

May 10, 2002

Members of the University Community

I am pleased, Dear Colleagues. . .

. . . to forward for your information the summary of actions that were approved at the April 24, 2002, meeting of The University of Akron's Board of Trustees.

Educational Policy/Student Affairs Committee

1. New Academic Minors, Programs, and Options

Three new academic minors will be offered in the Buchtel College of Arts and Sciences. A minor in Conflict Management will be offered jointly by the Department of Sociology and the Department of Political Science. An interdisciplinary minor in Philosophy of World Religions will be available through the Department of Philosophy. A minor in Classical Studies will be offered by the Department of Classical Studies, Anthropology and Archaeology, and will draw upon courses in the Department of History and the Department of Philosophy.

Two program options have been added to the Associate Degree in Computer Science and Network Technology program at Wayne College. The Novell Networking Option and the Microsoft Networking Option will enable students to obtain certifications.

An Aquatics Management Option will be offered by the College of Education for interested students earning a bachelor's degree in PreK-12 Physical Education. The college also will offer a master's degree plus initial licensure program in PreK-12 Physical Education.

The name of an existing degree will be changed to Ph.D. in Polymer Engineering from Ph.D. in Engineering (Polymer Engineering), and the degree will be moved to the College of Polymer Science and Polymer Engineering from the College of Engineering. This corrects an administrative error that retained the Ph.D. program in the College of Engineering when the College of Polymer Science and Polymer Engineering was being created.

2. Certificate in Advance Role Specialization in Nursing Management and Business

The new certificate program allows specialization in the organizational, management, and business skills needed in current nursing leadership positions. The 12-credit-hour program is open to current master's degree and doctoral students in the College of Nursing, as well as post-baccalaureate, post-MSN, and post-doctoral students and practicing nurses.

3. Acceptance of ACE College Credit Recommendation Service

The University has joined 41 NCA-accredited institutions in Ohio in accepting the American Council on Education's College Credit Recommendation Service. CREDIT evaluates and makes credit recommendations for formal educational programs and courses offered by businesses, industries, labor unions, professional and voluntary associations, schools, training suppliers, and governmental agencies.

4. Name Change for the Department of Electrical Engineering

The Department of Electrical and Computer Engineering is the new name for the Department of Electrical Engineering. The change was made to reflect all of the degrees offered by the department.

5. Memorandum of Understanding with the Ohio Ballet

To help continue a productive relationship between the Ohio Ballet and the University, a new Memorandum of Understanding has been approved. In the memorandum, the University pledges to continue its long-standing support of the professional dance company in several ways, such as providing half of the salary and all of the fringe benefits of the Ohio Ballet's artistic director. In return, the Ohio Ballet agrees to recognize the University's planned investment in a new Center for Dance and Music adjacent to Guzzetta Hall by committing to a payment of \$2 million during a 15-year period.

6. Tentative Graduation List and Statistics for Spring 2002

Approximately 2,243 degree candidates were approved for graduation during May ceremonies, pending satisfactory completion of degree requirements. The total includes 57 doctorates, 140 juris doctorates, 509 master's degrees, 1216 bachelor's degrees and 322 associate degrees.

7. Research Grants and Contracts Reports, July 2001-March 2002

As of March 31, 2002, externally funded research and other sponsored programs received \$22,957,922 to support 357 projects. The comparable totals for FY2001 were \$16,666,487 to support 298 projects. There are five patents to report in FY2002.

8. Honorary Doctor of Laws Degree

The Honorable W. Louis Sands, Chief Judge of the U.S. District Court, Middle District of Georgia, will be awarded an honorary Doctor of Laws degree during the Spring Semester Law Commencement Ceremony on May 19, 2002. Judge Sands will be the keynote speaker at the ceremony.

External Affairs Committee

1. Cumulative Gift and Grant Income Report, July 2001-March 2002

The University recorded total giving of \$22,734,864 for July 2001-March 2002. The total compares to \$21,585,960 for July 2000-March 2001 (an increase of 5 percent) and a year-to-date average of \$13,265,435 for the previous five years (an increase of 71 percent). During July 2001-March 2002, 14,822 gifts were made, as compared with 13,125 for the same period in 2000-2001 (an increase of 13 percent).

Facilities Planning and Oversight Committee

1. Forge Street Substation Duct Bank

Cavanaugh Building Corp. of Akron was awarded a contract for \$756,000 for construction of the new Forge Street Substation Duct Bank, which will distribute power to the eastern part of campus.

2. Lee Jackson Field Track Resurfacing and Repair

A \$265,650 contract was awarded to Southwest Recreation, Inc., for resurfacing and repair of the Lee R. Jackson Field track.

3. Whitby Hall Rehabilitation

Two contracts were awarded for the Whitby Hall rehabilitation project – \$181,000 to M-Cor, Inc., for demolition; and \$48,980 to Cardinal Environmental Services, Inc., for asbestos abatement.

4. Plaque for Schrank Hall South

At the request of the Community and Technical College, a bronze plaque will be attached to the “Connection Tree” teaching sculpture, which is located in the Schrank Hall South plaza. The plaque notes that the sculpture was dedicated on May 3, 2002, in honor of Richard J. Dirienzo, professor of surveying and construction technology.

Finance and Fiscal Policy Committee

1. Financial Report, July 2001–February 2002 (subject to audit)

The Akron campus revenues fell short of budget estimates by \$855,505 at the close of February, while earnings on investments and endowments exceeded budget estimates by \$105,577. Total expenses in the functional categories were less than budget by \$7,425,462.

