDA:
ITEMS 2, 3

**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 December 5, 2018.

New Programs:

Establish a Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology, proposal #17-22024

This program will create a Master of Science degree in Integrated Bioscience and increase access to the Bioscience program by providing a part-time, non-thesis option to this expanding field of study. The administration anticipates that students in this program will not be subsidized by general funds.

Establish a graduate certificate in Cognitive Behavior Therapy (CBT) in the College of Health Professions, School of Social Work, proposal #18-23654

This certificate will prepare students to meet the current demand for Cognitive Behavior Therapy.

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on December 5, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology
- Establish a new graduate certificate in Cognitive Behavior Therapy in the College of Health Professions, School of Social Work

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**TENTATIVE GRADUATION LIST FOR
FALL 2018**

Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

Juris Doctor		33	
Master of Laws		3	
	School of Law		36
			Law Degree Candidates 36
Doctor of Philosophy		9	
	Buchtel College of Arts and Sciences		9
Doctor of Philosophy		18	
	College of Engineering		18
Doctor of Education		3	
	The LeBron James Family Foundation College of Education		3
Doctor of Philosophy		20	
	College of Polymer Science and Polymer Engineering		20
Doctor of Nursing Practice		4	
Doctor of Philosophy		1	
	College of Health Professions		5
			Doctoral Degree Candidates 55
Master of Arts		5	
Master of Arts in Political Science		1	
Master of Music		2	
Master of Public Administration		4	
Master of Science		17	
	Buchtel College of Arts and Sciences		29
Master of Science in Civil Engineering		5	
Master of Science in Electrical Engineering		12	
Master of Science in Engineering		3	
Master of Science in Mechanical Engineering		2	
	College of Engineering		22
Master of Arts in Education		15	
Master of Science in Curriculum and Instruction		9	
	The LeBron James Family Foundation College of Education		24
Master of Arts		1	
Master of Business Administration		18	
Master of Science in Management		11	
Master of Taxation		9	
	College of Business Administration		39
Master of Polymer Science and Polymer Engineering		4	
Master of Science		1	
Master of Science in Polymer Engineering		5	
	College of Polymer Science and Polymer Engineering		10
Master of Arts in Child Life Specialist		2	
Master of Arts in Education		10	
Master of Arts in Speech - Language Pathology		2	
Master of Public Health		2	

Master of Science in Education	9	
Master of Social Work	2	
College of Health Professions		27
Masters Degree Candidates		151
Bachelor of Arts	131	
Bachelor of Arts in Anthropology	3	
Bachelor of Arts in Family and Child Development	14	
Bachelor of Arts in Fashion Merchandising	4	
Bachelor of Arts in Interior Design	2	
Bachelor of Arts in Multidisciplinary Studies	18	
Bachelor of Arts in Theatre Arts	1	
Bachelor of Fine Arts	3	
Bachelor of Music	7	
Bachelor of Science	54	
Bachelor of Science in Computer Science	8	
Bachelor of Science in Geography - Geographic Information Sciences	1	
Bachelor of Science in Political Science/Criminal Justice	24	
Buchtel College of Arts and Sciences		270
Bachelor of Science in Biomedical Engineering	9	
Bachelor of Science in Chemical Engineering	1	
Bachelor of Science in Civil Engineering	7	
Bachelor of Science in Electrical Engineering	2	
Bachelor of Science in Mechanical Engineering	26	
College of Engineering		45
Bachelor of Arts in Education	10	
Bachelor of Science in Education	46	
The LeBron James Family Foundation College of Education		56
Bachelor of Arts	2	
Bachelor of Business Administration	123	
Bachelor of Science in Accounting	31	
Bachelor of Science in Labor Economics	1	
College of Business Administration		157
Bachelor of Arts	2	
Bachelor of Arts/Social Work	24	
Bachelor of Science in Dietetics	2	
Bachelor of Science in Education	27	
Bachelor of Science in Exercise Science	23	
Bachelor of Science in Food and Environmental Nutrition	4	
Bachelor of Science in Nursing	39	
College of Health Professions		121
Bachelor of Science in Automated Manufacturing Engineering Technology	5	
Bachelor of Science in Computer Information Systems	18	
Bachelor of Science in Construction Engineering Technology	14	
Bachelor of Science in Electronic Engineering Technology	5	
Bachelor of Science in Emergency Management and Homeland Security	16	
Bachelor of Science in Mechanical Engineering Technology	12	
Bachelor of Science in Organizational Supervision	41	
Bachelor of Science in Surveying and Mapping	2	

College of Applied Science and Technology		113
Baccalaureate Degree Candidates		762
Associate of Applied Science in Criminal Justice Technology	5	
Buchtel College of Arts and Sciences		5
Associate of Applied Science in Radiologic Technology	1	
Associate of Applied Science in Surgical Technology	1	
College of Health Professions		2
Associate of Applied Business in Business Management Technology	5	
Associate of Applied Business in Computer Information Systems	12	
Associate of Applied Business in Hospitality Management	9	
Associate of Applied Business in Marketing and Sales Technology	1	
Associate of Applied Science in Construction Engineering Technology	8	
Associate of Applied Science in Electronic Engineering Technology	6	
Associate of Applied Science in Emergency Medical Services Technology	3	
Associate of Applied Science in Fire Protection Technology	2	
Associate of Applied Science in Geographic and Land Information Systems	1	
Associate of Applied Science in Land Surveying	4	
Associate of Applied Science in Manufacturing Engineering Technology	4	
Associate of Applied Science in Mechanical Engineering Technology	12	
Associate of Arts	13	
Associate of Science	5	
Associate of Technical Study	2	
College of Applied Science and Technology		87
Associate of Applied Business in Business Management Technology	1	
Associate of Applied Business in Health Care Office Management	2	
Associate of Applied Science in Exercise Science Technology	4	
Associate of Applied Science in Paraprofessional Education	5	
Associate of Arts	5	
Associate of Science	11	
Wayne College		28
Associate Degree Candidates		122

1,126 Total Degrees

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Proposed Degree Recipients for Fall 2018

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 5, 2018, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2018, contingent upon candidates' fulfillment of requirements, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

APPENDIX 2

**TENTATIVE GRADUATION LIST FOR
FALL 2018**

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Following are the names of prospective degree candidates who have applied by Monday, October 22, 2018. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Julia B. Adkins
Kevin D. Burwell
Colin P. Cochran
Rachel L. DiGenova
Jonathan M. Fergus
Elizabeth F. Gadsby
Shantell M. George
Natalie K. Hillman
Sean T. Hoover
Daniel Husted
Jason Jordan
Kristina N. Klecha
Erik E. Kopp
Wonjune Lee
Arielle J. Lester
Lindsay N. Molnar
Olivia A. Myers
Emily Niles
Levi A. Payne
Christopher W. Peshek
John N. Phillips
Rachel J. Pico
Kenny W. Pung
Karena J. Reusser
Jeffrey K. Rhodes
Joseph T. Romanowski
Lisa A. Sabol
Sarah G. Smith

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Timothy D. Smith
Caitlyn M. Thurman
Justin Tjaden
Jessica M. Trease
Wayne E. Vieler

Master of Laws

Julia B. Adkins
Colin P. Cochran
Kenny W. Pung

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Chathura S. Abeywickrama
Kelley Arredondo
Courtney R. Blue
Abbie N. Caudill
Anna K. Harrington
Michelle F. Kushnir
Corey E. Stevens
Deborah M. Wallace
Kyle T. Whiddon

College of Engineering

Doctor of Philosophy

Farzad Ahmadi
Sagr M. Alamri
Abdulaziz A. Alfuhaid
Sameer R. Alghanmi
Sultan M. Alshehery
Keyvan Amini Khoiy
Mohammadreza Asgari
Elizabeth A. Crafton
Arijit Ghosh
Krutika R. Invally
Ramila Joshi
Tuo Luo
Andrew-David T. McClain
Seyed Morteza Miran
Anup D. Pant
Brandon L. Strahin
Vineet Sunny Thomas
Suo Xiao

The LeBron James Family Foundation College of Education

Doctor of Education

Kristen L. Karasek
Andrew E. Milks
Cameron M. Ryba

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Jinwei Cao
Keke Chen
Daniel M. Diaz Vela
Jianning Liu
Kewei Liu
Cesar Lopez Gonzalez
Chao Peng
Fang Peng
Camilo Rendon Piedrahita
Saranshu Singla
Diane Smith
Masoud Sobani
Shijun Wang
Xuesong Yan
Feipeng Yang
Yuxin Zhai
Fan Zhang
Huan Zhang
Yuanzhong Zhang
Yang Zhou

College of Health Professions

Doctor of Nursing Practice

John E. Davis
Andrea M. Hoverstock
Leah M. Rawdon
Patrick S. Vaccaro

Doctor of Philosophy

Terra L. Howell-Muth

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Arts

Maya A. Curtis
Natalie R. Grieshammer
Toqa Hassan
Lauren C. Sprowls
Jessica L. Wilson

Master of Arts in Political Science

Matthew J. Pastoria

Master of Music

Nicholas E. Modney
Alexandra V. Wright

Master of Public Administration

Joseph A. Greathouse
Sunday J. Odekunle
Vicki L. Prunty
Laurel D. Rooks

Master of Science

Ishmael O. Asamoah
Jason A. Bella
Suma Cherukuri
Naga Sai Alekhya Choppadandi
Vincent J. Dangelo
Oliver G. Evans
Prabuddha Madusanka Hathurusinghe Dewage
Gowripriya Krishnareddy Gari
Chenfei Li
Zachary T. McCarthy
Vinod Pagadala
Jessica M. Parant
Varun Sankar Prathipati
Alaa A. Qari
Christopher G. Suma
Albert B. Takyi
Ortis Yankey

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

College of Engineering

Master of Science in Civil Engineering

James A. Hillegas
Ruth A. Klee
James E. Obi-Akatchak
David G. Siembida
Zachery R. Teter

Master of Science in Electrical Engineering

Md Mamun Biswas
Rachana Shukthija Dasari
Qihang Gao
Fubing Han
Venkata Sai Praneeth Karempudi
Sifat Shahriar Khan
Iresha Shamini D. Konara Mudiyansele
Taohid Latif
Suresh Madishetty
Syed Ahmed Ali Najafi
Brittany L. Stillwagon
Steven C. Talarcek

Master of Science in Engineering

Eric M. Jelen
India A. Kaczmarek
Andreas F. Wallner

Master of Science in Mechanical Engineering

Ahmed A. Almalki
Renil H. Ukani

The LeBron James Family Foundation College of Education

Master of Arts in Education

Ibtisam A. Alshammari
Rachel A. Bodenschatz
Laura V. Bucy
Brandon V. Caipen
Christina E. Michel
Randi L. Myers
Julia P. Novak
Kelli A. Schering
Amy C. Stevens
Breanne Studor

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Sharday M. Suttles
Kristen L. Swiner
Deborah M. Wallace
Valerie L. Walsh
Katie R. Wright

Master of Science in Curriculum and Instruction

Pascalle Abel
Katelyn N. Carson
Katrina N. Hannay
Adam A. Hosner
Tammy L. Hupp Aldridge
Kailey A. Kyser
Miranda L. Mick
Danica A. Wessel
Kayla L. Whitlow

College of Business Administration

Master of Arts

Alyssa M. Gregg

Master of Business Administration

John N. Adzovie
Sachiko Argabright
Christopher P. Cole
Christopher J. Cox
Sarah R. Gantz
Mark A. Greathouse
Lindsay L. Hailer
Sean T. Hoover
Robert J. Kelley
Joseph T. Lanni
Zachary A. Lorenzen
Sean C. McLaughlin
Michael S. Pacenta
Ted R. Rosalva
Scott G. Saffle
Erin E. Seiler
Eugene B. Vance
Natalie R. Zidd

Master of Science in Management

Kanayo W. Banor
El Mehdi Bayane
Jeffrey C. Cameron

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Michael T. Desimpelaere
Elijah P. Eubanks
Bijay Ghising Lama
Patricia Giralt
Gustavo A. Morales
Oluwatoyin Olatile
Aneesha Deepali Polavarapu
Richard J. Smith

Master of Taxation

Dawn M. Arfons
Kevin P. Dougherty
Joseph A. Ferrise
Adam M. Fink
Josephine E. Hesse
Alexander J. Schulte
Joseph W. Sears
Joseph M. Serino
Thomas A. Winkhart

College of Polymer Science and Polymer Engineering

Master of Polymer Science and Polymer Engineering

Meagan A. Grant
Craig B. Hoffman
Michelangelo J. LaTona
Dhawal R. Unune

Master of Science

Ivan Dolog

Master of Science in Polymer Engineering

Nathan R. Ariza
Adam M. Fonner
Edward D. Norton
Jason M. Schaner
ShaoXiong Xie

College of Health Professions

Master of Arts in Speech - Language Pathology

Ashley E. Horne
Cesily P. Insana

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Master of Arts in Child Life Specialist

Shelley M. Assel
Erin E. Gilbride

Master of Arts in Education

Lauren A. Bowden
Morgan Clevidence
Jillyan J. Collica
Patrice S. Dennis
Amanda M. Glorioso
Nina M. Kapusta
Hawanatu Kargbo
Olivia K. Perna
Roxanne M. Smethers
Gabrielle E. Stone

Master of Public Health

Ashley M. Gorbulja
David J. McCartney

Master of Science in Education

Jordan S. Armstrong
Allen J. Deep
Erin M. Dippel
Sophia R. Gault
Taylor M. Llewellyn
Ana Martin-Sacristan Gandia
Hadia Meashi
Wendy L. Simon
Theodist L. Terrell

Master of Social Work

Suzanne L. Carpenter
Tyonnda S. Sanders

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

Patricia N. Arnett
Lauren A. Nagle
Shelby M. Noffsinger

Bachelor of Arts in Family and Child Development

Natalie E. Anderson
Caitlin M. Banks
Corina P. Doolittle
Meisha M. Greer
Imani M. James-Perry
Brittany A. Malecki
Aleesha T. Manghese
Connor N. Mayfield
Jasmine I. McCalister
Sara M. Michel
Abigail R. Ruggles
Alexandria L. Summers
Leann M. Taylor
Zaya L. Wallace

Bachelor of Arts in Fashion Merchandising

Sydney T. Bores
Megan A. Ramsey
Bianca S. Rhoads
Lauree Vang

Bachelor of Arts in Interior Design

Tyler W. Bertelsen
Amanda N. Keffer

Bachelor of Arts in Multidisciplinary Studies

Vincent J. Benson
Andrew R. Boldry
Andreana M. Casto
Rachel S. Clawson
Kasey N. Davis
Jessica D. Hoye
Alyssa N. Huff
Donna A. James
Kristin L. Lenton

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Natalie R. Orr
Michael J. Poulsen
Samantha Sponsler
Toby A. Starcher
Jack D. Thompson
Romeo V. Travis
Iesha S. Tucker
Abigail M. Wakefield
Ta'nisha Zanders

Bachelor of Arts in Theatre Arts

Noah T. Bastock

Bachelor of Science in Geography - Geographic Information Sciences

Jacob M. Ray

Bachelor of Science in Political Science/Criminal Justice

Joseph M. Amato
Garrett M. Brode
Christian R. Bullock
Haylee E. Dunahay
Zachary H. Fowler
Amanda E. Frazee
Nicholas A. Gasser
Sean A. Greene
Zachary Haley
Mason A. Hall
Stacie N. Houser
Eric J. Ickes
Brittany A. Large
Ryan C. Mason
Brandon A. Mitchell
Dionta L. Mitchell
Nicole D. Parker
Kaycee S. Pirogowicz
Jason S. Saintenoy
Camille M. Salaam
Lisa T. Schlegel
Jon D. Scott
Ryan Vaughn
Zachary A. Weiss

Bachelor of Arts

Caitlin N. Alexander

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Sara F. AlGhofaily
Bayann M. Alkhalilee
Jheisyca V. Artagame
Lilia R. Bailey
Dora B. Banfalvi
Cassidy R. Barnes
Cedric A. Bashengezi
Kylee F. Behringer
Paige L. Bittle
Kyle B. Boston
Brena O. Boycik
Sonia Bravo-Murillo
Nalaya S. Brown
Taylor L. Buchanan
Nancy E. Cabrera
Julia C. Cardenas
Jordan D. Conner
Cheryl Corley
Dustin L. Covert
Brianna N. Cramer
Christian S. Dadante
Savannah M. Daniels
Ciara L. Davis
Gheraldine A. DeAbreu
Bryce M. Deblock
Darbi N. DeHaven
Elena DellaValle
Megan A. DeLong
Alecia V. Dinko
Michael J. Disantis
Dakota M. Ditty
Braden L. Doty
Jessica L. Doughty
Grace C. Doyle
Ayanna M. Dunbar
Andriana E. Eley
Nicole M. Fetterman
James M. Fisher
Ross M. Fragale
Melissa V. Frey
Elizabeth A. Fugate
Alexus L. Glenn
Ashley R. Gonzalez
Katherine A. Gray
Angelica R. Gulyas
Morgan C. Hackworth
Kyle C. Hang
Roxann E. Hanson
Cheryl A. Hardy
Kelsey J. Harkness

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Robert W. Hart
Catherine S. Hartley
Brian A. Haverkamp
Heather H. Hawthorne
Joshua L. Herold
Drew M. Hershberger
Tyron D. Hoisten
Isaiah T. Houde
Rachel R. Howell
Kayla R. Huff
Lily A. Hunger
Samantha M. Imperi
Camryn E. Justice
Courtney A. Kearns
Alyssa Kienzle
Sarah L. Klik
Dylan A. Kolbe
Emily M. Kosikowski
David J. Leach
Timothy J. Lewis
Jordan L. Love
Rebecca G. Lozier
Claire A. Lushbaugh
Lydia J. Mainzer
Nytasja P. Malone
Dawson J. Mancabelli
Brandi K. McIlvain
Rachelle A. Mercure
Tarisa E. Meyer
Zachary R. Millard
Laina L. Montagna
William A. Morris
William A. Mull
Samantha N. Nance
Ashley D. Negulici
Trevor A. Nelson
Jade N. Nicholas
Guy W. Nolan
Elisha Nyaaba
Grace L. Oster
Anthony D. Pankuch
Anthony C. Perella
Tristan Philip
Alyssa M. Powers
Kayle W. Reed
Cathleen A. Rex
Sara N. Richardson
Melvin Rios Palacios
Adeline K. Roeper
Carl A. Roman

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Jordan P. Rose
Anna E. Sattelle
Francis J. Schmidt
Clayton B. Schrock
Taylor A. Sedlak
Melissa S. Shields
Alex J. Shobe
Madeleine E. Shuff
Alyssa J. Simon
Allyson L. Smith
Nianna Smith
Nolan B. Snyder
Brittany A. Staubs
Katherine I. Tasseff
Thomas R. Taylor
Nicholas E. Thompson
Sara M. Tilisky
Christian D. Trent
Tera A. Trowbridge
Rachel R. Valentino
Stephanie L. Vaughan
Bianca M. Vega
Elizabeth C. Wagner
Jordan I. Wells
Shana N. White
Sala E. Wier
Zoe N. Williams
Jordan P. Wood
Zachary D. Zuchowski
Kiana M. Zuk

Bachelor of Fine Arts

Erica R. Bishop
Nicholas R. Hammond
Matthew S. Leonhard

Bachelor of Music

Allison V. Baltes
Nathan J. Fete
Robyn M. King
Brian J. Patton
Hannah N. Royer
Jordan M. Stutzman
Rachel M. Thompson

Bachelor of Science

Talitha M. Abraham

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Colton A. Adams
Rakan H. Alshahrani
Mohammad A. Altawil
Emily A. Arison
Nathan R. Ariza
Kasey R. Beard
Christopher M. Benson
Casey M. Braccia
Sarah A. Burgess
Sarah A. Burgess
Edmund C. Burke
Laine R. Cade
Lawrence C. Carlson
Dustin L. Covert
Nicholas D. Crawfis
Brennan J. Crawford
Oliver G. Evans
James C. Farkas
Adam M. Fonner
Karles C. Gossick
Jonathan D. Henry
Joseph J. Horinger
Hannah M. Kahook
Kaithlyn C. Kearns
Randall L. Kennedy
Caroline R. Lewis
Jacob P. Liddy
Emmanuel G. Livchak
Nicholas W. Luther
Kaitlin E. MacIntyre
Mary Ann Mansour
Kelsey R. Meadows
Ezziree D. Morrow
Linda Muakkassa
Kristony J. Norman
Briana M. O'Malley
Gabrielle N. Omoregie
Jonathan T. Phillips
Joshua E. Phillips
Kyle J. Reese
Jacob M. Rodgers
Hannah M. Rutkowski
Ashvi P. Shah
Caroline E. Smith
Amanda M. Spencer
Kevin R. Starling
Hannah E. Stephen
Sara E. Stiles
Gabrielle A. Sutyak
Joshua A. Taylor

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Rebecca M. Vang
Julia M. Wolfe
Brittany E. Zepernick

Bachelor of Science in Computer Science

Duncan A. Campbell
Francis J. Collins
Jesse M. Cronauer
Samuel D. Goodrick
Bryce T. Hendricks
Shriji B. Shah
Joshua A. Taylor
Brenda M. Trevizo Nava

College of Engineering

Bachelor of Science in Biomedical Engineering

Mohammed F. Alqahtani
Ian B. Banks
John O. Beach
Steven P. Curtis
Amelia E. Dyck
Roseanna M. Helmick
Ellen M. Klonowski
Nikhil Prasad
Jeffrey T. Zimmerman

Bachelor of Science in Chemical Engineering

Jeremy G. Westgate

Bachelor of Science in Civil Engineering

Abdulrahman A. Almalki
Gamaliel Bautista Sosa
Sean S. Blake
Paul B. Burns
Jason S. Cline
Kaylee M. Johnson
Daniel C. Rudy

