

Presiding:  
Chair  
Richard W. Pogue  
December 10, 2014

<b>1</b>	Call to Order
<b>2</b>	Report of the Chair
<b>3</b>	Report of the President
<b>4</b>	Report of the Student Trustees Approval of Minutes
<b>5</b>	Report of the Finance & Administration Committee
<b>6</b>	Report of the Academic Issues & Student Success Committee
<b>7</b>	Report of the Strategic Issues Committee
<b>8</b>	Report of the Rules Committee
<b>9</b>	Report of the Audit & Compliance Committee
<b>10</b>	Consent Agenda Vote New Business
<b>11</b>	Next Regular Meeting: February 11, 2015 Student Union, Room 339 Executive Session, 7:30 or 8 a.m.; Board Meeting, 9 a.m.
<b>12</b>	Adjournment

**THE UNIVERSITY OF AKRON**  
**BOARD OF TRUSTEES**  
Meeting Minutes  
Wednesday, October 15, 2014  
Student Union, Room 339

**Board Members Present:**

Richard W. Pogue, Chair	Roland H. Bauer	Ralph J. Palmisano
Jonathan T. Pavloff, Vice Chair	Alfred V. Ciraldo, M.D.	Warren L. Woolford
Jennifer E. Blickle, Vice Chair	Olivia P. Demas	

**Student Trustees Present:**

Garrett E. Dowd	Matthew R. Hull
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**Advisory Trustees Present:**

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

Ted A. Mallo, Secretary; Vice President and General Counsel  
Paul A. Herold, Assistant Secretary; Special Assistant to the President

**Administrative Officers Present:**

Dr. Scott L. Scarborough, President  
Dr. William M. (Mike) Sherman, Senior Vice President, Provost and COO  
Candace Campbell Jackson, Vice President for Student Success  
Ted Curtis, Vice President, Capital Planning and Facilities Management  
John A. LaGuardia, Vice President, Institutional Advancement  
Nathan Mortimer, Associate Chief Financial Officer, Interim Vice President for Research,  
Interim Chief Information Officer

**Others Present:** (See Appendix A.)

**REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES**

Mr. Pogue called the meeting to order at 8:33 a.m., and the Board adjourned into executive session on an 8-0 vote for the stated purposes of—considering employment matters pursuant to 121.22(G)(1), considering real estate matters pursuant to 121.22(G)(2) and to meet with legal counsel concerning litigation involving the University pursuant to 121.22(G)(3). The meeting returned to public session at 11 a.m. on an 8-0 vote after a recess that began at 10:50 a.m.

**REPORT OF THE CHAIR**

Mr. Pogue welcomed and formally introduced Matthew R. Hull, a second-year student in the School of Law, who was appointed by the governor as a Student Trustee on September 9. Mr. Hull received his Bachelor of Science degree in political science from The University of Akron in May 2013. He was on the dean's list every semester and received many academic scholarships as an undergraduate student. As a law student, he received the Board of Trustees Scholarship for Academic Excellence and serves on the school's Student Disciplinary Committee.

Mr. Pogue noted Mr. Hull's professional experience as an intern for Akron Judge Katarina Cook, as a bailiff for Canton Judge David Stucki and as a certified mediator. A resident of Canton, Ohio, Mr. Hull has volunteered on a number of judicial election campaigns in Summit and Stark Counties and for the Stark County Board of Elections, Habitat for Humanity, Special Olympics and the Salvation Army. His term on the Board will last until July 1, 2016.

Mr. Pogue invited Mr. Hull to comment. Mr. Hull expressed his appreciation for the warm welcome and his excitement to be part of the Board and to start working. Mr. Pogue then asked Mr. Hull to go to the head of the room, where Mr. Mallo administered the oath of office.

Mr. Pogue then highlighted other recent points of accomplishment for the University.

After praising the presidential investiture event held on September 19 and noting the sustained applause after Dr. Scarborough's remarks, Mr. Pogue acknowledged successful enrollment results for fall 2014.

- There were more than 18,700 freshman applicants to the University, an all-time record, up from 13,500 last year.
- New freshmen enrollment is up 2 percent after a couple of semesters of decrease.
- The average GPA of 3.35 is the highest in the University's history.
- Honors College enrollment is at record numbers with nearly 600 entering freshmen averaging a GPA of 4.0 and 1,828 total students. Minority students in the Honors College increased from 4 percent to 9.3 percent.
- Retention of first-term freshmen increased by 6.1 percent.

Finally, Mr. Pogue said that during the prior week the Ohio Third Frontier Commission had announced its award of \$5 million in grants to The University of Akron in a number of technical areas.

### **REPORT OF THE PRESIDENT** (See Appendix C.)

### **REPORT OF THE STUDENT TRUSTEES**

Mr. Dowd introduced student Courtney Ou and Mr. Hull introduced student Eddie Machek, Jr. (see Appendix E). Ms. Ou and Mr. Machek offered some remarks to the Board regarding their Akron experiences. They each received a commemorative clock from Trustees.

Mr. Pogue said that the Board uses a consent agenda for its proceedings and would hear a summary of each agenda item by the various committee chairs and then hold one vote on the items listed on the consent agenda. The Board would vote on any items that are not on the consent agenda right after the matters are presented.

### **CONSIDERATION OF MINUTES** ("Board of Trustees" Tab) presented by Chair Pogue

By consensus, the minutes of the July 30, 2014 Board of Trustees meeting were approved as amended. The action was placed on the consent agenda.

### **RESOLUTION 10-1-14** (See Appendix B.)

**REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE**

presented by Committee Chair Palmisano

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

Mr. Palmisano noted that he would abstain from this item and asked Mr. Pavloff to preside. Mr. Pavloff said this item would be considered separately from the consent agenda.

**RESOLUTION 10-2-14** (See Appendix B.)

**ACTION: Pavloff motion on behalf of Committee, passed 7-0-1**

- Quarterly Financial Report for April through June 2014 (Tab 2)

The FY2014 revenues and transfers in slightly exceeded expenditures and transfers out by nearly \$3.9 million, or 1.1 percent. Total revenues, including transfers in, exceeded the revised budget estimate by \$10.3 million (2.8 percent). Total expenditures, including transfers out, were above the budget estimate by \$6.3 million (1.8 percent).

Tuition and fee revenues exceeded the revised budget projection by \$1.6 million (0.6 percent) due mainly to spring enrollment slightly exceeding projections. Nonetheless, enrollment trailed last year by nearly 6 percent, and the resulting actual tuition and fee revenue was \$9.5 million below last year's amount.

State Appropriations exceeded budget estimates by roughly \$1.5 million (1.6 percent). Investment Earnings also continued to exceed budget estimates by over \$2.1 million by the end of the fiscal year. Departmental Sales and Services generated revenue below estimates; however, that should be offset by reduced spending in those areas. Other sources were very close to the revised estimate.

Overall, total expenditures exceeded revised budget projections. Total Compensation was \$6.0 million (2.8 percent) above estimate. The timing of personnel changes throughout the year reduced the full impact of savings within FY2014. Still, the final compensation expenses for FY2014 were \$6.5 million below those of FY2013, a reduction of 2.9 percent.

Supplies & Services was \$17.8 million (22.8 percent) below estimate. "Other" expenses were above estimate by \$0.7 million (11.6 percent). Another expense area with a significant negative variance was the "Reduction Holder" line. Not all reductions to the original FY2014 budget were implemented within FY2014; therefore, a negative balance is reflected in the statement.

Combined Auxiliary resources (including transfers in) were \$96.8 million; combined expenditures were \$99.2 million. The actual negative variance of \$2.4 million was partly the result of a transfer out from Parking for garage repairs planned for FY2015 and the negative impact of enrollment decline on Residence Life and Housing.

**RESOLUTION 10-3-14** (See Appendix B.)

- Quarterly Investment Report for April through June 2014 (Tab 3)

The Quarterly Investment Report for June 30 reflects positive returns for the operating funds of 1.2 percent for the fourth quarter and 4.2 percent for the past 12 months. The Operating Funds investments generated \$5.3 million in income through four quarters, 66 percent above

budget estimate. The largest returns are occurring within the newly created Long-Term Portfolio. The portfolio composite of the pooled endowments posted a 2.2 percent rate of return for the fourth quarter and a 16.1 percent return for the past 12 months. The market value of operating funds endowments increased nearly \$9.5 million in FY2014, to a total value of \$68.8 million.

**RESOLUTION 10-4-14** (See Appendix B.)

- Purchases for More Than \$500,000 (Tab 4)
  1. **Off-campus Surveillance Services:** The University of Akron issued an RFP on June 10, 2014 for vendors to provide customer service and unarmed eye surveillance services in the area south of East Exchange Street where off-campus student housing is very dense and has a very high late-night pedestrian traffic history. The proposed service area is bound by East Exchange Street to the north, East Thornton Street to the south, Grant Street and Sherman Street to the west, and Goodkirk Street and Brown Street to the east. The patrols also cover the bridge on East Exchange Street connecting to the downtown Akron special improvement district at South Broadway.

Interested vendors attended a pre-bid meeting and off-campus tour, and six proposals were received. The selection committee invited three finalists to campus for interviews and selected Block by Block for their ability to meet the requested services, including willingness to support community engagement activities, a demonstrated history of public relations, qualifications of the patrol, and quality of supervision. Block by Block is the same vendor used by the Downtown Akron Partnership for their Clean and Safe Ambassador Program. A one-year contract was issued in the amount of \$304,620.26 and is renewable annually for up to five additional one-year periods. Currently, the patrol is scheduled to work 328 hours per week for the eight-month peak periods and 224 hours per week for the summer and winter break.

Off-Campus Student Services and The University of Akron Police Department have been working with Block by Block, which started active patrols on August 22, 2014. The unarmed bicycle patrol works the area south of campus seven days a week between 7:30 p.m. and 4 a.m. and has direct communication with University dispatchers if they need assistance or if a student requests an off-campus escort in the patrol zone. In addition, the bicycle patrol has assisted in off-campus outreach, intelligence gathering for planned parties, and reporting light pole outages.

2. **H T Hackney Convenience Store Items:** The Department of Auxiliary Enterprises recommended that The University of Akron participate in a consortium contract with H T Hackney for the purchase of miscellaneous convenience store items. An RFP was issued by Ohio University and included their usage as well as Miami University, The Ohio State University and The University of Akron.

An award was made to H T Hackney for a five-year period beginning July 1, 2014 and terminating on June 30, 2019. It may be extended by mutual agreement for three additional one-year periods through June 30, 2022. All purchases are for resale. Examples of the University's purchases include: retail grocery sundry products, candy, gum and mints, health and beauty products, retail cooler, retail freezer snacks, and nutritional bars.

Based upon our current estimated revenue, we estimate spending with H T Hackney to average approximately \$746,719 per year over the next three years.

3. **Vision Service Plan (VSP):** The Department of Talent Development and Human Resources recommended the award of a 24-month contract renewal with Vision Service Plan (VSP) in accordance with our agreement through the Inter-University Council. The current contract will expire December 31, 2014. The proposal calls for a rate increase of approximately 7.5 percent, of which 3 percent is attributed to mandates under the Affordable Care Act. VSP recommended one plan enhancement in order to continue to meet their standard benchmarks, raising the current \$130 lens allowance to a \$140 allowance.

The annual cost of the contract renewal is approximately \$347,716 per year and is paid by 100 percent employee contributions. The University does not subsidize the vision plan.

4. **Minnesota Life Insurance Renewal:** The Department of Talent Development and Human Resources recommended the award of a 36-month contract renewal with Minnesota Life Insurance in accordance with the University's agreement through the Inter-University Council. The current contract will expire December 31, 2014. The proposal calls for a rate increase of approximately 22 percent for life and dependent life, and a 0 percent increase for accidental death and dismemberment (AD&D).

The annual cost of the contract renewal is approximately \$1,313,571, of which \$540,110 is paid by employee contributions toward optional life insurance plans.

**RESOLUTION 10-5-14** (See Appendix B.)

- Liquidation of a Board-designated Endowment (Tab 5)

A proposal was made to liquidate the Board-designated endowment fund that had been created in the 1980s with proceeds from sales of former presidential residences. The endowment's current market value, approximately \$350,000, is needed to fund renovations to the presidential residence on Burning Tree Drive.

**RESOLUTION 10-6-14** (See Appendix B.)

- Ohio Research Scholars Program Endowment Fund (Tab 6)

A proposal was made to establish a Board-designated University endowment in the amount of \$998,000 to fund the salary and benefits of a University faculty member designated as its "Ohio Research Scholar."

**RESOLUTION 10-7-14** (See Appendix B.)

- Additional Paid Leave (Tab 7)

A proposal was made to close the University on December 29, 30, 31, 2014 and January 2, 2015, except for essential services, and grant paid leave to staff and contract professionals for those four days.

**RESOLUTION 10-8-14** (See Appendix B.)

- Cumulative Gift and Grant Income Report (Tab 8)

The University of Akron recorded total giving of \$3,192,672 for July-August 2014. That total compares to \$3,130,721 for July-August 2013 (an increase of 2 percent) and a year-to-date average of \$4,424,926 for the previous five years (a decrease of 28 percent). During August 2014, 1,888 gifts were received, as compared with 2,700 for the same period in the last fiscal year (a decrease of 30 percent).

**RESOLUTION 10-9-14** (See Appendix B.)

- Waivers of Competitive Bidding (Tab 9) INFORMATION ONLY
- Purchases of \$25,000 to \$500,000 (Tab 10) INFORMATION ONLY

For July 2014, there were 44 purchases in this category totaling \$2,651,494. For August 2014, there were 29 purchases in this category totaling \$2,138,315.

- Alumni Relations Report (Tab 11) INFORMATION ONLY
- Status Report on Capital Projects (Tab 12) INFORMATION ONLY

The report reflected the status of state-funded projects, University-funded projects and planning-related projects and issues.

**REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE**

presented by Committee Chair Woolford

- Report of the Provost (See Appendix F.)
- Presentation

Dr. David Baker, professor of Psychology and the Margaret Clark Morgan Executive Director of the Center for the History of Psychology, gave a presentation on that center, which is located at The University of Akron.

- Research Grants and Sponsored Programs Report, FY2014 and July-August 2014 (Tab 1)

For July 2013-June 2014, funding for externally funded research and other sponsored programs totaled \$33,506,027 for 531 awards as compared with \$51,258,750 for 530 awards for the previous year. For July 2013-June 2014, 30 new patents were issued, 84 patent applications were filed, and 85 disclosures were submitted—compared to 20, 42 and 69, respectively, for the previous year.

For July-August 2014, funding for externally funded research and other sponsored programs totaled \$10,942,646 for 131 awards as compared with \$8,433,674 for 148 awards for the same period of the previous year. For July-August 2014, 1 new patent was issued, 19 patent applications were filed, and 23 disclosures were submitted—compared to 5, 7 and 10, respectively, for the same period of the previous year.

**RESOLUTION 10-10-14** (See Appendix B.)

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

**REPORT OF THE STRATEGIC ISSUES COMMITTEE**

presented by Committee Chair Demas

- Completion Plan (Tab 1)

A proposal was made to endorse The University of Akron Completion Plan. Dr. Sherman commented that the University Council had endorsed the plan unanimously.

**RESOLUTION 10-11-14** (See Appendix B.)

**CONSENT AGENDA VOTE**

Mr. Pogue said all of the items on the consent agenda had been discussed thoroughly during committee meetings on October 6, 2014.

**ACTION: Pavloff motion, Bauer second for approval of Resolutions 10-1-14 and 10-3-14 through 10-11-14, passed 8-0. Mrs. Demas abstained on Resolution 10-10-14, which passed 7-0-1.**

**ADJOURNMENT**

Mr. Pogue said the next regular meeting of the Board would take place in the Student Union on December 10, 2014, with an executive session to begin at 7:30 or 8 a.m. Committee meetings would be held on December 1.

**ACTION: Meeting adjourned at 12:01 p.m.**

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Richard W. Pogue  
Chair, Board of Trustees

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Ted A. Mallo  
Secretary, Board of Trustees

December 10, 2014

**APPENDIX A: OTHERS PRESENT**

Dr. David B. Baker, Margaret Clark Morgan Executive Director, Center for the History of Psychology

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

M. Celeste Cook, Associate Vice President and Deputy General Counsel

Timothy R. DuFore, Associate Vice President, Development

Sean P. Dunn, Sean P. Dunn & Associates

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

Shelly M. Keller, SEAC

Chelsi King, President, Undergraduate Student Government

Eileen Korey, Associate Vice President and Chief Communication Officer

John Kramanak, Assistant Director-Maintenance Technology, Student Union

Eddie Machek Jr., Featured Student

Dr. John A. Messina, Associate Vice President, Student Affairs and Chief Housing Officer

Dr. Stacey J. Moore, Associate Vice President for Student Success

Ralph C. Morrone, Associate Vice President, Capital Planning and Facilities Management

Dr. Dale H. Mugler, Dean, Honors College

Paula Neugebauer, Coordinator, Office of the Board of Trustees

David Nypaver, Associate Vice President, Public Affairs and Development

Margo E. Ohlson, SEAC

Courtney Ou, Featured Student

Dr. Victor E. Pinheiro, Professor, Sport Science & Wellness Education

Dr. Rex D. Ramsier, Vice Provost, Academic Programs and Operations; Interim Dean, Summit College

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

William D. Rich, Faculty Senate

Mary E. Rossett, CPAC

Ian Schwarber, President, Graduate Student Government

Michael A. Spayd, CPAC

Suzanne Testerman, CPAC

Lauri S. Thorpe, Associate Vice President, Enrollment Management

Mark Urycki, WKSU

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

Thomas Wistrill, Director, Athletics

**APPENDIX B: RESOLUTIONS**

**RESOLUTION 10-1-14:** Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of July 30, 2014, be approved as amended.

**RESOLUTION 10-2-14:** Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Scott L. Scarborough, dated October 15, 2014, 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 10-3-14:** Acceptance of the Quarterly Financial Report for April through June 2014

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on October 15, 2014, accepting the Quarterly Financial Report for April through June 2014, be approved.

**RESOLUTION 10-4-14:** Acceptance of the Quarterly Investment Report for April through June 2014

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on October 15, 2014, accepting the Quarterly Investment Report for April through June 2014, be approved.

**RESOLUTION 10-5-14:** Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, that the following recommendations, presented by the Finance & Administration Committee on October 15, 2014, be approved.

Award to Block by Block a one-year contract, renewable annually for up to five additional one-year periods, to provide customer service and unarmed eye surveillance services, in the amount of \$304,620.26.

Award to H T Hackney a five-year contract beginning July 1, 2014 through June 30, 2019, with three renewable, one-year periods through June 30, 2022, for the purchase of resalable grocery products in the average approximate amount of \$746,719 per year over the next three years.

Award to Vision Service Plan (VSP) a 24-month contract for vision care in accordance with our agreement through the Inter-University Council (current contract will expire December 31, 2014), in the approximate amount of \$347,716 per year paid 100 percent by employee contributions.

Award to Minnesota Life Insurance a 36-month contract for life insurance in accordance with our agreement through the Inter-University Council (current contract will expire December 31, 2014), in the approximate amount of \$1,313,571 per year, of which \$540,110 is paid by employee contributions toward optional life insurance plans.

**APPENDIX B: RESOLUTIONS, Page 2**

**RESOLUTION 10-6-14:** Pertaining to Liquidation of a Board-designated Endowment

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on October 15, 2014, pertaining to the liquidation of a Board-designated endowment, be approved.

**RESOLUTION 10-7-14:** Pertaining to Ohio Research Scholars Program Endowment Fund

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on October 15, 2014, pertaining to the Ohio Research Scholars Program Quasi-endowment Fund, be approved.

**RESOLUTION 10-8-14:** Approval of the Closing of the University on December 29, 30, 31, 2014 and January 2, 2015, and Granting Paid Leave to Staff and Contract Professionals

WHEREAS, The University of Akron has, for the past nine years, provided additional days of paid leave for staff and contract professionals between the Christmas and New Year's holidays, in recognition of the significant and collective efforts of those employees in contributing to the institution's growth and student success in their supporting roles; and

WHEREAS, The University of Akron already is scheduled to be closed on December 25 and 26, 2014, and January 1, 2015, for holiday observances and, with four additional days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 25, 2014 through January 2, 2015, resuming operations on January 5, 2015, allowing savings in utility and other operational costs, and past experience indicates that closing for a slightly longer period should not inconvenience the University's students; Now, Therefore,

BE IT RESOLVED, that the recommendation of President Scarborough that in addition to the previously scheduled holidays, the University be closed December 29, 30, 31, 2014 and January 2, 2015, except for essential services, and that four days of paid leave be granted to staff and contract professionals for that period hereby is approved by the Board of Trustees of The University of Akron.

**RESOLUTION 10-9-14:** Pertaining to Gift Income Report July-August 2014

BE IT RESOLVED that the recommendation of the Finance & Administration Committee on October 15, 2014, pertaining to the Gift Income Report for July-August 2014, be approved.

**RESOLUTION 10-10-14:** Acceptance of the Office of Research Summary of Activity Reports for July 2013-June 2014 and July-August 2014

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on October 15, 2014, pertaining to the acceptance of the Office of Research Summary of Activity Reports for July 2013-June 2014 and July-August 2014, be approved.

**RESOLUTION 10-11-14:** Pertaining to The University of Akron Completion Plan

WHEREAS, the 130<sup>th</sup> Ohio General Assembly added Ohio Revised Code 3345.81 (Strategic Completion Plan), effective September 29, 2013; and

**APPENDIX B: RESOLUTIONS, Page 3**

WHEREAS, ORC 3345.81 requires that the Board of Trustees at each Ohio institution of higher education adopt an institution-specific strategic completion plan designed to increase the number of degrees and certificates awarded to students; and

WHEREAS, ORC 3345.81 states that the plan shall be consistent with the mission and strategic priorities of the institution, include measureable student completion goals, and align with the state's workforce development priorities; and

WHEREAS, The University of Akron community and the two governance bodies have reviewed the attached Completion Plan, with the University Council considering at its October 8, 2014 meeting a recommendation by its Student Engagement and Success Committee to fully endorse the Completion Plan;

NOW, THEREFORE, BE IT RESOLVED that The University of Akron's Board of Trustees endorses the Completion Plan and authorizes the president to forward the plan to the chancellor, with consideration of the action taken by University Council on October 8, 2014; and

BE IT FURTHER RESOLVED, that the Board of Trustees be updated at least annually on progress toward the goals and objectives of the plan, anticipating that adjustments will be made when necessary to achieve the completion objectives of The University of Akron; and

BE IT FINALLY RESOLVED, that a copy of this plan be forwarded to the Chancellor of the Ohio Board of Regents.

## **APPENDIX C: REPORT OF THE PRESIDENT**

President Scarborough thanked Mr. Pogue and said that he would like to join him in recognizing some great accomplishments since the last Board meeting. He reiterated Mr. Pogue's earlier mention of the combined award of more than \$5 million from the Ohio Third Frontier Commission and said that we need to celebrate and thank all of those who were involved in making that happen. More than \$3 million will support the work of Dr. Matthew Becker in Polymer Science and Polymer Engineering to explore the commercialization of novel medical devices, and \$1.74 million will be used for the creation of custom sensor solutions for harsh environments under the direction of Dr. Alex De Abreau Garcia in the College of Engineering.

Dr. Scarborough highlighted the following additional accomplishments:

- The volleyball, men's and women's soccer, and football teams celebrated big victories recently.
- The Science and Engineering Job Fair had record employer participation by more than 180 companies.
- The Department of Psychology's Ph.D. program in counseling psychology was ranked No. 2 in the nation by the American Psychological Association for student passage rates on licensure exams.
- The College of Business Administration was ranked No. 2 in the country by Northwest Mutual for student internships.
- The University of Akron was designated for the sixth-consecutive year as a Military-friendly School by Victory in Media. Approximately 1,200 veterans are enrolled currently at the University.
- The University of Akron received its third-consecutive Higher Education Excellence in Diversity award from INSIGHT into Diversity magazine.

Dr. Scarborough reported that he has completed his first 100 days as president and presented a timeline chart illustrating what he hopes to accomplish during the first twelve months (included as Appendix D). The first 90 days were spent primarily getting to know people, both internal and external to the institution, getting to know the unique culture of The University of Akron and beginning to study the finances of the University based on the Fiscal Year 2013 numbers. The audited Fiscal Year 2014 results were expected that week, which would allow completion of that analysis. The important metrics to monitor have been identified and responsibility for ongoing improvement has been assigned at both the University level and at the college level.

Dr. Scarborough said that those first 100 days also afforded him the opportunity to get to know the Northeast Ohio higher education market. "It's crowded; it's competitive. People serve various missions of the market, and it has been good to begin to understand this environment."

Dr. Scarborough expressed excitement about the next 90 days when he will work with all of the colleges. He referenced on the timeline chart (Appendix D) those colleges with whom he has begun a process of talking about their individual college strategic plan, what their hopes and aspirations are and what barriers they may be encountering, with the goal of updating all of those strategic plans by the end of the 2014 calendar year. He said this process affords him the

**APPENDIX C: REPORT OF THE PRESIDENT, Page 2**

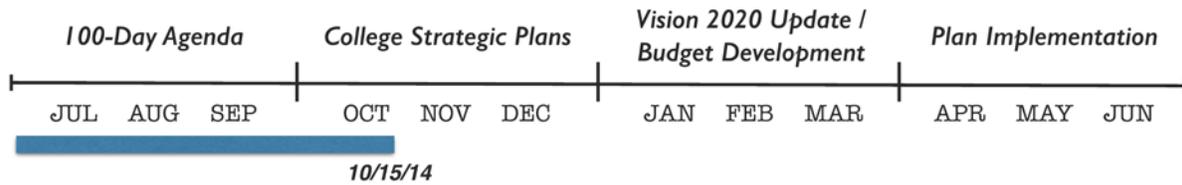
opportunity to learn the institution from the foundation up. That is important because, in January 2015, work will begin on the budget for the next fiscal year, a process which usually takes at least three months. In this case he expects it will take every bit of that in order to bring to the Board a recommended budget that accomplishes the three great missions of this University—teaching, research and service—and does so in an economically sustainable manner.

Dr. Scarborough said that, if everything goes as planned, by April or May he expects to begin to put into place the people, the structures and the processes necessary to implement new directions from the strategic plan that have been resourced in the Fiscal Year 2016 budget.

In conclusion, Dr. Scarborough said, “It’s been a wonderful first 100 days. I can’t thank enough the Board, the faculty, the students and the people in the community who care so deeply about the University. They’ve made the first 100 days wonderful for me and my family.”

**Appendix D**

# First Year Timeline



- 1. People / Team**
- 2. Culture**
- 3. Finances**
- 4. Metrics**
- 5. Market**

- 1. Arts & Sciences**
- 2. Business**
- 3. Education**
- 4. Engineering**
- 5. Health Professions**
- 6. Polymer Science & Polymer Engineering**
- 7. Law**
- 8. CAST**
- 9. Honors College**
- 10. Graduate Studies**
- 11. Wayne College**

- 1. Adjustments**
- 2. Projections**
- 3. Investments**
- 4. Reallocations**
- 5. Policies**

- 1. People**
- 2. Structures**
- 3. Processes**
- 4. Incentives**
- 5. Metrics**



## **APPENDIX E: INTRODUCTIONS - FEATURED STUDENTS**

### **COURTNEY OU**

Wickliffe, Ohio native Courtney Ou has been attending the University since fall 2010. She is pursuing a double major in Marketing Management and Supply Chain Management. She also has been active in several student organizations, spending most of her time in the co-ed professional sales, marketing and management fraternity Pi Sigma Epsilon, as well as the Supply Chain Student Association.

Leadership opportunities within those organizations have afforded Courtney a unique perspective on the campus and community.

She was chosen to be the face of Student Leadership in the University's "Be Your Best" marketing campaign, sharing her experiences here through various videos for use in admissions, community relations and outreach.

Last spring, through the Institute for Leadership Advancement, she completed her Honors project with two other business students. The group worked to bring awareness to the community and University on the social issue of human trafficking that takes place in Akron.

In addition to her academics and co-curricular activities, Courtney built her practical experience by completing seven formal internships. Upon graduation in December, she plans on staying in the Cleveland area and continuing to build her business knowledge base.

### **EDDIE MACHEK, JR.**

Eddie Machek, Jr. is a lifelong Akronite who graduated from Springfield High School in 2009. As an undergraduate, he quickly became a highly motivated and top-performing student who also was involved in co-curricular activities.

Eddie completed his bachelor's degree in civil engineering, graduating magna cum laude in August 2013. He will complete his master's degree in less than a year and then plans on pursuing a Ph.D. in chemistry to aid him in environmental engineering. Eddie's goal is to become a professor at a high-end research university or to work in a research position at a company or for government.

Outside of academia Eddie strives to test and expand his limits through Olympic weightlifting, camping, hiking, kayaking, rock climbing and snowboarding. He says his life became very intense and challenging at the college level, which is why he was able to blossom.

## **APPENDIX F: REPORT OF THE PROVOST**

As we all know, student success is our success, but it's not an overnight phenomenon, particularly when the objective is access and success, not access or success. To this end, the state completion plan for The University of Akron is a roadmap for access and success. This plan, presented last week to the Board committees, is an example of campus constituencies, represented via the University Council, coming together to debate, deliberate and then decide on the pathways that optimize student success. In addition, the chair of the Faculty Senate was consulted and provided guidance and advice to assure academic program matters are appropriately left to the Faculty Senate to deliberate. The University Council unanimously endorsed the Completion Plan that the Board of Trustees is acting on today.

It's appropriate to recognize the diligence of Dr. Stacey Moore and Ms. Julie Burdick, as well as the Student Success and Retention Steering Committee chaired by Dr. Paul Levy, as they spent many hours following last year's Retention Summit developing the state and the campus retention and completion plans. The Board will be briefed on the campus retention and completion plan at its next meeting in December, particularly on execution strategies and tactics.

Student success is the result of persistent and robust focus on factors and issues known to influence retention and persistence. Just as important is the same persistent and robust focus on attracting new students to this great university. The autumn census information reveals what is quite possibly a milestone for The University of Akron as the entering class has the highest-average GPA, the largest entering Honors freshman class with total Honors College enrollment at an all-time high, significant gains in retention of all students who entered as freshmen in the fall of 2013 and the highest number of minority entering Honors freshman students and significant strides in retention among all minority freshmen who entered in 2013. I will not repeat the statistics that Chairman Pogue mentioned at the beginning of the meeting, but I would add to his comments that:

- There was an increased number of students receiving scholarship funding as the University increased its general scholarship funds based upon merit and provided more scholarships to students in need.
- Retention rates are much improved. Overall retention of the traditional cohort of freshmen from fall 2013 to fall 2014 is 74 percent, up 8 points from 66 percent for the entering cohort of 2012. Retention among subsets of students in the entering class is improved as well.
  - The retention rates for minority students, African Americans, African American males, PELL-eligible and first-generation students are up between 8 and 16 percent.

In addition, the Finish In Time initiative has resulted in more students taking more credits this fall semester than ever before. Nearly 68 percent of entering freshmen are enrolled in 15 or more credits in their first semester, a 25 percent increase from last year. Of all undergraduate students, 54 percent are enrolled in 15 or more credits for fall semester, a 9 percent increase from last year. This initiative should result in more students completing their degrees sooner and quite possibly at lower cost with less incurred debt.

**APPENDIX F: REPORT OF THE PROVOST, Page 2**

All of this information bodes well for degree completion, for which The University of Akron has also made great strides over previous years. In fact, our increased graduation rate over previous years is our contribution to the Talent Dividend for Northeast Ohio as coordinated by the Northeast Ohio Council on Higher Education. CEOs for Cities calculates that, for every one-percent increase in the population of Northeast Ohio with a post-secondary associate degree or higher, there is an economic impact of roughly \$500 million. As the Federal Reserve Bank has reported many times, economic prosperity is linked to education and innovation, and certainly this University is a major contributor to both.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, that the minutes of the Board of Trustees meeting of October 15, 2014, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

December 10, 2014  
Board Meeting  
  
Presiding:  
  
Ralph J. Palmisano

<b>1</b>	Personnel Actions
<b>2</b>	*Quarterly Financial Report for July through September 2014
<b>3</b>	*Quarterly Investment Reports for July through September 2014
<b>4</b>	*General Receipts Bonds Refunding Authorization
<b>5</b>	*Additional FY2014-2015 Course Fee
<b>6</b>	*Establishment of The Swagelok Career Center
<b>7</b>	*Cumulative Gift Income Report for July-October 2014
<b>8</b>	*Mutual Aid Agreement Between The University of Akron and the City of Orrville
<b>9</b>	*Zook Hall Renovations Phase 2B Construction Contracts
<b>10</b>	*Purchase for More Than \$500,000
<b>11</b>	*Gift Agreement
	Information Only:
<b>12</b>	Purchases \$25,000 to \$500,000
<b>13</b>	Alumni Relations Report
<b>14</b>	Status Report on Capital Projects
<b>*</b>	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6, 7, 8, 9, 10, 11

FULL-TIME EMPLOYEE PERSONNEL ACTIONS  
FULL-TIME EMPLOYEE PERSONNEL ACTIONS-ADDENDUM  
PART-TIME FACULTY TEACHING CREDIT COURSES  
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING  
GRADUATE ASSISTANTS  
UNCLASSIFIED CLASSIFICATION CHANGES  
CLASSIFIED CLASSIFICATION CHANGES  
CWA 2014 CLOTHING ALLOWANCE REPORT  
NOTIFICATION OF REEMPLOYMENT (2)

**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 10, 2014

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
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**FULL-TIME EMPLOYEE PERSONNEL ACTIONS**

**OFFICE OF THE PRESIDENT**

**Appointment/Reappointment**

Chappel, Leonard L.	Assistant Men's Soccer Coach/ Office of Athletics/Contract Professional	11/10/14	\$7,500.00 one time payment	Additional pay for working soccer camps
Embick, Jared	Head Men's Soccer Coach/ Office of Athletics/Contract Professional	10/09/14	\$15,000.00 one time payment	Additional pay for working soccer camps
Jankowski, Brian	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	07/19/14	\$650.00 one time payment	Additional pay for working soccer camps
Jones, Julie	Head Women's Softball Coach/Office of Athletics/ Contract Professional	09/24/14	\$8,000.00 one time payment	Additional pay for working softball camps
Palchick, Sean	Assistant Director, Communications/Athletic Media Relations/Contract Professional	11/04/14	\$32,000.00 12 mo	Appointment vice D. Moyer
Pratt, Julie	Associate Head Softball Coach/Office of Athletics/ Contract Professional	09/24/14	\$8,000.00 one time payment	Additional pay for working softball camps
Rembielak, Richard	Head Baseball Coach/Office of Athletics/Contract Professional	09/25/14	\$500.00 one time payment	Additional pay for working baseball camps
Sarver, Keri	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	03/31/14	\$2,200.00 one time payment	Additional pay for working soccer camps
Sheehan, Donald	Director, Men's Soccer Operations/Office of Athletics/ Contract Professional	10/09/14	\$1,500.00 one time payment	Additional pay for working soccer camps
Smith, Kyle	Assistant Baseball Coach/Office of Athletics/Contract Professional	09/25/14	\$500.00 one time payment	Additional pay for working baseball camps
Worth, Walter F.	Assistant Baseball Coach/Office of Athletics/Contract Professional	09/25/14	\$500.00 one time payment	Additional pay for working baseball camps

**Change**

Fletcher, Marcia A.	Senior Executive Administrative Assistant/Office of the President/Staff	10/27/14	\$27.32/H	Appointment; successful internal applicant; salary change from \$29.00/H; title change from Legal Office Assistant; department change from Vice President & General Counsel; appointment basis change from part-time
Gardner, Amanda F.	Administrative Assistant/Student Athlete Academic Services/Staff	09/29/14	\$12.23/H	Appointment; successful internal applicant; salary change from \$10.64/H; title change from Secretary; department change from Inclusion & Equity/Chief Diversity; grade change from 114 to 116

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b><u>Separation</u></b>				
Croft, Vernon	Head Women's Soccer Coach/ Office of Athletics/Contract Professional	02/06/15	\$66,300.00 12 mo	Non-renewal
Gessel, Cindy L.	Senior Executive Administrative Assistant/Office of the President/Staff	12/31/14	\$27.32/H	Retirement
Leroy, Dana	Assistant Director, Communications/Athletic Media Relations/Contract Professional	11/20/14	\$32,640.00 12 mo	Resignation
Rose, Jared	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	02/06/15	\$29,000.00 12 mo	Non-renewal
Sarver, Keri	Assistant Women's Soccer Coach/Office of Athletics/ Contract Professional	02/06/15	\$40,290.00 12 mo	Non-renewal
Smith, Michelle M.	Director, Women's Soccer Operations/Office of Athletics/ Contract Professional	02/06/15	\$31,518.00 12 mo	Non-renewal
<b>OFFICE OF ACADEMIC AFFAIRS</b>				
<b><u>Change</u></b>				
Canzonetta, Margaret	Manager, Operations & Systems Office of International Programs/Staff	05/18/14	\$2,080.14 BW	Job reclassification via reorganization; FLSA status change from non-exempt to exempt; title change from Senior Executive Administrative Assistant
Estep, Elizabeth A.	Coordinator, NCERCAMP/ Office of Academic Affairs/Staff	07/01/14 06/30/15	\$15.86/H	Transfer via reorganization; department change from Engineering Dean's Office
Reid, Phoebe	Secretary/Inclusion & Equity/ Chief Diversity/Staff	10/13/14	\$19.37/H	Transfer; department change from College of Applied Science & Technology Dean's Office
<b>DIVISION OF STUDENT SUCCESS</b>				
<b><u>Appointment/Reappointment</u></b>				
Bixler, Shawneen	Senior College Lecturer; Acting Director, Developmental Programs/Faculty (BUF)	08/25/14 05/10/15	\$9,000.00 9 mo (stipend)	Extension of temporary additional title and administrative stipend for Acting Director assignment; base salary is \$45,340.00/9 mo
Dent, Jonathan	Manager, Outdoor Adventure/ Student Recreation & Wellness Services/Contract Professional	01/05/15	\$38,000.00 12 mo	Appointment vice C. John
Ellis, Michelle	Executive Director, Student Financial Aid/Contract Professional	02/01/15	\$90,000.00 12 mo	Extension of retire/rehire agreement in accordance with reemployment agreement for retirees
Johnson, Elizabeth A.	Conduct Officer/Student Conduct & Community Standards/Staff	10/01/14 12/31/14	\$1,384.62 BW	Temporary reappointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Simmons, Melissa	Disability Specialist & Service Coordinator/Office of Accessibility/Contract Professional	11/17/14	\$37,000.00 12 mo	Appointment
Smith, Adam A.	Assistant Vice President, Student Success; Special Assistant to Office of Academic Affairs/Center, Academic Advising & Student Success/Contract Professional	07/01/14 06/30/15	\$15,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Special Assistant assignment; base salary is \$100,000.00/12 mo
Weyrick, Jessica A.	Student Enrollment Counselor/Registrar/Staff	09/02/14	\$13.31/H	Appointment vice L. Hunt
<b><u>Change</u></b>				
Colla, Antonio	Assistant Director, New Student Orientation/Contract Professional	10/02/14	\$37,000.00 12 mo	Appointment vice C. DeBord; basis change from temporary; salary change from \$36,000.00/12 mo
Daniluk, Tanya	Assistant Director, Work Study & Student Employment/Student Financial Aid/Contract Professional	09/01/14	\$40,000.00 12 mo	Job reclassification via reorganization; salary change from \$33,648.00/12 mo; title change from Assistant Director, Student Financial Aid Work Study
Garrett, Kelly	Departmental Records Specialist/Student Financial Aid/Staff	09/08/14	\$13.46/H	Job reclassification via job audit; salary change from \$12.46/H; title change from Student Employment Records Assistant; grade change from 115 to 117
<b><u>Separation</u></b>				
Cutting, Patricia	Master Building Service Worker Certified/Residence Life & Housing/Staff	10/29/14	\$15.88/H	Resignation
<b>OFFICE OF ENROLLMENT MANAGEMENT</b>				
<b><u>Appointment/Reappointment</u></b>				
Avery, Kimberlee	Senior Associate Director, Transfer Student Service Center; Interim Director, Transfer & Adult Admissions/Transfer & Adult Student Enrollment Center/Contract Professional	10/20/14 06/30/15	\$9,000.00 for the period (stipend)	Temporary additional title and administrative stipend for Interim Director duties; base salary is \$45,580.00/12 mo
Rossett, Mary	Associate Director, Military Services Transfer & Adult Student Enrollment Center; Interim Director, Transfer & Adult Admissions/Transfer & Adult Student Enrollment Center/Contract Professional	11/15/14 02/15/15	\$4,000.00 for the period (stipend)	Temporary additional title and administrative stipend for Interim Director duties; base salary is \$42,840.00/12 mo
Williams, Anthony	Computer Support & Facilities Assistant/Medina County University Center/Staff	11/10/14	\$13.31/H	Appointment
<b><u>Change</u></b>				
Mahapatra, Anu	Associate Director, Admissions Operations/Admissions/Contract Professional	08/01/14	\$65,986.00 12 mo	Job reclassification via job audit; salary change from \$63,448.00/12 mo; title change from Institutional Research Associate; grade change from 120 to 121

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b><u>Separation</u></b>				
Dickerson, Karen E.	Director, Transfer & Adult Student Enrollment Center/ Contract Professional	10/17/14	\$66,300.00 12 mo	Resignation
<b>VICE PRESIDENT FOR FINANCE &amp; ADMINISTRATION/CFO</b>				
<b><u>Appointment/Reappointment</u></b>				
Verbel, Maxine H.	Chef Dining Services/University Dining Services/Staff	11/17/14	\$15.00/H	Appointment vice D. Wilburn
Woodyard, Jessie E.	Conference Coordinator/ University Dining Services/ Contract Professional	11/03/14	\$40,000.00 12 mo	Appointment vice D. Achimasi
<b><u>Change</u></b>				
Bertmeyer, Kimberly N.	Food Service Worker/University Dining Services/Staff	10/06/14	\$12.71/H	End of temporary job reclassification; salary change from \$13.21/H; title change from Lead Team Coordinator; grade change from 114 to 01
Martin, Susanne L.	Assistant Manager, Dining Services/University Dining Services/Staff	05/01/14	\$1,236.00 BW	FLSA status change from non-exempt to exempt
Mauck, Valerie J.	Coordinator Bursar's Office/ Student Accounts/Bursar/Staff	08/31/14	\$20.23/H	Job reclassification via reorganization; salary change from \$19.45/H; title change from Student Account Specialist Senior; grade change from 117 to 118
<b><u>Leave</u></b>				
Rinella, Lisa	Manager, Food Services/ University Dining Services/Staff	08/15/14 09/07/14	\$1,537.47 BW	Change date of return from leave from 09/10/14
<b>OFFICE OF ADVANCEMENT</b>				
<b><u>Appointment/Reappointment</u></b>				
Craig, Lisa	Media Relations Specialist/ University Communications & Marketing/Contract Professional	12/01/14	\$49,000.00 12 mo	Appointment vice S. Cupples
<b><u>Change</u></b>				
Brown, Tracey M.	Administrative Assistant Senior/ Development/Staff	09/01/14	\$16.86/H	Job reclassification; salary change from \$12.85/H; title change from Administrative Assistant; grade change from 116 to 118
Price, Kristi A.	Manager, Executive Events/ Alumni Association/Contract Professional	11/12/14	\$42,500.00 12 mo	Appointment; successful internal applicant; salary change from \$13.58/H; title change from Business Coordinator, Dining Services; grade change from 117 to 121; appointment basis change from staff

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>OFFICE OF CAPITAL PLANNING &amp; FACILITIES MANAGEMENT</b>				
<b><u>Change</u></b>				
Krantz, Jodi	Police Officer II/University Police Department/Staff	07/28/14	\$30.00/H	Salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$29.16/H
Mayes, Ralph	Police Officer II/University Police Department/Staff	09/22/14	\$30.00/H	Salary adjustment per bargaining agreement for completion of service years and training hours; salary change from \$29.16/H
<b>VICE PRESIDENT &amp; GENERAL COUNSEL</b>				
<b><u>Appointment/Reappointment</u></b>				
Bloniarz, Christy	Legal Assistant/Vice-President & General Counsel/Staff	11/03/14	\$24.00/H	Appointment vice A. Appeldorn
<b>OFFICE OF INFORMATION TECHNOLOGY SERVICES</b>				
<b><u>Change</u></b>				
Sturm, Timothy L.	Systems Administrator/ Hardware & Operating Systems Services/Staff	11/17/14	\$1,692.30 BW	Appointment; successful internal applicant vice J. Rice; salary change from \$19.20/H; title change from Technical Specialist; grade change from 217 to 219
<b><u>Leave</u></b>				
Drennen, Peggy L.	Senior Systems Analyst Programmer/Application Systems/Staff	09/10/14 09/30/14	\$2,498.40 BW	100% leave without compensation
<b>OFFICE OF TALENT DEVELOPMENT &amp; HUMAN RESOURCES</b>				
<b><u>Appointment/Reappointment</u></b>				
Burns, Jennifer	Benefits Administrator/Human Resources/Staff	11/03/14	\$17.79/H	Appointment vice J. Alspach
<b><u>Change</u></b>				
Gerber, Lissia K.	Director, Human Resources Information Services; Deputy Appointing Authority/Talent Development & Human Resources/Contract Professional	01/01/15	\$72,000.00 12 mo	Appointment; successful internal applicant vice L. Moss; salary change from \$61,164.00/12 mo; title change from Assistant Director, Human Resources Information Services; grade change from 121 to 123
<b><u>Leave</u></b>				
Prusky, Bethany	Labor Relations Specialist, Senior; Deputy Title IX Coordinator/Human Resources/ Contract Professional	10/30/14 11/24/14	\$61,200.00 12 mo	100% leave without compensation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>VICE PRESIDENT FOR RESEARCH &amp; DEAN GRADUATE SCHOOL</b>				
<b><u>Appointment/Reappointment</u></b>				
Burton, Heather E.	Director, Graduate Professional Development/Graduate School/Contract Professional	10/01/14 09/30/15	\$61,680.00 12 mo	Temporary reappointment; salary change from \$60,471.00/12 mo; title change from Director, McNair Scholars Program
Noble, Bethany	Research Assistant/Office of Research Administration/Staff	11/01/14 08/31/15	\$15.00/H	Temporary reappointment; appointment basis change from part-time to full-time
<b><u>Change</u></b>				
Noble, Bethany	Research Assistant/Office of Research Administration/Staff	10/01/14 10/31/14	\$15.00/H	Salary change from \$13.00/H
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>				
<b><u>Appointment/Reappointment</u></b>				
Bagatto, Brian P.	Professor, Biology; BS/MD Academic Coordinator/Faculty (BUF)	08/25/14 05/10/15	\$4,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$85,047.00/9 mo
Cossey, James P.	Associate Professor, Mathematics; Coordinator, Undergraduate Programs/Faculty (BUF)	08/25/14 05/10/15	\$1,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$75,131.00/9 mo
Dejbord-Sawan, Parizad	Associate Professor, Modern Languages; Coordinator, Spanish/Faculty (BUF)	08/25/14 05/10/15	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$70,355.00/9 mo
Dudipala, Venkat	Solution, NMR Manager Magnetic Resonance Center; Interim Director, NMR Center/Chemistry/Contract Professional	08/01/14 07/31/15	\$6,000.00 12mo (stipend)	Temporary additional title and administrative stipend for Interim Director assignment; base salary is \$74,933.00/12 mo
Eichler, Rosemarie	Senior Instructor, History/Academic Coordinator/ Faculty (BUF)	08/25/14 05/10/15	\$1,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$47,979.00/9 mo
Feltry, Kathryn	Associate Professor, Sociology; Interim Director, Women's Studies/Faculty (BUF)	08/25/14 05/10/15	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Interim Director assignment; base salary is \$86,679.00/9 mo
Giffels, David	Assistant Professor, English; Coordinator, Northeast Ohio Master Fine Arts/Faculty (BUF)	08/25/14 05/10/15	\$72,573.00 9 mo	Temporary additional title for Coordinator assignment
Harp, Stephen L.	Professor, History; Professor, Modern Languages; Director, Humanities/Faculty (BUF)	08/25/14 05/10/15	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$92,363.00/9 mo
Hixson, Walter	Distinguished Professor, History; Director, World Civilizations/Faculty (BUF)	08/25/14 12/21/14	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$113,305.00/9 mo

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Holda, James H.	Associate Professor, Biology; Coordinator, Biology/Faculty (BUF)	08/25/14 05/10/15	\$1,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$72,247.00/ 9 mo
Njus, Kelsey A.	Research Technician/Biology/ Staff	10/06/14 10/31/15	\$15.38/H	Temporary appointment
Ritchey, David	Professor, Communication; Interim Assistant Director, Communication/Faculty (BUF)	10/01/14 05/10/15	\$2,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Interim Assistant Director assignment; base salary is \$87,741.00/9 mo
Romano, Natalie	Postdoctoral Research Associate/Chemistry/Staff	07/14/14 08/06/14	\$910.00 BW	Temporary reappointment
Santos, Martha S.	Associate Professor, History; Director, Graduate Studies/Faculty (BUF)	08/25/14 05/10/15	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$67,823.00/ 9 mo
Schultze, Pamela A.	Professor, Family & Consumer Sciences; Faculty Senate Executive Committee Secretary; Fellow, Institute for Life-Span Development & Gerontology/ Faculty (BUF)	08/25/14 05/10/15	\$3,840.00 9 mo (stipend)	Temporary additional title and administrative stipend for Faculty Senate assignment; base salary is \$83,167.00/9 mo
Stoyhoff, Catherine A.	Associate Instructor, English; Assistant Director, Composition/Faculty (BUF)	08/25/14 05/10/15	\$3,600.00 9 mo (stipend)	Temporary additional title and administrative stipend for Assistant Director assignment; base salary is \$43,858.00/9 mo
Wilbur, J. Patrick	Associate Professor, Mathematics; Coordinator, Graduate Programs/Faculty (BUF)	08/25/14 05/10/15	\$1,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Coordinator assignment; base salary is \$78,494.00/ 9 mo
Young, Jennifer Y.	Associate Instructor, English; Director, Composition/Faculty (BUF)	08/25/14 05/10/15	\$5,400.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$43,263.00/ 9 mo
<b><u>Change</u></b>				
Lanasa, Patricia	Coordinator, Events/ Music/ Staff	09/01/14	\$17.28/H	Job reclassification via reorganization; salary change from \$16.00/H
	Manager, Special Events-School of Music/Contract Professional	11/01/14	\$35,942.00 12 mo	Title change from Coordinator, Events; appointment basis change from staff; grade change from 117 to 119
Luettmmer-Strathmann, Jutta	Associate Professor, Physics; Associate Professor, Chemistry; Coordinator, Physics/Faculty (BUF)	08/25/14 05/10/15	\$77,715.00 9 mo	Joint appointment with Physics (primary) and Chemistry (secondary)
Wasserman, Eric	Associate Professor, English/ Faculty (BUF)	08/25/14		Relinquish title of Coordinator, Northeast Ohio Master Fine Arts
<b><u>Separation</u></b>				
Robinson, Susan L.	Assistant to Department Chair, Biology/Staff	06/30/15	\$23.89/H	Retirement
Tabatcher, Mary L.	Administrative Assistant/ Statistics/Staff	02/28/15	\$22.29/H	Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>				
<b><u>Appointment/Reappointment</u></b>				
Hanlon, Susan C.	Assistant Dean, College of Business Administration; Associate Professor, Management; Fitzgerald Institute Fellow, Entrepreneurship; Director, Undergraduate Programs/ Business Administration Dean's Office/Faculty	01/01/15 06/30/15	\$12,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for Director duties; base salary is \$148,104.00/12 mo
Schulte, Sheri B.	Visiting College Lecturer, Management; Assessment Strategist/Management/Faculty	08/25/14 05/10/15	\$9,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Assessment Strategist duties; base salary is \$50,000.00/9-mo
<b><u>Leave</u></b>				
Kapoor, Anoop	Visiting Professor, Management/ Faculty	10/29/14 12/13/14	\$50,000.00 9 mo	100% leave without compensation
<b>COLLEGE OF EDUCATION</b>				
<b><u>Appointment/Reappointment</u></b>				
Houser, Shelley A.	Literacy Coach/Education Dean's Office/Contract Professional	09/01/14 05/31/15	\$46,350.00 9 mo	Temporary reappointment
Oviatt, Pamela J.	Literacy Coach/Education Dean's Office/Contract Professional	08/01/14 05/31/15	\$46,350.00 10 mo	Temporary reappointment
<b><u>Change</u></b>				
Brueck, Jeremy S.	Visiting Assistant Professor, Curricular & Instructional Studies/Faculty	08/25/14 05/11/15	\$45,000.00 9 mo	Change end date from 05/17/15
Chaff, Kelly	College Program Specialist/ Education Dean's Office/Staff	07/28/14	\$19.15/H	Job reclassification via job audit; salary change from \$18.41/H; title change from Student Services Counselor; grade change from 117 to 118
Fullwood, Kara	Clinical Curriculum Specialist/ Head Teacher/Center for Child Development/Contract Professional	10/13/14 12/19/14	\$32,989.00 10 mo	Temporary job reclassification; salary change from \$10.82/H; title change from Assistant Teacher-CCD; grade change from 113 from 119; appointment basis change from part-time staff
<b>COLLEGE OF ENGINEERING</b>				
<b><u>Appointment/Reappointment</u></b>				
Clark, Ashley B.	Administrative Assistant-Grant Funded/Engineering Dean's Office/Staff	10/01/14 09/30/15	\$14.76/H	Temporary reappointment

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Daniels, Christopher C.	Research Associate Professor/ Engineering Dean's Office/ Faculty	10/01/14 09/30/15	\$131,231.00 12 mo	Temporary reappointment
Golbabaeci-Asl, Mona	Postdoctoral Research Associate/Mechanical Engineering/Staff	10/31/14 06/30/15	\$1,730.77 BW	Temporary appointment
Lewis, Gregory	Director Electrical & Computer Engineering Technical Services/Electrical & Computer Engineering/Staff	08/25/14 08/23/15	\$346.15 BW (stipend)	Temporary administrative stipend; base salary is \$3,156.76/BW
Lillard, Robert S.	Carboline Chair Professor, Chemical & Biomolecular Engineering; NCER CAMP Interim Technical Director/ Chemical & Biomolecular Engineering/Faculty (BUF)	07/01/13 06/30/15	\$10,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director duties; base salary is \$116,251.00/9 mo
Mather, Janice L.	Senior Research Engineer/ Engineering Dean's Office/Staff	10/01/14 09/30/15	\$3,342.79 BW	Temporary reappointment
Oravec, Heather A.	Research Assistant Professor/ Engineering Dean's Office/ Faculty	10/01/14 09/30/15	\$81,900.00 12 mo	Temporary reappointment
Sen, Sanghamitra	Postdoctoral Fellow/Chemical & Biomolecular Engineering/Staff	10/01/14 08/31/15	\$1,346.15 BW	Temporary appointment

**Change**

Kayello, Hamed M.	Postdoctoral Fellow/Chemical & Biomolecular Engineering/Staff	08/25/14 06/30/15	\$1,384.62 BW	Change start date from 07/14/14
Mileti, Heidi	Coordinator, Cooperative Education/Engineering Dean's Office/Contract Professional	07/01/14 06/15/15 06/16/15	\$44,014.00 12 mo	Merit increase; salary change from \$43,145.00/12 mo  Appointment basis change from temporary to regular

**Leave**

Omar, Abbas	Professor, Electrical & Computer Engineering; Department Chair, Electrical & Computer Engineering/Faculty	12/17/14 12/31/14	\$166,650.00 9 mo	100% leave without compensation
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**COLLEGE OF HEALTH PROFESSIONS**

**Appointment/Reappointment**

White, Sandra L.	Grant Project Consultant/ Counseling/Staff	01/01/15 06/30/15	\$20.95/H	Temporary reappointment
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**Change**

Ellis, Regena	Student Enrollment Counselor/ Nursing/Staff	06/02/14	\$17.92/H	Job reclassification via job audit; salary change from \$17.23/H; title change from Administrative Assistant; grade change from 116 to 117
Gibson-Lee, Rebecca	Professor, Medical Assisting Technology; Director, School of Allied Health Technology; Program Director, Medical Assisting Technology/Faculty	07/01/14	\$97,273.00 12 mo	Title change from Chair, Allied Health Technology

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Kontak, Jeannette M.	Secretary/Allied Health Technology/Staff	11/01/14	\$20.08/H	Department change from Health Professions Dean's Office
<b><u>Separation</u></b>				
Moss, Kimberly	Director, Workforce Development-College of Health Professions/Health Professions Dean's Office/Contract Professional	10/31/14	\$65,280.00 12 mo	Resignation
<b>SCHOOL OF LAW</b>				
<b><u>Appointment/Reappointment</u></b>				
Sahl, Joann M.	Associate Clinical Professor, Law; Director, Civil Litigation Clinic; Assistant Director, Legal Clinic/Law Instruction/Faculty	10/01/14 09/30/15	\$11,652.00 12 mo (stipend)	Temporary administrative stipend for serving as Project Director, Summit County CQE Grant; base salary is \$94,681.00/9 mo
Van Tassel, Katharine A.	Professor, Law; Director, Public Health Law & Science Center/ Law-Instruction/Faculty	08/25/14 05/10/15	\$2,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; base salary is \$127,742.00/ 9 mo
Vyas, Annal D.	Visiting Professor, Law/Faculty	08/25/14 05/15/15	\$60,000.00 9 mo	Temporary appointment
<b><u>Change</u></b>				
Thompson, Lia	Director, Alumni & Development/Law Dean's Office/Contract Professional	09/01/14	\$58,040.00 12 mo	Job reclassification via job audit; salary change from \$51,000.00/12 mo; title change from Director, Alumni & Annual Fund External Programs; grade change from 120 to 121; relinquish \$5,000/ 12 mo temporary administrative stipend
<b><u>Separation</u></b>				
Staats, Suzanne	Assistant to the Dean – Law School/Law Dean's Office/Staff	12/31/14	\$21.26/H	Retirement
<b>COLLEGE OF POLYMER SCIENCE &amp; POLYMER ENGINEERING</b>				
<b><u>Appointment/Reappointment</u></b>				
Buddhiranon, Sasiwimon	Research Assistant Professor/ Polymer Engineering/Faculty	10/01/14 03/31/15	\$35,077.00 12 mo	Temporary reappointment; salary change from \$40,000.00/12 mo
Estrada, Charlene F.	Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff	11/03/14 11/02/15	\$1,596.15 BW	Temporary appointment
Gu, Yuanqing	Postdoctoral Fellow/Institute, Polymer Engineering/Staff	12/16/14 12/31/14	\$1,538.46 BW	Temporary reappointment
Gurkan, Burcu	Postdoctoral Fellow/Polymer Engineering/Staff	11/06/14 09/03/15	\$1,423.07 BW	Temporary appointment
Jacquet, Robin M.	Laboratory Manager/Institute of Polymer Science/Staff	09/01/14 12/31/14	\$2,550.25 BW	Temporary reappointment; 20% leave without compensation

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
Jha, Kshitij	Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff	11/01/14 12/31/14	\$910.00 BW	Temporary reappointment
Jia, Xiaofei	Postdoctoral Research Fellow/Institute of Polymer Science/Staff	11/01/14 12/31/14	\$1,269.23 BW	Temporary reappointment
Nagy, Zsuzsanna Tamara	Visiting Research Associate/ Institute of Polymer Science/ Staff	11/03/14 01/28/15	\$1,269.23 BW	Temporary appointment
Xie, Tingzheng	Postdoctoral Research Associate/Institute of Polymer Science/Staff	09/14/14 08/31/16	\$1,230.77 BW	Temporary reappointment
Zhao, Chen	Postdoctoral Research Fellow/ Institute of Polymer Science/ Staff	09/22/14 03/22/15	\$1,269.23 BW	Temporary reappointment
<b><u>Change</u></b>				
Monroy, Victor	Instructional Director, Polymer Science & Polymer Engineering/ Polymers Dean's Office/ Contract Professional	07/01/14 12/31/14	\$220,752.00 12 mo	Merit increase; salary change from \$216,424.00/12 mo
Willhite, Deborah E.	Administrative Assistant/ Institute of Polymer Engineering/Staff	09/02/14	\$12.70/H	Appointment, successful internal applicant; salary change from \$12.21/H; title change from Administrative Secretary; grade change from 115 to 116
<b><u>Leave</u></b>				
Tahir, Tayba L.	Director, Polymer Training Center/Polymers Dean's Office/Staff	09/04/14 09/30/14	\$2,371.13 BW	100% leave without compensation
<b><u>Separation</u></b>				
Koehler, Mark E.	Assistant to Director, Institute of Polymer Science/Contract Professional	12/31/14	\$86,655.00 12 mo	Retirement
Kolton, Rosemary F.	Administrative Assistant Senior/ Polymers Dean's Office/Staff	12/31/14	\$27.21/H	Retirement
Tahir, Tayba L.	Director, Polymer Training Center/Polymers Dean's Office/Staff	09/30/14	\$2,371.13 BW	Disability retirement

**COLLEGE OF APPLIED SCIENCE & TECHNOLOGY**

**Appointment/Reappointment**

Austin, Jennifer A.	Academic Adviser I/College of Applied Science & Technology Dean's Office/Staff	09/01/14 06/30/15	\$14.80/H	Temporary reappointment
Ramlo, Susan	Professor, General Technology; Professor, Physics/Engineering & Science Technology/Faculty (BUF)	01/12/15 05/10/15	\$2,000.00 9 mo (stipend)	Temporary administrative stipend for program director assignment; base salary is \$85,329.00/9 mo

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b>UNIVERSITY LIBRARIES</b>				
<b><u>Appointment/Reappointment</u></b>				
Hawkins, Lois	Library Specialist/UL Access Services/Staff	01/10/15 03/03/15	\$13.31/H	Temporary reappointment
Thompson, Paul	Web Development Specialist/UL Electronic Services/Staff	11/10/14	\$21.00/H	Appointment vice D. Collins
<b><u>Change</u></b>				
Goodman, Margaret R.	Administrative Assistant/UL Dean's Office/Staff	09/08/14	\$16.29/H	Voluntary reduction in work schedule; schedule change from 40 hours weekly to 32 hours weekly
<b>WAYNE COLLEGE</b>				
<b><u>Appointment/Reappointment</u></b>				
Montavon, Joe	Facilities Maintenance Worker- Wayne College/Physical Plant- Wayne/Staff	09/15/14	\$10.43/H	Appointment vice B. Raber
Prost, David	Facilities Maintenance Worker- Wayne College/Physical Plant- Wayne/Staff	09/04/14	\$10.43/H	Appointment vice Z. Burkey
<b><u>Change</u></b>				
Lewis, Susan M.	Senior College Lecturer, Business Technology/Business & Office Technology/Faculty (BUF)	08/25/14	\$53,013.00 9 mo	Promotion; salary change from \$50,013.00/9 mo; title change from Associate College Lecturer, Business Technology
<b><u>Separation</u></b>				
Holz, Jennifer L.	Professor, Sociology/Sociology- Wayne/Faculty (BUF)	12/31/14	\$76,013.00 9 mo	Retirement

<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
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**FULL-TIME EMPLOYEE PERSONNEL ACTIONS  
ADDENDUM**

**OFFICE OF THE PRESIDENT**

**Separation**

Green, Rachel	Assistant Volleyball Coach/ Office of Athletics/Contract Professional	02/19/15	\$29,705.00 12 mo	Non-renewal
Plummer, B. Jayme	Assistant Volleyball Coach/ Office of Athletics/Contract Professional	02/19/15	\$40,038.00 12 mo	Non-renewal

**OFFICE OF ACADEMIC AFFAIRS**

**Change**

Hanson, Annie C.	Manager, Continuing Education & Outreach/Office of Academic Affairs/Contract Professional	07/01/14	\$56,207.00 12 mo	Merit increase; salary change from \$55,105.00/12 mo
		07/01/15 06/30/16		Extension of temporary reappointment
Louscher, Susan M.	Executive Director, NCERCAMP/Office of Academic Affairs/Contract Professional	07/01/14	\$189,108.00 12 mo	Merit increase; salary change from \$185,400.00/12 mo
		07/01/15 06/30/16		Extension of temporary reappointment

**Separation**

Stokes, Nancy	Special Assistant to the Provost; Professor, Bibliography/Office of Academic Affairs/Faculty	01/31/15	\$133,688.00 12 mo	Retirement
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**DIVISION OF STUDENT SUCCESS**

**Change**

Arenz, Ronald	Head Volleyball Coach/Student Recreation & Wellness Center/Contract Professional	12/19/14		Transfer from Office of Athletics
		12/31/15		
Bowman, Ronald	University Registrar/ Registrar/Contract Professional	11/04/14	\$95,000.00 12 mo	Appointment; title change from Interim University Registrar; salary change from \$85,000.00/12 mo; relinquish stipend of \$6,000.00/12 mo; grade change from 122 to 125

**OFFICE OF ENROLLMENT MANAGEMENT**

**Appointment/Reappointment**

Novak, Deborah A.	Assistant Director, Student Conduct & Community Standards/Contract Professional	01/05/15	\$60,000.00 12 mo	Appointment vice D. Adams
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
<b><u>Separation</u></b>				
Schweitzer, Jennifer K.	Manager, Business Operations & Finance-MCUC/Medina County University Center/Staff	11/21/14	\$1,373.07 BW	Resignation

**OFFICE OF CAPITAL PLANNING & FACILITIES MANAGEMENT**

**Appointment/Reappointment**

Hostetler, Andrew J.	Manager, Facilities Projects Senior/Capital Planning & Facilities Management/Contract Professional	01/05/15	\$63,000.00 12 mo	Appointment
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**BUCHTEL COLLEGE OF ARTS & SCIENCES**

**Appointment/Reappointment**

Klein, Janet	Associate Professor, History; Director, World Civilizations/ History/Faculty (BUF)	01/12/15 05/10/15	\$3,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director duties; base salary is \$70,090.00/9 mo
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**COLLEGE OF BUSINESS ADMINISTRATION**

**Appointment/Reappointment**

Blier, Kevin	Visiting College Lecturer, Management/Faculty	01/12/15 05/17/15	\$50,000.00 9 mo	Temporary reappointment
Divoky, James J.	Associate Dean, College of Business Administration; Professor, Management/College of Business Administration Dean's Office/Faculty	01/01/15 06/30/15	\$12,000.00 12 mo (stipend)	Temporary additional title and administrative stipend for additional duties; base salary is \$189,721.00/12 mo
Lanese, Bethany S.	Visiting College Lecturer, Management/Faculty	01/12/15 05/17/15	\$50,000.00 9 mo	Temporary appointment

**Separation**

David, Marie	Administrative Assistant/ Marketing/Staff	11/14/14	\$15.45/H	Resignation
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**COLLEGE OF ENGINEERING**

**Appointment/Reappointment**

Adams, Jay	Visiting College Lecturer, Electrical & Computer Engineering/Faculty	01/12/15 05/17/15	\$60,000.00 9 mo	Temporary reappointment
French, Michael	Visiting College Lecturer, Electrical & Computer Engineering/Faculty	01/12/15 05/17/15	\$60,000.00 9 mo	Temporary reappointment

**Separation**

Wilke, Judy M.	Administrative Secretary/ Chemical & Biomolecular Engineering/Staff	11/14/14	\$11.85/H	Resignation
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<u>NAME</u>	<u>JOB/DEPT JOB FUNCTION</u>	<u>EFFECTIVE DATE</u>	<u>SALARY/TERM</u>	<u>ACTION/REASON</u>
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**COLLEGE OF HEALTH PROFESSIONS**

**Separation**

Klingler, Mona	Associate Professor, Speech Language Pathology & Audiology; Fellow, Institute for Life-Span Development & Gerontology/School of Speech Language Pathology & Audiology/Faculty (BUF)	12/31/14	\$69,840.00 9 mo	Retirement
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**SCHOOL OF LAW**

**Appointment/Reappointment**

Brittain, Suzanne M.	Director, Marketing & Communications-Law/Law Dean's Office/Contract Professional	11/17/14 06/30/15	\$50,000.00 12 mo	Temporary appointment
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**COLLEGE OF APPLIED SCIENCE & TECHNOLOGY**

**Appointment/Reappointment**

Dilling, Scott	Visiting Instructor, Mechanical Engineering Technology/Engineering & Science Technology/Faculty	01/12/15 05/17/15	\$5,250.00 9 mo (stipend)	Temporary administrative stipend for teaching 30-hour load; base salary is \$50,000.00/9 mo
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**Separation**

Wallace, Patricia	Professor, Early Childhood Development; Department Chair, Public Service Technology/Public Service Technology/Faculty	12/31/14	\$115,873.00 12 mo (base)  \$776.00 12 mo (stipend)	Retirement
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**UNIVERSITY LIBRARIES**

**Appointment/Reappointment**

Blundell, Shelley	Visiting Assistant Professor, Bibliography; Instructional Design Librarian/UL Research & Learning Services/Faculty	12/01/14 11/30/15	\$55,000.00 12 mo	Temporary appointment
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**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by President Scott L. Scarborough, dated December 10, 2014, 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.

