

September 23, 2002

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information the following summary of actions that were approved at the August 21, 2002, meeting of The University of Akron's Board of Trustees, as well as one action that was approved at a special meeting on August 6, 2002, (and labeled as such on page 10 of this memorandum):

Educational Policy/Student Affairs Committee

1. Creation of Pan African Center for Community Studies

The activities of the Pan African Interdisciplinary Studies Program and the Pan African Culture and Research Center have been merged into the Pan African Center for Community Studies. The new center will focus on sound scholarship and the development of meaningful community service. Associate Professor of History Abel Bartley, who has served as director of the Pan African Studies Program, will direct the center.

2. Name Change for the Office of Advising for Student-Athletes

The Office of Academic Support Services for Student-Athletes is the new name for the former Office of Advising for Student-Athletes. The new name more accurately reflects the broad array of services provided through this office.

3. Transfer of Copyright for D.A.R.E. Elementary Curriculum

When Jack Nadel, Inc., awarded a grant to University researchers to update D.A.R.E. Elementary Curriculum for fifth and sixth grade students, a provision for the transfer of the copyright to D.A.R.E. America was not included in the agreement. This Board action transfers the copyright to D.A.R.E. America and allows the University to retain a royalty-free right to conduct research using the copyrighted curriculum and associated materials.

4. University-wide Course Substitution Policy

While it has been common practice for course substitutions to be made to fulfill degree requirements, no University-wide policy has existed. The new University-wide Course Substitution Policy is based upon existing guidelines developed by the Buchtel College of Arts and Sciences and the College of Fine and Applied Arts. This policy was recommended at the June 2002 meeting of the Faculty Senate.

5. Research Grants and Contracts Reports for June and July 2002

For Fiscal Year 2002, the total dollar amount of externally funded research and other sponsored programs was \$29,188,634 for 478 projects. Comparative figures for FY 2001 were \$23,775,191 for 464 projects. There were nine patents and three licenses to report for FY 2002.

For July 2002, the total dollar amount of externally funded research and other sponsored programs was \$3,205,501 for 51 projects, compared to \$2,830,282 for 40 projects in July 2001. There was one patent to report in July 2002.

External Affairs Committee

1. Cumulative Gift and Grant Income Reports, Fiscal Year 2002 and July 2002

The University of Akron recorded its second-highest giving year ever in Fiscal Year 2002, with total giving of \$24.8 million. In spite of the year's economic downturns, the giving total was only 9 percent below the all-time record of \$27.4 million, set in FY2001. The FY2002 total outpaced the year-to-date average of \$16.3 million for the previous five years by 52 percent. During FY2002, 18,292 gifts were made, as compared with 16,047 for FY2001, an increase of 14 percent.

Total giving for July 1-26, 2002 was \$2.4 million, a decrease of 5 percent from \$2.6 million recorded for July 2001. The number of gifts also decreased from July 2001 to July 2002, by 69 percent. The decrease in gift numbers for the current fiscal year is due to a change in timing of solicitations for the Annual Fund. Proceeds from that drive will be reflected later this year.

Facilities Planning and Oversight Committee

1. Ballet Center East Roof Renovation

Due to deteriorating, aged materials and wind damage, the Ballet Center's east roof must be replaced. A contract for the work was awarded to Sommers Roofing, Inc. for \$138,000.

2. Whitby Hall Rehabilitation

The following construction contracts were awarded for the rehabilitation of Whitby Hall: Carmen Construction – \$82,000; Cavanaugh Building Corporation – \$589,200; Everhart Glass, Inc. – \$18,182; Messina Floor Covering – \$81,685; MJM, Inc. – \$278,600; Janus, Inc. – \$617,000; John’s Painting – \$49,500; and Thompson Electric, Inc. – \$429,560.

Finance and Fiscal Policy Committee

1. Preliminary Fiscal Year 2002 Financial Reports (subject to audit)

Financial data as of June 30 were being revised daily as year-end transactions were being posted. At the time of this report, Akron campus revenues were showing a negative variance of \$7,438 and expenditures a positive variance of \$10.5 million. For the Wayne campus, revenues were \$214,006 less than budget, and expenditures were showing a favorable variance of \$1.6 million. The combined net auxiliary operations budgets showed a positive variance of \$1.8 million.