Bachelor of Science in Electrical Engineering

Jaclyn M. Miller
Jason S. White

Bachelor of Science in Mechanical Engineering

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Feras F. Afandy
Abdulkarim A. Almaliki
Abdulmajeed T. Alshahrani
Joshua M. Cagle
Olivia L. Chapman
Daniel A. Coski
Jessica A. Dickerhoof
Matthew A. Hegenderfer
Chiran S. JBR
Travis P. Jennings
Nikhil K. Khan
Anthony J. Kirkpatrick
Jason M. Miller
Matthew E. Modena
Bailey B. Monegan
Joshua D. Neal
Corey A. Nehoda
Mitchel D. Phillians
Samuel R. Pintz
Bruce A. Poling
Aaron D. Schmitz
Cole A. Schraitle
Kevin J. Taylor
Cody W. Wenrich
Nicholas M. Wurst
Tyler A. Zambo

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Erin R. Anderson
Ashley B. Banks
Matthew H. Cottrill
Brice K. Finton
Sean P. Griffiths
Laura L. Lakins
Angelina M. Rutherford
Daniel J. Smith
Jaclyn A. Wloszek
Anna E. Wyss

Bachelor of Science in Education

Tara E. Abbas
Kristen T. Bates
Kaylee M. Butler
Shanelle A. Canady-Mitchell
Alysha N. Criswell
Taylor J. Daugherty

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Terri L. Dent
Abigail Dietry
Daniel D. Edwards
Jasmine Gardener
Megan E. Ginley
Bernadette K. Grady
Christopher A. Greenlee
Sarah R. Hinline
Sarah A. Hunter
Katherine M. Hurst
Rebecca E. Jett
Kimberly D. Keiper
Halena M. King
Courtney N. Koska
Sarah E. Lang
Mikayla M. Lupo
Gabrielle A. Lynskey
Lacey R. Marinaro
Madeline S. Martin
Amanda R. McMarlin
Katelyn J. Mencer
Kristen M. Miller
Michaela G. Mushett
Bethany L. Pixler
Alyson K. Rexroad
Elizabeth Y. Ringer
Amanda M. Rohde
Emily A. Rutt
Taylor A. Sass
Carley B. Segers
Isabel C. Sestito
Kellie M. Stalnaker
Shelby A. Starkey
Danielle E. Stewart
Maegan M. Storad
Lynnea C. Sweder
Haley L. Todd
Kellie M. Walsh
Kaitlin M. Weber
Katelyn E. Zickefoose

College of Business Administration

Bachelor of Arts

Kaleb W. McAbier
David T. Robinson

Bachelor of Business Administration

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Stephen P. Addico
Noof J. Aldossary
Yousif M. Alfraiheen
Ameen M. Alghofari
Devin K. Allen
Nicholas R. Armao
Nathan D. Armbruster
William H. Armstrong
Cassedy S. Arvay
Lissette N. Azbill
Jessica M. Babka
Jessica M. Babka
Jared M. Baker
Shraddha M. Bhagat
Alec D. Bowen
Sharon M. Bowles
Roniqua L. Braddy
Michael A. Breedlove
Juliana Brehun
Cameron N. Brown
Spencer C. Burke
John M. Campbell
Anthony J. Cancilliere
Greydon M. Casalinova
Alexandria N. Chaplin
James P. Ciraldo
Phillip M. Collier
Chantal A. Daugherty
Andrew T. Dawson
Bradley M. Domico
Michael Dubay
Christian J. Durbin
Joseph E. Durbin
Jacob A. Durr
Braden C. Evans
Brooke M. Eyring
Michael A. Feke
Michelle Field
Michelle Field
Cameron D. Fiffick
Megan K. Foltz
Jennifer M. Fry
Sterling W. Galehouse
Peter J. Gallo
Trevor J. Garner
Kristin M. Genetin
James M. George
Tyler L. Green
Jared R. Greissing
Dylan T. Griffin

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Jeremy J. Haberman
Taylor Hackenberg
Zachary A. Hagy
Dorothy Hampton
James J. Harr
Julia E. Hatch
Catherine A. Hickin
Madison M. Hymes
Lisa M. Jarvis
Patrick Jaworski
Joseph G. Johnson
Jacob E. Jones
Touraj N. Joya
Patrick M. Kabasinski
Claudia L. Kelley
Shaan S. Khaira
Alizeh W. Khalifa
Miles H. Kirk
Clay P. Kozlowski
Gabriel M. Kuzmic
Matthew C. Liebhart
Jessica A. Limbers
Ding B. Lin
Taylor M. Long
Toua Lor
Paige E. Lorenzen
Noah C. Mang
Max Martinez
Anthony M. Massie
Grace A. Mayer
Colin B. McDevitt
Layne E. McKinley
Chad W. McNamee
Marc A. Mehling
Christina Mehm
Adam J. Michel
Carson R. Nethers
Michael C. Novachek
Zachary M. Novak
Thomas J. O'Leary
Clayton Otto
Justus T. Owen
Slobodanka Petrovic
Miranda R. Radesic
Kartik Raghuram
Trevor J. Rasbach
Andrew P. Reed
Tyler J. Reed
Teleza M. Reeves
Kimberly M. Romig

**The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall**

Marissa Rufe
Gabrielle E. Samelak
Nicholas A. Sanzone
Jeffrey A. Schultheis
Zarrya X. Simmons
Madison J. Smith
Jacob H. Soinski
Andrew D. Sommers
Matthew S. Starcher
Melanie B. Starlin
Cooper A. Strachan
Lauren Sullivan
Omar S. Tareen
Patrick D. Tipton
Sofiya A. Torchilo
Danielle A. Uher
Kenneth P. Warner
Steven L. Webb
Olivia M. White
Nicholas J. Wolf
Andrew S. Young
Peyton A. Zachrich
Bradley J. Zerucha

Bachelor of Science in Accounting

Sean P. Adkins
Sherrie L. Allwood
Anna E. Anderson
Nicholas R. Armao
Brady D. Botner
Trevor H. Brotzman
Amy M. Clark
Madison K. Cyphert
Beau C. Garner
James R. Gragg Millsaps
Karyn O. Hickman
Joseph R. Hirschfelt
Luke C. Holcomb
Tyler C. Howard
Mitchell J. Klamut
Courtney J. Klingenberger
Dominic A. Liotta
William J. Manley
Jacob A. Martynowski
Jordan A. Mills
Michael J. Papson
Brianna M. Porter
Austin J. Reich
Pamela H. Roberts

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Sarah R. Ryland
Joshua M. Seidel
Melissa M. Smeltzer
Abigail B. Stewart
Ciarrah Thien
Anna L. Wolff
Kevin C. Zingalis

Bachelor of Science in Labor Economics

Michael P. Grifa

College of Health Professions

Bachelor of Science in Food and Environmental Nutrition

Nathan M. Burns
Lauren N. Charlillo
Jayni E. Hershberger
Olivia E. Stigall

Bachelor of Arts

Brooke L. Keller
Kyle R. Sondereker

Bachelor of Arts/Social Work

Brian E. Bentley
Fatimaah D. Brown
Nicole M. Cariati
Michael J. Culp
Fatima K. Deas
Tommie A. Ellington
Amanda L. Ferry
Kelly A. Gareau
La Mont A. Graham
Mikayla N. Harper
Lauren N. Hegenderfer
Jenna J. Holly
Gigi Jackson
Nikolina Kajic
Cody D. Keller
Laura Liaskos
Bryce K. Loeffler
Nicole R. Morton
David L. Pendleton
Bernice Petty
Chavia T. Pittman
Deborah A. Ross

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Robin-Maria Thomas
Ebony S. Warren

Bachelor of Science in Dietetics

Hannah E. Dooley
Liliana P. Teper

Bachelor of Science in Education

Fulton Benya
Matthew A. Blaha
Hugh D. Cade
Michael C. Calzola
Matthew K. Chihil
David L. Dickinson
Dale-Lyn E. Featherstone
James A. Fonseca
Austin J. Friel
Stephanie Hale
Jacob W. Hartman
Pader B. Her
Brandon L. Junk
Ezana Y. Kahsay
Tiaundria R. Mitchell
Zachary M. Mucklo
Kyle S. Osborn
Michael G. Perkins
Jonathan Semerene
Alexandria L. Shaver
Kwadarrius D. Smith
Malcolm A. Thomas
Caleb S. Watkins
Newman L. Williams
James M. Wilson
Raymond L. Yates
Robert F. Zganjar

Bachelor of Science in Exercise Science

David C. Ashley
Alexis H. Aston
Marko Z. Bajko
Ariana L. Brown
Lilly M. Bryant
Ashley T. Bucher
Emilee H. Carlin
Quannesha S. Code
Ryan W. Gant
De'andre Gilberry

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Robert S. Hardy
Anna L. Hartzler
Logan J. Kent
Kyle S. Orgovan
Taylor M. Pitroff
Marlena D. Roush
Erica L. Schrader
Samantha J. Shrader
Rachel A. Souders
Kennedy M. Soyk
Andrew J. Stenger
Angelo K. Vardavas
Nigel B. Woodard-Hinton

Bachelor of Science in Nursing

Quinieece Banks
Heather Betsa
Jeremy J. Betsa
Angela H. Bowden
Helen M. Brillhart
Lacey M. Burkholder
Marilynne Chapman
Mahaylie S. Cline
Stephanie A. Cowart
Andrea Cuff
Roma M. DeLeo
Haleigh M. Elersich
Stephanie L. Fairbanks
Lindsay J. Gal
Marciane R. Hawkins
Hong Ying L. Hazel
Hannah R. Heilig
Carlos A. Henderson
Ashleigh N. Hobbs
Traci M. Jakovljevic
Tracey L. Jones
Kathleen A. Knoblock
Michele F. Kraly
Jennifer Markus
Stephanie A. Miller
Sarah E. Nehez
Alexa M. Paolucci
Ashley N. Rager
Laura L. Rasch
Haley M. Schaffter
Rose M. Sebe
Sydney A. Stump
Lacey R. Tennant
Brandi L. Thacker

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Reilly M. Tivenan
Kelsey M. Trask
Shirley J. Verhoff
Noelle E. Warther
Maria W. Williams

College of Applied Science and Technology

**Bachelor of Science in Automated Manufacturing
Engineering Technology**

Jeremy Baboryk
Tyler R. Buell
Salvatore G. Ferrise
Donald T. Harcar
Ajay D. Patel

Bachelor of Science in Computer Information Systems

Calvin Carter
Tristan A. Clark
Matthew N. Colby
Prem Dhakal
Kenneth R. Gallion
Daniel W. Goble
Lori K. Gregg
Olivia L. Helms
Eric T. Hodson
Joshua A. Klamut
Vincent T. Mathews
Tiffany M. McClaskey
Tyler E. Monti
Jacob A. Rauls
Greg A. Russell
Nathan R. Sheridan
Aj D. Starcher
Mark S. Wise

**Bachelor of Science in Construction Engineering
Technology**

Jonathan W. Cameron
Michael E. Eccleston
Robert A. Fanell
Kevin T. Jones
Samuel D. Kitson
Anthony J. Laviano
Jake E. Logan
William C. Lynch
Jacob W. Miller

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Osikena Okolo
Brad Selbee
Dakota A. Smith
Anthony J. Spencer
Corbin L. White

Bachelor of Science in Electronic Engineering Technology

Ahmed M. Alanazi
Hamad F. Alhusayni
Yongpei Liao
George J. Nicolas
Sean D. Shaulis

Bachelor of Science in Emergency Management and Homeland Security

Brett D. Baker
Samuel D. Besse
Miranda J. Bica
Jordan W. Bower
Joseph T. Browning
David A. Harper
Brian R. Kavcar
Margot N. Lee
Peter Marshall
Ian M. Martin
Laura A. Rehmer
Dylan J. Richards
William R. Supan
Christian L. Wilkinson
Brennan H. Williams
Kaden C. Wortman

Bachelor of Science in Mechanical Engineering Technology

Isaac D. Barnett
Michael J. Best
Steven A. Bowlin
Joshua J. Brenner
Mitchell J. Foster
Mark D. Furbee
Travis D. King
Garrett T. Klisuric
Nicholas J. Lucas
Isaac J. Mann
Jeremy C. Mason
Makaila E. Woessner

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Bachelor of Science in Organizational Supervision

Amber N. Anderson
Cory A. Armbruster
Andrew T. Bays
Alan J. Beddow
Brock A. Boxen
Undrea D. Bullard
Christian A. Burke
Christopher L. Callaway
Sean G. Cameron
Nicole D. Conti
Glenn L. Daniels
Tyler R. Dawes
Brittany S. Emerick
Alexis R. Ford
Ayris L. Frazier
Ivan E. Gadson
Denzel W. Gambrell
Marissa E. Gatsios
Jeffrey R. Goforth
Hollace M. Hamilton
Martice D. Jackson
Sylvia R. Jones
Ashley K. Layland
Samantha N. Luf
Kelsey B. Lynn
Kevin L. McDonald
Brittany L. Mowery
Emmanuel O. Olojakpoke
Abas O. Omar
Adrienne N. Rouan
Levi J. Schar
Rebecca L. Sebolt
Narrissa A. Smith
George E. Spear
Jacob E. Urich
Uzodinma D. Utomi
Zarek C. Valentin
Tomesha N. Vaughn
Ryan C. Wiley
Jerry D. Williams
Miranda H. Yeager

Bachelor of Science in Surveying and Mapping

David A. Fedor
Armando Martinez

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice
Technology

Miranda J. Bica
Kayla M. Duffy
Peter Marshall
Bryana Morgan
Brennan H. Williams

College of Health Professions

Associate of Applied Science in Radiologic Technology

Tracy L. Janson

Associate of Applied Science in Surgical Technology

Michael T. Caughey

College of Applied Science and Technology

Associate of Applied Business in Computer Information
Systems

Brandon J. Adams
Douglas A. Enos
Phillip B. Hatfield
Nathaniel L. Haufe
William R. Hendrock
Pawel J. Kraszy
David D. Krukemeyer
Tanner M. Lansky
Drew W. Nist
Matthew W. Ollis
Nathan R. Sheridan
Jonathan C. Wong

Associate of Applied Science in Construction Engineering
Technology

Adrian R. Bivins
Brent M. Cummings
Robert A. Fanell
Alex D. Huffman
Kevin T. Jones
Anthony J. Laviano

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Jake E. Logan
Anthony J. Spencer

**Associate of Applied Science in Electronic Engineering
Technology**

Ahmed M. Alanazi
Hamad F. Alhusayni
Nicholas E. Ergezi
Caleb X. Garcia
George J. Nicolas
Jacob A. Weber

**Associate of Applied Science in Emergency Medical
Services Technology**

Cody M. Duncan
Brennen M. Fletcher
Evan D. Giffels

**Associate of Applied Science in Fire Protection
Technology**

Maxwell R. Kumah
Kaden C. Wortman

**Associate of Applied Science in Geographic and Land
Information Systems**

Joshua D. Stevens

Associate of Applied Science in Land Surveying

Casey P. Arnold
Eric J. Arters
Cody W. Crum
Joshua D. Stevens

**Associate of Applied Science in Manufacturing
Engineering Technology**

Steven A. Hanshaw
Kyle W. Hinton
Cassandra L. Shaffer
Ssohibou Sylla

**Associate of Applied Science in Mechanical Engineering
Technology**

Michael J. Ames

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Erik C. Antibus
Mark A. Greathouse
Aaron A. Holsopple
Brice D. Hutchison
Sarah E. Johnson
Charles E. May
Scott Miller
Jonathan P. Rowe
Christopher Ryan
Calvin B. Schwieterman
William O. Tuttle

Associate of Applied Business in Hospitality Management

Emily N. Cea

**Associate of Applied Business in Business Management
Technology**

Lisa L. Brunton
Chaundra L. Crews-McGrady
Alexandra P. Nelson
Kyle J. Svoboda
Warith I. Wahid

Associate of Applied Business in Hospitality Management

Jacqueline R. Albers
Erin R. Cover
Addison M. Daugherty
Falastine C. Davis
Sarah D. Duckworth
Julia E. Hatch
Kristie L. Lee
Michael C. Lovano

**Associate of Applied Business in Marketing and Sales
Technology**

Ikemesit Samson-Akpan

Associate of Arts

Mary L. Anderson
Nathan T. Colegrove
Maeieshie C. Dawson
Alexis R. Ford
Ashley M. Lancianese
Seleste M. McKinstry
Donovan J. Mines

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

George L. Rice
Neal P. Stanley
Brittany A. Staubs
Joseph M. Ulrich
Crystal L. Veal
Loren J. Woods

Associate of Science

Jayne S. Bryson
Kevin G. O'Hare
David S. Reeder
Bria Roberts
Michaela R. Wagner

Associate of Technical Study

Jeffrey C. Grassbaugh
Kevin D. Landals

Wayne College

Associate of Applied Business in Health Care Office Management

Erica N. Butler
Olivia Endsley

Associate of Applied Science in Exercise Science Technology

Nathaniel J. Bergan
Mikayla A. Fox
Dawn M. McClure
Adam S. Vasilatos

Associate of Applied Science in Paraprofessional Education

Lea E. Bergman
Daniella M. Pedrozo
Amanda Schmitz
Hannah G. Sullivan
Katlyn A. Terrion

Associate of Applied Business in Business Management Technology

Michelle Perrino

The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Associate of Arts

Katelyn A. Mika
Emily K. Norris
Tyrice Pace
Jacob J. Rocha
Kaitlyn J. Uhl

Associate of Science

Jasmine M. Colwell
Shikel T. Fluellen
Tyler C. Hadorn
Jordan M. Hunt
Cody R. Hutchison
Alyssa E. Leach
Thomas D. Pembrige
Kelly A. Shaffer
James N. Volcansek
Elise M. Weiland
Franklin V. Yacapraro

1,126 Total Degrees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

**REPORT TO CHANCELLOR ON REMEDIATION
OF STUDENTS PER ORC 3345.062**

The University of Akron Report to the Chancellor on Remediation of Students

November 29, 2018

Background

Remediation Reports

Am. Sub. H.B. 49 – As Enrolled

The law requires each state university president, annually by December 31, to issue a report regarding the remediation of students and to submit the findings to the state university's board of trustees, the Chancellor, and the Superintendent of Public Instruction. The report must include the number of students that require remedial education, the cost and specific areas of remediation the university provides, and causes for remediation.

Language:

Sec. 3345.062. (A) Not later than December 31, 2017, and each thirty-first day of December thereafter, the president, or equivalent position, of each state university shall issue a report regarding the remediation of students that includes all of the following:

- (1) The number of enrolled students that require remedial education;
- (2) The cost of remedial coursework the state university provides;
- (3) The specific areas of remediation provided by the state university;
- (4) Causes for remediation.

(B) Each president, or equivalent, shall present the findings of the report to the state university's board of trustees and shall submit a copy of the report to the chancellor of higher education and the superintendent of public instruction.

(C) As used in this section, "state university" has the same meaning as in section 3345.011 of the Revised Code.

University Remediation Report

Name of University:

The University of Akron

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education (FY18 actual).

Number of Students	Description (if needed)
1,530	Unduplicated Student Count

2. The cost of remedial coursework that the state university provides (FY18 actual).

Please select the type of cost in the following areas and describe.

- **Costs to the university:** Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
- **Costs to the student:** Please include a description of tuition paid by students in pursuit of remedial education.
- **Costs to the state:** Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

Cost Type	Amount	Description
Costs to the university	\$ 1,672,444	Compensation/Benefits (Akron and Wayne)
Costs to the university	\$ 195,134	Operating Expenditures (Akron and Wayne)
Costs to the university	\$ 971,140	IDC (Akron and Wayne)
Costs to the student	\$ 4,392,342	Tuition & Fees (\$478 per credit hour)
Costs to the state	\$ 212,577	Appendix A (Summary of SSI / Remedial Coursework)

3. The specific areas of remediation provided by the university.

Subject Area	Description
Math	Basic Mathematics I & II
Math	Fundamental Mathematics I, II, III, and IV
Reading	College Reading & Study Skills
Writing	Basic Writing
Study Skills	Applied Study Strategy

4. Causes for remediation.

Please select all that are relevant from the following categories and provide detail.

- **Lack of student preparation at the K-12 level**
- **Prescriptive placement policies** (over reliance on a single assessment measure)
- **Deferred entry into higher education** (adult students returning to higher education)
- **Other** (any other cause identified by the university)

Cause	Description
Lack of student preparation	Indicative of poor K-12 preparation, this cohort consists of students with an ACT mathematics score of 18 or below, ACT English score of 15 or below, or ACT reading score of 17 or below with an average GPA 2.32. Students in these score ranges must take a placement test at or prior to orientation (Maplesoft and Accuplacer/Writeplacer), potentially resulting in placement in college-level courses. The test score thresholds referenced above are below the statewide "remission-free" standard, providing access to college-level English and mathematics courses with built-in credit bearing learning support.
Deferred entry	Adult students at the University of Akron (defined as having been out of high school for five or more years) typically need remediation but represent a small percentage of students in remedial courses.