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Ted A. Mallo, Secretary  
Board of Trustees

# **FINANCE & ADMINISTRATION COMMITTEE**

## **APPENDIX 1**

### **PERSONNEL**

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>DIVISION OF STUDENT SUCCESS</b>						
Aquino,Antonina D	Associate Lecturer	Developmental Programs	3600.00	900.00	HIR	Fall
Aquino,Antonina D	Associate Lecturer	Developmental Programs	3600.00	900.00	REH	Fall
Bassett,Kimberly K	Associate Lecturer	Developmental Programs	3200.00	800.00	REH	Fall
Collins,Pamela S	Senior Lecturer	Developmental Programs	1800.00	900.00	REH	Fall
Collins,Pamela S	Senior Lecturer	Developmental Programs	1800.00	900.00	REH	Fall
*Darrah,Patrick A	Senior Lecturer	Developmental Programs	4000.60	1000.15	REH	Fall
*Darrah,Patrick A	Senior Lecturer	Developmental Programs	4000.60	1000.15	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	1697.44	848.72	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Developmental Programs	1697.44	848.72	REH	Fall
Ehret,Sara R	Assistant Lecturer	Student Academic Success	1400.00	700.00	REH	Fall
Fowler,Rachel M	Assistant Lecturer	Student Academic Success	2106.90	702.30	REH	Fall
Gearhart,Otto A	Assistant Lecturer	Developmental Programs	1400.00	700.00	REH	Fall
Gearhart,Otto A	Assistant Lecturer	Developmental Programs	1400.00	700.00	REH	Fall
*Gruccio,Margaret I	Senior Lecturer	Developmental Programs	3983.92	995.98	REH	Fall
*Gruccio,Margaret I	Senior Lecturer	Developmental Programs	3983.92	995.98	REH	Fall
Hazen,Christine A	Assistant Lecturer	Developmental Programs	1514.96	757.48	REH	Fall
Hazen,Christine A	Assistant Lecturer	Developmental Programs	1514.96	757.48	REH	Fall
Johnson,Karen E	Senior Lecturer	Developmental Programs	3942.40	985.60	REH	Fall
Johnson,Karen E	Senior Lecturer	Developmental Programs	3942.40	985.60	REH	Fall
Keiper,Sara A	Assistant Lecturer	Student Academic Success	1169.00	700.00	DTA	Fall
*King,Gayle A	Associate Lecturer	Student Academic Success	1991.08	865.69	REH	Fall
*King,Mary	Senior Lecturer	Student Academic Success	3938.92	984.73	REH	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	3462.76	865.69	REH	Fall
Knapp,Gary F	Senior Lecturer	Developmental Programs	3462.76	865.69	REH	Fall
Lane,Amelia R	Associate Lecturer	Developmental Programs	1442.00	721.00	REH	Fall
Lane,Amelia R	Associate Lecturer	Developmental Programs	1442.00	721.00	REH	Fall
Lanshe,John C	Senior Lecturer	Office of Student Success	1731.38	865.69	HIR	Fall
Lee,Gillian C	Assistant Lecturer	Student Academic Success	1442.00	721.00	REH	Fall
Lee,Yvonne R	Assistant Lecturer	Student Academic Success	700.00	700.00	REH	Fall
Lu,Qingjun	Assistant Lecturer	Student Academic Success	5907.12	738.39	REH	Fall
Marcum,Deborah N	Senior Lecturer	Developmental Programs	1731.38	865.69	REH	Fall
Marcum,Deborah N	Senior Lecturer	Developmental Programs	3462.76	865.69	REH	Fall
Materna,David E	Senior Lecturer	Developmental Programs	6789.76	848.72	REH	Fall
McIntyre,Laura Colleen	Associate Lecturer	Developmental Programs	1697.44	848.72	REH	Fall
*McNamara,Martha J	Senior Lecturer	Student Academic Success	4202.40	1050.60	REH	Fall
Mikolajczyk,Julia A	Assistant Lecturer	Developmental Programs	1520.94	760.47	REH	Fall
Mikolajczyk,Julia A	Assistant Lecturer	Developmental Programs	1520.94	760.47	REH	Fall
Murphy,Robert A	Senior Lecturer	Developmental Programs	3727.32	931.83	REH	Fall
Murphy,Robert A	Senior Lecturer	Developmental Programs	3727.32	931.83	REH	Fall
Nelson,Susan E	Special Lecturer	Developmental Programs	1200.00	600.00	HIR	Fall
Nelson,Susan E	Special Lecturer	Developmental Programs	2400.00	600.00	REH	Fall
Nguyen,Tho Truong	Assistant Lecturer	Student Academic Success	5808.80	726.10	REH	Fall
Phillips,Perry M	Assistant Lecturer	Student Academic Success	5600.00	700.00	HIR	Fall
Plavan,Nancy L	Senior Lecturer	Developmental Programs	1648.00	824.00	REH	Fall
Plavan,Nancy L	Senior Lecturer	Developmental Programs	1648.00	824.00	REH	Fall
*Pramuk,Kenneth J	Senior Lecturer	Student Academic Success	3925.92	981.48	REH	Fall
Romaker,Dana E	Assistant Lecturer	Student Academic Success	1442.00	721.00	REH	Fall
Shabaya,Judith	Senior Lecturer	Developmental Programs	3600.00	900.00	HIR	Fall
Shuler,Alexis Denise	Assistant Lecturer	Developmental Programs	2609.80	652.45	REH	Fall
Stang,Jean M	Assistant Lecturer	Student Academic Success	1031.39	1031.39	HIR	Fall
Stokes,Polly A	Senior Lecturer	Developmental Programs	3960.56	990.14	REH	Fall
*Taylor,Donald G	Senior Lecturer	Student Academic Success	6798.00	849.75	HIR	Fall
Thoenen,Heidi L	Assistant Lecturer	Student Academic Success	1400.00	700.00	REH	Fall
Torgler Jr,William E	Associate Lecturer	Office of Student Success	1502.36	751.18	HIR	Fall
Tran,Vanthu T	Senior Lecturer	Developmental Programs	3296.00	824.00	REH	Fall
Tran,Vanthu T	Senior Lecturer	Developmental Programs	3296.00	824.00	REH	Fall
Tucker,Leslie R	Assistant Lecturer	Developmental Programs	2400.00	600.00	REH	Fall

\*Retiree

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>DIVISION OF STUDENT SUCCESS (Cont.)</b>						
Varonis, Maria E	Assistant Lecturer	Student Academic Success	4530.50	850.00	DTA	Fall
Veon, Olympia Ann	Assistant Lecturer	Student Academic Success	5600.00	700.00	HIR	Fall
Wagner, Nora C	Senior Lecturer	Developmental Programs	3394.88	848.72	REH	Fall
Walker, Lester C	Senior Lecturer	Student Academic Success	7857.84	982.23	REH	Fall
Wells, Kathy Jo	Associate Lecturer	Developmental Programs	3029.92	757.48	REH	Fall
Wheeler, Ruth E	Associate Lecturer	Developmental Programs	5600.00	700.00	REH	Fall
White, Judith A	Senior Lecturer	Developmental Programs	3394.88	848.72	REH	Fall
Winkler, Pamela C	Assistant Lecturer	Developmental Programs	6752.40	844.05	REH	Fall
Zhou, Jie	Assistant Lecturer	Student Academic Success	2100.00	700.00	REH	Fall
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>						
Austin, Gerald J	Assistant Lecturer	Political Science	2433.00	811.00	REH	Fall
Barnes, Jeffrey J	Assistant Lecturer	History	5100.00	850.00	HIR	Fall
Barrett, Robert P	Associate Lecturer	History	3607.08	901.77	DTA	Fall
Bergert, Christopher J	Assistant Lecturer	Art	3000.00	750.00	REH	Fall
Bertoncini, Leann	Senior Lecturer	English	7168.00	896.00	REH	Fall
Bodman, Amy	Senior Lecturer	Music	900.00	900.00	HIR	Fall
Bodman, Amy	Senior Lecturer	Music	3195.00	900.00	HIR	Fall
Bolois, Janet Lykes	Assistant Lecturer	Political Science	600.00	600.00	HIR	Fall
Bozin, Marie A	Associate Lecturer	Women's Studies	5400.00	900.00	HIR	Fall
*Brandel, Irvin W	Senior Lecturer	Family & Cons Sciences	3084.03	1028.01	REH	Fall
Brndiar, John J	Assistant Lecturer	Music	4320.00	800.00	REH	Fall
Brndiar, John J	Assistant Lecturer	Music	1600.00	800.00	REH	Fall
Brodie, Angela D	Senior Lecturer	Communication	5665.00	1133.00	REH	Fall
Brown, Miraides	Assistant Lecturer	Statistics	6400.00	800.00	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Byron, Gary L	Senior Lecturer	Family & Cons Sciences	1066.36	1066.36	REH	Fall
Caldwell Davis, Aubrey L	Assistant Lecturer	Dance, Theatre & Arts Admin	2705.31	901.77	REH	Fall
Cardarelli, Stephen Anthony	Assistant Lecturer	Mathematics	3000.00	750.00	REH	Fall
Carlin, Eric R	Associate Lecturer	English	2550.00	850.00	REH	Fall
Case, Jennifer Ann	Senior Lecturer	English Language Institute	6592.00	824.00	REH	Fall
Clark, Lynn Marie	Associate Lecturer	Sociology	2674.98	891.66	REH	Fall
*Collins, Christopher	Senior Lecturer	Communication	4532.00	1133.00	DTA	Fall
Conn, Jennifer L	Assistant Lecturer	English Language Institute	5080.00	635.00	REH	Fall
Davidson, Gail	Senior Lecturer	Family & Cons Sciences	4120.00	1030.00	REH	Fall
Davidson, Gail	Senior Lecturer	Family & Cons Sciences	1030.00	1030.00	REH	Fall
Davis, Lee H	Assistant Lecturer	Political Science	2400.00	600.00	REH	Fall
DiLillo, Joan R	Senior Lecturer	Communication	5713.62	952.27	REH	Fall
Domanski, John	Senior Lecturer	Mathematics	7416.00	927.00	REH	Fall
Drozin, Michael A	Assistant Lecturer	Statistics	4800.00	600.00	REH	Fall
Dudack, Matthew John	Senior Lecturer	Music	6789.76	848.72	DTA	Fall
Dugan, Dennis	Special Lecturer	Dance, Theatre & Arts Admin	1028.01	1028.01	REH	Fall
Dugan, Dennis	Special Lecturer	Dance, Theatre & Arts Admin	3084.03	1028.01	REH	Fall
Dyer, Stephen O	Senior Lecturer	English	5100.00	850.00	REH	Fall
Earley, Richard A	Assistant Lecturer	Dance, Theatre & Arts Admin	6312.39	901.77	REH	Fall
Easterling, Theodore Neil	Associate Lecturer	History	3563.80	890.95	REH	Fall
Edington, Melissa E	Special Lecturer	Dance, Theatre & Arts Admin	5600.00	800.00	HIR	Fall
Edwards, Jason Allen	Special Lecturer	Art	3200.00	800.00	HIR	Fall
Edwards, Karen Victoria	Senior Lecturer	Art	8656.96	1082.12	REH	Fall
Ehret, Sara R	Assistant Lecturer	English	4200.00	700.00	REH	Fall
Eibel, Amy E	Assistant Lecturer	Art	703.38	703.38	REH	Fall
Eichelberger, Nancy K	Senior Lecturer	Mathematics	2947.68	982.56	REH	Fall
Eichler, James P	Senior Lecturer	History	4302.52	1075.63	REH	Fall
Eisner, Dee A	Assistant Lecturer	Family & Cons Sciences	4200.00	700.00	REH	Fall

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>						
Embree,Carolyn A	Senior Lecturer	English	6103.14	1017.19	REH	Fall
Evans,Kellie S	Assistant Lecturer	Communication	5600.00	800.00	REH	Fall
Faye,Cathy	Special Lecturer	Psychology	4000.00	1000.00	REH	Fall
Fee,Stefani M	Assistant Lecturer	Communication	6400.00	800.00	REH	Fall
Ferrell,Carla Jayne	Senior Lecturer	Mathematics	7416.00	927.00	REH	Fall
Ferris,David S	Assistant Lecturer	Communication	3296.00	824.00	REH	Fall
Finnen,Patrick J	Assistant Lecturer	History	3200.00	800.00	HIR	Fall
Flynn,David R	Special Lecturer	Art	3462.76	865.69	REH	Fall
Foncellino,Laura Ann	Special Lecturer	English Language Institute	5067.60	633.45	REH	Fall
*Foods,Annabelle M	Senior Lecturer	Geosciences	1166.99	1166.99	REH	Fall
*Foods,Annabelle M	Senior Lecturer	Geosciences	1166.99	1166.99	REH	Fall
Foran,Anna N	Assistant Lecturer	English Language Institute	5200.00	650.00	REH	Fall
Frankovits,Nicholas D	Senior Lecturer	Geosciences	7271.88	1038.84	REH	Fall
Franks,Kay E	Assistant Lecturer	Modern Languages	162.50	650.00	DTA	Fall
Fraser,Robert W	Senior Lecturer	Music	1233.61	1028.01	REH	Fall
Fraser,Robert W	Senior Lecturer	Music	1028.01	1028.01	REH	Fall
Fuzer,Donald E	Associate Lecturer	Family & Cons Sciences	5799.30	966.55	REH	Fall
Gains,Joseph	Senior Lecturer	Communication	7931.00	1133.00	REH	Fall
Ganter,Theresa M	Senior Lecturer	Modern Languages	7839.93	1119.99	REH	Fall
Gaston,Diane	Senior Lecturer	Philosophy	5313.96	885.66	REH	Fall
Giannone,Michael A	Assistant Lecturer	Communication	1839.60	919.80	REH	Fall
Gill-Kinast,Marcie B	Associate Lecturer	Art	3765.76	941.44	REH	Fall
Githiora,Rosa Muthoni	Associate Lecturer	History	1800.00	900.00	REH	Fall
Glitz,Carl E	Associate Lecturer	Sociology	2616.54	872.18	REH	Fall
Glitz,Carl E	Senior Lecturer	Political Science	2616.54	872.18	HIR	Fall
Gonder,Mark H	Special Lecturer	Music	2105.82	752.08	DTA	Fall
Gonder,Mark H	Special Lecturer	Music	1504.16	752.08	REH	Fall
Goodall,Patricia T	Senior Lecturer	Family & Cons Sciences	8240.00	1030.00	REH	Fall
Gorogianni,Eugenia	Senior Lecturer	Anthropology & Classical St	5975.82	995.97	REH	Fall
Gott,Gabriel B	Assistant Lecturer	English	4200.00	700.00	HIR	Fall
Gotthardt,Linda S	Senior Lecturer	English Language Institute	7214.16	901.77	REH	Fall
Gouin,Marlena M	Assistant Lecturer	Mathematics	2900.00	725.00	REH	Fall
Graning,Gary A	Senior Lecturer	Music	5944.03	995.65	REH	Fall
Griffith,Sarah B	Special Lecturer	English Language Institute	4920.00	615.00	REH	Fall
*Guegold,William K	Senior Lecturer	Music	7200.00	1200.00	DTA	Fall
Guiler,Peter S	Senior Lecturer	History	7828.00	978.50	REH	Fall
Haag,Melissa A	Senior Lecturer	English	7168.00	896.00	REH	Fall
Hackett,James E	Senior Lecturer	Philosophy	5400.00	900.00	REH	Fall
Hafez,Mona Refaat Badawy	Assistant Lecturer	Modern Languages	3200.00	800.00	REH	Fall
Hafner,Jonathan H	Assistant Lecturer	Mathematics	4944.00	618.00	REH	Fall
Hall-Hiles,Natalie A	Associate Lecturer	History	5100.00	850.00	REH	Fall
Hamilton,Barton H	Senior Lecturer	Chemistry	3787.44	946.86	REH	Fall
Hammer,Levi R	Assistant Lecturer	Music	824.00	824.00	REH	Fall
Hamo,Ahmad S	Assistant Lecturer	Modern Languages	6000.00	750.00	REH	Fall
Harrison,Judith L	Associate Lecturer	English	2546.16	848.72	REH	Fall
Heldenfels,Richard D	Assistant Lecturer	English	4326.00	721.00	REH	Fall
Herold,Linda A	Associate Lecturer	Family & Cons Sciences	5194.14	865.69	REH	Fall
Heyne,Edward J	Associate Lecturer	Computer Science	3300.00	1100.00	REH	Fall
Hilles,Stefanie A	Assistant Lecturer	Art	2678.00	669.50	REH	Fall
Holcomb,Timothy A	Senior Lecturer	Music	3735.00	900.00	REH	Fall
Hollingsworth,Amy B	Associate Lecturer	Biology	2546.16	848.72	REH	Fall
Hopp,Lorie A	Senior Lecturer	Communication	5843.46	973.91	REH	Fall
Horn,Matthew Clive	Senior Lecturer	English	6000.00	1000.00	REH	Fall
Hunter,Susan M	Associate Lecturer	Communication	7828.00	978.50	REH	Fall
Iken,Paula S	Assistant Lecturer	English	4200.00	700.00	REH	Fall
Jackson,Nathan E	Senior Lecturer	Philosophy	2700.00	900.00	REH	Fall
Janke,Adrienne L	Assistant Lecturer	Art	2800.00	700.00	REH	Fall

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<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>						
Jenison,Denise E	Assistant Lecturer	History	1600.00	800.00	REH	Fall
Jenkins,Rebecca L	Special Lecturer	English Language Institute	5652.96	706.62	REH	Fall
Johal,Kalwant S	Associate Lecturer	History	1700.00	850.00	REH	Fall
*Jolly,Tucker R	Senior Lecturer	Music	240.00	1200.00	REH	Fall
*Kagafas,James G	Senior Lecturer	English	3015.87	1005.29	REH	Fall
Kakos-Schwarz,Elizabeth	Senior Lecturer	Supervising Teachers	588.50	891.66	TER	Fall
Kalogerou,Francine A	Associate Lecturer	English	2250.00	750.00	HIR	Fall
Kaminicki,Heidi L	Senior Lecturer	Communication	3399.00	1133.00	REH	Fall
Kanakri,Aseel M	Assistant Lecturer	English Language Institute	5120.00	640.00	REH	Fall
Karriker,Kendra M	Assistant Lecturer	Music	1336.00	800.00	REH	Fall
Kazmier,Richard E	Assistant Lecturer	English Language Institute	5080.00	635.00	REH	Fall
Keener,Robert L	Senior Lecturer	History	6916.14	988.02	REH	Fall
Keister,Scott E	Assistant Lecturer	Modern Languages	5047.00	721.00	REH	Fall
Kellner,Kathleen	Senior Lecturer	History	1957.00	978.50	REH	Fall
Kenney,Christopher J	Special Lecturer	History	3170.00	1000.00	REH	Fall
Kenngott,Catherine L	Senior Lecturer	History	6401.82	1066.97	REH	Fall
Kenngott,Catherine L	Senior Lecturer	Modern Languages	2133.94	1066.97	REH	Fall
Kepler,Christopher C	Special Lecturer	Communication	5194.14	865.69	REH	Fall
Kessler,Scott W	Special Lecturer	Art	3462.76	865.69	REH	Fall
Kikuchi,Mayumi	Senior Lecturer	Music	7765.26	1125.40	REH	Fall
Kohn,Stanley B	Senior Lecturer	Art	8830.08	1103.76	REH	Fall
Kolaczewski-Ferris,Christine A	Senior Lecturer	Mathematics	4077.44	1019.36	REH	Fall
Kunz,John M	Senior Lecturer	English	5973.30	995.55	REH	Fall
Lange,Jesse M	Assistant Lecturer	Music	2008.50	669.50	REH	Fall
Lange,Marissa L	Assistant Lecturer	Music	1950.00	650.00	HIR	Fall
Lenzer,Constance Lee	Senior Lecturer	Communication	9064.00	1133.00	REH	Fall
Leontieva,Ludmila	Senior Lecturer	Economics	2625.00	875.00	REH	Fall
Levin,Paula B	Associate Lecturer	History	5250.00	875.00	REH	Fall
Lindenberger,Beth E	Special Lecturer	Art	3008.32	752.08	REH	Fall
Lingo,Zachary S	Assistant Lecturer	Philosophy	3600.00	600.00	REH	Fall
Lippisch,Alexander	Special Lecturer	Art	6492.72	811.59	REH	Fall
Livingston Taylor,Reanetta J	Assistant Lecturer	Communication	6709.20	838.65	REH	Fall
Lober,Christine D	Associate Lecturer	History	3679.20	919.80	REH	Fall
Lombardo,Mary Ann Kate	Senior Lecturer	Communication	7271.88	1038.84	REH	Fall
Lusk,Donna L	Assistant Lecturer	Family & Cons Sciences	2472.00	824.00	REH	Fall
Lyndall,Michael E	Senior Lecturer	English	5098.50	849.75	REH	Fall
Lytton,Alec S	Special Lecturer	Dance, Theatre & Arts Admin	6400.00	800.00	HIR	Fall
Machesky,Kevin L	Special Lecturer	Art	7618.16	952.27	REH	Fall
Mancz,Elizabeth A	Senior Lecturer	Anthropology & Classical St	1148.13	1148.13	REH	Fall
Manteghi,Debra L	Assistant Lecturer	Family & Cons Sciences	1523.38	761.69	REH	Fall
Marron,James E	Senior Lecturer	Music	6047.98	876.52	DTA	Fall
Matanick,Brenda M	Assistant Lecturer	English Language Institute	2600.00	650.00	HIR	Fall
Matanick,Philip	Associate Lecturer	English Language Institute	5600.00	700.00	HIR	Fall
Mikita,Katherine D	Special Lecturer	English Language Institute	4944.00	618.00	REH	Fall
Milford,Gene F	Senior Lecturer	Music	8211.60	1026.45	DTA	Fall
Miller,Cyndra L	Assistant Lecturer	Political Science	1836.00	612.00	REH	Fall
*Mills,Michele Denise	Senior Lecturer	Music	5832.00	1200.00	DTA	Fall
Minocchi,Joseph	Associate Lecturer	Music	3200.00	800.00	REH	Fall
Morris,Alex J	Senior Lecturer	English	5100.00	850.00	REH	Fall
Morris,Eric M	Senior Lecturer	English	5374.08	895.68	REH	Fall
Morrison,Lisa Branicky	Senior Lecturer	Psychology	3669.48	917.37	REH	Fall
Morrison,Lisa Branicky	Senior Lecturer	Psychology	2752.11	917.37	HIR	Fall
Mundie,Rachael L	Associate Lecturer	Art	6400.00	800.00	REH	Fall
Musarra,Thomas M	Associate Lecturer	Sociology	2960.67	986.89	REH	Fall
Nagashima,Philip H	Assistant Lecturer	Music	2640.00	800.00	REH	Fall
Nauman,Sharon M	Special Lecturer	Music	5194.14	865.69	REH	Fall
Nawari,Fadwa O	Senior Lecturer	Economics	5515.68	919.28	REH	Fall

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<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>						
Newton,Dean A	Senior Lecturer	Music	4985.84	1028.01	REH	Fall
Newton,Dean A	Senior Lecturer	Music	2056.02	1028.01	REH	Fall
Nmai,Rita Yaa	Senior Lecturer	Communication	8800.00	1100.00	REH	Fall
Novak,Julia P	Assistant Lecturer	English Language Institute	5560.00	695.00	REH	Fall
Noviks,Sarah M	Assistant Lecturer	Family & Cons Sciences	4696.80	782.80	REH	Fall
O'Bryan,Erin E	Senior Lecturer	Anthropology & Classical St	6600.00	1100.00	REH	Fall
Oliver,Constance D	Assistant Lecturer	English Language Institute	5120.00	640.00	REH	Fall
Olszewski,Michael Frank	Assistant Lecturer	Communication	3462.76	865.69	REH	Fall
Otorio,Shannon D	Senior Lecturer	Modern Languages	7416.00	927.00	REH	Fall
Owen,Penelope L	Senior Lecturer	Anthropology & Classical St	3300.00	1100.00	REH	Fall
Pace,Lisa A	Senior Lecturer	History	8475.20	1059.40	REH	Fall
*Palacas,Arthur L	Senior Lecturer	English	3000.00	1000.00	HIR	Fall
Pauley,Marsha M.	Assistant Lecturer	English Language Institute	5080.00	635.00	REH	Fall
Paull,Eric J	Assistant Lecturer	Political Science	2597.07	865.69	REH	Fall
Peacefull,Leonard G	Senior Lecturer	Geosciences	8224.88	1028.11	REH	Fall
Pechenuk,Walter	Associate Lecturer	Computer Science	4326.00	1442.00	REH	Fall
Peirce,Edward	Senior Lecturer	Family & Cons Sciences	995.55	995.55	REH	Fall
Peterson,Joseph M	Special Lecturer	English Language Institute	5000.00	625.00	HIR	Fall
Pickett,Victoria J	Assistant Lecturer	Art	3000.00	750.00	HIR	Fall
Polanka,William	Senior Lecturer	Music	8180.80	1022.60	REH	Fall
Pollock,Robert N	Assistant Lecturer	English Language Institute	5080.00	635.00	REH	Fall
Powell,Timothy W	Senior Lecturer	Music	2206.67	848.72	DTA	Fall
Powell,Timothy W	Senior Lecturer	Music	1697.44	848.72	HIR	Fall
Quinn,James A	Assistant Lecturer	English	4560.00	760.00	REH	Fall
Raber,Larry L	Assistant Lecturer	Statistics	2400.00	600.00	REH	Fall
Rabinowitz,Amanda M	Assistant Lecturer	Communication	2597.07	865.69	REH	Fall
Ramos,Sheila J	Senior Lecturer	Modern Languages	7791.28	973.91	REH	Fall
Rangel-Studer,Beatriz	Assistant Lecturer	English Language Institute	5200.00	650.00	HIR	Fall
Reilly-Howe,Pauline P	Assistant Lecturer	Dance, Theatre & Arts Admin	6097.70	871.10	REH	Fall
Renna,Rossitza L	Senior Lecturer	Communication	8800.00	1100.00	REH	Fall
Renner,James W	Special Lecturer	English	4800.00	800.00	REH	Fall
Reynolds,Lloyd J	Senior Lecturer	History	5992.74	998.79	REH	Fall
Richardson,Dionna D	Associate Lecturer	History	6300.00	900.00	REH	Fall
Rittenhouse,Joseph W	Special Lecturer	Dance, Theatre & Arts Admin	2613.30	871.10	REH	Fall
Robinson,Jay	Senior Lecturer	English	5276.76	879.46	REH	Fall
Rohrich,Jennifer R	Assistant Lecturer	English Language Institute	2600.00	650.00	HIR	Fall
Rosenberger,Kimberly	Associate Lecturer	Communication	6303.60	787.95	REH	Fall
Ross,Jeffrey Robert	Assistant Lecturer	English Language Institute	2600.00	650.00	REH	Fall
Rosser,Christina C	Assistant Lecturer	Music	1410.99	742.63	REH	Fall
Runeric,Ronald A	Senior Lecturer	Geosciences	8656.96	1082.12	REH	Fall
Russ,Jana R	Senior Lecturer	History	7886.48	985.81	REH	Fall
Salvadori,Donatella	Senior Lecturer	Modern Languages	6300.00	900.00	REH	Fall
Sanderson,Douglas G	Special Lecturer	Art	8000.00	1000.00	REH	Fall
Sanford-Burgoon,Kelli R	Senior Lecturer	Dance, Theatre & Arts Admin	5492.50	845.00	REH	Fall
Sarvis,Raymond W	Assistant Lecturer	English	4500.00	750.00	REH	Fall
Sasowsky,Kathryn	Senior Lecturer	Geosciences	1000.00	1000.00	REH	Fall
Saternus,Julie A	Assistant Lecturer	English	5600.00	700.00	HIR	Fall
Savery,Carol Anne	Associate Lecturer	Communication	2850.00	950.00	HIR	Fall
Scarpa,Lauren A	Assistant Lecturer	English	4200.00	700.00	REH	Fall
Schullo,Julie M	Special Lecturer	Dance, Theatre & Arts Admin	3138.16	784.54	REH	Fall
Seifert,Robert E	Senior Lecturer	History	6466.74	1077.79	REH	Fall
Seifert,Roberta L	Senior Lecturer	History	6116.16	1019.36	DTA	Fall
Shearer,Jon D	Assistant Lecturer	Mathematics	2813.52	703.38	REH	Fall
Sheppard,Katharine	Senior Lecturer	Economics	8569.96	1224.28	REH	Fall
Showers,Patrick J	Assistant Lecturer	Mathematics	6000.00	750.00	HIR	Fall
Shuman,Kristen Alaine	Assistant Lecturer	English	2550.00	850.00	HIR	Fall
Sigler,Yuki Fujiwara	Senior Lecturer	Modern Languages	7350.00	1050.00	REH	Fall

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<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>						
Silverman,Laura	Senior Lecturer	Music	2261.62	1028.01	REH	Fall
Silverman,Laura	Senior Lecturer	Music	4112.04	1028.01	DTA	Fall
Silvidi,Alan C	Assistant Lecturer	English	2250.00	750.00	HIR	Fall
Simms,Marchelle M	Assistant Lecturer	Art	2800.00	700.00	HIR	Fall
Singelyn,Benjamin Owen	Special Lecturer	English Language Institute	5000.00	625.00	REH	Fall
Skrant,James D	Assistant Lecturer	History	3182.72	795.68	REH	Fall
Smerglia, Virginia L	Senior Lecturer	Sociology	3246.36	1082.12	REH	Fall
Smith,Aaron M	Senior Lecturer	English	4844.88	807.48	REH	Fall
Spoerndle,Regenia E	Assistant Lecturer	Communication	4000.00	800.00	REH	Fall
Spoerndle,Regenia E	Special Lecturer	English	2400.00	800.00	REH	Fall
Stanek,Jennifer M	Assistant Lecturer	Modern Languages	4725.00	675.00	HIR	Fall
Stauffer,Mary B	Senior Lecturer	Art	7416.00	927.00	REH	Fall
Steeber,Dawson B	Senior Lecturer	English	5100.00	850.00	REH	Fall
Stein,Mary M	Assistant Lecturer	English	4800.00	800.00	REH	Fall
Steiner,Zachary D	Assistant Lecturer	Communication	2317.50	772.50	REH	Fall
Stevenson, Ellen H	Senior Lecturer	Mathematics	5400.00	900.00	REH	Fall
Stiles,Jennifer E.W.	Senior Lecturer	History	6000.00	1000.00	REH	Fall
Stimson Clements,Annie E	Assistant Lecturer	Art	5356.00	669.50	REH	Fall
Stoll,David B	Special Lecturer	Art	3462.76	865.69	REH	Fall
Strodbeck,Linda Irene	Senior Lecturer	English	5100.00	850.00	REH	Fall
Stumpf,Todd A	Assistant Lecturer	English	6400.00	800.00	REH	Fall
Stypinski,Andrew B	Senior Lecturer	Philosophy	7706.82	1284.47	REH	Fall
*Sumitra,Margaret A	Senior Lecturer	History	2032.22	1016.11	REH	Fall
*Sutowski,Caroline C	Senior Lecturer	English	7600.00	950.00	HIR	Fall
Szilagyi,John C	Assistant Lecturer	Economics	2100.00	700.00	HIR	Fall
Tabatcher,Patrick M	Assistant Lecturer	Art	3502.00	875.50	REH	Fall
Tarr,Michael E	Senior Lecturer	Economics	2700.00	900.00	REH	Fall
Teeling,Michelle	Senior Lecturer	English	2688.00	896.00	REH	Fall
Thibodeaux, Lee A	Senior Lecturer	Geosciences	7791.28	973.91	REH	Fall
Thoenen,Heidi L	Assistant Lecturer	English	4200.00	700.00	REH	Fall
Thomas Jr,Melvin R	Special Lecturer	English Language Institute	5194.16	649.27	REH	Fall
Thorne,Sylwia E	Assistant Lecturer	English Language Institute	2700.00	675.00	REH	Fall
Thorson,Valerie D	Assistant Lecturer	Music	571.36	952.27	REH	Fall
Tian,Lianghu	Associate Lecturer	Computer Science	4400.00	1100.00	REH	Fall
*Tillett,John M	Senior Lecturer	History	6291.42	1048.57	REH	Fall
Tokos,Justin W	Special Lecturer	Art	3029.92	757.48	REH	Fall
Tomita,Kumiko	Senior Lecturer	Modern Languages	8000.00	1000.00	REH	Fall
Tomko,Carrie A	Senior Lecturer	Communication	7931.00	1133.00	REH	Fall
Torres-Alvarado,Aracelis	Senior Lecturer	Modern Languages	6025.50	1004.25	REH	Fall
Tortoriello,Joanne E	Senior Lecturer	Communication	3068.40	1022.80	DTA	Fall
Triola,Amy Joy P	Senior Lecturer	English	2664.24	888.08	REH	Fall
Triola,Christian J	Associate Lecturer	English	2394.75	798.25	REH	Fall
Trotter,Barbara J	Associate Lecturer	Communication	6925.52	865.69	REH	Fall
Tunstall,Arnold S	Assistant Lecturer	Dance, Theatre & Arts Admin	2700.00	900.00	HIR	Fall
Tussey,Elizabeth H	Associate Lecturer	English	5100.00	850.00	REH	Fall
Urquhart,Kelly A	Assistant Lecturer	Art	5600.00	700.00	HIR	Fall
*Vaill,William B	Special Lecturer	Communication	7158.13	1022.59	REH	Fall
*Vasbinder,Samuel Holmes	Senior Lecturer	English	5784.96	964.16	REH	Fall
Vitale,Michael S	Senior Lecturer	English	2550.00	850.00	HIR	Fall
Vopat,Mark C	Senior Lecturer	Philosophy	3596.94	1198.98	REH	Fall
Voss,Laila	Senior Lecturer	Art	8656.96	1082.12	REH	Fall
Wagler,Todd A	Senior Lecturer	Chemistry	4944.00	1236.00	REH	Fall
Wain-Weiss,Esther R	Associate Lecturer	Mathematics	4950.00	825.00	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	History	4081.76	1020.44	REH	Fall
Watkins,David L	Special Lecturer	Art	6103.12	762.89	REH	Fall
Watkins,Thomas W	Associate Lecturer	Political Science	3009.39	1003.13	REH	Fall
Wedge,Lucius G	Associate Lecturer	History	3500.00	875.00	REH	Fall

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>						
Wehrmann,Rock	Special Lecturer	Music	1353.74	752.08	DTA	Fall
Wehrmann,Rock	Special Lecturer	Music	752.08	752.08	REH	Fall
Weiss,Matthew E	Special Lecturer	Art	3029.92	757.48	REH	Fall
Wesner,Robert F	Special Lecturer	Dance, Theatre & Arts Admin	2550.00	850.00	REH	Fall
Wiley,Lia Chervenak	Assistant Lecturer	Sociology	2400.00	800.00	HIR	Fall
Wilkinson,Vicki S	Senior Lecturer	English	5700.60	950.10	REH	Fall
Williams,William Proctor	Senior Lecturer	English	3191.16	1063.72	REH	Fall
Winter,Elizabeth A	Senior Lecturer	Communication	6798.00	1133.00	REH	Fall
Wittman,Barbara K	Assistant Lecturer	History	1947.82	973.91	REH	Fall
Wolf,Laura L	Senior Lecturer	English	3165.21	1055.07	REH	Fall
Wolfe Sanches,Mishel Christine	Assistant Lecturer	English Language Institute	5200.00	650.00	HIR	Fall
Yanik,Jeffrey D	Assistant Lecturer	Art	3000.00	750.00	HIR	Fall
Yekel,Amy L	Senior Lecturer	Music	5793.75	927.00	DTA	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	800.00	800.00	REH	Fall
Yelanjian,Sue Ann	Assistant Lecturer	Music	2280.00	800.00	DTA	Fall
Young,Brian R	Senior Lecturer	English	5092.32	848.72	REH	Fall
Yu,Jin	Senior Lecturer	Music	810.00	900.00	REH	Fall
Zavinski,Monique M	Senior Lecturer	Modern Languages	8752.16	1094.02	REH	Fall
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>						
Baker,David L	Senior Lecturer	Marketing	6000.00	1000.00	REH	Fall
Bernat,Andrew William	Senior Lecturer	Accountancy	6180.00	1030.00	REH	Fall
Berni,Anthony Joseph	Assistant Lecturer	Accountancy	3000.00	1000.00	REH	Fall
Burke,Richard W	Senior Lecturer	Accountancy	3150.00	1050.00	REH	Fall
Colvis,Steven L	Assistant Lecturer	Marketing	569.50	850.00	DTA	Fall
Ferrise,Joseph A	Assistant Lecturer	Finance	4944.00	824.00	REH	Fall
Griffith,Anne Marie	Assistant Lecturer	Accountancy	6000.00	1000.00	REH	Fall
Honeck,Richard D	Associate Lecturer	Finance	2587.53	862.51	REH	Fall
Jakab,Anthony J	Assistant Lecturer	Management	4800.00	800.00	REH	Fall
Judge,John W	Assistant Lecturer	Finance	2351.85	783.95	REH	Fall
*Kausch,Darlene R	Senior Lecturer	Accountancy	6000.00	1000.00	REH	Fall
Larris,Alan J	Assistant Lecturer	Accountancy	2550.00	850.00	HIR	Fall
Leonard,James O	Assistant Lecturer	Management	2442.63	814.21	REH	Fall
Malone,Robert W	Senior Lecturer	Accountancy	1622.25	1081.50	REH	Fall
Martin,Robert D	Senior Lecturer	Management	4580.00	1145.00	REH	Fall
Mastrandrea,Mario	Special Lecturer	Finance	3000.00	1000.00	REH	Fall
McKelvey,James D	Assistant Lecturer	Marketing	978.50	978.50	REH	Fall
Musengo,James D	Assistant Lecturer	Finance	2387.04	795.68	REH	Fall
Renner,Patricia A	Assistant Lecturer	Marketing	850.00	850.00	DTA	Fall
Staats,Jeffrey M	Assistant Lecturer	Marketing	850.00	850.00	HIR	Fall
Stefanik,Jon R	Senior Lecturer	Accountancy	1500.00	1000.00	REH	Fall
Ure,Garrison W	Assistant Lecturer	Accountancy	5100.00	850.00	REH	Fall
Wilhelm,Douglas J	Assistant Lecturer	Accountancy	2550.00	850.00	REH	Fall
Yoder,Ray A	Assistant Lecturer	Marketing	1000.00	1000.00	REH	Fall
<b>COLLEGE OF EDUCATION</b>						
Argenti Hobor,Gloria	Senior Lecturer	Curr & Instr Studies	3200.00	800.00	REH	Fall
Beyer,Kimberly A	Senior Lecturer	Educ Found & Leadership	2472.00	824.00	REH	Fall
Capitena,Dianne M	Assistant Lecturer	Supervising Teachers	490.13	742.63	REH	Fall
Capitena,Dianne M	Assistant Lecturer	Curr & Instr Studies	2884.00	721.00	REH	Fall
Cheney,Deborah L	Assistant Lecturer	Supervising Teachers	462.00	700.00	HIR	Fall
Childs,Sally J	Senior Lecturer	Supervising Teachers	1584.00	800.00	HIR	Fall
Dennis,Lori A	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	REH	Fall
DiVencenzo,Alfred D	Assistant Lecturer	Supervising Teachers	1386.00	700.00	REH	Fall
Donnelly,Diana L	Assistant Lecturer	Supervising Teachers	1903.44	721.00	REH	Fall
Dzeba,Anka J	Senior Lecturer	Curr & Instr Studies	2685.45	895.15	REH	Fall
Eleo,Larry J	Assistant Lecturer	Supervising Teachers	3234.00	700.00	DTA	Fall
Evans,Leila	Associate Lecturer	Supervising Teachers	1470.40	742.63	REH	Fall

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>COLLEGE OF EDUCATION (Cont.)</b>						
*Foster,Harold M	Senior Lecturer	Curr & Instr Studies	19776.00	2472.00	REH	Fall
Guida,JoAnn	Associate Lecturer	Supervising Teachers	999.87	757.48	REH	Fall
Hanna,Janet E	Assistant Lecturer	Supervising Teachers	3234.00	700.00	DTA	Fall
Harris,Michael R	Assistant Lecturer	Supervising Teachers	2772.00	700.00	REH	Fall
Heinzer,Linda M	Associate Lecturer	Supervising Teachers	1765.48	891.66	REH	Fall
Humphrey,Valerie A	Assistant Lecturer	Supervising Teachers	924.00	700.00	HIR	Fall
Jenkins,Ruth A	Senior Lecturer	Supervising Teachers	2719.20	824.00	REH	Fall
Kunkel,Cathy A	Assistant Lecturer	Supervising Teachers	1386.00	700.00	REH	Fall
Lijoi,Marianna	Assistant Lecturer	Supervising Teachers	1029.86	780.20	DTA	Fall
Markling,Matthew John	Senior Lecturer	Educ Found & Leadership	2840.58	946.86	REH	Fall
Martin,Nicholas D	Assistant Lecturer	Educ Found & Leadership	1800.00	600.00	REH	Fall
Martucci,Susan J	Assistant Lecturer	Curr & Instr Studies	2400.00	600.00	REH	Fall
McNair,Debra	Assistant Lecturer	Curr & Instr Studies	2272.44	757.48	REH	Fall
Meecker,Kimberly	Assistant Lecturer	Curr & Instr Studies	2546.16	636.54	REH	Fall
Naidu,Jenny	Senior Lecturer	Curr & Instr Studies	3200.00	800.00	REH	Fall
Naidu,Jenny	Senior Lecturer	Supervising Teachers	3696.00	800.00	REH	Fall
Peck,John A	Professor-Summer	Curr & Instr Studies	7200.00	2400.00	REH	Summer
Rickenbacker,Barbara G	Assistant Lecturer	Supervising Teachers	924.00	700.00	HIR	Fall
*Saltz,Jerrilyn J	Senior Lecturer	Supervising Teachers	5296.46	891.66	REH	Fall
Scozzaro,Phillip P	Senior Lecturer	Curr & Instr Studies	3747.16	936.79	REH	Fall
Shorter,Joyce Sue	Associate Lecturer	Supervising Teachers	1544.79	780.20	REH	Fall
Shreffler-Moss,Veronica Judith	Assistant Lecturer	Curr & Instr Studies	1800.00	600.00	HIR	Fall
Simenc,Cynthia M	Associate Lecturer	Supervising Teachers	1544.79	780.20	REH	Fall
Skelley,Ronald L	Assistant Lecturer	Supervising Teachers	1810.06	780.20	DTA	Fall
Smith,Leslie L	Assistant Lecturer	Supervising Teachers	1386.00	700.00	HIR	Fall
Stallard,Catharina M	Assistant Lecturer	Supervising Teachers	2059.72	780.20	REH	Fall
Stefanko,Mary E	Associate Lecturer	Supervising Teachers	1848.00	700.00	DTA	Fall
Stellers,Thomas J	Senior Lecturer	Supervising Teachers	1087.68	824.00	REH	Fall
Steyer,George J	Associate Lecturer	Supervising Teachers	2855.16	721.00	REH	Fall
Stoops,Bonnie S	Associate Lecturer	Supervising Teachers	1364.23	891.66	DTA	Fall
Tirpak,Richard D	Senior Lecturer	Supervising Teachers	2942.47	891.66	REH	Fall
*Varian,Anne S	Senior Lecturer	Curr & Instr Studies	2940.00	980.00	REH	Fall
Venables Jr,Robert L	Assistant Lecturer	Supervising Teachers	3234.00	700.00	REH	Fall
Wells-Goodwin,Kathleen J	Senior Lecturer	Curr & Instr Studies	2472.00	824.00	REH	Fall
Wells-Goodwin,Kathleen J	Senior Lecturer	Supervising Teachers	1631.52	824.00	REH	Fall
Wesson,Raymond M	Assistant Lecturer	Supervising Teachers	514.93	780.20	REH	Fall
Wilfong,Judith Lynn	Assistant Lecturer	Supervising Teachers	2059.72	780.20	REH	Fall
Yaussy,Katherine E	Assistant Lecturer	Supervising Teachers	1848.00	700.00	REH	Fall
Zwick,Jennifer L	Assistant Lecturer	Supervising Teachers	792.00	600.00	REH	Fall
<b>COLLEGE OF ENGINEERING</b>						
Andrews,Robert J	Senior Lecturer	Civil Engineering	3571.14	1190.38	REH	Fall
Arnold,William Allen	Associate Lecturer	Civil Engineering	1066.20	1591.35	REH	Fall
Bunnell,Robert L	Senior Lecturer	Civil Engineering	7144.08	1190.68	REH	Fall
Chuang,Yutang	Senior Lecturer	Mechanical Engineering	9000.00	1500.00	REH	Fall
Cutright,Teresa J	Assoc Prof - Summer	Civil Engineering	1509.20	1715.00	REH	Summer
Dorfi,Hans	Senior Lecturer	Mechanical Engineering	2472.00	1236.00	REH	Fall
Dudek,Thomas J	Senior Lecturer	Mechanical Engineering	2400.00	1200.00	REH	Fall
Goldberg,Robert K	Associate Lecturer	Civil Engineering	4869.54	1623.18	REH	Fall
Jiang,Bing	Senior Lecturer	Mechanical Engineering	3450.00	1150.00	REH	Fall
Peterson,Brian David	Assistant Lecturer	Engineering Dean's Office	3090.00	1030.00	REH	Fall
Walter,Joseph D	Senior Lecturer	Mechanical Engineering	3300.00	1100.00	REH	Fall
*Welch,John T	Senior Lecturer	Electrical & Computer Engr	4296.66	1432.22	REH	Fall
<b>COLLEGE OF HEALTH PROFESSIONS</b>						
Abbott,Donna M	Assistant Lecturer	Allied Health Technology	5092.32	848.72	REH	Fall
Abbott,Hope M	Associate Lecturer	Nursing	10712.96	1339.12	REH	Fall
Adamic,Brandi L	Assistant Lecturer	Speech-Lang Path & Audiology	3163.50	950.00	REH	Fall

\*Retiree

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<b>COLLEGE OF HEALTH PROFESSIONS (Cont.)</b>						
Adamic,Brandi L	Assistant Lecturer	Speech-Lang Path & Audiology	551.00	950.00	DTA	Fall
Allen,Erica M	Assistant Lecturer	Counseling	3000.00	600.00	REH	Fall
Austin,Elmira Christina	Assistant Lecturer	Speech-Lang Path & Audiology	3002.85	800.76	REH	Fall
Baisch,Brett A	Assistant Lecturer	Sport Science & Wellness Educ	4200.00	700.00	REH	Fall
Baker,Rose A	Assistant Lecturer	Nursing	8652.00	1442.00	REH	Fall
Bartley,Alise G	Senior Lecturer	Counseling	2980.14	993.38	REH	Fall
Bass,Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	8062.88	1007.86	REH	Fall
Bays,Joan B	Special Lecturer	Sport Science & Wellness Educ	5400.00	900.00	REH	Fall
Begue,Laura Marie	Assistant Lecturer	Nursing	10712.96	1339.12	REH	Fall
Black,Wendy S	Special Lecturer	Allied Health Technology	3456.00	768.00	HIR	Fall
Bohnert,Laura D	Assistant Lecturer	Nursing	11686.72	1460.84	REH	Fall
Brewer,Jeffrey M	Assistant Lecturer	Sport Science & Wellness Educ	5700.00	950.00	REH	Fall
*Brown,Keith A.	Special Lecturer	Sport Science & Wellness Educ	3745.00	749.00	REH	Fall
Bruback,Zachary T	Associate Lecturer	Sport Science & Wellness Educ	2400.00	800.00	REH	Fall
Bruno,Kathryn A	Special Lecturer	Nursing	8550.00	1068.75	REH	Fall
Bruno,Teresa Ann	Associate Lecturer	Allied Health Technology	5098.50	849.75	REH	Fall
Bruno,Teresa Ann	Associate Lecturer	Allied Health Technology	849.75	849.75	REH	Fall
Bruno,Teresa Ann	Associate Lecturer	Allied Health Technology	849.75	849.75	REH	Fall
Brusko,Mallory K	Assistant Lecturer	Sport Science & Wellness Educ	1909.62	636.54	REH	Fall
*Campbell,Thomas A	Senior Lecturer	Sport Science & Wellness Educ	8000.00	1000.00	REH	Fall
Campbell,Timothy R	Assistant Lecturer	Sport Science & Wellness Educ	1909.62	636.54	REH	Fall
Chudakoff,Catherine A	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Clites,Kristin M	Assistant Lecturer	Sport Science & Wellness Educ	3000.00	600.00	REH	Fall
Clough,Lynn A	Special Lecturer	Health Professions Dean's Off	3000.00	1000.00	REH	Fall
Conner,James R	Special Lecturer	Sport Science & Wellness Educ	5016.76	716.68	REH	Fall
Cowger,Kimberly A	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Crawford,Kelly L	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Davis,Andrew J	Assistant Lecturer	Sport Science & Wellness Educ	3182.70	636.54	REH	Fall
Davis,Ronald E	Assistant Lecturer	Social Work	4944.00	824.00	REH	Fall
DeBois,Kristen Cletzer	Assistant Lecturer	Nutrition & Dietetics	4320.00	720.00	REH	Fall
*Decapite,Frances	Special Lecturer	Speech-Lang Path & Audiology			RET	Fall
DeSalvo,Renee M	Assistant Lecturer	Sport Science & Wellness Educ	4944.00	618.00	REH	Fall
Deuble,Jennifer V	Assistant Lecturer	Speech-Lang Path & Audiology	3650.00	1000.00	REH	Fall
Donnelly,Caleb M	Special Lecturer	Allied Health Technology	1408.00	563.20	HIR	Fall
Dornfeld,David K	Senior Lecturer	Sport Science & Wellness Educ	8909.52	1113.69	REH	Fall
Dougall,Jennifer L	Senior Lecturer	Counseling	4080.00	816.00	REH	Fall
Draper,Brett A	Assistant Lecturer	Sport Science & Wellness Educ	3787.44	946.86	REH	Fall
Drope,Misti Kaye	Special Lecturer	Nursing	4171.52	1042.88	REH	Fall
Duecker,Jody R	Assistant Lecturer	Sport Science & Wellness Educ	3600.00	600.00	REH	Fall
Dunivant,Crystal Nacolle	Assistant Lecturer	Social Work	4800.00	800.00	REH	Fall
Edgar,Tim C	Assistant Lecturer	Social Work	3296.00	824.00	REH	Fall
Egli,Rachel L	Special Lecturer	Nursing	1012.50	1012.50	HIR	Fall
*Engle,Marling P	Special Lecturer	Sport Science & Wellness Educ	750.00	750.00	REH	Fall
Faciana,Christopher D	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Faggella Fuller,Gabrielle E	Assistant Lecturer	Social Work	4944.00	824.00	REH	Fall
Fairless,Brandon M	Senior Lecturer	Sport Science & Wellness Educ	1600.00	800.00	REH	Fall
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audiology	3019.11	1006.37	REH	Fall
Fleming,Mandy M	Assistant Lecturer	Speech-Lang Path & Audiology	3408.67	811.59	REH	Fall
Ford,Jeremy L	Assistant Lecturer	Sport Science & Wellness Educ	3708.00	618.00	REH	Fall
Formica,Samantha Jo	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Foster,Lisa J	Assistant Lecturer	Nursing	4944.00	1236.00	REH	Fall
Fratena,Christina	Assistant Lecturer	Nursing	9739.12	1217.39	REH	Fall
Frye-Leland,Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	7992.80	999.10	REH	Fall
George,Mary C	Assistant Lecturer	Nursing	10712.96	1339.12	REH	Fall
Gerberich,Mark W	Special Lecturer	Sport Science & Wellness Educ	5100.00	850.00	REH	Fall
Goodwin Jr,Paul G	Senior Lecturer	Counseling	3581.70	1193.90	REH	Fall
Green,Cheryl Ann	Special Lecturer	Nursing	1012.50	1012.50	HIR	Fall