Investment income for FY 2002 was budgeted at \$4.2 million, or \$1,050,000 per quarter. Actual revenue of \$2,841,858 fell short of the original budget by \$1,358,142 for the fiscal year. The decreased revenue is in direct relation to low interest rates. At its April 24 meeting, the Board of Trustees approved reducing the overall investment income budget to reflect current market conditions; therefore, actual income exceeded the revised budget by \$141,858. Net market value of the endowment fell below book value by \$7.6 million at June 30, 2002, having declined by a net \$5.8 million from March 31, 2002, values.

2. Continuation of University Data Network Upgrade (Cisco)

To phase in additional speed and bandwidth for the existing campus network; to upgrade all network equipment in Polymer Science, Polymer Engineering and Chemical Engineering; and to re-deploy the current network backbone equipment to the College of Engineering, Department of Chemistry, and Wayne College – the University will acquire a \$1.6 million upgrade from Cisco Systems. The purchase is funded by the Technology Fee.

3. WebCT Software License

The University of Akron and Kent State University have joined with WebCT to create a WebCT Center of Excellence. The center will pilot the beta version of the new WebCT Vista software, giving both universities input into the final software release, which will benefit faculty and students. Vista is a software upgrade and not a new product for either university. The cost to each university will be \$232,000, rather than the \$464,000 it would cost each individually.

4. 2002-03 Residence Hall Rate Revision

The room rate for Garson Residence Hall, a temporary facility, is being revised from the lowest room rate of \$3,765 to \$3,365 per academic year, due to its having substantially fewer amenities than other residence halls. The Garson facility is typically used only during fall semester when other facilities are at full occupancy. The reduced fee is traditional.

5. International Executive MBA Program (IE-MBA)

The payment schedule for the International Executive MBA Program – presented for initial review at the December 5, 2002, Board of Trustees meeting – has been revised. The payment schedule for each student in the three-semester program is \$20,000 for the first semester, \$10,000 for the second, and \$10,000 for the last. Estimated program budgets also were approved.

6. Fieldhouse/Golf Facility Revised Funding Model

The bid savings presented to the Board on June 19 in the initial funding model for the proposed Fieldhouse/Golf Facility required revision from \$4.7 million to \$2.7 million, with \$2 million being allocated from the 1999A bond issue excess interest earnings.

7. Purchases for More Than \$150,000

Daktronics, Inc., was awarded a contract for \$187,305, and Viacom Outdoor Sports Marketing was awarded a contract for \$399,000 – for the JAR Arena scoreboard, video displays, and message centers.

8. Personnel Actions (attached)

Actions that were based upon the recommendations of the Academic Salary Affairs Task Force to distribute \$1.2 million to address faculty salary equity and compression were among the approved personnel actions. Also included is one action that was approved by the Board on August 6, 2002, and which is so labeled on page 10.

Rules

1. O.A.C. 3359-09-02.1, Honorary Degrees

The new rule creates a formal process through which individuals may be considered for the award of an honorary degree. The rule was recommended at the June 2002 meeting of the Faculty Senate.

2. O.A.C. 3359-10-02, Bylaws of the Faculty Senate

The rule change alters the role of the Senior Vice President and Provost on the Planning and Budgeting Committee from that of chair of the committee, to that of co-chair of the committee. The revision further provides that a faculty senatorial co-chair will be elected by the faculty senate to serve a two-year term, and that the faculty senator who is serving as co-chair would receive a reduction in course load and a stipend. The change was recommended at the June 2002 meeting of the Faculty Senate.

3. O.A.C. 3359-60-03.6, Graduation

Before Rule 3359-60-03.6 was revised, only students who were pursuing an initial baccalaureate degree at The University of Akron were eligible to graduate with honors. Transfer students were ineligible to graduate with honors. The rule change allows transfer students and students who already hold a baccalaureate degree to graduate with honors if they meet the credit-hour and grade-point-average requirements. The change was recommended at the June 2002 meeting of the Faculty Senate.

4. O.A.C. 3359-2-02, Organization of Instruction

Revisions to the rule include the elimination of the requirement that the graduate faculty meet preceding each commencement. To further reduce the time frame for graduate students to complete degree clearance processes, the revisions also eliminate the current process for recommending degree candidates prior to each commencement to the Faculty Senate.