Appendix A: Summary of SSI Allocated to State Universities in Support of Remedial Coursework, FY17 Actual

University	Sum of SSI for Completed FTE	Sum of SSI for At-Risk FTE	Total Remediation
University of Akron	\$ 195,983	\$ 42,978	\$ 238,961
Bowling Green State University	\$ 120,303	\$ 26,408	\$ 146,711
University of Cincinnati	\$ 187,750	\$ 46,039	\$ 233,788
Cleveland State University	\$ 52,371	\$ 12,778	\$ 65,149
Kent State University	\$ 639,574	\$ 150,776	\$ 790,351
Miami University	\$ 36,742	\$ 7,979	\$ 44,721
Ohio State University	\$ 451,669	\$ 85,047	\$ 536,716
Ohio University	\$ 187,758	\$ 44,989	\$ 232,746
Shawnee State University	\$ 44,525	\$ 9,404	\$ 53,929
University of Toledo	\$ 4,664	\$ 1,163	\$ 5,827
Wright State University	\$ 157,681	\$ 38,446	\$ 196,127
Youngstown State University	\$ 210,638	\$ 48,921	\$ 259,560
Grand Total	\$ 2,289,657	\$ 514,928	\$ 2,804,585

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

ENROLLMENT MANAGEMENT REPORT

The University of Akron – Enrollment Management Board of Trustees Report for November 2018

2019 High School Class: Focus on Application Generation

During this time of year, the Office of Admissions is focusing on encouraging prospective students to apply and visit campus, as well as working with applicants to submit additional materials for admission consideration. Several campaigns and initiatives continue to be executed to support these calls to action.

Campaigns

The Akron Gold Application Campaign continues to target Ohio high school students. Another letter was mailed in October to the homes of prospective students to encourage them to apply. The campaign continues to include an electronic message that ties the marketing to the technology. A conference call with representatives from EAB is conducted on a bi-weekly basis to review/discuss the status of the campaign.

The Fathom digital marketing efforts for Ohio and non-Ohio high school students continue to focus on application generation. We meet regularly with Fathom and University Communications & Marketing (UC&M) to review the progress within the paid social, paid search, display ads, and search engine optimization campaigns. Modifications are made as needed.



Communication

Acceptance Packets continue to be mailed to students that are admitted. Accepted students also are receiving a personal note and phone call from current UA students working in the Office of Admissions.

After students receive their acceptance packet, they also are receiving in the mail a letter of welcome and congratulations from Dr. Green.

A new initiative this year includes mailing a letter from Dr. Ramsier. Students will receive this letter after the correspondence from Dr. Green.

Emails promoting visiting campus, the Williams Honors College, financial aid and scholarships, academics, and student support services continue to be sent to students and parents.

We also worked with UC&M to make major modifications to the Admissions web pages to guide students more seamlessly through their UA college search journey.

Outreach

The majority of the admissions counselors have concluded their high school visits and college fairs within their assigned recruitment territories for the fall semester. They are back in the office conducting personal visits with students and their families, hosting high school student bus trips, as well as attending to their individual responsibilities.

There are more than 100 high school counselors registered to join us on Friday, Nov. 16 for the High School Counselor Advisory Board meeting.

With fall arrives the new financial aid application season. The Free Application for Federal Student Aid (FAFSA) became available on October 1 and staff have been busy presenting financial aid information to students and their families at our local high schools including Copley, Revere, St. Vincent/St. Mary, Wadsworth, Springfield, Nardon, Ellet, Green, and McKinley, to name a few.

On October 21, the team in the Office of Student Financial Aid and Admissions hosted a FAFSA filing event and served almost 70 visitors by helping them complete their financial aid applications for the coming academic year.

Transfer and Adult Students: Focus on Outreach

Direct Connect

The Direct Connect program with Stark State was launched on October 12, 2018. This program provides the opportunity for students to have dual admission status at both Stark State College and The University of Akron as they complete an associate degree while preparing for transfer to complete a bachelor's degree at UA.



A student may apply for dual admission and enrollment directly out of high school or as a currently enrolled SSC student as long as they begin the program by completing an associate degree at SSC, while purposefully planning to transfer to UA for bachelor degree completion.

Academic advisors from UA will work with SSC advisors and faculty members to conduct appointments on each of SSC's campuses with students enrolled in the program. Students in the program will also have the option to receive a Stark State/UA Zip Card allowing them to use facilities and services offered to regularly admitted students at both SSC and UA (e.g., libraries, career services, recreation centers, computer labs, sporting events, parking, email and internet access, etc.).

Other Transfer Student Outreach Efforts

The transfer admissions counselors also continue to visit and engage with students at the following community colleges: Tri-C, Lakeland Community College, Lorain County Community College, North Central State Community College, Eastern Gateway Community College, Columbus State Community College, Zane State Community College, Community College of Beaver County, and Community College of Allegheny County.

The admissions counselors also conduct individual appointments with prospective transfer students to guide them through the enrollment process, as well as provide information regarding how their courses will transfer.

Letters are being mailed to students that were admitted and confirmed to enroll at UA for the 2018 fall semester but decided to enroll at a community college. The call to action of the letter is to encourage the students to transfer to UA.

Technology: Focus on Service

Target X CRM Implementation Update

During the past few months, many implementation benchmarks have been achieved.

OCTOBER 2018	
Tue	Wed
2	3
7:35a West Branch High School V	7:40a Jackson Milton High Schoo
8:30a Findlay High School Colleg	8a Springfield High School
8:30a Saint Clairsville High Scho	8:40a Manchester
9a Whitney M. Young Magnet HS	9a Northeast Ohio College and C
9:30a Laurel School	9a South Range High School Visi
10a Bridgeport High School	9a Indian Creek High School
10a Canal Winchester HS	9:30a Legal Prep Charter Acaden
10a United High School Visit	10:25a Marysville HS
10:45a Perry High School	10:30a Steubenville High School
11a Vermillion High School Visit	10:51a Lakewood HS
11:06a Canton South CPT	11a Springfield Local High School
11:10a Coventry High School	11:30a North Union
11:30a Rich South HS	12p Buckeye Central
11:30a Sebring McKinley High Sch	12p Oak Lawn Community HS
12:05p Cleveland Heights High S	12:11p Sylvania Southview High Sl
12:15p Anthony Wayne High Schd	12:15p Catholic Central High Schc
12:25p Geneva High School	12:45p Marysville STEM
12:30p Leetonia High School Droj	1p Union Local High School
1:10p Beachwood High School	1:10p Utica HS
1:30p Beaver High School Drop C	1:30p Lindblom Math and Science
1:30p Central Catholic High Schoi	1:30p Ontario High School
1:30p Olney Friends High School	3p Our Lady of the Elms High Sch
2p Bamesville High School	4:30p Toledo Public Schools Colli
6p Elgin Community College CF	6p Cuyahoga Valley Career Ctr C
6p Stark County College Fair	6:30p Brother Rice and Mother M
6:30p Toledo Area Catholic Scho	
7p Strake Jesuit High School Coll	

The admissions officers now have easy access to interactive dashboards identifying all outreach admissions activities (on left). From this dashboard, the admissions officer is able to initiate communication to students who have attended an event.

Initial marketing campaigns have been implemented in the CRM. Admissions is currently implementing the 'search to inquiry' campaign, as well as the 'out-of-state encourage to apply' campaign from the CRM.

The admissions office has also been using the CRM for our fall visit day registration process—and for the check-in activity on the day of the event.

Admissions is working with Information Technology Services to import application information (Common App and EAB) from PeopleSoft into the CRM.

Financial Aid Support Center Update

The ongoing collaboration with Blackboard Student Services continues to grow, with more than 20,000 student interactions handled to date by the Financial Aid Support Center team. The overall resolution rate remains high at 90% and the customer satisfaction rating is 91%. The tedious process of reviewing tax documents for the purpose of verifying information reported on the FAFSA was greatly improved and review times were reduced down to just a few days. Staff continue to work with the team at the Support Center to retrain and provide new, upcoming information necessary to begin advising for the new aid year. The senior leadership team in the Office of Student Financial Aid visited the Support Center, located in Somerset, Kentucky, in November for additional training and collaboration.



Personnel: Focus on Community Service

Make a Difference Day

UA's 14th Annual Make a Difference Day was held on Friday, Oct. 26. Employees within the Office of Admissions, as well as members of the Zip Recruiting Club (Admissions student volunteer organization) participated in the event.

Federal Financial Aid Processing: Potential Changes on the Horizon

The elimination of mainstay financial aid programs including the Supplemental Educational Opportunity Grant (SEOG) and subsidized student loans is possible as the reauthorization of the Higher Education Act (known as the PROSPER Act) makes its way through congress. The Perkins loan program has already been eliminated and the Public Service Loan Forgiveness program may be eliminated. As the rising cost of higher education continues to outpace financial aid opportunities, the number of low income, first generation students will continue to decline and the affordability gap will widen.

Efforts to simplify the FAFSA process, perhaps even changing the need to apply each year, are underway and may provide some relief to an otherwise difficult application process. The continued commitment to using income from two years prior will facilitate the timely application process, helping students and the University secure aid earlier and positively impact decision making.

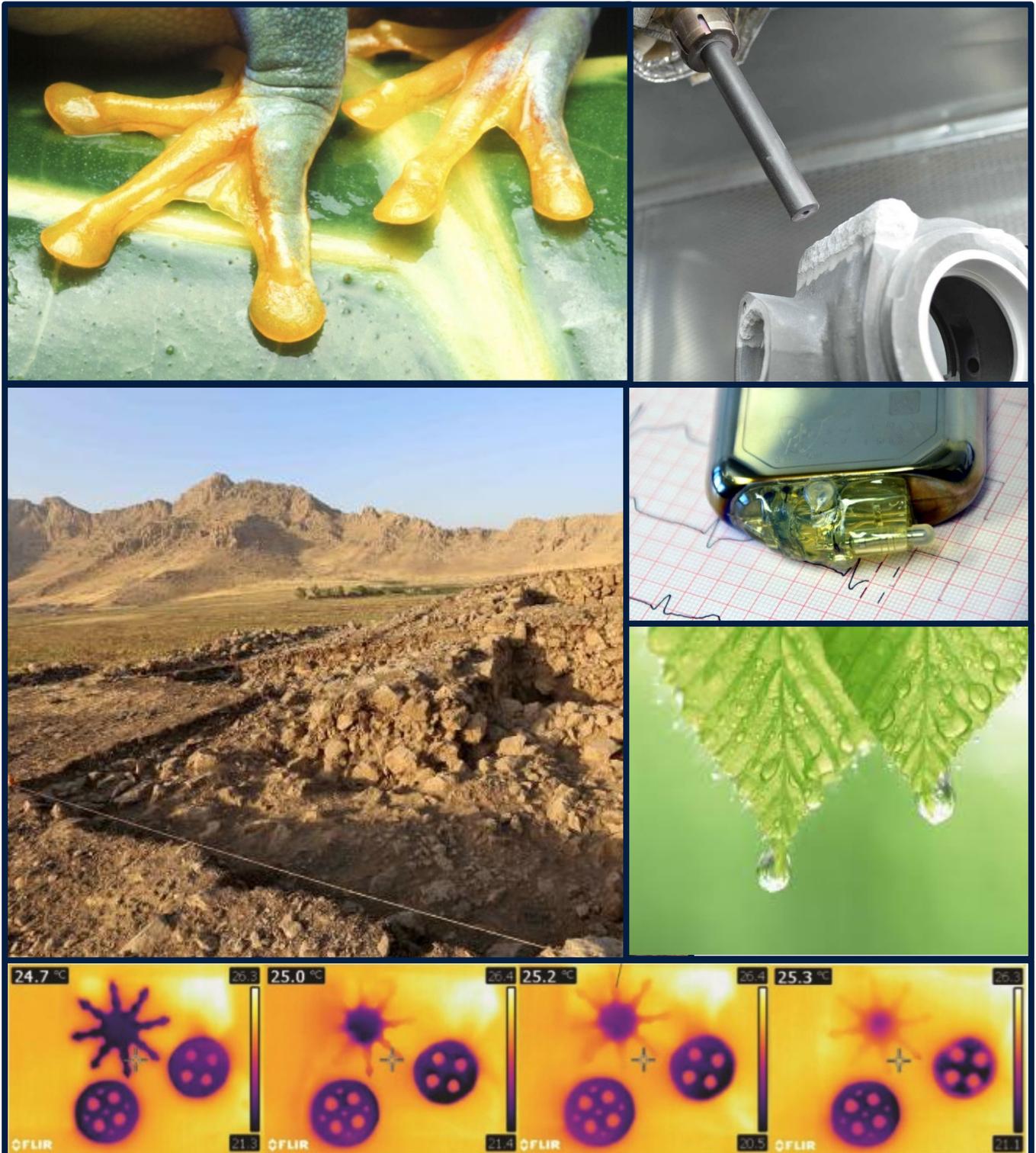
**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

RESEARCH REPORT

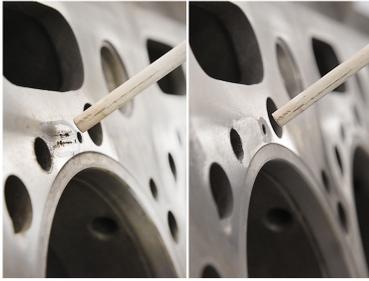
RESEARCH & SCHOLARLY ACTIVITIES

Office of the Sr. Vice President and Provost



Research and Scholarly Activities Highlights

FAA approval received for cold-spray repairs

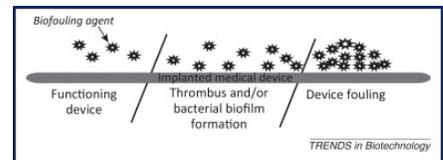


Airborne Maintenance and Engineering Services (AMES) has received groundbreaking FAA approval for cold-spray repairs following a State of Ohio funded, three-year research collaboration with UA's **National Center for Education and Research on Corrosion and Materials Performance (NCERCAMP)**, SAFE Inc, and U.S. Technology Corp.

Making the cold spray process commercially available for use in aircraft repairs reduces overall operational waste and results in cost savings for AMES' customers. Cold-spray repairs entail accelerating metal particles toward a solid surface at supersonic speeds within a jet of expanded gas. The energy generated enables particles to bond with the surface at lower temperatures than other thermal-spray and welding processes which are prone to distortion and stresses.

Research focus on antifouling and medical implants

Dr. Jie Zheng, professor of chemical and biomolecular engineering, with new funding from NSF, is developing a material that can better prevent a person's body from rejecting devices such as cardiac pacemakers when biofouling occurs. Biofouling is the accumulation of tiny unwanted organisms on surfaces.



"Antifouling materials and coatings are critically important for biomedical implants because they will prevent any unwanted interactions and infections with biomolecules and thus reduce the risk of foreign body reaction in patients," said Zheng.

Graduate student wins national award for tire tread research

Arnob Banik, a graduate student in the Department of Mechanical Engineering, placed second in the Future Tires category at the recent Monte Jade Innovation Competition in Atlanta. The national competition seeks to identify creative, emerging young professionals by encouraging college students to pursue their innovative ideas in the fields of science and technology.

"Placing in this competition is a huge deal — judges are highly selective and competition is always tough," says **Dr. Kwek-Tze Tan**, assistant professor of mechanical engineering and Banik's Ph.D. adviser. "Entries are judged on criteria including creativity, feasibility and marketability. Arnob's project checked all those boxes, and then some."



Inspired by frog toe pads, Mr. Banik developed a solution to improve tire treads to achieve better wet traction. Frog toe pads, or, essentially the bottom of a tree frog's feet, are sticky and adhesive in nature (making it easy for them to climb trees). This makes them a good model for artificial replication when it comes to improving tire performance. Banik's study utilized biomimicry (or learning from nature), along with a combined experimental, numerical, and analytical approach to understand the adhesion and friction behavior of a frog toe-pad inspired, 3D printed rubber structure. The objective was to

design and develop a unique, creative and feasible design in rubber surface by mimicking a frog toe pad for improved wet friction characteristics.

Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, clockwise from top left: (1) tree frog feet inspire tire tread design; (2) cold spray repairs; (3) a pacemaker, just one type of biomedical implant that could be rejected due to biofouling; (4 and 5) wet leaves and images of evaporation rates; and (6) archaeological site at Darband-I Rania, Kurdistan region, Iraq.

A living, breathing, perspiring wall system – the joining of nature, art, and architecture

Dr. Petra Gruber, associate professor with a joint appointment in the Mary Schiller Myers School of Art and Department of Biology, has installed a prototype Living Wall System (LIWAS) at UA's Bath Nature Preserve Field Station. The LIWAS is an energy-efficient, multi-paneled wall composed partly of fungal roots and leaf-shaped, evaporative or "sweating" ceramic panels. It will serve as a test bed for different aspects of the outdoor performance of the panels, such as thermal behavior, evaporation efficiency, and weather resistance.



Through studying the shape and texture of leaves, as well as the process plants use to dissipate humidity to cool themselves, Gruber and her research team discovered the relationship between leaf shapes and the cooling effect that some plants use in their leaves. With the support of a \$10,000 Faculty Research Committee Summer Fellowship, Gruber and her team, along with **Drew Ippoliti**, assistant professor of ceramics, and **Tanya Long**, assistant lecturer of art, have been translating the leaf shapes into porous, ceramic panels designed to collect and retain moisture and promote its efficient evaporation. This design would help prevent the rapid runoff of rainwater (and the

consequent risk of sewage overflow) and allow facades to in effect "sweat" and cool down, reducing the need for air conditioning.

"Cooling down a building needs a lot more energy than heating it up," Gruber said. "So cooling facades is a really interesting concept for future architectural design."

Training Iraqi heritage workers in cutting-edge archaeological technology

Dr. Tim Matney, professor of archaeology, served as part of an international team of archaeologists, lead by the British Museum, working in Rania in the Kurdistan region of Iraq. He was there to help train Iraqi archaeologists in the use of geophysical survey technology for mapping subsurface ancient remains. Matney's specific project was funded by the Gerda Henkel Foundation based in Düsseldorf, Germany.

Their efforts are part of the British Museum's Iraq Emergency Heritage Management Training Scheme, a program funded by the government of the United Kingdom and delivered by the British Museum to offer up-to-date training in archaeological site management in response to the destruction of cultural heritage in Iraq.



Dr. Tim Matney lecturing to archaeologists and heritage managers in Iraq on the use of a magnetic field gradiometer.

"I was asked by the British Museum to head the geophysical training because my research employing this technology in Turkey is well known," explains Matney, who was on-site for nearly three weeks. "I frequently take on projects that allow me an opportunity to train students in geophysical survey outside of the normal classroom setting," notes Matney. "Typically, these are projects in northeastern Ohio as part of our department's long-standing outreach in community archaeology. More rarely, I am able to take UA students abroad – most recently to Turkey, India and Azerbaijan. In my current project, I was lucky enough to work with a cohort of Iraqi archaeologists and a former student was able to assist me in the training and fieldwork. I use geophysics in my own research, of course, but this was primarily a teaching opportunity.

"My students have been involved in projects across the world using geophysical survey technologies in archaeology," adds Matney. "It is a great opportunity for them to experience other cultures, meet a variety of scholars in different fields, and to put into practice the lessons learned in the classroom."

Technology Transfer Highlights

UA startup companies have raised \$4.2 million in 2018



Startup companies that are licensing UA technologies raised \$4.2 million from private investors, seed funds and government grants in the first six months of 2018. Roughly 20 of UA's most active startup companies report funding raised and other significant accomplishments semiannually to the University of Akron Research Foundation (UARF). The \$4.2 million raised from January 1 through June 30 represents a major increase in funding activity, eclipsing the \$2.7 million raised in all of calendar year 2017. All of the UA startup companies reporting data are licensees of UA intellectual property that are located in Northeast Ohio, and most of them employ current UA students or alumni. Among the companies reporting are Fontus Blue, which sells software that helps water treatment professionals provide exceptional drinking water to more than 3 million people; and 21MedTech, a medical technologies company offering revolutionary materials for resorbable technology, regenerative medicine, drug delivery and more.

License signed for UA technology that was funded by UARF's Spark Fund

Hedgemon Inc., a Cleveland-based small business, licensed a portfolio of patents for a UA-developed impact protection technology. The company hopes to initially implement the technology, which was inspired by the impact dissipating properties of hedgehog quills, in football helmet liners to reduce concussions. UA inventors validated the performance of the impact protection technology through a grant from UARF's Spark Fund. This gave them the financial backing to test full football helmet prototypes at ICS Labs.



Preliminary lab prototype of UA's impact protection technology, which mimics hedgehog spines

In 2017, Spark Fund committed \$450,000 in UARF and State of Ohio funding to pay for prototyping and testing of five technologies. The license to Hedgemon marks the second license of a Spark Fund-backed technology. Negotiations are underway to license a third technology.

Two UA startup companies receive prestigious National Science Foundation funding



PolyLux's bandage adhesives, which release on application of a particular wavelength of light

Two startup companies based on UA technology have received \$225,000 each from the National Science Foundation's SBIR program. SBIR awards are given to cutting edge technologies that clearly address market needs and societal problems.

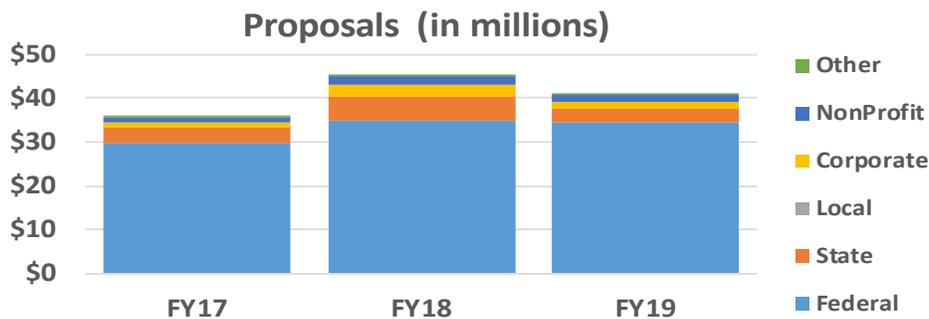
PolyLux makes a light releasable adhesive for bandages that can reduce patient pain and skin tears based on technology from **Abraham Joy's** lab in Polymer Science. OncoSolutions offers testing services to pharmaceutical companies that are developing new cancer drugs and need more reliable ways to assess how they will work against tumors. It has licensed technology from **Hossein Taviana's** lab in Biomedical Engineering. Both companies will be located in Akron's Bounce Innovation Hub, an incubator for new high-tech startups.