Wayne College exceeded budget estimates by \$516,054. Expenses were less than budget by \$1,091,502.

2. Revised FY 2001-02 General Fund and Auxiliary Enterprise Budgets

The revenue and transfers-in budget lines for the Akron campus have been adjusted downward by \$32,125. Selected expenditure budgets and transfers-out have been increased by a like amount.

Noteworthy Resource Revisions – Akron Campus

- A downward adjustment of approximately \$850,000 in undergraduate and graduate tuition and fee receipts to compensate for lower than budgeted student credit hour production in the graduate area. This reduction is offset somewhat by additional nonresident surcharge collections of \$580,000.
- A net increase of \$80,359 in state challenge allocations.
- A decrease of \$900,000 in investment income earnings (for a total of \$1.5 million from the original budget), based on revised cash flow and rate of return estimates.
- Various adjustments to selected dedicated fee revenue budgets, including course fees, technology fees, and facilities fees. Expense budgets have been adjusted accordingly.
- A decrease of \$187,857 in Continuing Education revenues based on revised projections. Expenditures are adjusted by the same amount.
- A decrease of \$460,000 in miscellaneous fee receipts, representing collections that fell short of budget estimates, primarily for administrative and late registration fees.
- Recognition of \$700,000 in additional indirect cost revenue receipts reflecting grant activity.
- A \$2 million adjustment to transfers-in, representing the recognition of the 2001-2002 capital component allocation that had been previously reserved. This allocation will be used solely in support of the New Landscape for Learning program and related debt service.

Noteworthy Expenditure and Transfers-out Adjustments – Akron Campus

- Various adjustments to selected expenditure budgets mirroring the dedicated fee revenue adjustments listed previously.
- A \$314,291 reduction to various central accounts.
- A decrease of \$300,000 in the central campus utility budget to reflect savings achieved as a result of the mild weather.
- A decrease of \$500,000 in the graduate assistant scholarship budget to match actual expenses, partially offsetting the graduate revenues shortfall.
- A reduction of \$400,000 to the bad debt reserve, leaving \$600,000 for expected needs.
- A \$2 million increase to transfers-out to recognize the 2001-2002 capital component allocation.

Both revenues and expenditures for Wayne College will be increased by \$301,503 in the revised 2001-2002 budget.

Noteworthy Revisions – Wayne Campus

- An increase of approximately \$634,000 in combined tuition and fee receipts derived from the student credit hour production, course fees, and miscellaneous fees exceeding original budget projections for the fiscal year.
- A reduction of \$332,883 in the state share of instruction and Access Challenge subsidies, reflecting the final Ohio Board of Regents-approved distribution for 2001-2002.
- An approximate \$121,000 increase in the instructional support budgets resulting from increased enrollments.
- A \$100,000 increase to transfers-out to provide support funds for the Campus Master Plan.

3. FY2003 General Fund and Auxiliary Enterprise Budgets, Tuition, and General Fee

Revenues

For the Akron campus, unrestricted current fund revenues for the coming fiscal year are estimated to be \$237.7 million, \$17.8 million more than the revised FY2002 budget. State support in FY2003 is expected to total \$91.4 million, or 38.5 percent of the total revenue budget. That ratio is down from more than 47 percent in the current fiscal year. Tuition and fee revenues for FY2003 are estimated at \$131.7 million, an increase of \$18.9 million. Four factors account for the increased estimate in tuition and fee revenues — a 9.9 percent increase to tuition and fees for undergraduate students and most graduate students, a 5 percent increase for law students, and a differential tuition increase for College of Business Administration graduate students;

a \$300 surcharge for all first-time enrolled undergraduate students; the final phase-in of the facilities fee; and an assumed 2 percent increase in student-credit-hour production. The estimated revenues, combined with estimated carry forward funds of \$10.9 million, provide total resources of \$249.1 million for FY2003.

Expenditures

Total expenditures and transfers-out are projected to be \$237.6 million, \$17.2 million more than the current year. The major increases are as follows:

- A set aside of \$4.7 million, sufficient to support an increase of 4 percent in all full-time and part-time (including overtime) wages and related fringe benefits;
- A set aside of \$1.2 million to address faculty compression and equity issues;
- An increase of nearly \$1.5 million in various scholarship support to keep pace with the approved tuition and fee increases;
- An increase of \$750,000 in the group insurance budget to reflect the actual contracts;
- A \$1.7 million increase to the VP/CIO operating budget to reflect increased and additional licensing fees and the server upgrade;
- A \$212,100 increase to the University's central utility budget to reflect anticipated expenditures; and
- In an effort to attract high-quality graduate students, a \$1 million increase in the graduate assistant stipend budget, with a corresponding reduction to graduate assistant fee remission.

Wayne College

For Wayne College, FY2003 unrestricted current fund revenues are projected to be \$9.3 million, an increase of \$218,973 to the revised FY2002 budget. Tuition and fee revenues are estimated at \$160,809, an increase of 7.9 percent, reflecting the 9.9 percent increase in tuition and fees, coupled with projected student-credit-hour production of 33,745 credit hours. State appropriations are estimated to be \$3.7 million, or \$11,836 less than current support. Projected revenues from Continuing Education exceed the current year estimates by \$70,000.