\*Retiree

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<b>COLLEGE OF HEALTH PROFESSIONS (Cont.)</b>						
Hall,Jennifer	Special Lecturer	Speech-Lang Path & Audiology	8224.08	1028.01	REH	Fall
Hanes Reed,Georgia L	Associate Lecturer	Allied Health Technology	2705.31	901.77	REH	Fall
Hanes Reed,Georgia L	Associate Lecturer	Allied Health Technology	901.77	901.77	REH	Fall
Hanes Reed,Georgia L	Associate Lecturer	Allied Health Technology	901.77	901.77	REH	Fall
Hart,Joya	Senior Lecturer	Nutrition & Dietetics	6038.22	1006.37	REH	Fall
Hartung PhD,Paul J	Senior Lecturer	Counseling	2824.02	941.34	REH	Fall
Hatcher,Mary E	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Hebebrand,Kathleen Ann	Assistant Lecturer	Nursing	7791.24	1298.54	REH	Fall
Heineman,Rose A	Assistant Lecturer	Nursing	4944.00	1236.00	REH	Fall
Heller,David E	Assistant Lecturer	Allied Health Technology	800.00	800.00	REH	Fall
Heller,Heather	Assistant Lecturer	Allied Health Technology	4800.00	800.00	REH	Fall
Heller,Heather	Assistant Lecturer	Allied Health Technology	800.00	800.00	REH	Fall
Heller,Heather	Assistant Lecturer	Allied Health Technology	800.00	800.00	REH	Fall
Herberghs,Bryan J	Assistant Lecturer	Sport Science & Wellness Educ	3819.24	636.54	REH	Fall
Hofer,Carolyn J	Special Lecturer	Sport Science & Wellness Educ	3495.32	873.83	REH	Fall
Holbert,Joanne M	Senior Lecturer	Counseling	2472.00	824.00	REH	Fall
Holgate,Dale W	Assistant Lecturer	Sport Science & Wellness Educ	2163.00	721.00	REH	Fall
Holgate,Gail A	Senior Lecturer	Sport Science & Wellness Educ	9709.52	1213.69	REH	Fall
Hollon,Ellen C	Assistant Lecturer	Speech-Lang Path & Audiology	6517.00	950.00	REH	Fall
Holt,Alexis M	Assistant Lecturer	Sport Science & Wellness Educ	3600.00	600.00	REH	Fall
Hoon,Allan M	Assistant Lecturer	Sport Science & Wellness Educ	1947.81	649.27	REH	Fall
Howard,Leon Carver	Senior Lecturer	Counseling	6302.17	900.31	REH	Fall
Hoy,Tammy O	Special Lecturer	Nursing	4171.44	1042.86	REH	Fall
Huff,Debra L	Associate Lecturer	Social Work	5713.62	952.27	REH	Fall
Indermuhle,Patricia	Assistant Lecturer	Nursing	8793.04	1099.13	REH	Fall
Jurging,Toby	Assistant Lecturer	Sport Science & Wellness Educ	4544.88	757.48	REH	Fall
Justine,Robert G	Special Lecturer	Sport Science & Wellness Educ	4200.00	600.00	REH	Fall
Kennell,Brian J	Associate Lecturer	Sport Science & Wellness Educ	4800.00	800.00	REH	Fall
Kerr,Linda J	Associate Lecturer	Nursing	8034.00	1339.00	REH	Fall
Kidd Puhalla,Laura M	Assistant Lecturer	Social Work	2400.00	800.00	HIR	Fall
Kiefer,Patricia L	Assistant Lecturer	Nursing	9165.20	1145.65	REH	Fall
Klingler,Judith A	Senior Lecturer	Sport Science & Wellness Educ	6000.00	1000.00	REH	Fall
Knoll,Mary E	Associate Lecturer	Allied Health Technology	2400.00	800.00	REH	Fall
Kobak,Mallory S	Assistant Lecturer	Sport Science & Wellness Educ	4800.00	600.00	REH	Fall
Kreiner,Dale S	Assistant Lecturer	Sport Science & Wellness Educ	3014.52	753.63	REH	Fall
Kunsman,Charles A	Assistant Lecturer	Sport Science & Wellness Educ	3029.92	757.48	REH	Fall
LaRose,Vivienne Marie	Assistant Lecturer	Nursing	5092.32	1273.08	REH	Fall
Laign,Jennifer L	Assistant Lecturer	Nursing	4200.00	1050.00	REH	Fall
Lalani,Reza	Senior Lecturer	Allied Health Technology	5400.00	900.00	HIR	Fall
Landenberger Jr,Dale E	Assistant Lecturer	Sport Science & Wellness Educ	1447.34	723.67	REH	Fall
Leslie,Terri Y	Assistant Lecturer	Social Work	824.00	824.00	REH	Fall
Liles,Jamie D	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Little,Jody M	Senior Lecturer	Nursing	8100.00	1012.50	REH	Fall
Loe,Cynthia H	Special Lecturer	Sport Science & Wellness Educ	5934.08	741.76	REH	Fall
Maibach,Dawn L	Special Lecturer	Nursing	4171.44	1042.86	REH	Fall
Malcolm,Tedd J	Assistant Lecturer	Sport Science & Wellness Educ	4990.26	831.71	REH	Fall
McClish,Tammy A	Senior Lecturer	Allied Health Technology	952.75	952.75	REH	Fall
Miranda,Megan L	Assistant Lecturer	Counseling	1800.00	600.00	REH	Fall
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	1648.00	824.00	REH	Fall
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	824.00	824.00	REH	Fall
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	824.00	824.00	REH	Fall
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	824.00	824.00	REH	Fall
Mummey,Kathleen M	Assistant Lecturer	Sport Science & Wellness Educ	4703.94	783.99	REH	Fall
*Mumper,John	Senior Lecturer	Social Work	3090.00	1030.00	REH	Fall
Neal,Julia C	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Nelson,Raymond Levi	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Nibling,Marilyn Sue	Assistant Lecturer	Nursing	11124.00	1390.50	REH	Fall

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<b>COLLEGE OF HEALTH PROFESSIONS (Cont.)</b>						
Olesen,Thomas W	Special Lecturer	Allied Health Technology	6480.00	864.00	HIR	Fall
Palchick,Fred	Special Lecturer	Speech-Lang Path & Audiology	3700.00	925.00	REH	Fall
Palmer,Chad E	Assistant Lecturer	Sport Science & Wellness Educ	5100.00	850.00	REH	Fall
Petit,Jennifer Gayla	Senior Lecturer	Sport Science & Wellness Educ	7638.48	954.81	REH	Fall
Phipps,Chelsea A.C.	Assistant Lecturer	Sport Science & Wellness Educ	1200.00	600.00	REH	Fall
Pinkston,Penelope	Assistant Lecturer	Allied Health Technology	4800.00	800.00	REH	Fall
Potenzini,Nicholas T	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Powell,Michael D	Assistant Lecturer	Sport Science & Wellness Educ	3246.35	649.27	DTA	Fall
Pressman,Jackie M	Assistant Lecturer	Nursing	3071.73	1023.91	REH	Fall
Pressman,Jackie M	Assistant Lecturer	Nursing	4607.60	1151.90	REH	Fall
Questel,Gloria A	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Redd,Michael J	Assistant Lecturer	Counseling	1800.00	600.00	REH	Fall
Reed,Kelly M	Assistant Lecturer	Nutrition & Dietetics	3200.00	800.00	REH	Fall
Reid,Pamela J	Assistant Lecturer	Social Work	6752.40	844.05	REH	Fall
Rensel,Sally A	Assistant Lecturer	Allied Health Technology	5092.32	848.72	REH	Fall
Ricciardi,Briana Lillian	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Rich,Pamela K	Assistant Lecturer	Allied Health Technology	2597.07	865.69	REH	Fall
Richards,Catherine M	Associate Lecturer	Speech-Lang Path & Audiology	3084.03	1028.01	REH	Fall
Rickenbacker,Brenda B	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Ridella,Jerriene M	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Riepenhoff,Maribeth	Special Lecturer	Nursing	2700.00	900.00	REH	Fall
Robinson,Meredith M	Special Lecturer	Nursing	8100.00	1012.50	REH	Fall
Rochester,Benjamin M	Assistant Lecturer	Sport Science & Wellness Educ	2434.77	811.59	REH	Fall
Rogers,Teresa M	Assistant Lecturer	Counseling	2400.00	600.00	HIR	Fall
Rosso,Anthony J	Special Lecturer	Sport Science & Wellness Educ	1514.96	757.48	REH	Fall
Roth-Vyhnal,Christina C	Assistant Lecturer	Nursing	8743.04	1092.88	REH	Fall
Rubens,David Thomas	Associate Lecturer	Sport Science & Wellness Educ	2317.50	772.50	REH	Fall
Rueckert,Terry B	Assistant Lecturer	Nursing	11686.88	1460.86	REH	Fall
Rufener,Patrick S	Senior Lecturer	Sport Science & Wellness Educ	6180.00	1030.00	REH	Fall
Ruhlin,Susan	Associate Lecturer	Speech-Lang Path & Audiology	5031.85	1006.37	REH	Fall
Sabistina,Shelley J	Assistant Lecturer	Nursing	9000.00	1125.00	REH	Fall
Schenault,Steve R	Special Lecturer	Sport Science & Wellness Educ	649.27	649.27	REH	Fall
Schrull,Patricia	Associate Lecturer	Nursing	3679.20	919.80	REH	Fall
Sette,Jennie E	Assistant Lecturer	Social Work	4800.00	800.00	REH	Fall
Siarkowski,Karen	Associate Lecturer	Nursing	9739.12	1217.39	REH	Fall
Sisson,Valerie L	Assistant Lecturer	Nursing	5194.16	1298.54	REH	Fall
Smith Sr,Marc	Assistant Lecturer	Sport Science & Wellness Educ	1800.00	600.00	REH	Fall
Smith,Miranda F	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Staiger,William	Special Lecturer	Sport Science & Wellness Educ	873.83	873.83	REH	Fall
Steinmetz,Janice E	Assistant Lecturer	Social Work	2499.69	833.23	REH	Fall
Stockton,LuAnne M	Senior Lecturer	Sport Science & Wellness Educ	7989.28	998.66	REH	Fall
Stotler,Theresa C	Associate Lecturer	Nursing	10712.96	1339.12	REH	Fall
Stutler,Kevin	Assistant Lecturer	Sport Science & Wellness Educ	6428.72	803.59	REH	Fall
Summers,Desiree	Assistant Lecturer	Counseling	3000.00	600.00	REH	Fall
Swast,Kim M	Special Lecturer	Nursing	4050.00	1012.50	REH	Fall
Terry,Robert P	Associate Lecturer	Social Work	4944.00	824.00	DTA	Fall
Thomas,Becky L	Assistant Lecturer	Social Work	2400.00	800.00	REH	Fall
Tien,Xiao-Ying (Sharon)	Senior Lecturer	Allied Health Technology	5728.86	954.81	REH	Fall
Trockley,Lisa M	Assistant Lecturer	Nursing	4200.00	1050.00	REH	Fall
Tucker-See,Gretchen R	Assistant Lecturer	Counseling	1909.62	636.54	REH	Fall
Twiddy,Joshua M	Assistant Lecturer	Sport Science & Wellness Educ	3000.00	600.00	DTA	Fall
Volenik,Fiovdaliza	Assistant Lecturer	Nursing	8100.00	1012.50	REH	Fall
Wagoner,Autum A	Assistant Lecturer	Social Work	2400.00	800.00	HIR	Fall
Waite,Katherine A	Assistant Lecturer	Nursing	4120.00	1030.00	REH	Fall
Weaver,Diane M	Special Lecturer	Sport Science & Wellness Educ	1273.08	636.54	REH	Fall
Whaley-Shearer,Jennifer L	Associate Lecturer	Allied Health Technology	2549.25	849.75	REH	Fall
Whipple,David L	Senior Lecturer	Allied Health Technology	5843.46	973.91	REH	Fall

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<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>COLLEGE OF HEALTH PROFESSIONS (Cont.)</b>						
Wise,Shawn M	Assistant Lecturer	Sport Science & Wellness Educ	1909.62	636.54	REH	Fall
Woodson,Erin M	Assistant Lecturer	Social Work	2400.00	800.00	HIR	Fall
Workman,Angela	Assistant Lecturer	Social Work	1600.00	800.00	HIR	Fall
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	4800.00	1200.00	REH	Fall
*Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	4500.00	1500.00	REH	Fall
Wright,Paul J	Special Lecturer	Sport Science & Wellness Educ	6116.81	873.83	REH	Fall
Wyrock,Laura Ann	Assistant Lecturer	Nursing	9165.20	1145.65	REH	Fall
Yeager,S. Kelci	Assistant Lecturer	Sport Science & Wellness Educ	1947.81	649.27	REH	Fall
<b>HONORS COLLEGE</b>						
Augustine,Joseph R	Senior Lecturer	Honors College Dean's Office	4202.40	1050.60	REH	Fall
Dunbar,Michael D	Associate Lecturer	Honors College Dean's Office	2884.00	721.00	REH	Fall
*Kagafas,James G	Senior Lecturer	Honors College Dean's Office	3576.16	894.04	REH	Fall
*Mostardi,Richard A	Senior Lecturer	Honors College Dean's Office	4131.40	1032.85	REH	Fall
Rosenthal,Harvey D	Senior Lecturer	Honors College Dean's Office	5212.04	1303.01	REH	Fall
Smilek,Stacia Marie	Associate Lecturer	Honors College Dean's Office	2800.00	700.00	REH	Fall
<b>SCHOOL OF LAW</b>						
Aultman,Julie M	Senior Lecturer	Law - Instruction	3150.00	1050.00	REH	Fall
*Carro,J. Dean	Senior Lecturer	Law - Instruction	12000.00	4000.00	REH	Fall
Dowling,William D	Senior Lecturer	Law - Instruction	870.00	870.00	REH	Fall
Hornickel,John	Senior Lecturer	Law - Instruction	1047.71	1047.71	REH	Fall
Kahlr JD,Robert Conley	Senior Lecturer	Law - Instruction	15000.00	5000.00	REH	Fall
*Koesed,Margery B	Senior Lecturer	Law - Instruction	12000.00	4000.00	HIR	Fall
Matejkovic,Margaret E	Senior Lecturer	Law - Instruction	3176.55	1058.85	REH	Fall
Serra,Rosemary C	Senior Lecturer	Law - Instruction	2117.70	1058.85	REH	Fall
Sugerman,Irving B	Senior Lecturer	Law - Instruction	1030.99	1030.99	REH	Fall
Thomas II,Robert S	Senior Lecturer	Law - Instruction	3009.39	1003.13	REH	Fall
Wilson,Bruce Howard	Senior Lecturer	Law - Instruction	2073.12	1036.56	REH	Fall
<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY</b>						
Abdollahian,Hamid	Assistant Lecturer	Business & Info Technology	2700.00	900.00	REH	Fall
Abdollahian,Hamid	Assistant Lecturer	Business & Info Technology	2700.00	900.00	REH	Fall
Albright,Jeremy D	Assistant Lecturer	Engineering & Science Tech	4900.00	700.00	REH	Fall
Anderson,David L	Special Lecturer	Engineering & Science Tech	8293.28	1036.66	REH	Fall
Anderson,Elizabeth M	Assistant Lecturer	Public Service Technology	2100.00	700.00	HIR	Fall
Arrington Jr,Virgil E	Senior Lecturer	Public Service Technology	2550.00	850.00	REH	Fall
Belcher-Nelson,Lisa G	Senior Lecturer	Associate Studies	2597.07	865.69	REH	Fall
Besch,Ann M	Senior Lecturer	Engineering & Science Tech	7998.96	999.87	REH	Fall
Blaser,Cynthia Delores	Senior Lecturer	Engineering & Science Tech	5000.00	1000.00	REH	Fall
Boateng,Joseph	Senior Lecturer	Associate Studies	3200.00	800.00	HIR	Fall
Boateng,Joseph	Senior Lecturer	Associate Studies	3200.00	800.00	REH	Fall
Bradford,Tony L	Assistant Lecturer	Associate Studies	4800.00	800.00	REH	Fall
Brown,Fannie L	Senior Lecturer	Associate Studies	3462.76	865.69	REH	Fall
Brown,Fannie L	Senior Lecturer	Associate Studies	3462.76	865.69	REH	Fall
Brown,Janice S	Assistant Lecturer	Business & Info Technology	1600.00	800.00	HIR	Fall
Bucholtz,Kenneth J	Special Lecturer	Business & Info Technology	5047.00	721.00	REH	Fall
Burner,Kurt Anthony	Senior Lecturer	Engineering & Science Tech	2472.00	824.00	REH	Fall
Calderhead,Scott A	Senior Lecturer	Associate Studies	2625.00	875.00	REH	Fall
*Chambers,Rodney	Senior Lecturer	Engineering & Science Tech	2330.00	1000.00	REH	Fall
Channels,Delbert	Senior Lecturer	Engineering & Science Tech	3938.92	984.73	REH	Fall
Ciraldo Pe,Louis J	Special Lecturer	Engineering & Science Tech	4765.62	794.27	REH	Fall
Costa,Wijeendra Mestrigee Roshinee Samanthika	Senior Lecturer	Engineering & Science Tech	6695.00	1030.00	REH	Fall
Craddock,Elizabeth L	Special Lecturer	Engineering & Science Tech	5600.00	700.00	HIR	Fall
Crossland Romanoski,Janice E	Senior Lecturer	Public Service Technology	2938.29	979.43	REH	Fall
Curren,Edward D	Senior Lecturer	Business & Info Technology	5400.00	900.00	HIR	Fall
Devito,Gina	Assistant Lecturer	Public Service Technology	2400.00	800.00	REH	Fall
DiMartino,Heaven R	Associate Lecturer	Public Service Technology	2741.73	913.91	REH	Fall
Diederich,Kenneth D	Special Lecturer	Business & Info Technology	5600.00	700.00	REH	Fall

\*Retiree

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<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY (Cont.)</b>						
Doerschuk,Carolyn A	Senior Lecturer	Associate Studies	2935.50	978.50	REH	Fall
DuBose,Kathy D	Associate Lecturer	Business & Info Technology	2703.75	901.25	REH	Fall
Dudek,Thomas J	Senior Lecturer	Engineering & Science Tech	2000.00	1000.00	REH	Fall
Edmonds,Clarence D	Special Lecturer	Business & Info Technology	5681.10	757.48	REH	Fall
Evans II,William D	Senior Lecturer	Public Service Technology	2649.09	883.03	REH	Fall
Evele,Holger F	Senior Lecturer	Associate Studies	3581.88	895.47	REH	Fall
Farrish,Ashley J	Assistant Lecturer	Public Service Technology	2800.00	700.00	REH	Fall
Ferguson,David Wayne	Senior Lecturer	Associate Studies	2550.00	850.00	REH	Fall
Figler,Susan M	Senior Lecturer	Public Service Technology	4800.00	800.00	REH	Fall
Freeman,Bruce	Senior Lecturer	Associate Studies	5700.00	950.00	REH	Fall
Gaydar,Jack Richard	Special Lecturer	Engineering & Science Tech	2163.00	618.00	REH	Fall
Gearhart,Otto A	Associate Lecturer	Associate Studies	2100.00	700.00	HIR	Fall
Gibbons,Timothy J	Senior Lecturer	Public Service Technology	2967.06	989.02	REH	Fall
Goldberg,Gary C	Associate Lecturer	Business & Info Technology	2472.00	824.00	REH	Fall
Goldstein,Innara T	Assistant Lecturer	Associate Studies	1600.00	800.00	REH	Fall
Goldstein,Innara T	Assistant Lecturer	Associate Studies	1600.00	800.00	REH	Fall
Goldstein,Innara T	Assistant Lecturer	Business & Info Technology	2400.00	800.00	REH	Fall
Greenwald,Ronald M	Assistant Lecturer	Business & Info Technology	5255.64	875.94	REH	Fall
Greenwald,Ronald M	Assistant Lecturer	Business & Info Technology	1751.88	875.94	REH	Fall
Gruic,Rachel E	Special Lecturer	Engineering & Science Tech	2600.00	650.00	REH	Fall
Gudaitis,Donald A	Assistant Lecturer	Engineering & Science Tech	3375.00	750.00	REH	Fall
Hamilton,Bart P	Associate Lecturer	Engineering & Science Tech	6559.77	937.11	REH	Fall
Hanna,Vickie K	Assistant Lecturer	Public Service Technology	3200.00	800.00	REH	Fall
Harris,Jo Ann	Senior Lecturer	Associate Studies	5843.46	973.91	REH	Fall
Harris,Jo Ann	Senior Lecturer	Associate Studies	1947.82	973.91	REH	Fall
Hazlett,William J	Senior Lecturer	Associate Studies	2521.44	840.48	REH	Fall
Hazlett,William J	Senior Lecturer	Associate Studies	1680.96	840.48	REH	Fall
Hazlett,William J	Senior Lecturer	Associate Studies	1680.96	840.48	REH	Fall
Henry,Brenda J	Special Lecturer	Business & Info Technology	3000.00	750.00	REH	Fall
Holland Jr,William B	Assistant Lecturer	Public Service Technology	4544.88	757.48	REH	Fall
Holmes,Joseph M	Special Lecturer	Business & Info Technology	3000.00	750.00	REH	Fall
Hower,Walter H	Associate Lecturer	Public Service Technology	2700.00	900.00	HIR	Fall
Huber,Douglas C	Associate Lecturer	Business & Info Technology	3566.64	891.66	REH	Fall
Hubert,Douglas G	Senior Lecturer	Business & Info Technology	5597.40	932.90	REH	Fall
Huffman,Donald J	Associate Lecturer	Business & Info Technology	2694.48	898.16	REH	Fall
*Jalbert,Michael J	Senior Lecturer	Business & Info Technology	6000.00	1000.00	HIR	Fall
Jester Jr,William Albert	Assistant Lecturer	Engineering & Science Tech	2476.98	825.66	REH	Fall
Johnson,Richard K	Associate Lecturer	Associate Studies	3590.04	897.51	DTA	Fall
Johnson,Richard K	Associate Lecturer	Associate Studies	3590.04	897.51	REH	Fall
Jones,Lorans R	Associate Lecturer	Business & Info Technology	4800.00	800.00	REH	Fall
Julius,Gregory M	Senior Lecturer	Associate Studies	5250.00	875.00	REH	Fall
Karickhoff,Christopher L	Assistant Lecturer	Engineering & Science Tech	937.50	750.00	HIR	Fall
Kelley,Brian	Senior Lecturer	Public Service Technology	2400.00	800.00	REH	Fall
Kemp-Queener,Charlene	Assistant Lecturer	Business & Info Technology	2317.50	772.50	REH	Fall
Kotran,Mona F	Assistant Lecturer	Associate Studies	1442.00	721.00	REH	Fall
Kotran,Mona F	Assistant Lecturer	Associate Studies	1442.00	721.00	REH	Fall
Kuehls,David A	Senior Lecturer	Associate Studies	2741.85	913.95	REH	Fall
Labus,Eric Scott	Assistant Lecturer	Engineering & Science Tech	2302.44	767.48	REH	Fall
Lalani,Reza	Senior Lecturer	Engineering & Science Tech	1800.00	900.00	HIR	Fall
Lane,Amelia R	Associate Lecturer	Associate Studies	2175.00	725.00	REH	Fall
Leontieva,Ludmila	Senior Lecturer	Associate Studies	2625.00	875.00	REH	Fall
Lester,Yvette L	Associate Lecturer	Associate Studies	2250.00	750.00	REH	Fall
Lester,Yvette L	Associate Lecturer	Associate Studies	1500.00	750.00	HIR	Fall
Little,Dana M	Associate Lecturer	Public Service Technology	2400.00	800.00	REH	Fall
Little,Dana M	Associate Lecturer	Business & Info Technology	2550.00	850.00	REH	Fall
Lodge,Thomas	Senior Lecturer	Engineering & Science Tech	3995.16	998.79	REH	Fall
*Lukach,Thomas F	Senior Lecturer	Engineering & Science Tech	8000.00	1000.00	HIR	Fall

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<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY (Cont.)</b>						
Mehok Jr, Richard Pete	Assistant Lecturer	Business & Info Technology	2597.07	865.69	REH	Fall
Mehok Jr, Richard Pete	Assistant Lecturer	Business & Info Technology	2597.07	865.69	REH	Fall
Moore, Hope Michelle	Associate Lecturer	Associate Studies	2163.00	721.00	REH	Fall
Moore, Hope Michelle	Associate Lecturer	Associate Studies	1442.00	721.00	REH	Fall
Moore, Hope Michelle	Associate Lecturer	Associate Studies	1442.00	721.00	REH	Fall
Morrison, Timothy M	Assistant Lecturer	Public Service Technology	2970.52	742.63	REH	Fall
Nardecchia, David G	Senior Lecturer	Associate Studies	2892.93	964.31	HIR	Fall
Natthey, Joseph O	Associate Lecturer	Business & Info Technology	5590.38	931.73	REH	Fall
Neiman, Michelle Langsam	Senior Lecturer	Public Service Technology	2967.12	989.04	REH	Fall
Nicholson, Fedearia Anne	Associate Lecturer	Associate Studies	1615.30	807.65	REH	Fall
Nwa, Willia L. L	Senior Lecturer	Associate Studies	3607.08	901.77	REH	Fall
Nwa, Willia L. L	Senior Lecturer	Associate Studies	3607.08	901.77	REH	Fall
Opoku-Agyeman, Chris	Senior Lecturer	Business & Info Technology	800.00	800.00	REH	Fall
Osterfeld Ottobre, Candice A	Senior Lecturer	Business & Info Technology	2400.00	800.00	REH	Fall
Parry, David S	Associate Lecturer	Business & Info Technology	2570.88	856.96	REH	Fall
Pearson, Beth A	Special Lecturer	Engineering & Science Tech	1659.77	663.91	DTA	Fall
Peek Sr, Marvin E	Senior Lecturer	Associate Studies	1987.66	993.83	REH	Fall
Peek Sr, Marvin E	Senior Lecturer	Associate Studies	3975.32	993.83	REH	Fall
Perry, Alvin L	Associate Lecturer	Engineering & Science Tech	3187.50	750.00	HIR	Fall
Persia, Stephen T	Senior Lecturer	Business & Info Technology	4800.00	800.00	REH	Fall
Pinis, Georgia A	Senior Lecturer	Business & Info Technology	5562.00	927.00	REH	Fall
Pinis, Georgia A	Senior Lecturer	Business & Info Technology	1854.00	927.00	HIR	Fall
Pitts, O. Dee Dee	Associate Lecturer	Associate Studies	936.17	936.17	REH	Fall
Popik, Jason J	Special Lecturer	Engineering & Science Tech	2227.89	636.54	REH	Fall
Poth, Christine M	Senior Lecturer	Associate Studies	5991.90	998.65	REH	Fall
Reisdorf, Stephen R	Assistant Lecturer	Associate Studies	4050.00	675.00	REH	Fall
Remark, Daniel J	Special Lecturer	Business & Info Technology	3029.92	757.48	REH	Fall
*Riccardi, Richard	Special Lecturer	Engineering & Science Tech	4875.00	650.00	HIR	Fall
Risaliti, Stephen E	Senior Lecturer	Business & Info Technology	2597.07	865.69	REH	Fall
Roberto, Carmen V	Senior Lecturer	Public Service Technology	2550.00	850.00	REH	Fall
Ross-Lane, Tanya	Assistant Lecturer	Business & Info Technology	2400.00	800.00	REH	Fall
Rossmeissl, Lynn M	Associate Lecturer	Engineering & Science Tech	6300.00	900.00	REH	Fall
Rutter, John J	Senior Lecturer	Business & Info Technology	2472.00	824.00	REH	Fall
Rymer, Suzanne A	Associate Lecturer	Public Service Technology	2352.39	784.13	HIR	Fall
Sanders-Katrych, Laurie L	Assistant Lecturer	Public Service Technology	4137.54	689.59	REH	Fall
Sas, Timothy J	Assistant Lecturer	Engineering & Science Tech	2651.18	757.48	REH	Fall
Scalley, Brian R	Associate Lecturer	Engineering & Science Tech	2800.00	800.00	REH	Fall
Seagren, Eric C	Assistant Lecturer	Business & Info Technology	4650.00	775.00	REH	Fall
Seagren, Eric C	Assistant Lecturer	Business & Info Technology	1550.00	775.00	HIR	Fall
Sears, David B	Assistant Lecturer	Engineering & Science Tech	6120.45	874.35	REH	Fall
Shabaya, Ronald	Assistant Lecturer	Business & Info Technology	2400.00	800.00	REH	Fall
Shaffer Jr, Harold W	Senior Lecturer	Business & Info Technology	3975.32	993.83	REH	Fall
Shane, Jeffrey S	Senior Lecturer	Engineering & Science Tech	4285.21	952.27	REH	Fall
Shell, Daniel J	Assistant Lecturer	Business & Info Technology	2472.00	824.00	REH	Fall
Shiller, Paul J	Senior Lecturer	Engineering & Science Tech	3150.00	900.00	HIR	Fall
Shiple, Kip A	Assistant Lecturer	Engineering & Science Tech	4204.05	840.81	REH	Fall
Shuman, John N	Assistant Lecturer	Engineering & Science Tech	3150.00	700.00	REH	Fall
Singleton, Frank R	Associate Lecturer	Business & Info Technology	4820.40	803.40	REH	Fall
Singleton, Frank R	Associate Lecturer	Business & Info Technology	1606.80	803.40	HIR	Fall
Smith, James R	Special Lecturer	Engineering & Science Tech	2800.00	700.00	REH	Fall
Snyder, Gary E	Senior Lecturer	Business & Info Technology	5850.00	975.00	REH	Fall
Speck, Curt	Special Lecturer	Engineering & Science Tech	2990.96	747.74	REH	Fall
Spencer, Patricia A	Senior Lecturer	Business & Info Technology	5562.00	927.00	REH	Fall
Stang, Jean M	Senior Lecturer	Associate Studies	2661.81	887.27	REH	Fall
Stang, Jean M	Senior Lecturer	Associate Studies	2661.81	887.27	REH	Fall
Stinson, Jelynn A	Senior Lecturer	Engineering & Science Tech	2975.00	850.00	REH	Fall
Stokes, Polly A	Senior Lecturer	Associate Studies	2970.42	990.14	REH	Fall

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<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY (Cont.)</b>						
Sugar,Robert J	Assistant Lecturer	Engineering & Science Tech	1500.00	750.00	HIR	Fall
Thelen,David A	Special Lecturer	Engineering & Science Tech	2110.14	703.38	REH	Fall
Tiller,David E	Senior Lecturer	Public Service Technology	2721.21	907.07	REH	Fall
Tucker,Joseph J	Assistant Lecturer	Associate Studies	3246.36	811.59	REH	Fall
Vanwinkle,Diana L	Associate Lecturer	Associate Studies	6200.00	775.00	REH	Fall
Veon,Neal T	Special Lecturer	Engineering & Science Tech	2450.00	700.00	REH	Fall
Vogel,Susan B	Senior Lecturer	Associate Studies	4869.54	811.59	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	Associate Studies	2016.82	1008.41	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	Associate Studies	2016.82	1008.41	REH	Fall
Warneke,Carol A	Senior Lecturer	Associate Studies	7144.08	893.01	REH	Fall
Weber,Richard T	Senior Lecturer	Public Service Technology	5194.14	865.69	REH	Fall
West,Myra J	Senior Lecturer	Engineering & Science Tech	5550.00	925.00	REH	Fall
Whitehurst,Michele J	Associate Lecturer	Public Service Technology	4328.45	865.69	REH	Fall
Williams,Charles R	Senior Lecturer	Associate Studies	1854.00	927.00	REH	Fall
Williams,Charles R	Senior Lecturer	Associate Studies	5562.00	927.00	REH	Fall
Witmer,Daniel B	Assistant Lecturer	Associate Studies	2025.00	675.00	REH	Fall
Wood,Bertrice Yvonne	Senior Lecturer	Business & Info Technology	2700.00	900.00	REH	Fall
Wurster,James W	Senior Lecturer	Public Service Technology	2745.00	915.00	REH	Fall
Wynn,Susan E	Senior Lecturer	Associate Studies	7714.48	964.31	REH	Fall
Young,Ronald S	Assistant Lecturer	Engineering & Science Tech	2623.05	874.35	REH	Fall
Yuhas,Stephanie M	Assistant Lecturer	Public Service Technology	2520.00	840.00	REH	Fall
<b>WAYNE COLLEGE</b>						
Abassah,Collins A	Assistant Lecturer	Mathematics-Wayne	870.56	696.45	DTA	Fall
Adkins,Angela M	Senior Lecturer	Associate Studies-Wayne	1777.18	888.59	REH	Fall
Allen-Marshall,Lisa F	Senior Lecturer	English-Wayne	2683.56	894.52	REH	Fall
Anderson,Devon P.E.	Associate Lecturer	Developmental Programs-Wayne	6423.12	802.89	REH	Fall
Antonides,Michael J	Special Lecturer	Sport Sci & Well Educ Wayne	771.64	688.97	HIR	Fall
Baird,Ellen M	Senior Lecturer	Associate Studies-Wayne	1786.98	893.49	HIR	Fall
Beck,Peggy M	Senior Lecturer	GS: Eff Oral Comm-Wayne	2689.74	896.58	REH	Fall
Beck,Peggy M	Senior Lecturer	GS: Eff Oral Comm-Wayne	2689.74	896.58	REH	Fall
Beebe,David H	Senior Lecturer	Chemistry-Wayne	7674.07	1023.21	REH	Fall
Bell,Charles E	Associate Lecturer	History-Wayne	1880.78	940.39	REH	Fall
Bell,Charles E	Associate Lecturer	History-Wayne	1880.78	940.39	REH	Fall
Berg,Michael J	Assistant Lecturer	Accounting-Wayne	2066.91	688.97	REH	Fall
Berger,Jeanette	Associate Lecturer	Developmental Programs-Wayne	1651.16	825.58	REH	Fall
Bohrer,Shari L	Senior Lecturer	GS: Eff Oral Comm-Wayne	6222.48	1037.08	REH	Fall
Boyd,Christine C	Senior Lecturer	Business & Office Tech-Wayne	2657.28	885.76	HIR	Fall
Brown,Kathleen S	Assistant Lecturer	Family & Consumer Sci-Wayne	2066.91	688.97	REH	Fall
Brubach,David J	Assistant Lecturer	History-Wayne	1726.82	863.41	REH	Fall
Burton,John F	Special Lecturer	Biology-Wayne	2411.39	688.97	HIR	Fall
Bush,Gary S	Assistant Lecturer	Business & Office Tech-Wayne	4156.26	692.71	HIR	Fall
Butts,Theresa A	Assistant Lecturer	Business & Office Tech-Wayne	4470.12	745.02	REH	Fall
Callen,Deborah S	Associate Lecturer	Developmental Programs-Wayne	3245.68	811.42	HIR	Fall
Carlin,Eric R	Associate Lecturer	English-Wayne	2550.00	850.00	HIR	Fall
Carmichael,Stephen	Assistant Lecturer	Developmental Programs-Wayne	6861.60	857.70	REH	Fall
Clark,John P	Senior Lecturer	Mathematics-Wayne	7734.88	966.86	REH	Fall
Clark,William	Senior Lecturer	Mathematics-Wayne	4670.01	1037.78	REH	Fall
Cook,William B	Senior Lecturer	Economics-Wayne	2668.86	889.62	REH	Fall
Cook,William B	Senior Lecturer	Associate Studies-Wayne	2668.86	889.62	HIR	Fall
Crissinger III,Bruce A	Senior Lecturer	English-Wayne	2701.32	900.44	HIR	Fall
Crissinger III,Bruce A	Senior Lecturer	English-Wayne	2701.32	900.44	REH	Fall
Crow,Timothy M	Senior Lecturer	History-Wayne	2683.56	894.52	REH	Fall
Cundiff,Wendy A	Assistant Lecturer	Developmental Programs-Wayne	1392.90	696.45	HIR	Fall
Curtis,Michael S	Special Lecturer	Sport Sci & Well Educ Wayne	800.00	800.00	REH	Fall
Curtis,Michael S	Special Lecturer	Sport Sci & Well Educ Wayne	800.00	800.00	HIR	Fall
Dalessandro,Amy E	Associate Lecturer	GS: Eff Oral Comm-Wayne	4894.14	815.69	HIR	Fall

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>WAYNE COLLEGE (Cont.)</b>						
Dean,Megan L	Assistant Lecturer	Sport Sci & Well Educ Wayne	730.93	730.93	REH	Fall
Dodson,Kathryn K	Assistant Lecturer	Biology-Wayne	1033.45	688.97	REH	Fall
Dodson,Kathryn K	Assistant Lecturer	Chemistry-Wayne	2066.91	688.97	REH	Fall
Dogbey-Gakpetor,Jerry	Assistant Lecturer	Mathematics-Wayne	3134.02	696.45	HIR	Fall
Dogbey-Gakpetor,Jerry	Assistant Lecturer	Mathematics-Wayne	1915.23	696.45	HIR	Fall
Dominik,Erich G	Senior Lecturer	Business & Office Tech-Wayne	1891.72	945.86	REH	Fall
Dominik,Erich G	Senior Lecturer	Accounting-Wayne	2837.58	945.86	REH	Fall
Dreher,Christine D	Senior Lecturer	Business & Office Tech-Wayne	2007.16	1003.58	REH	Fall
Duke,Philip G	Assistant Lecturer	History-Wayne	3147.00	786.75	REH	Fall
Durbin,Michael R	Senior Lecturer	Philosophy-Wayne	2835.51	945.17	REH	Fall
Durbin,Michael R	Senior Lecturer	English-Wayne	2835.51	945.17	REH	Fall
Eichler,James P	Associate Lecturer	History-Wayne	4225.08	1056.27	REH	Fall
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	3118.86	1039.62	REH	Fall
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	3118.86	1039.62	REH	Fall
Ericksen,Julia A	Senior Lecturer	Developmental Programs-Wayne	2079.24	1039.62	REH	Fall
Farris,Kay F	Associate Lecturer	Modern Languages-Wayne	3237.16	809.29	REH	Fall
Felix,Gay L	Senior Lecturer	Developmental Programs-Wayne	8352.24	1044.03	REH	Fall
Fink,John	Assistant Lecturer	Developmental Programs-Wayne	4133.82	688.97	DTA	Fall
Fisher,Matthew D	Assistant Lecturer	Associate Studies-Wayne	2078.13	692.71	HIR	Fall
Florio,Vincenzo J	Assistant Lecturer	Biology-Wayne	346.35	692.71	HIR	Fall
Frank,Brenda B	Senior Lecturer	English-Wayne	5348.58	891.43	HIR	Fall
Frazier,Emily Ann	Assistant Lecturer	Social Work-Wayne	4544.88	757.48	REH	Fall
Gallagher,Kathleen D	Senior Lecturer	English-Wayne	5660.40	943.40	REH	Fall
Gerber,Lissia K	Assistant Lecturer	Developmental Programs-Wayne	1377.94	688.97	HIR	Fall
*Gilbert,Kathryn R	Senior Lecturer	GS: Eff Oral Comm-Wayne	2994.21	998.07	REH	Fall
Gold,Scott D	Assistant Lecturer	Engineering Technology-Wayne	2066.91	688.97	REH	Fall
Gordon,Timothy L	Senior Lecturer	Psychology-Wayne	3067.08	1022.36	REH	Fall
Hammonds,MarTeze D	Senior Lecturer	GS: Eff Oral Comm-Wayne	2660.37	886.79	REH	Fall
Hansel,Mark C	Senior Lecturer	History-Wayne	4094.76	1023.69	HIR	Fall
Haren,Deborah	Senior Lecturer	Developmental Programs-Wayne	4131.72	1032.93	REH	Fall
Hartman,Scott T	Senior Lecturer	Political Science-Wayne	8251.52	1031.44	REH	Fall
Hartzler,Julie L	Assistant Lecturer	Developmental Programs-Wayne	1407.84	703.92	HIR	Fall
Harvey,Michael S	Assistant Lecturer	Developmental Programs-Wayne	2755.88	688.97	REH	Fall
Harvey,Michael S	Assistant Lecturer	Developmental Programs-Wayne	2755.88	688.97	HIR	Fall
Hepner,Seth R	Senior Lecturer	English-Wayne	5323.86	887.31	REH	Fall
Hodgson,David B	Senior Lecturer	Geosciences-Wayne	4079.72	1019.93	REH	Fall
Horst,Leona E	Senior Lecturer	Biology-Wayne	7123.20	890.40	REH	Fall
Jackson,Barbara L	Assistant Lecturer	Sport Sci & Well Educ Wayne	2186.67	728.89	REH	Fall
Jackson,Barbara L	Assistant Lecturer	Sport Sci & Well Educ Wayne	1457.78	728.89	HIR	Fall
Jackson,Nathan E	Senior Lecturer	Philosophy-Wayne	2661.93	887.31	REH	Fall
Jolly,Stephen W	Senior Lecturer	Chemistry-Wayne	3898.26	866.28	REH	Fall
Jones,Janet M	Senior Lecturer	Developmental Programs-Wayne	1884.88	942.44	REH	Fall
Jones,Janet M	Senior Lecturer	Educational Foundations-Wayne	2827.32	942.44	REH	Fall
Jones,Janet M	Senior Lecturer	Educational Foundations-Wayne	2827.32	942.44	REH	Fall
Juersivich,Joyce A	Associate Lecturer	Business & Office Tech-Wayne	2703.18	901.06	REH	Fall
Kandiko,Charles T	Senior Lecturer	Mathematics-Wayne	2280.78	1157.76	REH	Fall
Kandiko,Charles T	Senior Lecturer	Biology-Wayne	1736.34	1157.56	REH	Fall
Klinger,Dean J	Special Lecturer	Sport Sci & Well Educ Wayne	2236.62	745.54	REH	Fall
Knowlton,Ginny A	Senior Lecturer	Business & Office Tech-Wayne	5781.12	963.52	REH	Fall
Knowlton,Ginny A	Senior Lecturer	Business & Office Tech-Wayne	1927.04	963.52	REH	Fall
Konchan,Kenneth J	Senior Lecturer	History-Wayne	3684.36	921.09	REH	Fall
Lange,Werner	Senior Lecturer	Sociology-Wayne	2703.63	901.21	REH	Fall
Laurene,Kimberly R	Senior Lecturer	Psychology-Wayne	2739.39	913.13	REH	Fall
Laurene,Kimberly R	Senior Lecturer	Psychology-Wayne	3652.52	913.13	REH	Fall
Lawrence,James K	Senior Lecturer	Developmental Programs-Wayne	1785.94	892.97	HIR	Fall
Lehman,Joanne F	Associate Lecturer	English-Wayne	2376.66	792.22	REH	Fall
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	1906.24	953.12	REH	Fall

\*Retiree

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>WAYNE COLLEGE (Cont.)</b>						
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	1906.24	953.12	REH	Fall
Long,Beverlee E	Senior Lecturer	Chemistry-Wayne	1369.20	912.80	REH	Fall
Long,Charles H	Associate Lecturer	Mathematics-Wayne	5964.32	745.54	REH	Fall
Longo,Michael J	Senior Lecturer	Biology-Wayne	1331.70	887.80	HIR	Fall
Lu,Ping	Assistant Lecturer	Mathematics-Wayne	5571.60	696.45	HIR	Fall
Maurer,Mary E	Associate Lecturer	Business & Office Tech-Wayne	892.24	789.60	REH	Fall
Maurer,Mary E	Associate Lecturer	Business & Office Tech-Wayne	2368.80	789.60	REH	Fall
McBride,Darcy N	Senior Lecturer	Educational Foundations-Wayne	2806.17	935.39	HIR	Fall
McQuiston,James M	Senior Lecturer	Political Science-Wayne	3545.12	886.28	HIR	Fall
Morgan,Thomas Joseph	Special Lecturer	Biology-Wayne	344.48	688.97	REH	Fall
Morgan,Thomas Joseph	Special Lecturer	Biology-Wayne	89.56	688.97	HIR	Fall
Moses,Lawrence L	Senior Lecturer	Geosciences-Wayne	2728.35	909.45	REH	Fall
Moss Jr,Albert J	Assistant Lecturer	Sport Sci & Well Educ Wayne	688.97	688.97	REH	Fall
Mueller,Brian C	Assistant Lecturer	Political Science-Wayne	5541.68	692.71	REH	Fall
Muniak,William J	Senior Lecturer	Political Science-Wayne	3758.80	939.70	REH	Fall
Muniak,William J	Senior Lecturer	Business & Office Tech-Wayne	2819.10	939.70	REH	Fall
Norris,Holly S	Assistant Lecturer	Family & Consumer Sci-Wayne	2272.44	757.48	HIR	Fall
Osterfeld Ottobre,Candice A	Senior Lecturer	Business & Office Tech-Wayne	2661.15	887.05	REH	Fall
Paris,Michael L	Senior Lecturer	Business & Office Tech-Wayne	5982.96	997.16	REH	Fall
Park,Sunjeong	Senior Lecturer	Chemistry-Wayne	1329.03	886.02	HIR	Fall
Petry,Cynthia C	Senior Lecturer	Art-Wayne	3874.52	968.63	REH	Fall
Pfaff,Ellen M	Senior Lecturer	GS: Eff Oral Comm-Wayne	5337.72	889.62	REH	Fall
Piscitello,Charles	Assistant Lecturer	Sociology-Wayne	2682.78	894.26	REH	Fall
Playl,Lauren A	Senior Lecturer	Biology-Wayne	8268.88	1033.61	REH	Fall
Powell,James R	Senior Lecturer	Mathematics-Wayne	2991.93	997.31	REH	Fall
Putman,Karen E	Assistant Lecturer	Associate Studies-Wayne	2122.98	707.66	HIR	Fall
Questel,Gloria A	Assistant Lecturer	Associate Studies-Wayne	1561.56	780.78	REH	Fall
Questel,Gloria A	Assistant Lecturer	Social Work-Wayne	2400.00	800.00	HIR	Fall
Reinthal,William A	Senior Lecturer	Geosciences-Wayne	2904.54	968.18	REH	Fall
Reusser,Rebekka Lynne	Associate Lecturer	Developmental Programs-Wayne	1563.10	781.55	HIR	Fall
Robertson,James	Senior Lecturer	Developmental Programs-Wayne	3781.08	945.27	REH	Fall
Rogge,Betty J	Senior Lecturer	Educational Foundations-Wayne	2889.72	963.24	REH	Fall
Ruggaber,Nancy	Assistant Lecturer	Business & Office Tech-Wayne	5437.98	906.33	REH	Fall
Ruggaber,Nancy	Assistant Lecturer	Developmental Programs-Wayne	1812.66	906.33	HIR	Fall
San,Kyu Kyu	Assistant Lecturer	Biology-Wayne	3100.36	688.97	REH	Fall
San,Kyu Kyu	Assistant Lecturer	Business & Office Tech-Wayne	2066.91	688.97	REH	Fall
Saylor,Derek J	Assistant Lecturer	English-Wayne	4178.70	696.45	HIR	Fall
Scott-Roller,Joline	Assistant Lecturer	English-Wayne	2111.76	703.92	HIR	Fall
Sewell,James	Senior Lecturer	English-Wayne	6003.84	1000.64	REH	Fall
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	6642.67	1021.95	REH	Fall
Shaw,Eric M	Senior Lecturer	Physics-Wayne	1021.95	1021.95	REH	Fall
Sherry,Steven P	Senior Lecturer	Associate Studies-Wayne	3559.00	889.75	REH	Fall
Sherry,Steven P	Senior Lecturer	Sport Sci & Well Educ Wayne	498.26	889.75	HIR	Fall
Siffert,Karen B	Senior Lecturer	Mathematics-Wayne	4085.80	1021.45	REH	Fall
Simmons,Pamela K	Associate Lecturer	Accounting-Wayne	2415.06	805.02	REH	Fall
Simmons,Pamela K	Associate Lecturer	Accounting-Wayne	2415.06	805.02	REH	Fall
Smith,Christopher L	Senior Lecturer	Business & Office Tech-Wayne	2657.28	885.76	REH	Fall
*Smith,Forrest	Senior Lecturer	Geosciences-Wayne	1149.22	1149.22	REH	Fall
*Smith,Forrest	Senior Lecturer	Associate Studies-Wayne	4596.88	1149.22	REH	Fall
*Smith,Forrest	Senior Lecturer	Associate Studies-Wayne	3447.66	1149.22	REH	Fall
Stevens,Jason W	Assistant Lecturer	Political Science-Wayne	2793.28	698.32	REH	Fall
Stevenson,Erica Lee	Senior Lecturer	Biology-Wayne	1775.12	887.56	HIR	Fall
Stevenson,Erica Lee	Senior Lecturer	Biology-Wayne	3550.24	887.56	HIR	Fall
Stoffer,Deborah A	Assistant Lecturer	Mathematics-Wayne	3192.88	709.53	REH	Fall
Stultz,Steven	Associate Lecturer	English-Wayne	4867.92	811.32	REH	Fall
Swan,Sharon M.	Assistant Lecturer	Family & Consumer Sci-Wayne	2066.91	688.97	REH	Fall
Tavallali,Lisa M	Assistant Lecturer	Business & Office Tech-Wayne	2414.82	804.94	REH	Fall

\*Retiree

**PART-TIME TEACHING CREDIT COURSES FOR SUMMER 2014 FALL 2014**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Amount</b>	<b>Term Rate</b>	<b>Action</b>	<b>Term</b>
<b>WAYNE COLLEGE (Cont.)</b>						
Tavallali,Lisa M	Assistant Lecturer	Economics-Wayne	2414.82	804.94	REH	Fall
Teckman,Thomas E	Assistant Lecturer	English-Wayne	4257.84	709.64	REH	Fall
Terakedis,Kyle B	Senior Lecturer	Mathematics-Wayne	2816.97	938.99	REH	Fall
Thomas,MenYon	Associate Lecturer	GS: Eff Oral Comm-Wayne	2434.26	811.42	HIR	Fall
Tohill,Mary F	Senior Lecturer	English-Wayne	6571.38	1095.23	REH	Fall
Tomlin,Leslie L	Senior Lecturer	Mathematics-Wayne	5360.94	893.49	REH	Fall
Towne,Jillian S	Assistant Lecturer	Mathematics-Wayne	2421.48	807.16	REH	Fall
Vander Ark,Georgia	Senior Lecturer	Business & Office Tech-Wayne	1165.94	1031.81	DTA	Fall
Vander Ark,Georgia	Senior Lecturer	Developmental Programs-Wayne	2063.62	1031.81	REH	Fall
Vansickle,Kenneth R	Senior Lecturer	Business & Office Tech-Wayne	5926.50	987.75	REH	Fall
*Warrick,John David	Senior Lecturer	Developmental Programs-Wayne	4419.88	1104.97	REH	Fall
*Warrick,John David	Senior Lecturer	Mathematics-Wayne	4419.88	1104.97	REH	Fall
Weckesser,Thomas S	Assistant Lecturer	Sport Sci & Well Educ Wayne	1514.02	757.01	REH	Fall
Weyls,John M.	Associate Lecturer	Philosophy-Wayne	5686.38	947.73	REH	Fall
Whitehead,Rebecca E	Associate Lecturer	Modern Languages-Wayne	2864.43	954.81	REH	Fall
Whitehead,Rebecca E	Associate Lecturer	Modern Languages-Wayne	3819.24	954.81	REH	Fall
Wilke,Thomas C	Assistant Lecturer	Business & Office Tech-Wayne	2066.91	688.97	REH	Fall
Williams,Eric Scott	Senior Lecturer	History-Wayne	4120.12	1030.03	REH	Fall
Zabka,Joseph A	Senior Lecturer	Mathematics-Wayne	7282.50	971.00	REH	Fall
Zaccardelli,William	Senior Lecturer	Biology-Wayne	5479.86	913.31	REH	Fall
Zavodny,Nicole L.	Assistant Lecturer	GS: Eff Oral Comm-Wayne	2094.96	698.32	HIR	Fall
Zavodny,Nicole L.	Assistant Lecturer	GS: Eff Oral Comm-Wayne	2094.96	698.32	HIR	Fall

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING FOR SUMMER/FALL 2014; SPRING 2015**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
<b>OFFICE OF THE PRESIDENT</b>								
Blue,Cecilia Anitra	Athletics' Events Asst	Office of Athletics	STA	8/19/2014	6/15/2015	8.50	HIR	TMP
Burns,Matthew	Volunteer Asst Coach	Office of Athletics	CP	8/25/2014	8/24/2015	0.00	HIR	TMP
Burns,Matthew	Camp Worker	Office of Athletics	STA	9/21/2014	9/21/2014	550.00	HIR	1XP
Capozzi,Christopher J	Volunteer Asst Coach	Office of Athletics	CP	8/25/2014	8/24/2015	0.00	HIR	TMP
Contrascier,Carl	Camp Worker	Office of Athletics	STA	8/5/2014	8/5/2014	1100.00	HIR	1XP
Curry,Heather L	Athletics' Events Asst	Office of Athletics	STA	9/20/2014	6/15/2015	10.00	HIR	TMP
Curry,Jason George	Athletics' Events Asst	Office of Athletics	STA	9/20/2014	6/15/2015	10.00	HIR	TMP
Dimarco,Michael J	Athletics' Events Asst	Office of Athletics	STA	8/19/2014	6/15/2015	8.50	HIR	TMP
Dipold,Edward	Athletics' Events Asst	Office of Athletics	STA	9/26/2014	9/26/2014	1247.00	REH	1XP
Dispina,Christine A	Athletics' Events Asst	Office of Athletics	STA	9/12/2014	6/15/2015	8.50	HIR	TMP
Dobson,Stuart	Camp Manager	Office of Athletics	STA	12/1/2014	11/30/2015	1538.46	REA	TMP
Dobson,Stuart	Camp Worker	Office of Athletics	STA	10/9/2014	10/9/2014	2000.00	HIR	1XP
Fearon,Megan Anne	Athletics' Events Asst	Office of Athletics	STA	8/19/2014	6/15/2015	8.50	HIR	TMP
Gless,Virginia M	Athletics' Events Asst	Office of Athletics	STA	8/19/2014	6/15/2015	8.50	HIR	TMP
Hesley,Lauren	Spirit Team Asst Coach	Office of Athletics	CP	10/13/2014	6/30/2015	6000.00	HIR	TMP
Hoon,Allan M	Mgr Athletics Field House	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Office of Athletics	CP	8/15/2014	8/15/2014	250.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Office of Athletics	CP	9/12/2014	9/12/2014	150.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Office of Athletics	CP	10/6/2014	10/6/2014	150.00	REH	1XP
Hoon,Allan M	Mgr Athletics Field House	Office of Athletics	CP	10/13/2014	10/13/2014	150.00	REH	1XP
Hoxworth,Sierra	Athletics' Events Asst	Office of Athletics	STA	9/26/2014	6/15/2015	8.50	HIR	TMP
Huettmann,Bryan T	Dir Infocision Stadium	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Huettmann,Bryan T	Dir Infocision Stadium	Office of Athletics	CP	9/27/2014	9/27/2014	150.00	REH	1XP
Loe,Cynthia H	Athletics' Events Asst	Athletics Office	STA	6/15/2014	6/15/2015	8.50	REA	TMP
McDonald,Joseph D	Athletics' Events Asst	Office of Athletics	STA	9/26/2014	6/15/2015	10.00	HIR	TMP
Moyer,Dallas	Assoc Dir Communications	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Nemec,John F	Player Personnel Coord	Office of Athletics	CP	7/1/2014	6/30/2015	25000.00	DTA	OTH
Newhouse,Nathanael D	Asst Dir Ticket Operations	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Newhouse,Nathanael D	Asst Dir Ticket Operations	Office of Athletics	CP	9/27/2014	9/27/2014	100.00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Popovic,Zdravko	Camp Worker	Athletics Office	STA	3/31/2014	3/31/2014	2000.00	REH	1XP
Rauber,Jennifer	Athletics' Events Asst	Office of Athletics	STA	9/20/2014	6/15/2015	8.50	HIR	TMP
Rego,Emily	Athletics' Events Asst	Office of Athletics	STA	8/28/2014	6/15/2015	7.95	HIR	TMP
Ricker,Dain Allan	Athletics' Events Asst	Office of Athletics	STA	9/20/2014	6/15/2015	8.50	HIR	TMP
Rinella,Brad Joseph	Athletics' Events Asst	Office of Athletics	STA	9/26/2014	6/15/2015	10.00	HIR	TMP
Scaff,Scott T	Volunteer Asst Coach	Office of Athletics	CP	8/1/2014	7/31/2015	0.00	REA	TMP
Schmitz,Spencer D	Volunteer Asst Coach	Office of Athletics	CP	8/25/2014	8/31/2015	0.00	REA	TMP
Stanley,Thomas H.	Athletics' Events Asst	Office of Athletics	STA	10/4/2014	6/15/2015	8.50	HIR	TMP
Topping,Ty Micheal	Athletics' Events Asst	Office of Athletics	STA	9/26/2014	6/15/2015	10.00	HIR	TMP
Tweedy,John D	Dir Athletics Ops & Events	Office of Athletics	CP	9/27/2014	9/27/2014	150.00	HIR	1XP
Yeager,S. Kelci	Coord Athl Field House Oper	Office of Athletics	CP	8/9/2014	8/9/2014	450.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Oper	Office of Athletics	CP	9/12/2014	9/12/2014	150.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Oper	Office of Athletics	CP	10/6/2014	10/6/2014	150.00	REH	1XP
Yeager,S. Kelci	Coord Athl Field House Oper	Office of Athletics	CP	10/13/2014	10/13/2014	90.00	REH	1XP
Zamora,Eli	Camp Worker	Office of Athletics	STA	7/12/2014	7/12/2014	550.00	HIR	1XP
<b>OFFICE OF ACADEMIC AFFAIRS</b>								
Bai,Shuxia	Visiting Scholar	Office of Academic Affairs	STA	9/12/2014	2/15/2015	0.00	HIR	TMP
Booth,Stephane E	Spec Asst to OAA	Office of Academic Affairs	CP	9/27/2014	9/14/2015	40000.00	RFL	RFL
Jia,Chaoqin	Visiting Scholar	Office of Academic Affairs	STA	9/12/2014	2/15/2015	0.00	HIR	TMP
Payer,Joe H	Chief Scientist, NCERCAMP	Office of Academic Affairs	CP	7/1/2014	6/30/2015	72100.00	DTA	OTH
Yang,Jianbo	Visiting Scholar	Office of Academic Affairs	STA	9/12/2014	2/15/2015	0.00	HIR	TMP
Youngdahl,James D	National Guard Recruiting	Military Science & Leadership	STA	7/15/2014	7/15/2015	0.00	REH	TMP
Zacharias,Christine E	Asst to President, Emeritus	Office of Academic Affairs	STA	9/1/2014		36.00	HIR	SWV

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING FOR SUMMER/FALL 2014; SPRING 2015**

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
<b>DIVISION OF STUDENT SUCCESS</b>								
Bingaman,Stephanie	Registered Nurse-PT	Health Services	STA		9/16/2014	27	TER	RES
Blewitt,Marissa Elaine	Coord Student Affairs	Residence Life & Housing Off	STA	9/24/2014	12/19/2014	15.00	DTA	TTL
Blewitt,Marissa Elaine	Residence Life Assistant	Residence Life & Housing Off	STA	9/1/2014	12/19/2014	15.00	REA	TMP
Bobola,Michele M	Lecturer	UA Solutions	FAC	8/17/2014	9/21/2014	715.00	REH	TMP
Bobola,Michele M	Lecturer	UA Solutions	FAC	10/19/2014	11/1/2014	812.50	REH	TMP
Bobola,Michele M	Lecturer	UA Solutions	FAC	8/31/2014	10/11/2014	1690.00	REH	TMP
Bodenhamer,Judith M	Lecturer	UA Solutions	FAC	9/21/2014	10/11/2014	3750.00	REH	TMP
Boyer,Joan K.	Registered Nurse-PT	Health Services	STA	1/1/2015	7/1/2015	27.00	REA	TMP
Bundy,Josh A	Tutor/Counselor Sr-AAP	Acad Achievement Programs	STA	10/7/2014	5/31/2015	20.00	REH	TMP
Cain,Bryce A	Academic Adviser I	Ctr Acad Advising & Stu Succ	STA		9/3/2014	14.50	TER	RES
Ellis,Kaitlin J	Office Assistant	Ctr Acad Advising & Stu Succ	STA	8/27/2014	8/27/2014	368.00	HIR	1XP
Ellis,Kaitlin J	Office Assistant	Ctr Acad Advising & Stu Succ	STA	9/22/2014	6/22/2015	8.00	HIR	TMP
Gerber,Todd D	Lecturer	UA Solutions	FAC	8/31/2014	9/20/2014	1100.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	8/31/2014	10/5/2014	625.00	REH	TMP
Icardi,Laura B	Lecturer	UA Solutions	FAC	10/26/2014	11/29/2014	625.00	REH	TMP
LaFay,Krista L	Lecturer	UA Solutions	FAC	10/12/2014	11/1/2014	360.00	REH	TMP
Mako-Robinson,Cynthia	Interim Asst to Dean	Office of Student Success	CP	10/13/2014	1/31/2015	40248.00	HIR	TMP
Martin,Robert D	Lecturer	UA Solutions	FAC	9/7/2014	11/29/2014	3160.00	REH	TMP
Miller,Christine M	Lecturer	UA Solutions	FAC	9/28/2014	12/13/2014	2250.00	REH	TMP
Pateos,Karen E	Lecturer	UA Solutions	FAC	8/31/2014	10/11/2014	720.00	HIR	TMP
Pee,Damon R	Office Assistant	Office of Student Success	STA		9/4/2014	15.00	TER	TMP
Plastow,Alan L	Lecturer	UA Solutions	FAC	10/5/2014	10/18/2014	3356.00	REH	TMP
Reedy,William V	Lecturer	UA Solutions	FAC	10/19/2014	12/6/2014	680.00	HIR	TMP
*Sederwall,John K	Interpreter	New Student Orientation	STA	8/22/2014	8/22/2014	88.20	REH	1XP
Shoenfelt,David A	Lecturer	UA Solutions	FAC	9/7/2014	10/18/2014	840.00	REH	TMP
Sieracki,Bruce	Office Assistant	Office of Student Success	STA		9/12/2014	12.23	TER	RES
Spangler,Robert	Lecturer	UA Solutions	FAC	8/4/2014	8/30/2014	960.00	REH	TMP
Strauss,Susan	Registered Nurse-PT	Health Services	STA	1/1/2015	7/1/2015	27.00	REA	TMP
Venditti Jr,Paul T	Lecturer	UA Solutions	FAC	9/28/2014	11/1/2014	675.00	REH	TMP
Wallerstein,Laura L	Lecturer	UA Solutions	FAC	9/8/2014	9/20/2014	1200.00	REH	TMP
Welch,Cheryl A	Lecturer	UA Solutions	FAC	8/25/2014	8/31/2014	455.00	REH	TMP
Welch,Cheryl A	Lecturer	UA Solutions	FAC	9/14/2014	10/11/2014	1170.00	REH	TMP
<b>VICE PRESIDENT FOR FINANCE &amp; ADMINISTRATION/CFO</b>								
*Bates,Rosa	Ticket Booth/Lot Monitor	Parking & Transport Svcs	STA	6/30/2014	6/30/2014	9.07	RET	DIS
D'rain,Alexander T	Team Coord Dining Svcs	University Dining Services	STA		10/10/2014	9.49	TER	RES
*Moss,Denise M	Sr Administrator	Student Accounts/Bursar	CP	9/1/2014		45735.00	JRC	REO
*Moss,Denise M	Sr Administrator	Student Accounts/Bursar	CP	9/1/2014		45735.00	POS	TTL
*Moss,Denise M	Sr Administrator	Student Accounts/Bursar	CP	9/1/2014		45735.00	REA	REM
Shoenberger,Vivian M	Office Asst-Dining Svcs	University Dining Services	STF		9/26/2014	9.42	TER	RES
*Smith,Lois Marie	Accountant	Assoc VP & Controller	CP	9/22/2014	12/23/2014	36129.00	REH	TMP
<b>OFFICE OF ADVANCEMENT</b>								
Mehl,Carolyn L	ExecDirDevGift&EstPln	Department of Development	CP	10/21/2014		57000.00	HIR	REG
Mezger,Roger J	Public Relations Rep-PT	Univ Comm & Marketing	STA	11/1/2014	2/1/2015	25.00	REA	TMP
<b>VICE PRESIDENT &amp; GENERAL COUNSEL</b>								
*Sederwall,John K	Interpreter	Board of Trustees	STA	9/19/2014	9/19/2014	176.40	HIR	1XP
<b>OFFICE OF INFORMATION TECHNOLOGY SERVICES</b>								
Corby,John T	Dir Project Mgmt Office	Information Technolgy Svcs	CP	10/1/2014	1/31/2015	4000.00	REH	1XP
*Edwards,Cathy L	Security Administrator - PT	Info Tech Svcs Office Support	STA	9/24/2014	12/5/2014	47.50	REA	TMP
<b>VICE PRESIDENT FOR RESEARCH &amp; DEAN OF GRADUATE SCHOOL</b>								
Baker,Stephanie E	Student Services Counselor	Graduate School	STA	11/10/2014		13.45	DTA	FTP
Baker,Stephanie E	Student Services Counselor	Graduate School	STA	11/10/2014		13.45	XFR	SSA
Noble,Bethany L.	Research Asst	Office of Research Admin	STA	10/1/2014		15.00	PAY	OTH