PROPOSALS (New and Continuing)

FY17	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share
Federal	95	\$ 29,801,621	\$ 9,567,966	\$ 89,896
State	6	\$ 3,455,542	\$ 28,445	\$ 2,934,229
Local	7	\$ 146,122	\$ 1,740	\$ -
Corporate	49	\$ 1,084,723	\$ 109,995	\$ -
NonProfit	32	\$ 1,173,838	\$ 58,861	\$ 107,509
Other*	3	\$ 107,334	\$ 27,051	\$ 39,112
Total	192	\$ 35,769,180	\$ 9,794,058	\$ 3,170,746

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share
Federal	85	34,751,827	10,587,011	204,654
State	9	5,576,189	230,328	3,391,514
Local	4	96,907	5,697	-
Corporate	30	2,557,939	667,301	-
NonProfit	20	2,011,187	112,793	-
Other*	2	547,447	176,116	32,994
Total	150	45,541,496	11,779,246	3,629,162

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share
Federal	86	\$ 34,460,873	\$ 10,301,457	\$ 462,987
State	7	\$ 3,113,166	\$ 125,687	\$ 45,208
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	23	\$ 1,506,454	\$ 397,748	\$ -
NonProfit	18	\$ 1,695,041	\$ 118,592	\$ -
Other*	3	\$ 61,351	\$ 2,278	\$ 39,043
Total	138	\$ 40,861,852	\$ 10,950,914	\$ 547,238



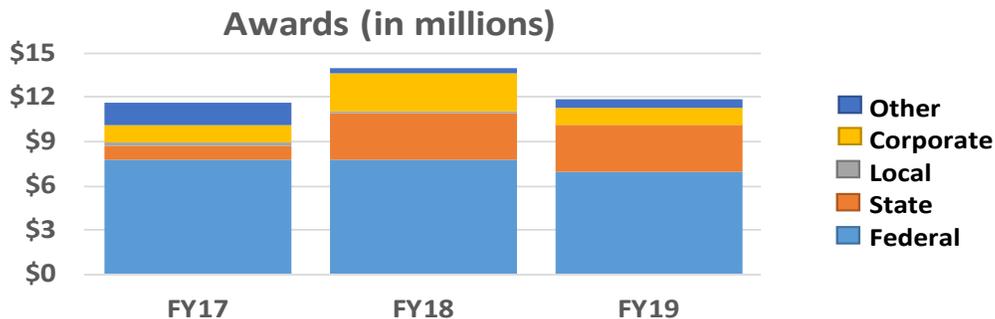
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

AWARDS

FY17	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	53	\$ 7,775,785	\$ 1,986,461	\$ 208,196
State	8	\$ 945,483	\$ 28,229	\$ 108,604
Local	12	\$ 165,407	\$ -	\$ -
Corporate	60	\$ 1,200,266	\$ 167,688	\$ -
Other*	36	\$ 1,532,227	\$ 128,388	\$ 374,202
Total	169	\$ 11,619,168	\$ 2,310,766	\$ 691,002

FY18	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	49	\$ 7,775,852	\$ 1,919,104	\$ 131,993
State	7	\$ 3,140,993	\$ 124,141	\$ 2,128,800
Local	6	\$ 86,323	\$ 3,513	\$ -
Corporate	32	\$ 2,573,912	\$ 523,703	\$ 75,000
Other*	13	\$ 403,713	\$ 28,629	\$ 76,928
Total	107	\$ 13,980,793	\$ 2,599,089	\$ 2,412,721

FY19	Count	Total \$	Anticipated IDC \$	Anticipated UA and Non-UA Cost Share \$
Federal	50	\$ 6,923,510	\$ 1,679,468	\$ 58,520
State	8	\$ 3,216,185	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	23	\$ 1,159,337	\$ 291,562	\$ -
Other*	11	\$ 516,210	\$ 19,117	\$ 85,943
Total	93	\$ 11,840,209	\$ 2,121,966	\$ 223,408



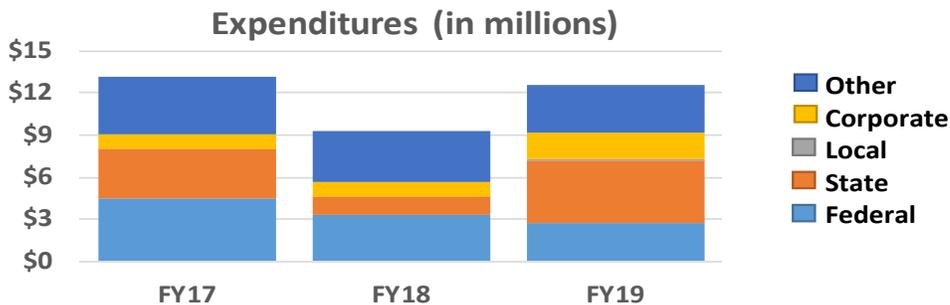
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

RESEARCH EXPENDITURES

FY17	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 4,482,531	\$ 1,012,161	\$ 434,988
State	\$ 3,456,262	\$ 139,937	\$ 2,104,545
Local	\$ 215	\$ -	
Corporate	\$ 1,135,731	\$ 262,004	\$ 42,045
Other*	\$ 4,043,767	\$ 179,648	\$ 528,797
Total	\$ 13,118,506	\$ 1,593,749	\$ 3,110,376

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 3,298,032	\$ 971,527	\$ 87,242
State	\$ 1,333,431	\$ 118,527	\$ 422,787
Local	\$ 217	\$ -	
Corporate	\$ 1,052,381	\$ 244,848	\$ 10,821
Other*	\$ 3,557,923	\$ 224,368	\$ 407,974
Total	\$ 9,241,985	\$ 1,559,269	\$ 928,825

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 2,775,214	\$ 813,985	\$ 26,286
State	\$ 4,438,276	\$ 99,010	\$ 1,550,821
Local	\$ 21,763	\$ -	\$ 9,847
Corporate	\$ 1,911,806	\$ 528,142	\$ 46,346
Other*	\$ 3,394,965	\$ 169,591	\$ 149,659
Total	\$ 12,542,024	\$ 1,610,729	\$ 1,782,959

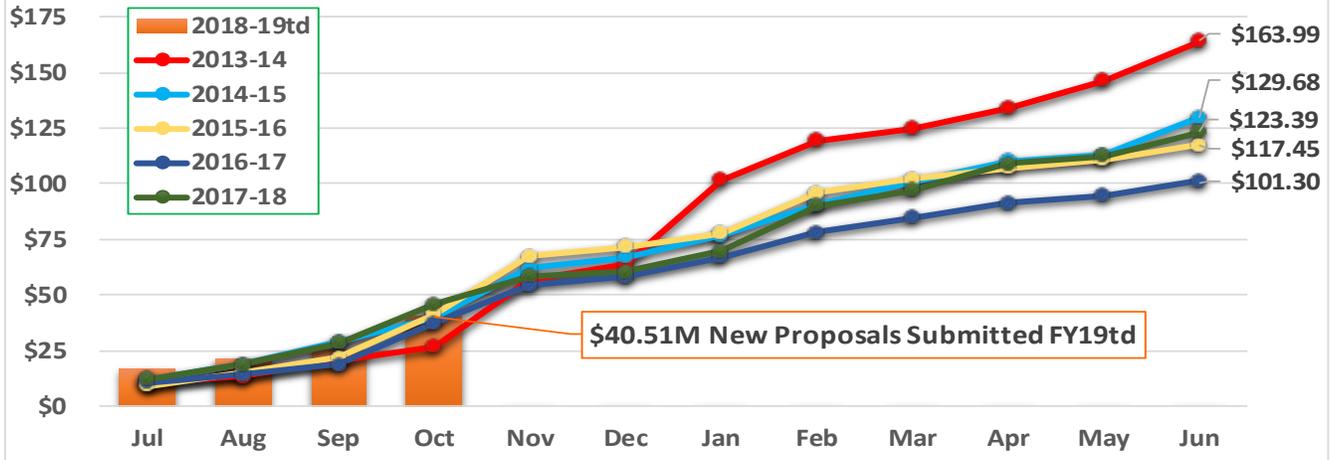


*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report may co-report with UA's Development Office.

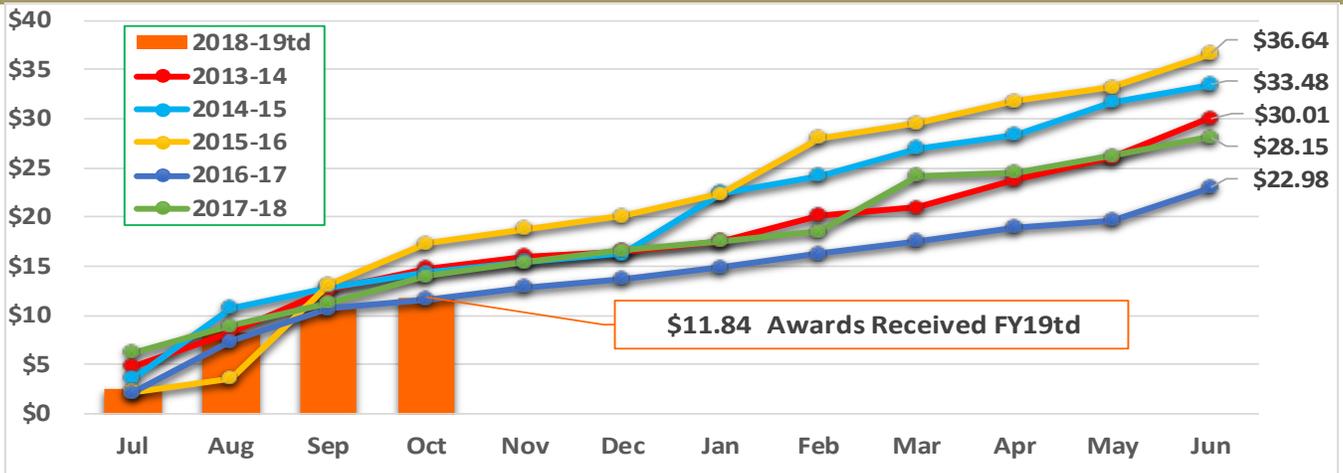
This page includes all research activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding.

Fiscal Years 2014 through 2019-to-date
(dollars in millions)

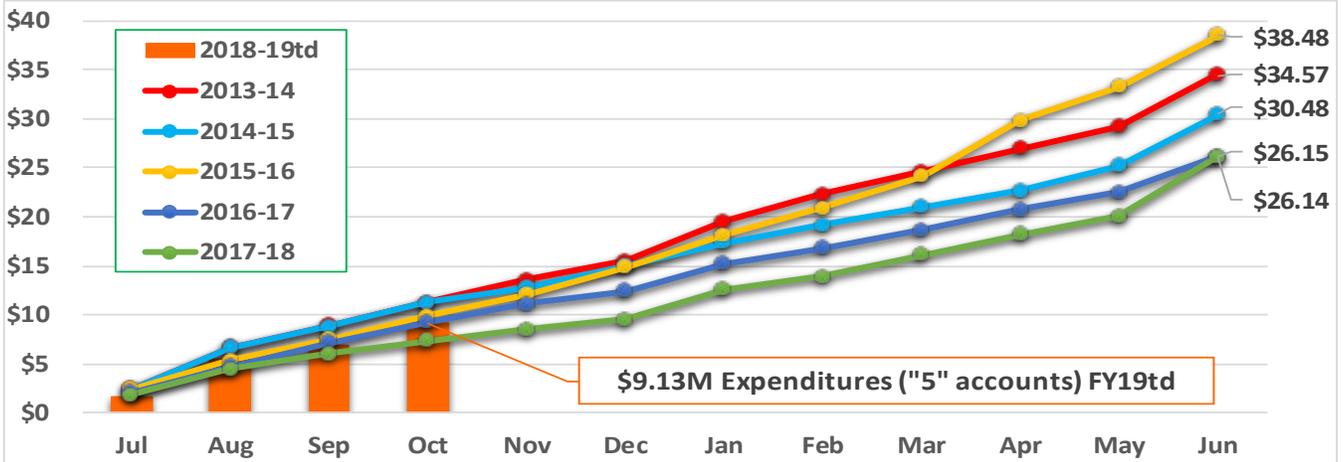
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

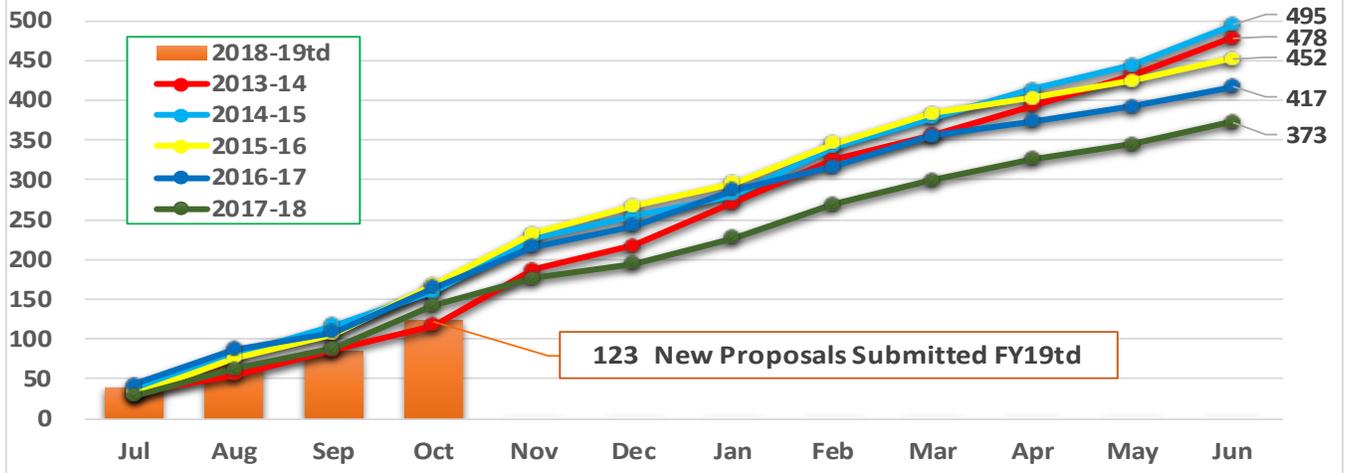


Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

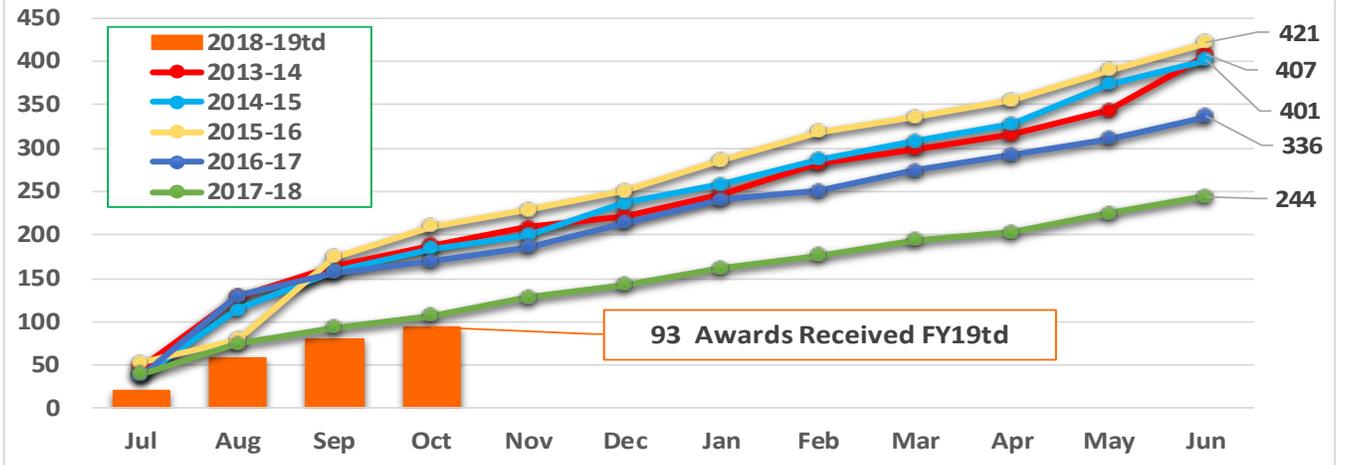


Fiscal Years 2014 through 2019-to-date

Cumulative Count of New Proposals Submitted

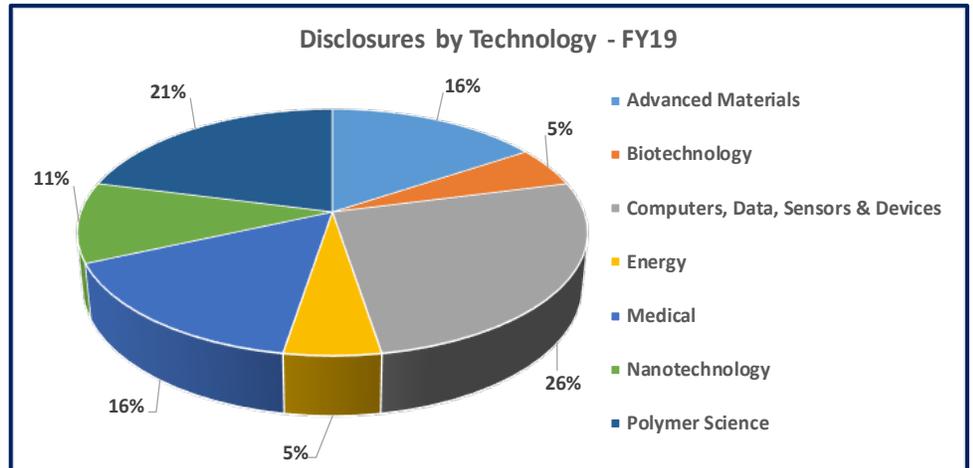


Cumulative Count of New Award Funding Received

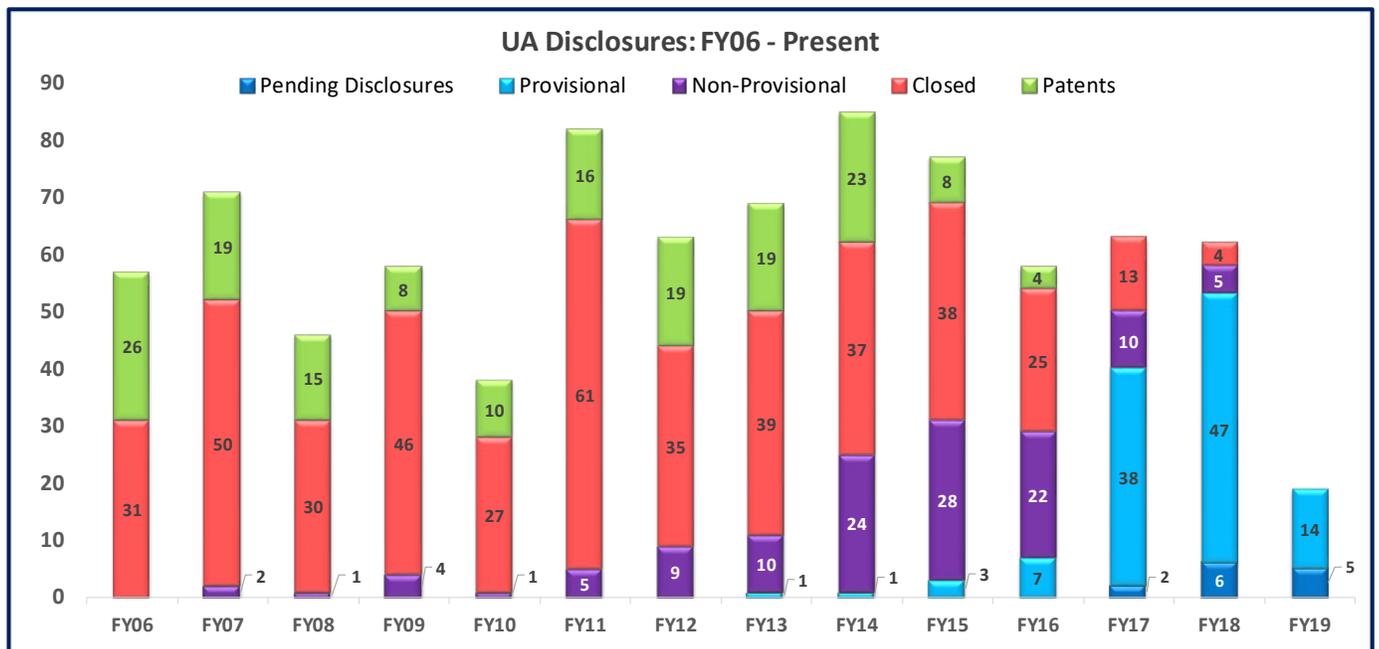
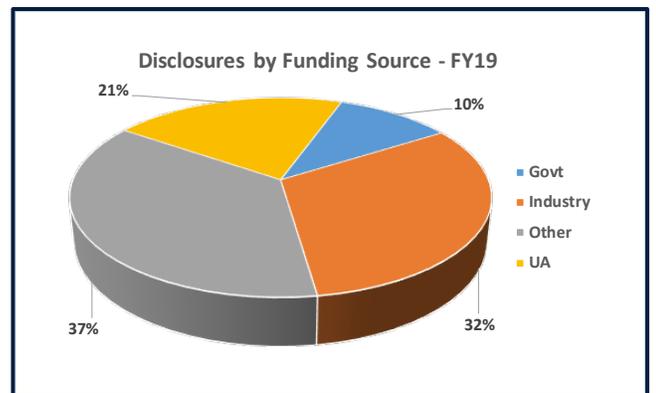