5. O.A.C. 3359-02-10 , Vice President for Research & Dean of the Graduate School

Rule revisions identify the vice president for research and dean of the graduate school as the University's chief research officer. The changes also eliminate language in the rule that may be perceived to conflict another rule concerning the "recommending" role of the Faculty Senate, Graduate Council, and the graduate faculty with respect to legislative matters.

6. O.A.C. 3359-10-02 , Bylaws of the Faculty Senate

Revisions to the bylaw eliminate a redundant requirement, that still is contained in another rule section, that requires the president to notify the senate of disposition of legislation within 45 days of passage. The revision also corrects the current title designation for the vice president for research and dean of the graduate school.

7. O.A.C. 3359-20-02, Organization of the University

The rule has been revised to reflect organizational changes concerning oversight and reporting responsibility of university libraries. In addition, revisions eliminate the requirements for the transmission of proposed graduate candidates' lists to the faculty of the division and for the dean of the graduate school to make recommendations regarding candidates to the Faculty Senate. The revision also deletes duties that already are

incorporated in the regulations of the board that create the office of the vice president for research and dean of the graduate school. Finally, the revision updates various title changes and conforms this rule with new revisions to other rules.

8. O.A.C. 3359-##-##, Student Athlete Drug Education and Testing

A student athlete drug education and testing policy was implemented initially on April 5, 1988, by then-president William Muse under the authority delegated to him by the Board of Trustees, and it had not undergone revision since. Current revisions place the policy in proper “rule” format and update the initial policy to conform with currently accepted practices with respect to drug education and drug testing, as well as NCAA and related legal requirements and standards. At this time, the Office of General Counsel is continuing to review with the Department of Athletics issues with respect to the protocols that need to be in place to be consistent with NCAA rules, as well as medically and legally recommended procedures.

Nominating Committee

1. Board Officers

The Board unanimously approved the recommendation of its nominating committee to elect the following officers for 2002-2003: Dr. Mark N. Apte, chair; Patricia L. Graves and Dr. Donald E. Demkee, vice chairs; Ted A. Mallo, secretary; and Russell D. Sibert, assistant secretary.

New Business

1. Real Estate Purchases

Properties at 316 Spicer Street and 424 Brown Street were purchased for \$55,500 and \$50,000, respectively.

2. Millersburg Facility Construction Ratification

The Board approved the recommendation of the Senior Vice President and Provost to ratify actions taken by Wayne College with respect to \$35,970 in construction that was needed at the University’s facility in Millersburg.

3. Recognition of Retiring Vice President for Business and Finance

In recognition of 38 years of service to the University by retiring Vice President for Business and Finance Hank Nettling, Trustees passed a resolution thanking Nettling and naming him as vice president emeritus of business and finance. The Board also approved the awarding of an honorary doctorate of humane letters degree to Nettling at the August 21 commencement ceremonies.

Notes

1. President's Report

I began my remarks by recognizing Dr. Apte, who is our new Chairman of the Board, along with the other officers of the board. I thanked all members of the Board for providing strong support and leadership. I also welcomed our new University Police Chief Paul Callahan.

Two special matters were highlighted to the Board, seeking its review and approval.

First, as you know, Hank Nettling is retiring from the University after 38 years of dedicated service. He has graciously agreed to work with his successor to ensure a smooth transition. After a national search, we identified five exceptional candidates, three of which I considered in a most serious way, and I was pleased to nominate Roy Ray for appointment as the vice president for business and finance and chief financial officer of the University. I believe that Mr. Ray's experience, dating back to the time that he managed the budget for the City of Akron to the time that he served as the Chairman of the Senate Finance Committee to his recent experience in higher education as the dedicated and able servant of the Cleveland State University, will best enable The University of Akron to meet its challenges in these trying economic times.

Second, the Board asked when I first came in 1999 that the University dedicate itself to addressing the competitive position of staff, contract professional, and faculty salaries. We began the process in earnest, recognizing that first and foremost we needed to have the appropriate data on which to base appropriate peer comparisons, appropriate disciplinary comparisons, appropriate comparisons by rank, and the like. It was no simple task, because most of the data that are routinely available are averages that compare one entire university against another, irrespective of what disciplines may or may not be represented within those universities.

We were fortunate early in the process, 1999-2000, to have the assistance of the Mercer Company, a commercial firm that supports this process for staff and contract professionals. The Mercer process was implemented in 2000-2001. The University is fortunate to have a full classificatory scheme.