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<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Job</b>	<b>Eff Date</b>	<b>Term Date</b>	<b>Amount</b>	<b>Action</b>	<b>Reason</b>
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>								
Catlos,John	Production Asst - Costume	Dance, Theatre & Arts Admin	STA	11/3/2014	6/30/2015	9.00	HIR	TMP
Clark,Lynn Marie	Associate Lecturer	Sociology	FAC	8/25/2014	12/20/2014	500.00	REH	TMP
DelPrince,Leslie	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	1796.67	DTA	OTH
Doerfler,Bradley	Accompanist	Dance, Theatre & Arts Admin	STA		9/8/2014	17.05	TER	EIA
Eichman,Kay E	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	3307.06	REH	TMP
Farruggia,Carmella	Senior Lecturer	History	STA	8/18/2014	12/21/2014	9.22	REH	TMP
Finn,Mary Kay	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	2779.84	REH	TMP
Gillilan,Jennifer	Art Model	Art	STA	11/3/2014	6/30/2015	15.00	HIR	TMP
Githiora,Rosa Muthoni	Artist	Dance, Theatre & Arts Admin	CP	10/16/2014	10/16/2014	60.00	REH	1XP
Henderson,Lisa A	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	1030.66	DTA	OTH
Hershey,Olivia Suzanne	Research Technician	Biology	STA	8/18/2014	12/31/2014	13.50	PAY	OTH
Hilles,Stefanie A	Assistant Lecturer	Art	FAC	9/20/2014	9/20/2014	150.00	REH	1XP
LaNasa,Patricia J	Senior Lecturer	Music	STA	8/18/2014	12/21/2014	11.28	REH	TMP
Lytton,Alec S	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	2088.87	HIR	TMP
Mills,Michele Denise	Senior Lecturer	Music	FAC	9/1/2014	9/6/2014	175.00	REH	TMP
Monacelli,Jonathan R	Accompanist	Dance, Theatre & Arts Admin	STA	9/10/2014	6/30/2015	15.00	HIR	TMP
Mundie,Rachael L	Associate Lecturer	Art	FAC	9/8/2014	9/20/2014	150.00	HIR	TMP
Perez,Sara	Project/Grant Consultant	Psychology	STA	9/13/2014	9/13/2014	700.00	REH	1XP
Reilly-Howe,Pauline P	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	3048.40	REH	TMP
Renna,Francesco	Assoc Prof - Summer	Economics	FAC	8/18/2014	8/23/2014	2250.00	REH	TMP
Sanfiorenzo,Andre R	Visiting Research Scholar	Biology	STA	10/20/2014	12/31/2015	0.00	HIR	TMP
Sanford-Burgoon,Kelli R	Senior Lecturer	Dance, Theatre & Arts Admin	FAC	10/14/2014	10/14/2014	60.00	REH	1XP
Schullo,Julie M	Lecturer	Dance Institute	FAC	7/7/2014	8/9/2014	267.85	REH	TMP
Schullo,Julie M	Lecturer	Dance Institute	FAC	8/25/2014	12/20/2014	2491.50	DTA	OTH
Sorrent Jr,Dominick T	Special Lecturer	Art	STA	8/18/2014	12/21/2014	8.74	REH	TMP
Szabat,Carol A	Administrative Secretary	English	STA	7/1/2014	6/30/2015	15.72	DTA	OTH
Voigt,Amber L	Art Model	Art	STA		8/27/2014	15.00	TER	RES
Walter,Heather L	Assoc Prof	Communication	FAC	8/18/2014	8/23/2014	2250.00	REH	TMP
Wickline,Glenn T	Events Assistant	Music	STA	8/27/2014	8/27/2014	16.00	TER	RES
Williams,Linda	Interpreter	Psychology	STA	8/29/2014	8/29/2014	80.00	HIR	1XP
Wilson,Gregory	Assoc Prof	History	FAC	9/28/2014	9/28/2014	200.00	REH	1XP
Wilson,Gregory	Assoc Prof	History	FAC	9/30/2014	9/30/2014	2500.00	REH	1XP
Yasutake,Deborah M	Accompanist	Music	CP	8/25/2014	12/20/2014	13200.00	PAY	OTH
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>								
Martin,Robert D	Senior Lecturer	Management	FAC	9/6/2014	9/6/2014	300.00	HIR	1XP
Mastrandrea,Mario	Special Lecturer	Management	FAC	8/25/2014	9/6/2014	2000.00	HIR	1XP
Pianalto,Sandra	Executive in Residence	CBA Dean's Office	CP	8/25/2014	6/25/2015	42626.00	DTA	TTL
Pianalto,Sandra	Executive in Residence	CBA Dean's Office	CP	8/25/2014	6/25/2015	42626.00	PAY	OTH
Schulte,Sheri B	Visit College Lecturer	Management	FAC	10/31/2014	10/31/2014	750.00	REH	1XP
Sugimoto,Fumi	Visiting Research Scholar	Accountancy	STA	8/1/2014	3/31/2015	0.00	HIR	TMP
<b>COLLEGE OF EDUCATION</b>								
Hassenpflug,Ann	Professor-Summer	Educ Found & Leadership	FAC	8/1/2014	8/31/2014	5000.00	REH	TMP
Holliday,Gary M	Asst Prof - Summer	Curr & Instr Studies	FAC	8/4/2014	8/5/2014	343.00	REH	TMP
Holman,David G	Senior Lecturer	Education Dean's Office	FAC	9/12/2014	9/12/2014	500.00	REH	1XP
Kline,Lynn S	Assoc Prof - Summer	Curr & Instr Studies	FAC	7/28/2014	8/23/2014	7065.00	REH	TMP
Plaster,Karen B	Clinical Instructor	Curr & Instr Studies	FAC	7/7/2014	8/4/2014	4028.00	REH	TMP
Plaster,Karen B	Clinical Instructor	Curr & Instr Studies	FAC	8/11/2014	8/16/2014	1250.00	REH	TMP

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Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
<b>COLLEGE OF ENGINEERING</b>								
Bell,Brett M	Engineering Technician Sr	Civil Engineering	STA	7/30/2014	7/30/2014	1154.00	HIR	1XP
Choi,Seungdeog	Asst Prof - Summer	Electrical & Computer Engr	FAC	8/1/2014	8/31/2014	637.00	REH	TMP
Collister,Elizabeth A	Postdoctoral Fellow	Chemical & Biomolecular Eng	STA	10/1/2014	9/30/2015	924.08	HIR	TMP
*Drummond,Jerry E	Instr, Mechanical Engr	Mechanical Engineering	FAC	8/25/2014	12/20/2014	22500.00	DTA	FTP
*Drummond,Jerry E	Instr, Mechanical Engr	Mechanical Engineering	FAC	8/25/2014	12/20/2014	22500.00	REA	REM
Engeberg,Erik D	Adjunct Professor	Mechanical Engineering	FAC	9/17/2014	9/30/2015	0.00	HIR	TMP
Galicia,Monica	Research Assoc	Chemical & Biomolecular Eng	STA	12/1/2014	1/9/2015	1666.66	HIR	TMP
Gao,Xiaosheng	Professor-Summer	Mechanical Engineering	FAC	7/25/2014	8/23/2014	11931.00	REH	TMP
Gergely,Attila L	Postdoctoral Fellow	Chemical & Biomolecular Eng	STA	9/8/2014	8/17/2015	0.00	HIR	TMP
Guo,Shuqi	Visiting Scholar	Civil Engineering	STA	10/1/2013	9/30/2014	0.00	DTA	TTL
Kayello,Hamed M	Postdoctoral Fellow	Chemical & Biomolecular Eng	STA	7/1/2014	7/1/2014	1384.62	HIR	1XP
Li,Lingyan	Research Asst	Chemical & Biomolecular Eng	STA	8/1/2014	6/30/2015	16.83	HIR	TMP
Li,Yushu	Research Scholar	Civil Engineering	STA	10/27/2014	4/25/2015	0.00	HIR	TMP
Monty,Chelsea	Asst Prof - Summer	Chemical & Biomolecular Eng	FAC	8/1/2014	8/23/2014	7379.88	REH	TMP
Mu,Liwen	Research Assoc	Chemical & Biomolecular Eng	STA	1/1/2015	12/31/2015	910.00	HIR	SWV
Onal,Yasemin	Research Scholar	Electrical & Computer Engr	STA	9/10/2014	9/9/2015	0.00	HIR	TMP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	8/14/2014	8/14/2014	161.25	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/15/2014	9/15/2014	500.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/21/2014	9/21/2014	1750.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/12/2014	9/12/2014	183.75	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	9/20/2014	9/20/2014	1370.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Electrical & Computer Engr	STA	10/18/2014	10/18/2014	75.00	REH	1XP
Pearson,Sheila L	Tech Writer/Editorial Asst	Electrical & Computer Engr	STA	10/28/2014	10/28/2014	131.25	REH	1XP
Povitsky,Alex	Assoc Prof - Summer	Mechanical Engineering	FAC	8/4/2014	8/23/2014	10571.14	REH	TMP
Rosenthal,Emily Quinn	Research Asst	Chemical & Biomolecular Eng	STA	8/21/2014	12/31/2015	16.82	HIR	SWV
Tavana,Hossein	Asst Prof - Summer	Biomedical Engineering	FAC	8/1/2014	8/22/2014	9401.92	DTA	OTH
Tu,Shan	Visiting Research Scholar	Mechanical Engineering	STA	8/22/2014	8/21/2015	0.00	HIR	TMP
Urbizu Serrano,Aintzane	Visiting Research Scientist	Mechanical Engineering	STA	10/1/2014	9/30/2015	0.00	HIR	TMP
Veillette,Robert J	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2014	6/30/2014	8280.14	DTA	OTH
Wang,Shengyong	Asst Prof - Summer	Mechanical Engineering	FAC	8/11/2014	8/23/2014	2836.10	REH	TMP
Wang,Xiangrong	Research Scholar	Civil Engineering	STA	9/15/2014	9/14/2015	0.00	HIR	TMP
Yi,Ping	Professor-Summer	Civil Engineering	FAC	5/1/2014	8/31/2014	14133.35	REH	TMP
Zhang,Siquan	Research Scholar	Electrical & Computer Engr	STA	9/1/2014	8/30/2015	0.00	HIR	TMP
<b>COLLEGE OF HEALTH PROFESSIONS</b>								
Ayad,Sabry S	Adjunct Professor	Nursing	FAC	9/1/2014	9/1/2019	0.00	HIR	TMP
Ayad,Sabry S	Adjunct Professor	Nursing	FAC	9/1/2015	9/1/2019	0.00	REA	TMP
Ayad,Sabry S	Adjunct Professor	Nursing	FAC	9/1/2016	9/1/2019	0.00	REA	TMP
Ayad,Sabry S	Adjunct Professor	Nursing	FAC	9/1/2017	9/1/2019	0.00	REA	TMP
Ayad,Sabry S	Adjunct Professor	Nursing	FAC	9/1/2018	9/1/2019	0.00	REA	TMP
Botros,Nader	Medical Director	Allied Health Technology	CP	9/1/2014	8/31/2015	4500.00	REA	TMP
Buchanan,Cheryl L	Asst Dir Undergrad Prog	Nursing	CP	8/22/2014	8/22/2014	1400.00	REH	1XP
Carlin,Charles H	Asst Prof - Summer	Speech-Lang Path & Audio	FAC	7/21/2014	8/23/2014	9446.35	REH	TMP
Harding,Jamie Dawn	Clinical Instructor	Speech-Lang Path & Audio	FAC	8/25/2014	6/25/2015	22850.00	REH	TMP
Jones,Garimah	Medical Director	Allied Health Technology	CP	9/1/2014	8/31/2015	2050.00	REA	TMP
Nesbitt,Valarie J	Secretary	Allied Health Technology	STA		10/31/2014	17.70	TER	EOP
Scott,Dawn Z	Visiting Asst Prof	Nutrition & Dietetics	FAC	10/15/2014	10/15/2014	1000.00	HIR	1XP
*Sederwall,John K	Interpreter	Speech-Lang Path & Audio	STA	8/14/2014	8/14/2014	88.20	REH	1XP
*Sederwall,John K	Interpreter	Speech-Lang Path & Audio	STA	10/23/2014	10/23/2014	88.20	REH	1XP
Sydowski,Sarah A	Adjunct Professor	Speech-Lang Path & Audio	FAC	7/1/2015	6/30/2020	0.00	REA	TMP
Sydowski,Sarah A	Adjunct Professor	Speech-Lang Path & Audio	FAC	7/1/2016	6/30/2020	0.00	REA	TMP
Sydowski,Sarah A	Adjunct Professor	Speech-Lang Path & Audio	FAC	7/1/2017	6/30/2020	0.00	REA	TMP
Sydowski,Sarah A	Adjunct Professor	Speech-Lang Path & Audio	FAC	7/1/2018	6/30/2020	0.00	REA	TMP
Sydowski,Sarah A	Adjunct Professor	Speech-Lang Path & Audio	FAC	7/1/2019	6/30/2020	0.00	REA	TMP

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<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Job</b>	<b>Eff Date</b>	<b>Term Date</b>	<b>Amount</b>	<b>Action</b>	<b>Reason</b>
<b>COLLEGE OF HEALTH PROFESSIONS (Cont.)</b>								
Tomajko, Marci L	Recruiter Adviser Nursing	Nursing	CP	8/25/2014	8/25/2014	600.00	REH	1XP
Veigel, J. Eric	Assistant Lecturer	Sport Science & Wellness Educ	STA	8/18/2014	12/21/2014	8.47	REH	TMP
Zhu, Yu	Research Scholar	Sport Science & Wellness Educ	STA	8/25/2014	8/25/2015	0.00	HIR	TMP
<b>SCHOOL OF LAW</b>								
Nichols, Russel Thomas	Senior Lecturer	Law - Instruction	FAC	10/1/2014	9/30/2015	5642.00	REA	TMP
Nichols, Russel Thomas	Senior Lecturer	Law Dean's Office	FAC	9/30/2014	9/30/2014	1209.00	HIR	1XP
<b>COLLEGE OF POLYMER SCIENCE &amp; POLYMER ENGINEERING</b>								
Abusaied, Mohamed A	Visiting Scholar	Polymer Engineering	STA	10/1/2014	12/31/2014	0.00	HIR	TMP
Bhakuni, Roop S	Lecturer	Polymers Dean's Office	FAC	7/21/2014	7/26/2014	2200.00	REH	TMP
Bundy, Josh A	Research Asst	Institute, Polymer Science	STA	9/15/2014	9/13/2015	0.00	HIR	TMP
Dick, John S	Tech Module Dev/Trainer	Polymers Dean's Office	CP	8/25/2014	10/18/2014	5333.00	REH	TMP
Huang, Xu	Research Scholar	Polymer Engineering	STA	9/29/2014	8/31/2015	0.00	HIR	TMP
Izaki, Kosuke	Intern	Polymer Engineering	STA	9/8/2014	3/7/2015	0.00	HIR	TMP
Lu, Xing	Visiting Research Scholar	Institute, Polymer Eng	STA	9/25/2014	8/24/2015	0.00	REA	TMP
Soucek, Alvaro N	Research Trainee	Polymer Engineering	STA	7/16/2014	10/31/2014	15.00	HIR	SWV
Tian, Ding	Research Asst	Institute, Polymer Science	STA	10/27/2014	6/30/2015	0.00	HIR	TMP
Tiwari, Atul	Visiting Scientist	Polymer Engineering	STA	9/14/2014	9/14/2014	3500.00	HIR	1XP
Williams, Stephen L	Tech Module Dev/Trainer	Polymers Dean's Office	CP	10/20/2014	12/14/2014	5333.00	REH	TMP
Yin, Xianglin	Coord & Liaison-China MS	Polymer Science	CP	9/3/2014	8/2/2015	30000.00	HIR	SWV
Zacharia, Nicole	Asst Prof - Summer	Polymer Engineering	FAC	7/31/2014	8/6/2014	2187.57	REH	TMP
<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY</b>								
Ager, Brad E	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/24/2014	9/27/2014	480.00	REH	TMP
Ahwajee, Edward S	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	9/27/2014	1560.00	REH	TMP
Amonett, Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/1/2014	8/3/2014	522.00	REH	TMP
Amonett, Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/3/2014	8/30/2014	486.00	REH	TMP
Anderson, Robert	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/25/2014	10/4/2014	832.00	REH	TMP
Armsey, Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/7/2014	9/13/2014	624.00	HIR	TMP
Barth, Bryon C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	4/27/2014	8/30/2014	297.00	REH	TMP
Bechtel, Harvey	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/27/2014	832.00	REH	TMP
Blevins, Gary R	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	8/30/2014	78.00	REH	TMP
Breiding, Lisa M	Office Assistant	Trng Ctr, Fire & Haz Mtrls	STA	8/27/2014	8/27/2015	12.47	REA	TMP
Calderhead, Scott A	Senior Lecturer	Associate Studies	FAC	10/27/2014	10/27/2014	3000.00	HIR	1XP
Cerrone, Kathryn L	Assoc Prof	Associate Studies	FAC	10/27/2014	10/27/2014	2000.00	REH	1XP
Claflin, Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/15/2014	8/24/2014	560.00	REH	TMP
Claflin, Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/24/2014	9/27/2014	1592.50	REH	TMP
Coleman, Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	8/30/2014	208.00	HIR	TMP
Compton, Joshua L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	5/11/2014	5/17/2014	198.00	REH	TMP
Dobbins III, Arthur L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/31/2014	9/27/2014	480.00	REH	TMP
Dressler, Scott E	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	9/27/2014	624.00	HIR	TMP
George, Glen	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/14/2014	10/4/2014	1040.00	REH	TMP
Goodwin, Eric L	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	8/30/2014	208.00	HIR	TMP
Groves, Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/22/2014	6/29/2014	144.00	REH	TMP
Groves, Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/27/2014	8/2/2014	189.00	REH	TMP
Hart, Todd C	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	9/27/2014	1040.00	REH	TMP
Kraft, Lori A	Assoc Prof	Engineering & Science Tech	FAC	1/31/2015	1/31/2015	3000.00	REH	1XP
Lenk, Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/14/2014	9/20/2014	495.00	HIR	TMP
Licate, David Anthony	Professor	Public Service Technology	FAC	7/31/2014	7/31/2014	2500.00	REH	1XP
Lindsey, John	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/14/2014	9/20/2014	130.00	REH	TMP
Logan, Christopher M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/24/2014	9/13/2014	270.00	REH	TMP
Michalec, Ronald A	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/21/2014	10/4/2014	208.00	REH	TMP
Morrison, Timothy M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/7/2014	10/4/2014	270.00	REH	TMP

**EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING FOR SUMMER/FALL 2014; SPRING 2015**

<b>Name</b>	<b>Title</b>	<b>Department</b>	<b>Job</b>	<b>Eff Date</b>	<b>Term Date</b>	<b>Amount</b>	<b>Action</b>	<b>Reason</b>
<b>COLLEGE OF APPLIED SCIENCE &amp; TECHNOLOGY (Cont.)</b>								
Newman,Jeffrey D	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/6/2014	208.00	REH	TMP
Nice,James D	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	10/4/2014	676.00	REH	TMP
Nine-Duff,Ruth N	Events Assistant	Coll of Appl Sci & Tech Dean	STA	4/13/2014	4/13/2014	120.00	REH	1XP
Nivens,Dann M	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/27/2014	936.00	REH	TMP
Norris,James B	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/15/2014	9/20/2014	104.00	HIR	TMP
Orsine,James A	Lecturer	Coll of Appl Sci & Tech Dean	FAC	9/7/2014	9/20/2014	416.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/3/2014	9/27/2014	165.00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	9/14/2014	9/27/2014	360.00	REH	TMP
Reed,Daniel J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/27/2014	1040.00	HIR	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/24/2014	9/27/2014	1470.00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/27/2014	8/30/2014	510.00	REH	TMP
Smith,Douglas S	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/27/2014	416.00	REH	TMP
Smith,Richard	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	4/27/2014	8/30/2014	2322.00	REH	TMP
Tackett,Bradley R	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/6/2014	208.00	HIR	TMP
Tomei,Provie L	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	9/27/2014	1144.00	REH	TMP
Vaughan Jr,Roger	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	8/30/2014	52.00	REH	TMP
White,Christopher M	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/24/2014	9/6/2014	338.00	REH	TMP
Wright,Paul J	Lecturer	Coll of Appl Sci & Tech Dean	FAC	8/31/2014	9/6/2014	208.00	REH	TMP
Wynn,Susan E	Senior Lecturer	Associate Studies	FAC	10/20/2014	11/1/2014	2000.00	HIR	1XP
<b>WAYNE COLLEGE</b>								
Conrad,Margaret	Tutor WC	Developmental Programs-WC	STA	8/14/2014	8/14/2014	500.00	HIR	1XP
Ericksen,Julia A	Senior Lecturer	Developmental Programs-WC	FAC	8/14/2014	8/15/2014	500.00	HIR	TMP
Ferris,Amber L	Asst Prof - Summer	Developmental Programs-WC	FAC	8/14/2014	8/15/2014	500.00	HIR	TMP
Fink,John	Assistant Lecturer	Developmental Programs-WC	FAC	8/14/2014	8/15/2014	500.00	REH	TMP
Jones,Janet M	Senior Lecturer	Developmental Programs-WC	FAC	8/14/2014	8/15/2014	500.00	REH	TMP
Kandiko,Charles T	Data Analyst	Academic Affairs - WC	STA	9/16/2014	12/14/2014	14.51	HIR	SWV
Markley,Linda S	Tutor WC	Developmental Programs-WC	STA	8/14/2014	8/14/2014	500.00	HIR	1XP
Moss Jr,Albert J	Women's Basketball Coach	Student Services Adm-WC	CP	10/1/2014	2/28/2015	5355.00	REH	TMP
Nairne,Jerome	Men's Basketball Coach	Student Services Adm-WC	CP	10/1/2014	2/28/2015	5355.00	REH	TMP
Rogge,Betty J	Instr Tech Trainer/Spec	Academic Affairs - WC	STA	9/1/2014	5/10/2015	23.00	REH	TMP
Siffert,Karen B	Tutor WC	Developmental Programs-WC	STA	8/25/2014	6/30/2015	15.91	REH	TMP
Tohill,Mary F	Tutor WC	Developmental Programs-WC	STA	8/15/2014	8/15/2014	250.00	HIR	1XP
Vander Ark,Georgia	Senior Lecturer	Academic Affairs - WC	FAC	8/10/2014	8/16/2014	375.00	HIR	TMP
Wolf,Laura L	Tutor WC	Developmental Programs-WC	STA	8/14/2014	8/14/2014	500.00	HIR	1XP

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>OFFICE OF THE PRESIDENT</b>								
Bremier, Jessica L	GAI	Office of Athletics	9/8/2014	9/20/2014	140.00	B	HIR	SPL
Clark, Joseph John	GAI	Office of Athletics	8/25/2014	5/8/2015	324.32	B	REH	TMP
Conley, Autum R	GAI	Office of Athletics	9/13/2014	9/13/2014	40.00	D	REH	SPL
Conley, Autum R	GAI	Office of Athletics	10/5/2014	10/5/2014	40.00	D	REH	SPL
Davis, Soyriah G	GAA	Office of Athletics	8/25/2014	5/16/2015	324.32	B	HIR	TMP
Dowdell, Bryan T	GAI	Office of Athletics	8/25/2014	5/8/2015	324.32	B	REH	TMP
Golemo, Michael M	GAI	Office of Athletics	8/25/2014	5/8/2015	324.32	B	REH	TMP
Miller, Avi	GAI	Office of Athletics		10/31/2014	324.32	B	TER	RES
Miller, Avi	GAA	Office of Athletics	8/11/2014	8/23/2014	543.37	B	HIR	SPL
Miller, Avi	GAI	Office of Athletics	7/28/2014	8/9/2014	450.00	B	HIR	SPL
Nehlen, Ryan D	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	REH	TMP
Pannucci, Elizabeth J	GAI	Office of Athletics	7/28/2014	8/9/2014	200.00	B	REH	SPL
Reali, Nicholas J	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	REH	TMP
Ryan, Joseph J	GAR	Office of the President	9/1/2014	7/1/2015	1000.00	B	PAY	OTH
Seeman, Conner F	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	HIR	TMP
Simpson, Jessica	GAI	Office of Athletics	9/8/2014	9/20/2014	1500.00	B	HIR	SPL
Smith, Marcus L	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	HIR	TMP
Smith, Patrick J	GAI	Office of Athletics	8/25/2014	12/13/2014	375.00	B	REH	TMP
Spencer, Erik N	GAI	Office of Athletics	5/10/2015	8/21/2015	389.19	B	REA	TMP
Spencer, Erik N	GAI	Office of Athletics	7/14/2014	7/26/2014	160.00	B	HIR	SPL
Stern, Paxin R	GAI	Office of Athletics	7/28/2014	8/9/2014	450.00	B	HIR	1XP
Stewart, Brady M	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	HIR	TMP
Toth, Amanda A	GAI	Office of Athletics	8/25/2014	5/9/2015	324.32	B	REH	TMP
Toth, Amanda A	GAI	Office of Athletics	8/6/2014	8/6/2014	100.00	D	REH	1XP
<b>OFFICE OF ACADEMIC AFFAIRS</b>								
Brown, Theron E	GAA	Incl & Equity/Chief Diversity	9/10/2014	9/10/2014	150.00	D	HIR	SPL
Clemons, Mary E	GAR	Office of Academic Affairs	8/25/2014	8/24/2015	461.54	B	HIR	TMP
Olin-Hitt, Jennifer L	GAA	International Programs	8/25/2014	9/28/2014	450.00	B	REH	TMP
Olin-Hitt, Jennifer L	GAA	International Programs	9/29/2014	5/9/2015	350.00	B	PAY	OTH
Zhao, Haitao	GAA	International Programs	8/25/2014	12/13/2014	995.00	B	PAY	OTH
<b>OFFICE OF ENROLLMENT MANAGEMENT</b>								
Folsom, Heather A	GAI	Transfer & Adult Stu Enroll Ct	12/29/2014	1/9/2015	194.40	B	PAY	OTH
<b>DIVISION OF STUDENT SUCCESS</b>								
Booker, Tonya K	GAR	UA Adult Focus	1/12/2015	5/9/2015	480.77	B	HIR	TMP
Coleman, Kenya S	GAA	Counseling & Testing Center	8/25/2014	10/30/2014	648.64	B	HIR	TMP
Kadari, Vandana Rao	GAA	Registrar	8/25/2014	5/9/2015	544.86	B	HIR	TMP
Maltempi, Anne	GAA	Office of Student Success	8/11/2014	8/11/2015	500.00	B	HIR	TMP
Saling, Heather	GAA	Student Life		11/1/2014	540.00	B	TER	RES
Sharma, Sakshi	GAA	Registrar	8/25/2014	5/9/2015	544.86	B	HIR	TMP
Walborn, Tailyn	GAA	Career Center		8/15/2014	461.54	B	TER	RES
Washington, Kristen M	GAA	Admissions	9/8/2014	8/22/2015	420.00	B	HIR	TMP
<b>OFFICE OF INFORMATION TECHNOLOGY SERVICES</b>								
Gruesen, Michael	GAA	Application System Svs		9/1/2014	400.00	B	TER	RES
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES</b>								
Agbettor, Ebenezer T	GAT	Economics	8/25/2014	5/9/2015	267.24	B	HIR	TMP
Amiet, Brittany N	GAR	Anthropology & Classical St	6/16/2014	6/28/2014	2042.59	B	HIR	1XP
Arfan Sarker, Md. Riyadh	GAT	Economics	12/14/2014	5/9/2015	356.32	B	REA	TMP
Arredondo, Kelley	GAR	Psychology	8/25/2014	9/6/2014	220.50	B	REH	SPL
Asare Bediako, Baffour	GAR	Public Admin & Urban Studies		8/25/2014	334.06	B	TER	CAN
Barran, Christopher	GAT	Economics		9/25/2014	267.24	B	TER	RES
Barsa, Andrew J	GAR	Psychology	6/2/2014	6/14/2014	1800.00	B	REH	SPL

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

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>								
Bayane,El Mehdi	GAI	Geosciences	9/7/2014	12/13/2014	668.80	B	PAY	OTH
Bayane,El Mehdi	GAT	Geosciences	12/14/2014	5/9/2015	372.32	B	PAY	OTH
Bell,Jessica Adrienne	GAT	Music	8/25/2014	9/6/2014	623.76	B	HIR	SPL
Brown,Brandi V	GAT	Communication	8/25/2014	5/9/2015	367.56	B	HIR	TMP
Carter,Stephanie R	GAT	Music	8/25/2014	5/9/2015	378.38	B	HIR	TMP
Chanawanno,Kullapa	GAT	Chemistry	12/15/2014	6/30/2015	730.77	B	REH	TMP
Chaney,Christopher R	GAT	Biology	9/22/2014	10/4/2014	1000.00	B	REH	SPL
Chang,Ting-Wei	GAT	Music	8/25/2014	5/9/2015	189.19	B	HIR	TMP
Cooper-Shumway,Halley L	GAT	Psychology	1/12/2015	5/9/2015	676.47	B	REH	TMP
Crandall,Laura A	GAT	Chemistry	1/1/2015	6/30/2015	730.77	B	REA	TMP
Davis,Caroline M	GAT	Chemistry	1/1/2015	6/30/2015	730.77	B	REA	TMP
Davis,Caroline M	GAT	Chemistry	12/1/2014	12/13/2014	500.00	B	HIR	SPL
Debord,Michael A	GAT	Chemistry	12/14/2014	6/30/2015	730.77	B	REA	TMP
Farrag,Mahmoud Farrag A	GAT	Biology	9/8/2014	5/9/2015	1054.05	B	HIR	TMP
Fecheyr-Lippens,Daphne C	GAR	Biology	8/28/2014	8/27/2015	766.28	B	REH	TMP
Fetters,Justin	GAT	Music		9/23/2014	189.19	B	TER	RES
Foltz,Evan P	GAT	Music	8/25/2014	5/9/2015	189.19	B	HIR	TMP
Gerzanics,Adam E	GAI	Political Science	1/12/2015	5/9/2015	500.00	B	HIR	TMP
Greim,Erica M	GAR	Psychology	6/2/2014	6/14/2014	1800.00	B	HIR	SPL
Gruesen,Michael G	GAR	Computer Science	9/2/2014	9/30/2014	875.00	B	HIR	TMP
Gruesen,Michael G	GAR	Computer Science	10/1/2014	12/13/2014	875.00	B	REH	TMP
Hajdak,Helen M	GAT	Mathematics	1/12/2015	5/9/2015	764.71	B	REH	TMP
Hamlin,Rachel A	GAT	Music	8/25/2014	9/6/2014	623.76	B	HIR	SPL
Hasheminasab,Sayyed Abed	GAT	Chemistry	12/15/2014	6/30/2015	730.77	B	REH	TMP
Hendrix,Jonathan D	GAT	Economics	12/14/2014	5/9/2015	356.32	B	REA	TMP
Huang,He	GAR	Chemistry	1/12/2015	6/30/2015	730.77	B	REH	TMP
Johnson,Nicholas A	GAT	Chemistry	1/1/2015	6/30/2015	730.77	B	REA	TMP
Kaliszewski,Megan J	GAT	Chemistry	1/1/2015	6/30/2015	730.77	B	REA	TMP
Kang,Heejin	GAT	Music	8/25/2014	10/1/2014	189.19	B	HIR	TMP
Kappala,Jagruthi	GAR	Computer Science	9/15/2014	12/12/2014	1153.84	B	REH	TMP
Koh,Emmanuel	GAT	Music	8/25/2014	5/9/2015	189.19	B	HIR	TMP
Kovach,Claire A	GAI	Sociology	8/25/2014	5/9/2015	621.62	B	PAY	OTH
Kuntz,Mitchell P	GAI	Sociology	8/25/2014	5/9/2015	621.62	B	PAY	OTH
Lanier,Robyn N	GAT	Music	8/25/2014	9/30/2014	189.19	B	REH	TMP
Lanier,Robyn N	GAT	Music	10/1/2014	5/9/2015	378.38	B	PAY	OTH
Lowe,Adam T	GAT	Music	8/25/2014	5/9/2015	378.38	B	HIR	TMP
Majocho,Amanda	GAI	Dance, Theatre & Arts Admin		11/1/2014	367.56	B	TER	RES
Means,Rachel	GAT	Music	8/25/2014	5/9/2015	189.19	B	HIR	TMP
Mezentseva,Karyna	GAT	Biology	9/22/2014	10/4/2014	200.00	B	HIR	SPL
Miller II,Robert B	GAR	Biology	5/12/2014	8/24/2014	856.66	B	PAY	OTH
Miller,John A	GAT	Biology	9/22/2014	10/4/2014	1000.00	B	HIR	SPL
Monaghan Jr,Edwin D	GAT	Economics	8/25/2014	12/13/2014	356.32	B	PAY	OTH
Moradi,Ronak	GAI	Public Admin & Urban Studies	9/3/2014	5/9/2015	334.06	B	REH	TMP
Mullett,Monique C	GAR	Political Science	8/25/2014	5/9/2015	583.78	B	HIR	TMP
Nana-Atoo,Patience D	GAT	Geosciences	8/25/2014	5/9/2015	372.32	B	HIR	TMP
Neveu,Douglas	GAT	Modern Languages	8/25/2014	5/9/2015	475.68	B	HIR	TMP
Nguyen,Tu N	GAT	Economics	12/14/2014	5/9/2015	356.32	B	REA	TMP
Opoku-Agyeman,Chris	GAI	Public Admin & Urban Studies	8/25/2014	5/9/2015	334.06	B	REH	TMP
Patri,Suma	GAT	Geosciences	8/25/2014	5/9/2015	372.32	B	HIR	TMP
Pierce,Adam J	GAR	Biology	8/25/2014	8/24/2015	766.28	B	HIR	TMP
Poduval,Dhvanit R	GAT	Music	8/25/2014	5/9/2015	189.19	B	HIR	TMP
Richards,Rachel M	GAT	Mathematics	1/12/2015	5/9/2015	764.71	B	REH	TMP

GAA Grad Adm Asst  
 GAF Grad Fellowship  
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 GAR Grad Research Asst  
 GAT Grad Teaching Asst

## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>BUCHTEL COLLEGE OF ARTS &amp; SCIENCES (Cont.)</b>								
Simmons,Christopher J	GAT	Music	8/25/2014	5/9/2015	189.19 B		HIR	TMP
Sitarik,Andrew J	GAT	Music	8/25/2014	5/9/2015	189.19 B		HIR	TMP
Slezak,Tyler J	GAR	Psychology	9/22/2014	10/4/2014	103.50 B		HIR	SPL
Slife,Francis G	GAT	Music	8/25/2014	5/9/2015	378.38 B		HIR	TMP
Sutton,Kaylee B	GAR	Mathematics	8/25/2014	8/25/2015	725.13 B		REH	TMP
Taraboletti,Alexandra A	GAT	Chemistry	1/12/2015	6/30/2015	730.77 B		REH	TMP
Taylor,Matthew	GAT	Statistics		12/14/2014	306.22 B		TER	RES
Thatavarti,Amit Kumar	GAT	Computer Science	9/2/2014	12/13/2014	400.00 B		PAY	OTH
Thome,Benjamin S	GAT	Chemistry	1/1/2015	6/30/2015	730.77 B		REA	TMP
Volkova,Olga	GAR	Public Admin & Urban Studies	8/25/2014	5/9/2015	640.27 B		REH	TMP
Wensel,Dawna F	GAI	Sociology	8/25/2014	5/9/2015	689.19 B		PAY	OTH
Wesner,Cyril	GAT	Chemistry		12/14/2014	730.77 B		TER	RES
Wilson,Ishmael C	GAT	Geosciences	9/15/2014	12/13/2014	578.37 B		PAY	OTH
Wilson,Keith R	GAT	Music	8/25/2014	5/9/2015	378.38 B		HIR	TMP
Yi,Mengling	GAT	Economics	8/25/2014	12/13/2014	356.32 B		PAY	OTH
Zelin,Alexandra I	GAR	Psychology	7/28/2014	8/10/2014	336.88 B		REH	1XP
Zelin,Alexandra I	GAR	Psychology	8/11/2014	8/24/2014	87.50 B		HIR	1XP
Zelin,Alexandra I	GAR	Psychology	8/25/2014	9/7/2014	961.20 B		REH	1XP
Zelin,Alexandra I	GAR	Psychology	9/8/2014	9/21/2014	238.50 B		REH	SPL
Zelin,Alexandra I	GAR	Psychology	9/22/2014	10/4/2014	148.75 B		REH	SPL
Zernich,Nicole M	GAI	History	8/25/2014	5/9/2015	702.70 B		HIR	TMP
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>								
Avanesyan,Rimma	GAI	CBA Dean's Office		1/11/2015	167.03 B		TER	RES
Balireddy,Lokesh	GAI	CBA Dean's Office	8/25/2014	5/9/2015	334.06 B		HIR	TMP
Fike,Terence J	GAI	CBA Dean's Office	9/8/2014	12/13/2014	441.43 B		HIR	TMP
Golla,Sri Soumya	GAI	CBA Dean's Office	8/25/2014	5/9/2015	167.03 B		HIR	TMP
Granger,Tatiana V	GAI	CBA Dean's Office	8/25/2014	5/9/2015	334.06 B		PAY	OTH
Gundla,Jyotsna	GAI	Management	9/8/2014	5/9/2015	167.03 B		HIR	TMP
Hamidi,Nazanin	GAI	CBA Dean's Office	8/25/2014	12/13/2014	468.75 B		REH	TMP
Jackson,Lisa C	GAI	Accountancy	8/25/2014	5/9/2015	167.03 B		HIR	TMP
Kappera,Satish Kumar	GAI	CBA Dean's Office	9/2/2014	5/9/2015	167.03 B		HIR	TMP
Mikolay III,Joseph C	GAI	CBA Dean's Office	8/25/2014	5/9/2015	405.41 B		HIR	TMP
Norton,Blake J	GAI	CBA Dean's Office	8/25/2014	5/9/2015	405.41 B		HIR	TMP
Nourmohammadi,Hoda	GAI	Management	8/25/2014	5/9/2015	167.03 B		HIR	TMP
Patlola,Deepthi	GAI	CBA Dean's Office	8/25/2014	5/9/2015	200.44 B		REH	TMP
Southam,John E	GAI	Accountancy	8/25/2014	5/9/2015	167.03 B		HIR	TMP
Steiner,Matthew J	GAI	CBA Dean's Office	8/25/2014	6/30/2015	380.30 B		HIR	TMP
Susha Kumar,Asha	GAI	Finance	8/25/2014	5/9/2015	334.06 B		REH	TMP
Warnick,Gregory T	GAI	Accountancy	8/25/2014	5/9/2015	167.03 B		HIR	TMP
<b>COLLEGE OF EDUCATION</b>								
Bryan,Tyler G	GAA	Curr & Instr Studies	8/25/2014	5/9/2015	417.56 B		HIR	TMP
Cherry,Traci	GAI	Curr & Instr Studies		8/25/2014	417.56 B		TER	CAN
Venturina Jr,Lucas M	GAI	Educ Found & Leadership	8/25/2014	5/9/2015	417.56 B		HIR	TMP
<b>COLLEGE OF ENGINEERING</b>								
Abewardana,Chamith	GAR	Electrical & Computer Engr	10/6/2014	10/18/2014	3979.46 B		PAY	OTH
Abewardana,Chamith	GAR	Electrical & Computer Engr	10/19/2014	12/12/2014	2941.00 B		PAY	OTH
Abewardana,Chamith	GAR	Electrical & Computer Engr	12/13/2014	12/31/2014	1038.46 B		PAY	OTH
Al Khateeb,Osama J	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94 B		PAY	OTH
Alghwiri,Alaa A	GAR	Mechanical Engineering	7/15/2014	8/13/2014	692.30 B		REH	TMP
Alizadeh,Ardalan	GAR	Electrical & Computer Engr	10/6/2014	12/13/2014	400.00 B		REH	SPL
Alkhtany,Moshabab Mobarek	GAI	Mechanical Engineering	8/25/2014	12/13/2014	654.00 B		HIR	TMP
Arafat,Akm	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	679.20 B		PAY	OTH

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## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>COLLEGE OF ENGINEERING (Cont.)</b>								
Badawy,Mohamed O	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94 B		PAY	OTH
Bhide,Swapna	GAI	Civil Engineering	8/25/2014	12/13/2014	290.00 B		REH	TMP
Blandon,Omar A	GAR	Mechanical Engineering	9/15/2014	12/31/2015	600.00 B		REH	SPL
Bonthu,Sai Sudheer Reddy	GAR	Electrical & Computer Engr	8/25/2014	12/31/2014	702.70 B		PAY	OTH
Carpenter,Jacqueline M	GAT	Biomedical Engineering	8/25/2014	5/9/2015	750.00 B		HIR	TMP
Chen,Hong	GAR	Chemical & Biomolecular Engr	8/8/2014	8/29/2014	500.00 B		REH	SPL
Chen,Yajie	GAR	Chemical & Biomolecular Engr	7/1/2014	9/30/2014	730.76 B		REH	TMP
Chen,Yajie	GAR	Chemical & Biomolecular Engr	10/1/2014	12/13/2014	730.76 B		REH	TMP
Chowdhury,Md. Asif	GAR	Electrical & Computer Engr	8/25/2014	8/22/2015	576.93 B		REH	TMP
Cingoz,Fatih	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94 B		PAY	OTH
Cingoz,Fatih	GAR	Electrical & Computer Engr	10/6/2014	12/12/2014	220.00 B		HIR	SPL
Crow,Mallory J	GAI	Civil Engineering	8/25/2014	5/9/2015	725.00 B		PAY	OTH
Cubides Gonzalez,Yenny	GAR	Chemical & Biomolecular Engr	8/15/2014	12/31/2014	711.00 B		PAY	OTH
Cubides Gonzalez,Yenny	GAR	Chemical & Biomolecular Engr	9/8/2014	10/25/2014	675.00 B		HIR	SPL
Dai,Xinyan	GAR	Chemical & Biomolecular Engr	8/25/2014	11/15/2014	115.40 B		HIR	SPL
Das,Suma Rani	GAR	Mechanical Engineering	9/1/2014	9/27/2014	900.00 B		HIR	SPL
Elghriany,Ahmed Fathi M	GAI	Civil Engineering	8/25/2014	12/13/2014	692.60 B		REH	TMP
Enayati,Hooman	GAR	Mechanical Engineering	9/1/2014	8/31/2015	633.84 B		REH	TMP
Esquivel,Javier	GAR	Chemical & Biomolecular Engr	6/2/2014	6/28/2014	350.00 B		HIR	SPL
Fang,Jia	GAI	Chemical & Biomolecular Engr	8/25/2014	12/13/2014	769.23 B		REH	TMP
Fouts,Jonathan A	GAR	Civil Engineering	1/1/2015	5/9/2015	576.92 B		REH	TMP
Gabor,Kelly M	GAR	Mechanical Engineering	9/26/2014	12/31/2014	550.00 B		HIR	TMP
Gabor,Kelly M	GAR	Mechanical Engineering	8/25/2014	9/25/2014	1100.00 B		HIR	TMP
Galabada Kankanamge,Nilan	GAR	Electrical & Computer Engr	8/25/2014	8/24/2015	576.92 B		REH	TMP
Gargh,Prashant Pawan	GAR	Mechanical Engineering	8/25/2014	5/2/2015	200.00 B		HIR	TMP
Ghanbari,Elmira	GAR	Chemical & Biomolecular Engr	6/16/2014	8/23/2014	210.27 B		HIR	SPL
Ghaniyari Benis,Saeid	GAR	Chemical & Biomolecular Engr	9/1/2014	6/30/2015	763.36 B		REH	TMP
Gorgani,Aida	GAR	Electrical & Computer Engr	9/6/2014	5/9/2015	576.92 B		REH	TMP
Granger,Matthew G	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	702.69 B		HIR	TMP
Gummadi,Sai Prudhvi Kumar	GAR	Electrical & Computer Engr	6/9/2014	8/1/2014	187.50 B		HIR	SPL
Han,Yu	GAR	Mechanical Engineering	7/1/2014	8/24/2014	846.15 B		REH	TMP
Han,Yu	GAR	Mechanical Engineering	8/25/2014	8/15/2015	846.15 B		REA	TMP
Haque,Md Ziaul	GAR	Chemical & Biomolecular Engr	6/16/2014	8/23/2014	210.67 B		HIR	SPL
Hashemi,Seyyed Amirreza	GAR	Mechanical Engineering	12/29/2014	1/10/2015	1500.00 B		REH	SPL
Hayes,Dustin A	GAT	Biomedical Engineering	8/25/2014	5/9/2015	576.92 B		HIR	TMP
Heidari Pahlavian,Soroush	GAR	Mechanical Engineering	5/1/2015	7/31/2015	700.00 B		REA	TMP
Herbert,Joseph P	GAR	Electrical & Computer Engr	9/5/2014	8/22/2015	500.00 B		HIR	TMP
Holik,William A	GAR	Civil Engineering	12/14/2014	4/23/2015	760.00 B		REA	TMP
Hotz,Carl W	GAI	Civil Engineering	10/6/2014	10/19/2014	662.97 B		PAY	OTH
Hotz,Carl W	GAI	Civil Engineering	10/20/2014	5/9/2015	576.92 B		PAY	OTH
Hu,Jie	GAI	Civil Engineering	9/22/2014	9/22/2014	500.00 D		HIR	SPL
Hu,Rundong	GAR	Chemical & Biomolecular Engr	8/8/2014	8/29/2014	500.00 B		REH	SPL
KC,Amar	GAR	Mechanical Engineering	8/11/2014	8/23/2014	850.00 B		REH	SPL
Kantor,Jozsef	GAR	Chemical & Biomolecular Engr	8/26/2014	12/31/2014	846.16 B		REH	TMP
Karayan,Ahmad I	GAR	Chemical & Biomolecular Engr	6/30/2014	8/23/2014	600.00 B		REH	SPL
Karimian,Kasra	GAI	Chemical & Biomolecular Engr	8/25/2014	12/13/2014	653.84 B		REH	TMP
Kashfipour,Marjan Alsatad	GAR	Chemical & Biomolecular Engr	9/22/2014	10/4/2014	1051.35 B		HIR	SPL
Kulasekera,Sunera C	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	679.20 B		PAY	OTH
Lang,Sinuo	GAI	Chemical & Biomolecular Engr	10/6/2014	5/9/2015	648.86 B		REH	TMP
Le,Anh D	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94 B		PAY	OTH
Li,Junhong	GAI	Civil Engineering	8/25/2014	1/12/2015	626.92 B		PAY	OTH
Li,Wenchen	GAI	Chemical & Biomolecular Engr	7/1/2014	6/30/2015	763.36 B		PAY	OTH

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<b>COLLEGE OF ENGINEERING (Cont.)</b>								
Li,Ximing	GAR	Chemical & Biomolecular Engr	11/30/2014	12/12/2015	800.00	B	REA	TMP
Li,Ximing	GAR	Chemical & Biomolecular Engr	6/16/2014	6/28/2014	700.00	B	HIR	SPL
Liu,Fan	GAR	Mechanical Engineering	8/26/2014	8/15/2015	730.77	B	REH	TMP
Lotfizadehdehkordi,Maziar	GAR	Mechanical Engineering	1/12/2015	1/11/2016	525.00	B	REH	TMP
Luo,Tuo	GAR	Mechanical Engineering	6/2/2014	8/23/2014	325.00	B	REH	SPL
Mahmodicherati,Sam	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94	B	PAY	OTH
Maistros,Alexander R	GAR	Civil Engineering	4/24/2015	6/30/2015	760.00	B	REA	TMP
Maleki Pirbazari,Mehdi	GAR	Electrical & Computer Engr	10/6/2014	12/13/2014	400.00	B	REH	SPL
Marchetty,Srikanth	GAI	Civil Engineering	1/1/2015	5/9/2015	692.60	B	REH	TMP
McCormick,Aleesha M	GAI	Chemical & Biomolecular Engr	10/1/2014	12/13/2014	769.23	B	REH	TMP
Mirzababaei,Jelvehnaz	GAR	Chemical & Biomolecular Engr	8/25/2014	10/4/2014	763.36	B	REH	TMP
Moasherziad,Mohammad	GAR	Mechanical Engineering	8/11/2014	1/10/2015	318.00	B	REH	TMP
Modjtahedi,Seyed Ali	GAR	Chemical & Biomolecular Engr	8/25/2014	12/13/2014	763.36	B	REH	TMP
Moran,Andrew J	GAR	Chemical & Biomolecular Engr	6/16/2014	8/23/2014	210.27	B	HIR	SPL
Mulay,Prajakatta	GAR	Chemical & Biomolecular Engr	8/15/2014	1/8/2015	711.00	B	PAY	OTH
Musa,Abdisa Mohammed	GAI	Civil Engineering	1/1/2015	5/9/2015	692.60	B	REH	TMP
Muñoz Salgado,Diana Rocio	GAR	Chemical & Biomolecular Engr	6/16/2014	8/23/2014	210.27	B	HIR	SPL
Nagavalli,Venkata Raja Satya	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	679.20	B	PAY	OTH
Nelakonda,Nikitha	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	679.20	B	PAY	OTH
Nimishakavi,Raghavendra	GAI	Civil Engineering	8/25/2014	12/13/2014	290.00	B	REH	TMP
Nimmalapalli,Sunny Rahul	GAR	Mechanical Engineering	8/25/2014	12/31/2014	192.00	B	HIR	TMP
Niu,Wei	GAR	Chemical & Biomolecular Engr	6/16/2014	8/23/2014	210.27	B	HIR	SPL
Panakarajupally,Ragavendra	GAR	Mechanical Engineering	8/25/2014	12/13/2014	192.00	B	HIR	TMP
Parajuli,Bikash	GAI	Mechanical Engineering	10/6/2014	12/14/2014	954.00	B	PAY	OTH
Parajuli,Bikash	GAI	Mechanical Engineering	12/15/2014	6/30/2015	654.00	B	PAY	OTH
Paul,Arindam	GAR	Mechanical Engineering	8/25/2014	5/9/2015	538.00	B	HIR	TMP
Qin,Haifeng	GAR	Civil Engineering	1/1/2015	5/9/2015	576.92	B	REH	TMP
Quang, Tri Tien	GAR	Biomedical Engineering	8/25/2014	5/9/2015	653.85	B	PAY	OTH
Rahimi,Abbas	GAR	Mechanical Engineering	8/1/2014	8/14/2014	1542.60	B	PAY	OTH
Randeny,Tharindu D	GAR	Electrical & Computer Engr	8/25/2014	12/31/2014	576.92	B	HIR	TMP
Randeny,Tharindu D	GAR	Electrical & Computer Engr	8/4/2014	8/30/2014	625.00	B	HIR	SPL
Ranjbar,Mohammad	GAR	Electrical & Computer Engr	8/25/2014	8/22/2015	692.31	B	HIR	TMP
Ravikumar,Nivethithaa	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	679.20	B	PAY	OTH
Ray,Zachary J	GAR	Mechanical Engineering	8/25/2014	12/13/2014	640.00	B	REH	TMP
Reakes,Clayton E	GAR	Mechanical Engineering	8/25/2014	12/31/2014	525.00	B	REH	TMP
Reddy,Sai Nareen Chand	GAI	Civil Engineering	9/22/2014	12/13/2014	580.00	B	PAY	OTH
Rich,Bryan C	GAR	Mechanical Engineering	8/25/2014	8/22/2015	615.38	B	HIR	TMP
Roth,Sarah A	GAR	Chemical & Biomolecular Engr	8/25/2014	6/30/2015	648.86	B	HIR	TMP
Saatchi,Alireza	GAR	Civil Engineering	1/1/2015	5/9/2015	576.92	B	REH	TMP
Saeidpour Parizy,Ehsan	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94	B	PAY	OTH
Saeidpour Parizy,Ehsan	GAR	Electrical & Computer Engr	10/6/2014	12/13/2014	400.00	B	REH	SPL
Saha,Aparna	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94	B	PAY	OTH
Sarwar,Mysha S	GAR	Chemical & Biomolecular Engr	8/25/2014	8/22/2015	653.84	B	HIR	TMP
Shaffer,Nicholas Martin	GAR	Mechanical Engineering	8/4/2014	12/15/2014	700.00	B	REH	TMP
Tao,Hui	GAI	Civil Engineering	9/22/2014	10/4/2014	600.00	B	HIR	SPL
Thomas,Vineet Sunny	GAI	Biomedical Engineering	8/25/2014	5/10/2015	750.00	B	HIR	TMP
Thomas,Vineet Sunny	GAI	Biomedical Engineering	5/10/2015	6/30/2015	750.00	B	REA	TMP
Uppal,Ravi	GAR	Mechanical Engineering	8/25/2014	12/27/2014	2500.00	B	REH	TMP
Vatani,Morteza	GAI	Mechanical Engineering	8/25/2014	6/30/2015	900.00	B	PAY	OTH
Vatani,Morteza	GAI	Engineering Dean's Office	8/22/2014	8/22/2014	2500.00	D	HIR	SPL
Vielhaber,Bradford	GAR	Chemical & Biomolecular Engr		9/26/2014	653.84	B	TER	RES
Wang,Hui	GAI	Civil Engineering	10/6/2014	5/9/2015	1192.60	B	PAY	OTH
Xu,Qianwen	GAR	Mechanical Engineering	8/25/2014	12/6/2014	192.00	B	HIR	TMP

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## GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>COLLEGE OF ENGINEERING (Cont.)</b>								
Yan,Yaowei	GAT	Electrical & Computer Engr	8/25/2014	5/9/2015	835.94 B		PAY	OTH
Yang,Dongrui	GAR	Chemical & Biomolecular Engr	11/30/2014	12/13/2015	700.00 B		REA	TMP
Yang,Xi	GAI	Chemical & Biomolecular Engr	8/25/2014	12/13/2014	763.36 B		REH	TMP
Yang,Xi	GAR	Chemical & Biomolecular Engr	8/11/2014	8/23/2014	1500.00 B		HIR	1XP
Yang,Xi	GAR	Chemical & Biomolecular Engr	7/28/2014	8/9/2014	70.00 B		HIR	1XP
Young,Paul S	GAR	Chemical & Biomolecular Engr	9/1/2014	9/20/2014	619.25 B		REH	SPL
Zhang,Mingzhen	GAR	Chemical & Biomolecular Engr	8/8/2014	8/30/2014	700.00 B		REH	SPL
Zhao,Jingyi	GAR	Mechanical Engineering	6/9/2014	8/3/2014	887.50 B		PAY	OTH
Zhao,Jingyi	GAR	Mechanical Engineering	8/4/2014	1/10/2015	700.00 B		PAY	OTH
Zhu,Xiaoliang	GAR	Mechanical Engineering	10/10/2014	6/30/2015	833.48 B		PAY	OTH
<b>COLLEGE OF HEALTH PROFESSIONS</b>								
Antonucci,Stephen Z	GAI	Counseling	8/25/2014	5/9/2015	584.59 B		HIR	TMP
Barghouty,Rana	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Bell,Andrea E	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Callanan,Lindsay R	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Case,Elizabeth A	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Chattha,Arvinder	GAI	Counseling		9/9/2014	584.59 B		TER	RES
Cherne,Melissa Ann	GAI	Nutrition & Dietetics	8/25/2014	5/2/2015	190.80 B		HIR	TMP
Corl,Erin E	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Csorba,Chloe E	GAI	Nutrition & Dietetics	8/25/2014	5/9/2015	397.29 B		HIR	TMP
Cullen,Halie M	GAR	Speech-Lang Path & Audiology	8/25/2014	5/8/2015	272.00 B		HIR	TMP
Currey,Alyssa J	GAR	Speech-Lang Path & Audiology	12/29/2014	5/8/2015	259.20 B		PAY	OTH
Edelman,Morgan R	GAR	Speech-Lang Path & Audiology	9/2/2014	5/8/2015	341.89 B		HIR	TMP
Ewing,Amanda	GAT	Nursing		9/19/2014	324.32 B		TER	RES
Haupt,Kristen A	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Hopkins,Joanna L	GAT	Nursing	9/22/2014	5/9/2015	567.56 B		PAY	OTH
Houdek,Marissa L	GAR	Speech-Lang Path & Audiology	12/29/2014	5/8/2015	259.20 B		PAY	OTH
Josey,DeAnne R	GAR	Nursing	8/25/2014	5/9/2015	270.27 B		HIR	TMP
Kus,Nichole M	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Lashley,Amanda C	GAR	Speech-Lang Path & Audiology	12/29/2014	5/8/2015	259.20 B		PAY	OTH
Lego,Kristine L	GAR	Speech-Lang Path & Audiology	12/29/2014	5/8/2015	129.60 B		PAY	OTH
Mason,Benjamin M	GAR	Speech-Lang Path & Audiology	8/25/2014	5/9/2015	256.00 B		HIR	TMP
Mastriana,Elyse C	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
McDonough,Megan E	GAR	Speech-Lang Path & Audiology	8/25/2014	6/4/2015	294.11 B		HIR	TMP
Mitchell,Heike B	GAI	Counseling	8/25/2014	5/9/2015	584.59 B		HIR	TMP
Moledor,Rachel J	GAR	Speech-Lang Path & Audiology	9/2/2014	5/9/2015	341.89 B		HIR	TMP
Moleski,Abigail	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Munafo,Anthony M	GAR	Speech-Lang Path & Audiology	9/8/2014	5/9/2015	152.97 B		HIR	TMP
Pakenham,Courtney A	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Pickering,Kara M	GAR	Speech-Lang Path & Audiology	8/25/2014	5/9/2015	324.32 B		REH	TMP
Samblanet,Marcus W	GAR	Speech-Lang Path & Audiology	8/25/2014	5/9/2015	256.00 B		HIR	TMP
Sernoffsky,Isaac C	GAR	Speech-Lang Path & Audiology	9/8/2014	5/9/2015	288.00 B		PAY	OTH
Smith,Kellie A	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
Stewart,Emily E	GAR	Speech-Lang Path & Audiology	9/8/2014	5/9/2015	272.00 B		HIR	TMP
Vitek,Megan E	GAI	Counseling	8/25/2014	5/9/2015	584.59 B		HIR	TMP
Walker,Marva Yvette	GAT	Nursing	8/25/2014	5/9/2015	270.27 B		HIR	TMP
Winfield,Meredith	GAR	Speech-Lang Path & Audiology		12/14/2014	256.00 B		TER	RES
Yu,Katie	GAF	Speech-Lang Path & Audiology	10/1/2014	8/15/2015	341.17 B		REH	TMP
<b>SCHOOL OF LAW</b>								
Avanesyan,Rimma A	GAA	Law Dean's Office	1/12/2015	5/9/2015	334.04 B		PAY	OTH
Wehmann,Andrew T	GAI	Law - Instruction	8/25/2014	5/9/2015	473.24 B		REH	TMP