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY19 to date continue in a variety of fields, with nearly 30% 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, 2018 to October 31, 2018
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,038,156	07/31/2018	Photodetector Utilizing Quantum Dots and Perovskite Hybrids As Light Harvesters	Xiong Gong and Chang Liu	CPSPE	Advanced Materials	Govt
10,081,891	09/25/2018	Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks	Shing-Chung (Josh) Wang	COE	Advanced Materials	Govt
10,099,437	10/16/2018	Fabrication of Directionally Oriented Block Copolymer Films	Alamgir Karim and Gurpreet D. Singh	CPSPE	Advanced Materials	Govt
10,100,014	10/16/2018	Metallotriangle-Based Nanomolecules and Methods of Making the Same	George R. Newkome and Charles N. Moorefield	CPSPE	Advanced Materials	Govt
10,058,620	08/28/2018	Dextran-Peptide Hybrid for Efficient Gene Delivery	Gang Cheng, Qiong Tang and Bin Cao	COE	Medical	Govt
10,023,689	7/17/2018	Functional Biodegradable Polymers	Coleen Pugh, Abhishek Banerjee, William K. Storms and Colin Wright	CPSPE	Polymer Science	Govt
10,035,903	07/31/2018	Modified Soybean Oil-Extended SBR Compounds and Vulcanizates Filled with Carbon Black	Avraam I. Isayev and Mark D. Soucek	CPSPE	Polymer Science	Govt
10,059,790	08/28/2018	Synthesis of Cross-Linked Plant Oil-Based Polymers Using Bismaleimides as Crosslinkers	Coleen Pugh, Paula Watt and Brinda Mehta	CPSPE	Polymer Science	Govt
10,042,014	08/07/2018	Apparatus and Method for Analyzing Samples with NMR	Michael C. Davis, Toshikazu Miyoshi and Jiahuan Hu	CPSPE	Computers, Data, Sensors & Devices	Industry
10,092,349	10/09/2018	Variable-Frequency Stimulator for Electrosurgery	Erik D. Engeberg and Eric Espinal	COE	Medical	Industry
10,013,015	7/3/2018	Fast Auto-Balancing AC Bridge	Natan Ida and Amir Mhedi Pasdar	COE	Computers, Data, Sensors & Devices	Other
10,106,514	10/23/2018	Thermoresponsive Polyesters	Abraham Joy and John Swanson	CPSPE	Polymer Science	Other
10,082,478	09/25/2018	Methods for Evaluation and Estimation of External Corrosion Damage on Buried Pipelines	Homero Castaneda-Lopez, Ayako Yajima, Qindan Huang and Ximing Li	COE	Computers, Data, Sensors & Devices	UA
10,062,928	08/28/2018	A Method for Charging Batteries	Homero Castaneda-Lopez and Roberto Hernandez Maya	COE	Energy	UA
10,029,029	07/24/2018	Apparatus and Method for Electrospinning a Nanofiber Coating on Surfaces of Poorly Conductive Three-Dimensional Objects	William Landis and Phillip E. McClellan	CPSPE	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 6

STUDENT SUCCESS REPORT

REPORT TO THE BOARD OF TRUSTEES | December 2018

DIVISION OF STUDENT AFFAIRS

HOMECOMING 2018

- Campus Programs and ZPN played an active role in the 2018 Homecoming Committee. ZPN held their traditional events including the Homecoming Comedian and Homecoming Tailgate, with a combined attendance of 1,325. New to the schedule this year was a cookout and Pep Rally which was introduced for students to gain a sense of belonging to UA.
- Homecoming Week ended with the announcement of Homecoming King and Queen:
 - Crowned Queen, **Allie Stanley** is a senior double majoring in Biomedical Engineering and Spanish. Allie was nominated by the University Ambassadors.
 - King **Joseph Paolucci** is a senior majoring in AYA Integrated Language Arts and was nominated by his fraternity, Phi Kappa Psi.



Queen Allie Stanley and King Joseph Paolucci with Zippy and President Green



Homecoming Royalty: Back row (left to right): Colin Wilson, Nathan Hill, Peter Marshall, Juan Camacho, Ronald Simpson, Stephen Pierce II and Matthew Webb.
Front Row (left to right): Kelsey Hurley, Claire DeBruin, Morgan Tropf, Allie Stanley, Joe Paolucci, Abigail Watson, Kaileen Shevchuk, Joanna Cardarelli, Haley Corely and Abieyuwa Uwadiae.

FIVE-STAR FRIDAY AT THE REC

Student Recreation & Wellness Services (SRWS) has had many successful events focused on Five-Star Fridays:

- Club Sports held its annual president's meeting to kick off the semester which was an opportunity to acknowledge achievements from last year and prepare and encourage new and returning club presidents in their roles as leaders.
- The rock wall staff hosted the first Climbing Works! Clinic. A top rope belay class was also held during the same time.
- SRWS hosted a "Deadlifting 101" presentation led by their student personal.
- A restorative yoga workshop was held.
- Outdoor Adventure led a five-star climbing trip to the Red River Gorge wrapping up with a hike to the Natural Bridge.
- A kayaking trip on the Cuyahoga River was held for residents of the Honors Complex
- Student personal trainers led a workshop about nutrition and fitness.
- There was a Five-Star Friday waterfall hiking trip, sponsored by the Office of Accessibility, visiting Blue Hen Falls and Brandywine Falls.



Red River Gorge climbing trip

TRUNK OR TREAT

- serveAkron and the Department of Student Life sponsored the annual Trunk or Treat at Leggett Community Learning Center. Over 16 student organizations dressed up using a Disney movie theme and passed out candy to over 428 Leggett students and their families.



Student employees from Student Life hosted a Dumbo themed booth at the annual Trunk or Treat at Leggett Community Learning Center



- USG student leaders passed out candy in the Field House to children before the football game on October 27, allowing them to enjoy a safe and friendly trick-or-treat experience.

RESIDENCE HALL PROGRAM BOARD/RESIDENCE HALL COUNCIL

- Residence Hall Program Board (RHPB) and Residence Hall Council (RHC) was recognized at the annual Association for Campus Activities (NACA) Mid-America Regional Conference with the following awards:
 - 2018 Outstanding Campus Collaboration
 - 2018 Educational Program



RHPB and RHC at the annual NACA Mid-America Regional Conference



USG passing out candy in the Field House before the football game

ACCESSIBILITY

OFFICE OF ACCESSIBILITY PRESENTATIONS

The Office of Accessibility (OA) participated in several events providing information about OA services:

- **FIRST ENERGY THRIVE FOCUS GROUP:** OA participated in the FirstEnergy Diversity and Inclusion Week, attending the THRIVE focus group. Information was provided about the office including services provided as well as available resources.
- **ALPHA PHI OMEGA EVENT:** OA student assistants attended a leadership event for Alpha Phi Omega, providing a brief presentation about what the registration process entails and information on being a notetaker.
- **CHAGRIN FALLS HIGH SCHOOL OUTREACH:** OA had a table at Chagrin Falls High school providing information about their services as well as the laws surrounding disability services and the process that exists at the college level.
- **COLLEGE OF BUSINESS ADMINISTRATION:** OA presented at the College of Business Administration, providing professors information on services provided, as well as the role of OA in the classroom setting.
- **DRE3aM CONFERENCE:** OA participated in Akron Public School's 3rd Annual DrE3aM Conference which focuses on the three paths the class of 2019 seniors will take upon graduation ... Enrollment, Enlistment, or Employment. This outreach offered information to students who are planning to attend UA and currently receive some type of accommodation.

CAREER SERVICES

Student Connections for September and October 2018:

787	Students exploring careers with our online assessment tool, Focus2
699	Student Appointments (272 were Walk-Ins without pre-scheduled appointments)
60	Mock Interviews
4,625	Students used Handshake (job board)

Employer Connections for September and October 2018:

14, 262	Employers using Handshake (job board)
7,195	New Job Postings on Handshake (full-time and part-time)
1,898	New Internship/Co-op Job Postings on Handshake
9,093	Total full-time, part-time and internship/co-op Job Postings on Handshake

CAREER CLOSET

The Career Closet is now in full operation! Through the generosity of JCPenney, Career Services (CS) obtained **140+ new, professional jackets** at greatly reduced prices to stock a Career Closet located in Career Services in the Student Union. There were **40 students** who borrowed jackets for the career fairs in early October. These jackets are free to students. Fussy Cleaners is discounting their dry cleaning services for the Career Closet.



Student taking advantage of Career Services Career Closet



AMAZON VISITS UA

For the first time, Amazon's corporate office sent a recruiter to our campus. She visited for two days and said that our students were "rock stars." This was the first time Amazon sent a recruiter to Northeast Ohio and we were the only school they visited.

2018 MAIN EVENTS

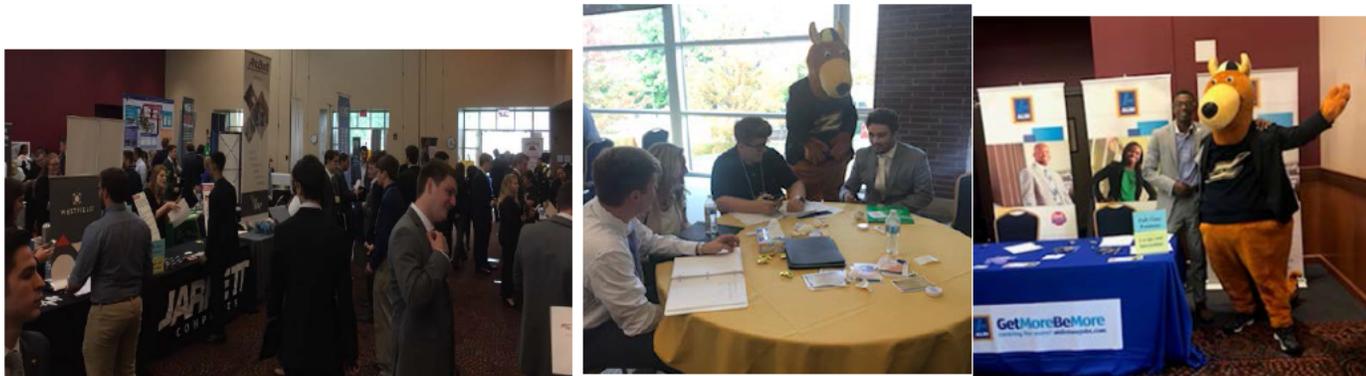
- The JCPenney Suit Up Event on September 23 attracted **525 UA students** who were able to purchase career clothing in time for the Career Fair at greatly reduced prices.



JC Penney Suit Up Event



- **The UA Internship and Career Fair** was held October 3 with **725 students** attending. The **136 employers** who attended included PolyOne, GOJO, Goodyear, Huntington National Bank, Progressive Insurance, Oriana, Summa, Swagelok, Department of Defense, and KeyBank. Students are able to prepare for the fair in a “Student Prep” room where they can research the employers and receive some last minute tips (and courage).



Internship and Career Fair

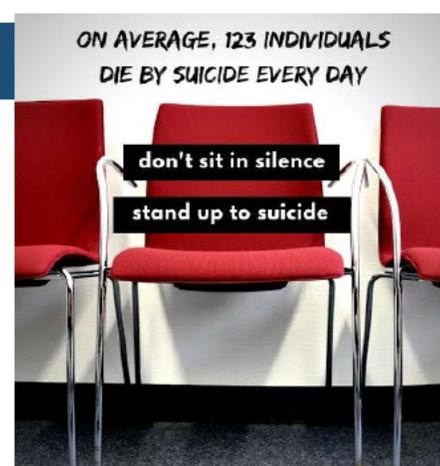
UPCOMING EVENTS

- **Best Practices Event for Education Majors** will be held November 7 in conjunction with The LeBron James Family Foundation College of Education. Teachers from **over 20 schools** will meet with our students to conduct mock interviews. A panel of local educators will share best practices in hiring.
- **Etiquette Lunch** is scheduled for November 9 as a **Five-Star Friday** lunch event rather than the usual evening dinner event. Some employers in attendance will be Cintas, Rocket Mortgage by Quicken Loans, and Pepperl-Fuchs.
- The third **Part-Time, Seasonal Job Fair** of the semester will be held in the Student Union on November 13 to connect students with part-time jobs that do not require a degree. Altogether, 70+ employers participate in the three events such as L'Oreal, FedEx, Akron Zoo, Sherwin-Williams, and AT&T.

COUNSELING AND TESTING CENTER

NATIONAL DEPRESSION SCREENING DAY

- CTC offered two workshops to address LGBTU Coming Out Day in October.
- CTC hosted National Depression Screening Day in the Student Union and Polsky Building where students and other campus community members took brief screenings to assess for depression and obtained mental health information.



- CTC assisted a student to develop a Stand Up to Suicide event on Coleman Common, which included a display of 123 empty chairs upon which people taped messages encouraging folks to seek options to suicide. CTC support and guidance was part of the mandated HB28 suicide prevention efforts for higher education in the State of Ohio.



EXPLORATORY ADVISING AND ACADEMIC SUPPORT (EAAS)

iLLUMiNATE UA MAJORS AND MINORS FAIR

Exploratory Advising and Academic Support partnered with members of the Student Success Center, Career Services, Alumni Relations, and the Student Union hosting the inaugural iLLUMiNATE UA Majors and Minor Fair Conference on October 19. The conference was a two-part event that consisted of a majors fair tabling session in the morning showcasing over 30 degree programs offered at UA and an afternoon portion that included a keynote address by Jon Washington '94, Founder and Proprietor of The Innovation Garage, and presentations by eight faculty/staff. Student Success Center plans to host this event in 2019 and will include it as part of the new Akron Beginnings program, which will be conducted by Learning Communities/Akron Experience.



Cool stuff is happening at the Student Union!

AKRON MAJOR EXPLORERS

Leaders for Akron Major Explorers (AME), an initiative launched by EAAS this fall, continue to meet with students in the Exploratory Learning Communities to help address any academic struggles, navigate majors and minors at UA, and offer student perspective on involvement and academic success in college. At present, over 70 percent of these students have met with their respective AME Leaders to discuss these and other matters.

FALL VISIT DAY

EAAS and Career Services shared information on career and major exploration resources available at UA to approximately 70 prospective students and their families at Fall Visit Day on November 3.

NEW STUDENT ORIENTATION – LEARNING COMMUNITIES – AKRON EXPERIENCE

LEARNING COMMUNITIES/AKRON EXPERIENCE

FUTURE ZIPS CONFIRMATION FEE AWARD AND WORKSHOP

- Of the **24** students who attended the summer workshops, all students are currently enrolled in classes for the fall semester.

- Assessing feedback from workshop attendees and campus partners who supported the program, the workshop will be expanding its target audience to include new students beyond the award recipients required to attend. Beginning spring 2019, the Future Zips Financial Workshop will be offered regularly and will be available to any accepted students with the hopes for interested students wishing to discuss affordability and resources for financial planning to reduce financial barriers in the future. The launch of summer 2018 workshops were designed to help address some of the financial barriers that students face when beginning college. During the workshop, students explore MyAkron, speak with financial aid and student accounts, learn about student employment opportunities, do some hands-on activities, and find out more about living on campus or commuting from home.
- The Akron Beginnings (first year program series) will launch fall 2019 and will feature exposure to campus life and resources for students to engage with during their first year of their Akron Experience. Looking at existing programs offered by other departments/units, traditions, and critical tasks (i.e. – completing FASFA, course registration, etc.), this series will bring experiences to the forefront for students in a complete package. The series will be marketed to all new students and will be targeted within the learning communities and Akron Experience: University 101 course. The Akron Experience will be intended to be a first-year mentoring student group of upperclassmen who have a diverse set of Akron experience stories and involvements to help make connections with new students throughout their first year.

OFFICE OF THE REGISTRAR

AD ASTRA SCHEDULE AND PLATINUM ANALYTICS

- The Office of the University Registrar is nine months into the implementation of Astra Schedule and Platinum Analytics (AdAstra, collectively). To date, we have been impressed with the functionality and intuitiveness of the new software. While there have been some delays with Astra Schedule regarding event scheduling we are expecting to meet all applicable deadlines.
- Implementation of academic space assignment in Astra Schedule is exceeding expectations in both timeline and functionality. All other areas on campus that had formerly utilized Live25 for event and space planning are expected to be integrated with Astra Schedule by the end of 2018.
- As of October 2018, academic units gained access to dynamic course demand data based on historical enrollment (previous year and three-year trend), degree progress, and simulated new-student enrollment. The new course demand analysis provides insight that allows academic departments and schools to proactively construct a student progress focused course offerings prior to any registration.
- In 2019, the Office of the University Registrar will work collaboratively with our academic colleagues to leverage the new course demand analyses across all academic units.

RESIDENCE LIFE AND HOUSING

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:

- September 5 – Tom Varano presented on “Emotion into Art”
- September 12 – Hoan Do presented on “Succeeding in College and in Life”
- October 24 – Elaine Pasqua presented “Sex and Excess: Surviving the Party”
- October 31 – Curtis Hill presented on “Managing the Chaos”

CO-CURRICULAR PROGRAMS AND ACTIVITIES

Residence Hall Program Board, Residence Hall Council, Sigma Lambda and National Residence Hall Honorary hosted a combined total of **96 programs** with a combined attendance of **over 16,000** attending. Highlights from the fall semester include:

- A capella group The Filharmonic at the 9:09 in EJ Thomas with **510** attendees;
- Hypnotist Michael C. Anthony at the 9:09 in EJ Thomas with **970** attendees;
- Singer Will Champlin at the first 7:17 Coffeehouse of the year with **255** attendees;
- The LEAP mentors conducted study tables for Emerging Leaders with **22** attendees;
- Singer Kristen Merlin (The Voice) at a 7:17 in Starbucks with **23** attendees;
- Bingo in Schrank Hall South with **335** attendees;
- Make a Difference Day volunteers numbered **100**;
- Comedian Samuel J. Comroe at EJ Thomas which was part of Disabilities Awareness Week, whose humor revolved around his living with Tourette’s Syndrome with **505** in attendance.

STUDENT LIFE

GIFT OF LIFE

The University of Akron and Kent State University went head-to-head in a friendly competition to benefit Gift of Life, a bone marrow and blood stem cell registry. During the Rivalry Week competition, the UA community completed **405** bone marrow swabs while KSU collected **269**, for a grand total of **664** swabs. With the help of **35** volunteers and the participants who took time to join the worldwide registry, Gift of Life is one step closer to giving someone with severe health issues a second chance.



UAPD helped students to better understand the dangers of drinking and driving as they attempted navigating a maneuverability course while wearing sensory-impairing goggles at the Rootbeer Kegger



Students enjoying non-alcoholic beverages as they tour the various student-constructed booths at Mocktails

ALCOHOL AWARENESS WEEK

The mission of Alcohol Awareness Week is to educate the campus community to think and act responsibly when participating in activities where alcohol is being served. During the week, there were **12** events with a total attendance of **1,177**, the most popular events being Mocktails and Don’t Snicker about Sobriety.

FRATERNITY & SORORITY LIFE

GREEK WEEK

- All 13 Interfraternity Council (IFC) and six Panhellenic Council (PHC) chapters participated in this year's Greek Week with the theme "Survivor." Events included a dodgeball tournament with **102** participants, Trivia Night in the Student Union (**127** participants), and a social media challenge in which participants posted **98** photos to either Instagram or Twitter.
- The Annual Greek God and Goddess pageant was held with **259** students attending. Katie George from Delta Zeta and Kolton Ebright from Lambda Chi Alpha were crowned this year's Greek God and Goddess.
- There were **70** students who gave back to the community by volunteering at a service event at the Akron-Canton Regional Foodbank.



Greek God and Goddess Katie George and Kolton Ebright

SERVE AKRON

MAKE A DIFFERENCE DAY

- Over **720** students, staff and faculty volunteered for the 14th Annual Make a Difference Day with over **1,700** hours and over **\$14,000** of minimum wage work performed, benefitting **25** volunteer sites and two on-campus service projects – Operation Evergreen and Replay for Kids. UA volunteers have assisted more than **9,407** students and staff over the past 14 years, dedicating more than **30,208** hours of service to the Greater Akron area.



Volunteers at the Akron Canton Regional Foodbank



Make a Difference Day volunteers

UNDERGRADUATE STUDENT GOVERNMENT (USG)

- **NATIONAL CONFERENCE OF STATE LEGISLATURE (NCSL):** USG President Taylor Bennington, Vice President Andrew Barry, Chief Justice Katie Mills and Senate Chair Joe Roth participated at NCSL in New Orleans to discuss governance and leadership.
- **STUDENT LEADER LUNCH:** Several student leaders from USG, CAST and Nursing gathered for the second in a series of lunches with President Green to discuss UA and leadership.
- **STUDENT LEADER SUMMIT 3.0:** Approximately **75** students attended the Student Leader Summit 3.0. This gathering of student leaders was tasked with providing a constructive forum for discussing important topics that affect the lives of students. Discussions focused on Five-Star Fridays, school

spirit and the Academic Program Review, and committees were formed to continue discussions and to develop these topics.



Student leader lunch with President Green



Student Leader Summit 3.0

STUDENT RECREATION & WELLNESS SERVICES

EXPERIENTIAL EDUCATION IN OUTDOOR ADVENTURE (OA)

The Outdoor Adventure program provides experiential education and quality adventure-based recreational programs that enhance the academic and recreational experience for the University community to help individuals and teams learn and grow. Some highlights of the semester thus far:

- OA had four kayaking programs on the Cuyahoga River starting at Fred Fuller Fields and finishing at Water Works Park. For many on the trip, this was their first time kayaking. All 52 participants had a very positive experience.
- OA ran a stand-up paddleboard yoga event on Mogadore Reservoir.
- Aspiring trip leader training covered trip preparation and planning, waivers.
- OA outfitted a Geosciences field day on the Cuyahoga River by providing canoes, PFDs, paddles and a trailer.
- OA staff have been working hard to meet the deadline for an Ohio Division of Watercraft Boater Education and Safety Grant. If approved, the grant will provide needed kayaks and stand-up paddleboards to support our continuing efforts to run a high-quality paddling program.