We moved on with my appointment of the President's Commission on Equity to address possible inequities based on race or gender, and we were pleased to receive the report of our consultant to note that there were no glaring inequities. At that same time, we were working with the deans and the department chairs to develop a suitable list of peer institutions with which to compare ourselves. I note that as an important step because, unlike in staff and contract professionals, there is no comparable organization that keeps track of faculty salaries by rank and discipline by institution. Thus, we needed to assemble a list of no less than 12 comparable institutions before the Council of University Personnel Administrators would provide us the relative data.

We assembled the data early in January and appointed a task force consisting of a number of University individuals. Dr. Chand Midha chaired the task force. Dan Sheffer, president of the Senate, was also on the task force. They worked very diligently and are to be congratulated because, for the first time in my experience, a university has come forward with a database and a rational process that addresses both market comparisons by discipline and by rank as well as the salary compression that typically affects universities. As a result of that work, we brought to the Board a proposal to reallocate some funds that we had intended to budget for athletics. Reallocating those salaries enabled us to make a significant jump in our position, which Dr. Midha and Dr. Hickey described to our Trustees later in the meeting.

I am most appreciative of the work that the Provost and the task force, and indeed the entire university community, have done in this regard. At this point, therefore, we are able to bring into parallel tracks our staff and contract professional process as well as our faculty process and begin to move the University on a path to be highly competitive in the marketplace and to the 75th percentile within Ohio. We are already well underway to achieving that goal with the actions that we recommended to the Board, which were approved later in the meeting.

Trustees were invited to our Summer Commencement ceremonies, at which we would be awarding approximately 1,200 undergraduate and graduate degrees. Speaking of commencement, I had the honor and privilege of addressing the summer graduates of the University of Georgia just a couple of weeks ago. As part of my remarks, I had the opportunity to provide greetings on behalf of Governor Taft and to publicly congratulate the University of Georgia's Senior Academic Officer Dr. Karen Holbrook who, as I know you are aware, will soon assume the presidency of the Ohio State University here in Ohio. It was a great privilege.

I also invited all present at the meeting to attend two events on September 4 – convocation and the dedication of our new College of Arts & Sciences building. The latter reminds us of the institution's roots in liberal arts and its founding as Buchtel College.

Several representative achievements by our faculty and students that were then reported.

Cardiovascular researchers at the University are conducting research that opens new avenues for the treatment, preservation, and transplantation of human organs through the use of a cutting edge perfusion device that was designed by a University alumnus. Dr. Fereydoon Sadri, president of Life Systems Corp. in Redmond, Washington, has donated a \$55,000 isolated organ research apparatus to the University. The machine is able to keep hearts or other organs alive outside of the body for research applications. A team led by Professor of Biology Daniel L. Ely will use the device for studies involving the heart, which will aid ultimately hospitals and transplantation experts nationwide.

Dr. T. S. Srivatsan, professor of mechanical engineering, has been selected as a fellow of the American Society of Metals. He was recognized for his outstanding contributions to the understanding of fatigue and fracture of light metal alloys, and he will receive his honor in October.

I know you are growing accustomed to hearing about our Society of Automotive Engineers. They won the Aero Design East competition, and now we can add to their growing list of accomplishments a first-place, regular-class win and a second-place, open-class win in the 2002 Aero Design West competition that was held this summer in Lancaster, California. This is the 13th time that our students have garnered a first place air design award since they began competing in 1990. I add that we do not have a program in aeronautical engineering and yet we are the envy of Ohio State and Purdue.

Trustees were given two handouts. First was the University's Bulletin in a new CD-ROM format, which is cheaper to produce, easier to distribute, and more user-friendly in many regards. Second was a copy of Vital Speeches of the Day for June 15, 2002, which contains a speech in which I call upon Ohio's leaders to completely revamp our system of higher education. I suggest that do so by beginning to develop a vision that asserts the strengths of our state, as well as its aspirations, to structure a system of higher education that includes two-year, four-year, and graduate colleges and universities that are appropriate in size, number, and location to move our state forward from an educational deficit to an educational surplus and also to meet our regional research needs and statewide economic development needs. Our state must create a legitimate and rational basis, in the amount necessary to digress 30 years of neglect, for fully funding each of the component missions of public higher education – teaching, service and extension, continuing education, professional education, research, and technology development. In short, they should not fiddle around with the formula as the Chancellor's office wants to do this year. Finally, Ohio must create a legitimate and rational pricing structure among our colleges and universities, one that currently does not exist. Among those recommendations is the call to establish no less than four public research universities, of which your University of Akron should be one.