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Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
<b>COLLEGE OF POLYMER SCIENCE &amp; POLYMER ENGINEERING</b>								
Brostowitz,Nicole	GAR	Polymer Engineering		11/2/2014	846.15 B		TER	RES
Chu,Yang	GAR	Polymer Science	9/2/2014	10/1/2014	800.00 B		REH	TMP
Chu,Yang	GAR	Polymer Science	10/2/2014	5/30/2015	800.00 B		REH	TMP
Garley,Amanda E	GAR	Polymer Engineering	8/25/2014	4/3/2015	919.54 B		PAY	OTH
Garley,Amanda E	GAR	Polymer Engineering	4/4/2015	5/9/2015	846.15 B		PAY	OTH
Gonzalez Bustacara,Laura N	GAR	Polymer Science	9/12/2014	5/8/2015	846.15 B		REH	TMP
Guo,Yuanhao	GAR	Polymer Engineering	9/26/2014	6/30/2015	846.15 B		REH	TMP
He,Zhouying	GAR	Polymer Engineering	9/29/2014	11/8/2014	821.15 B		PAY	OTH
He,Zhouying	GAR	Polymer Engineering	11/9/2014	12/31/2014	846.15 B		PAY	OTH
Huang,Mingjun	GAR	Institute, Polymer Science	9/22/2014	10/4/2014	200.00 B		REH	SPL
Liu,Chang	GAR	Polymer Science		12/14/2014	961.56 B		TER	RES
Liu,Ruofan	GAR	Polymer Engineering	2/25/2015	6/30/2015	846.15 B		REA	TMP
Liu,Ruofan	GAR	Polymer Engineering	7/1/2015	8/22/2015	846.15 B		REH	TMP
Mangalara,Jayachandra Hari	GAR	Polymer Engineering	7/1/2014	6/30/2015	846.15 B		PAY	OTH
McClanahan,Eric R	GAR	Polymer Engineering	9/13/2014	10/31/2014	919.54 B		LOA	OTH
Merling,Weston L	GAR	Polymer Engineering	7/1/2014	6/30/2015	846.15 B		PAY	OTH
Mishra,Kaushik	GAR	Polymer Science	8/25/2014	1/10/2015	846.15 B		REH	TMP
Nalawade,Priyanka P	GAR	Polymer Engineering	8/1/2014	8/24/2014	796.15 B		PAY	OTH
Nalawade,Priyanka P	GAR	Polymer Engineering	8/25/2014	11/8/2014	796.15 B		PAY	OTH
Nalawade,Priyanka P	GAR	Polymer Engineering	11/9/2014	12/31/2014	771.56 B		PAY	OTH
Nallamasu,Anil Kumar	GAR	Polymer Engineering	8/25/2014	9/30/2014	318.00 B		HIR	TMP
Nallamasu,Anil Kumar	GAR	Polymer Engineering	10/1/2014	10/31/2014	318.00 B		REA	TMP
Pantoja,Marcos	GAR	Polymer Engineering	8/26/2014	8/26/2014	2000.00 D		HIR	SPL
Policastro,Gina M	GAR	Polymer Science	10/1/2014	10/10/2014	3000.00 B		HIR	SPL
Ramezani-Dakhel,Hadi	GAR	Polymer Engineering	9/1/2014	12/31/2014	1455.93 B		PAY	OTH
Raut,Prasad S	GAR	Polymer Engineering	1/1/2015	2/28/2015	846.15 B		REA	TMP
Rismanchian,Azadeh	GAR	Polymer Science	8/25/2014	9/30/2014	846.15 B		REH	TMP
Rismanchian,Azadeh	GAR	Polymer Science	10/1/2014	12/13/2014	846.15 B		REH	TMP
Salata,Ryan R	GAR	Polymer Engineering	7/28/2014	8/9/2014	750.00 B		REH	SPL
Salunke,Namrata	GAR	Polymer Engineering	12/14/2014	6/30/2015	846.15 B		REA	TMP
Sathe,Pushkar S	GAR	Polymer Science	9/12/2014	5/9/2015	846.15 B		REH	TMP
Scavuzzo,Joseph	GAR	Polymer Science		10/4/2014	846.15 B		TER	RES
Shams Es-Haghi,Siamak	GAR	Polymer Engineering	8/22/2014	8/22/2014	450.00 D		REH	SPL
Shinko,Andrew P	GAR	Polymer Engineering	10/6/2014	10/18/2014	3500.00 B		REH	1XP
Smith,Scott M	GAR	Polymer Engineering	8/26/2014	8/26/2014	2000.00 D		HIR	SPL
Sobani,Masoud	GAR	Polymer Engineering	8/25/2014	6/30/2015	846.15 B		HIR	TMP
Tangvijitsakul,Pattarasai	GAR	Polymer Engineering	11/9/2014	3/31/2015	846.15 B		REH	TMP
Vorontsov,Sergey	GAR	Polymer Engineering	8/22/2014	8/22/2014	180.00 D		REH	SPL
Vorontsov,Sergey	GAR	Polymer Engineering	8/25/2014	9/7/2014	135.00 B		REH	SPL
Vorontsov,Sergey	GAR	Polymer Engineering	9/8/2014	9/20/2014	165.00 B		REH	SPL
Wang,Enmin	GAR	Polymer Engineering	9/1/2014	6/30/2015	846.15 B		PAY	OTH
Wang,Shijun	GAR	Polymer Science	8/25/2014	10/30/2014	846.15 B		REH	TMP
Wang,Shijun	GAR	Polymer Science	10/31/2014	12/13/2014	846.15 B		REH	TMP
Weinheimer,Emily K	GAR	Polymer Engineering	5/11/2015	6/30/2015	824.16 B		REH	TMP
Xiao,Ming	GAR	Polymer Science	9/12/2014	8/22/2015	846.15 B		REH	TMP
Yan,Xiang	GAR	Polymer Science	9/25/2014	10/31/2014	846.15 B		REA	TMP
Zhang,Ren	GAR	Polymer Engineering	11/1/2014	11/9/2014	1222.85 B		PAY	OTH
Zhang,Ren	GAR	Polymer Engineering	11/10/2014	6/30/2015	846.15 B		PAY	OTH
Zhang,Xiao	GAR	Polymer Engineering	8/25/2014	10/19/2014	488.50 B		PAY	OTH
Zhang,Xiao	GAR	Polymer Engineering	10/20/2014	6/30/2015	634.60 B		PAY	OTH
Zhu,Geyunjian	GAR	Polymer Engineering	8/25/2014	8/24/2015	846.15 B		HIR	TMP

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

## THE UNIVERSITY OF AKRON

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

<b>GRADE</b>	<b>JOB CODE</b>	<b>JOB TITLE</b>	<b>FLSA</b>	<b>REMOVE</b>	<b>EFFECTIVE</b>
123	22705	Dir Phys Fac Business Admin	Exempt		9/1/2014
119	22707	Mgr Parking Maint & Events	Exempt		9/1/2014
119	22709	Mgr Parking & Transportation	Exempt		9/1/2014
122	23720	Asst Dir Psychology Archives	Exempt		9/13/2014
120	24348	Dir Alumni & Development	Exempt		9/1/2014
124	24360	Dir Devel Stewardship/Don Srvs	Exempt		9/1/2009
126	24545	Assoc Chief Financial Officer	Exempt		10/6/2014
121	27504	Asst Dir Stu Cond & Comm Stds	Exempt		10/22/2014
119	27570	Coord Civic Engagement	Exempt		10/13/2014
122	27809	Dir Sports Medicine	Exempt		6/10/2013
123	27839	Sr Assoc Athl Dir Dev & Mrktg	Exempt		10/1/2014
119	28350	Coord Undergrad Progs	Exempt		11/14/2014
120	28351	Coord Graduate Progs	Exempt		11/14/2014
119	28611	Mgr Spec Events-Sch of Music	Exempt		9/1/2014
999	29110	Chief Information Officer	Exempt		10/1/2014
999	29127	Interim Asst to Dean	Exempt		10/8/2014
999	29825	Dir Graduate Prof Development	Exempt		10/1/2014

**THE UNIVERSITY OF AKRON**

In accordance with rule 3359-25-06, the following recommendations for Classified Staff  
Classification changes are noted as follows:

<b>GRADE</b>	<b>JOB CODE</b>	<b>JOB TITLE</b>	<b>FLSA</b>	<b>REMOVE</b>	<b>EFFECTIVE</b>
118	47543	Coord SRWS Business Operations	Non-exempt		11/2/2014

The University of Akron \* 2014 CWA Clothing Allowance Report

Name	Department	Job Title	Amount
Acoff,Phillip M	Physical Facilities	Bldg Services Worker	\$80.00
Anatra,Jim A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ange,Edward D	Physical Facilities	Groundskeeper	\$80.00
Ankrom,Jonah J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Armstrong,Diane	Physical Facilities	Bldg Services Worker Certified	\$80.00
Banaag,Alfredo L	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Beban,Shawn A	Physical Facilities	Master Electrician Crt	\$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
Bosch,Jonathan	Physical Facilities	Laborer	\$80.00
Branham,Cynthia L	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Bushner,Norman Lelanier	Physical Facilities	Laborer	\$80.00
Calhoun Sr,Steven A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Campbell,Theodore J	Physical Facilities	Bldg Services Worker	\$80.00
Casey,Jeffrey W	Physical Facilities	Carpenter Apprentice	\$80.00
Coleman,Sean	Physical Facilities	Bldg Services Worker	\$80.00
Contos,Nikki A	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Copeland,Eric S	Physical Facilities	Bldg Services Worker	\$80.00
Corder,Brian K	Physical Facilities	Asst Groundskeeper Certified	\$80.00
Crawford Jr,Bobbie L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Cross,Rocky L	Physical Facilities	Building Maintenance Asst Supt	\$80.00
Dees,Doris Grace	Physical Facilities	Bldg Services Worker Certified	\$80.00
Denham,Arthur L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Dieringer,John T	Physical Facilities	Master Horticulturist Cert	\$80.00
Dinger,Joshua D	Physical Facilities	HVAC Tech Apprentice	\$80.00
Dyer,Delbert W	Physical Facilities	Asst Groundskeeper	\$80.00
Eddleman,Rick L	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Elliott,Daniel V	Physical Facilities	Bldg Services Worker Certified	\$80.00
Ellis,David D	Physical Facilities	Master Painter Crt	\$80.00
Facemire,Paul	Physical Facilities	Master Electrician 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
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 Apprentice	\$80.00
Gesquiere,Robert F	Physical Facilities	Master Painter Crt	\$80.00
Gingo,Billie J	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grant Jr,Isiah	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grant,Dale M	Physical Facilities	Bldg Services Worker	\$80.00
Gray,Dorland	Physical Facilities	Bldg Services Worker	\$80.00
Greathouse,Jennifer C	Physical Facilities	Bldg Services Worker	\$80.00
Green,Johnnie A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Grossholz,Ben A	Physical Facilities	Master HVAC Tech Crt	\$80.00
Hackathorn,Edward R	Physical Facilities	Stationary Engineer 2	\$80.00
Hancock Jr,Charles L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Harr,Diana L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Hawkins,Jon S	Physical Facilities	Maint Repair Worker Apprentice	\$80.00
Hetson,Gary A	Physical Facilities	Laborer	\$80.00

The University of Akron \* 2014 CWA Clothing Allowance Report

Name	Department	Job Title	Amount
Holl,Daniel M	Physical Facilities	Bldg Services Worker	\$80.00
Holland,Kristin Marie	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Holmes,David E	Physical Facilities	Master Electrician Crt	\$80.00
Holmes,Kenneth J	Physical Facilities	Master Plumber Certified	\$80.00
Howard,Timothy S	Physical Facilities	Electrician	\$80.00
Hunt,David W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Hunter,Cedric Truman	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
Husk,Shannon R	Physical Facilities	Master Bldg Srvs Wkr Certified	\$80.00
James,Jermaine D	Physical Facilities	Bldg Services Worker	\$80.00
Jerels,Judith	Physical Facilities	Bldg Services Worker Certified	\$80.00
Johnson,Kenneth R	Physical Facilities	Groundskeeper Certified	\$80.00
Jones,Anthony C	Physical Facilities	Bldg Services Worker Certified	\$80.00
Kaman,Robert S	Physical Facilities	Bldg Services Worker	\$80.00
Karson,Michael J	Physical Facilities	Water Treatment Specialist	\$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
Koch,David A	Physical Facilities	Bldg Services Worker	\$80.00
Lee,Kenneth Richard	Physical Facilities	Master Carpenter Crt	\$80.00
Lenke,Jason W	Physical Facilities	Mechanic	\$80.00
Letzler,Raymond K	Physical Facilities	Painter	\$80.00
Lewis,Detrus L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Lipscomb,Roy E	Physical Facilities	Master HVAC Tech Crt	\$80.00
Lopez,Patricia	Physical Facilities	Bldg Services Worker	\$80.00
Lundy,Sterling W	Physical Facilities	Bldg Services Worker Certified	\$80.00
Mahusky,John W	Physical Facilities	Master Maint RprWkr Apprentice	\$80.00
Makowski,Adam Owen	Physical Facilities	Maintenance Repair Worker Cert	\$80.00
Maldonado,German L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Manos,Darlene	Physical Facilities	Laborer	\$80.00
Maple,Tony D	Physical Facilities	Bldg Services Worker Certified	\$80.00
Martin,Daniel Wilson	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Martorana,Joseph E	Physical Facilities	Asst Groundskeeper	\$80.00
McGinnis,Donald L	Physical Facilities	Bldg Services Worker Certified	\$80.00
McGrady,Darryl	Physical Facilities	Bldg Services Worker Certified	\$80.00
McKay,Kenneth J	Physical Facilities	Master Electrician Crt	\$80.00
Meier,Matthew S	Physical Facilities	Master Groundskeeper Certified	\$80.00
Miller,Charlotte Anne	Physical Facilities	Bldg Services Worker	\$80.00
Miller,Davis R	Physical Facilities	Master Plumber Certified	\$80.00
Miller,Jack L	Physical Facilities	Master Carpenter Crt	\$80.00
Misanko,James E	Physical Facilities	Storekeeper	\$80.00
Murph,Rodney L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Murray,Michael K	Physical Facilities	Master Plumber Certified	\$80.00
Nelson,Chadwick Lon	Physical Facilities	Mover	\$80.00
Nobles,Warren	Physical Facilities	Bldg Services Worker	\$80.00
Ohlson,Robert J	Physical Facilities	Laborer	\$80.00
Orellana Velasco,Patricia	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

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Name	Department	Job Title	Amount
Parrish,Clark D	Physical Facilities	Master Painter Crt	\$80.00
Peck,Timothy H	Physical Facilities	Bldg Services Worker	\$80.00
Penza,Thomas	Physical Facilities	Stationary Engineer 2	\$80.00
Pollitt,Jeffrey C	Physical Facilities	Goundskeeper Certified	\$80.00
Prosser,Warren	Physical Facilities	Goundskeeper Certified	\$80.00
Pruett,Olga I	Physical Facilities	Bldg Services Worker Certified	\$80.00
Randall,David J	Physical Facilities	Maintenance Repair 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
Sadler,Shasta L	Physical Facilities	Maintenance Repair Worker	\$80.00
Salzwitter,Brandon R	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Samples,Richard E	Physical Facilities	Master Plumber Certified	\$80.00
Sandifer,Jeffrey A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Scholl,Jamie B	Physical Facilities	Master Electrician Crt	\$80.00
Shoemaker,Daniel H	Physical Facilities	Master HVAC Tech Crt	\$80.00
Simmons,Steve R	Physical Facilities	Master HVAC Tech Crt	\$80.00
Smiley,Tara Lee	Physical Facilities	Goundskeeper Certified	\$80.00
Smith,Andrea L	Physical Facilities	Laborer	\$80.00
Smith,David A	Physical Facilities	Bldg Services Worker Certified	\$80.00
Smith,Joanne	Physical Facilities	Bldg Services Worker	\$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
Smith,Timothy R	Physical Facilities	Bldg Services Worker	\$80.00
Sollers,Olga I	Physical Facilities	Bldg Services Worker Certified	\$80.00
Stemple,Clinton R	Physical Facilities	Goundskeeper Certified	\$80.00
Stratton,Arthur E	Physical Facilities	Master Painter Crt	\$80.00
Tapley,Eddie	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	\$80.00
Todd,John A	Physical Facilities	Bldg Services Worker	\$80.00
Tompkins,George M	Physical Facilities	Master Bldg Services Worker	\$80.00
Trusky Jr,Victor F	Physical Facilities	Laborer	\$80.00
Underwood,Shawn L	Physical Facilities	Bldg Services Worker	\$80.00
Vansise,Richard Michael	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Vargo,Daniel Paul	Physical Facilities	Mover	\$80.00
Vega,Victoria L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Verde,Shawn R	Physical Facilities	Carpenter Apprentice	\$80.00
Votaw,Darcy A	Physical Facilities	Bldg Services Worker	\$80.00
Wallace,Kevin M	Physical Facilities	Bldg Services Worker	\$80.00
Walters,William P	Physical Facilities	Bldg Services Worker Certified	\$80.00
Wandel,Christopher H	Physical Facilities	Master Maint Repair Wkr Cert	\$80.00
Warner,Michael	Physical Facilities	Master Bldg Svcs Wkr Certified	\$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 Svcs Wkr Certified	\$80.00
Williams,Gail D	Physical Facilities	Bldg Services Worker	\$80.00

The University of Akron \* 2014 CWA Clothing Allowance Report

Name	Department	Job Title	Amount
Wilson,James L	Physical Facilities	Bldg Services Worker Certified	\$80.00
Zoya,John M	Physical Facilities	Master HVAC Tech Crt	\$80.00
Anderson,Anthony M	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Bajcar,Joyce M	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Barker,Peggy K	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Billingsley,Barbara	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Bland,Jeffrey S	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Campbell Jr,Robert M	Residence Life & Housing Off	Master HVAC Tech Crt	\$80.00
Carpenter,Steven E	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Coontz,Joseph C	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Cory,Jackie	Residence Life & Housing Off	Master Bldg Srvs Wkr Certified	\$80.00
Cutting,Patricia A	Residence Life & Housing Off	Master Bldg Srvs Wkr Certified	\$80.00
Fullum,Anthony R	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Gauer,Mark Evan	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Grimsley,James G	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Hall,Theron A	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Hannay,Annamarie	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Harmon,Jerome C	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Harris,Jeanetta L	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Heflin,Krystal D	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Hollis,Durrell L	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Howley,Larry R	Residence Life & Housing Off	Master Maint Repair Worker	\$80.00
Hull,Jennifer L	Residence Life & Housing Off	Master Bldg Srvs Wkr Certified	\$80.00
Hull,Robert W	Residence Life & Housing Off	Master Maint Repair Worker	\$80.00
Karr,Kenneth E	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Knox,Dale Le'Aire	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Koontz,James A	Residence Life & Housing Off	Maint Repair Worker Apprentice	\$80.00
Langrell,James M	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Latson,Martin L	Residence Life & Housing Off	Bldg Services Worker	\$80.00
McCray Jr,Raymond B	Residence Life & Housing Off	Master Plumber	\$80.00
Meredith,Rachel N	Residence Life & Housing Off	Master Bldg Srvs Wkr Certified	\$80.00
Miller,Edward W	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Miller,Teresa L	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Mizer,Jeremy	Residence Life & Housing Off	Master HVAC Tech Crt	\$80.00
Moody,Michelle M	Residence Life & Housing Off	Master Bldg Srvs Wkr Certified	\$80.00
Moore,Sheila B	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Nelson,De Wayne L	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
O'Neil,Darnell J	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
O'Neil,Lamont D	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Olis,Cheryl A	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Pleasant,Daniel D	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Ramsey,Eric	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Rochon,Julie E	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Rosenal,Carolyn Sue	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Sims,Bradley S	Residence Life & Housing Off	Maint Repair Worker Apprentice	\$80.00
Storey,Janet	Residence Life & Housing Off	Bldg Services Worker	\$80.00
Wight,Spencer A	Residence Life & Housing Off	Maintenance Repair Worker	\$80.00
Wilson,Angela M	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Wilson,Tanika Nicole	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00

The University of Akron \* 2014 CWA Clothing Allowance Report

Name	Department	Job Title	Amount
Wood,Alesia	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Wright,Roger D	Residence Life & Housing Off	Bldg Services Worker Certified	\$80.00
Caldwell,Daniel T	Student Life	Bldg Services Worker	\$80.00
Copeland,Scott E	Student Life	Bldg Services Worker Certified	\$80.00
Firth,James V	Student Life	Bldg Services Worker	\$80.00
Harris,Tracey Lamont	Student Life	Master Bldg Srvs Wkr Certified	\$80.00
Jones,David E	Student Life	Bldg Services Worker Certified	\$80.00
Ryan,James P	Student Life	Bldg Services Worker Certified	\$80.00
Siegle,Dennis D	Student Life	Bldg Services Worker Certified	\$80.00
Bochkor,James G	Student Rec & Wellness Srvs	Master Maint RprWkr Apprentice	\$80.00
Dove Sr,Reginald Charles	Student Rec & Wellness Srvs	Bldg Services Worker Certified	\$80.00
Gangel,James J	Student Rec & Wellness Srvs	Asst Maint Repair Worker	\$80.00
Hayes Sr,Thomas J	Student Rec & Wellness Srvs	Bldg Services Worker	\$80.00
Homan,Theresa M	Student Rec & Wellness Srvs	Master Bldg Srvs Wkr Certified	\$80.00
Kelly,Ruth A	Student Rec & Wellness Srvs	Bldg Services Worker Certified	\$80.00
Markle,Deborah B	Student Rec & Wellness Srvs	Bldg Services Worker Certified	\$80.00
Moorer Sr,Carry T	Student Rec & Wellness Srvs	Bldg Services Worker Certified	\$80.00
Pacheco,Miguel A	Student Rec & Wellness Srvs	Bldg Services Worker	\$80.00
Redford,John W	Student Rec & Wellness Srvs	Asst Maint Repair Worker	\$80.00
Bell,Bruce L	University Dining Services	Catering Assistant	\$80.00
Bertmeyer,Kimberly N	University Dining Services	Food Service Worker	\$80.00
Caranna,Jeffrey V	University Dining Services	Cook	\$80.00
Cooper,Herman J	University Dining Services	Food Service Worker	\$80.00
Harris,Marcel W	University Dining Services	Master Cook Certified	\$80.00
Knuckles,LaShawn D	University Dining Services	Storekeeper	\$80.00
Knuckles,Michael K	University Dining Services	Cook	\$80.00
Marina,Victoria	University Dining Services	Cook	\$80.00
Matchett,Amanda A	University Dining Services	Cook	\$80.00
Poteete,Dwain Lamar	University Dining Services	Head Bartender/Server	\$80.00
Robertson,Kimberly D	University Dining Services	Cook	\$80.00
Rumel,Ana D	University Dining Services	Food Service Worker	\$80.00
Shekina,Qolayah B	University Dining Services	Food Service Worker	\$80.00
Warren,Nancy A	University Dining Services	Master Cook Certified	\$80.00
Garrett,Mark C	University Police Department	Locksmith	\$80.00
Horn,Michael G	University Police Department	Master Locksmith Crt	\$80.00
Kantorowski,Paul	University Police Department	Master Locksmith Crt	\$80.00
Morris,John H	University Police Department	Master Locksmith Crt	\$80.00
Oaks,Hiram E	University Police Department	Locksmith	\$80.00
Scattone,Charles R	University Police Department	Master Locksmith Crt	\$80.00

**REEMPLOYMENT NOTIFICATION  
THE UNIVERSITY OF AKRON**

**In accordance with rule 3359-11-15, the following recommendations for retirement and re-employed are noted as follows:**

<b>NAME</b>	<b>TITLE</b>
Esther Freeman	Assistant Director, Parking Services
Keith Hunt	Director, Internet & Server Systems Services

## 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 <sup>th</sup> of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 <sup>th</sup> 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.



December 10, 2014

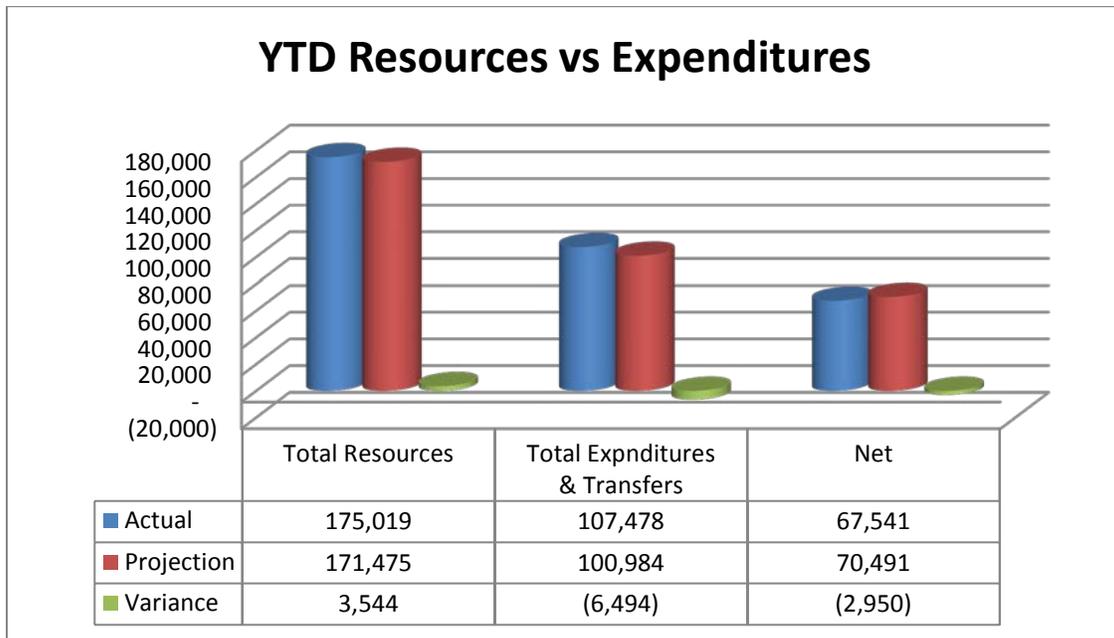
**SUBJECT: Quarterly Financial Report for July 1 through September 30, 2014**

**UNRESTRICTED CURRENT FUND: ACTION SUMMARY**

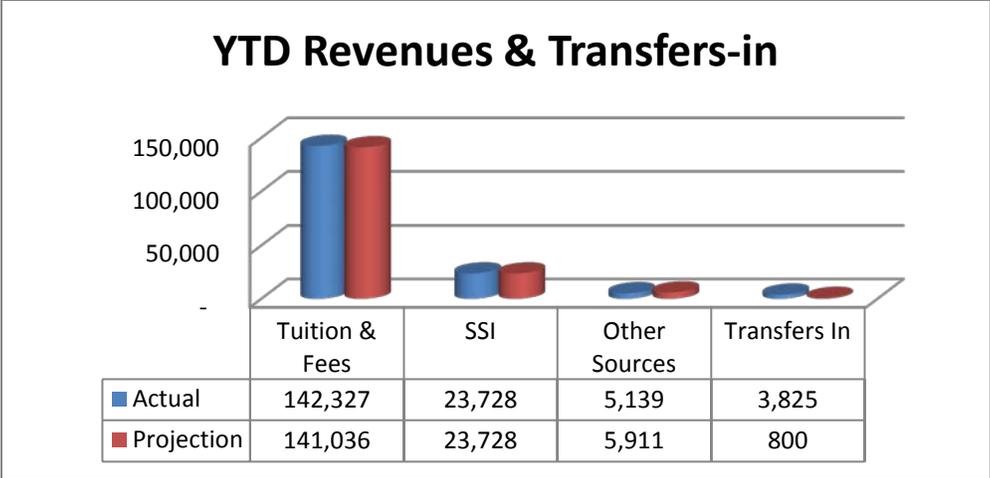
**Akron Campus**

The comparisons below are based on the original budget approved by the Board at its June 11<sup>th</sup> meeting.

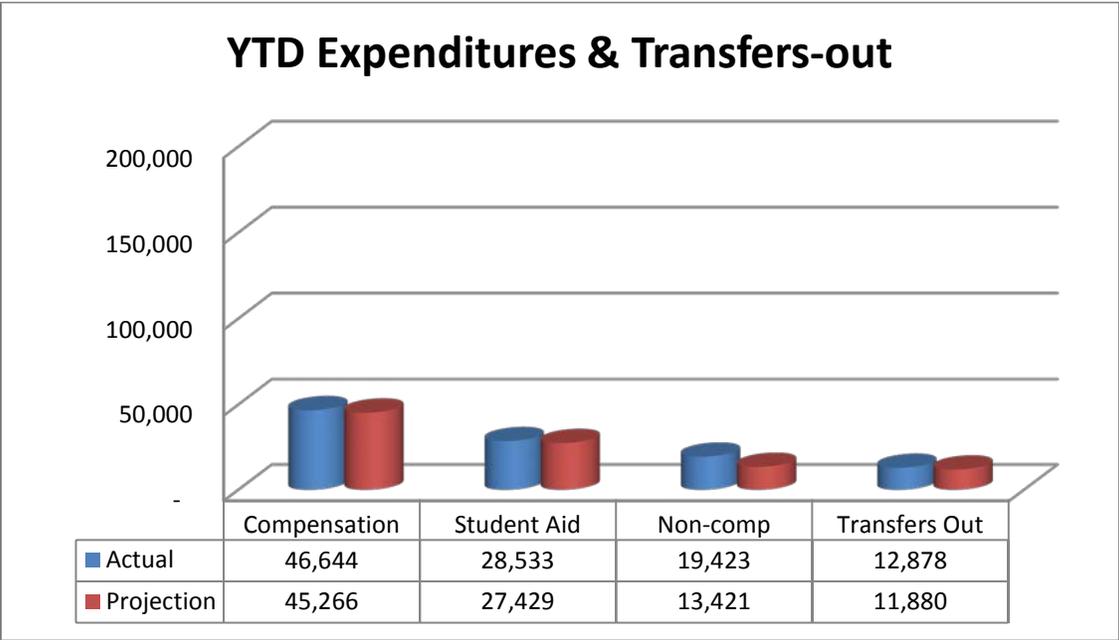
The FY15 year-to-date revenues and transfers-in trail expenditures and transfers-out by \$2.9 million relative to the original budget projection. Revenues (including transfers-in) exceed the budget estimate by \$3.5 million, while total expenditures (including transfers-out) exceed the budget estimate by \$6.5 million resulting in the negative \$2.9 million variance.



The year-to-date surplus in tuition and fees is \$1.3 million (.9%) relative to original budget. It is important to note that the annual budget was based on a projected enrollment decline of 4%; however, actual combined results for summer and fall semesters slightly exceed expectations at the end of the quarter resulting in the surplus.



Overall, actual total expenditures exceed the year-to-date budget estimates by \$5.4 million. The deficit can be explained by some timing issues as well as some higher than expected utilities, health care costs, and institutionally funded scholarship support.



**Auxiliary Enterprises**

Year-to-date combined Auxiliary resources (including transfers-in) were \$25.1 million; total expenditures were \$28.1 million, resulting in a negative variance of \$3 million. This negative variance exceeds the projected negative variance of \$1 million.

Entering the fiscal year, two main areas of concern warrant continual monitoring as both began the year with negative fund balances: 1) Residence Life and Housing, negatively impacted by a highly leveraged system, external competition, and recent enrollment decline; and 2) Intercollegiate Athletics, still managing the impact of budget reductions. In addition to these two areas, all auxiliaries will continue to be closely monitored.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Acceptance of the Quarterly Financial Report for July 1 through September 30, 2014

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 10, 2014, accepting the Quarterly Financial Report for July 1 through September 30, 2014, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

# **FINANCE & ADMINISTRATION COMMITTEE**

## **APPENDIX 2**

### **QUARTERLY FINANCIAL REPORT FOR JULY-SEPTEMBER 2014**

THE UNIVERSITY OF AKRON - Akron Campus  
Statement of Unrestricted Current Fund - BY EXPENSE FUNCTION  
July 1, 2014 to September 30, 2014

	YEAR-TO-DATE SEPTEMBER					
	Sept 2013 Actual	Sept 2014 Actual	ANNUALIZED FY15 ORIGINAL Budget Sept 2014	YTD Variance	FY15 ORIGINAL Budget	Carryover From FY14
<b>RESOURCES</b>						
Revenues:						
Tuition and Fees:						
Undergraduate Tuition & Fees	\$ 96,672.0	\$ 94,995.9	\$ 94,562.5	\$ 433.4	\$ 167,961.7	\$ 0.0
Graduate Tuition & Fees	25,721.6	25,130.1	25,026.7	103.4	42,203.5	0.0
Non-resident Surcharge	7,554.1	8,160.8	7,385.4	775.4	12,603.1	0.0
Other Student Fees <sup>1</sup>	13,793.0	14,040.7	14,061.5	(20.8)	24,799.8	0.0
<b>Total Tuition and Fees</b>	<b>\$ 143,740.7</b>	<b>\$ 142,327.4</b>	<b>\$ 141,036.1</b>	<b>\$ 1,291.4</b>	<b>\$ 247,568.2</b>	<b>\$ 0.0</b>
<b>State Appropriations</b>	<b>\$ 22,690.5</b>	<b>\$ 23,727.5</b>	<b>\$ 23,727.8</b>	<b>\$ (0.2)</b>	<b>\$ 94,911.1</b>	<b>\$ 0.0</b>
Other Sources:						
Earnings on Investments	\$ 995.6	\$ 833.9	\$ 802.3	\$ 31.6	\$ 3,209.0	\$ 0.0
Unrealized gain (loss)	0.0	0.0	0.0	0.0	0.0	0.0
Departmental Sales & Services	3,221.9	2,818.7	3,729.4	(910.7)	11,439.8	0.0
Workforce Dev./Cont. Ed.	149.8	0.0	0.0	0.0	0.0	0.0
Indirect Cost	1,438.3	1,285.3	1,217.0	68.4	4,575.0	0.0
Miscellaneous	83.3	139.6	107.6	31.9	2,110.7	0.0
<b>Total Other Sources</b>	<b>\$ 5,888.9</b>	<b>\$ 5,077.5</b>	<b>\$ 5,856.2</b>	<b>\$ (778.7)</b>	<b>\$ 21,334.5</b>	<b>\$ 0.0</b>
<b>Endowment</b>	<b>\$ 59.7</b>	<b>\$ 61.1</b>	<b>\$ 55.0</b>	<b>\$ 6.1</b>	<b>\$ 220.0</b>	<b>\$ 0.0</b>
<b>Total Revenues</b>	<b>\$ 172,379.8</b>	<b>\$ 171,193.6</b>	<b>\$ 170,675.1</b>	<b>\$ 518.6</b>	<b>\$ 364,033.8</b>	<b>\$ 0.0</b>
<b>Transfers-In<sup>2</sup></b> (excluding departmental carryovers)	<b>*\$ 2,614.4</b>	<b>*\$ 3,825.2</b>	<b>\$ 800.0</b>	<b>*\$ 3,025.2</b>	<b>\$ 3,200.0</b>	<b>*\$ 57,596.0</b>
<b>Total Resources Available</b>	<b>\$ 174,994.2</b>	<b>\$ 175,018.8</b>	<b>\$ 171,475.1</b>	<b>\$ 3,543.7</b>	<b>\$ 367,233.8</b>	<b>\$ 57,596.0</b>
<b>EXPENDITURES &amp; TRANSFERS-OUT</b>						
Educational and General:						
Instruction	\$ 24,105.9	\$ 22,855.1	\$ 27,625.4	\$ 4,770.3	\$ 150,137.9	\$ 18,126.0
Research	3,964.5	3,700.0	2,324.8	(1,375.1)	6,493.9	5,362.6
Public Service:						
Workforce Dev./Cont. Ed.	111.3	0.0	0.0	0.0	0.0	0.0
Other	1,399.8	931.1	1,467.4	536.4	4,110.5	691.4
Academic Support:						
Libraries	3,083.4	2,830.9	2,059.5	(771.4)	6,184.8	578.8
Other <sup>3</sup>	6,355.4	6,063.8	6,212.0	148.2	22,754.6	5,509.7
Student Services	2,768.3	2,639.8	3,747.7	1,107.9	14,359.0	305.7
Institutional Support	16,933.6	21,406.0	12,993.6	(8,412.4)	40,989.2	21,239.9
Operation and Maintenance						
of Plant	4,273.7	4,855.7	4,047.6	(808.1)	19,938.7	308.4
Scholarships	25,007.5	28,549.3	28,026.7	(522.6)	51,436.1	62.9
Sick leave accrual	0.0	0.0	0.0	0.0	0.0	0.0
Reserve for Bad Debt	0.0	768.4	600.0	(168.4)	2,400.0	0.0
<b>Total Educational &amp; General</b>	<b>\$ 88,003.4</b>	<b>\$ 94,600.0</b>	<b>\$ 89,104.7</b>	<b>\$ (5,495.3)</b>	<b>\$ 318,804.7</b>	<b>\$ 52,185.5</b>
Transfers-Out <sup>4</sup> :						
Mandatory	\$ 6,120.5	\$ 3,093.4	\$ 3,093.4	\$ 0.0	\$ 13,041.3	\$ 0.0
Non-Mandatory	5,673.4	9,784.1	8,786.1	(998.0)	35,387.7	320.0
<b>Total Transfers-Out</b> (excluding carryover reserves)	<b>\$ 11,793.9</b>	<b>\$ 12,877.5</b>	<b>\$ 11,879.5</b>	<b>\$ (998.0)</b>	<b>\$ 48,429.0</b>	<b>\$ 320.0</b>
<b>Total Expend. &amp; Transfers-Out</b>	<b>\$ 99,797.3</b>	<b>\$ 107,477.5</b>	<b>\$ 100,984.2</b>	<b>\$ (6,493.3)</b>	<b>\$ 367,233.8</b>	<b>\$ 52,505.5</b>

**EXPENDITURES BY FUNCTION**

<b>NET CHANGE IN FUND BALANCE</b>	<b>\$ 75,196.9</b>	<b>\$ 67,541.3</b>	<b>\$ 70,490.9</b>	<b>\$ (2,949.6)</b>	<b>\$ 0.0</b>	<b>\$ 5,090.5</b>
PLUS Transfers-in for Dept'l Carryovers	\$ 12,516.6	\$ 13,488.1	\$ 0.0	\$ 13,488.1		
Minus transfers-out for carryover reserves	0.0	0.0	0.0	0.0		
Ending balances	<u>\$ 87,713.5</u>	<u>\$ 81,029.4</u>	<u>\$ 70,490.9</u>	<u>\$ 10,538.5</u>		

\* Data excludes carryovers in/out

<sup>1</sup> Major categories of "Other Student Fees" include Course Fees, Information Technology Fees and Facility Fees

<sup>2</sup> For details of transfers-in see attached

<sup>3</sup> Major categories of Academic Support - Other include Academic Advising, Assessment, New Student Orientation, Development of Co-op Programs, etc.

<sup>4</sup> For details of transfers-out see attached

**EXPENDITURES BY FUNCTION**

THE UNIVERSITY OF AKRON - Akron Campus  
Statement of Unrestricted Current Fund  
Detail of Transfer-In and Transfer-Out  
July 1, 2014 to September 30, 2014

	Sept 2013 Actual	Sept 2014 Actual	ANNUALIZED FY15 ORIGINAL Budget Sept 2014	YTD Variance	FY15 ORIGINAL Budget	Carryover From FY14
<b>TRANSFER DETAIL</b>						
<b>Transfers-In</b>						
<b>Carryovers and Reallocations:</b>						
Departmental Carryovers	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0	\$ 0.0	\$ 53,952.4
Reallocated and Committed	0.0	0.0	0.0	0.0	0.0	0.0
ERIP program	0.0	0.0	0.0	0.0	0.0	0.0
Capital Component	0.0	0.0	0.0	0.0	0.0	0.0
Reserve for Encumbrances	2,438.9	3,643.7	0.0	3,643.7	0.0	3,643.7
Departmental Sales	73.9	181.5	0.0	181.5	0.0	0.0
Debt Service Reserve	0.0	0.0	0.0	0.0	0.0	0.0
<b>Budgeted Transfers-In:</b>						
Reserves & Other	101.6	0.0	800.0	(800.0)	3,200.0	0.0
<b>Total Transfers-In</b>	<b>\$ 2,614.4</b>	<b>\$ 3,825.2</b>	<b>\$ 800.0</b>	<b>\$ 3,025.2</b>	<b>\$ 3,200.0</b>	<b>\$ 57,596.0</b>
<b>Transfers-Out</b>						
Auxiliary Enterprises	\$ 9,045.8	\$ 8,329.5	\$ 8,329.5	\$ 0.0	\$ 33,561.5	\$ 320.0
Plant Funds	250.0	250.0	250.0	0.0	1,000.0	0.0
Additional Plant Projects	206.6	206.6	206.6	0.0	826.2	0.0
Bonded Debt Repayment	1,745.6	1,831.3	1,831.3	(0.0)	7,325.4	0.0
Cap Comp/Line of Credit	545.9	0.0	0.0	0.0	667.7	0.0
Performance Contract	0.0	1,262.1	1,262.1	(0.0)	5,048.2	0.0
Interfund transfer	0.0	998.0	0.0	(998.0)	0.0	0.0
<b>Total Transfers-Out</b>	<b>\$ 11,793.9</b>	<b>\$ 12,877.5</b>	<b>\$ 11,879.5</b>	<b>\$ (998.0)</b>	<b>\$ 48,429.0</b>	<b>\$ 320.0</b>

**THE UNIVERSITY OF AKRON**  
**Unrestricted Current Fund Revenues – Akron Campus**  
**Three-Month Period Ended 9/30/14**

**RESOURCES**

**Tuition & Fees** – First quarter Tuition and Fee revenues exceeded the budget as credit hour production exceeded expectations. The FY15 projections assumed a 4% decline in credit hour production, however combined summer and fall were only 2.5% lower than in FY14. Overall, first-quarter student revenues were greater than expected by \$1.3 million, or .9%,

**State Appropriations** – Year-to-date receipts of the State Share of Instruction (SSI) were in line with the \$23.7 million three-month budget.

**Departmental Sales and Testing** – Revenues in the sales and service areas and testing operations were less than budget by \$0.9 million. This variance (24.4%) is the net result of about 170 revenue-generating operations. The number of testing operations has increased and the activity in these areas will increase as the academic year progresses. While some sales operations experienced significant favorable activity, this positive result was more than offset by the areas that didn't meet planned revenues.

**Indirect Cost Recovery** – These revenues were 5.62% greater than budgeted through the end of the third month. The receipts, which relate to externally funded grant activity, are based on the related spending and vary greatly from period to period. A portion (54%) of these funds is distributed to offset indirect costs resulting from research activity and the related overhead. As overhead functions face budget reductions, appropriate operating costs are being shifted to these increasing resources.

**Earnings from Investments and Endowments** – The year-to-date accumulated earnings from investments and endowments were in line with the budget of \$.8 million.

**Miscellaneous Income** – The annual budget of \$2.1 million relates to any income source that is not included in the above-referenced categories. The first quarter miscellaneous revenue of \$0.1 million includes rental income from the Quaker Square retail spaces of \$56,200, and \$75,000 in support of the Confucius Institute (from the China Ministry of Education). Rental of \$25,000 from Akron Public Schools for the use of Central Hower is included as well as minimal revenues from miscellaneous sources.

**Transfers-in** – Transfers-in of \$3.6 million covered open purchase orders from FY14. Institutional departmental carryover from FY14 was \$54.0 million.

**Total Resources** – In total, the first quarter net available resources exceeded the budget by \$3.5 million.

**EXPENDITURES BY TYPE**

**Compensation** – Overall compensation expenses were 3% greater than budget. While actual payroll expenses are in line with projections, fringe benefit expenses are \$1.4 million greater than expected at the close of the first quarter

**Student Assistants** – The payments of \$0.6 million to students employed on campus were about 6% greater than expected, however spending is 3.5% less than in the first quarter of FY14.

**Supplies and Services** - The budget of \$13.3 million was not sufficient to support the first quarter spending of \$14.6 million for supplies and services. With the exception of student aid, this is the largest category of non-compensation expenses and primarily includes office supplies, computers and peripherals, and contracted services. The bulk of carryover resources are in supplies and services and are sufficient to offset the first quarter overspending.

**Utilities** – First quarter spending in utilities reflects a significant unfavorable variance. Spending of \$2.6 million exceeds the budget of \$1.2 million by \$1.3 million or 113%. This overspending is in electricity and is a result of the inflated rate while a new energy contract was being negotiated. As of the end of September, spending for utilities was \$1.3 million greater than last year.

**Communications** – Communications expenses include the cost of departmental landlines and cellular devices and in the first quarter of FY15 these expenses exceeded the budget by \$0.4 million, or 74%.

**Travel and Entertainment** – First quarter expenses for travel and entertainment exceeded the original budget by \$0.3 million. This \$2.4 million category includes travel as well as hospitality.

**Student Aid** – Preliminary fall scholarship spending is greater than anticipated by \$1.1 million, or 4%. A significant portion (\$0.7 million) of this is attributed to graduate assistant fee remissions.

**Plant Fund & Reduction placeholder** – This line item is primarily used as a unique, common location for committed but unidentified budget reductions. Of the total \$6.2 million budget, roughly half is central and the remainder lies at the various unit levels. The primary spending within this line is funded with the Engineering Infrastructure fee.

**THE UNIVERSITY OF AKRON**  
**Unrestricted Current Fund Revenues – Akron Campus**  
**Three-Month Period Ended 9/30/14**

**Other** – This catch-all category includes equipment, library books & materials, cost of goods sold and cost sharing. Of the total \$5.3 million annual budget, \$2.3 million is for library books and materials. Encumbered expenses of nearly \$2 million skew these results unfavorably.

**Transfers-Out** – Mandatory transfers-out reflect debt obligations and non-mandatory transfers reflect support to auxiliaries as well as transfers to retire internal debt, facility fee set-aside, and plant funds. To date, these expenses are slightly (8.4%) greater than expected.

**EXPENDITURES BY FUNCTION**

**Introduction:** The expenses in each of the functional categories are compared to the annualized original FY15 budget. Through three months of FY15, total functional expenditures were \$5.5 million greater than budgeted.

**Instruction** – All expenses in this category reflect the direct cost of providing instruction to the students. These expenses are primarily compensation at 91% of the total. Expenses within this function were less than budgeted by \$4.8 million, or 17.3%. This variance is largely due to the fact that various reserves are budgeted within this function and then distributed to other functions throughout the fiscal year. Examples are the course fee budget, technology fee budget, start-up funds, merit pool, etc.

FY15 - AKRON E&G EXPENDITURES (\$ in thousands)	SEPTEMBER		Variance	
	ACTUAL	REVISED BUDGET		
Instruction	\$22,855.1	\$27,625.4	\$4,770.3	17.3%
Research	3,700.0	2,324.8	(1,375.1)	-59.2%
Public Service	931.1	1,467.4	536.4	36.6%
Academic Support	8,894.7	8,271.5	(623.2)	-7.5%
Student Services	2,639.8	3,747.7	1,107.9	29.6%
Institutional Support	22,174.4	13,593.6	(8,580.8)	-63.1%
Plant Operation & Maintenance	4,855.7	4,047.6	(808.1)	-20.0%
Scholarships	28,549.3	28,026.7	(522.6)	-1.9%
<b>Total</b>	<b>\$94,600.0</b>	<b>\$89,104.7</b>	<b>(\$5,495.3)</b>	<b>-6.2%</b>

**Research** – Through September, the activity in Research reflects an unfavorable spending variance of \$1.4 million, or -59.2%. This is partially offset by the positive variance in indirect cost revenue. Expenses in the function include start-ups, indirect cost, testing operations and administrative and operational costs associated with research activities.

**Public Service** – Activity in this function was less than the original budget as first quarter results reflect a favorable variance of \$0.5 million, or 36.6%. Prior year restructuring of workforce development will have a significant impact on the overall activity.

**Academic Support** – Spending in the Academic Support areas was greater than budget by 7.5%, or \$0.6 million. While library-related expenses exceeded the base budget by \$0.8 million, the remaining academic support operations were less than the base budget by \$0.1 million.

**Student Services** – Year-to-date spending was 29.6% less than the original budget. This is primarily attributed to the budget for the revenue share related to off-campus instruction. Throughout the year, the funds are dispersed in support of outreach programming.

**Institutional Support** - Expenses of \$22.2 million exceeded the budgeted \$13.6 million. This unfavorable variance of \$8.6 million, or 63.1%, institutional spending of tech fees which are budgeted in the Instruction function. Expenses are also skewed by \$4.4 million of encumbered expenses.

**Plant Operation & Maintenance** – Activity in this function was greater than the original budget by \$0.8 million, or 20%. Electricity rates drove up the utility costs for the first quarter.

**Scholarships** – The Scholarship function includes student aid as well as costs of administering certain programs such as Choose Ohio First and Success and Achieve. Preliminary expenses related to summer and fall scholarship activity are greater than budget by \$0.5 million or 1.9%. The most significant source of the overage is the graduate assistant fee remissions.

THE UNIVERSITY OF AKRON-WAYNE COLLEGE  
Statement of Unrestricted Current Fund - BY EXPENSE POOL (\$'s in thousands)  
July 1, 2014 to September 30, 2014

YEAR-TO-DATE SEPTEMBER

RESOURCES	YEAR-TO-DATE SEPTEMBER						
	September 2013 Actual	September 2014 Actual	Annualized September 2014 Orig. Budget	YTD Variance		FY15 Orig. Budget	Carryover From FY14
<b>REVENUES</b>							
<b>Tuition and Fees:</b>							
Undergraduate Tuition & Fees	\$ 4,756.1	\$ 4,005.3	\$ 4,518.3	\$ (512.9)		\$ 7,872.9	\$ 0.0
Non-resident Surcharge	23.6	25.2	22.9	2.3		44.8	0.0
Other Fees	399.4	337.7	409.7	(72.0)		733.6	0.0
<b>Total Tuition and Fees</b>	<b>\$ 5,179.1</b>	<b>\$ 4,368.2</b>	<b>\$ 4,950.9</b>	<b>\$ (582.6)</b>	<b>-11.8%</b>	<b>\$ 8,651.3</b>	<b>\$ 0.0</b>
<b>State Appropriations</b>	<b>\$ 910.1</b>	<b>\$ 962.9</b>	<b>\$ 961.7</b>	<b>\$ 1.3</b>	<b>0.1%</b>	<b>\$ 3,846.6</b>	<b>\$ 0.0</b>
<b>Other Sources:</b>							
Workforce Dev./Cont. Ed.	\$ 113.2	\$ 0.0	\$ 0.0	\$ 0.0		\$ 0.0	\$ 0.0
Departmental Sales & Services	2.7	10.4	2.4	8.0		7.5	0.0
Miscellaneous	0.0	0.0	0.0	0.0		0.9	0.0
<b>Total Other Sources</b>	<b>\$ 115.9</b>	<b>\$ 10.3</b>	<b>\$ 2.4</b>	<b>\$ 8.0</b>	<b>29.3%</b>	<b>\$ 8.4</b>	<b>\$ 0.0</b>
<b>Total Revenues</b>	<b>\$ 6,205.1</b>	<b>\$ 5,341.5</b>	<b>\$ 5,914.9</b>	<b>\$ (573.3)</b>	<b>-9.7%</b>	<b>\$ 12,506.3</b>	<b>\$ 0.0</b>
<b>TRANSFERS-IN</b>							
FY14 Departmental Carryover	\$ 0.0	\$ 0.0	0.0	\$ 0.0		\$ 0.0	\$ 923.0
Change in Enrollment	0.0	0.0	0.0	0.0		250.0	0.0
Reserve for Encumbrances	65.5	81.4	0.0	81.4		0.0	0.0
	<b>\$ 65.5</b>	<b>\$ 81.4</b>	<b>\$ 0.0</b>	<b>\$ 81.4</b>	<b>0.0%</b>	<b>\$ 250.0</b>	<b>\$ 923.0</b>
<b>Total Resources Available</b>	<b>\$ 6,270.6</b>	<b>\$ 5,422.8</b>	<b>\$ 5,914.9</b>	<b>\$ (492.0)</b>	<b>-8.3%</b>	<b>\$ 12,756.3</b>	<b>\$ 923.0</b>
<b>EXPENDITURES &amp; TRANSFERS-OUT</b>							
<b>E &amp; G Expenses by Pool</b>							
Payroll	\$ 1,327.8	\$ 1,228.7	\$ 1,597.5	\$ 368.9		\$ 7,278.1	\$ 0.0
Fringe Benefits	519.7	352.9	528.6	175.6		2,102.4	0.0
<b>Subtotal Compensation</b>	<b>\$ 1,847.5</b>	<b>\$ 1,581.6</b>	<b>\$ 2,126.1</b>	<b>\$ 544.5</b>	<b>25.6%</b>	<b>\$ 9,380.6</b>	<b>\$ 0.0</b>
Student Assistants	\$ 26.3	\$ 27.1	\$ 21.9	\$ (5.2)		\$ 137.1	\$ 0.0
Supplies & Services	704.0	610.1	1,504.9	894.8		1,175.9	923.0
Utilities	58.7	90.3	59.0	(31.3)		355.6	0.0
Communications	24.7	18.3	25.2	6.9		79.9	0.0
Travel	13.2	7.5	13.5	6.0		88.2	0.0
Student Aid	0.0	410.5	0.0	(410.5)		1,072.2	0.0
Other	367.9	119.6	81.7	(37.9)		466.9	0.0
<b>Subtotal Non-Compensation</b>	<b>\$ 1,194.8</b>	<b>\$ 1,283.3</b>	<b>\$ 1,706.2</b>	<b>\$ 422.9</b>	<b>24.8%</b>	<b>\$ 3,375.8</b>	<b>\$ 923.0</b>
<b>Transfers-Out:</b>							
<b>Mandatory</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>		<b>\$ 0.0</b>	<b>\$ 0.0</b>
<b>Non-Mandatory</b>							
Founders Scholarships	0.0	0.0	0.0	0.0		0.0	0.0
Contingency	0.0	0.0	0.0	0.0		0.0	0.0
Plant Funds	0.0	0.0	0.0	0.0		0.0	0.0
<b>Total Transfers-Out</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>	<b>0.0%</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>
<b>Total Expenditures &amp; Transfers-Out</b>	<b>\$ 3,042.3</b>	<b>\$ 2,864.9</b>	<b>\$ 3,832.3</b>	<b>\$ 967.4</b>	<b>25.2%</b>	<b>\$ 12,756.3</b>	<b>\$ 923.0</b>
<b>NET CHANGE IN FUND BALANCE</b>	<b>\$ 3,228.3</b>	<b>\$ 2,557.9</b>	<b>\$ 2,082.6</b>	<b>\$ 475.3</b>	<b>22.8%</b>	<b>\$ 0.0</b>	<b>\$ 0.0</b>

**THE UNIVERSITY OF AKRON**  
**Unrestricted Current Fund Expenditures – Wayne Campus**  
**Third-Month Period Ended 9/30/14**

**RESOURCES:**

**Tuition & Fees** – The FY15 tuition and general fees budgets were reduced 4% to reflect a decline in enrollment, and the third-month actual revenue came in less than planned with an unfavorable variance of \$582,600 or 11.8%.

**State Appropriations** – FY15 State Appropriations exceeded the third-month budget projection by \$1,300.

**Other Sources** – The reduction in total Other Sources from the prior year is due to Continuing Education & Workforce Development merging with and relocating to The University of Akron main campus. To date Wayne College Testing Center revenues exceeded the third-month budget projection by \$8,000.

**Miscellaneous Income** – No activity to date.

**Total Revenues** – In total, revenues are below the third-month projections by \$573,300 (or 9.7%).

**Transfers-in** – In addition to the revenue categories listed above, the FY15 annual budget also includes transfers-in totaling \$1,004,393. Transfers-In include \$923,043 from carryover and \$81,350 in encumbrances. The Change in Enrollment budget of \$250,000 will only be allocated if expenditures surpass revenues.

**EXPENDITURES:**

**Introduction:** The expenses in each of the functional categories are compared to the budget in an effort to reflect the year-to-date spending against the approved budget. Overall, functional expenditures are less than the third-month annual budget.

**Instruction** – All expenses in this category reflect the direct cost of providing instruction to the students. The largest expense component is faculty compensation. Budget surpluses in this area are primarily related to the fact that all vacant positions for the college fall in this category.

FY15 - WAYNE E&G EXPENDITURES (\$ in thousands)	YTD September 2014		YTD Variance %	Annual Budget FY15	Business Indicator
	ACTUAL	BUDGET			
Instruction	\$909.0	\$1,442.3	37.0%	\$5,903.9	●
Research	0.0	0.7	100.0%	2.8	●
Public Service	5.7	1.3	-78.0%	5.0	●
Academic Support	256.0	333.9	23.3%	1,133.8	●
Student Services	395.8	301.5	-31.3%	1,336.0	●
Institutional Support	573.2	595.9	3.8%	2,034.5	●
Plant Operation & Maintenance	314.8	308.4	-2.1%	1,390.3	●
Scholarships	410.5	237.5	-72.8%	950.0	●
<b>Total</b>	<b>\$2,865.0</b>	<b>\$3,221.5</b>	<b>11.1%</b>	<b>\$12,756.3</b>	●

● On/Above target  
 ● Caution  
 ● Warning

**Research** – No activity to date.

**Public Service** – The total expenditures for Public Service came in above the third-month annual budget by 78% (or \$4,400). Expenditures in this area are related to final Continuing Education & Development cost.

**Academic Support** – Spending in the Academic Support areas are below the third-month annual budget by 23.3%.

**Student Services** – FY14 Extracurricular Activity expenditures were applied in August 2014 leaving the Student Services function above the third-month annual budget by 31.3% (or \$94,300).

**Institutional Support** – Third-month expenditures in Institutional Support came in below annual budget.

**Plant Operation & Maintenance** – Expenditures in this function are above the third-month annual budget by 2.1% (or \$6,400) due to encumbrances for maintenance equipment.

**Scholarships** – The results in the scholarship function exceeded the third-month annual budget by 72.8% (or \$173,000). The \$410,500 charge is the annual installment for the Post-Secondary Enrollment Options program.

**Total E & G** – Overall, the total Educational & General expenditures are below the third-month annual budget, with a favorable variance of 11.1% (or \$356,500).