CLUB SPORTS ACHIEVEMENTS

RIFLE CLUB

- The Rifle Club had their first match of the season with Akron's Liz Bark shooting her personal best of 1112 with 28 Bullseyes. Quinn Combs, Lauren Kadooka and Chrissy Holden followed up with a 1073-24, 1070-15 and 1064-14 respectively.
- Six members of the Rifle Club traveled to Purdue placing first overall. Liz Bark placed first in Air Rifle with a score of 579, followed by Christina Holden and Colton Peters in second and



Zips Rifle Club competition at Purdue

third places each scoring 570. In small-bore, Christina Holden placed second with a score of 547. Following in third, fourth and fifth places were Lauren Kadooka (545), Colton Peters (545) and Quinn Combs (542).

ULTIMATE FRISBEE CLUB

- The Ultimate Frisbee club sent **18** volunteers to work at the Akron Marathon, with a combined total of **72** volunteer hours for the day.
- The Ultimate Frisbee Club traveled to Columbus for the annual Fall Brawl. This event always has good competition with top tier programs like Ohio State and Cincinnati. The club played well finishing the day with four wins and two losses.



English Equestrian Club members

ENGLISH EQUESTRIAN CLUB

- The English Equestrian Club traveled to the University of Findlay for their first show of the season. Akron finished the weekend third and fifth place in Novice over fences. Overall, everyone rode well with two riders' placing in their class.

WOMEN'S CLUB VOLLEYBALL

- The Women's Club Volleyball team hosted Cleveland State University, Northern Kentucky University, Ashland University, Case Western Reserve University, and John Carroll University in a volleyball tournament. Akron finished the day with five wins and only one loss. The A team placed second and the B team placed fifth.

RUNNING CLUB

- The Running Club sent **17** members to Lansing, Michigan to compete in 5- and 8-k races for both men and women. These races are building blocks for their bigger races taking place in the spring. Overall the club finished in sixth place.
- Six men and three women from the Akron Running Club traveled to Shelbyville, Indiana for a cross country race for both men and women runners. The men finished in 14th place.

STUDENT ACADEMIC SUCCESS – TUTORING SERVICES

- **Over 1,700** students have used the Bierce and/or Polsky tutoring labs through October, with **221** students using e-Tutoring.
- There have been **640** students attending the Learning Assistants study tables and/or review sessions this semester thus far.
- Through the Office of Multicultural Development, **over 40** students meet biweekly for their study tables at Bierce Tutoring.

ZIPASSIST

HELP-A-ZIP

The Help-A-Zip early alert system continues to assist students. Primarily help is needed for textbook assistance, mental health, academic concerns, campus resources, financial aid/tuition concerns, and emergency financial assistance.

FINANCIAL WELLNESS

ZipAssist launched the Ballin' On A Budget financial wellness series of programming in August 2018. Through partnerships on-campus and within the community, ZipAssist provides workshops, webinars, a monthly newsletter, and weekly challenges to keep students engaged and educated about financial wellbeing – specifically related to budgeting, debt reduction, and credit scores. So far through the program, ZipAssist had **698 touchpoints** with students including **36 Akron Experience courses**.

STUDENT EMERGENCY FINANCIAL ASSISTANCE [SEFA] PROGRAM

The Student Emergency Financial Assistance [SEFA] program, supported by the Great Lakes Higher Education Corporation & Affiliates – Dash Emergency Grant, provided **over \$192,000 to 252 students** in FY18. Since the start of the 2018-2019 academic year, **31 students** have received the SEFA grant – equating to **over \$23,000**.

FAMILY WEEKEND

ZipAssist hosted Family Weekend the beginning of October and collaborated with Homecoming for the slogan “two UA traditions, one great weekend.” We had a record number of visitors with **over 875 attendees** to all of our combined events over Family Weekend. Events such as the carnival, pumpkin painting, tie dye, bingo, trivia, and tailgating were some of the popular events that took place over the weekend.

US PASSPORT ACCEPTANCE FACILITY

As a means to generate revenue for the office, ZipAssist serves as an approved U.S. Passport Acceptance Facility by the Department of State. Students and community members are able to process passport applications and/or receive official passport photos in the ZipAssist suite. Since the beginning of the semester, ZipAssist has processed **over 90 applications** on behalf of our community.

UNITED WAY OF SUMMIT COUNTY

The partnership with the **United Way of Summit County** launched on September 5 and students are beginning to take advantage of free, one-on-one financial counseling with a staff member from the Financial Empowerment Center. So far United Way has been able to personally assist **over 15 UA students** with many more students scheduled throughout the semester. This partnership is part of a city-wide program, known as **BankOn Rubber City**, which provides free financial empowerment counseling to Summit County residents.

December 5, 2018
Board Meeting
Presiding:
Alfred V. Ciraldo, M.D.

1	*Revisions to University Rule 3359-1-05, President of the university
2	*Revisions to University Rule 3359-3-05, Office of talent development and human resources
3	*Revisions to University Rule 3359-9-01, Appointment to the classified and unclassified civil service
4	*Revisions to University Rule 3359-20-06.1, Part-time faculty appointments
5	*Revisions to University Rule 3359-22-01, Contract professional information
6	*Revisions to University Rule 3359-22-04, Contract professional grievance committee
7	*Revisions to University Rule 3359-22-05, Contract professional grievance procedures
8	*Revisions to University Rule 3359-26-01, General information
9	*Revisions to University Rule 3359-26-05, Separation from the university
*	CONSENT AGENDA: ITEMS 1, 2, 3, 4, 5, 6, 7, 8, 9



Office of the Vice President &
General Counsel

DATE: December 3, 2018

TO: Dr. Rex D. Ramsier
Executive Vice President & Chief Administrative Officer

FROM: John J. Reilly
Associate Vice President and Deputy General Counsel
Assistant Secretary, Board of Trustees

RE: **Summary of Rules Committee Action Items Following
the November 29, 2018 Meeting of the Rules Committee
of the Board of Trustees**

Please find attached the proposed revisions to nine (9) separate University Rules, which were considered by the Rules Committee at its November 29, 2018 meeting, and which the Committee has recommended by consensus be added to the consent agenda for the Board of Trustees' meeting on December 5, 2018. The first revisions, in O.A.C. 3359-1-05, modify the search and selection process for the University President. The second set of revisions, as contained in all nine University Rules, reduce the number of human resource operations that are required to be approved separately by the Board of Trustees, through the delegation of certain employment authority to the President, or the President's designee(s). Please note that O.A.C. 3359-1-05 and O.A.C. 3359-9-01 have been amended by the Committee to change "base salary" to "total annual earnings" as the determining criteria for certain personal actions that require separate Board of Trustees' approval.

The following is a summary of the key proposed revisions to the Rules.

1. O.A.C. 3359-1-05 – President of the university.

Section (A) has been modified to reflect revisions to the search process for the University president. Key changes include:

- Switching Sections (A)(1) and (A)(3) to reflect the chronology of the search process;

- Expanding the constituency groups providing recommendations to the screening committee on criteria, process and scheduling to include the University Council and the Akron AAUP;
- Elimination of the requirement to hold public campus meetings with constituency groups for finalists in the presidential search;
- Adding to the presidential search committee the elected representative from: University Council; Faculty Senate; Contract Professional Advisory Committee (CPAC); Staff Employee Advisory Committee (SEAC); Undergraduate Student Government; and the Akron AAUP; and
- Requiring non-Board of Trustees presidential search committee members to execute a confidentiality agreement.

In addition, Sections (E) and (F) have been modified to delegate from the Board of Trustees to the President, or the President's designee(s) (e.g. the chief human resources officer), the authority to employ, set compensation for, or remove, all full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings are less than \$75,000, and all part-time employees and classified staff. The authority to employ, set compensation for, or remove full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings exceed \$75,000 remains with the Board of Trustees. In addition, all delegation of these major areas of authority must be in writing and reported to the Board of Trustees in advance of implementation.

2. O.A.C. 3359-3-05 – Office of talent development and human resources.

This rule has been modified to reflect the correct titles of the chief human resources officer and to more accurately state the role and functions of the office, including the administration of all disciplinary actions for classified, unclassified, contract professional and non-faculty bargaining unit employees.

3. O.A.C. 3359-9-01 – Appointment to the classified and unclassified civil service.

This rule has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05. Please note: all personnel actions that involve multi-year employment contracts, or that include special conditions of employment or a financial commitment by the University of more than \$10,000 beyond the individual's base salary, still must be approved by the Board of Trustees.

4. O.A.C. 3359-20-06.1 – Part-time faculty appointments.

Section (A)(1) has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05 concerning part-time faculty.

5. O.A.C. 3359-22-01 – Contract professional information.

This rule has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05. The rule has been modified further to combine in one location information related to property interest and liberty interest hearings (including information formerly located in O.A.C. 3359-22-05(I)) into one rule, and to permit the president's designee(s) to preside at a property interest hearing.

6. O.A.C. 3359-22-04 – Contract professional grievance committee.

Section (C)(1) has been modified to provide that changes to the Rule must be approved by the president, or the president's designee(s), and the Board of Trustees. This revision is consistent with the delegation of certain administrative human resource functions from the president to the chief human resources officer reflected in the revisions to O.A.C. 3359-1-05.

7. O.A.C. 3359-22-05 – Contract professional grievance procedures.

Section (A)(3) and Section (I) have been modified and deleted, respectively, since the "name-clearing hearing" process has been moved to O.A.C. 3359-22-01.

8. O.A.C. 3359-26-01 – General information.

Section B has been revised to remove obsolete text related to a printed employee handbook.

9. O.A.C. 3359-26-05 – Separation from the university.

Section (A) has been revised to reflect current practices that have been in place at the University. Section (B) has been modified to correct the required notice period for employees who submit a resignation and to provide that once an employee's resignation has been accepted, it may not be withdrawn without the approval of the immediate supervisor and the chief human resources officer.

3359-1-05 President of the university.

(A) The board shall elect a president of the university to hold office at its discretion, in accord with its authority set forth in section 3359.03 of the Revised Code. The following procedures shall serve to guide the selection process, unless revised as provided herein.

(1) ~~The entire board of trustees, including student trustees, shall convene as a committee of the whole to constitute the presidential search committee for the president of the university of Akron.~~ In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:

(a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall offer university constituency groups the opportunity to provide input concerning the proposed criteria, process and scheduling for the search process. The representative constituency and advisory groups may include, but are not limited to a representative from: the council of deans; department chairs; faculty senate; senior administration; contract professional advisory committee (CPAC); staff employee advisory committee (SEAC); university council; the Akron chapter of the American association of university professors (Akron AAUP); students, and community leaders.

(b) The board will consider the recommendations from all constituency groups, but retains the final authority to determine the criteria, process and schedule for the search.

(2) Pursuant to the bylaws of the board of trustees, the chairperson of the board shall name four voting trustees as a presidential advisory and screening committee with the following responsibilities:

(a) To make initial and ongoing recommendations to the full committee regarding the criteria, process, and scheduling for the search for the president;

(b) To recommend executive search firms for consideration by the full committee;
and

~~(c) To receive applications and nominations on behalf of the search committee;~~

~~(d) To serve as a first level screening for candidates, and make recommendations to the full search committee;~~

~~(e)~~ (c) To conduct those activities related to the search as may be assigned by the chairperson of the search committee.

(3) The presidential search committee shall consist of:

- (a) The entire board of trustees, including student trustees and advisory trustees, convened as a committee of the whole; and
- (b) The elected leader (i.e. president or chair) of the following constituency groups:
 - (i) University council;
 - (ii) Faculty senate;
 - (iii) CPAC;
 - (iv) SEAC;
 - ~~(iii)~~ (v) Undergraduate student government; and
 - ~~(iv)~~ (vi) Akron AAUP.
- (c) Members of the search committee who are not members of the board of trustees shall be required to execute a confidentiality agreement as a condition of participating on the search committee.
- (d) Members of the search committee shall participate in all discussions and meetings of the presidential search committee and shall have access to all presidential search materials.

(4) The search committee shall recommend by consensus those individual(s) to be considered for employment as president by the board of trustees.

~~(3) In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:~~

- ~~(a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall have the responsibility to meet and discuss the proposed criteria, process and scheduling for the search process with the representative constituency and advisory groups, including but not limited to, the council of deans, representatives of the department chairs, faculty senate, senior administration, contract professional advisory committee (CPAC), staff employee advisory committee (SEAC), students, and community leaders, as identified in this section.~~
- ~~(b) Prior to the selection of the president, the candidates (finalists) who are determined by the search committee to be well qualified to lead the university of Akron as its next president shall be invited to campus and each of the following constituencies and/or advisory groups shall be provided an opportunity to meet with the finalists and provide input.~~

- ~~(i) Deans. The deans of degree granting colleges shall be invited to a meeting with each finalist candidate brought to the campus. A representative chosen by those deans shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(ii) Academic department chairs and school directors. The chairs of academic departments and directors of schools shall elect from their membership five representatives who shall be invited to a meeting with each finalist candidate. A representative chosen by this group shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(iii) Faculty senate and Akron AAUP. The faculty senate and Akron AAUP shall each elect from their membership three representatives who shall be invited to a meeting with each finalist candidate. This group of faculty senators and bargaining unit faculty, in accordance with article 10, section 6 of the collective bargaining agreement between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005, shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(iv) Senior administration. The vice presidents, head of human resources, director of affirmative action/EEO officer shall be invited to a meeting with each finalist candidate. A representative chosen by this group of administrators shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(v) CPAC and SEAC. CPAC and SEAC shall each elect from their membership three representatives who shall all be invited to a meeting with each finalist candidate. One SEAC and one CPAC representative from this group of six shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(vi) Student representatives. The president of the undergraduate student government, the president of graduate student government and the president of the student bar association shall be invited to a meeting with each finalist candidate. A representative chosen by these student representatives shall have the opportunity to discuss orally with the student trustees and the chair of the presidential advisory and screening committee, in executive session, their collective views with respect to each finalist candidate.~~
- ~~(vii) Community leaders. The advisory committee shall select a group of community leaders, including the president of the university of Akron~~

~~alumni association, to meet with each finalist candidate. A representative chosen by this group shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.~~

- ~~(4)~~(5) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. The board has the final authority to select and employ the president. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof.
- (B) The president is the executive head of all university colleges, branches, schools, and departments and thus, responsible for general supervision of all its interests. Within general policies of the board, the president shall lead in fostering and promoting education, instruction, research and scholarly activity, and public service as its primary aims. Each year the president shall submit to the board a report on the institution's activities, plans, current and future needs and other relevant data. The president shall attend all meetings of the trustees and address to them matters of institutional importance. The president is the official medium of communication between the university, the board and its committees, possessing the exclusive right to transmit proposals from the faculty and staff--either as a group or as individuals--to the board. This exclusive right of the president shall not abridge the right of trustees to communicate directly with faculty, staff, or other employees of the university; and, no employee shall incur any penalty or sanction whatsoever in connection with such communications.
- (C) By virtue of administrative assignment, the president is a member of the faculty senate and of each college faculty and thus, may preside at every meeting thereof, if the president so wishes. The president shall appoint all committees of the faculty senate unless their memberships are designated by rule. The president shall see that measures of the faculty senate, which have been properly submitted to and approved by the board, are implemented and shall ensure that directives of the board relative to internal administration are carried out.
- (D) The president has authority in all matters of student discipline in accordance with the rules and regulations of the board. The president shall oversee preparation of the annual budget and advise the board on all financial matters; shall preside at commencement and all other public academic occasions; and shall confer such appropriate degrees and honors as are granted by the institution. The president shall have authority and responsibility to oversee intercollegiate athletics and ensure compliance with NCAA and conference rules. The president shall oversee and foster relationships with legislative

representatives, community, and municipal leaders, state and national higher education officials, professional associations, other educational institutions, business leaders, and other various publics of the university and higher education. The president shall assume a primary role in fund raising on behalf of the university.

- (E) The president, or the president's designee, is authorized to recommend to the board of trustees for employment, including compensation therefor, or for removal, is empowered to nominate all full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars. to the board for appointment. This responsibility also extends to recommendations on the vacation of professorships and other positions. With the board's prior approval, the president may appoint administrative officers as necessary to ensure the institution's effective operation. Although the president may delegate authority to appropriate officials, the president shall retain final authority and responsibility for administration of the university in accord with the bylaws and regulations of the board. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.
- (F) The board delegates authority to the president or the president's designee(s) to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members whose total annual earnings are less than seventy-five thousand dollars, and all part-time employees and classified staff. Any authority or responsibility of the president may be delegated by the president to any other full-time administrative officers, members of the faculty or contract professionals of the university, subject to any limitations set forth by action of the board of trustees. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.
- ~~(F)~~ (G) The president is authorized and empowered to compromise, adjust, and settle any and all claims, actions, causes of action, demands, costs, expenses, and any and all other damages in connection with any lawsuit filed for or against the university in an amount not to exceed twenty-five thousand dollars, upon such terms and conditions as the president shall deem reasonable and best. All such settlements shall be made upon advice of the general counsel and shall be subject to any necessary approval of the attorney general and the court in which the action is pending, and such other requirements as are mandated by law. Further, the president is empowered to execute such agreements of settlement and perform such acts as are reasonable and necessary to effect this settlement authority.
- ~~(G)~~ (H) When in the judgment of the president the safety and well-being of students, faculty or staff, or university property is endangered, or when necessary to comply with the requirements of federal or state laws or regulations or when circumstances require the promulgation of rules without the benefit of prior review and approval of the board of trustees and/or the faculty senate, the president, upon advice of the general counsel, is

authorized and empowered to promulgate rules for the governance of the university and provide for filing of such rules in compliance with section 111.15 of the Revised Code. The president shall immediately inform the board of trustees and when appropriate the faculty senate of any rules promulgated pursuant to this authority.

- ~~(H)~~ (I) Subject to the authority of government vested by law in the board of trustees, the authority and responsibility for the internal administration of the university is delegated to the president of the university of Akron and shall in fact be exercised by the president. The president may consult extensively with appropriate student, faculty, employee, and administrative groups. However, administrative decisions in all matters of operation of the university of Akron shall be the responsibility of the president, subject to appropriate review and/or approval by the board of trustees, notwithstanding any other delegation of authority or responsibility to any student, faculty, employee, or administrative group. Any delegation of authority by the president shall be accompanied by appropriate standards of guidance in the exercise of such delegated authority and shall be accompanied by periodic review.
- ~~(H)~~ (J) For reasons of protocol or otherwise, the president shall have the right to execute or by express written direction to delegate the authority to execute any contract. Contracts may only be executed on behalf of the university of Akron as authorized in the bylaws, regulations, and rules of the board; and except as expressly provided, no employees, agents, or other representatives whatsoever of the university of Akron shall have any contracting authority to bind the university of Akron. Contracts shall not be authorized unless executed in accord with policies and rules established by the board and the president. Except for routine contracts and purchases authorized by rules of the board, contracts shall be reviewed for legal form and sufficiency by the office of general counsel prior to their execution.
- ~~(H)~~ (K) When authorized by the board of trustees, the president may serve on corporate boards in a representative capacity on behalf of the university. In such instances, the president shall keep the board of trustees informed regarding such activities and shall consult with and obtain prior approval from the board of trustees, unless otherwise authorized by the board of trustees, regarding the president's participation in any change in the mission, governance or legal structure of the entity or any commitment of university assets in connection with the president's service while acting in a representative capacity with the entity. For purposes of this provision, the term "assets" shall be liberally and broadly construed to include anything of value, including but not be limited to capital, real or personal property, financial resources, personnel, "in-kind" contributions as that term is commonly known in higher education, or other such form of value.

Effective: 02/01/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 11/04/1977, 02/16/1987, 07/20/1990, 05/22/1991,
12/23/1995, 09/04/1997, 11/24/2001, 06/25/2007,
02/27/2009, 12/26/2013, 02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-1-05
President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-1-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-3-05 Office of ~~talent development and~~ human resources.