2. Correction to July 8 Memorandum on Board Actions of June 19, 2002

The new name of the former Center for Urban Studies is the Center for Public Service Research and Training. A word in the new name was omitted inadvertently from the July 8 memorandum.

3. **Next regular meeting**

September 25, 2002, 10 a.m., Bulger Residence Hall 16th floor meeting room

With every good wish,

Sincerely,

Luis M. Proenza

**Personnel Transactions Approved by the Board of Trustees
Wednesday, August 21, 2002**

Appointments

Elizabeth Adkins, adjunct instructor, Nursing, 5/23/02; **Jim A. Anatra**, assistant building services worker, Physical Facilities, 6/24/02; **Gregg Bach**, assistant director, Athletic Media Relations, Athletics, 7/01/02; **John F. Beltz**, instructor, Geology, 8/26/02; **Bruce Berry**, assistant track coach, Athletics, 8/26/02; **Jon D. Brouse, Jr.**, assistant building services worker, Physical Facilities, 6/10/02; **Paul J. Callahan**, chief, University Police, 8/26/02 (approved on August 6, 2002); **Donghai Chen**, research associate, Institute of Polymer Science, 7/01/02; **Deborah K. Citraro**, administrative secretary, Institute of Polymer Science, 6/17/02; **William S. Clary**, instructor, Mathematics, 8/26/02; **Cheryl A. Collins**, administrative secretary, Curricular and Instructional Studies, 7/01/02; **Andrew M. Davis**, departmental systems administrator, Student Financials, 7/15/02; **Ellen Deitrick**, coordinator word processing center, Institute for Life Span Development and Gerontology, 6/05/02; **Sally A. Dye**, assistant building services worker, Physical Facilities, 6/10/02; **Bonnie L. Filer-Tubaugh**, college lecturer, Developmental Programs, 8/26/02; **Brian Forrester**, assistant track coach, Athletics, 6/01/02; **Paul Gary, Jr.**, assistant building services worker, Physical Facilities, 7/01/02; **Paul Hammond**, assistant athletic director, Facilities and Operations, 6/18/02; **Eric W. Hayden**, psychologist, Counseling, Testing and Career Center, 7/29/02; **Heather Holmes**, assistant manager, Aquatic Facilities, Ocasek Natatorium, 6/17/02; **Chanda R. Hott**, coordinator, Residence Life, Residence Life and Housing, 7/01/02; **Timothy S. Howard**, electrician 1, Physical Facilities, 7/01/02; **Thomas Johnson**, assistant professor, Political Science, 8/26/02; **Derrick A. Jones**, coordinator, Residence Life, Residence Life and Housing, 7/01/02; **Aracelis Joshi**, instructor, Modern Languages, 8/26/02; **Gye-Soo Kim**, visiting scientist, Institute of Polymer Engineering, 5/20/02; **Benjamin D. Lohrum**, patrol officer 1, University Police, 7/15/02; **Donna J. McNatt**, visiting instructor, Mathematics, 8/26/02; **John P. Mihevic**, manager, Aquatic Facilities, Ocasek Natatorium, 7/08/02; **Jay L. Mutter III**, instructor, Economics, 8/26/02; **Yaohong Pang**, research associate, Institute of Polymer Science, 6/26/02; **Yong-Chon Park**, visiting associate professor, Psychiatry, 6/17/02; **Clark Parrish**, painter, Physical Facilities, 6/17/02; **Olga Pruett**, assistant building services worker, Physical Facilities, 6/17/02; **Roy L. Ray**, vice president for business and finance and chief financial officer, 9/01/02; **Diane R. Raybuck**, director, Admissions, Office of Admissions, 8/26/02; **James R. Russell**, assistant building services worker, Physical Facilities, 7/01/02; **Shivakumar Sastry**, assistant professor, Electrical and Computer Engineering, 8/26/02; **Martha Schmidt**, instructor, Sociology, 8/26/02; **Arthur Stratton**, painter, Physical Facilities, 6/17/02; **Matthew W. Swarthout**, assistant building services worker, Physical Facilities, 7/01/02; **Dennis Tobin**, instructor, Geography and Planning, 8/26/02; **Michele M. Valentino**, adjunct instructor, Nursing, 6/10/02; **Kiesha Warren**, visiting instructor, Sociology, 8/26/02; **Anders T. Weaver**, assistant athletic trainer, Athletics, 7/01/02; **Suzanne E. Whitehead**, assistant director, Development, 7/17/02; and **Richard Wisneski**, instructor, English, 8/26/02.