Total expenditures for Wayne College are projected to increase by approximately \$88,000 in FY2003. A reserve sufficient to fund a 4 percent salary increase is included, as well as a transfer-out of \$200,000 to partially fund the local support of the Campus Master Plan. In a continuing effort to increase scholarship opportunities, a \$100,000 transfer-out to the Wayne College Founders Scholarship program is assumed.

4. 2002-03 Course Materials Fees, Technology Fees, and Miscellaneous Fees

Effective Summer Semester I, 2002, there will be new schedules for course materials fees, technology fees, and miscellaneous fees.

5. Endowment Funds Money Manager Recommendation

The firm of DB Alex.Brown, approved as an investment consultant at the February 2002 Board meeting, has reviewed the performance data of current managers used by The University of Akron Foundation and recommended reallocation of assets from low-performing managers to those who are performing with higher return and lower risk. The following firms were recommended and approved to manage endowment funds for both the Foundation and the University: Westwood Management (value), Dreman Value (value), Trusco Capital (growth), Wasatch Advisors (growth), Systematic Financial (value), Sterling Capital (value), Lazard Freres (international), PIMCO (fixed), and Metropolitan West (fixed).

6. Metro RTA Loop Shuttle Contract Addendum

An addendum to the University's current contract with Metro RTA for loop shuttle service around the campus through spring 2003 will provide additional buses to reduce wait time from 10 minutes to five minutes — increasing the maximum cost of services from \$300,000 to \$400,000 per year.

The enhanced loop shuttle service is necessary during the fall 2002 and spring 2003 semesters because parking within central campus will be reduced severely.

Construction of the North Campus Parking Deck and the new Student Services Building on Lot 26 will cause a temporary loss of 450 spaces; renovation to the Schrank Parking Deck will cause a temporary loss of 288 spaces; and the Route 8 Expansion Project by the Ohio Department of Transportation, scheduled to begin in December 2002, will cause a permanent loss of approximately 300 spaces in Lot 54.

7. Purchases for more than \$150,000

Two agencies will provide insurance services from July 2002 through June 2007, with an option to extend for up to five additional years, subject to the mutual agreement of both parties. Leonard Insurance Services of North Canton was awarded a contract to provide insurance placement and risk management services for the University's Student Health and Accident Program. Total premiums for this program are approximately \$500,000 per year and are paid by students. The Evans Insurance Agency of Akron was awarded a contract to provide insurance placement and risk management services for incidental property and casualty concerns. Total premiums for the available property and casualty program are approximately \$230,000 annually.

The University's main property and casualty coverage is provided through the Inter-University Council Insurance Program.

8. Holiday Schedule 2002-03

Thursday, July 4, 2002	Independence Day
Monday, September 2, 2002	Labor Day
Monday, November 11, 2002	Veterans Day (Staff holiday only; classes held)
Thursday, November 28, 2002	Thanksgiving Day
Friday, November 29, 2002	In lieu of Columbus Day
Tuesday, December 24, 2002	In lieu of Presidents Day
Wednesday, December 25, 2002	Christmas Day
Wednesday, January 1, 2003	New Year's Day
Monday, January 20, 2003	Martin Luther King Jr. Day
Monday, May 26, 2003	Memorial Day

9. Personnel Actions (attached)

Included in personnel actions were the three following organizational changes:

- Establishing the department of Student Financials, reporting directly to the Vice President for Business and Finance. The Cashier's Office and Loans and Receivables departments moved from the Controller's reporting line to the Director of Student Financials reporting line.
- Changing the reporting structure for the Ocasek Natatorium from the College of Education to the Office of the Vice President for Student Affairs, effective January 1, 2002.
- Dividing the department of Sports Information/Marketing, in Athletics, into the departments of Athletic Media Relations and Athletic External Relations.

Committee on Rules (Rule changes may be reviewed in their entirety on the Web at <http://www2.uakron.edu/ogc/Rules/RulesUpdates.htm>.)

1. University Research, Copyright, and Patent Policy

The significant changes to rule 3359-2-05 include -- clarification of the publication protocols for scholarly works in connection with the protection of intellectual property; the requirement that all contract research in University facilities be coordinated by the Director of Research Services and Sponsored Programs; and a revised royalty policy that provides, in part, that 40 percent of the net funds will be distributed to the inventor(s) after the University's recovery of expenses from patent prosecution and related costs.

2. Athletic Policy

The primary change to rule 3359-48-03 is the incorporation of the NCAA position that university policies include affirmative statements with respect to sportsmanship and equal opportunity for men and women who participate in intercollegiate sports.

3. Guidelines for Initial Appointment, Reappointment, Tenure, and Promotion

The changes to rule 3359-20-03 clarify appeal rights. The rule now specifies that regular faculty have the right to appeal to the department chair or school director; and, that faculty improvement program leaves count toward the probationary period for tenure.

4. Conduct and Ethics Policy: Employee Financial Interests in Companies Licensed Under University Intellectual Property

To reflect the passage of Ohio Senate Bill 286, Trustees approved a new rule that outlines the circumstances under which an employee may have financial interests in companies that own or otherwise acquire rights to the products of the employee's research or investigation.

5. Re-employment Procedures for Retirees Other E.R.I.P. Retirees

Due to the June 2000 passage of Am. Sub. S.B. No. 144, STRS Ohio benefit recipients who have been retired for at least two months are permitted to return to full-time Ohio public employment without penalty, or they may return immediately to full-time employment with their same or different employer, upon forfeiture of two months of retirement pay. This change in Ohio law involves no additional cost to public employers, and has been incorporated into University Rule 3359-11-15.