THE UNIVERSITY OF AKRON - Akron Campus  
 AUXILIARY ENTERPRISES  
 July 1, 2014 to September 30, 2014  
 (\$ in Thousands)

YEAR-TO-DATE SEPTEMBER



	FY 2014 Actual	FY 2015 Actual	FY 2015 Budget	YTD Variance	Indicator	Comments	FY15 Approved Budget*
<b>INFOCISION STADIUM</b>							
<i>Beginning Fund Balance</i>	\$ (5.0)	\$ (165.4)	\$ (165.4)	\$ -			
Operating Revenue	\$ 11.8	\$ 16.0	\$ 7.2	\$ 8.8		While early revenues are comparable to FY14, increase expenditures above 3rd-month budget in stadium maintenance cost and in debt service left InfoCision Stadium with an unfavorable balance.	\$ 1,711.3
Transfer-in General Fund	880.4	860.0	860.0	-			\$ 3,440.2
Transfer-in Other	0.4	1.1	1.1	-			\$ 1.1
LESS: Expenditures	1,333.1	1,516.3	1,328.9	(187.4)			\$ 5,152.6
<b>Net Surplus (Deficit)</b>	<b>\$ (440.5)</b>	<b>\$ (639.1)</b>	<b>\$ (460.6)</b>	<b>\$ (178.5)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ (445.6)	\$ (804.5)	\$ (626.0)	\$ (178.5)			
<b>ATHLETICS</b>							
<i>Beginning Fund Balance</i>	\$ (407.8)	\$ (367.2)	\$ (367.2)	\$ -			
Operating Resources	\$ 1,335.6	\$ 958.3	\$ 1,322.2	\$ (363.9)		The \$2.1 million reduction in General Fund support is impacting the bottom line.	\$ 6,439.5
Transfer-in General Fund	5,013.7	4,721.2	5,121.7	(400.5)			\$ 18,933.3
Transfer-in Other	27.2	11.4	11.4	-			\$ 11.4
LESS: Expenditures	9,115.1	8,952.8	8,951.0	(1.8)			\$ 25,384.2
<b>Net Surplus (Deficit)</b>	<b>\$ (2,738.6)</b>	<b>\$ (3,261.9)</b>	<b>\$ (2,495.7)</b>	<b>\$ (766.2)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ (3,146.4)	\$ (3,629.2)	\$ (2,863.0)	\$ (766.2)			
<b>DINING SERVICES</b>							
<i>Beginning Fund Balance</i>	\$ 1,902.4	\$ 1,966.4	\$ 1,966.4	\$ -			
Operating Resources	\$ 3,113.2	\$ 3,270.7	\$ 3,248.7	\$ 22.0		Although expenditures are consistent with FY14, increased activity in projects has increased expenditures above the 3rd-month budget.	\$ 16,521.7
Transfer-in General Fund	-	-	-	-			\$ -
Transfer-in Other	1,389.9	111.4	111.4	-			\$ 111.4
LESS: Expenditures	3,787.4	3,776.1	3,217.9	(558.2)			\$ 16,633.1
<b>Net Surplus (Deficit)</b>	<b>\$ 715.7</b>	<b>\$ (394.0)</b>	<b>\$ 142.2</b>	<b>\$ (536.2)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 2,618.1	\$ 1,572.4	\$ 2,108.6	\$ (536.2)			
<b>EJ THOMAS PERFORMING ARTS HALL</b>							
<i>Beginning Fund Balance</i>	\$ 126.5	\$ 75.8	\$ 75.8	\$ -			
Operating Resources	\$ 320.1	\$ 224.7	\$ 290.9	\$ (66.2)		Expenditures results for Performing Arts Hall are favorable. However, revenue short-fall below 3rd-month budget is due to the differences in timing of programs and events. Revenue and expenditures should even out by 2nd quarter.	\$ 1,191.4
Transfer-in General Fund	529.8	529.3	529.3	-			\$ 2,117.3
Transfer-in Other	4.4	0.6	0.6	-			\$ 0.6
LESS: Expenditures	874.9	788.6	785.1	(3.6)			\$ 3,309.3
<b>Net Surplus (Deficit)</b>	<b>\$ (20.5)</b>	<b>\$ (33.9)</b>	<b>\$ 35.8</b>	<b>\$ (69.7)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 105.9	\$ 41.9	\$ 111.6	\$ (69.7)			

THE UNIVERSITY OF AKRON - Akron Campus  
 AUXILIARY ENTERPRISES  
 July 1, 2014 to September 30, 2014  
 (\$ in Thousands)

YEAR-TO-DATE SEPTEMBER



	FY 2014 Actual	FY 2015 Actual	FY 2015 Budget	YTD Variance	Indicator	Comments	FY15 Approved Budget*
<b>PARKING SERVICES</b>							
<i>Beginning Fund Balance</i>	\$ 1,111.6	\$ (196.1)	\$ (196.1)	\$ -			
Operating Resources	\$ 4,545.4	\$ 4,920.7	\$ 4,656.0	\$ 264.7		Revenues are favorable and well above the 3rd-month budget. The unfavorable variance in expenditures is due to encumbrances totaling \$1 million. Revenue and expenditures will even out as the fiscal year progresses.	\$ 9,164.3
Transfer-in General Fund	-	-	-	-			-
Transfer-in Other	81.0	1,453.5	1,453.5	-			1,453.5
LESS: Expenditures	3,092.8	4,190.8	3,652.4	(538.3)			10,617.8
<b>Net Surplus (Deficit)</b>	<b>\$ 1,533.6</b>	<b>\$ 2,183.4</b>	<b>\$ 2,457.0</b>	<b>\$ (273.7)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 2,645.2	\$ 1,987.2	\$ 2,260.9	\$ (273.7)			
<b>RESIDENCE LIFE &amp; HOUSING</b>							
<i>Beginning Fund Balance</i>	\$ 943.1	\$ (337.1)	\$ (337.1)	\$ -			
Operating Resources	\$ 4,009.7	\$ 4,151.1	\$ 4,259.6	\$ (108.6)		Debt, competition and enrollment decline continues substantially to impede the ability of Residence Life and Housing to break even. Organization is trying to manage costs, but is limited by having \$10 million in debt service payments.	\$ 21,312.2
Transfer-in General Fund	150.0	150.0	150.0	-			600.0
Transfer-in Other	245.1	25.9	25.9	-			25.9
LESS: Expenditures	5,490.2	5,400.6	5,373.2	(27.4)			21,938.2
<b>Net Surplus (Deficit)</b>	<b>\$ (1,085.4)</b>	<b>\$ (1,073.6)</b>	<b>\$ (937.6)</b>	<b>\$ (135.9)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ (142.3)	\$ (1,410.6)	\$ (1,274.7)	\$ (135.9)			
<b>STUDENT RECREATION &amp; WELLNESS</b>							
<i>Beginning Fund Balance</i>	\$ 1,046.6	\$ 1,245.0	\$ 1,245.0	\$ -			
Operating Resources	\$ 148.7	\$ 141.6	\$ 146.8	\$ (5.2)		Revenues are slightly below 3rd-month budget, but the reduction in expenditures produces a surplus for 1st quarter.	\$ 581.5
Transfer-in General Fund	1,028.3	1,004.5	1,004.5	-			4,018.0
Transfer-in Other	123.8	32.4	32.4	0.0			32.4
LESS: Expenditures	1,119.3	1,027.9	1,050.5	22.6			4,631.9
<b>Net Surplus (Deficit)</b>	<b>\$ 181.5</b>	<b>\$ 150.6</b>	<b>\$ 133.2</b>	<b>\$ 17.5</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 1,228.1	\$ 1,395.6	\$ 1,378.1	\$ 17.5			
<b>STUDENT UNION</b>							
<i>Beginning Fund Balance</i>	\$ 1,226.1	\$ 1,330.5	\$ 1,330.5	\$ -			
Operating Resources	\$ 323.8	\$ 362.8	\$ 280.3	\$ 82.5		Student Union revenues and expenditures surpass 1st quarter expectations. Barring unforeseen expenditures, Student Union will end the fiscal year with a surplus.	\$ 1,664.3
Transfer-in General Fund	1,093.6	1,064.4	1,064.4	-			4,257.8
Transfer-in Other	25.0	42.0	42.0	-			42.0
LESS: Expenditures	1,472.8	1,422.5	1,449.7	27.2			5,964.1
<b>Net Surplus (Deficit)</b>	<b>\$ (30.4)</b>	<b>\$ 46.8</b>	<b>\$ (62.9)</b>	<b>\$ 109.7</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 1,195.7	\$ 1,377.3	\$ 1,267.5	\$ 109.7			

THE UNIVERSITY OF AKRON - Akron Campus  
 AUXILIARY ENTERPRISES  
 July 1, 2014 to September 30, 2014  
 (\$ in Thousands)

YEAR-TO-DATE SEPTEMBER

-  On/Above Target
-  Caution
-  Warning

	FY 2014 Actual	FY 2015 Actual	FY 2015 Budget	YTD Variance	Indicator	Comments	FY15 Approved Budget*
<b>TELECOMMUNICATIONS</b>							
<i>Beginning Fund Balance</i>	\$ 1,545.5	\$ 1,512.7	\$ 1,512.7	\$ -			
Operating Resources	\$ 880.5	\$ 742.9	\$ 940.3	\$ (197.4)		Telecom continues to generate sufficient resources to cover operating costs while also maintaining and upgrading University wiring infrastructure.	\$ 3,275.8
Transfer-in General Fund	-	-	-	-			-
Transfer-in Other	19.7	311.7	311.7	-			311.7
LESS: Expenditures	769.1	1,051.0	1,002.0	(49.0)			3,587.5
<b>Net Surplus (Deficit)</b>	<b>\$ 131.1</b>	<b>\$ 3.6</b>	<b>\$ 250.0</b>	<b>\$ (246.4)</b>			<b>\$ 0.0</b>
<i>Ending Fund Balance</i>	\$ 1,676.6	\$ 1,516.3	\$ 1,762.7	\$ (246.4)			
<b>TOTAL AUXILIARY ENTERPRISES - AKRON CAMPUS</b>							
<i>Beginning Fund Balance</i>	\$ 7,489.0	\$ 5,064.6	\$ 5,064.6	\$ -			
Operating Resources	\$ 14,688.9	\$ 14,788.8	\$ 15,151.9	\$ (363.1)			\$ 61,862.0
Transfer-in General Fund	8,695.8	8,329.5	8,729.9	(400.5)			33,366.5
Transfer-in Other	1,916.4	1,990.1	1,990.1	0.0			1,990.1
LESS: Expenditures	27,054.6	28,126.6	26,810.7	(1,315.9)			97,218.6
<b>Net Surplus (Deficit)</b>	<b>\$ (1,753.6)</b>	<b>\$ (3,018.1)</b>	<b>\$ (938.7)</b>	<b>\$ (2,079.4)</b>	<b>\$ 0.0</b>		
<i>Ending Fund Balance</i>	\$ 5,735.4	\$ 2,046.4	\$ 4,125.9	\$ (2,079.4)			

\* Approved budget includes transfers-in to support prior year open purchase orders.

THE UNIVERSITY OF AKRON - Wayne Campus

AUXILIARY ENTERPRISES

July 1, 2014 to September 30, 2014

YEAR-TO-DATE SEPTEMBER

(\$ in Thousands)

	FY 2014	FY 2015	FY 2015	YTD	Indicator	Comments	FY15
	Actual	Actual	Budget	Variance			Approved
							Budget
<b>Wayne Student Union</b>							
<b>Beginning Fund Balance</b>	\$ 383.8	\$ 468.8	\$ 468.8	\$ -		Wayne College is no longer receiving monthly rent from Barnes & Nobles Bookstore. A new contract was neogiated, and Wayne College is in the process of finalizing the distribution of funds. Therefore, the revenues are below the 3rd-month budget.	
Operating Resources	\$ 12.7	\$ 7.1	\$ 21.3	\$ (14.2)			\$ 85.0
Expenditures	0.6	0.6	21.3	20.7			\$ 85.0
<b>Net Surplus (Deficit)</b>	<b>\$ 12.1</b>	<b>\$ 6.5</b>	<b>\$ -</b>	<b>\$ 6.5</b>			<b>\$ -</b>
<b>Ending Fund Balance</b>	<b>\$ 395.9</b>	<b>\$ 475.3</b>	<b>\$ 468.8</b>	<b>\$ 6.5</b>			

**THE UNIVERSITY OF AKRON**  
**Restricted Current Fund Activity**  
**Three-Month Period Ended 9/30/14**

**Exhibit A9**

**Introduction:** Restricted funds available for financing operations, but are limited by donors and other external agencies to specific purposes, programs, or departments.

FY15 - RESTRICTED ACTIVITY (\$ in thousands)	Balance	YTD (09/30/14)		Balance
	07/01/14	Revenues	Expenditures	09/30/14
University scholarships	\$ 9,108	\$ 2,504	\$ 639	\$ 10,973
Research grants and contracts	4,743	10,050	9,965	4,828
Student Aid	(94)	18,659	18,659	(94)
UA Foundation income	4,847	2,394	1,119	6,122
Other departmental funds	22,654	1,968	4,588	20,034
<b>Totals</b>	<b>\$ 41,258</b>	<b>\$ 35,575</b>	<b>\$ 34,970</b>	<b>\$ 41,863</b>

**University Scholarships** - Income from the University's endowments to be used for scholarships.

**Research** - Activities specifically organized to produce research outcomes. Includes research projects, training programs, or similar instructional activities for which amounts are received or expenditures are reimbursable under the terms of a government or private grant or contract.

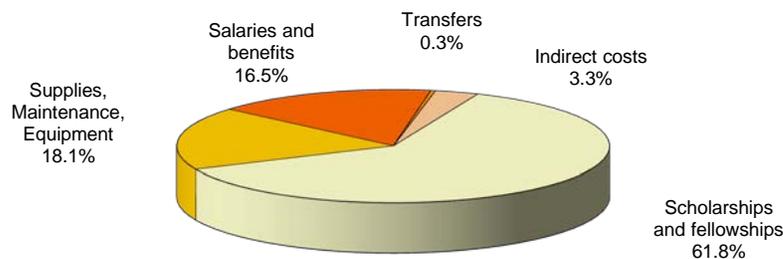
**Student Aid** - Federal grants and aid activity to the students.

**UA Foundation Income** - Income from the Foundation used for student scholarships.

**Other Departmental Funds** - Other resources given to The University for a specific purpose. Includes resources designated for campus departments, sports programs, or unique events.

**Restricted Expenditures by Type**

(\$ thousands)	Total YTD Expenditures
Salaries and benefits	\$ 5,763
Supplies, maint., equipment	6,318
Scholarships and fellowships	21,620
Indirect costs	1,138
Transfers	131
<b>Totals</b>	<b>\$ 34,970</b>



**THE UNIVERSITY OF AKRON**  
**Plant Fund Activity**  
**Three-Month Period Ended 9/30/14**

**Introduction:** Plant funds are resources for capital facility project costs, debt service costs, and the cost of long-lived assets.

**Current Capital Projects** are accounts for unexpended resources accumulated to finance the acquisition of long-lived assets. Each capital project is recorded in a separate account.

FY15 - PLANT ACTIVITY (\$ in thousands)	Balance	YTD (09/30/14)		Balance
	07/01/14	Revenues	Expenditures	09/30/14
University funded	\$ 6,858	\$ 624	\$ 1,306	\$ 6,176
Billable	6,784	(120)	402	6,262
Bonds	1,958	4,946	5,272	1,632
<b>Totals</b>	<b>\$ 15,600</b>	<b>\$ 5,450</b>	<b>\$ 6,980</b>	<b>\$ 14,070</b>

**University Funded** – projects funded with general fund or auxiliary enterprise resources.

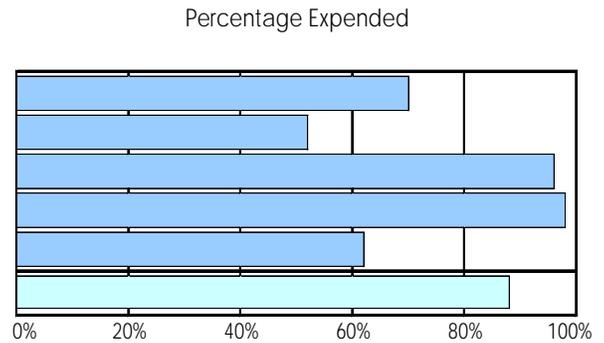
**Billable** – projects funded with external resources such as pledges or Foundation money.

**Bonds** – projects funded with the sale of bonded debt.

**Percentage of Completion by Source of Funding (Active Plant Project)**

Plant projects are budgeted for the entire projects which may last longer than one year. This shows the total amount completed for entire plant projects by funding source.

(\$ thousands)	Total Project Budgets	Total Project Expenditures	Percentage Expended	Number of Projects
	University funded	\$ 3,769	\$ 2,676	71%
Billable	10,966	5,666	52%	12
State Appropriations	14,709	14,167	96%	6
Bond 2008	184,294	182,740	99%	33
Bond 2013	59,671	36,109	61%	-
<b>Totals</b>	<b>\$ 273,409</b>	<b>\$ 241,358</b>	<b>88%</b>	<b>84</b>



The percentage completed reflects the actual plant expenditures and not the status of the work involved on these projects.

Bond 2008 is for several campus improvements including the Multiplex Football Stadium, Quaker Square, Robertson Café, Exchange Street Parking Deck expansion, and other renovations. The balance reflects excess interest earnings spent on additional current projects.

Bond 2013 is for the Campus-Wide Energy Efficiency and Conservation Project.



December 10, 2014

**SUBJECT: Quarterly Investment Report for July 1 through September 30, 2014**

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ACTION SUMMARY

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**Operating**

The Quarterly Investment Report reflects a (0.4%) return for the operating funds and a 2.9% return for the previous 12 months.

The Operating Funds investment generated \$2.3 million in realized income through the first quarter. The largest returns occurred within the newly created Long-Term Portfolio.

**Endowment**

The portfolio composite of the pooled endowments posted a (2.8%) return for the quarter and a 9.8% return over the past 12 months. The market value of endowments decreased \$2 million during the quarter to \$66.8 million.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Acceptance of the Quarterly Investment Report for July 1 through September 30, 2014

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 10, 2014, accepting the Quarterly Investment Report for July 1 through September 30, 2014, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

**FINANCE & ADMINISTRATION COMMITTEE**

**APPENDIX 3**

**QUARTERLY INVESTMENT REPORT  
FOR JULY-SEPTEMBER 2014**

**THE UNIVERSITY OF AKRON**  
**Operating Funds Investment Report**  
**September 30, 2014**

Exhibit 1

**Operating Funds Policy Compliance: Asset Allocation**

- In Compliance
- Not in Compliance

	Policy Guidelines		Current Allocation	Compliance Indicator
	Range	Target		
Cash and Cash Equivalents	10-80%	25.0%	22.3%	●
Short-Term Fixed Income	20-65%	25.0%	24.9%	●
Intermediate-Term Fixed Income	0-45%	35.0%	27.6%	●
Long-Term Portfolio	0-35%	15.0%	25.2%	●

Given the ongoing stagnant interest rate environment for fixed-income investments, the Board of Trustees—at its June 19, 2013, meeting—approved a change to the University Operating Funds Investment Policy in an effort to increase future investment income in support of the University's budget. The policy change created a new, fourth "bucket" to be invested in a fashion similar to the endowment funds. This \$45 million investment represents a deep-core fund not needed for working capital in any given year and is treated like an underlying investment in perpetuity. The new portfolio consists of five active managers of domestic equities, four mutual funds for equities and five mutual funds for fixed income. All mutual funds have daily liquidity.

In August, a total of \$1,300,000 was distributed from the portfolio and posted as excess revenue for the operating budget. Distribution decisions are made quarterly at the Investment Committee Meeting. By November 6 2014, the market value of the new portfolio had increased to over \$47.3 million.

Exhibit 2

**Net Rates of Return for the Period Ended September 30, 2014**

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

	Market Value (Excl. Accrual)	Net Rates of Return	
		Quarter ROR/Benchmark	One Year ROR/Benchmark
Cash and Cash Equivalents <i>Merrill Lynch 3 Month Treasury Index</i>	\$ 41,602,196	0.02% 0.01%	0.07% 0.05%
Short-Term Fixed Income <i>Merrill Lynch 1-3 Year Treasury/Agency Index</i>	46,419,917	0.04% 0.04%	0.84% 0.52%
Intermediate-Term Fixed Income <i>Merrill Lynch 1-10 Year Treasury/Agency Index</i>	51,370,451	0.33% 0.04%	2.02% 1.22%
Long-Term Portfolio <i>Policy Balanced Index</i>	46,965,563	-2.04% -1.55%	8.59% 8.90%
<b>Total Operating Funds</b>	<b>\$ 186,358,127</b>	<b>-0.40%</b>	<b>2.87%</b>

The Cash and Cash Equivalents portfolio funds all liquidity needs; fixed-income assets and the new Long-Term Portfolio serve to generate investment income.

The returns on the fixed income portfolios were better than their respective Merrill Lynch benchmarks but still negligible given the current interest rate environment.

The dollar-weighted composite return was 12.42% since inception in August 2013.

*Quarterly rates of return for operating funds are presented as unannualized.*

Exhibit 3

**Investment Income for the Period Ended September 30, 2014**

- Over Budget
- Under Budget

	Three Months			Over/ (Under)
	Actual	Budget	Variance \$	
Revenue	\$ 2,347,745	\$ 802,250	\$ 1,545,495	●
Unrealized Market Change	\$ 2,712,847			
<b>Total Investment Income</b>	<b>\$ 5,060,591</b>			

Investment income is the sum of income net of fees, realized and unrealized gains/(losses). The latter is only posted at year end.

Exhibit 4

**State Compliance: Portfolio Composition and Credit Quality**

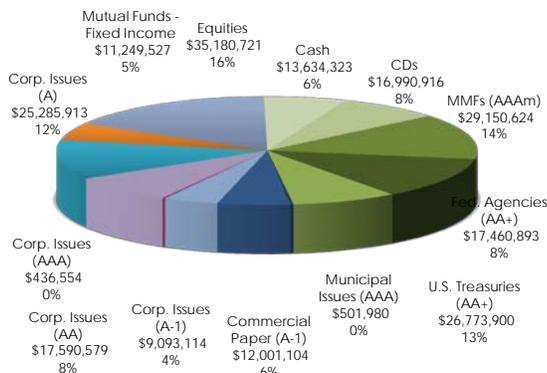
- In Compliance
- Not in Compliance

Ohio Revised Code §3345.05

**Compliance Indicator**

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 this state or any political subdivision of this state, certificates of deposit of any national bank located in this 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.

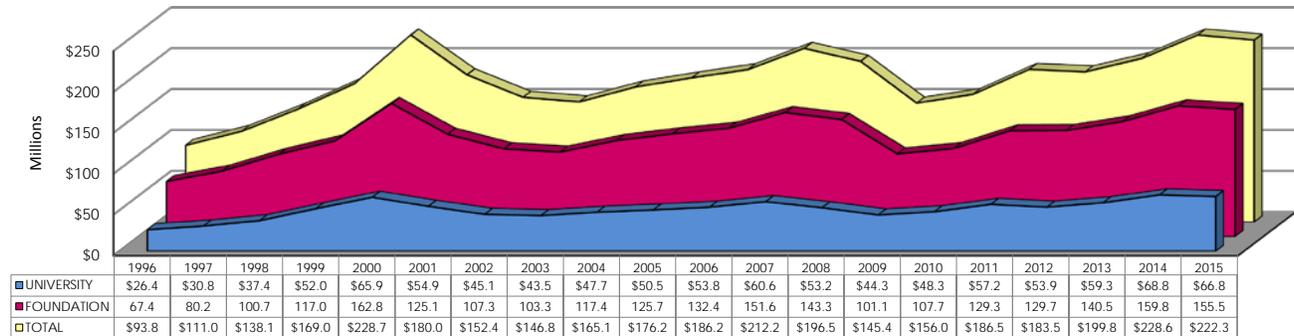


	Cash and Cash Equivalents	Short-Term Fixed Income	Intermediate-Term Fixed Income	Long-Term Portfolio
Cash at JPMC	\$ 13,634,323			
Money Market Funds	27,967,874			535,314
U.S. Treasuries		155,959	491,476	
Federal Agencies			8,572,212	
Municipal Issues			5,924,179	
Commercial Paper			501,980	
Corporate Issues		21,636,110	30,770,050	
Mutual Funds-Fixed				11,249,527
Equities				35,180,721
<b>Total Operating Funds</b>	<b>\$ 41,602,196</b>	<b>\$ 46,419,917</b>	<b>\$ 51,370,451</b>	<b>\$ 46,965,563</b>

**THE UNIVERSITY OF AKRON**  
**Endowment Funds Investment Report**  
 September 30, 2014

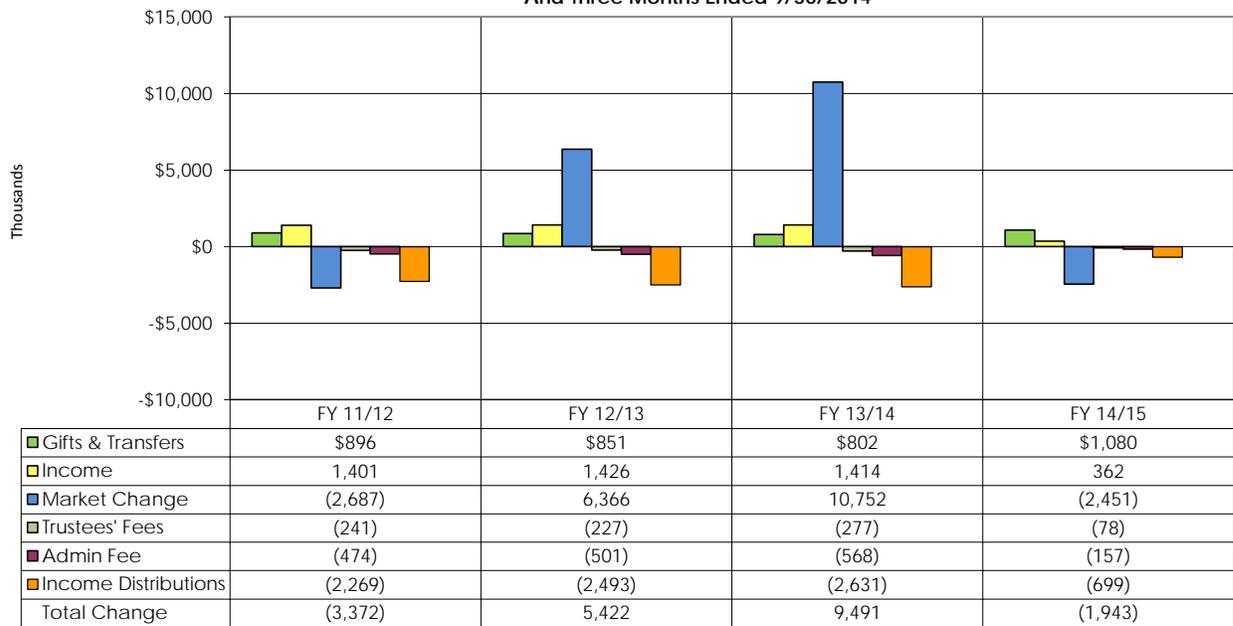
**The University of Akron and Foundation Endowments**  
**Historical Growth**  
**Fiscal Years at 1996 - 2014**  
**And Three Months at 9/30/2014**

Exhibit 5



**Market Valuation of University Endowments**  
**(Pool & Separately Invested Funds)**  
**Components of Change**  
**Fiscal Years Ended 2012 - 2014**  
**And Three Months Ended 9/30/2014**

Exhibit 6



**Gifts & Transfers**

A new quasi endowment was created in September as a Match to the pre-existing ORSP Emergent Mtls Scholar. This is the first new gift in four years. Most Gifts & Transfers to the University have been given in support of existing University endowments.

**Market Advance/Decline**

The Market Change in the first three months of FY15 has consisted of \$2.45 million in unrealized losses. Like the operating funds, the change in the total portfolio's unrealized gains/(losses) is tracked throughout the year but is posted only at year end.

**Pooled Endowment Policy Compliance : Asset Allocation**

Exhibit 7

- In Compliance
- Not in Compliance

	Policy Guidelines		Actual Allocation	Compliance Indicator
	Range	Target		
Global Equity	40-80%	60%	58.8%	●
U.S. Public Equity	15-50%		28.3%	
Non-U.S. Public Equity	15-50%		20.3%	
Emerging Markets	0-20%		10.3%	
Private Equity	0-15%		--	
Absolute Return	0-25%	15%	9.8%	●
Real Assets *	10-25%	12%	9.3%	●
Bonds & Cash	10-25%	13%	22.1%	●

The new investment policy by Cambridge Associates establishes four broad asset class groups: Global Equity, Absolute Return, Real Assets, and Bonds & Cash. The sub-categories within the broad groups suggest allowable ranges but not specific targets providing flexibility for the portfolio's allocation to change as conditions change.

\* Prior to Cambridge, the University did not have any allocation to Real Assets.

**THE UNIVERSITY OF AKRON**  
**Endowment Funds Investment Report**  
**September 30, 2014**

Exhibit 8

**Net Rates of Return for the Periods Ended September 30, 2014 by Portfolio Composite**

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

	Pooled Market Value	Net Rates of Return				
		One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark	Since Inception ROR/Benchmark	
<b>Portfolio Composite</b>	\$ 59,038,285	9.8% ●	14.9% ●	9.8% ●	6.6%	●
<i>Policy Balanced Index</i>		8.2%	11.1%	7.8%	6.9%	
<i>Difference (in basis points)</i>		160	380	200	(30)	

Exhibit 9

**Net Rates of Return for the Periods Ended September 30, 2014 by Investment Manager**

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

Market Value (Excl. Accrual)	Net Rates of Return				
	One Year ROR/Benchmark	Three Years ROR/Benchmark	Five Years ROR/Benchmark	Since Inception ROR/Benchmark	

The rates of return are reported net of all fees including advisory, custodial, and management fees.

**POOLED ENDOWMENTS**

**U.S. Public Equity**

Oak Associates (Growth)	5,076,188	16.5% ●	18.8% ●	12.4% ●	6.8%	●
<i>Russell 1000 Growth Index</i>		19.1%	22.4%	16.5%	8.5%	
FPA Crescent Fund	3,005,766	○	○	○	3.6%	●
iShares S&P 500 ETF	5,744,187	○	○	○	8.2%	●
<i>S&amp;P 500 Index</i>					8.0%	
Gardner Russo & Gardner	2,854,690	○	○	○	-1.0%	●
<i>S&amp;P 500 60%/MSCI EAFE Index 40%</i>					2.3%	

**Non-U.S. Public Equity**

Vanguard FTSE Developed ETF	5,887,412	○	○	○	1.1%	●
First Eagle Overseas Fund	2,992,506	○	○	○	-0.2%	●
<i>MSCI EAFE Index</i>					0.8%	
Tweedy Browne Global Value	3,122,403	○	○	○	4.1%	●
<i>MSCI EAFE Index (Hedged)</i>					6.4%	

**Emerging Markets Equity**

Vanguard FTSE EM ETF	2,757,865	○	○	○	12.0%	●
<i>FTSE All-World Emerging</i>					12.2%	
DFA Emerging Markets Fund	3,299,067	○	○	○	9.5%	●
<i>MSCI Emerging Markets Index</i>					9.5%	

**Absolute Return**

PIMCO All Asset All Authority (AAAA) Fund	5,791,822	1.3% ●	6.0% ●	NA	4.5%	●
<i>MSCI ACWI 60% / Barclays ABI 40%</i>		8.7%	11.3%	NA	8.8%	

**Real Assets**

RS Global Natural Resources	2,759,652	○	○	○	-6.9%	●
<i>S&amp;P Global Natural Resources Index</i>					1.0%	
Van Eck Gold Fund	976,645	○	○	○	-18.6%	●
<i>NYSE Arca Gold Miners Index</i>					-22.5%	
PIMCO EM Bond Fund	1,729,079	○	○	○	2.1%	●
<i>JPM GBI-EM Global Diversified</i>					1.2%	

**Bonds & Cash**

PIMCO Total Return Fund	3,197,414	3.0% ●	3.5% ●	4.4%	5.6%	●
First Merit Bank	1,639,431	3.2% ●	1.7% ●	1.8%	2.7%	●
iShares Total U.S. Bond ETF	6,667,821	NA	NA	NA	2.2%	●
<i>Barclays Aggregate Bond Index</i>		4.0%	2.4%	4.1%	4.9%	
Cash at PNC	383,803					
Liquidity Account	1,152,534					

**SEPARATELY INVESTED ENDOWMENTS**

Oelschlagel Leadership Award	2,081,080	15.2% ●	18.1% ●	11.5%	NA	○
<i>S&amp;P 500 Index</i>		19.7%	23.0%	15.7%	NA	
Seiberling Chair in Constitutional Law	1,201,430	-0.4% ●	-0.3% ●	0.4%	NA	○
<i>Barclays Aggregate Bond Index</i>		4.0%	2.4%	4.1%	NA	

Since September, Cambridge Associates prepared a revised Investment Policy Statement incorporating a proposed asset allocation which the Board of Trustees approved at its December 11, 2013, meeting.

Cambridge Associates returns to campus quarterly to continue discussions of the transition process, timeline, and portfolio performance.

Implementation began in March 2014 with the hiring of Equity Managers and Real Asset Managers. Legacy manager portfolios, such as First Merit and Oak Associates, have remained intact.



**DATE:** December 10, 2014

**TO:** Dr. W. Michael Sherman  
Senior Vice President, Provost and Chief Operating Officer

**FROM:** Nathan J. Mortimer, CPA  
Associate Chief Financial Officer

**SUBJECT: Reason for General Receipts Bonds Refunding Authorization**

**Background**

The University recently adopted Resolution No. 6-9-14 authorizing the issuance and sale, from time to time, of The University of Akron General Receipts Refunding Bonds, for the purposes of refunding all or portions of the University's outstanding General Receipts Bonds. The intent of that resolution was to provide University administration with the means to expedite the bond refunding process should certain criteria be met.

The University administration believed this delegation of authority was necessary in order to take immediate advantage of low interest rates should it occur in today's volatile market. With a 100 percent fixed-rate debt portfolio (\$380 million in outstanding General Receipt Bonds), the ability to lower interest payments is extremely important. I request for the current authority to be extended beyond its current expiration date of December 31, 2014.

**Proposal**

In contemplation of the resolution's expiration, University administration seeks approval of a new, replacement resolution. The intent of this resolution is similar to Resolution No. 6-9-14 with some minor changes, which are as follows:

- The attached resolution, if approved, would be in effect until December 31, 2016.
- Broadening the method of approval by the President and the Chair of the Board's Finance & Administration Committee to include approvals in writing, facsimile, email, and telephone (followed in writing). This will help streamline the approval process and avoid delays in pricing when either the President or the Finance & Administration Committee Chair is unavailable.

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

- Provides authority to the Associate Chief Financial Officer to issue, in accordance with the resolution, RFQs, RFPs, and requests for bids together with the selection of underwriter(s) in connection with the refunding/refinancing of debt.

**Recommendation**

With your approval, the Finance and Administration Committee recommends that the Board of Trustees delegate authority to the Associate Chief Financial Officer through the attached resolution and requests approval at its meeting on December 10, 2014.

**THE UNIVERSITY OF AKRON**

**Resolution No. \_\_\_\_\_ -14**

**Authorizing the issuance and sale, from time to time, of The University of Akron General Receipts Refunding Bonds, for the purposes of refunding all or a portion of the University's Outstanding General Receipts Bonds**

WHEREAS, pursuant to its Indenture, the University has issued its Outstanding General Receipts Obligations; and

WHEREAS, at any time and from time to time, it may be in the University's best interest to refund or refinance those Outstanding General Receipts Obligations to generate savings for the University on a net present value basis; and

WHEREAS, this Board has previously approved the pledge of General Receipts to the payment of bonds issued to finance and refinance projects initially financed by the University's Outstanding General Receipts Obligations;

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

**Section 1. Findings and Determinations.** This Board makes the following findings and determinations:

- (a) It is necessary, from time to time, to issue bonds of the University for the purpose of refunding all or any portion of the University's Outstanding General Receipts Obligations.
- (b) Those refunding bonds may be issued in one or more series and at any time, and from time to time, on or before December 31, 2016.
- (c) All formal actions of this Board relating to the enactment of this Resolution were taken in an open meeting of this Board. All deliberations of this Board and of any of its committees that resulted in those formal actions were in meetings open to the public in compliance with all legal requirements, including Section 121.22, Revised Code.
- (d) Before entering into a written Purchase Agreement in connection with the sale of any Refunding Bonds, the President of the University and the Chair of the Board's Finance & Administration Committee must approve the determinations and approvals of the Chief Financial Officer authorized by this Resolution, including without limitation, those in Sections 2, 3, 4, 5, 6 and 7. The approval of the President and the Chair of the Board's Finance and Administration Committee may be approved in writing or by facsimile, email, or other similar means of communication, including a telephonic communication confirmed in writing.

- (e) Terms that are capitalized in this Resolution and not otherwise defined are used with the meanings given to them in Section 9 or, if not there, in the Indenture.

**Section 2. Purpose and Terms.**

- (a) ***Purpose and Authorization.*** The Refunding Bonds will be issued for the purpose of refunding any Outstanding General Receipts Obligations if the Chief Financial Officer determines that there will be cost savings for the University as a result of the refunding at least equal to the Minimum Savings Threshold, or determines that the refinancing is otherwise in the best interests of the University and is in compliance with the University's debt management policy. The proceeds of any Refunding Bonds may also be used to pay expenses and costs relating to the issuance of the Refunding Bonds, and any other items included in the definition "costs of facilities" in Section 3345.12, Revised Code, including, without limitation, principal and interest on any Interim Financing, the termination payment on any related interest rate swap or other derivative, and any other items authorized by Section 3345.12(K)(2), Revised Code. This Board authorizes and directs the Chief Financial Officer to determine any or all of the following and to take the following actions with respect to each issue or series of Refunding Bonds:
  - (1) The amount of savings resulting from each issue or series of Refunding Bonds.
  - (2) Which maturities or portions of maturities of the Outstanding General Receipts Obligations will be refunded. This Board authorizes and directs the Chief Financial Officer to call the refunded bonds of those maturities for redemption. The actions under this Section 2(a)(2) are intended to be actions of the University and this Board sufficient for all purposes of the Indenture.
  - (3) The amounts of refunding costs authorized by Section 3345.12(K)(2), Revised Code, to be paid from the proceeds of the Refunding Bonds.
  - (4) Whether the Refunding Bonds should be issued in one or more series, and the appropriate changes to the series designations of those series, if necessary or advisable.
  - (5) Whether bond anticipation notes, in anticipation of the issuance of the Refunding Bonds, should be issued, or other Interim Financing obtained. The Interim Financing may be in the form of publicly sold or privately placed securities, a loan from a financial institution, a security sold to a University fund, an interfund transfer of University money, or another form as determined by the Chief Financial Officer under Section 2(c).
- (b) ***Refunding Bond Terms.*** The Refunding Bonds may be issued in any principal amount determined by the Chief Financial Officer. The Refunding Bonds will

bear interest at the rates approved by the Chief Financial Officer. Refunding Bonds of the same maturity need not bear the same interest rate. The Refunding Bonds may bear interest at a fixed interest rate, a variable rate based upon an index, a market-determined floating rate, an auction rate, or any other variable structure. The maximum interest rate in a variable rate structure may not exceed 15% per annum and the maximum interest rate in a fixed rate structure may not exceed 8% per annum. For purposes of determining the Minimum Savings Threshold for an issue or series of variable rate Refunding Bonds, the Chief Financial Officer may use any reasonable measure to establish an estimated rate for the Refunding Bonds. Subject to those limits, this Board authorizes the Chief Financial Officer to determine the following terms and provisions of each issue or series of Refunding Bonds:

- (1) the principal amount of the Refunding Bonds;
- (2) the interest rates to be borne by the Refunding Bonds;
- (3) the date of the Refunding Bonds;
- (4) the interest payment dates for the Refunding Bonds;
- (5) the maturity amounts and dates of maturities of the Refunding Bonds, including any mandatory sinking fund redemption dates and amounts; and
- (6) the optional redemption provisions, if any, for the Refunding Bonds, including any period during which the Refunding Bonds will not be subject to optional redemption and any premium due upon optional redemption, which may not exceed 10% in any year in which the Refunding Bonds are subject to optional redemption.

The Chief Financial Officer must deliver a Certificate of Award setting forth the terms of any Refunding Bonds determined under this Section 2(b). The Refunding Bonds may have such other terms as are provided in the Indenture and approved by the Chief Financial Officer with the advice of General Counsel to the University, Bond Counsel, and the Financial Advisor.

- (c) ***Interim Financing Terms.*** The Interim Financing may be obtained in amounts determined by the Chief Financial Officer. The Interim Financing will bear interest or interest equivalent at the rates approved by the Chief Financial Officer, but the true interest cost on the Interim Financing may not exceed 6.5% per annum, if a fixed rate, and the maximum interest rate may not exceed 15%, if a variable rate. The Interim Financing need not meet the Minimum Savings Threshold if the Chief Financial Officer determines that it is otherwise in the University's best interest and is in compliance with the University's debt management policy. The Interim Financing may bear interest or interest equivalent at a fixed interest rate, a variable rate based upon an index, a market-determined floating rate, an auction rate, or any other variable structure. Subject to those limits, the Board authorizes the Chief Financial Officer to

determine the following terms and provisions of each issuance or incurrence of the Interim Financing:

- (1) the amount of the Interim Financing;
- (2) the interest rates to be borne by the Interim Financing;
- (3) the date of the Interim Financing;
- (4) the principal and interest payment dates of the Interim Financing;
- (5) the maturity dates of the Interim Financing;
- (6) the form of the Interim Financing, whether a publicly sold or privately placed security, a loan from a financial institution, a sale of a security to a University Fund, an interfund transfer of University money, or another form;
- (7) if the Interim Financing is an interfund transfer, whether that transfer should bear interest, and the rate of that interest; and
- (8) whether the Interim Financing should be secured and, if so, the nature of that security.

### **Section 3. Security and Source of Payments.**

- (a) ***Refunding Bonds General Receipts Pledge.*** The Refunding Bonds will be payable from the General Receipts of the University and will be secured by a pledge of and lien on those General Receipts and by the covenants made in this Section 3. The pledge of and lien on the General Receipts will be on a parity with the pledge of and lien on the General Receipts securing all Parity Obligations and will be prior to all other expenses, claims, or payments to be made from the General Receipts. The Refunding Bonds also will be secured by a pledge of and a lien on the Special Funds. The pledge of and lien on the General Receipts and Special Funds is created in the Indenture.
- (b) ***Interim Financing Security and Source of Payments.*** The Interim Financing will be payable from the General Receipts of the University. This Board authorizes the pledge of General Receipts to secure the Interim Financing if the Chief Financial Officer determines that pledge to be necessary or useful. This Board further authorizes the pledge of Available Securities to secure the Interim Financing if the Chief Financial Officer determines that pledge to be necessary or useful.
- (c) ***Security for Other Obligations.*** This Board further authorizes the pledge of General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and a pledge of Available Securities to secure the University's obligations under investment agreements, derivative

agreements, bond insurance, and other credit enhancement and liquidity instruments, as provided in Section 7, if the Chief Financial Officer determines that pledge to be necessary or useful.

- (d) ***University Security Covenants.*** This Board covenants, and confirms its covenant in the Indenture, that in each fiscal year it will make, fix, adjust, collect, and apply such charges, rates, fees, rentals, and other items included in General Receipts, to the extent permitted by law so that Available Receipts will be sufficient to pay the operation and maintenance expenses of the University and to pay principal, interest, and any premium requirements on the Outstanding General Receipts Obligations, any reserve requirements for the Outstanding General Receipts Obligations, and any other requirements provided for in the Bond Proceedings.

This Board further covenants to include in its budget for each fiscal year the amounts from the several sources of General Receipts to be applied to make the payments to the Debt Service Fund, payments on any Interim Financing, and payments under investment agreements, derivative agreements, bond insurance policies, and other credit enhancement and liquidity instruments, so that the amounts from those sources, in the aggregate, will at all times be sufficient in amount and time of collection to meet those payments.

- (e) ***Limited Obligation.*** Notwithstanding the foregoing, the holders and owners of any Refunding Bonds, any Interim Financing, or any related agreement, shall not be given the right and shall have no right to have excises or taxes levied by the General Assembly of Ohio for the payment of principal, interest, and any premium on any Refunding Bonds, and each Refunding Bond shall bear on its face a statement to that effect and to the effect that the right to such payment is limited to the General Receipts and the Special Funds pledged to that purpose under the Bond Proceedings.

**Section 4. Sale.** Each issue or series of Refunding Bonds will be sold at private sale at a purchase price determined by the Chief Financial Officer in the Certificate of Award. The Chief Financial Officer may sell any Refunding Bonds to an investment banker, acting as underwriter, or to a financial institution or other entity or person, in a private placement. The Chief Financial Officer may enter into a Purchase Agreement with the Original Purchaser in that private sale, or may sell Refunding Bonds without a Purchase Agreement. This Board authorizes the Chief Financial Officer to sell Refunding Bonds at such times, on such terms, and at such prices as he shall determine are in the best interest of the University. Any Interim Financing shall be obtained from or sold to such entities as determined by the Chief Financial Officer, on such terms and at such prices as he shall determine are in the best interest of the University.

**Section 5. Federal Tax Matters.**

- (a) If any Refunding Bonds are to be issued on a tax-exempt basis, or if any Interim Financing is to be tax-exempt, the University covenants that it will take or cause

to be taken those actions required for the interest on those tax-exempt Refunding Bonds and that tax-exempt Interim Financing to maintain its Federal Tax Status. The University covenants that it will not take or permit to be taken any action that would adversely affect the Federal Tax Status. In accordance with these covenants, the Board authorizes and directs the Chief Financial Officer or any other officer having responsibility for issuing any Refunding Bonds or obtaining the Interim Financing, to do the following:

- (1) Sign and deliver a certificate of the University, for inclusion in the transcript of proceedings for those tax-exempt Refunding Bonds or that tax-exempt Interim Financing, setting forth the reasonable expectations of the University regarding the amount and use of the proceeds of those tax-exempt Refunding Bonds or the tax-exempt Interim Financing and of the Projects financed and refinanced with those tax-exempt series of Refunding Bonds or that tax-exempt Interim Financing.
  - (2) Limit the yield on any “investment property” (as defined in Code Section 148(b)(2)) acquired with the proceeds of those tax-exempt Refunding Bonds or that tax-exempt Interim Financing.
  - (3) Maintain such books and records and make such calculations and reports as are required to comply with the arbitrage rebate requirements of the Code.
  - (4) Retain accountants or other consultants to assist in the calculation of any rebate amounts required to be paid, if retaining such accountants or consultants is necessary in the judgment of the Chief Financial Officer. The fees of those accountants or consultants may be paid from the proceeds of those tax-exempt Refunding Bonds or that tax-exempt Interim Financing, or from other sources lawfully available and appropriated for that purpose.
  - (5) Sign and file Form 8038-G with the Internal Revenue Service and any other federal tax form required by the Internal Revenue Service.
  - (6) Sign and file an identification for any hedge entered into in connection with those tax-exempt Refunding Bonds or that tax-exempt Interim Financing and any other documents and certificates in connection with such hedge.
- (b) This Board authorizes and directs the Chief Financial Officer to take any action with respect to Outstanding General Receipts Obligations to maintain the Federal Tax Status of those Outstanding General Receipts Obligations, including, without limitation, taking remedial actions under the applicable Treasury Regulations to correct any violation of the private business test or private loan financing test.

**Section 6. Original Purchaser.**

- (a) ***Selection of Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to (i) issue, at any time and from time to time, requests for proposals, requests for qualifications, or requests for bids or similar requests to investment banks, financial institutions or other persons or entities in connection with the issuance and sale of the Refunding Bonds, and (ii) select one or more investment banks, financial institutions or other persons or entities as an Original Purchaser of the Refunding Bonds, whether as an underwriter as part of a selling group or acting alone, a placement agent in a private placement of the Refunding Bonds, or as a purchaser in a private placement of the Refunding Bonds.
  
- (b) ***Sale to Original Purchaser.*** This Board authorizes and directs the Chief Financial Officer to sell each issue or series of Refunding Bonds in accordance with Section 4 and Section 6(a). If the sale is to an investment banker, acting as an underwriter, the Original Purchaser will be compensated for its services in accordance with the Purchase Agreement. If the sale is a private placement involving a placement agent, the placement agent will be paid for its services in accordance with any agreement entered into between that placement agent and the University for those services.

**Section 7. Authorization of University Officers.** This Board authorizes and directs the Chief Financial Officer or, in his absence, the University's Treasurer, to do any or all of the following if, in his judgment, with the advice of the Original Purchaser, Bond Counsel, General Counsel, and the Financial Advisor, they are necessary, appropriate, or useful and in the best interests of the University:

- (a) Prepare, or cause to be prepared, and negotiate the terms of any or all of the following in connection with each issue or series of Refunding Bonds:
  - (1) a Refunding Supplemental Indenture;
  - (2) a Tax Regulatory Agreement;
  - (3) a Purchase Agreement;
  - (4) a Continuing Disclosure Agreement;
  - (5) one or more escrow agreements to provide for the discharge of any refunded bonds;
  - (6) a continuing covenant agreement or similar agreement if the sale of the Refunding Bonds is to an Original Purchaser in a private placement;

- (7) such other documents, agreements, instruments, and certificates, including the form of Refunding Bonds, required in connection with each issue or series of Refunding Bonds; and
  - (8) such documents, agreements, instruments, and certificates as are required in connection with any Interim Financing.
- (b) Apply for a rating on any issue or series of Refunding Bonds from one or more nationally recognized statistical rating organizations.
- (c) Prepare or cause to be prepared on behalf of the University a preliminary and final official statement (together, the “Official Statement”) and any necessary supplements, and
- (1) use and distribute or authorize the use and distribution of the Official Statement and any supplements in connection with the original issuance of any issue or series of Refunding Bonds or any Interim Financing;
  - (2) sign, on behalf of the University, the Official Statement and any supplements;
  - (3) advise the Original Purchaser in writing regarding limitations on the use of the Official Statement and any supplements for purposes of marketing or reoffering any issue or series of Refunding Bonds or any Interim Financing;
  - (4) sign and deliver, on behalf of the University, certificates in connection with the accuracy of the Official Statement and any supplements;
  - (5) determine when the Official Statement is to be deemed “final” for purposes of Securities and Exchange Commission Rule 15c2-12 and certify as to that status; and
  - (6) contract with the Original Purchaser to provide such numbers of the Official Statement as necessary to enable the Original Purchaser to comply with the requirements of Securities and Exchange Commission Rule 15c2-12.
- (d) Take actions to comply with the University’s obligations under any Continuing Disclosure Agreement, including preparing and filing annual information, annual financial statements, and event notices. The costs of that compliance may be paid from the proceeds of any Refunding Bonds or any Interim Financing, or from the General Receipts.
- (e) Enter into investment agreements to provide for investment of bond proceeds in any escrow funds.

- (f) Enter into, amend, modify or terminate derivative agreements, including interest rate swaps; forward swaps; interest rate caps, collars, and floors; and similar hedging instruments; and pay the costs of the termination of any such derivative agreements from the proceeds of the sale of any Refunding Bonds.
- (g) Register the University with the United States Commodities Futures Trading Commission as required by the Dodd-Frank Wall Street Reform and Consumer Protection Act for entering into, modifying, or terminating any derivative agreements, and to pay any costs in connection with the University's registration, and to adopt a Dodd-Frank protocol to facilitate compliance with Dodd-Frank in connection with any derivative transaction or any other agreement covered by Dodd-Frank.
- (h) Apply for a policy or policies insuring the obligation to make payments of principal and interest on all or a portion of any Refunding Bonds, and any investment agreement or derivative agreement, from one or more bond insurance companies, accept a commitment for such policy of insurance, and provide each such bond insurance company with information about the University.
- (i) Obtain other credit enhancement or liquidity facilities for or in connection with any Refunding Bonds, any Interim Financing, any investment agreements, and any derivatives, including, without limitation, letters of credit, lines of credit, standby bond purchase agreement, surety bonds, and similar credit enhancement and liquidity instruments.
- (j) Provide for pledging General Receipts, either on a parity basis with Parity Obligations or on a subordinate basis to Parity Obligations, and pledging Available Securities, to secure the University's obligations under any Interim Financing, investment agreements, derivative agreements, bond insurance, and other credit enhancement or liquidity instruments.
- (k) Sign and deliver, on behalf of the University, any Refunding Bonds, any Refunding Supplemental Indenture, any Purchase Agreement, any Tax Regulatory Agreement, any Continuing Disclosure Agreement, documents in connection with any Interim Financing, bond insurance, investment agreements, derivative agreements, and other credit enhancement or liquidity instruments, and such documents, instruments, agreements and certificates as required by those documents.
- (l) Do all other acts (including signing and delivering documents, instruments, and certificates and retaining the services of attorneys, accountants, printers, auction agents, remarketing agents, broker-dealers, registrars, paying agents, authenticating agents, escrow agents, verification agents, and consultants) necessary or appropriate to consummate the bond transaction or any Interim Financing, that are not inconsistent with this Resolution.

- (m) In connection with the Refunding Bonds, any Interim Financing or any Outstanding General Receipts Obligations, whether or not those Outstanding General Receipts Obligations are to be refunded, take any of the following actions that, in the judgment of the Chief Financial Officer, with the advice of Bond Counsel, General Counsel, and the Financial Advisor, are necessary or useful and in the best interest of the University, including, without limitation:
- (1) removing any existing service providers (such as investment bankers, financial advisors, bond trustees, remarketing agents, paying agents, and authenticating agents);
  - (2) appointing successors to those service providers or appointing or engaging additional service providers;
  - (3) making tender offers for and purchasing any of the Outstanding General Receipts Obligations or securities issued and outstanding in connection with those Outstanding General Receipts Obligations;
  - (4) terminating, modifying or amending any existing hedge and paying any termination payments due in connection with that termination;
  - (5) calling for early redemption any Outstanding General Obligations being refinanced or refunded with any Refunding Bonds or any Interim Financing;
  - (6) changing modes in any multi-mode issue of Outstanding General Receipts Obligations; and
  - (7) seeking and obtaining any amendment or supplement to the documents for any Outstanding General Receipts Obligations.

**Section 8. Authorized University Representatives.** This Board authorizes and directs the President of the University to designate an Authorized University Representative and one or more alternates under the Indenture. The Authorized University Representative or alternates must take all action required of the University under the Bond Proceedings that is not otherwise specifically delegated under this Resolution. The Authorized University Representative may be changed and additional alternates may be added by action of the President or this Board. The alternates may act in the absence or at the direction of the Authorized University Representative.

**Section 9. Definitions.** In addition to terms elsewhere defined in this Resolution or in the Indenture, the following terms are defined terms:

“Authorized University Representative” means a person at the time designated to act on behalf of the University by a written certificate furnished to the Trustee, containing the specimen signature of that person and signed on behalf of the University by the President. The certificate may designate an alternate or alternates.

“Available Receipts” means, for a particular fiscal year, the General Receipts received in that fiscal year, plus unencumbered cash from General Receipts received in previous fiscal years and held as part of the fund balance of the University as of the end of the immediately preceding fiscal year.

“Available Securities” means securities owned by the University, to the extent those securities were acquired either (a) with General Receipts, or (b) with money other than items specifically excluded from General Receipts by clauses (i) through (iv) of the definition of General Receipts.

“Bond Counsel” means Vorys, Sater, Seymour and Pease LLP, as special counsel appointed by the Attorney General.

“Bond Proceedings” means with respect to any issue or series of Refunding Bonds, this Resolution, the Certificate of Award, the Indenture, the Tax Regulatory Agreement, the Continuing Disclosure Agreement, the Purchase Agreement, any continuing covenants agreement, the Refunding Bonds certificates, the other agreements and credit enhancement and liquidity facilities authorizing, awarding, or providing for the terms, conditions, security, or liquidity of the Refunding Bonds and amendments and supplements to those documents, and such other documents, instruments, or certificates as authorized in accordance with Section 7(a) of this Resolution.

“Certificate of Award” means a certificate of the Chief Financial Officer described in Section 2, determining certain terms of each issue or series of Refunding Bonds.

“Chief Financial Officer” means the University’s Vice President for Finance and Administration/CFO or, in the event that such officer is absent or unavailable, the University’s Associate Chief Financial Officer and Interim VP for Research.

“Code” means the Internal Revenue Code of 1986, as amended.

“Continuing Disclosure Agreement” means one or more Continuing Disclosure Agreements between the University and the Trustee, under which the University agrees to provide information on an annual basis, and notices of material events as they occur, to the Municipal Securities Rulemaking Board, for the benefit of the holders of any Refunding Bonds or any Interim Financing expressly made subject to those Continuing Disclosure Agreements.

“Debt Service Fund” means any Debt Service Fund for the payment of principal, interest, and premium on any Refunding Bonds created under the Indenture, as supplemented by any Refunding Supplemental Indenture.

“Federal Tax Status” means the status of the interest on the obligations as excludable from gross income for federal income tax purposes and not treated as an item of tax preference for purposes of the alternative minimum tax.

“Financial Advisor” means Public Financial Management, Inc., the University’s financial advisory firm.

“General Receipts” means all money received by the University, except (i) moneys raised by taxation; (ii) state appropriations; (iii) any special fee, and receipts from that special fee, charged under Section 154.21(D), Revised Code; and (iv) any grant, gift, donation or pledge that is restricted by the donor to purposes inconsistent with the payment of principal, interest, and any premium on any Refunding Bonds or any Interim Financing. Notwithstanding the foregoing, moneys raised by taxation will be included in General Receipts, if those taxes are specifically allocated to secure University obligations by the General Assembly of Ohio. Without limiting the foregoing, “General Receipts” includes the following (a) income, revenues, and receipts from the operation, ownership, or control of facilities owned and operated by the University; (b) grants, gifts, donations, and pledges and receipts from those grants, gifts, donations, and pledges; and (c) receipts from fees and charges.

“Indenture” means the Trust Indenture dated as of June 1, 1997 between the University and the Trustee, as supplemented by several supplemental indentures, upon its signing and delivery, any Refunding Supplemental Indenture.

“Interim Financing” means a short-term (less than one year) borrowing for all or any portion of a refunding or refinancing of Outstanding General Receipts Obligations, that is to be retired with the proceeds of any Refunding Bonds.

“Minimum Savings Threshold” means 3% of debt service on the refunded obligations, determined on a net present value basis.

“Original Purchaser” means the entity or entities selected by the Chief Financial Officer under Section 6 as the purchaser of any Refunding Bonds.

“Outstanding General Receipts Obligations” means any Obligations, as defined in the Indenture, issued by the University under its Indenture that are secured by a pledge of the General Receipts.

“Parity Obligations” as defined in the Indenture, means Obligations of the University secured by General Receipts on a parity basis with all senior University Obligations under the Indenture, and any Refunding Bonds.

“Purchase Agreement” means any Bond Purchase Agreement, Bond Owner Agreement, or similar agreement such as a remarketing agreement, between the University and the Original Purchaser, providing for the sale of any Refunding Bonds.

“Refunding Bonds” means one or more series of bonds authorized in Section 2, which are issued at any time, and from time to time, after the adoption of this Resolution and prior to December 31, 2016.

“Refunding Supplemental Indenture” means any Supplemental Trust Indenture between the University and the Trustee executed and delivered in connection with the issuance of any Refunding Bonds.

“Special Funds” means the Special Funds, as defined in the Indenture, and includes, without limitation, the Debt Service Fund and the Project Funds.

“Tax Regulatory Agreement” means, collectively, the Tax Regulatory Agreements between the University and the Trustee, under which the University agrees to take the necessary actions to maintain the tax-exempt status of the interest on any Refunding Bonds or any Interim Financing expressly made subject to that Tax Regulatory Agreement.

“Trustee” means U.S. Bank National Association, as successor Trustee to Star Bank, N.A.

Adopted: December 10, 2014

Signed: \_\_\_\_\_  
Chairman, Board of Trustees  
The University of Akron

Attest: \_\_\_\_\_  
Secretary, Board of Trustees  
The University of Akron

COLLEGE: College of Health Professions

INSTRUCTIONAL UNIT: 8200 Nursing

CRSEID SUBJ CAT COURSE TITLE

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CREDITS

COMP

TERM

FEE

PROPOSED JUSTIFICATION

-----

18017

8200

~~215~~ 341

Professional Role

3

LEC

4131

106.00

106.00

Prior course with an approved course fee has been changed to a higher level course. This changed the number and therefore the fee alignment dropped off. CHP needs to assess the fee for the spring term otherwise the students will not pay the fee that is essential to the NCLEX exam preparation. Going forward the fee will be attached to the new course number for all terms.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Additional FY2014-2015 Course Fee

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on December 10, 2014, pertaining to the FY2014-2015 Course Fees, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

COLLEGE OF  
ENGINEERING

100  
YEARS  
1914-2014

ENGINEERING  
POWERFUL  
FUTURES

### The Swagelok Career Center

Planned is a renovation of the atrium entrance in Auburn Science and Engineering Center as a new co-op and recruiting center to meet 21<sup>st</sup> century best practice standards at universities.

Fred A. Lennon believed in excellence, and Swagelok, the company he founded, is considered one of the best companies to work for in Northeast Ohio.

The Fred A. Lennon Charitable Trust has, as one of its goals, keeping top engineering talent in Ohio. As an acknowledgement of this, in 2010 Art Anton, CEO, Swagelok, and trustee of the Lennon Trust, spearheaded a first-ever gift to UA of \$1 million. A new, increased pledge is now committed for \$1,250,000 over five years.

The funding is directed to double the amount of scholarship awards annually to assist UA in competitively recruiting academically strong engineering students; and provide the lead gift for the planned career center, representing over 60% of the budgeted costs.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Establishment of The Swagelok Career Center

BE IT RESOLVED, that, in recognition of Swagelok's current and longstanding support of The University of Akron, the recommendation of the Finance & Administration Committee on December 10, 2014 to establish The Swagelok Career Center in the Auburn Science and Engineering Center on the University's main campus, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

**REPORT TO THE UNIVERSITY OF AKRON  
BOARD OF TRUSTEES**

Department of Development  
December 10, 2014

The University of Akron recorded total giving of \$21,118,081 for July-October 2014. That total compares to \$25,219,439 for July-October 2013 (a decrease of 16 percent) and a year-to-date average of \$20,274,517 for the previous five years (an increase of 4 percent). During July-October 2014, 9,070 gifts were received, as compared with 8,660 for the same period in the last fiscal year (an increase of 5 percent).