Changes

Jackie Ashbaugh, admissions counselor and coordinator of student activities, change in appointment status from staff to contract professional and title change from secretary, 10/15/02; **Suzanne B. Biedenbach**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Kristina L. Billings**, supervisor dining services, Dining Services, promotion and title change from food services worker, 7/01/02; **Shawneen G. Bixler**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Kenneth Boggs**, stationary engineer 2, Physical Facilities, promotion per union contract for apprenticeship program and title change from stationary engineer 1, 5/31/02; **Joan E. Carletta**, assistant professor, Electrical and Computer Engineering, change in title due to renaming of department, 8/26/02; **Robert D. Christopher**, building services worker, Physical Facilities, rescind resignation, 6/18/02; **Kathleen M. Ciszewski**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Benjamin Cox**, irrigation specialist, Physical Facilities, reclassification via job audit and title change from groundskeeper, 4/22/02; **Valerie L. Cox**, secretary, Gardner Student Center, transfer from Gardner Student Center Calendar Office, 7/01/02; **Giannina D'Agruma**, interim director, Graduate Outreach Program, transfer from Workforce Development and Continuing Education, 1/01/02; **Jose A. De Abreu-Garcia**, professor, Electrical and Computer Engineering and interim department chair, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Vickie L. Dragomir**, internal auditor, University Auditor, change in status from contract professional to unclassified exempt staff, 8/13/01; **John Durkin**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Malik E. Elbuluk**, professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Marcia A. Fletcher**, senior executive administrative assistant, Board of Trustees, promotion and title change from administrative assistant senior, Vice President and General Counsel, 7/15/02; **George C. Giakos**, associate professor, Electrical and Computer Engineering and associate professor, Biomedical Engineering, change in title due to renaming of the department, 8/26/02; **Gary Green**, interim assistant director, Building Services, Physical Facilities, temporary assignment and title change from manager, Contract Custodial Services, 7/01/02; **James E. Grover**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Margaret I. Gruccio**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Peter R. Handley**, visiting exchange professor, Law, change in end date from 8/13/02 to 6/30/02; **Subramaniya Hariharan**, interim associate dean of Engineering and professor, Applied Mathematics and professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Stephen L. Harp**, associate professor, history, assuming additional title of department chair, History, 7/22/02; **Tom T. Hartley**, professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Cara Hrabusa**, manager, Athletic Licensing and Promotions, reclassification via job audit and title change from manager, Marketing and Promotions; 9/01/02; **Iqbal Husain**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Nathan Ida**, professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Ricco Martin**, coordinator classroom services, University Libraries Audio-Visual Services, appointment status