6. Controlled Smoking Policy

Rule 3359-20-055 was amended, at the request of Residence Life and Housing with the unanimous support of Residence Hall Council, to prohibit smoking in all University residence halls, effective with the start of Summer Semester I, 2002.

7. Fee Remission

Rules 3359-20-043 and 3359-26-02 were revised to clarify conditions for fee remission and reduction for employees and dependants, particularly in light of the new academic calendar, which provides additional summer sessions.

New Business

1. School Employees Retirement System/Public Employees Retirement System

Because Akron is the only state university in Ohio whose non-teaching employees are members of the School Employees Retirement System (SERS) rather than the Public Employees Retirement System (PERS), and because membership in PERS offers several advantages to the University and its employees – the University is supporting the recommendation of the Ohio Retirement Study Council that certain non-teaching

employees transfer from SERS to PERS. The administration will continue efforts to effect the transfer.

2. Athletic Department Branding Marks

A new set of merchandising marks was approved for Athletics. The marks were designed by a national company that has provided similar services to Madison Square Garden, the National Hockey League, Major League Baseball, Cornell University, and a host of other institutions. The design services – which cost approximately \$23,000 and were paid for using a private donation – were pursued to enhance the marketability and effectiveness of Akron's athletic marks. The new mark set will debut in July 2002 and is expected to boost merchandising revenue significantly, enough to return the \$23,000 investment within less than a year.

3. Holmes Campus

Through Wayne College, the University received a \$360,000 grant through a federal program to provide Temporary Assistance to Needy Families. The grant requires a presence in Holmes County; therefore, a building lease has been approved for a site in Courthouse Square in Millersburg.

4. Route 8 Right-of-way

As part of the Ohio Department of Transportation's planned improvement to State Route 8 between the central interchange and the high-level bridge, the University will grant right-of-way to ODOT for portions of several University-owned parcels. The SR8 corridor extension project, which is intended to improve operation and safety, is scheduled to begin in January 2003 and to be completed in the spring of 2005.

5. Real Estate Purchases

Trustees approved the purchase of two properties as part of the implementation of the Campus Master plan. The properties are 313 Brown St. and 355 Power St.

Notes

1. President's Report

I began my report by recognizing the dedication and civic spirit of the Board of Trustees. All of our Trustees give generously of their time and expertise to ensure that the University fulfills its mission and serves our state and nation. This is, indeed, an impressive group of volunteers who deserve much appreciation because the job of a Trustee is vital and demanding. I formally and publicly acknowledged one of our Trustees for his recent honors. Mr. Philip S. Kaufmann was selected as Citizen of the Year by the Fairlawn Chamber of Commerce, and he received the 2002 Sir Thomas

More award on May 3. The annual award recognizes those in the legal profession for concern for the community and outstanding service and furtherance of justice and humanity. The award is sponsored by the Catholic Dioceses of Cleveland and St. Bernard's Church.

I noted that numerous recommendations were being brought forth for the Board's consideration at the April meeting – the most visible among them being a recommendation that the University increase tuition and the general fee. Obviously, I have discussed tuition and other budgetary issues with the Board on an ongoing basis, but for the record, I wanted to explain why the recommendation was being made, in context of the economics of tuition costs in the United States.

First, as part of the 1998 Amendments to the Higher Education Act, Congress mandated a study of college costs and prices by the National Center for Education Statistics. The study, which examined costs and prices from 1988-89 through 1997-98 throughout the nation, found that "decreasing revenue from government appropriations (in which state appropriations make up the majority) was the most important factor associated with tuition increases at public four-year institutions over the period of analysis." That same study points out that – "(1) all higher education is costly, (2) prices never cover costs, so every customer is subsidized, and (3) there is little evidence of out-of-control costs, especially in the public sector [of higher education]."

An analysis by the Ohio Board of Regents of costs and prices at Ohio's public universities reaches similar conclusions and shows that the cost of educating students at Ohio's institutions has remained relatively stable during the past 10 years. For the most part, costs have reflected the Higher Education Price Index, a measure of the affect of general inflation and costs related to higher education. Thus, and to quote the Ohio Board of Regents' report, "system-wide changes in expenditures per full-time students have outpaced Consumer Price Index inflation modestly, by less than 1 percent per year." Indeed, the Ohio Board of Regents finds that the average cost of providing public higher education in Ohio is at about the national average. But, with state support being 42nd in the nation, it follows that Ohio must be a high-tuition state.

Now, what does this mean for our students? The latest available data show that the average cost of educating a full-time student at The University of Akron is more than \$12,000 – to be exact, \$12,818 per FTE for fiscal year 2001. For the fall semester 2000, the state provided the University an average of \$5,641 per full-time student. The student paid, that fall, approximately \$4,497 for the year. Thus, you can see that the University 'lost' the remaining \$2,680 per FTE. We had to, in other words, make up that difference in private donations and other revenues, and by limiting expenditures. By the fall semester 2001, as a result of additional and progressive state cuts, the state paid only \$4,950 per FTE – in other words, nearly \$700 less from one year to the next. The students now paid approximately \$4,809, and the University now had to make up the difference of \$3,000 per FTE. Obviously, that trend cannot continue.