**Comparable Year-to-Date Totals for October 2014**

Fiscal Year	2009-2010	2010-2011	2011-2012	2012-2013	2013-2014	2014-2015
Total Giving	\$13,473,853	\$13,199,386	\$25,330,790	\$24,149,119	\$25,219,439	\$21,118,081
Total Gifts	7,798	8,237	7,973	7,993	8,660	9,070

*Note: Totals reflected in this report include only in-hand gifts; pledges are not included.*

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Acceptance of Gift Income Report  
For July-October 2014

BE IT RESOLVED, that the recommendation of the Finance & Administration Committee on December 10, 2014, pertaining to acceptance of the Gift Income Report for July-October 2014, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

**FINANCE & ADMINISTRATION COMMITTEE**

**APPENDIX 7**

**GIFTS**

**FOR JULY-OCTOBER 2014**

**REPORT TO THE UNIVERSITY OF AKRON BOARD OF TRUSTEES**

**DEPARTMENT OF DEVELOPMENT**

**December 10, 2014**

**October 2014 FYTD**

Contributions by Gift Amounts – **Exhibit 1**

Cumulative Gift Income Report – **Exhibit 2**

Program Centered Private Support FYTD – **Exhibit 3**

Program Centered Private Support August 2014 – **Exhibit 4**

**CAMPAIGN REPORTS**

Annual Giving – 5 years - FYTD – **Exhibit 5**

Bequest Report – Monthly-YTD, August, September, October Quarterly – **Exhibit 6**

Bequest Report – 5 years, October FYTD – **Exhibit 7**

School of Law Building Campaign - \$21 M Goal – **Exhibit 8**

College of Engineering Building Campaign - \$10M Goal – **COMPLETE**

Soccer Stadium Campaign - \$5M Goal – **COMPLETE**

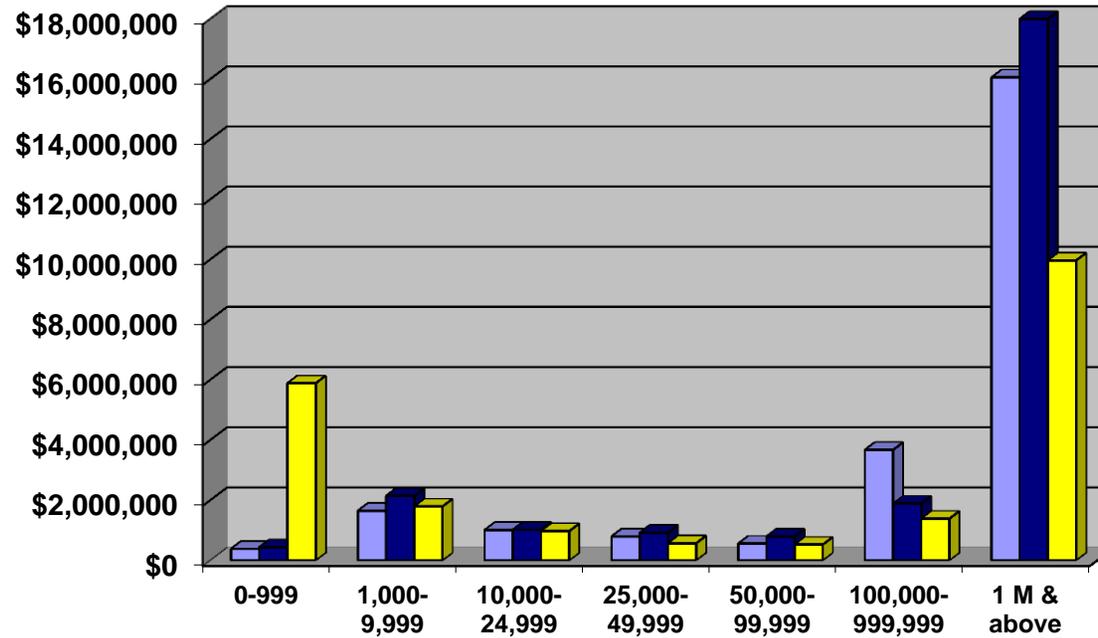
Bequest Campaign, FY2014 – \$75M Goal – **Exhibit 9**

*\*Center for Gift and Estate Planning Campaign*

Family Campaign Report – 10 years - \$20M Goal – **Exhibit 10**

**The University of Akron**  
**Size of Gift Comparison**  
**Comparison July 1 - October 31, 2013 -- FY 2013, FY 2014, FY 2015**

**Exhibit 1**

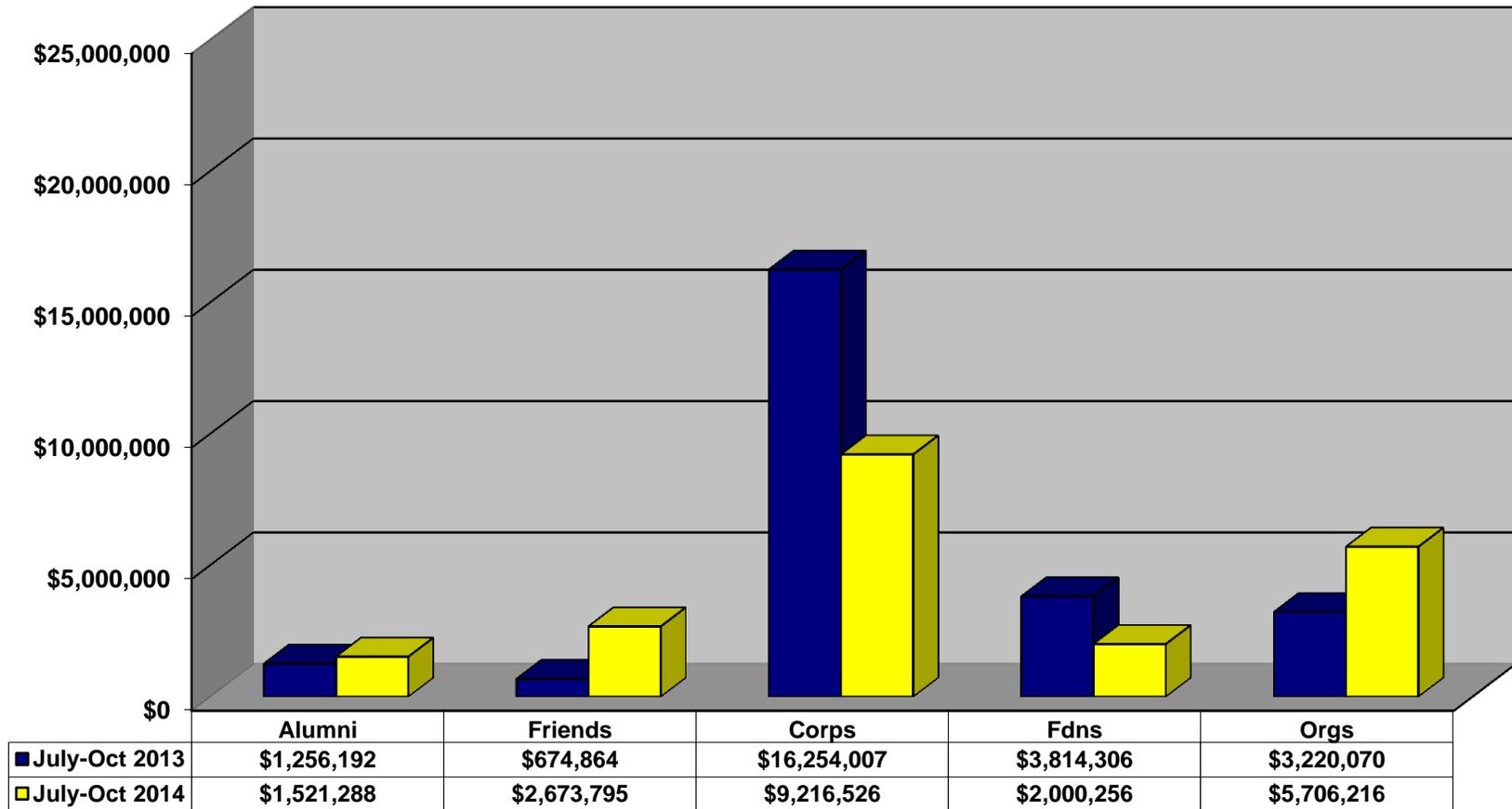


									TOTAL
2012-2013	\$ Level	\$388,201	\$1,652,643	\$1,014,552	\$798,394	\$561,956	\$3,675,428	\$16,057,945	\$24,149,119
	# Gifts	7,180	688	72	24	9	15	5	7,993
2013-2014	\$ Level	\$439,277	\$2,145,181	\$1,023,509	\$921,386	\$794,914	\$1,893,382	\$18,001,790	\$25,219,439
	# Gifts	7,705	829	73	27	13	8	5	8,660
2014-2015	\$ Level	\$5,887,810	\$1,796,336	\$977,499	\$570,705	\$527,650	\$1,389,767	\$9,968,314	\$21,118,081
	# Gifts	8,297	671	67	17	8	7	3	9,070

**Note:** Totals reflected in this report include only in-hand gifts; pledges are not included.

**The University of Akron  
Cumulative Gifts Income Report  
Comparison July 1 - October 31, 2014- FY 2013-2014, FY 2014-2015**

**Exhibit 2**



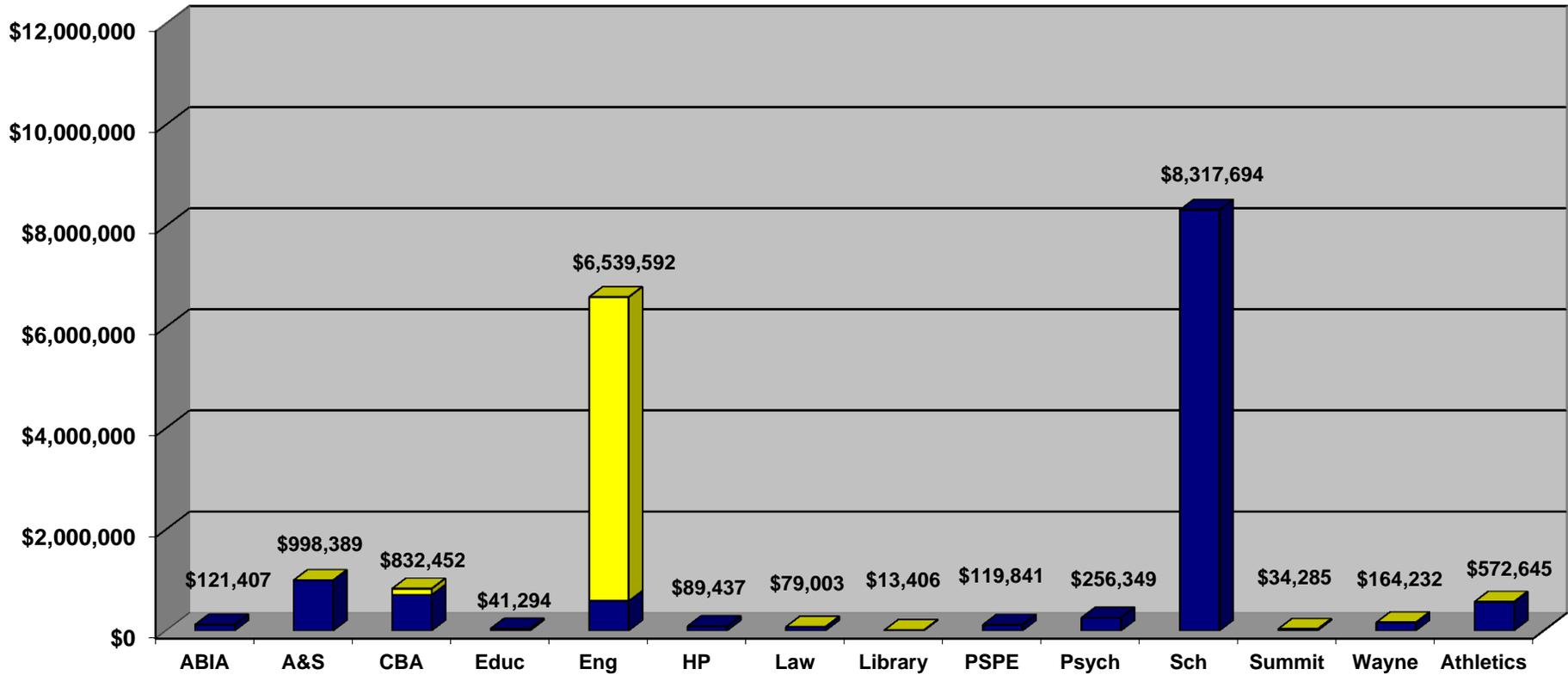
**Alumni:** graduates and former students of UA  
**Friends:** individuals who are not alumni  
**Corporations:** private, for profit entities

**Foundations:** non-profit entities whose sole purpose is charitable work  
**Organizations:** all other entities; neither corporation or foundation

**Note:** Totals reflected in this report include only in-hand gifts; pledges are not included

**The University of Akron**  
**Program Centered Private Support**  
**Fiscal Year 2014 - 2015**  
**July 1, 2014 - October 31, 2014**

**Exhibit 3**



**ABIA:** Austen BioInnovation Institute  
**A&S:** Buchtel College of Arts and Sciences  
**CBA:** College of Business Administration  
**Educ:** College of Education  
**Eng:** College of Engineering

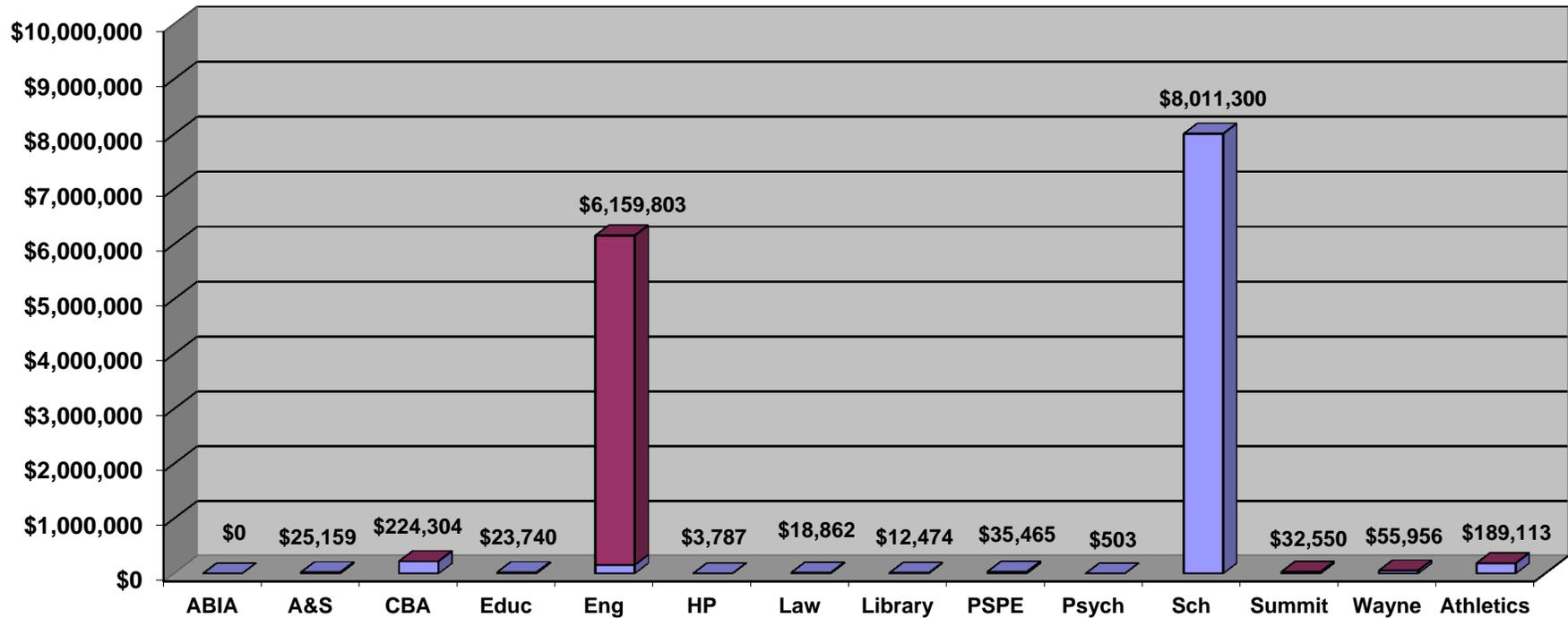
**HP:** Health Professions  
**Law:** School of Law  
**Library:** University Libraries

**PSPE:** College of Polymer Science & Polymer Engineering  
**Psych:** Psychology Archives  
**Sch:** General Scholarships  
**Summit:** Summit College  
**Wayne:** Wayne College  
**Athletics:** Zips Athletics Scholarships Fund (Z-Fund)

**Note:** Totals reflected in this report include in-hand cash gifts; pledges are not included. Yellow indicates Gift-in-Kind contributions

**The University of Akron**  
**Program Centered Private Support**  
**Fiscal Year 2014-2015**  
**October 1 - October 31, 2014**

**Exhibit 4**



**ABIA:** Austen BioInnovation Institute  
**A&S:** Buchtel College of Arts and Sciences  
**CBA:** College of Business Administration  
**Educ:** College of Education  
**Eng:** College of Engineering

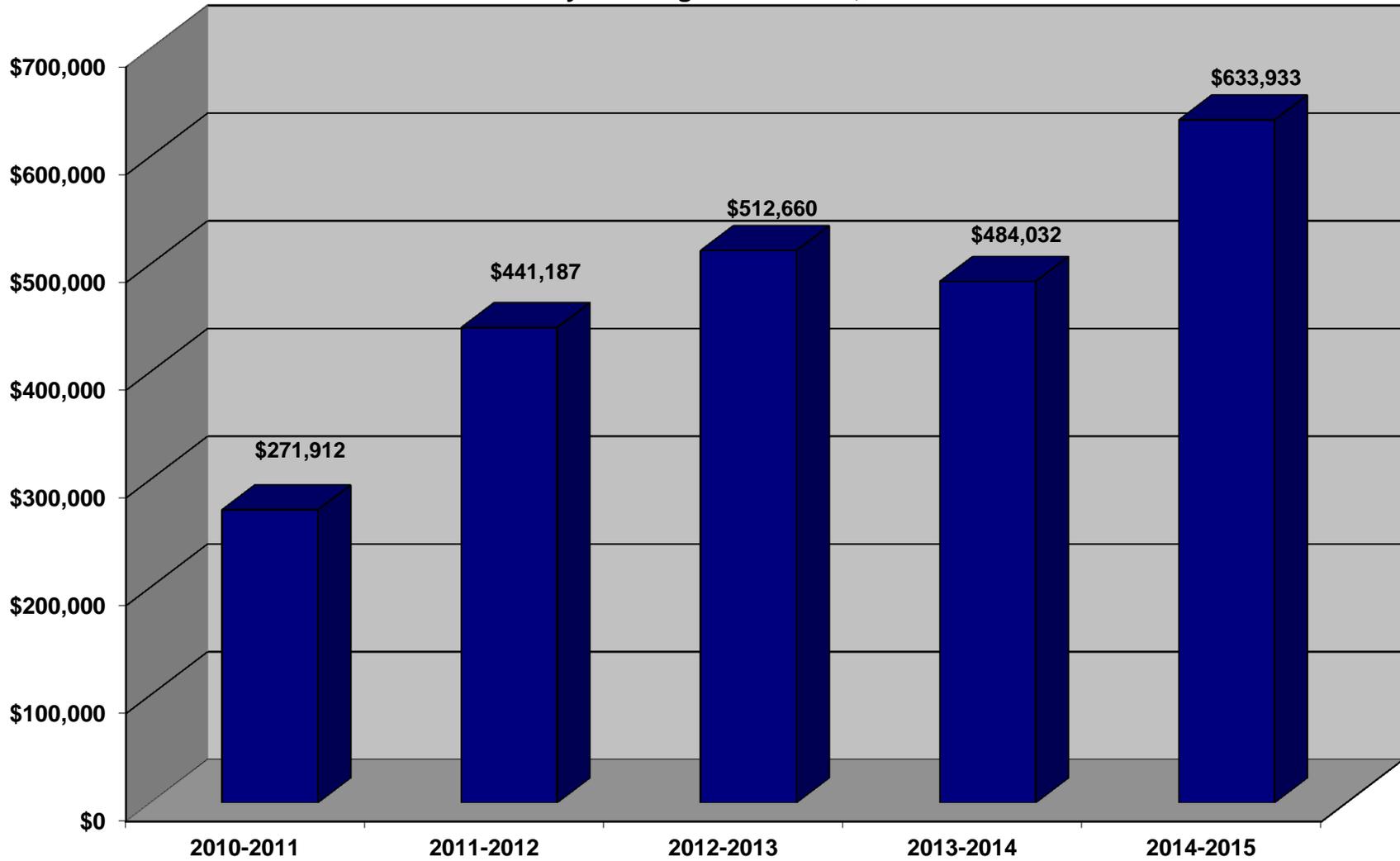
**HP:** Health Professions  
**Law:** School of Law  
**Library:** University Libraries  
**PSPE:** College of Polymer Science and Polymer Engineering

**Psych:** Psychology Archives  
**Sch:** General Scholarships  
**Summit:** Summit College  
**Wayne:** Wayne College  
**Athletics:** Zips Athletics Scholarships Fund (Z-Fund)

**Note:** Totals reflected in this report include in-hand cash gifts; pledges are not included. Burgundy indicates Gift-In-Kind contributions.

**THE UNIVERSITY OF AKRON**  
**UA Annual Giving**  
**FY2010-2011, FY 2011-2012, FY 2012-2013, FY 2013-2014, FY 2014-2015**  
**July 1 through October 31, 2014 FYTD**

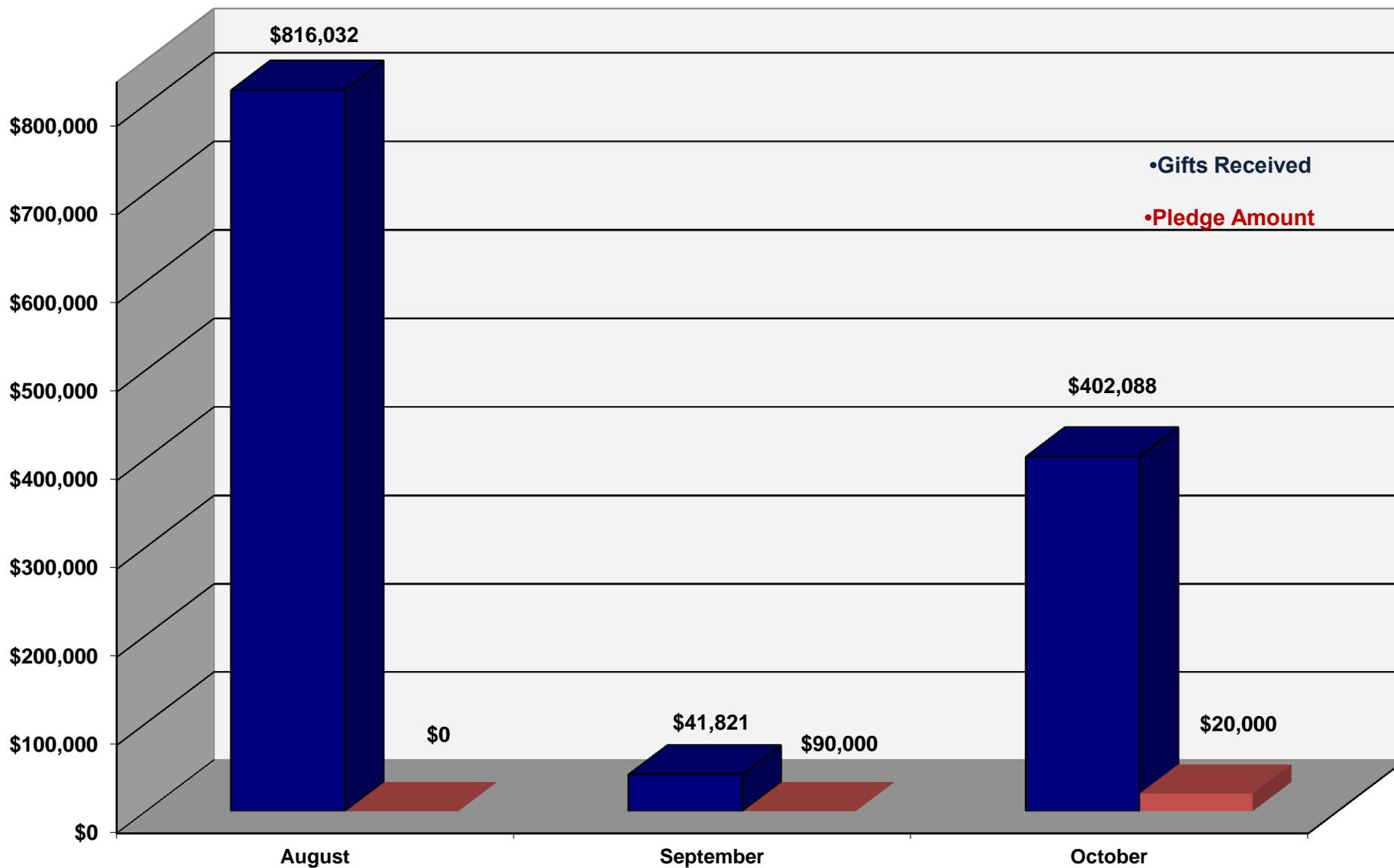
**Exhibit 5**



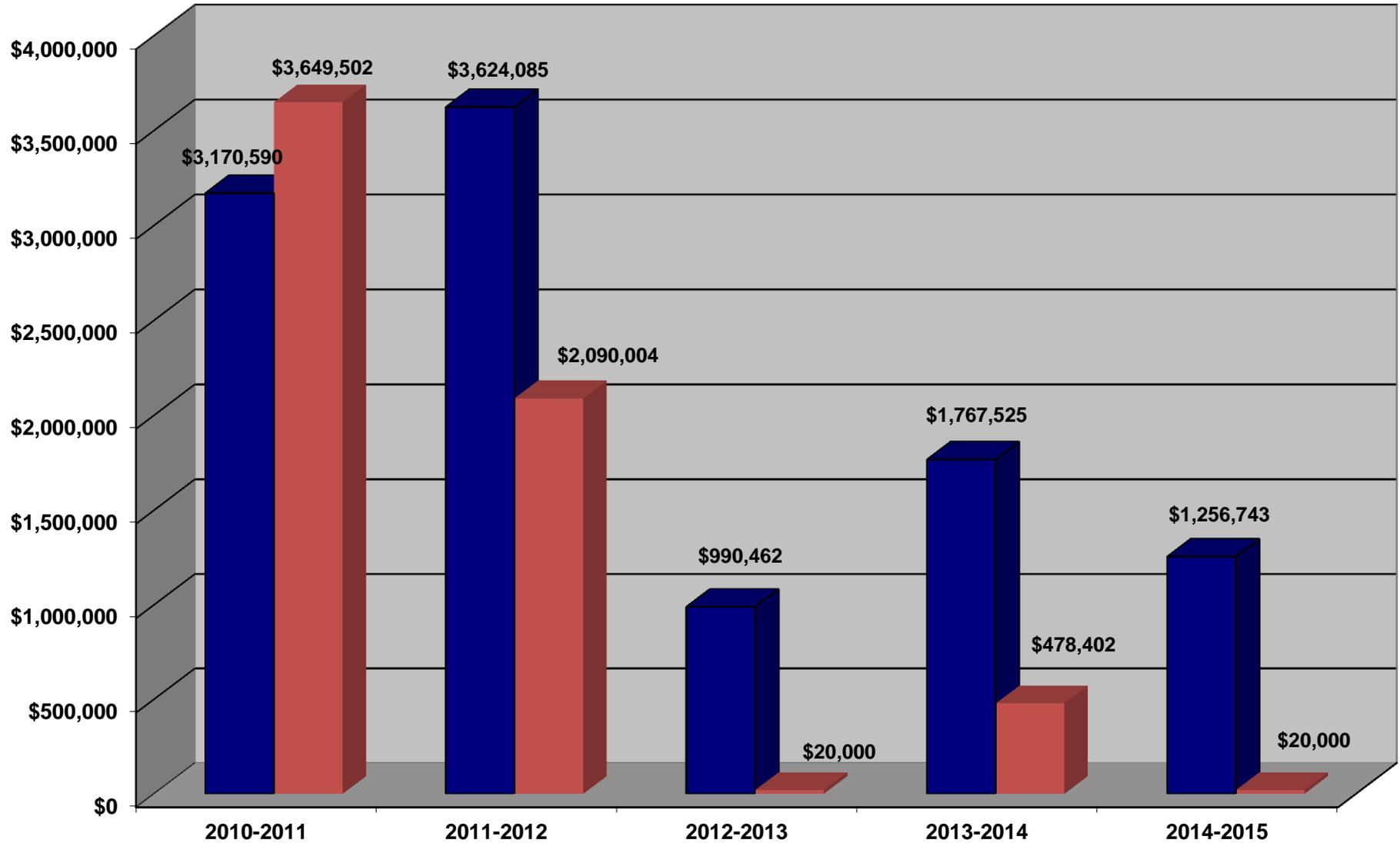
**\*UA Annual Giving is primarily direct mail and telemarketing only.**

**THE UNIVERSITY OF AKRON**  
**Bequests Campaign Report**  
Monthly Totals  
August-September-October FY 2014-2015

**Exhibit 6**

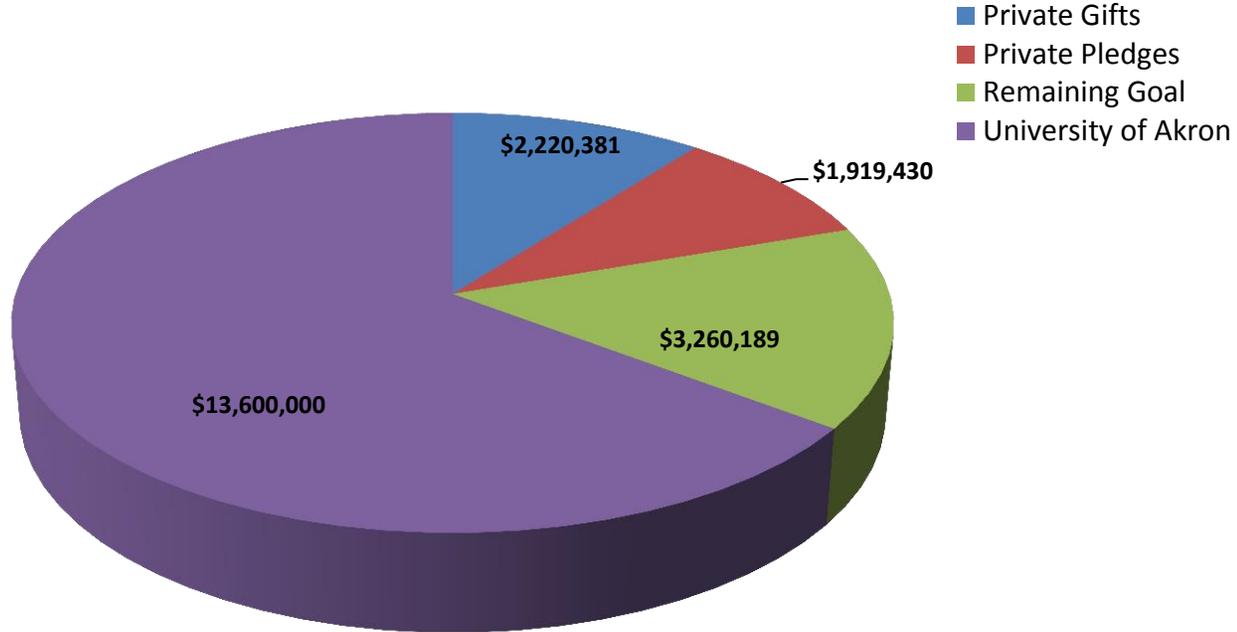


THE UNIVERSITY OF AKRON  
Bequest Report  
FY2010-2011, FY2011-2012, FY 2012-2013, FY 2013-2014, FY 2014-2015  
October 31, 2014, FYTD



The University of Akron  
School of Law Building Campaign- \$21 M Goal  
October 31, 2014 FYTD

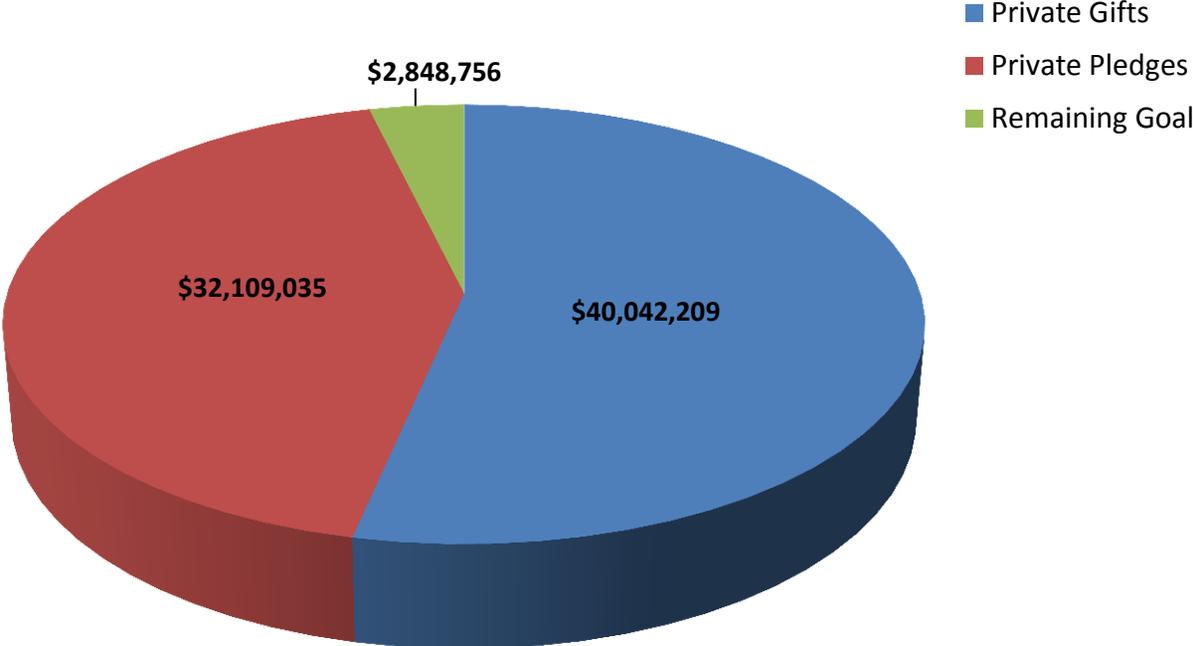
Exhibit 8



**PHASE II**

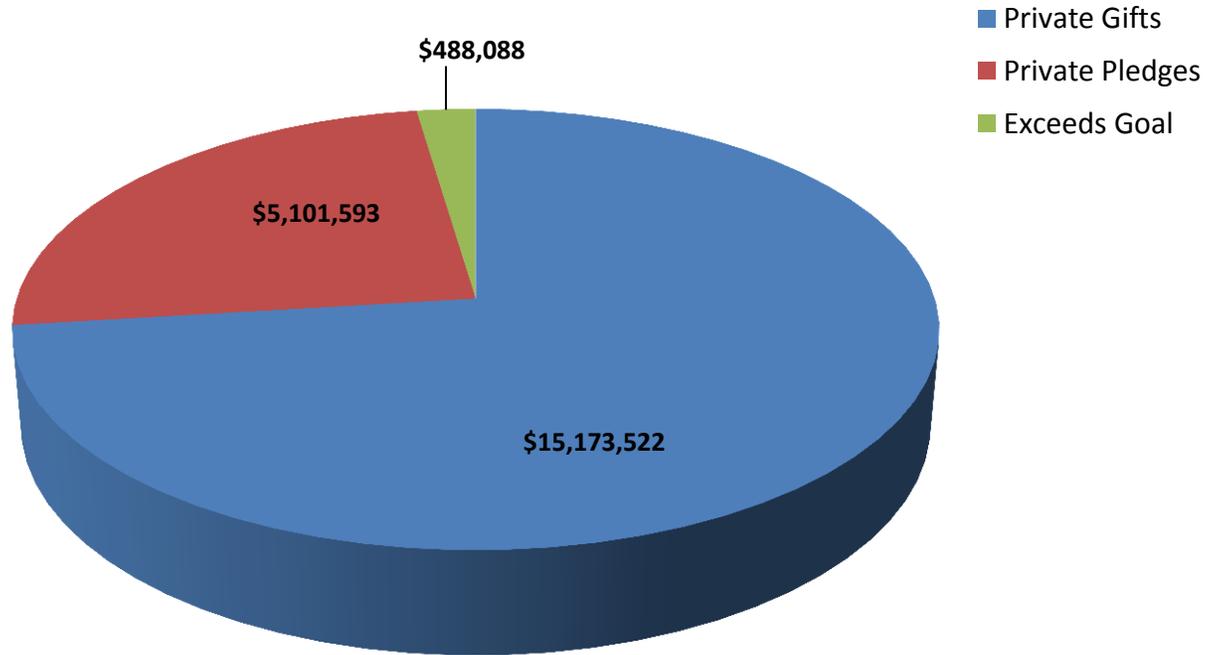
**The University of Akron  
Bequest Campaign - \$75M Goal  
*\*Center for Gift and Estate Planning*  
October 31, 2014, FYTD**

**Exhibit 9**



**The University of Akron  
Family Campaign - \$20M Goal  
October 31, 2014, FYTD**

**Exhibit 10**



## MUTUAL AID AGREEMENT

THIS AGREEMENT, made and entered into as of the \_\_\_\_ day of \_\_\_\_\_, 2014, by and between the City of Orrville, Ohio, hereinafter called the "CITY", acting pursuant to Resolution No. 47-13 passed November 18, 2013, and the University of Akron, hereinafter called the "UNIVERSITY", acting pursuant to a resolution passed by its Board of Trustees on \_\_\_\_\_.

WITNESSETH:

WHEREAS, the CITY and the UNIVERSITY maintain separate police departments pursuant to Section 3 and 7 of Article XVIII of the Ohio Constitution and Ohio Revised Code Section 3345.04 respectively; and,

WHEREAS, the CITY and the UNIVERSITY desire to provide for the mutual assistance and interchange and use of their police personnel and equipment in situations where one department needs and requests the assistance of the other; and,

WHEREAS, the CITY, by virtue of Article XVIII of the Ohio Constitution, and the UNIVERSITY, by virtue of Ohio Revised Code Section 3345.041, are empowered to provide such mutual assistance by means of this Agreement.

NOW, THEREFORE, in consideration of the promises and obligations which are hereinafter set forth, the parties hereto agree as follows:

1. Unless actively engaged in effecting an arrest or related duties, or in an emergency, or when ordered by a superior office not to render aid, each police officer employed by either of the parties hereto shall render assistance to the police officers employed by the other party whenever such assistance is requested by officers or a dispatcher. When the UNIVERSITY's on-duty police officers are rendering assistance to the CITY within the Corporation limits of the City of Orrville, they shall have full police authority commensurate with the authority enjoyed by the CITY's police officers to detain and/or arrest persons committing

all misdemeanor and felony crimes and/or to issue minor misdemeanor citations for appropriate violations.

NOTWITHSTANDING the provisions of the paragraph above, a UNIVERSITY police officer who sees a crime being committed within the territory of the other political subdivision which is a party to this Agreement, or who sees a CITY police officer who is in distress, shall have the authority to apprehend or attempt to apprehend the person or persons committing said crime and shall have the authority to go to the assistance of such police officer in distress, as long as he shall use sound discretion and reasonable judgment.

2. The necessity and availability of police equipment and personnel requested shall be subject to priority or use of the responding party within its own territorial limits and the discretion as to what police facilities are necessary or available to the responding party for use in the emergency or disaster, which discretion shall lie solely with the officer on duty in charge of the responding party's police department.
3. In the event police facilities are actively engaged within the territorial limits to the requesting party and such responding facilities are required in the home area, the right is reserved to withdraw any and all of such police personnel and equipment for servicing the home area. Such a necessary withdrawal, however, shall only be effected upon due consideration for the safety of those present. At all such times, there will be the exercise of reasonable judgment and sound discretion considering any present dangers that may affect others who are present or remaining after such necessary withdrawal. It is agreed that no liability shall arise in any event for failure to respond to a police emergency from a requesting party or for necessary withdrawal of police facilities by either hereto.
4. A reasonable charge, as mutually agreed upon by the parties, may be made or levied for the services furnished in non-emergency situations by either party pursuant to Agreement; however, it is agreed that there shall be no charge back to the CITY for any expenses incurred by the UNIVERSITY for services of CITY police hired by the UNIVERSITY for such functions as concerts, special meetings, and/or other like events, or other overtime specifically requested by UNIVERSITY requiring extra personnel. Each party shall assume the expense of loss or damage to equipment or apparatus that may occur while in the requesting party's territorial limits or while responding to a call pursuant to this Agreement.

The CITY will not indemnify and hold harmless the UNIVERSITY for any damages awarded by the Court of Claims in any civil action arising from any action or omission of any UNIVERSITY law enforcement officer acting pursuant to the Agreement.

5. All personnel of the responding party, while responding to a call of a requesting party, shall be acting within the scope of their employment by the responding party while en route to, en route from, and while acting within the territory of the requesting party.
6. On any occasion when additional assistance is called, pursuant to the terms of this contract, the senior police officer of the City shall have full charge of and authority over any assisting equipment and personnel responding pursuant to such a call if the incident is occurring within the municipal corporation limits of the CITY, otherwise the senior police officer of the requesting party present and in charge of the department of such party shall have full charge of and authority over any assisting equipment and personnel responding pursuant to such a call.
7. Police officers who are rendering emergency assistance to the other department shall be entitled to all the rights and benefits of the Workers' Compensation Act and the police pension fund, as such may be applicable through the officer's primary employer, to the same extent as when performing service within their perspective territories and within their respective scope of employment.
8. To the extent permitted by law, neither of the parties hereto shall be liable for any damages to the other party for failure to answer, or neglect in answering any call for additional police protection or for inadequacy, negligent operation of equipment and apparatus, or for any cause whatsoever growing out of such use of said equipment and apparatus or lack of performance of duties by police department members.
9.
  - (A) Chapter 2743 of the Ohio Revised Code shall apply to law enforcement officers of the UNIVERSITY serving outside the UNIVERSITY pursuant to this Agreement. UNIVERSITY law enforcement officers acting outside the UNIVERSITY pursuant to this Agreement shall be entitled to participate in any indemnity fund established to the same extent as while acting within the UNIVERSITY. Such officers shall be entitled to all rights and benefits set forth in Sections 4123.01 to 4123.94 of the Ohio Revised Code. Further, UNIVERSITY law enforcement officers shall also retain their personal immunity from civil liability as set forth in Section 9.86 of the Ohio Revised Code.

- (B) The CITY shall not be subject to civil liability under Chapter 2744 of the Ohio Revised code as a result of any action or omission of any UNIVERSITY law enforcement officer acting pursuant to this Agreement.
  - (C) This item of the Agreement has been written in order to clarify and incorporate Section 3345.041(B) of the Ohio Revised Code.
10. Any power granted by this Agreement to UNIVERSITY law enforcement officers shall be applicable during periods when such officers are within the scope of official duty on behalf of the UNIVERSITY. Such powers shall not apply when UNIVERSITY law enforcement officers are off-duty but within the jurisdictional limits of the CITY.
  11. In the event of a felony crime being committed upon the UNIVERSITY property situated within the corporate limits of the CITY, the CITY and UNIVERSITY law enforcement agencies shall conduct a joint and cooperative investigation of said felony crime.
  12. UNIVERSITY law enforcement officers shall have primary responsibility to investigate all misdemeanor crimes committed upon UNIVERSITY property. During those times that UNIVERSITY personnel are not available or on-duty, CITY law enforcement officers shall complete the necessary reports and forms and forward said reports and forms to the UNIVERSITY for all necessary action.
  13. This Agreement shall be in effect until December 31, 2017. Either party can cancel said Agreement with thirty (30) days written notice to the other party.
  14. The following shall be used as a further guideline to the services that the City law enforcement officers shall offer and provide to the UNIVERSITY.

### **LETTER OF UNDERSTANDING**

This letter of understanding is meant to act as a guideline and an outline as to the services that the City of Orrville Police Department will provide to the University of Akron, Wayne College, and its uniformed officers.

The City of Orrville Police Department will not provide the following type of services to the University of Akron, Wayne College, its students, and/or personnel:

1. Personal escorts to vehicles.
2. Battery jumps or starts.
3. Emergency gasoline supplies for vehicles.
4. Routine and/or extra security at college events — the University will need to submit a request for extra personnel and be responsible for these extra expenses itself.
5. Parking enforcement on college property except handicap parking.

The City of Orrville Police Department will provide the following types of services to the University of Akron, Wayne College, its students, and/or personnel which are routinely offered to all citizens, businesses, and organizations of the community, if the UNIVERSITY wishes to avail themselves to the services:

1. Money escorts to a financial institution.
2. Loc job — lock outs of motor vehicles that do not have electric locks whenever UNIVERSITY officers are not on-duty or available.
3. Completion of motor vehicle accident reports for accidents that occur on UNIVERSITY property within the corporation limits whenever UNIVERSITY police are not on-duty or available.
4. Completion of misdemeanor criminal reports when UNIVERSITY police are not on-duty or available. Said reports shall be forwarded to UNIVERSITY police for investigation and final disposition.
5. Routine patrol upon UNIVERSITY property within the corporation limits of the City and the enforcement of appropriate laws including but not limited to open containers, underage consumption of alcohol, trespassing, littering, disorderly conduct, etc., regardless of whether UNIVERSITY police are on-duty or available.
6. Emergency response to all calls that occur within the corporation limits of the City.
7. Full investigation of all felony crimes occurring within the corporation limits of the CITY through a cooperative and joint effort between the City of Orrville Police Department and the University of Akron Police Department.
8. Access to LEADS information which will be limited and restricted to University law enforcement officers only.
9. Access to the City of Orrville jail facilities for the purpose of temporary holding and booking of prisoners until their release. Under no circumstances, however,

will persons arrested by UNIVERSITY law enforcement officers be held overnight in the CITY facilities. UNIVERSITY law enforcement officers will be permitted to use the CITY jail facilities only for those persons who will be released on their own recognizance. In any event, UNIVERSITY personnel must be present within the CITY police facilities until the person is released.

The UNIVERSITY will provide to the CITY a listing of personnel to contact after normal business hours when UNIVERSITY law enforcement officers are not on-duty, in the event of an emergency at the UNIVERSITY or any other circumstances that may require immediate attention by UNIVERSITY personnel.

THE UNIVERSITY OF AKRON

CITY OF ORRVILLE, OHIO

By: \_\_\_\_\_

By: \_\_\_\_\_

Typed Name: \_\_\_\_\_

Typed Name: Steven M. Wheeler

Title: \_\_\_\_\_

Title: Safety-Service Director

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Pertaining to the Mutual Aid Agreement between  
The University of Akron and the City of Orrville

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

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

WHEREAS, the City of Orrville and The University of Akron currently are parties to a Mutual Aid Agreement, which expires on December 31, 2014; and

WHEREAS, the City of Orrville and The University of Akron desire to enter into a new Mutual Aid Agreement, which will extend their relationship through December 31, 2017;

NOW THEREFORE, BE IT RESOLVED, that the recommendation of the Vice President for Capital Planning and Facilities Management and the Assistant Vice President for Campus Safety and Chief of Police, to enter into the Mutual Aid Agreement between The University of Akron and the City of Orrville, be approved and that the Agreement be executed, subject to review for legal form and sufficiency by the Office of General Counsel.

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Ted A. Mallo, Secretary  
Board of Trustees



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

TO: Dr. Mike Sherman, Sr. V.P. & Provost & COO 

FROM: Ted Curtis, AIA, NCARB  
 Vice President, Capital Planning and Facilities Management

DATE: November 17, 2014

SUBJECT: Zook Hall Renovations Phase 2B - Construction  
 Project No. UAK120015

Bids for the above referenced project were solicited in October 2014 and received/opened by our Purchasing Department on November 10, 2014. This project is state and locally funded and this bid event consists of interior and exterior renovations to Zook Hall, including additions to the north façade and southwest wing.

We recommend the award of construction contract(s) to the following contractor(s):

Low Bidder	Trades	Low Bid
Mid America Construction, LLC	General	\$5,137,700
S. A. Comunale Company, Inc.	Fire Supression & HVAC	\$1,747,900
R. R. Hampton Plumbing & Heating, Inc.	Plumbing	\$460,766
PAR Electrical Contractor, Inc dba J. W. Didado Electric Company	Electrical	\$1,669,605
<b>TOTAL</b>		<b>\$9,015,971</b>

Total budget vs. recommendation:

Construction Budget	Recommended Award	Difference from Budget	% Diff. from Budget
\$11,329,436	\$9,015,971	-\$2,313,465	-20.42%

The budget for this project is as follows:

**BUDGET:**

<b>Total Budget</b>	<b>\$18,150,000</b>	<b>Total Actual</b>	<b>\$18,150,000</b>
Design Fee	\$1,195,556	Design Fee	\$1,017,151
CM Fee	\$421,961	CM Fee	\$413,341
Reimbursables	\$668,105	Reimbursables	\$1,271,830
% For Art	\$160,000	% For Art	\$160,000
Local Administration Fee	\$201,579	Local Administration Fee	\$161,234
Construction	\$13,438,631	Construction Bid 1A	\$172,670
FF&E	\$626,731	Construction Bid 1B	\$800,310
Contingencies	\$1,437,437	Construction Bid 2A	\$760,000
		Construction Bid 2B	\$9,015,971
		FF&E Bid 1C	\$125,690
		FF&E to be bid	\$980,000
		Contingencies	\$3,271,803

**FUNDING SOURCE:**

State Funds	\$16,000,000
Local Funds	\$2,150,000

The Department of Capital Planning and Facilities Management has reviewed the proposals and determined that an award, as shown above, best meets the State of Ohio's qualifications and the University's requirements. The results of bidding process for this project, compiled by the Purchasing Department, are attached.

If you concur, this recommendation will be submitted to the Finance and Administration Committee for its consideration on December 10, 2014.



**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

**Zook Hall Renovations Phase 2B Construction Contracts**

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 10, 2014, awarding Zook Hall renovations Phase 2B construction contracts to the following companies, be approved.

<b>Low Bidder</b>	<b>Trades</b>	<b>Low Bid</b>
Mid America Construction, LLC	General	5,137,700
S. A. Comunale Company, Inc.	Fire Supression and HVAC	1,747,900
R. R. Hampton Plumbing & Heating, Inc.	Plumbing	460,766
PAR Electrical Contractor, Inc dba J. W. Didado Electric Company	Electrical	<u>1,669,605</u>
TOTAL		9,015,971

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Ted A. Mallo  
Secretary  
Board of Trustees

December 10, 2014



**DATE:** November 26, 2014

**TO:** Dr. W. Michael Sherman  
Senior Vice President and Provost and Chief Operating Officer

**FROM:** Nathan J. Mortimer  
Associate Chief Financial Officer

**SUBJECT: Board Item for Approval**

The following purchase for more than \$500,000 is recommended for approval by the Board of Trustees at its meeting on December 10, 2014.

1. **Stop-Loss Medical Coverage:** The Office of Talent Development and Human Resources is requesting ratification of an award to Highmark Insurance Group (HMIG) to renew stop-loss coverage for the plan year 2015 in an estimated amount of \$1,642,637.

The University directed its employee benefit plan consultant, Towers Watson, to initiate a request for a renewal proposal from our specific stop-loss carrier, Highmark Insurance Group (HMIG), for plan year 2015. Specific stop-loss coverage is inclusive of combined medical and prescription-drug claim costs. Following the analysis of the HMIG proposal, the University, in consultation with Towers Watson, recommends accepting the HMIG proposal for specific stop-loss coverage of \$300,000 per individual. Increasing the individual coverage level from \$275,000 to \$300,000 will save approximately \$174,320 in the annual premium cost, which still increases by 1.4 percent over current-year cost. During the last three years, the University had 4-6 claims exceed the \$275,000 level each year. The break-even point with the higher limit is 7 claims.

HMIG's renewal proposal was issued with a deadline of November 20, 2014. If not accepted by the deadline, it was likely that an updated renewal proposal would result in an increased premium cost due to unforeseen claims incurred during October. On November 18, 2014, after review by the Office of General Counsel I recommended to Dr. Scarborough that we should seek permission to proceed immediately. The president consulted with Mr. Pogue, who agreed that the administration should proceed with the renewal based on the changes proposed and seek ratification of such action by the Board of Trustees.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, that the recommendation presented by the Finance & Administration Committee on December 10, 2014, be approved.

Ratification of an award to Highmark Insurance Group (HMIG) of a contract to renew the University's stop-loss coverage for the plan year 2015 in an estimated amount of \$1,642,637

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Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

# **FINANCE & ADMINISTRATION COMMITTEE**

## **APPENDIX 10**

### **PURCHASE FOR MORE THAN \$500,000**

### 2015 Stop Loss Renewal Facts

	Current	Renewal	Option 1
Individual Deductible	\$275,000	\$275,000	\$300,000
Composite Rate PEPM	\$57.97	\$65.04	\$58.80
Estimated Annual Premium	\$1,619,450	\$1,816,957	\$1,642,637
Increase		12%	1.40%

### Historical Analysis

Year	Claimants	Claims	Premium	Individual Deductible
2011	5	\$625,100	\$807,955	\$250,000
2012	8	\$1,271,500	\$1,085,200	\$250,000
2013	6	\$2,968,800	\$1,184,641	\$250,000
2014*	5	\$668,354	\$1,616,604	\$275,000
Total		\$5,533,754	\$4,694,400	

\*YTD claims as of September 30, premium estimated through December 31

### Deductible Increase Analysis

	Straight Renewal	Increased Deductible	Difference
Individual Deductible	\$275,000	\$300,000	\$25,000
Composite Rate PEPM	\$65.04	\$58.80	(\$6.24)
Estimated Annual Premium	\$1,816,957	\$1,642,637	(\$174,321)
Increase	12%	1.40%	-10.60%
Break-Even Point			-7

### Recommendation Summary

Benefits Administration and Towers Watson recommend accepting the HMIG proposal, and raising the deductible from \$275,000 to \$300,000 prior to the expiration of this offer on November 20, 2014. As of today, there are 4 more claimants likely to hit their individual deductible. Two of these individuals were unknown at the time the renewal was delivered. If we wait our renewal is likely to increase.

The individual deductible for stop loss was raised last year from \$250K to \$275K. Typically large plans will raise deductibles in line with medical trend (8%) in order to keep costs and risk relatively the same from year to year.

Our break-even point for a \$300,000 deductible is 7 claimants. Historically the average number of claims is 5.6.

Given the potential savings and relatively low risk we recommend the increased deductible.

**STOP LOSS PROPOSAL FOR  
University of Akron**



**Sales Representative:** Michael B. Herger  
**Broker:** Towers Watson Delaware Inc  
**TPA:** Apex Benefits Services

**Effective Date:** 01/01/2015  
**Through Date:** 12/31/2015

**Provider Network(s):** SummaCare (PPO)  
**Utilization Review Vendor(s):** SummaCare

Specific: (Check one)	Lives	Current	<input type="checkbox"/> Renewal	<input type="checkbox"/> Option 1
Specific Deductible (per Covered Individual)		\$275,000	\$275,000	\$300,000
Policy Year Maximum Specific Benefit		Unlimited	Unlimited	Unlimited
Lifetime Maximum Specific Benefit		Unlimited	Unlimited	Unlimited
Covered Benefits		Med, Rx Card	Med, Rx Card	Med, Rx Card
<b>Specific Premium</b>				
Composite Rate	2,328	\$57.97	\$65.04	\$58.80
<b>Total Lives</b>	<b>2,328</b>			
Estimated Contract Specific Premium		\$1,619,450	\$1,816,957	\$1,642,637
Contract Basis		48/12	60/12	60/12
Commission		0.00%	0.00%	0.00%

**Note:** This proposal is not complete unless accompanied by the proposal notes and the basis of offer noted on the following pages.

**Individual Special Requirements:**

**PROPOSAL NOTES**

- The rates in this proposal are firm. Please provide a signed proposal.
- This proposal includes Advanced Specific Funding.
- Human Organ Transplant benefits are payable in accordance with the underlying plan and are subject to the proposed Lifetime Maximum Specific Benefit offered within this proposal.

**PROPOSAL ACCEPTANCE**

Please acknowledge acceptance of the terms in this proposal by signing and returning by 11/20/2014 (no signed proposal will be accepted after the effective date). Please also indicate which option is chosen by checking the appropriate box on the previous page. Failure to remit the signed agreement within the same period will result in updated large claim disclosure (and claims) being required for our review. All payments after the effective date of this policy, found on the previous page, must use the rates selected. Any deviation from the rates specified could result in an underpayment leading to a possible policy cancellation.

Signature: \_\_\_\_\_ Title: \_\_\_\_\_

Accepted on the \_\_\_\_\_ day of \_\_\_\_\_, 20\_\_\_\_\_

Stop Loss coverage is underwritten by HM Life Insurance Company, Pittsburgh, PA, under policy form HL 601 (905) or similar; in certain states the requested coverage may not be available. As included herein, "HMIG" refers to the Stop Loss carrier.

initials: \_\_\_\_\_ date: \_\_\_\_\_

## **BASIS OF OFFER**

### **Assumptions**

- This proposal is subject to revision if there is a change in effective or renewal dates, or a change in the plan of benefits.
- This proposal is based on the utilization of the Provider Network(s) and the Utilization Review Vendor(s) listed on this proposal.
- This proposal assumes a minimum participation level of 75% applies for all eligible enrollees under a contributory plan, and 100% under a non-contributory plan.
- This proposal assumes the plan of benefits includes a pre-certification, utilization review and large case management program.
- This proposal is based on a description of the employee benefit plan(s) provided and approved by HMIG, employee and dependent census data, submission of any requested claim information, plus any other information relevant to the underwriting risk. If any of the information was incorrect or changes the risk involved, the rates will be modified, and the specific claims will be adjusted accordingly.
- Surcharges (including the bad debt and charity surcharge portion of the New York Reform Act applicable to services are rendered in New York State), pool charges, and/or covered lives assessments may be covered under the stop loss policy if such charges are considered a claim cost. HM is not responsible for the filing, and/or payment of any assessment for which HM is not directly liable including but not limited to the New Hampshire Vaccine Assessment as modified by NH HB 664.
- All standard Policy provisions apply. The laws of the state where the policy is issued will apply. Certain exclusions and limitations may apply.
- Retirees are included in the stop loss coverage.
- This proposal will expire on the proposed effective date.
- Unless otherwise limited or excluded by the stop loss policy or under the Individual Special Requirements, eligible claim expenses under the stop loss policy will follow the covered underlying plan, up to the proposed Specific Benefit Maximum.
- The Agent is properly licensed and appointed by HMIG.
- The initial rates are guaranteed for the proposed policy period unless otherwise noted.
- There are not more than 15% COBRA participants.

### **Qualifications**

- The premium rates are subject to change should the number of employees change by 10% or more, either in total and/or by single/family mix.
- If the descriptions of the benefits or plan provisions differ from what was initially utilized to underwrite the risk, an updated Plan Document or other acceptable plan description is required within 30 days of the proposed effective date, and the premium rates may be subject to re-rating, retro-active to the effective date.
- Quote assumes the Plan Document will include traditional industry provisions and definitions including, but not limited to the following: eligibility, HIPAA, termination provisions, extension for leave of absence or disability, FMLA, subrogation, transplants, COB, exclusions for job related injuries, experimental and cosmetic treatment, usual and customary charges, war, not medically necessary, traveling outside of the U.S. solely for the purpose of receiving medical care. In the event that a Plan Document is not available within 30 days from the proposed effective date, we reserve the right to issue the Policy assuming standard exclusions will apply.
- HIPAA Privacy rules permit the release of Protected Health Information (PHI) for the purpose of evaluating and accepting risk associated with the Plan Sponsor as part of "Health care operations". HMIG will use this information solely for the purpose of evaluating and accepting the risk and will not disclose any PHI collected except to perform this risk evaluation.
- The rates in this proposal are based on the disclosure of all individuals considered a special enrollee due to having previously satisfied the plan's lifetime maximum. Written acceptance by HM must be acknowledged before terms of coverage for such individuals are included under HM's stop loss policy.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Pertaining to the Master Gift Agreement Establishing the  
Drs. Nicholas and Dorothy Cummings Center for the History of Psychology

WHEREAS, on July 24, 2014, a master gift agreement between The University of Akron, The University of Akron Foundation, and Nicholas A. and Dorothy M. Cummings was entered into; and,

WHEREAS, the gift agreement included the establishment of the Drs. Nicholas and Dorothy Cummings Center for the History of Psychology; Now, therefore,

BE IT RESOLVED that the president of The University of Akron, Dr. Scott L. Scarborough, is hereby authorized to take those actions he deems appropriate and necessary related to the implementation and/or restructuring of the gift agreement to meet the mutual objectives of The University of Akron, The University of Akron Foundation and the donors.

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Ted A. Mallo, Secretary  
Board of Trustees



December 10, 2014

**SUBJECT: Contracts between \$25,000 and \$500,000 for September and October 2014  
(information only)**

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### REPORT SUMMARY

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For September 2014, there were 20 purchases in this category totaling \$1,711,037. The information below provides a summary of purchases by funding source. The account numbers indicate the funding source.

- The Dept/Fund numbers beginning with 2 are General Fund. Total General Fund is \$1,173,703.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$352,275.
- The Dept/Fund numbers beginning with 5 or 6 are Grants/Restricted Funds. Total Grants/Restricted is \$185,059.

For October 2014, there were 22 purchases in this category totaling \$1,271,533. The information below provides a summary of purchases by funding source. The account numbers indicate the funding source.

- The Dept/Fund numbers beginning with 2 are General Fund. Total General Fund is \$898,096.
- The Dept/Fund numbers beginning with 3 are Auxiliaries. Total Auxiliaries is \$181,737.
- The Dept/Fund numbers beginning with 5 or 6 are Grants/Restricted Funds. Total Grants/Restricted is \$140,000.
- The Dept/Fund numbers beginning with 4 are UA Endowment Funds. Total UA Endowment Fund is \$51,700.

# **FINANCE & ADMINISTRATION COMMITTEE**

## **APPENDIX 12**

### **PURCHASES \$25,000 TO \$500,000 FOR SEPTEMBER-OCTOBER 2014**

THE UNIVERSITY OF AKRON  
DEPARTMENT OF PURCHASING

THE FOLLOWING CONTRACTS, ALL OF WHICH WERE ENTERED INTO FOLLOWING UNIVERSITY POLICY, WERE MADE SUBSEQUENT TO THE LAST MEETING OF THE BOARD OF TRUSTEES. THESE CONTRACTS HAVE A VALUE BETWEEN \$25,000 AND \$500,000.

THIS LIST OF **SEPTEMBER** CONTRACTS IS SUBMITTED FOR THE BOARD'S INFORMATION.