change from temporary to regular, 7/01/02; **Michele A. Miller**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Stephen Mitchell**, energy management technician, Physical Facilities, reclassification via job audit and title change from master electronic repair technician, 5/20/02; **Michael Morley**, assistant director, Career Services, Center for Career Management, title change from assistant director, 7/01/02; **Mindy Morse**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Kimberly Mullaly**, head teacher, Center for Child Development, temporary assignment and title change from substitute teacher, 5/17/02; **Henry Netting**, vice president for business and finance emeritus, title change from vice president for business and finance, 9/01/02; **Kandi L. Pilliod**, assistant to University internal auditor, University Internal Auditor, transfer from Board of Trustees and title change from senior executive administrative assistant, 7/15/02; **Kenneth Rayl**, patrol sergeant, University Police, temporary assignment and title change from patrol officer 2, 7/01/02; **Jennifer R. Redford**, program assistant, Workforce Development and Continuing Education, reclassification via job audit and title change from secretary, 4/22/02; **Charlene Reed**, assistant dean for Administration and Strategic Initiatives and assistant professor, Education, changing status from contract professional to administrative faculty with rank and relinquishing title of member of the general faculty, 8/26/02; **Brett Riebau**, interim controller, Controller's Office, title change from assistant controller, 7/01/02; **Gary Robertson**, master maintenance repair worker, Physical Facilities, reclassification via job audit and title change from maintenance repair worker, 4/22/02; **Peggy D. Speck**, administrative assistant, Computer Science, transfer from Education, 6/24/02; **Karen M. Stein**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Donald G. Taylor**, college lecturer, Developmental Programs, appointment status change from temporary to regular, 8/26/02; **Lenora Taylor**, crime prevention associate, University Police, title change from patrol officer 2 to reflect new duties, 7/29/02; **Claire A. Tessier**, professor, Chemistry, relinquishing title of assistant department chair, 8/23/02; **Igor A. Tsukerman**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Okechukwu G. Ugweje**, assistant professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Evangeline Varonis**, multimedia specialist, Learning Technologies and Scholar/Learner Services, promotion and title change from distance education facilities coordinator, 5/20/02; **Robert J. Veillette**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Cecile E. F. Walker**, coordinator, McNair Scholars Program, Graduate School, title change from coordinator, Academic Achievement Program, 7/01/02; **Nancy A. Warren**, master cook, Dining Services, promotion per union contract for apprenticeship program and title change from cook 1, 7/01/02; **John T. Welch**, associate professor, Electrical and Computer Engineering, change in title due to renaming of the department, 8/26/02; **Christine Wynd**, professor, Nursing and director, Doctoral Program, change in effective date from 6/01/02 to 8/26/02; and **Dana M. Zaratsian**, administrative assistant senior, Office of the President, change in status from part-time to full-time, 7/01/02.

Separations

Anthony Baker, cook 1, Dining Services, 5/16/02; **Sue Martha Beard**, administrative secretary, Nursing, 7/05/02; **Alonzo Caine**, building services worker, Residence Life and Housing, 6/01/02; **Robert D. Christopher**, building services worker, Physical Facilities, 6/28/02; **Nikia Collins**, assistant director, Admissions, 8/09/02; **Synesica Cross**, intake specialist, Business Technology, Community and Technical College, 6/30/02; **Jeff M. Deisz, Sr.**, laboratory machinist, Institute of Polymer Science, 6/28/02; **Christina DePaul**, professor, Art and director, Myers School of Art, 7/14/02; **Jamie L. Donaldson**, team leader, Curricular and Instructional Studies, 7/05/02; **Steve Dunphy**, assistant professor, Management, 6/01/02; **Ann R. Fischer**, associate professor, Psychology, 8/16/02; **Donald Fuzer**, early childhood coordinator, Curricular and Instructional Studies, 8/01/02; **Richard Gross**, associate professor, Mechanical Engineering, 5/31/02; **Sue Hum**, assistant professor, English, 8/25/02; **Aili Jiang**, polymer characterization specialist, Institute of Polymer Science, 6/21/02; **Cindy L. Kovalik**, assistant professor, Education, 7/31/02; **Lucinda Lavelli**, associate professor, Dance and director, Dance, Theater and Arts Administration, 7/31/02; **Laurie A. Malaga**, administrative secretary, Military Science, 6/14/02; **Barbara A. Marinics**, student services counselor, Honors Program, 8/19/02; **Anne M. Matusz**, library associate, University Libraries Acquisitions, 6/13/02; **Patricia Mihaly**, student services counselor, Admissions, 8/23/02; **George E. Milligan**, data administrator, Institutional Planning, (deceased) 7/02/02; **Patricia A. Morris**, head teacher, Center for Child Development, 7/19/02; **Susan K. Nelson**, testing monitor, Learning Technologies and Scholar/Learner Services, 6/30/02; **Charlena E. Olapade**, head teacher, Center for Child Development, 8/09/02; **Laura Ray**, assistant women's soccer coach, Athletics, 7/31/02; **Candace Sims**, secretary, Word Processing Center, Wayne College, 7/26/02; **Caroline B. Sinkinson**, senior library associate, University Libraries Circulation, 7/13/02; **Amanda Stopar**, lead staff, Curricular and Instructional Studies, 7/05/02; **Joseph E. Straw**, assistant professor, Bibliography, University Libraries Reference, 7/05/02; **Jason Walters**, manager, Geographic Information Systems Lab, 7/26/02; and **Robertino Yanzanny**, food service cook, Dining Services, 5/20/02.