If we are to maintain academic programs and academic quality, which includes taking steps toward making our faculty compensation appropriately competitive within the state and eventually with our peers nationally, we have no choice but to increase tuition. Considering the cost of providing a high-quality higher education, the inability of the state to increase or possibly even to maintain its reduced level of support per student, and the higher cost of other comparable universities in Ohio, The University of Akron still is a great value even with the proposed increases. In fact, fall 2002 tuition and fees at Akron are expected to continue to rank 6th or 7th among Ohio universities and to remain significantly less costly than Kent State, Bowling Green, and Ohio University – our principal competitors for students. You will recall that I have briefed you previously about the wide tuition differential that exists among Ohio's universities. We are right in the middle of the pack.

The proposal for tuition increases is typical of tuition increases already being adopted or being considered by Ohio's other state-supported universities, and in each case, the proposals reflect the agreement between the Inter-university Council, university presidents, and the Governor. The February agreement acknowledged that the state is unable to support higher education adequately and that, therefore, more of the cost of higher education must be covered by the students. Governor Taft agreed, as a result of that discussion, to maintain current state funding levels for higher education during the current biennium, while the university presidents agreed to keep tuition increases at 10 percent or less for continuing students and at 10 percent or less plus \$300 for new students at most Ohio universities (except The Ohio State University which was granted license to have a surcharge of \$475). The Governor further agreed and understood that, should the state not be able to maintain current levels of already-reduced funding, universities would then be exempted from this agreement. However, as recently as two weeks ago, Governor Taft reiterated and expressed his opposition to any further budget cuts from higher education, so we remain hopeful that that will maintain.

Both the Governor and Ohio's universities recognize that continuing tuition increases place more of a burden on students and their families, and that is, indeed, unfortunate, and something that all of us as Ohioans must strive to change for correct. However, it would be a greater injustice to those students and to all Ohioans to compromise the number of programs, the quality of those programs, and the availability of programs. Until Ohio makes higher education a priority, we will more and more often be forced to choose between higher tuitions and diminished qualities. We cannot, in good conscience, recommend reducing the quality of the education we offer to our students; therefore, we are forced to make whatever appropriate adjustments to our tuition that we can.

I then turned to the issue of faculty salaries, because, in similar ways, we cannot continue to ignore the University's poor competitive position in faculty compensation. I noted that we were taking some additional steps in the budget before the Board, in keeping with the request that Trustees made of me when I came in 1999.

The University must offer compensation packages that enable us to recruit and retain faculty at market competitive rates, and again the central issue is providing high-quality education to our students. And, we must begin that process now that we are able to consider the appropriate data.

I also shared a few recent accomplishments of our outstanding faculty members, students, and programs.

- Dr. Nobuyuki Nakajima, professor emeritus and research professor of polymer engineering, recently received an award from the Eno Science Foundation in Japan, recognizing his recent book as providing a comprehensive explanation of rubber processing technology.
- Dr. Constance Bouchard, professor of history, just received the Outstanding Publication Award from the Ohio Academy of History for her book *Those of My Blood*. The book, on medieval family structure, has been judged to be the best written by a history professor in Ohio for 2001.
- The Ohio Chapter of the National Association of Social Workers presented its two top student awards to Akron students. Ms. Donna Elsaesser was named 2002 Master of Social Work Student of the Year, and Ms. Angela Johnson was named 2002 Bachelor of Arts Social Work Student of the Year.
- Our American Society of Mechanical Engineers' student section tied for first place in a five-state region, and this is the 13th time in 14 years that the student group was ranked as the best in the region.
- A team of business students from the University placed eighth in the world at a recent business plan competition in San Diego. Our team placed higher than several teams from nationally ranked entrepreneurship programs, including Case Western Reserve, Arizona, Loyola Marymount, and the University of North Carolina – an impressive accomplishment, indeed.
- The University of Akron's Institute for Health and Social Policy enjoyed a significant moment in the national spotlight through a proclamation signed by President George W. Bush on April 10. The Institute, which is conducting a national study on the effectiveness of drug abuse resistance education, was prominently mentioned, as was the University, in the proclamation signed by President Bush.
- The April 10 edition of *The Washington Post* carried an appropriate story about Rudolph Giuliani, which mentioned his speech and visit to Akron in two places.
- The March issue of *National Jurist* magazine featured an article that rated The University of Akron's School of Law as the best value for public law schools in the United States. No other public university in Ohio was so recognized. Only

one private university was recognized, but not as best value and with a considerably lower net score in that context. Trustees were given copies of the magazine.

- *The New York Times* carried an article on March 4 recognizing our wireless endeavor very prominently in a similar way to the WI-FY magazine. WI-FY is an acronym for that wireless technology.
- The April 24 *Beacon Journal* carried a story in which one of our sociology professors is recognized for her testimony to Congress this week. Dr. Becky Erickson was invited by Congressman Regula to present testimony to his committee on matters of importance to the nursing profession. It is likely that she will achieve success as a result of her efforts and will, indeed, benefit her colleagues through that testimony.

In closing, I reiterated that the University is fortunate to benefit from the service of outstanding citizens such as our Trustees. I thanked them for their continued efforts on behalf of The University of Akron.