- (A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges and departments possessing duties, responsibilities and powers as delineated in the bylaws.
- (B) The ~~vice president for talent development and~~ chief human resources officer shall be appointed by the board upon recommendation of the president, and shall hold office at the discretion of the president, and shall be responsible to the president through the senior vice president and provost ~~and chief operating officer~~.
- (1) The ~~vice president for talent development and~~ chief human resources officer shall plan and direct policies and initiatives to attain short-term and long-term goals as established by the president and senior vice president and provost ~~and chief operating officer~~ in accordance with the policies and rules established by the board and the president.
- (2) ~~Among the responsibilities of the vice president for talent development and human resources are~~ The chief human resources officer is responsible for:
- (a) Creating and maintaining a compensation and classification philosophy and system that supports performance enhancement and measurement strategies;
 - (b) ~~Creating an environment that embraces diversity and difference, including~~ Supervision of the university's office of equal employment opportunity and affirmative action, including development of an annual affirmative action plan;
 - (c) Refining talent acquisition, retention, and advancement strategies and programs to support effectiveness and efficiency in the use and deployment of human talent;
 - (d) Recommending and implementing human resources policies and procedures consistent with a collaborative and integrated teamwork approach to institutional advancement;
 - (e) Administration of employee programs such as performance planning and management, employee development and recognition, employee benefits, labor relations, and employee relations ~~conflict resolution services, and employee immigration services~~;
 - (f) Complying with federal, and state employment regulations, ~~and Ohio board of regents personnel report requirements~~ and maintaining employee records;

- ~~(g) Performing other such duties as may be assigned by the president and senior vice president and provost and chief operating officer. Negotiation and administration of all non-faculty collective bargaining agreements;~~
 - ~~(h) Administration of all disciplinary actions, including suspension or termination of classified, unclassified, contract professional and non-faculty bargaining unit employees; and~~
 - ~~(i) Serve as the university appointing authority, including signatory authority for personnel actions, as delegated by the president.~~
- ~~(C) The associate vice president for talent development and human resources and appointing authority shall supervise the administration of the university's employment policies and procedures. Among the responsibilities of the associate vice president for talent development and human resources are:~~
- ~~(1) Responsibility for non-faculty collective bargaining activities;~~
 - ~~(2) Conducting disciplinary hearings and investigations for non-faculty positions. Responsibility for disciplinary actions including suspension or termination of classified, unclassified, contract professional and bargaining unit employees;~~
 - ~~(3) Serving as appeals officer under university grievance procedures for staff actions;~~
 - ~~(4) Serving as university appointing authority, including signatory authority for personnel actions;~~
 - ~~(5) Representing the university at hearings before state personnel board of review;~~
 - ~~(6) Providing advice and counsel to supervisors and employees to assist them in resolving employee performance related concerns and in appropriate use of university disciplinary guidelines;~~
 - ~~(7) Supervising the offices of Title IX coordinator and American with Disabilities Act (ADA) coordinator;~~
 - ~~(8) Performing other such duties as may be assigned by the vice president for talent development and human resources.~~
- ~~(D) The president may recommend the appointment of additional administrative officers to support the work of the vice president for talent development and human resources.~~

Effective: 01/31/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 04/28/1997, 11/24/2001, 05/25/2002, 04/11/2003,
06/25/2007, 06/30/2011, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-3-05
Office of talent development and human resources

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-3-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-9-01 Appointments to the classified and unclassified civil service.

- (A) The board recognizes that the civil service of the state is "... divided into the unclassified service and the classified service..." and, that the "...unclassified service shall comprise the following positions, which shall not be included in the classified service...":

"...All presidents, business managers, administrative officers, deans, assistant deans, instructors, teachers, and such employees as are engaged in educational or research duties connected with..." the university of Akron as determined by the board of trustees, as defined in division (A)(7)(a) of section 124.11 of the Revised Code.

- (B) Pursuant to the rules of the board of trustees, the president and the president's designee(s) ~~are is~~ empowered to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members whose total annual earnings are less than seventy-five thousand dollars, and all part-time employees and classified staff and ~~nominate all administrative officers, faculty and staff members to the board for appointment or other~~ to perform all other personnel ~~action~~ actions, except as otherwise provided in rules 3359-1-02 and 3359-7-01 of the Administrative Code. ~~Such nomination~~ All appointments shall identify the classified or unclassified status of the position recommendation, which the board shall be asked to act upon. By virtue of appointment to the classified or unclassified service, such employee shall be subject to the authority of the president, or the president's designee(s) who shall have the discretion at any time during the term of appointment to make or to authorize assignments, reassignments, or other administrative changes in an individual's duties or responsibilities, including but not limited to changing administrative designations or reporting relationships.

~~(C) Any such administrative changes during the term of an individual's contract period shall not affect the term or salary of an individual's contract. Changes in titles, administrative designations, or reporting relationships during the term of an individual's contract shall be subject to approval of the board.~~

- (C) Certificates of appointment, letters, job descriptions, or other instruments documenting or issued by the secretary of the board or appointing authority evidencing board action on the president's nominations for appointment or other personnel recommendations or actions shall not be constructed to limit the discretion and authority of the president, or the president's designee(s), and the board to make such administrative changes as provided in these regulations.

~~(E)~~ (D) Employment and compensation of employees of the university of Akron is the responsibility of the board, and the board has authorized the president and the president's designee(s), but no other officer or employee of the university of Akron, and no officer or employee of the university of Akron is empowered to employ, remove, fix the compensation of, or in any manner whatsoever create any expectancy of employment or reemployment, except as expressly authorized in the bylaws, rules, and regulations of the board, and consistent with the authority and limitations of this rule, and rules 3359-1-05, 3359-20-06.1 and 3359-22-01 of the Administrative Code. All offers of employment shall be subject to the approval of the board of trustees and/or the president or the president's designee(s), and no person shall be entitled to rely upon any verbal or written representation to the contrary.

~~(F) Pursuant to section 3359.03 of the Revised Code, "The board of trustees of the university of Akron shall employ, fix the compensation of, and remove, the president and such number of professors, teachers, and other employees as may be deemed necessary." The hiring authority for all university employees shall be the exclusive prerogative of the board of trustees.~~

The board of trustees will act ~~routinely acts~~ upon all personnel actions that involve full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars, including but not limited to ~~come before the board of trustees in public session during its regular or special meetings. Terms and conditions of employment and all "letters of offer", "employment agreements", "addendums", or other such~~ contractual arrangements pertaining to the employment of vice presidents, deans, directors, coaches, and other such officers and employees, as designated by the board of trustees. ~~from time to time, shall be reduced to writing and made subject to board of trustees approval.~~

The office of general counsel shall provide advice and counsel with respect to the negotiation and terms of such contractual arrangements and shall review all such documents for legal form and sufficiency. Prior to any board meeting at which board approval will be requested for the employment of such individual(s), the document(s) containing all proposed terms of employment shall be provided to the board of trustees for its review.

~~In the event the recommendation for~~ Personnel actions involving the employment of full-time administrative officers, faculty, contract professionals ~~staff, administrators, or others~~ other employees that include ~~includes~~ 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, stipends, one-time payments, liquidated damages, deferred compensation, etc., shall require specific approval by the board of trustees and the document(s) containing all such terms shall be made subject to board approval and shall be provided for review by the board of trustees prior to requesting board approval. This rule shall not apply to undergraduate, graduate or professional students.

Effective: 09/11/2016

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: Prior to 07/20/1990, 09/21/1995, 08/09/1996, 01/31/2015,
09/11/2016

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-9-01
Appointment to the classified and unclassified civil service

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-9-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-20-06.1 Part-time faculty appointments.

(A) Definition of part-time faculty.

- (1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed ~~by the board of trustees~~, for a particular term, upon recommendation of the department chair and approval of the dean of the college and the president or the president's designee(s). Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. (See faculty manual rule 3359-20-03 of the Administrative Code). The responsibilities of part-time faculty are:
 - (a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department)
 - (b) Hold classes on a regular basis according to the university schedule
 - (c) Keep required student grades
 - (d) Maintain the confidentiality of student records
 - (e) Maintain office hours or another method of allowing students in their classes to meet with them
 - (f) Prepare and grade tests, quizzes, and other student assignments
 - (g) Attend scheduled departmental meetings when possible
 - (h) Provide current vitae and teaching portfolio to the department

(B) Definition of teaching portfolio.

- (1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member. Items to be contained in the teaching portfolio for part-time faculty members are:
 - (a) Current vitae
 - (b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college
 - (c) Student evaluations using a standardized departmental form
 - (d) Course syllabus
 - (e) Other course information such as classroom assignments and tests

(f) Integration of innovative approaches to teaching such as:

(i) Computerized models

(ii) Lectures using integrated technology

(iii) Amount and quality of course material using the world wide web

(iv) Student projects using technology

(g) Participation in departmental workshops

(2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.

(C) Definition of relevant experience.

(1) Relevant experience is work experience that is directly related to the teaching responsibility the part-time faculty member will have at the university of Akron.

(a) Relevant work experience includes, but is not limited to:

(i) Teaching experience

(ii) Professional experience

(a) Clinical experience

(b) Similar teaching experience at a university

(c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)

(b) Record of activity in a relevant professional organization

(D) Excellence in teaching.

(1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:

(a) Student evaluations

(b) Peer evaluations

(c) Supervisor evaluations

- (2) Additional items include, but are not limited to:
 - (a) Relevant awards
 - (b) Relevant commendations
 - (c) Faculty development
 - (i) Attendance at relevant workshops
 - (ii) Relevant presentations
- (E) Assignments and load ceilings for part-time faculty.
 - (1) Part-time faculty members may be assigned to more than one department.
 - (a) Salary grade structure shall be consistent throughout colleges. Appointments shall be made using the salary grade chart.
 - (b) The level of salary grade of the appointment may be determined independently by each department and college based upon approved guidelines as outlined in paragraph (I) of this rule.
 - (2) Part-time faculty members perform teaching responsibilities necessitated by enrollment demand; all assignments are dependent on expertise, enrollment and need. The needs of the individual college/department are determined by the dean in conjunction with the senior vice president and provost.
 - (3) In order to provide maximum flexibility for academic units, part-time faculty may teach up to twelve credit hours in any given semester (fall or spring).
 - (a) Compensation for the teaching of twelve credit hours in any given semester shall not constitute de facto full time employment.
 - (b) Part-time faculty are appointed for one academic term. A part-time faculty member does not have a reasonable expectation of reappointment for the next academic term unless he or she receives from the department chair, school director, or dean written notice of a teaching assignment for the next academic term.
 - (c) No more than twenty-one total credit hours shall be assigned to any part-time faculty member for any academic year. The academic year is defined as fall and spring semester.
 - (4) Part time faculty shall be compensated for teaching no more than nine credit hours during the summer session.

- (F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space and budgets.
- (1) Faculty/peer mentor
 - (2) E-mail account
 - (3) Access to computer and internet connection with e-mail capabilities
 - (4) Access to telephone, voice mail and campus mailboxes
 - (5) Access to work space/office
 - (6) Access to secretarial support
 - (7) Access to duplication services for coursework and examinations
 - (8) Full access to university libraries
 - (9) Opportunities for interaction with full-time faculty and information about departmental activities.
 - (10) Opportunities for and ability to contribute to discussions of curriculum issues.
- (G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space and budgets, may include but is not limited to:
- (1) Support for professional development
 - (2) Opportunity to request sections and teaching times
 - (3) Awards
 - (4) Including part-time faculty in professional opportunities
 - (5) The department may seek input from part-time faculty regarding curricular issues
 - (6) Re-classification to higher salary grade if the specified criteria are met
- (H) Appointment contract periods, salary and grade levels.
- (1) Contract periods
 - (a) Up to twenty-one credit hours per academic year
 - (b) Nine credit hours during the fifteen week summer session
 - (c) Semester-to-semester contracts dependent on enrollment and need

- (2) Appointment and salary grades (salaries of current part-time faculty will not be reduced as a result of this policy.)
 - (a) Assistant lecturer
 - (i) Salary range: no less than six hundred dollars per credit hour
 - (ii) Master's degree with relevant experience; or
 - (iii) Bachelor's degree with twenty discipline related graduate credit hours
 - (b) Associate lecturer
 - (i) Salary range: no less than seven hundred dollars per credit hour
 - (ii) Master's degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or
 - (iii) Master's degree with fifteen credit hours of discipline related post master's level coursework, and relevant experience
 - (c) Senior lecturer
 - (i) Salary range: no less than eight hundred dollars per credit hour
 - (ii) Relevant doctoral degree; or
 - (iii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience
 - (d) Special lecturer
 - (i) Minimum of a bachelor's degree and/or related experience
 - (ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of the senior vice-president and provost to approve the position
- (3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of the faculty senate.
- (4) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.
 - (a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron
 - (b) Relevant experience as defined in paragraph (C)(1) of this rule

- (c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and the office of the senior vice president and provost
- (d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:
 - (i) Publishing record of the individual
 - (ii) Service to the institution
- (5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:
 - (a) Professional work experience as it relates to teaching assignment
 - (b) Expertise in one's field
 - (c) Professional development
 - (d) Additional degree or certificate completion
 - (e) Documented excellence in teaching
- (I) A change in grade for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the provost once the part-time faculty member has obtained the minimum credentials necessary for the next grade level. Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:
 - (1) Excellence in teaching as documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule for further information on excellence in teaching):
 - (a) Student evaluations
 - (b) Peer evaluations
 - (c) Supervisor evaluations
 - (d) Innovation in teaching techniques and through the use of technology

- (2) Completion of the next relevant degree
 - (3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.
 - (4) Part-time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.
- (J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.
- (1) Items to be considered for merit increases:
 - (a) The individual's teaching portfolio as defined in paragraph (B) of this rule
 - (b) Professional development specific to the course being taught
 - (i) Continuing course work toward a relevant degree
 - (a) Transcript required showing yearly progress
 - (b) Evidence of a plan of study provided
 - (c) Course work within the last eighteen months
 - (ii) Work toward an additional relevant certificate or licensure
 - (a) Evidence of course work is needed within the last 18 months
 - (b) Evidence of clinical work
 - (c) Evidence of a professional plan of study
 - (d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise
 - (iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)
 - (iv) Evidence of membership and active participation in professional organizations
 - (v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference

attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.

- (2) Items that are not to be considered for merit increases:
 - (a) Publishing record
 - (b) Service or committee work
- (3) Merit may include one or more of the following:
 - (a) Reappointment
 - (b) Increase in compensation
 - (c) Support for professional development
- (K) Part-time faculty do not hold academic rank, and their grade designation is in no way related to the rank designations of full-time faculty.
- (L) The initial grade of a part-time faculty member is recommended by the department chair and approved by the dean of the college and the provost.
- (M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.
- (N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.
- (O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.
- (P) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments.
- (Q) Additional considerations.
 - (1) Responsibilities which shall not be required of part-time faculty:
 - (a) Conference attendance or presentations
 - (b) Attendance at social functions whether on or off campus

(R) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: 02/01/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 09/16/1996, 01/13/1997, 09/28/1997, 11/12/1997,
08/06/2001, 05/24/2002, 12/21/2002, 08/20/2004,
11/05/2004, 05/23/2013, 12/26/2013, 02/21/2014,
02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-20-06.1
Part-time faculty appointments

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-20-06.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-22-01 Contract professional information.

(A) Contract professionals. Contract professionals are full-time or part-time non-teaching professional personnel of the university to whom the president or the president's designee(s) board of trustees, on the recommendation of the administration, grants recognition and benefits. ~~Contract professionals may be appointed as instructional professional staff if their responsibilities involve instructional or academic support functions or administrative professional staff if their responsibilities are business/administrative in nature.~~ Any contract professional originally appointed ~~to this category~~ prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. Contract professionals do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor). The minimum requirement for this employment category is a baccalaureate degree.

(B) Appointments.

(1) ~~The president recommends to the board all contract professional appointments.~~ Contract professionals' appointments are generally ~~appointed under contracts which have a beginning date, but~~ do not ~~generally~~ include a specific end date. Contract professionals are not eligible for indefinite tenure.

(2) Upon appointment, each contract professional receives ~~from the secretary or assistant secretary of the board~~ a certificate or letter of appointment, stating the annual salary or periodic salary if part-time, and, only if applicable, the length or end date of appointment.

(C) Separation from employment without cause. The procedure to be followed in the separation from employment of contract professionals without cause shall be as follows:

(1) If a contract professional, other than contract professionals in the department of athletics classified as "coach," is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than:

(a) Three months prior to the date of separation during the contract professional's initial two years of continuous employment with the university of Akron, or

(b) Six months prior to the date of separation in the event the contract professional has served more than two years of continuous employment with the university of Akron.

(c) If a contract professional in the department of athletics classified as "coach" is to

be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than three months prior to the date of separation. For the purposes of this rule, "coach" will include those contract professionals classified as a coach and contract professionals positions that are directly related to an athletic team as determined by the director of athletics. For coaches who are currently employed pursuant to a one-year contract, this rule will not apply until their current contract term expires.

(d) Contract professionals, including coaches, who have individual employment agreements are not affected by these provisions.

~~(2) If the contract professional believes that the separation from employment without cause constitutes a deprivation of a "liberty interest" or a "property interest" protected by the due process clause of the United States Constitution, the contract professional shall be afforded a hearing. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a "liberty interest," the contract professional shall be provided a name-clearing hearing before the board of trustees. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a "property interest," the contract professional shall be provided a hearing before the president of the university or the president's designee, provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of separation. Upon the president's receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing. Any further action by the contract professional to initiate the name-clearing hearing must be in accordance with the contract professional grievance procedure.~~

(D) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the appropriate vice president and approval by the ~~board of trustees~~ president or the president's designee(s).

Prior to the vice president's recommendation to the president or the president's designee(s) ~~board of trustees~~, the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the vice president the contract professional's dismissal for cause not less than thirty days prior to the effective date of such dismissal, except in case of conduct involving moral turpitude or public safety. The contract professional may have a hearing on the reason for termination before the president or the president's designee(s), provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of termination. "Days" for request for a hearing shall include only regular business days, Monday through Friday, during which the university is open

for business, and shall not include holidays. Upon the president's receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing.

In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the president or the president's designee(s) ~~board of trustees~~.

Whether or not the vice president upholds or denies the recommendation of the immediate supervisor or appropriate administrative officer to recommend termination, the contract professional shall be afforded the right to a name-clearing hearing. Any action by the contract professional to initiate the name-clearing hearing shall be in accordance with the contract professional grievance procedure.

~~For purposes of this rule, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.~~

(E) Deprivation of a "liberty" or "property" interest. If the contract professional believes that the separation from employment without cause constitutes a deprivation of a "property interest" protected by the due process clause of the United States Constitution, the contract professional shall be afforded a hearing upon request before the president or the president's designee. In the event the contract professional believes the separation from employment with or without cause constitutes a deprivation of a "liberty interest," the contract professional shall be provided a name-clearing hearing before the board of trustees. For purposes of requesting a hearing, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.

(1) Hearing procedure for "property interest" with separation from employment without cause. The contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of separation. Upon the president's receipt of such request, the contract professional shall be notified of the date, time and procedures for the hearing.

(2) Hearing procedure for contract professional who believes that the separation from employment either with or without cause constitutes a deprivation of a "liberty interest," seeking a name-clearing hearing in connection with separation from employment.

(a) In the event a contract professional believes that his or her separation from employment without cause or his or her termination from employment for cause

constitutes a deprivation of a "liberty interest" protected by the due process clause of the United States Constitution, the contract professional shall be notified of the date, time and procedures for the hearing.

(b) A contract professional requesting a hearing under paragraph (E)(2) of this rule shall initiate the request in writing to the secretary of the board of trustees within ten days following the date of notification of separation without cause or termination for cause.

(c) The secretary of the board of trustees shall notify the contract professional regarding the procedures for the conduct of the hearing, and set the date and time for the hearing, which shall be at the next available board meeting. The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.

~~(E)~~(F) Resignation. A contract professional who proposes to resign from the university of Akron should give sufficient notice to obviate serious embarrassment and difficulty to the university in filling the position. ~~The length of time may vary with the circumstances of the particular situation, but a contract professional should give at least four months' notice.~~ Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the chief human resources officer.

~~(F)~~(G) Vacation. Contract professionals on annual appointment are entitled to one hundred seventy-six hours of vacation at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).

~~(G)~~(H) Leave of absence. Leaves of absence without compensation may be granted by the ~~board~~ president or the president's designee(s) upon recommendation of the appropriate vice president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the individual and to the institution and the capabilities of the individual's department to manage the individual's responsibilities during the absence.

~~(H)~~(I) Retirement.

(1) Contract professionals shall not be involuntarily retired from the university based on age except in the following cases:

(a) Those employees who qualify as executive or high policy-making employees, as defined by law, shall continue to be involuntarily retired at age sixty-five.

- (b) Law enforcement officers and fire fighters shall be involuntarily retired not later than age sixty-five or at an earlier date, in the event an individual's physical and mental fitness contraindicates the ability and competency to perform the requirements of the job.
- (2) Any contract professional who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the contract professional's particular case, but the minimum time should be four months before termination of employment.

Effective: 08/24/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 07/20/1990, 05/13/1998, 12/21/2001,
12/28/2001, 05/28/2005, 12/26/2010, 10/01/2012,
05/09/2014, 02/01/2015, 08/24/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-22-01
Contract professional information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-22-04 Contract professional grievance committee.

(A) Membership.

(1) Composition and eligibility.

- (a) The contract professional grievance committee "CPGC" shall be comprised of seven contract professionals who have current membership on the contract professional advisory committee ("CPAC") ref: rule 3359-22-03 of the Administrative Code. "CPGC" will retain the right to appoint one additional member from all campus full-time contract professionals to hear the grievance. Such appointee will be given a vote on the findings and remove themselves from the committee once the findings have reached a decision. A minimum of five members of the grievance committee (including additional appointees) is required to hear a grievance.
- (b) Every attempt should be made by "CPAC" to make membership on "CPGC" a cross-representation of campus academic and administrative units, avoiding significant representation from any given unit.
- (c) No member may serve more than two consecutive full terms.

(2) Terms of office.

- (a) Term of office shall be "CPAC" appointment for one year and run simultaneously with "CPAC" membership and the university of Akron fiscal year.

(3) Election/appointment.

- (a) "CPGC" members (seven) are appointed from current "CPAC" membership at the annual meeting. The appointed members of "CPGC" shall meet following the annual meeting and elect a chair from its membership as soon as possible after the commencement of new terms. The chair shall serve for one year and may serve no more than two successive terms in this capacity.

(4) Vacancies.

- (a) Should a vacancy occur, the "CPGC" shall immediately use the appropriate course of action to appoint or select a replacement from within the "CPAC" membership; should the vacancy occur within two months prior to the normal appointment process, the "CPGC" may choose to leave the post vacant for that period. The person appointed will serve out the remaining term.
- (b) Removal from membership/office. Any member of the "CPGC" may be removed from membership/office for cause, (i.e., nonattendance at "CPGC" meetings,

failure to carry out an assigned role in a grievance procedure before the "CPGC," indiscretion in the conduct of "CPGC" duties, or violation of confidentiality. Removal from membership/office shall occur upon vote by the "CPGC." Five votes are required to carry a removal. In the event of a removal from membership/office, a new member/officer shall then be elected by the "CPGC" to complete the term of office.