2. Board of Trustees Calendar for 2002-2003

Wednesday, August 21, 2002
Wednesday, September 25, 2002
Wednesday, October 30, 2002 (at Wayne College)
Wednesday, December 4, 2002
Wednesday, January 29, 2003
Wednesday, February 26, 2003
Wednesday, April 23, 2003
Wednesday, June 18, 2003

3. **Next regular meeting**

June 19, 2002, 10 a.m., Bulger Residence Hall 16th floor meeting room

With every good wish,

Sincerely,

Luis M. Proenza
President

Full-Time Employee Personnel Actions Approved by the Board of Trustees
April 24, 2002

Appointments

Ellen Adelman, psychology intern, Counseling, Testing and Career Center, 7/01/02; **Zahid Amjad**, adjunct professor, Chemistry, 3/01/02; **Julie Anderson**, administrative assistant senior, Student Affairs, 3/11/02; **John F. Bakota**, campus planner, Capital Planning and Facilities Management, 2/01/02; **Sara Blake**, secretary, Admissions, 2/25/02; **Wayne Brummert**, computer lab support specialist, Community and Technical College, 2/11/02; **Ang Chen**, assistant professor, Physics, 7/01/02; **Karen Desmarais**, coordinator, Clinic for Child Study and Family Therapy, 3/01/02; **Matthew Dowd**, computer support assistant, College of Business Administration, 3/04/02; **Richard Flynn**, assistant football coach, Athletics, 4/05/02; **Sufian A. Forawi**, assistant professor, Education, 8/26/02; **David Forrest**, senior research associate, Institute for Health and Social Policy, 2/25/02; **David P. Garcea**, assistant department system administrator, Institute for Health and Social Policy, 3/11/02; **Michael J. Gill**, assistant department system administrator, Institute for Health and Social Policy, 3/11/02; **Nancy M. Granger**, registered nurse, Health Services, 2/04/02; **Nik Rumzi Nik Idris**, visiting research associate, Electrical Engineering, 4/01/02; **Amy L. Jarmon**, director, Academic Success Program, School of Law, 4/01/02; **Rebecca E. Jewell**, assistant director, Alumni, 5/20/02; **Kelly Kebe**, head women's basketball coach, Athletics, 5/01/02; **Alan Korspan**, assistant professor, Education, 8/26/02; **Jeanie Kramer**, delivery worker, Mail Services, 3/11/02; **Christopher J. Laursen**, science and technology librarian, University Libraries, 2/25/02; **Janet Litzel**, clinical instructor, Education and director, Extended Educational Experience, 8/26/02; **Todd B. Lonzrich**, retail manager, Dining Services, 1/22/02; **James Meyer**, assistant football coach, Athletics, 4/01/02; **Yetunde A. Michael**, director, Center for Child Development, 2/18/02; **Sandra A. Miller**, administrative secretary, Family and Consumer Sciences, 1/07/02; **Justin Molenaur**, assistant to director, Akron Global Polymer Academy, 4/01/02; **Mahnaz N. Mousavi**, psychology intern, Counseling, Testing and Career Center, 7/01/02; **Patrick M. Murphy**, director, Development, 3/04/02; **Shawn Nestor**, director, Athletic Media Relations, 5/01/02; **Hillary M. Nunn**, assistant professor, English, 8/26/02; **Barbara K. O'Connor**, assistant professor, Education, 8/26/02; **Marlene M. Otto**, student loan specialist, Accounts Receivable, 3/25/02; **Santhi Periasamy**, psychology intern, Counseling, Testing and Career Center, 7/01/02; **Bradley Perolis**, assistant department system administrator, Institute for Health and Social Policy, 3/11/02; **R. Byron Pipes**, The Goodyear Tire and Rubber Company Professor, Polymer Engineering (with tenure) and director, Akron Global Polymer Academy, 12/01/01; **Sandra Spickard Prettyman**, assistant professor, Education, 8/26/02; **Wendy Priah**, EEO compliance coordinator, Human Resources, 4/08/02; **Francesco Renna**, assistant professor, Economics, 8/26/02; **Cynthia A. Sheeks**, secretary, Development, 2/04/02; **Steve R. Simmons**, maintenance repair worker, Physical Facilities, 3/18/02; **Ganghua Teng**, postdoctoral fellow, Polymer Engineering, 2/11/02; **Kelly E. Trenta**, assistant director, Alumni, 5/07/02; **Joseph A. Tresey**, assistant football coach and defensive coordinator, Athletics, 3/01/02; **Anne**

Varian, clinical instructor, Education and director, Extended Educational Experience, appointment status change from temporary to regular, 8/26/02; **Samuel Underwood**, research associate, Electrical Engineering, 2/01/02; **David Veits**, assistant department system administrator, Institute for Health and Social Policy, 3/11/02; **Kenyatta Wade**, library associate, School of Law, 3/25/02; and **Patrick J. Wilber**, assistant professor, Applied Mathematics, 8/26/02.