(B) Duties and responsibilities.

- (1) Membership on the "CPGC" is a privilege and responsibility of members of the contract professionals ("CPAC"). Every effort will be made in the members' organizational units to adjust schedules or otherwise flexibly accommodate any disruptions caused by that person's membership.
- (2) No member of the "CPGC" shall discuss matters presently before the "CPGC", or matters which have been previously brought before the "CPGC", except as necessary in the discharge of the "CPGC" responsibilities and functions. No member of the "CPGC" shall speak for the committee nor release written material, except as provided by the grievance procedure.
- (3) Members of the "CPGC" should exclude themselves from any participation in which a conflict of interest may exist or where unforeseen circumstances exist that may cause a significant conflict. If they do not exclude themselves, the "CPGC" at its discretion may exclude such members from participating, or void any actions taken by such members, on the basis of its findings of conflicts of interest.
- (4) The chair shall preside over the "CPGC" and shall insure that it functions in accordance with the procedures and standards provided, ref: rule 3359-22-05 of the Administrative Code. In the absence of the chair, a vice chair may be appointed to serve. The chair shall cause records to be maintained of the findings and recommendations of the "CPGC." Retention and administration of such records are subject to review by the human resources department.
- (5) The "CPGC" shall prepare an annual report each year and present it as a supplement along with CPAC's annual report to the president. This report shall be comprised of a digest of all grievances which came before the committee and any formal recommendations the "CPGC" wishes to make to the president with regard to the conduct of the committee.
- (6) Meetings of the "CPGC" shall be confidential and closed to the public, except for those persons requested by the "CPGC" to participate in proceedings before the committee.

(C) Operating procedure.

- (1) The "CPGC" may amend by simple majority vote of the full committee the grievance procedure or any of the provisions of rule 3359-22-04 of the Administrative Code, subject to the approval of the president, or the president's designee(s), and board of trustees. Any such amendments must be forwarded through legal and human resources departments.
- (2) Robert's "Rules of Order" shall be the final authority in determining the process of conducting the affairs of the committee, except as otherwise stated herein.
- (3) At all times, a simple majority of the full committee shall be required to carry a vote, except rules governing removal from membership/office.

Effective:	01/31/2015
Certification:	<hr/> M. Celeste Cook Secretary Board of Trustees
Promulgated Under:	111.15
Statutory Authority:	3359
Rule Amplifies:	3359
Prior Effective Dates:	12/22/1989, 02/06/2006, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-22-04
Contract professional grievance committee

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-04, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-22-05 Contract professional grievance procedures.

(A) Preamble.

- (1) The university of Akron seeks to employ the most capable personnel to work together in pursuit of the university's goals of teaching, research, and public service.
- (2) As people work together to carry out their responsibilities, they may occasionally encounter misunderstanding and differences of opinion. It is important to the welfare of the university to keep such problems at a minimum and attempt to resolve differences expeditiously to the satisfaction of all parties involved.
- (3) Contract professionals are an integral part of the daily operation of the university. Due to the nature of their responsibilities, however, their concerns pertaining to rights, responsibilities, and well-being may sometimes differ from those of other members of the university community. The grievance procedures set forth in this rule for contract professionals is a system by which a complaint can be impartially reviewed by the contract professional grievance committee "CPGC." For purposes of this rule, a "complaint" shall not include any matter pertaining to a contract professional's separation from employment "without cause" or termination from employment "for cause." ~~The grievance process for a name-clearing hearing to be utilized in matters pertaining to separation or termination is set forth in paragraph (I) of this rule.~~

(B) Purpose. The purpose of this procedure is to establish a prompt and equitable method for reviewing contract professional grievances which have not otherwise been solved through normal departmental procedures, and recommending to the president of the university the resolution of such grievances.

(C) Operating procedure for the grievance process. The time limit governing the various parts of the grievance process may be extended for good cause at the discretion of the "CPGC."

(D) Jurisdiction.

- (1) The "CPGC" shall have original jurisdiction to receive and act upon complaints filed by contract professionals in accordance with the procedures provided herein.
- (2) The "CPGC" shall not substitute its judgment for the performance evaluation of the supervisor but may address itself to such charges as arbitrary, capricious, or unreasonable action which violates the procedural or substantive rights of the complainant.

- (3) Actions related to discrimination and/or sexual harassment may be referred to the office of equal employment opportunity.

(E) Complaint process.

- (1) In an effort to encourage the prompt, fair, and amicable solution of differences at the main point of origin, the contract professional should first discuss the problem with the immediate supervisor or designee.
- (2) If the problem cannot be resolved at this level, the complainant must submit a complaint in writing to the immediate supervisor or forego action on the complaint. This must be done within seven working days from the date that the complainant determines the problem to be unresolvable with the immediate supervisor or designee.
- (3) The immediate supervisor or designee will respond within seven working days to the complaint. If at the end of that time period the problem cannot be resolved, the immediate supervisor must inform the complainant of the decision in writing and send a copy of the decision to the superior or designee in the normal administrative channels of that department or division. This process continues to the second level supervisor. If not resolved at this point and the complainant has not already reached this level, the complaint goes directly to the vice president or appropriate chief administrative officer.
 - (a) If no response is given from the immediate supervisor or if the complainant is not satisfied with the response, the complainant may within seven working days submit the complaint to the second level supervisor.
 - (b) The second level supervisor, within seven working days, shall respond to the complainant.
 - (c) If no response is given from the second level supervisor or if the complainant is not satisfied with the response, the complainant may, within seven working days, submit the complaint to the vice president, unless the vice president is the second level supervisor. If the vice president is the second level supervisor the complainant must submit the complaint to the "CPGC."
 - (d) The vice president or the "CPGC," within seven working days, shall respond to the complainant.
- (4) Each decision shall be recorded in writing with copies to all parties involved.
- (5) If the complainant is not satisfied with the decision at the vice president's level, or if the time period of thirty-five working days from the day the complainant first submits the written complaint to the immediate supervisor has elapsed with no decisions having been rendered, the complainant may then file a formal written grievance with the "CPGC" of the university of Akron.

(F) Filing of grievance. Within seven working days after a vice presidential decision has been made, the complainant may submit a formal written grievance to the chair of the "CPGC" with all pertinent documentation of previous discussions, including a summary of the issue, the remedy sought and timeline of previous steps.

- (1) The complainant will receive notification of "CPGC's" decision within seven working days from the date that the grievance has been filed.
- (2) While the grievance will not generally be rejected merely because the administrative sequence has not been followed, the "CPGC" shall inform human resources of all such delays and the concerns, if any, caused by such delays.
- (3) The "CPGC" will inform human resources of the receipt of the grievance.

(G) Investigation of grievance.

- (1) Within seven working days of receipt of the grievance, the "CPGC" shall review the grievance to determine if it is within the "CPGC's" purview and if the complainant process has been followed.
- (2) If the grievance is outside the "CPGC's" purview, the grievance will be rejected. If the complaint process was not followed, the grievance may be rejected.
- (3) If accepted the "CPGC" has seven working days during which the chair shall appoint one or more committee members to meet privately with the complainant and one or more other committee members to meet privately with the party or parties with whom the grievance has been lodged.
 - (a) "CPGC" conducts interviews with complainant and parties involved.
 - (b) "CPGC" meets to review findings of the interviews and votes to continue the investigation of the grievance or reject the grievance.
 - (c) The appointed committee members shall have authority to review copies of any records, documents, or other pertinent information or materials which are relevant to the grievance.
 - (d) The "CPGC" may call upon any member of the university community to appear before the "CPGC" and it shall be incumbent upon any person to cooperate fully with the committees. The complainant and the immediate supervisor shall not be permitted to participate in the committee's deliberations, but they shall be invited before the committee to raise and answer questions regarding the grievance.
 - (e) Within ten working days following their appointment, committee members shall complete their interviews and report their findings in writing to a full "CPGC" meeting.

(H) Disposition. The recommendations of findings and supporting rationale shall be transmitted in writing to the parties, the respective vice president, the president and the executive director of human resources. The president or designee shall inform the complainant and "CPGC" of any further action in the matter.

~~(I) Hearing, including name-clearing hearing in connection with separation from employment "without cause" or termination from employment "for cause."~~

~~(1) In the event a contract professional believes that his or her separation from employment "without cause" or his or her termination from employment "for cause" constitutes a deprivation of a "liberty" interest protected by the due process clause of the United States Constitution, the contract professional shall be afforded name-clearing hearing before the board of trustees.~~

~~(2) A contract professional requesting a hearing shall initiate the request in writing to the secretary of the board of trustees within ten days following the date of notification of separation without cause or termination for cause. For purposes of this rule, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.~~

~~(3) The secretary of the board of trustees shall notify the contract professional regarding the procedures for the conduct of the hearing, and set the date and time for the hearing, which shall be on or about thirty days from the date of the request for the hearing. The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.~~

Effective: 01/31/2015

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 12/22/1989, 02/06/2006, 12/26/2010, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-22-05
Contract professional grievance procedures

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-26-01 General information.

- (A) The following items address policies, procedures and benefits that are available to the university of Akron staff employees. Individuals governed by the articles of collective bargaining agreements should refer to contractual language of such agreements for certain provisions.
- (B) The university of Akron follows the provisions of Revised Code in adopting human resource policies and procedures. ~~Since these items are subject to change as rules and regulations are modified, new pages with corrected information will be provided for insertion in this handbook. However, it is the responsibility of employees to ask questions, to keep information relevant to university policies and procedures, and to insert applicable communications into this manual as they become available.~~
- (C) Some policies and procedures may refer to "exempt" or "non-exempt staff." The term "exempt" includes biweekly salaried staff personnel who are not eligible for overtime. Exempt staff members are not required to complete payroll time records. The term "non-exempt" includes hourly classified and unclassified staff personnel who are eligible for overtime. Non-exempt staff members, whether full-time or part-time, are required to complete payroll time records.
- (D) Also the civil service of the state is divided into the classified service and the unclassified service as defined by section 124.11 of the Revised Code. All staff employees are appointed to the classified service unless specifically exempted through provisions of the code.
- (E) It is expressly agreed and understood that these policies and procedures create no expectancy of employment, continued employment, or re-employment of the employee, upon which the employee may rely; and, that no services of the employee can be counted or used toward any expectancy of employment, re-employment or continued employment at the university of Akron, the branch campus or any of the university's other affiliates.

Effective: 01/31/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/22/1991, 03/01/1993, 01/31/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-26-01
General information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

3359-26-05 Separation from the university.

(A) Service with the university of Akron may be interrupted and/or terminated as a result of:

- (1) Resignation.
- (2) Retirement.
- (3) Discharge for cause.
- (4) Layoff or a reduction in force for a period of more than twelve consecutive months.
- (5) Failure to respond to a return to work request within ten days, following layoff or at the expiration of an authorized period of leave.
- (6) Failure to report for work or failure to report off work for a three-day period.
- ~~(7) Being on extended disability leave for a period of three years or longer.~~
- (7) Non-renewal.

(B) Resignation.

In the event of a resignation, an employee should provide written notice to the immediate supervisor and to human resources at least two weeks in advance of the last working day at the university ~~for non-exempt (hourly) employees and at least four weeks in advance of the last working day at the university for exempt employees.~~

Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn by the employee without the specific approval of the immediate supervisor and the chief human resources officer.

(C) "Clearance Form."

A "Clearance Form" must be completed by all full-time and part-time regular employees who are exiting the university and may also be required for interdepartmental transfers. Payroll will not issue the final compensation check without a completed "Clearance Form." Clearance forms can be obtained from the human resources web page.

(D) Establishing last day worked.

A terminating employee's "last day worked" shall be the actual day on which the employee last performed assigned duties. The last day worked cannot be extended by use of accrued vacation, compensatory time or sick leave unless such sick leave has been certified by a physician. In the case of a retirement only, with the approval of the supervisor, accrued vacation or compensatory time may be used to extend the last day worked.

(E) Retirement.

Assistance with retirement processing for all employees considering retirement from school employees retirement system "SERS," public employees retirement system "PERS(~~LE~~)," state teachers retirement system "STRS," or an approved alternative retirement system "ARP" is coordinated by benefits administration. Initial contact with that office should occur no less than three months prior to the anticipated effective date of retirement.

(1) Payment of sick leave at the time of retirement.

- (a) At the time of retirement from the university of Akron, an employee with ten or more years of service with the state of Ohio shall be compensated in an amount not to exceed one-fourth the value of accrued but unused sick leave credit based upon the employee's rate of compensation at the time of retirement. The maximum payment shall be two hundred forty hours.
- (b) The payment of sick leave under this policy cancels the balance of sick leave accrued by the employee at the time of retirement. Payment will be made only once to any employee.

(2) Retirement contribution refund.

- (a) If an employee leaves the university prior to retirement and wishes a refund of SERS, STRS or PERS(~~LE~~) contributions, the employee should contact SERS, STRS or PERS(~~LE~~) directly for information and forms.
- (b) Contact benefits administration to schedule an exit interview to obtain information concerning insurance, retirement, vacation, completion of the "Clearance Form," etc.

(F) Other separations.

For other circumstances which result in an employee leaving the university - medical disability, involuntary termination, etc., - specific policies and/or procedures apply. Among these are Ohio civil service laws, local collective bargaining agreements, bureau of worker's compensation regulations, and selected university policies.

(G) Unemployment.

Employees who are temporarily unemployed during break periods and have assurance of work when the break period ends are not covered under the Ohio unemployment compensation laws and are ineligible for unemployment compensation benefits.

(H) Payment of compensatory time and unused vacation accrual at the time of separation:

- (1) A non-exempt (hourly) employee will receive payment for all accumulated

compensatory time at the hourly rate of pay in effect at the time of separation.

- (2) Payment for accrued and unused vacation leave shall be made only upon separation of service from the university of Akron. Such payment shall be made in a lump sum based on the rate of compensation in effect at the time of separation for any accrued but unused vacation leave, subject to the following maximums:
- (a) Exempt employees, eligible for vacation accrual, shall be compensated for a maximum of one hundred seventy-six hours.
 - (b) Non-exempt (hourly) employees, eligible for vacation accrual, shall be compensated for a maximum of that earned in three years of service.

Effective: 02/01/2015

Certification: _____
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Effective Dates: 05/22/1991, 11/24/2001, 06/25/2007, 05/09/2014,
02/01/2015

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-26-05
Separation from the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018

1

*Acceptance of Auditor of State's STRS
Attestation and the June 30, 2018 Financial
Statement Audits

December 5, 2018

Board Meeting

Presiding:

Cindy P. Crotty

Audit & Compliance



CONSENT AGENDA:
ITEM 1

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of Auditor of State's STRS Attestation
and the June 30, 2018 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on November 28, 2018, to accept the Auditor of State's STRS Attestation Report and the annual financial statements and footnotes as presented by personnel of the University, Foundation, and Research Foundation, including Crowe's audit opinions and reports thereon, as of and for the year ended June 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018



**Consent Agenda
The University of Akron Board of Trustees
Meeting of December 5, 2018**

Item	Description	Committee	Tab
1	Minutes for October 10, 2018	None	Board of Trustees
2	Investment Report for the Three Months Ended September 30, 2018	Finance & Admin.	2
3	Financial Report for the Three Months Ended September 30, 2018	Finance & Admin.	3
4 5, 6	Procurements for More Than \$500,000 a. Award b. Preapprovals	Finance & Admin.	4
7	Cumulative Gift and Grant Income Report for July 1 through October 31, 2018	Finance & Admin.	5
8	Proposed Curricular Changes	Academic Issues & Student Success	1
9	Tentative Graduation List and Statistics for Fall 2018	Academic Issues & Student Success	2
10	Revisions to University Rule 3359-1-05, President of the university	Rules	1
11	Revisions to University Rule 3359-3-05, Office of talent development and human resources	Rules	2
12	Revisions to University Rule 3359-9-01, Appointment to the classified and unclassified civil service	Rules	3
13	Revisions to University Rule 3359-20-06.1, Part-time faculty appointments	Rules	4
14	Revisions to University Rule 3359-22-01, Contract professional information	Rules	5
15	Revisions to University Rule 3359-22-04, Contract professional grievance committee	Rules	6
16	Revisions to University Rule 3359-22-05, Contract professional grievance procedures	Rules	7
17	Revisions to University Rule 3359-26-01, General information	Rules	8

Consent Agenda
The University of Akron Board of Trustees
Meeting of December 5, 2018

Item	Description	Committee	Tab
18	Revisions to University Rule 3359-26-05, Separation from the university	Rules	9
19	Acceptance of Auditor of State's STRS Attestation and the June 30, 2018 Financial Statement Audits	Audit & Compliance	1

1

Authorization of the University Administration to Implement a Three-Year Action Plan

2

Expression of Appreciation to Advisory Trustee Sandra Pianalto

Presiding:

Chair
Joseph M. Gingo

December 5, 2018

3

4

5

6

7

8

9

10

11

12

New Business

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Authorization of the University Administration to
Implement a Three-Year Action Plan

WHEREAS, In fall 2018 the Three-Year Action Plan Steering Committee (the “Steering Committee”), the members of which were drawn from throughout the University, was formed; and

WHEREAS, The Steering Committee developed a comprehensive and inclusive process for each unit to develop a three-year plan including goals and priorities; and

WHEREAS, The process was guided by the Unifying Statement, developed by the Steering Committee in conjunction with the Faculty Senate Ad Hoc Committee on Strategic Planning; and

WHEREAS, Each unit-level plan was submitted to the relevant Dean/Vice President, who in turn crafted a college/division-level plan based on the submissions and sent these to the President and Provost; and

WHEREAS, The President and Provost consolidated all of the aforementioned plans into a draft Three-Year Action Plan (the “Plan”), which was then shared with all the major University shared- governance bodies and community leaders for comments and feedback; and

WHEREAS, All of these comments and feedback were considered in developing the final version of the Plan; and

WHEREAS, The University is now positioned to implement the Plan, which outlines the critical decisions and actions necessary for the University to align its resources to build on areas of strength, prioritize areas of investment, and control expenses; and

WHEREAS, The University intends to annually evaluate the Plan and adjust as necessary; and

WHEREAS, The University Council is the representative body of the University that deliberates and makes recommendations to the President on matters such as strategic planning, University policy and other substantive matters that pertain to the strategic direction and operations of the University; and

WHEREAS, The University Council provides the integrated framework for both strategic and ongoing planning, decision making and oversight of the University's strategic plan, including helping to ensure that the goals and objectives of the strategic plan are realized and helping to ensure that University policy is based on sound principles of shared governance, sound reasoning and adequate information; and

WHEREAS, The University Council considered the Plan and endorsed the final draft of the Plan at its December 4, 2018 meeting: Now, Therefore;

BE IT RESOLVED, That the President of the University and the University Administration are authorized to implement the Plan; and

BE IT FURTHER RESOLVED, That the President and the University Administration will regularly update the Board of Trustees on the status of the Plan's implementation.

M. Celeste Cook, Secretary
Board of Trustees

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Expression of Appreciation to Advisory Trustee Sandra Pianalto

WHEREAS, Ms. Sandra Pianalto was the first person selected and appointed by the Board of Trustees of The University of Akron in 2012 to serve in the newly created post of Advisory Trustee, completing the maximum of two three-year terms as Advisory Trustee; and

WHEREAS, Ms. Pianalto is a distinguished alumna of The University of Akron, having earned a Bachelor of Arts in Economics degree in 1976, and who, while a student at The University of Akron, served in leadership roles as editor of the TEL BUCH, senior class president, and in 1975 as one of the first student representatives on the University of Akron Board of Trustees; and

WHEREAS, Ms. Pianalto earned a Master of Economics degree from The George Washington University, and later graduated from the Advanced Management Program at Duke University's Fuqua School of Business, and in the course of her illustrious career, has received honorary doctorates from The University of Akron, the University of Toledo, Cleveland State University, Kent State University, Baldwin Wallace University, John Carroll University, Notre Dame College, and Ursuline College; and

WHEREAS, Ms. Pianalto served as president and CEO of the Fourth District Federal Reserve Bank of Cleveland from 2003 to 2014, participating in the formulation of U.S. monetary policy and overseeing more than 1,000 employees in Cleveland, Cincinnati and Pittsburgh in the conduct of economic research, supervision of financial institutions, and provision of payment services to commercial banks and the U.S. government; and

WHEREAS, Ms. Pianalto previously served the Fourth District Federal Reserve Bank of Cleveland as first vice president and chief operating officer from 1993-2003, vice president and secretary to the board of directors from 1988-93, assistant vice president of public affairs from 1984-88, and economist from 1983-84, and prior to joining the bank, was an economist for the Federal Reserve Board of Governors and served on the staff of the Budget Committee of the U.S. House of Representatives; and

WHEREAS, Ms. Pianalto also shared with University of Akron students the gift of her knowledge and experience by serving as executive-in-residence as the FirstMerit Chair in Banking in the College of Business Administration; and applied her wisdom and talents to benefit other institutions as well, by serving on the boards of University Hospitals, the Greater Cleveland Partnership, Team Northeast Ohio, the College Now Greater Cleveland, Eaton Corporation, the J.M. Smucker Company, and numerous community organizations; and

WHEREAS, Her second and final term as an advisory member of the Board of Trustees will expire on December 31, 2018: Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Ms. Sandra Pianalto for fulfilling her duties to the Board and its constituents, and wishes her good health and good fortune for many years to come.

M. Celeste Cook, Secretary
Board of Trustees