Changes

Jeanah L. Alexander, departmental systems administrator, Environmental and Occupational Health and Safety, reclassification via job audit and title change from computer support assistant, 12/17/01; **Lissia Anderson**, HRIS specialist, Human Resources, reclassification via job audit and title change from personnel records processor, 2/11/02; **Mark A. Auburn**, dean, Fine and Applied Arts and professor, English and professor, Theatre, Dance and Arts Administration, relinquish title of NCA self-study liaison, 7/01/02; **Deborah M. Biller**, departmental system administrator, Financial Aid, promotion and title change from assistant departmental system administrator, 12/01/01; **Christine Brewer**, office manager, Center for Policy Studies, reclassification via job audit and title change from administrative secretary, 12/31/01; **Jennifer Budzick**, assistant director, Admissions, promotion and title change from admissions counselor, 4/01/02; **Tameca Chapman**, assistant teacher, Center for Child Development, change from part time to full time, 1/28/02, and title change from substitute teacher, 4/01/02; **Janice M. Chebra**, assistant professor, Family and Consumer Science, additional title of fellow, Institute for Life-Span Development and Gerontology, 2/12/02; **Lindgren Chyi**, professor, Geology, joint appointment with Geology (primary) and Civil Engineering, 8/26/02; **Wendy Cundiff**, academic advisor, College of Business Administration, change from part time to full time, 2/11/02; **Benjamin T. Chung**, professor emeritus, Mechanical Engineering and F. Theodore Harrington Professor emeritus, additional title of research professor, 2/01/02; **William Clark**, data collections manager, Wayne College, reclassification via job audit and title change from research analyst, 7/30/01; **Gregory S. Dieringer**, senior assistant director, Admissions, promotion and title change from assistant director, 4/01/02; **Dale Ertley**, engineering technician senior, Engineering, reclassification via job audit and title change from engineering technician, 1/14/02; **Bonnie Farrance**, administrative assistant, Sports Science and Wellness Education, promotion and title change from administrative secretary, Counseling and Special Education, 2/11/02; **Lauri File**, assistant dean, Law Admissions and Financial Aid, School of Law, relinquish title of director, Admissions and Financial Assistance, 4/01/02; **Cindy Frisby**, supervisor, development services, Development, reclassification via job audit and title change from office manager and change from classified to unclassified, 10/08/01; **Barbara Funk**, coordinator, HRIS, Human Resources, reclassification via job audit and title change from coordinator, personnel records, 2/11/02; **Patricia Gale**, administrative secretary, University College Dean's Office, promotion and title change from secretary, Pan African Culture, 2/25/02; **Douglas W. Geiser**, assistant football coach and coordinator, video, Athletics, correction to title – assistant football coach - primary, 7/01/02; **Lloyd A. Goettler**, professor and department

chair, Polymer Engineering, additional title of director, Institute of Polymer Engineering, 12/14/01; **Virginia C. Golz**, senior executive administrative assistant, Vice President for Student Affairs, transfer and title change from coordinator, word processing center, Institute for Life Span Development and Gerontology, 3/25/02; **Gary Green**, interim assistant director, Building Services, temporary assignment and title change from manager, Contract Custodial Services, 2/01/02; **Stephen Hallam**, dean, College of Business Administration and professor, Management, additional title of interim director, Fitzgerald Institute for Entrepreneurial Studies, 3/01/02; **James C. Haskell**, assistant director, campus planning and space utilization, Capital Planning and Facilities Management, reclassification via job audit and title change from manager, facilities project, 2/28/02; **Vicki L. Hemminger**, administrative secretary, Development, transfer from Alumni Association, 2/04/02; **Susan M. Henry**, assistant director, Institute for Health and Social Policy, reclassification via job audit and title change from data collections manager, 1/01/02; **Craig A. Holbert**, archives associate, University Libraries Archival Services, reclassification via job audit and title change from library associate, 12/17/01; **Donna P. Hrko**, director, Women in Engineering Program, change from part time to full time, 2/01/02; **Laura J. Johnson**, professor, Social Science, Community and Technical College, relinquish title of department chair, 8/26/02; **Thein Kyu**, professor, Polymer Engineering, additional title of interim assistant chair, 2/05/02; **Rae Leonard**, interim coordinator, Developmental Programs, title change from college lecturer, 1/14/02; **Kevin Luggelle**, assistant manager, Mail Services, reclassification via job audit, 5/06/02; **Cynthia Mako**, assistant director, Center for Career Management, title change from assistant director, Career Placement Services, 1/30/02; **Kimberly Marie Morgan**, director, Development, change in start date, 1/01/02; **Paige L. Nicholas**, director, Development, promotion and title change from assistant director, 4/15/02; **Denise Pelfrey**, student services counselor, Registrar, reclassification via job audit and title change from administrative assistant, 3/27/00; **Paulette Popovich**, associate dean, instruction and associate professor, Family and Consumer Science, Wayne College, title change from associate professor, Business Management Technology, 2/01/02; **Teressa Pryor**, coordinator, HRIS, Human Resources, reclassification via job audit and title change from coordinator, personnel records, 2/11/02; **Mary Quinlan**, HRIS specialist, Human Resources, reclassification via job audit and title change from personnel records processor, 2/11/02; **Charlene K. Reed**, assistant dean, administration and strategic initiatives and member, general faculty, title change from assistant to the dean and director, administrative services, Education, 5/01/02; **Carol Rife**, HRIS assistant, Human Resources, reclassification via job audit and title change from office support specialist, 2/11/02; **Marcy R. Ritzert**, senior assistant director, Admissions, promotion and title change from assistant director for events, 4/01/02; **Nancy Roadruck**, academic advisor 2, Academic Advisement Center, promotion and title change from academic advisor 1 and change from part time to full time, 2/11/02; **Melanie Schneider**, assistant director, Athletic Media Relations, title change from assistant director, Athletic Communications, 2/28/02; **Daniel Shoemaker**, HVAC technician, Physical Facilities, temporary assignment and title change from assistant HVAC technician, 2/11/02; **Raymond E. Sibberson**, professor, Respiratory Care, Community and Technical College, relinquish title of acting department chair, 5/11/02; **Douglas A. Stevenson**, coordinator, safety and health communications, Environmental and Occupational Health and Safety,

reclassification via job audit and title change from telecommunications technician specialist and classification change from non-exempt to exempt, 3/11/02; **Nancy Stokes**, associate provost for academic policies, procedures and reviews and professor, Bibliography, additional title of NCA self-study liaison, 7/01/02; **Jacqueline Swanson**, administrative secretary, Fine and Applied Arts Dean's Office, reclassification via job audit and title change from office support specialist, 11/05/01; **Andrea Uhall**, assistant teacher, Center for Child Development, change from part time to full time, 1/28/02, and title change from substitute teacher, 4/01/02; **Judy Valatka**, administrative assistant, New Student Orientation, reclassification via job audit and title change from administrative secretary, 11/19/01; **Misty Villers**, assistant to the vice president - fiscal officer, Capital Planning and Facilities Management, reclassification via job audit and title change from fiscal officer, 2/28/02; **Wayne H. Watkins**, associate vice president for research and Intellectual Property Center fellow, transfer from College of Business Administration, 3/01/02, and title change from director, Fitzgerald Institute for Entrepreneurial Studies, 5/01/02; **Deborah S. Weber**, professor, Social Science, Community and Technical College, relinquish title of acting department chair, 8/26/02; **James L. White**, professor and Harold A. Morton Professor, Polymer Engineering, relinquish title of director, Institute of Polymer Engineering, 12/14/01; **N. Margaret Wineman**, professor, Nursing and director, Nursing Research and Scholarly Activity, relinquish title of coordinator, doctoral program, 5/11/02; and **Richard Yoder**, coordinator, academic affairs, Wayne College, reclassification via job audit, 5/01/02.

Separations

Ronnie Adams, adjunct instructor, Military Science, 5/31/01; **Roxanne Allen**, head women's basketball coach, Athletics, 6/30/02; **Andre Boykins**, HVAC technician, Physical Facilities, 2/14/02; **Chen-Chang Chang**, postdoctoral research associate, Chemical Engineering, 1/31/02; **Kirk Davis**, assistant strength and conditioning coach, Athletics, 3/01/02; **Steven Dunphy**, assistant professor, Management and Fitzgerald Institute Fellow in Entrepreneurship, 1/09/03; **Henry Efebera**, assistant professor, Accounting, 3/26/02 (deceased); **Wayne E. Ehmer**, Gold Bar recruiter, Military Science, 10/29/01; **Rich Eroshevich**, assistant athletic trainer, Athletics, 4/12/02; **Adam J. Fick**, Gold Bar recruiter, Military Science, 11/03/01; **Luke Fickell**, assistant football coach, Athletics, 3/31/02; **Karen D. Franks**, counselor and director, Small Business Development Center, 4/19/02; **Theodore N. Georgiadis**, research microscopist, Institute of Polymer Science, 5/20/02; **George Harrison**, manager, Food Services, 4/24/02; **David Jamison**, professor emeritus, Communication, title change at retirement, 5/31/02; **Jeanne Thibo Karns**, assistant professor, Family and Consumer Sciences, 12/31/02; **Norman Katz**, instructor, Accounting, 5/11/02; **James King**, painter, Physical Facilities, 3/26/02; **Ronald Kudla**, professor emeritus, Finance, title change at retirement, 6/01/02; **Amanda Lemp**, assistant manager, aquatic facilities, Ocasek Natatorium, 2/08/02; **Mark Lewis**, director, Center for Organizational Development, 6/30/02; **William M. Lohrum**, chief of police emeritus, University Police, title change at retirement, 6/30/02; **Cherie Madarash-Hill**, assistant professor, Bibliography, 6/30/03; **Andrew C. Matthew**, adjunct assistant professor, Military Science, 12/01/00; **Adele Millin**, administrative

secretary, Civil Engineering, 3/01/02; **Robert Moore**, manager food services, Dining Services, 1/18/02; **Robert Morris**, assistant football coach and defensive coordinator, Athletics, 6/30/02; **Lesa Nalley**, career placement and adult services specialist, Wayne College, 6/30/02; **Kenneth L. Ocheltree**, senior instructional designer, Learning Technologies and Scholar/Learner Services, 3/21/02; **F. Scott Orcutt, Jr.**, associate professor emeritus, Biology, title change at retirement, 6/30/02; **Cara Pearson**, assistant women's basketball coach, Athletics, 6/30/02; **Kaven Petties**, assistant painter, Physical Facilities, 3/07/02; **Deborah Rankins**, coordinator, student retention, Nursing, 4/08/02; **Jeffery L. Rousey**, adjunct instructor, Military Science, 7/01/01; **Susan M. School**, accounting clerk senior, University Auditor, 2/14/02; **Steve Smarsh**, building services worker, Physical Facilities, 2/27/02; **Gregory M. Townsend**, assistant professor, Physics, 8/23/03; **Patricia Tramble**, secretary, Institute for Health and Social Policy, 3/15/02; **Brian Williams**, assistant football coach, Athletics, 6/30/02; **Paul Wright**, assistant track coach and instructor, Physical Education, 6/30/02; **Wendy L. Wareham**, director, Development, 4/05/02; **Stanislav A. Yankovski**, research associate, Institute of Polymer Science, 1/24/02; and **Guiping Zou**, postdoctoral research associate, Civil Engineering, 3/25/02.