VENDOR DEPT/FUND/SPEEDTYPE	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
<b>General Fund</b>				
1. Akron General Medical Center A1880013/10000/202552	0000084778	2014-09-09	Student Paramedic Classes at AGMC Rev Sharing - EMT/Paramedic	\$81,600
2. Bruker Daltonics A0355065/10000/201118 A0355000/32001/532385**	0000084883	2014-09-02	Service Maintenance Agreement Center for Mass Spectrometry NSF CHE- 1012636 – Wesdemiotis	\$49,978
3. CentraComm Communications Ltd. A4754001/10000/200258	0000085131	2014-09-24	Juniper Network Support Maintenance Ren. Network Services	\$46,210
4. Desire2Learn Inc. A4752001/10000/200265	0000084993	2014-09-10	Maintenance Agreement Renewal FY15 Academic Software	\$227,778
5. IMG Learfield Ticket Solutions LLC A7600047/20400/305033	0000084988	2014-09-12	Revenue Share per Contract 8/1/14- 8/31/14 ATHL Ticket Sales(Commissions)	\$29,997
6. JEOL USA Inc. A3704004/10000/204333 A4268010/10887/309887*	0000084956	2014-09-08	Service Agreement for 2014-2015 IPS - Microscopes Akron Polymer Training Center	\$62,607
7. Lebanon Ford Inc. A4757001/10000/200270	0000084881	2014-09-24	Two 2015 AWD Police Ford Explorers University Police Department	\$53,196
8. Lorain County Community College A4704001/10000/200105	0000084963	2014-09-09	Fund 44960 Innovation Alliance Project Special Purpose Fund	\$36,368

<b>VENDOR</b>	<b>PURCHASE ORDER</b>	<b>DATE</b>	<b>DESCRIPTION</b>	<b>AMOUNT</b>
<b>DEPT/FUND/SPEEDTYPE</b>	<b>NUMBER</b>	<b>DATE</b>	<b>DEPARTMENT</b>	
9. Mydatt Services Inc. A4626001/10000/200656	0000084991	2014-09-11	Supplimental Safety Services Off Campus Student Services	\$304,620
10. Ohio State University A4751002/10000/200701	0000085138	2014-09-26	FY15 OARnet Academic Membership Student Info Tech Fee	\$147,255
11. Pandora Media Inc. A4773001/10000/200550	0000085054	2014-09-26	Video Advertising - October 2014 University Advertising	\$53,550
12. Proofpoint Inc. A4753003/10000/200281	0000084765	2014-09-02	Email Spam and Virus Filtering Service FY15 Enterprise Software	\$38,956
13. Sierra-Cedar Inc. A4752003/10000/200269	0000085115	2014-09-26	Consulting-Payroll/Campus Sol. Database Split PeopleSoft Upgrade	\$27,000
14. TSA Consulting Group Inc. A4721006/10000/200350	0000084761	2014-09-22	Consulting Services - 403(b) Plan Fringe Benefit Control	\$50,000
15. ViVitro Labs Inc. A0610049/10000/207129	0000084971	2014-09-30	Ex-Vivo Beating Heart Superpump System Start-Up Funds - Amini,R	\$33,480
<b>* ** Net Adjustment</b>				<b>(\$68,892)</b>
<b>General Fund Total</b>				<b>\$1,173,703</b>
<b>Auxiliary Fund</b>				
16. PTS Automotive LLC A8610001/20600/308101	BR1580944	2014-09-22	UA Vehicle Maintenance Parking & Transportation Svcs	\$300,000
17. Ramada Inn & Conference Center, PA A7600001/20400/305001 A7600007/20400/305005 A7602001/20400/305006 A7600011/20400/305009 A7600013/20400/305201	0000085077	2014-09-24	Football Travel to Penn State Athletic Administration Z-Fund Athl Marketing & Promotion Cheerleaders Football	\$28,667
<b>* Net Adjustment</b>				<b>\$23,608</b>
<b>Auxiliary Fund Total</b>				<b>\$352,275</b>

<b>VENDOR DEPT/FUND/SPEEDTYPE</b>	<b>PURCHASE ORDER NUMBER</b>	<b>DATE</b>	<b>DESCRIPTION DEPARTMENT</b>	<b>AMOUNT</b>
<b>Grant/Restricted Fund</b>				
18. Center for Marketing & Opinion A0387000/36426/636426	0000085158	2014-09-26	Telephone Survey Research Project Bliss Appl. Politics Research	\$32,775
19. EarthSoft Inc. A0625000/32002/540678	0000084901	2014-09-19	EarthSoft Software and Support Svcs. ODOT Liang 1000002449ODOT	\$27,000
20. Light Curable Coatings A0620000/32001/540518	0000084995	2014-09-24	Prot. Coatings for ODOT Snow & Ice Equip. Monty 1000002333ODOT	\$80,000
** Net Adjustment				\$45,284
<b>Grant/Restricted Fund Total</b>				<b>\$185,059</b>
<b>TOTAL OF ALL FUNDS</b>				<b>\$1,711,037</b>

\* The Auxiliary Fund Total includes \$23,608.00 from Item# 6 which is partially charged to the General Fund and the remainder to the Auxiliary Fund.

\*\* The Grant/Restricted Fund Total includes \$45,284.00 from Item# 2 which is partially charged to the General Fund and the remainder to the Grant/Restricted Fund.

**THE UNIVERSITY OF AKRON  
DEPARTMENT OF PURCHASING**

THE FOLLOWING CONTRACTS, ALL OF WHICH WERE ENTERED INTO FOLLOWING UNIVERSITY POLICY, WERE MADE SUBSEQUENT TO THE LAST MEETING OF THE BOARD OF TRUSTEES. THESE CONTRACTS HAVE A VALUE BETWEEN \$25,000 AND \$500,000.

THIS LIST OF **OCTOBER** CONTRACTS IS SUBMITTED FOR THE BOARD'S INFORMATION.

VENDOR DEPT/FUND/SPEEDTYPE	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
<b>General Fund</b>				
1. Barnes & Noble College Booksellers A4752001/11000/213003	B1554360	10/27/2014	Blanket for Books at Wayne College Dual Enrollment Program -Wayne	\$115,000
2. Bepress A4752001/10000/200265	0000085431	10/30/2014	Renewal of Digital Commons FY 2015 Academic Software	\$54,196
3. Canton Charge A4753003/10000/200550	0000085291	10/20/2014	Sponsorship for 2014-15 NBA Dev. League University Advertising	\$60,000
4. Central Insulation Inc. A4721006/10000/205013	B1560627	10/15/2014	Blanket PO for Misc. HVAC Insulation on Campus Zone Maintenance	\$36,000
5. CH Instruments Inc. A4773001/10000/207144	0000085268	10/23/2014	Scanning Electrochemical Microscope Start-Up Funds - Boika	\$44,195
6. EdgeRock Technologies LLC A4773001/10000/200701	0000085260	10/10/2014	Consulting Svcs. PS Academic Advising Module Student Info Tech Fee	\$46,800
7. Elsevier Inc. A4751002/10000/201612	0000085280	10/20/2014	Testing Readiness for Nursing Stud. Fall 2014 Course Fee-Nursing Instr	\$36,018
8. Hobsons Inc. A1410003/10000/202701	0000085338	10/22/2014	Renewal for Apply Yourself, Grad School Adm. Graduate School Fees	\$50,000
9. Hulu LLC A4257114/10000/200550	0000085286	10/10/2014	Ad Placements, Video Commercial & Banners University Advertising	\$25,000

VENDOR DEPT/FUND/SPEEDTYPE	PURCHASE ORDER NUMBER	DATE	DESCRIPTION DEPARTMENT	AMOUNT
10. Innovative Interfaces Inc. A4206002/10000/204060	0000085188	10/1/2014	Yearly Maintenance for Sierra Library Sys. UL Systems	\$83,832
11. Malvern Instruments Inc. A4801007/10000/207144	0000085269	10/31/2014	Nanoparticle Characterization & Analy. Instru. Start-Up Funds - Boika	\$91,450
12. National Colloid Company A4801025/10000/205050	0000083633	10/10/2014	Water Treatment Chemicals FY 2014 Heating & Energy Ctr - Prod	\$26,852
13. Sirius Computer Solutions Inc. A0660120/10000/200265 A0355130/10000/200281	0000085426	10/30/2014	License Ren.-Software, Backup Server, IBM Congos Academic Software Enterprise Software	\$31,753
14. Towers Watson Delaware Inc. A0355130/10000/200350	0000085290	10/15/2014	Blanket PO for Benefits Consulting Services Fringe Benefit Control	\$100,000
15. TSI W4700017/10000/207139	0000085062	10/16/2014	Fluid Mechanics Measurements System Start Up Funds - Garafolo,N	\$97,000
<b>General Fund Total</b>				<b>\$898,096</b>
<b>Auxiliary Fund</b>				
16. Akron Felt & Chenille A6100026/20400/305201	B1514334	10/10/2014	Blanket PO for Embroidery/Lettering Svcs. Football	\$35,000
17. Arkinetics Inc. A7600047/20200/302720	0000085157	10/10/2014	Architectural Services Zee's Grille Renovation Dining Services Contingency	\$26,260
18. IMG Learfield Ticket Solutions LLC A7600013/20400/305033	0000085285	10/15/2014	Revenue Share per Contract 9/1/14-9/30/14 ATHL Ticket Sales(Commissions)	\$27,222
19. Lakefront Lines Inc. A7600017/20400/305401	0000085298	10/16/2014	Bus Transportation for Baseball Team FY 2015 Baseball	\$43,380

<b>VENDOR DEPT/FUND/SPEEDTYPE</b>	<b>PURCHASE ORDER NUMBER</b>	<b>DATE</b>	<b>DESCRIPTION DEPARTMENT</b>	<b>AMOUNT</b>
20. Van Devere Chevrolet A8610001/20600/308101	B1572929	10/14/2014	Blanket PO for Repairs to Roo Buses FY 2015 Parking & Transportation Svcs	\$49,875
<b>Auxiliary Fund Total</b>				<b>\$181,737</b>
<b>Grant/Restricted Fund</b>				
21. Alan Garren Int./Exterior Design A0387000/72336/772336	0000085215	10/03/2014	University Residence Furniture, Fixtures, and Equip. University Residence Renovation	\$140,000
<b>Grant/Restricted Fund Total</b>				<b>\$140,000</b>
<b>UA Endowment Fund</b>				
22. NJ Loving Apartments Ltd A4802000/30073/430073	0000084660	10/02/2014	Yearly Lease for Intern Housing in Columbus Bliss Institute Intern Program	\$51,700
<b>UA Endowment Fund Total</b>				<b>\$51,700</b>
<b>TOTAL OF ALL FUNDS</b>				<b>\$1,271,533</b>

**Office of the Alumni Association Strategy Report to  
The University of Akron's Board of Trustees  
December 10, 2014**

**Upcoming Alumni Meetings and Event**

- Dec. 15: **Distinguished Nursing Award Selection Committee** in ICS 212 at 4:30 pm
- Dec. 16: **Jingle Jazz concert** in E. J. Thomas Hall at 3 pm
- Dec. 16: **CBA Simonetti Award Selection Committee** in ICS 203 at 2 pm
- Jan. 26: **National Alumni Board** in ICS 203 at 5:30 pm
- Feb. 11: **Distinguished Nursing Alumni Awards** in ICS 5<sup>th</sup> floor at 6 pm

**Recent Alumni Events and Meetings**

- Dec. 11: **Distinguished Engineering Award Selection Committee** in ICS 203 at 4:30 pm
- Dec. 8: **Honors College Distinguished Alumni Award Selection Committee** in ICS 212 at 4:30 pm (tentative)
- Dec. 3: **Ohio Holiday Reception** in Rayburn House Office Building, Washington, D.C.
- Dec. 1: **Distinguished Education Alumni Award Selection Committee** in ICS 212 at 1 pm
- Nov. 19-24: **Men's Basketball Travel Package to Charleston, South Carolina**  
Posted on Facebook (11,604 members); ad placed in ABJ (weekday circulation 87,500); approximately 27,000 emails sent to alumni in Summit County and surrounding areas; outreach to about 1,200 alumni in Charleston and surrounding area; ads run at home football games
- Nov. 3: **Delta Gamma Lecture Featuring Jane Pauley** in E. J. Thomas Hall, reception at 5 pm, dinner at 6, lecture at 7:30; 1,149 invitations sent (208 attended)
- Oct. 28: **Education Alumni Board meeting** in ICS 203 at 4:30 pm (13 attended)
- Oct. 21: **Alumni Board meeting** in ICS 203 at noon (6 attended)
- Oct. 16: **Sherwin Williams Corporate Alumni event** at Sherwin Williams in Cleveland (30 attended)
- Oct. 16: **Los Angeles, California Alumni Event** at NBC/Universal Studios; 1,118 invitations sent (40 attended)

**Roo Crew Initiative**

As of November 11, 2014, there were 1,303 Roo Crew members. During the months of October and November, Roo Crew members volunteered for two UA visit days, the College of Business speaker series, UA Etiquette Dinner, Best Practices for Conducting an Education Job Search, and a Career Planning class.

**Communications updates as of November 11, 2014**

**Akron Magazine and E-newsletter:** Print magazine mailing to approximately 43,000 alumni (ages 60 and older) in December; E-newsletter to 70,000 email addresses in late November

**Facebook:** The University of Akron Alumni Association has 11,730 likes. Features, "Where am I Wednesday, ThrowBack Thursday and Future Zip Fridays" continue to generate increased activity and users.

**LinkedIn:** The University of Akron Alumni Association has 11,485 members.

**Twitter:** There are 724 UA Twitter followers.

**Birthday Cards:** Approximately 350 hand-addressed and signed birthday cards are sent to alumni donors every month.

**Fall Commencement Card:** "Welcome to the Alumni Association" cards will be mailed to fall Graduates in early 2015.



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

TO: Dr. Mike Sherman, Sr. V.P. & Provost & COO

FROM: Dr. Ted Curtis, AIA, NCARB   
Vice President, Capital Planning and Facilities Management

DATE: November 17, 2014

SUBJECT: Capital Planning and Facilities Management Board Report

The report contains the following sections:

**I. ITEMS FOR APPROVAL**

- A. Zook Hall Renovations Phase 2B - Construction

**II. INFORMATION ITEMS**

- A. Status of Projects and Planning Issues
- B. Information Items
- C. State Capital Request Prioritization (2015-2020)
- D. Status of Selected Projects
- E. Change Order Report
- F. Summary of Contingency Funds

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Administrative Services Building Phase III	UAK07007		Exterior masonry staining remains.		Contractor in bankruptcy. Project on hold until legal issues are resolved.
Administrative Services Building Fire Sprinkler System Replacement	UAK130015		Replacement of fire sprinkler mains and head in all areas of the Administrative Services Building. <u>Schedule: Construction start projected 01/2015.</u>		Design in progress. Advertise for bids projected 12/2014.
ASEC Exterior Façade and Lower Roof Replacement	UAK150004		Restore deteriorating masonry facades and remove/replace past service roof membranes at lower roof.		TC Architects, Inc. selected for design services.
ASEC Northwest Stair Tower Repairs	140009		Structural repairs on concrete and masonry. Glaze existing window openings; install new door at grade level. Repaint all painted surfaces. Install local heating and ventilation system. Replace electrical fixtures including exit lights.		Construction complete. Closeout in progress.
Boiler #2 Replacement	UAK150006		Demolition of existing boiler; installation of standby/temporary boiler; removal of temporary boiler; installation of permanent boiler (Simoneau). <u>Construction schedule: 09/2014 through 06/2015.</u>		Demolition of existing boiler complete 10/27/14. Rental boiler in use for entire 2014-2015 heating season. Rental boiler on-site, connections made 11/25/2014. Replacement boiler in manufacturing. Delivery projected 06/2015.

-  Project pending recommendation of Campus Guide Plan Update.
-  Project delayed or over budget.
-  Project in budget and on schedule
-  Project substantially complete.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
(As of November 17, 2014)

**SECTION II - A**

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Buchtel Field Tennis Facility - Phase I	130028		Relocate tennis courts from Lee Jackson Field to Buchtel Field. Construction schedule: 08/2013 through 05/2014.		Closeout in progress.
Campus Guide Plan Update	110025		Update to the Campus Development Guide Plan completed by Sasaki Associates in 1999 for the future development of campus.		Update presented June 2012 meeting.
<i>Center for the History of Psychology Renovation Phase II</i>	150003		<i>Renovation of the first and second floors of the Roadway Building.</i>		<i>Four Points Architectural Services, Inc. selected for design services.</i>
Chilled Water System Cooling Tower #1 and #3 Improvements	UAK130012		Phase I: Cooling Tower #1 Rebuild (new fill, hot water basins, cold water basins & miscellaneous parts, coating, etc.) Phase II: Piping replacements for Cooling Towers #1 & #3.		Phase I - Work complete 09/2013. Closeout in progress. Phase II - In design.
Exchange Street Parking Deck Repairs	140008		Repair deteriorated concrete, expansion joints, steel connections and storm drainage.		<i>Project substantially complete.</i>

-  Project pending recommendation of Campus Guide Plan Update.
-  Project delayed or over budget.
-  Project in budget and on schedule
-  Project substantially complete.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
(As of November 17, 2014)

**SECTION II - A**

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Exchange Street Zee's Grill Renovation	140021		Project involves adding new dining area to the current Zee's Grille by taking over and connecting to the adjacent University owned tenant space and constructing new patron restrooms.		<i>Design in progress.</i>
Fire Alarm Replacement Phase 5	UAK130007		Replace antiquated fire alarm system in Center for Child Development, Olson Research Center and Ocasek Natatorium.		<i>Scope of project is formalized. Search for Engineer in progress.</i>
General Purpose Classroom Technology and Furniture Upgrade Phase II	130033		Replace tablet arm chairs with tables and chairs.		Programming underway.
James A. Rhodes Arena Feasibility Study	110028		Study for improved sight lines, revisions to seating configuration, improved concessions, novelty and ticketing as well as team and offices facilities.		Additional scheme requested which includes revised seating and south lobby renovation.
JAR 26 Hydrotherapy Console	140014		Permanent and more efficient hot and cold whirlpool baths for rehabilitation of athletes.		Construction complete. Closeout in progress.

- SASAKI** Project pending recommendation of Campus Guide Plan Update.
-  Project delayed or over budget.
  -  Project in budget and on schedule
  -  Project substantially complete.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
(As of November 17, 2014)

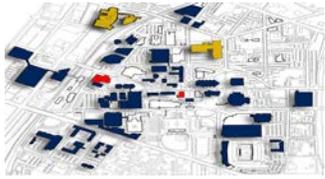
**SECTION II - A**

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Law School Renovation	UAK100008		Complete renovation of the Law School.		Braun & Steidl selected for professional design services. Design in progress.
Medina Campus Paving and Roof Repairs	140018		Repairs to the Medina County University Center's roof and pavement.		<i>Closeout complete.</i>
Quaker Square Laundry Room 434A Modification	140010		Convert storage room into a laundry room.		Closeout in progress.
Research Lab Renovations	UAK140011		Renovate Auburn Science and Engineering Center and Olson Research Center for new research programs.		DLZ and BHDP Architecture selected for professional design services. Design in progress.
Student Union Career Center	130036		Renovations to 106, 140A and 307.		Closeout in progress.

- SASAKI** Project pending recommendation of Campus Guide Plan Update.
-  Project delayed or over budget.
  -  Project in budget and on schedule
  -  Project substantially complete.

**THE UNIVERSITY OF AKRON**  
**CAPITAL PLANNING AND FACILITIES MANAGEMENT**  
**STATUS OF PROJECTS AND PLANNING ISSUES**  
(As of November 17, 2014)

**SECTION II - A**

PROJECT NAME	PROJECT NUMBER	IMAGE	DESCRIPTION	STATUS	
Title V Boiler Compliance	UAK130004		To meet Environment Protection Agency standards, new low NOx burners and related modifications need to be added to each of the three High Temp Hot Water boilers in UA's main plant. <u>Construction schedule: Anticipated completion 02/2015.</u>		All work complete except Boiler #1 (High Fire Commissioning) and Boiler #1 & 3 EPA Test (January 2015).
Water-Energy Conservation Performance Contract	130030		Approximately \$60 million in campus wide mechanical, electrical, & plumbing improvements and associated energy savings. <u>Construction schedule: Fall 2013 through Fall 2016.</u>		<i>Construction 50% complete.</i>
Wolf Ledges Engineering Building (The University of Akron Engineering Research Center)	UAK100002		New Research Building located south of Buckingham Hall. Dr. Farhad Lab		Dr. Farhad lab construction complete. <i>Request for funds made to complete lab build-outs that remain. Lab programs in development.</i>
Zook Hall Renovation	UAK120015		Total renovation of Zook Hall. Selected areas of Central Hower to be used as swing space. <u>Schedule: 06/2014 through 04/2016.</u>		Phase 1A (Central Hower) - Abatement and Demolition complete. Phase 1B (Central Hower) - Construction complete. Phase 1C (Central Hower) - Furniture complete. Phase 2A (Zook Hall) - <i>Abatement and Demolition 90% complete.</i> Phase 2B (Zook Hall) - <i>Construction bids received 11/10/2014 and submitted for Board of Trustees approval.</i>



Project pending recommendation of Campus Guide Plan Update.



Project delayed or over budget.



Project in budget and on schedule



Project substantially complete.

# **FINANCE & ADMINISTRATION COMMITTEE**

## **APPENDIX 14**

### **CAPITAL PROJECTS**

**INFORMATION ITEMS DECEMBER 10, 2014**

1. **Auburn Science and Engineering Center Exterior Façade and Lower Roofs Replacement**
  - SF330 on 09/23/2014
  - Budget \$3,300,000 (state funds)
  - A/E Fee \$257,800
  - **Description: Remove and replace lower roof membranes that are past service/warranty life. Mitigate deteriorating brick masonry and concrete façade systems at select elevations.**
  - Interviews on 10/09/2014 with TC Architects recommended.
  
2. **Martin University Center**
  - Repurposing at Paul E. Martin Center
  - Met with Purchasing Department and interested parties on 11/04/2014.

## The University of Akron

### Capital Projects 2015-2020

Main Campus	State Funding	Local/Other Funding	Total
<b>First Biennium Projects 2015-2016</b>			
Electrical Infrastructure - Loops	\$ 2,500,000	\$ -	\$ 2,500,000
Auburn Science and Engineering Center Exterior Façade and Lower Roofs Replacement	\$ 3,300,000	\$ -	\$ 3,300,000
Research Lab Renovations	\$ 2,500,000	\$ -	\$ 2,500,000
General Lab Renovations	\$ 4,000,000	\$ -	\$ 4,000,000
Central Hower Infrastructure	\$ 1,200,000	\$ -	\$ 1,200,000
Law School Renovation	\$ 5,000,000	\$ 15,000,000	\$ 20,000,000
EJ Thomas Hall Renovation	\$ 1,000,000	\$ -	\$ 1,000,000
Sub-Total First Biennium	<b>\$ 19,500,000</b>	<b>\$ 15,000,000</b>	<b>\$ 34,500,000</b>
<b>Second Biennium Projects 2017-2018</b>			
Buchtel Commons Underground Infrastructure (Mech)	\$ 2,500,000	\$ -	\$ 2,500,000
UA Engineering Research Center Build Out	\$ 2,300,000	\$ -	\$ 2,300,000
EJ Thomas Hall Renovation	\$ 2,000,000	\$ -	\$ 2,000,000
Polsky Building Exterior Restoration	\$ 1,200,000	\$ -	\$ 1,200,000
Crouse Hall Rehabilitation	\$ 16,000,000	\$ -	\$ 16,000,000
Auburn Science and Engineering Center Co-op, Recruiting and Machine Shop Renovations	\$ 1,250,000	\$ -	\$ 1,250,000
Bierce Library Façade Expansion	\$ 2,000,000	\$ -	\$ 2,000,000
Sub-Total Second Biennium	<b>\$ 27,250,000</b>	<b>\$ -</b>	<b>\$ 27,250,000</b>
<b>Third Biennium Projects 2019-2020</b>			
Ayer Hall Rehabilitation	\$ 20,000,000	\$ -	\$ 20,000,000
Buchtel Commons Restoration	\$ 2,500,000	\$ -	\$ 2,500,000
Sub-Total Third Biennium	<b>\$ 22,500,000</b>	<b>\$ -</b>	<b>\$ 22,500,000</b>
<b>Wayne Campus</b>			
<b>First Biennium Projects 2015-2016</b>			
Basic Renovations	\$ 800,000	\$ -	\$ 800,000
Sub-Total First Biennium	<b>\$ 800,000</b>	<b>\$ -</b>	<b>\$ 800,000</b>
<b>Second Biennium Projects 2017-2018</b>			
Basic Renovations	\$ 800,000	\$ -	\$ 800,000
Sub-Total Second Biennium	<b>\$ 800,000</b>	<b>\$ -</b>	<b>\$ 800,000</b>
<b>Third Biennium Projects 2019-2020</b>			
Basic Renovations	\$ 800,000	\$ -	\$ 800,000
Sub-Total Third Biennium	<b>\$ 800,000</b>	<b>\$ -</b>	<b>\$ 800,000</b>
Total (Capital Projects)	<b>\$ 71,650,000</b>	<b>\$ 15,000,000</b>	<b>\$ 86,650,000</b>

Capital Planning and Facilities Management July 3, 2014

**STATUS OF SELECTED PROJECTS**

- Page 1**        **ASEC Northwest Stair Tower Repairs**
- Page 2**        **JAR 26 Hydrotherapy Console**
- Page 3**        **Student Union Cul-de-sac**
- Pages 4-5**    **Wolf Ledges Engineering Building (The University of Akron Engineering Research Center) - Dr. Farhad lab**
- Page 6**        **Zook Hall Renovation – September 2014 - Before & November 2014 – Demo Underway**

**ASEC Northwest Stair Tower Repairs**



**JAR 26 Hydrotherapy Console**



**JAR 26 Hydrotherapy Console**



**Student Union Cul-de-sac**



**Wolf Ledges Engineering Building**  
**(The University of Akron Engineering Research Center) - Dr. Farhad lab**



**Wolf Ledges Engineering Building**  
**(The University of Akron Engineering Research Center) - Dr. Farhad lab**



**Wolf Ledges Engineering Building**  
**(The University of Akron Engineering Research Center) - Dr. Farhad lab**



**Wolf Ledges Engineering Building**  
**(The University of Akron Engineering Research Center) - Dr. Farhad lab**



**Zook Hall Renovation – September 2014 - Before**



**Zook Hall Renovation – November 2014 – Demo Underway**



**CHANGE ORDER REPORT AS OF NOVEMBER 17, 2014**

The following change orders were processed subsequent to the last meeting of the Board of Trustees:

EXCHANGE STREET PARKING DECK REPAIRS 2014 (PROJECT# 140008)**Harry S. Peterson**

004-01	Additional quantity of heavy duty membrane patch	8,500.00
005-01	Reconcile/balance contract	(46,565.50)

**Bassak Brothers, Inc.**

003-02	Replace 8" riser	4,616.74
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**Thompson Electric, Inc.**

001-03	Install heat trace	6,310.78
		<u>(27,137.98)</u>

TITLE V BOILER COMPLIANCE (PROJECT# UAK130004)**Associated Mechanical, Inc.**

005-03	Additional start-up and commissioning fees beyond allowance	5,110.38
		<u>5,110.38</u>

ZOOK HALL RENOVATION (PROJECT# UAK120015)**Lepi Enterprises, Inc.**

001-1A-01	Abatement of miscellaneous classroom items and revised layout of Unisex toilet room	39,596.10
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**Speelman Electric, Inc.**

002-1B-04	Modifications to the break room and changes to the audio visual equipment	5,673.47
003-1B-04	Modifications to the ADA bathroom and duct penetrations	1,923.79
006-1B-04	Upgrading telecom	11,251.51
008-1B-04	Provide additional power and feeds to coordinate with the furniture layout	27,646.85
010-1B-04	Relocating conduits and wiring to accommodate new duct work	1,396.62
011-1B-04	Removal of floor boxes from room #311	320.37
012-1B-04	Removal of four switches and one outlet in room #309A	80.09
013-1B-04	Re-feeding lights in several rooms and end of hallway	1,430.52
014-1B-04	Relocating a power outlet for the drinking fountain in third floor hallway	197.16
015-1B-04	Relocate an existing low voltage cable out of the new duct chase for fire damper	405.32
016-1B-04	Relocation and installation of miscellaneous equipment from Zook Hall to Central Hower	4,351.86

**S.A. Comunale Co., Inc.**

005-1B-05	Provide alternate routing of the fire line to avoid the existing duct work	4,843.78
007-1B-05	Modifications to standpipe connections and isolation valves with supervisory switches	57,942.30
		<u>157,059.74</u>

Total All Change Orders	<u><u>135,032.14</u></u>
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Summary of Contingency Funds for Projects listed on the Board of Trustees Report  
as of November 17, 2014

PROJECT NUMBER	PROJECT NAME	ORIGINAL BUDGET	ACTUAL BUDGET	STATE FUNDS	LOCAL FUNDS	BOND FUNDS	DESIGN FEE	REIMBUR-SABLES	CM FEE	SAO FEE/ LOCAL AD FEE	% FOR ART	CONSTRUCTION CONTRACTS	STILL TO BE BID/ OTHER USES	FF&E	BUDGETED CONTINGENCY	CONTINGENCY USED TO DATE CHANGE ORDERS	CONTINGENCY USED TO DATE MISC CHARGES	REMAINING CONTINGENCY	% CONTINGENCY USED TO DATE	% PROJECT COMPLETION
UAK07007	Administrative Services Building Phase III	\$ 1,344,536	\$ 1,344,536	\$ 1,344,536	\$ -	\$ -	\$ 108,950	\$ 9,125	\$ -	\$ 20,879	\$ -	\$ 1,038,060	\$ -	\$ -	\$ 167,522	\$ 160,970	\$ -	\$ 6,552	96.09%	99.90%
UAK130015	Administrative Services Building Fire Sprinkler System Replacement	\$ 110,000	\$ 110,000	\$ 110,000	\$ -	\$ -														
UAK130004	ASEC Exterior Façade and Lower Roof Replacement	\$ 3,300,000	\$ 3,300,000	\$ 3,300,000	\$ -	\$ -														
140009	ASEC Northwest Stair Tower Repairs	\$ 190,000	\$ 120,000	\$ -	\$ 120,000	\$ -	\$ 14,600	\$ 3,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 102,400	\$ -	\$ 99,678	\$ 2,722	97.34%	99.90%
UAK150006	Boiler #2 Replacement	\$ 1,200,000	\$ 1,200,000	\$ 743,140	\$ 456,860	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 743,140	\$ 456,860	\$ -						
130028	Buchtel Field Tennis Facility - Phase I	\$ 1,000,000	\$ 1,056,500	\$ -	\$ 56,500	\$ 1,000,000	\$ 64,000	\$ 10,000	\$ -	\$ -	\$ -	\$ 819,127	\$ -	\$ -	\$ 163,373	\$ 98,234	\$ 42,192	\$ 22,947	85.95%	99.90%
110025	Campus Guide Plan Update	\$ 660,800	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ 600,000	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	
150003	Center for the History of Psychology Renovation Phase II	\$ 2,500,000	\$ 2,500,000	\$ -	\$ 2,500,000	\$ -														
UAK130012	Chilled Water System Cooling Tower #1 and #3 Improvements Ph II	\$ 207,050	\$ 207,050	\$ 207,050	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -									
140008	Exchange Street Parking Deck Repairs	\$ 685,230	\$ 685,230	\$ -	\$ 685,230	\$ -	\$ 45,000	\$ 7,000	\$ -	\$ -	\$ -	\$ 528,238	\$ -	\$ -	\$ 104,992	\$ 35,673	\$ 835	\$ 68,484	34.77%	99.90%
140021	Exchange Street Zee's Grill Renovation	\$ 290,000	\$ 290,000	\$ -	\$ 290,000	\$ -	\$ 22,660	\$ 3,600	\$ -	\$ -	\$ -									
UAK130007	Fire Alarm Replacement Phase V	\$ 237,000	\$ 237,000	\$ 237,000	\$ -	\$ -														
130033	General Purpose Classroom Technology and Furniture Upgrade Ph II																			
110028	James A. Rhodes Arena Feasibility Study	\$ 50,000	\$ 50,000	\$ -	\$ 50,000	\$ -	\$ 48,000	\$ 9,019	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ (7,019)	\$ -	\$ 316	\$ (7,335)	-4.51%	99.90%
140014	JAR 26 Hydrotherapy Console	\$ 106,673	\$ 106,673	\$ -	\$ 106,673	\$ -	\$ 5,400	\$ 2,000	\$ -	\$ -	\$ -	\$ 48,492	\$ -	\$ 51,663	\$ (881)	\$ -	\$ -	\$ (881)	0.00%	99.90%
100008	Law School Renovation	\$ 20,000,000	\$ 20,000,000	\$ 5,000,000	\$ 15,000,000	\$ -	\$ 772,850	\$ 189,050	\$ 146,532	\$ -	\$ 50,000		\$ 70,977							
140018	Medina Campus Paving and Roofing Repairs	\$ 156,893	\$ 157,393	\$ -	\$ 157,393	\$ -	\$ 10,600	\$ 5,468	\$ -	\$ -	\$ -	\$ 136,450	\$ -	\$ -	\$ 4,875	\$ -	\$ 4,875	\$ -	100.00%	100.00%
140010	Quaker Square Laundry Room 434A Modifications	\$ 188,030	\$ 188,030	\$ -	\$ -	\$ 188,030	\$ 9,000	\$ 1,786	\$ -	\$ -	\$ -	\$ 149,472	\$ -	\$ -	\$ 27,772	\$ -	\$ 557	\$ 27,215	2.01%	99.90%
UAK140011	Research Lab Renovations	\$ 2,500,000	\$ 2,500,000	\$ 2,500,000	\$ -	\$ -	\$ 182,130	\$ 25,000	\$ -	\$ -	\$ -									
130036	Student Union Career Center	\$ 450,000	\$ 450,000	\$ -	\$ 450,000	\$ -	\$ 13,300	\$ 1,448	\$ -	\$ -	\$ -	\$ -	\$ -	\$ -	\$ 435,252	\$ -	\$ 212,836	\$ 222,416	48.90%	99.90%
UAK130004	Title V Boiler Compliance	\$ 750,000	\$ 1,250,000	\$ 1,250,000	\$ -	\$ -	\$ 55,250	\$ 5,200	\$ -	\$ 15,968	\$ -	\$ 1,064,508	\$ -	\$ -	\$ 109,074	\$ 73,947	\$ -	\$ 35,127	67.80%	99.90%
130030	Water Energy Conservation Performance Contract	\$ 58,982,756	\$ 58,982,756	\$ -	\$ -	\$ 58,982,756														50.00%
UAK100002	Wolf Ledges Engineering Building	\$ 4,000,000	\$ 14,168,457	\$ 294,211	\$ 7,717,772	\$ 6,156,474	\$ 919,248	\$ 660,924	\$ 278,811	\$ -	\$ -	\$ 5,819,404	\$ -	\$ 363,315	\$ 6,126,754	\$ 6,015,556	\$ 174,956	\$ (63,758)	101.04%	99.90%
UAK120015	Zook Hall Renovation	\$ 18,150,000	\$ 18,150,000	\$ 16,000,000	\$ -	\$ 2,150,000	\$ 1,017,151	\$ 1,271,830	\$ 413,341	\$ 161,234	\$ 160,000	\$ 10,748,951	\$ 980,000	\$ 125,690	\$ 3,271,803	\$ 157,060	\$ 46,653	\$ 3,068,090	6.23%	16.00%
Grand Total		\$ 117,058,969	\$ 127,653,625	\$ 30,985,937	\$ 28,190,428	\$ 68,477,260	\$ 3,888,139	\$ 2,204,450	\$ 838,684	\$ 198,081	\$ 210,000	\$ 21,095,842	\$ 1,507,837	\$ 540,668	\$ 10,505,917	\$ 6,541,440	\$ 582,899	\$ 3,381,579	52.97%	89.62%

Notes (changed October 6, 2010 BOT Report):  
Contingency Report = 50 projects  
Board Report = 48 Projects

Difference:	BOT	Contingency
	48	48
Demo of Acquired Properties	(1)	not on Contingency
Mixed Use Development	(1)	not on Contingency
Multi-Plex Football Stadium		(1) not on BOT
Multi-Plex Football Stadium Academic Development		(1) not on BOT
Total Projects	46	46

Items removed from Contingency entirely:  
Computer Center Fire Alarm  
Wayne College Expansion and Renovation  
Campus Implementation-Coleman Commons  
College of Nursing Programming and Feasibility Study  
Compter Center Access Floor Replacement  
Mary Gladwin Hall Simulation Space  
Polsky Criminal Justice Forensic Lab  
Polsky Office Reconfiguration School of Speech/Language  
Quaker Squire Fire Alarm System

December 10, 2014  
 Board Meeting  
 Presiding:  
 Warren L. Woolford

	Report of the Sr. Vice President, Provost and Chief Operating Officer
	Presentation
<b>1</b>	*Tentative Graduation List and Statistics for Fall 2014
<b>2</b>	*Proposed Curricular Change
<b>3</b>	*Assistance to Veterans and Service Members
<b>4</b>	*Research Services and Sponsored Programs Summary of Activity Reports for July-September 2014
	For Information Only:
<b>5</b>	Information Technology Report
<b>6</b>	Student Success Report
<b>7</b>	Office of Academic Affairs Report
<b>8</b>	Retention and Completion Plan – Campus
<b>*</b>	CONSENT AGENDA: ITEMS 1, 2, 3, 4

**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		35	
Master of Laws		5	
	<b>School of Law</b>		<b>40</b>
			<b>40</b>
			<b>40</b>
Doctor of Philosophy		4	
	<b>Buchtel College of Arts and Sciences</b>		<b>4</b>
Doctor of Philosophy		20	
	<b>College of Engineering</b>		<b>20</b>
Doctor of Education		1	
Doctor of Philosophy		4	
	<b>College of Education</b>		<b>5</b>
Doctor of Philosophy		8	
	<b>College of Polymer Science and Polymer Engineering</b>		<b>8</b>
Doctor of Nursing Practice		1	
Doctor of Philosophy		3	
	<b>College of Health Professions</b>		<b>4</b>
			<b>41</b>
			<b>41</b>
Master of Applied Politics		8	
Master of Arts		43	
Master of Arts in Family and Consumer Sciences		5	
Master of Arts in Political Science		1	
Master of Fine Arts in Creative Writing		1	
Master of Music		8	
Master of Public Administration		12	
Master of Science		48	
	<b>Buchtel College of Arts and Sciences</b>		<b>126</b>
Master of Science in Chemical Engineering		3	
Master of Science in Civil Engineering		6	
Master of Science in Electrical Engineering		11	
Master of Science in Engineering		7	
Master of Science in Mechanical Engineering		10	
	<b>College of Engineering</b>		<b>37</b>
Master of Arts in Education		39	
Master of Science in Curriculum and Instruction		15	
Master of Science in Education		5	
	<b>College of Education</b>		<b>59</b>
Master of Business Administration		28	
Master of Science in Accountancy		5	
Master of Science in Management		7	
Master of Taxation		5	

<b>College of Business Administration</b>		<b>45</b>
Master of Science	3	
Master of Science in Polymer Engineering	6	
<b>College of Polymer Science and Polymer Engineering</b>		<b>9</b>
Master of Arts in Education	13	
Master of Science in Education	27	
<b>College of Health Professions</b>		<b>40</b>
<b>Masters Degree Candidates</b>		<b>316</b>
Bachelor of Arts	163	
Bachelor of Arts in Business and Organizational Communication	11	
Bachelor of Arts in Family and Child Development	15	
Bachelor of Arts in Fashion Merchandising	8	
Bachelor of Arts in Interdisciplinary Anthropology	11	
Bachelor of Arts in Interdisciplinary Studies	2	
Bachelor of Arts in Mass Media - Communication	9	
Bachelor of Arts in Theatre Arts	2	
Bachelor of Fine Arts	10	
Bachelor of Music	9	
Bachelor of Science	42	
Bachelor of Science in Computer Science	7	
Bachelor of Science in Labor Economics	2	
Bachelor of Science in Political Science/Criminal Justice	21	
<b>Buchtel College of Arts and Sciences</b>		<b>312</b>
Bachelor of Science in Aerospace Systems Engineering	1	
Bachelor of Science in Biomedical Engineering	5	
Bachelor of Science in Civil Engineering	7	
Bachelor of Science in Electrical Engineering	1	
Bachelor of Science in Mechanical Engineering	14	
<b>College of Engineering</b>		<b>28</b>
Bachelor of Arts in Education	29	
Bachelor of Science in Education	108	
Bachelor of Science in Teaching and Training Technical Professionals	3	
<b>College of Education</b>		<b>140</b>
Bachelor of Business Administration	127	
Bachelor of Science in Accounting	42	
<b>College of Business Administration</b>		<b>169</b>
Bachelor of Arts	4	
Bachelor of Arts in Child Life Specialist	1	
Bachelor of Arts in Speech - Language Pathology and Audiology	1	
Bachelor of Arts/Social Work	30	
Bachelor of Science in Athletic Training	1	
Bachelor of Science in Dietetics	5	
Bachelor of Science in Education	61	
Bachelor of Science in Food and Environmental Nutrition	4	
Bachelor of Science in Nursing	24	
<b>College of Health Professions</b>		<b>131</b>
Bachelor of Science in Automated Manufacturing Engineering Technology	3	
Bachelor of Science in Computer Information Systems	9	
Bachelor of Science in Construction Engineering Technology	10	

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Bachelor of Science in Electronic Engineering Technology	4	
Bachelor of Science in Emergency Management and Homeland Security	14	
Bachelor of Science in Mechanical Engineering Technology	7	
Bachelor of Science in Organizational Supervision	50	
Bachelor of Science in Surveying and Mapping	1	
<b>College of Applied Science and Technology</b>		<b>98</b>

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**Baccalaureate Degree Candidates      878**

Associate of Applied Science in Community Services Technology	2	
<b>College of Health Professions</b>		<b>2</b>
Associate of Applied Business in Business Management Technology	15	
Associate of Applied Business in Computer Information Systems	22	
Associate of Applied Business in Hospitality Management	12	
Associate of Applied Business in Marketing and Sales Technology	1	
Associate of Applied Science in Community Services Technology	1	
Associate of Applied Science in Construction Engineering Technology	12	
Associate of Applied Science in Criminal Justice Technology	29	
Associate of Applied Science in Early Childhood Development	7	
Associate of Applied Science in Electronic Engineering Technology	9	
Associate of Applied Science in Fire Protection Technology	7	
Associate of Applied Science in Land Surveying	2	
Associate of Applied Science in Manufacturing Engineering Technology	2	
Associate of Applied Science in Mechanical Engineering Technology	6	
Associate of Applied Science in Paralegal Studies	3	
Associate of Arts	42	
Associate of Science	22	
Associate of Technical Study	3	
<b>College of Applied Science and Technology</b>		<b>195</b>
Associate of Applied Business in Business Management Technology	5	
Associate of Applied Business in Computer and Business Technology	5	
Associate of Applied Business in Health Care Office Management	5	
Associate of Applied Science in Exercise Science Technology	1	
Associate of Applied Science in Paraprofessional Education	2	
Associate of Arts	5	
Associate of Science	10	
<b>Wayne College</b>		<b>33</b>

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**Associate Degree Candidates      230**

**1,505 Total Degrees**

Term	Undergraduate		Graduate		Law		Total Degrees
	Associate	Baccalaureate	Master's	Doctoral	Master's	Doctoral	
Total Degrees Awarded through Spring 2009							<b>145,540</b>
Summer 2009	145	349	270	37			801
Fall 2009	117	678	206	29	0	25	1,055
Spring 2010	188	1,416	521	21	1	110	2,257
<b>Academic Year 2009-2010</b>	<b>450</b>	<b>2,443</b>	<b>997</b>	<b>87</b>	<b>1</b>	<b>135</b>	<b>4,113</b>
Summer 2010	149	481	357	46			1,033
Fall 2010	147	796	255	19	2	21	1,240
Spring 2011	271	1,569	551	30	2	95	2,518
<b>Academic Year 2010-2011</b>	<b>567</b>	<b>2,846</b>	<b>1,163</b>	<b>95</b>	<b>4</b>	<b>116</b>	<b>4,791</b>
Summer 2011	128	485	330	39			982
Fall 2011	113	785	251	29	0	14	1,192
Spring 2012	319	1,577	557	38	3	125	2,619
<b>Academic Year 2011-2012</b>	<b>560</b>	<b>2,847</b>	<b>1,138</b>	<b>106</b>	<b>3</b>	<b>139</b>	<b>4,793</b>
Summer 2012	141	475	314	43			973
Fall 2012	197	888	233	28	2	36	1,384
Spring 2013	389	1,631	562	39	7	130	2,758
<b>Academic Year 2012-2013</b>	<b>727</b>	<b>2,994</b>	<b>1,109</b>	<b>110</b>	<b>9</b>	<b>166</b>	<b>5,115</b>
Summer 2013	265	490	300	53			1,108
Fall 2013	186	829	254	47	2	28	1,346
Spring 2014	383	1,712	603	26	12	98	2,834
<b>Academic Year 2013-2014</b>	<b>834</b>	<b>3,031</b>	<b>1,157</b>	<b>126</b>	<b>14</b>	<b>126</b>	<b>5,288</b>
Summer 2014	123	468	270	53			914
Total Degrees Awarded through Summer 2014							<b>170,554</b>

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Proposed Degree Recipients for Fall 2014

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 10, 2014, pertaining to the proposed list of degree recipients for The University of Akron Fall Commencement 2014, contingent upon candidates' fulfillment of requirements, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**APPENDIX 1**

**TENTATIVE GRADUATION LIST AND  
STATISTICS FOR FALL 2014**

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

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Following are the names of prospective degree candidates who have applied by Monday, December 1, 2014. 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.

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**Law Degree Candidates**

**School of Law**

**Juris Doctor**

Daniellela N. Bearden  
Colin J. Beisel  
Eugene G. Bernat  
Zachary J. Boehnlein  
Nicole M. Britton  
Brittany R. Decaprio  
Joseph A. DelGallo  
Mark J. Dvorak  
Vincent P. Formica  
Ty A. Graham  
Stephen P. Gubbins  
Michael G. Gurgul  
Stacie A. Haneline  
Alicia M. Hronek  
James A. Kutchel  
Kun Y. Lee  
Jill Machniak-Gallagher  
Blaise R. Meeker  
Colin G. Meeker  
Susan M. Mills-Martinez  
Brooke A. Monea  
Lucas W. Murray  
Jacob T. Overdorff  
Andrew J. Pfeiffer  
Joshua C. Rau  
Marc Schmeltzer  
Mary C. Simballa  
Lauren D. Simmons

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Susan R. Tussing  
Wilson K. Wong  
Jason H. Woodruff  
Darnay D. Wright  
Lindsey A. Wrubel  
Charlie C. Wu  
Kristin A. Zalenski

**Master of Laws**

Thomas A. Brunty  
Kenneth M. Cochran  
Craig D. Cook  
Jason S. Harless  
Brian M. Laney

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Doctoral Degree Candidates

Buchtel College of Arts and Sciences

Doctor of Philosophy

Mark R. Dalman  
Kelly J. Low  
Hamideh Shokouhi Mehr  
Ingrid-Suzy Tamgho

College of Engineering

Doctor of Philosophy

Chamith K. Abewardana Wijenayake  
Yasser A. Alansary  
Godwin A. Arthur  
Samita S. Athawale  
Prince Baah  
Dipankar Biswas  
Mustafa U. Culcuoglu  
Mohammed Eltayeb  
Manigandan Kannan  
Lin Li  
Mehdi Lohrasbi  
Aleesha M. McCormick  
Jelvehnaz Mirzababaei  
Seyed Ali Modjtahedi  
Amir Mehdi Pasdar  
Ali Sangghaleh  
Nicholas M. Shaffer  
Soroosh Soltani Dashtbozorg  
Hokyung Song  
Qiong Tang

College of Education

Doctor of Education

Linda H. Kakish

Doctor of Philosophy

Senetta F. Bancroft  
Jamal Feerasta  
Thomas W. Kellar  
Elizabeth A. Testa

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Nicole R. Brostowitz  
Tongzhai Gao  
Kai Guo  
Azadeh Rismanchian  
Joseph J. Scavuzzo  
Jing Wang  
Xiang Yan  
Yeneneh Y. Yimer

College of Health Professions

Doctor of Nursing Practice

Kathleen A. Hebebrand

Doctor of Philosophy

Liesl L. Glover  
James R. Pontau  
Daniel S. Testa

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Masters Degree Candidates

Buchtel College of Arts and Sciences

Master of Applied Politics

Kelsie N. Carson  
Rachel L. Jackson  
Sarah M. Kufta  
Michael P. Martin  
Bradley J. Phlipot  
Lee R. Potts  
Anthony Ramos  
Lauren D. Simmons

Master of Arts

John N. Adzovie  
Afaf A. Al-Malki  
Anoud Z. Al-Tarawneh  
Emmanuel Anim-Koranteng  
Samuel Asare  
Firas N. Awadallah  
Thomas B. Barefoot  
Carley Anne G. Barnes  
Kimberly A. Brundage  
Laura L. Burns  
José M. Cajigas  
Justin L. Campbell  
Kevin T. Dies  
Kevin L. Edwards  
Cassandra A. Eller  
Matthew G. Hoff  
Joanna M. Hunkins  
Caroline I. Hupp  
Ada Nina Johnson-Kanu  
Erin Kahoa  
Alec M. Kammer  
Teodóra Láng  
Xuan Li  
Jinan Liu  
Ashely Lizewski  
Joseph E. Lybarger  
Colin F. Marshall  
Edwin D. Monaghan  
Arthur L. Morath  
Joshua L. Morgan  
Tina M. Murray  
Morgan M. Neiss  
Laura M. Niehaus

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Esther E. Sackey  
Raymond W. Sarvis  
Christina M. Schwarten  
Soquaya V. Seawood  
Laura K. Strader  
Nima Vafai  
Aaron D. VanHorn  
Scott A. Wachtel  
Rebecca R. Wehr  
Mengling Yi

**Master of Arts in Family and Consumer Sciences**

Shajuana M. Boyer  
Justin L. Campbell  
Alicia N. Fabrizi  
Kathryn E. Simmons  
Carly R. Wamboldt

**Master of Arts in Political Science**

Melanie V. Chudik

**Master of Fine Arts in Creative Writing**

Damien M. Thomas

**Master of Music**

Merissa A. Coleman  
Alanna C. Furst  
Alisha N. Gee  
Thomas P. Guarino  
Zachary A. Richards  
Zachary A. Richards  
Eryn E. Stark  
Isaac D. Winland

**Master of Public Administration**

Sulaiman S. Alsadoun  
Saleh A. Alsuhaibani  
Valerie A. Balthis  
Qian Chen  
James T. Coleman  
Christopher L. Henderson  
Lawrence J. Kouri  
Rebecca L. Lane  
Michael A. Spayd  
Che V. Thomas

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Zachary L. Thompson  
Quinton D. Wall

**Master of Science**

Ahlam A. Alalwiat  
Michael D. Anderson  
Chinta M. Aryal  
Pyie-Phyo Aung  
Elizabeth A. Bair  
Kendra F. Barnes  
Joel A. Caporoso  
Kullapa Chanawanno  
Brian Chiang  
Albert Coleman  
Meher Chaitanya Dhanekula  
Ernest Duah  
Troy S. Dunn  
Obada Y. Farhan  
Matthew A. Farkas  
Gina L. Filiano  
Rebecca A. Gerevics  
Moshaddek Hasan  
Sayyed Abed Hasheminasab  
Feixiang Huang  
Andrew T. Jones  
Ram B. Khattri  
Ye Kyung Kim  
Louisa J. Kreider  
Michelle F. Kushnir  
Tian Lan  
Andrew M. Leitholf  
Yaqian Lin  
Peng Liu  
Xiao Ma  
Samantha A. Martin  
Michael McGrievy  
Steven C. Metzger  
Nabina Paudyal  
Lakshmi Madhuri Peddireddy  
Yue Qu  
Nikki K. Robishaw  
Shagun Sharma  
Kerri L. Shelton  
Joseph R. Stanek  
Jason A. Stiel  
Jeffrey P. Tenney  
Benjamin S. Thome  
Jonathon S. Tobin  
Cyril Z. Wesner

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Ishmael C. Wilson  
Ethan C. York  
Haitao Zhao

**College of Engineering**

**Master of Science in Chemical Engineering**

Jacob Kohl  
Jiani Niu  
Oluyomi Sodunke

**Master of Science in Civil Engineering**

Elizabeth A. Crafton  
Mallory J. Crow  
Abigail E. Hurley  
Hosanna J. Le  
Robert K. McCann  
Shaghayegh Sorouri

**Master of Science in Electrical Engineering**

Dharma Teja Akkineni  
Hari Prasad Ambaripeta  
Nassif Berrabah  
Shiva Sai Bethi  
Bo Liu  
Abdelrhman A. Mahamadi  
Stephen J. McCarthy  
Rakesh Mitra  
Hao Wang  
Randeel W. Wimalagunaratne  
Guanglei Zhang

**Master of Science in Engineering**

Natalie Fountas-Davis  
Megan E. Jeffords  
Ryan W. Koglin  
Walid P. Qaqish  
Tri T. Quang  
Karan S. Shah  
Spencer L. York

**Master of Science in Mechanical Engineering**

Ahmed A. Abutaleb  
Yousef A. Alharbi  
Abdullah A. Amin

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

David M. Casey  
Varun Anthony Davies  
Sean A. Davis  
Neal A. Gordon  
Amar KC  
Alessandro M. Mascioli  
Greg A. Pavlik

**College of Education**

**Master of Arts in Education**

Abeer Abraham  
Abdallelh H. Alharbi  
Randah S. Alojaimi  
Suliman S. Alothaim  
Khalid M. Alqahtani  
Maryam N. Alsarhan  
Aisha M. Alshehri  
Ahmed S. Alshubrumi  
Bader Alsulami  
Jane M. Back  
Verlinda M. Bennett  
Kelly M. Beten  
Amelia M. Capotosta  
Nichole E. Chrisman  
Colleen R. Costigan  
Kathy A. Coughlin  
Francis J. Del Greco  
Kara E. Dominak  
Bernadine K. Edgerly  
Tawanna M. Hamm  
Christopher J. Harrigan  
April A. Heffner  
Rebecca D. Hillman  
Jessica L. Hoffman  
Michelle R. Horton  
Abbey E. Johanyak  
Katelyn P. Koppelberger  
Shirley A. Labus  
Leah E. Leahy  
Diandra L. Leonardi  
Dongdong Li  
Kimberly A. Ochsenbine  
Adam D. O'Connell  
Tanya M. Rumpf  
Danielle N. Speirs  
Martha Vang  
Vicente Velazquez  
Minerva F. Venturina

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Ruike Zhu

**Master of Science in Curriculum and Instruction**

Brian P. Bader  
Daniel C. Crish  
Barbara J. Cumming  
Laura N. Fedina  
John W. Giltner  
Jessica R. Horning  
Kimberly A. Kotynski  
Margaret J. Kreider  
Michelle T. Nolte  
Tammy M. Pohto  
Robert J. Reynolds  
Angie L. Robinson  
Julie A. Schubert  
David M. Trace  
Stephanie N. Zende

**Master of Science in Education**

Ashwaq A. Aloud  
Maryam S. Alsulayyim  
Shawn T. Krucek  
Tammi S. Sawyer  
Tailyn A. Walborn

**College of Business Administration**

**Master of Business Administration**

Anthony J. Alexander  
Abdullah H. Alfaqieh  
Joshua B. Bonnington  
Donald C. Brady  
Keith Bragg  
Suzanne M. Brittain  
Heidi M. Clevinger  
Joseph A. DelGallo  
Rebecca E. Discenza  
Justin K. Ford  
Virginia T. Gegick  
Amre A. Hamed Hassan  
Jane E. Killian  
Daniel J. Lanzarotta  
Kelly M. Loebick-Frascella  
Richard A. Maxwell  
Betsy J. McIntyre  
Lakshmikant Peri

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Abigail K. Reaman  
Sara C. Rowland  
Taylor D. Schauer  
Kathleen G. Schneller  
Xiao M. Sun  
Uea-Issara Thanatwaranon  
Liliana M. Vateva  
Kent D. Weatherwax  
Nathan G. Wilson  
Carole J. Wokaty

**Master of Science in Accountancy**

Lei Feng  
Nazanin Hamidi  
Marjan Kamarei  
Ioana Mazilu  
Sungryul Park

**Master of Science in Management**

Matthew R. Bungard  
Tonghui Chang  
Kashyap N. Gaglani  
Varun Karthik Gnanasikhamani Bhavanishanker  
Amelia J. Hebzer  
Jonathan A. Long  
Felipe Martina

**Master of Taxation**

Richard V. Antonucci  
Kelly O. Billet  
Gary W. Elsbury  
Matthew S. Esber  
Wilson K. Wong

**College of Polymer Science and Polymer Engineering**

**Master of Science**

Yang Chu  
Ricky L. Kaiser  
Hanki Park

**Master of Science in Polymer Engineering**

Robert A. Bethea  
Yan Chen  
Mingzhe Li

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Wenqi Li  
Brian M. Lipowski  
Yuanzhong Zhang

**College of Health Professions**

**Master of Arts in Education**

Melissa E. Bagnato  
Taylor J. Bechtel  
Shanta J. Dale  
Sarah G. Giaco  
Abby L. Kastor  
Wayne D. Klee  
Mark E. Leininger  
Pamela J. Miller  
Satoshi Oka  
Michael W. Pennington  
Kary A. Prince  
Ericka A. Shoaff  
MaryAnn R. Stoila

**Master of Science in Education**

Bill E. Alexander  
Ivory J. Alexander  
Daniel J. Breyer  
Joseph J. Clark  
Brock M. Cline  
Elizabeth H. Doslak  
Patricia Dudley  
Abby M. Duncan  
Sean X. Fobbs  
Nikita L. Frick  
Gabriel J. Gonzalez  
Jared A. Hall  
Jamal C. Hamm  
Ryan A. Harris  
Nicholas W. Hirschman  
Kyle D. Joseph  
Jessica L. Koch  
Erica M. Marshall  
Michael C. McCall  
Joseph P. McNamara  
Trenton Morgan  
Patrick J. Smith  
Ashley R. Soyk  
Steven J. Strumila  
Kevin Q. Tanaka  
Christy J. Ure

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Leon D. Wade

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts

Jacob T. Altman  
Samantha Altman  
Kelly M. Andrus  
Alyssa M. Aquino  
Ayn A. Ashworth  
Kayla E. Auker  
Aviance Bain  
Gregory T. Barnes  
Christina M. Barnett  
Adam J. Beckler  
Meghan E. Begue  
Theresa J. Bellefant  
Matthew S. Bentley  
Emily Bing  
Lauren M. Bittner  
Jordan M. Blanc  
Jessica A. Boachie  
Tonya K. Booker  
Tyler B. Bowen  
Michael D. Brandon  
Roland M. Brannan  
Andrew R. Brennan  
Cha'nae D. Brown  
Jasmine L. Brown  
Kayla M. Brown  
Griffin P. Bryant  
Tyler E. Bunch  
Rechetta R. Byarse-Jordan  
Grace M. Byrnes  
Shelby D. Canterbury  
James D. Caprio  
Catherine O. Carr  
Ryan S. Causgrove  
Lisamarie Charles  
Haley S. Cline  
Megan E. Cline  
Devin A. Conner  
Sarah N. Cottrill  
Nicole J. Curet  
Lauren M. D'Agostine  
Cari J. Danko  
Brittany L. Davis  
Spencer D. Davis  
Elizabeth R. Dejak

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Michael R. Dull  
Michael R. Dunkerton  
Iris D. Edmondson  
Morgan T. Eggers  
Holly M. Evans  
Tatanina S. Evans  
Rachel H. Fahringer  
Jessica R. Fenn  
Colin M. Fickes  
Taylor L. Flinn  
Sarah E. Fowkes  
Torie B. Franks  
Michael Frazier  
Trinity C. Funderburk  
Kimberly A. Gabel  
Shawn R. Garrison  
Adam E. Gerzanics  
Rhiannon A. Gibbs  
Katherine E. Giglia  
Melanie A. Gilliland  
Amy Goffinet  
Brianna R. Griffith  
Amanda E. Grimes  
Eric T. Haines  
Cassandra R. Haramis  
Sabrina M. Hardges  
Andrew J. Herbell  
Sophie E. Hicks  
Latoya S. Higginbottom  
Lisa M. Hoffert  
Stasia M. Hoffman  
Heidi L. Honeck  
Leigha D. Howard  
Sarah R. Huff  
Jonathan K. Jameyson  
Jordon N. Jenkins  
Michael A. John  
Dioswal P. Johnson  
Harrilyn-Grace E. Johnson  
Madison L. Johnson  
Patrick W. Kearney  
Zachary K. Kennedy  
Grace Kesic  
Evan T. Kostalek  
Sarah D. Krieger  
Akua A. Kusi-Amankwaah  
Kristen R. Lake  
Katherine A. Lee  
John W. Ludtman  
Giselle M. Luppino

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Emily K. Maher  
Nicole L. Mattei  
Dominic J. Mayle  
John C. McArthur  
Siobhan D. McCarthy  
Brittany A. McCauley  
Jamie L. Mickunas  
Bradley A. Millard  
Matthew G. Mitchen  
Anthony J. Mollohan  
Alicia R. Morris  
Katharine A. Nikitin  
Milana Ninkovic  
Alissa R. Nivens  
Ryann M. Norwood  
Mohamed O. Nugdalla  
James T. Okuley  
Chelsea N. Parsons  
James L. Patterson  
Alexander T. Pavloff  
Endia S. Peoples  
Anthony J. Perrotta  
Matthew S. Phillips  
Karissa L. Pluck  
Misty K. Poehler  
Catherine N. Potesta  
Uriah V. Puccini  
Georgio C. Rodgers  
Hayley M. Rodriguez  
Maria E. Roth  
Tricia L. Ryzner  
Miranda Y. Santos  
Tiffany R. Schaad  
Tyler B. Schlimme  
Lindsey R. Scott  
Rachael E. Scott  
Corey M. Seese  
Lolita Shelton Bell  
Matthew T. Shisler  
Brianna R. Short  
Chelsea N. Shortland  
Jillian L. Showalter  
Georganna P. Silvia  
Anthony D. Sims  
Tyler S. Sims  
Rachel E. Smith  
Sharnae T. Snowden  
Meagan Sonner  
Jonas Stalyga  
Susan C. Sternad

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Amanda J. Stewart  
Lindsey R. Stone  
Martin S. Storad  
Ashton M. Tarbet  
Brian A. Trinckes  
Jeremy M. Villemain  
Avery L. Ware  
Kenneth H. Weber  
Chelsea J. Whims  
Daniel M. Whitaker  
Gail L. White  
Trista A. White  
Megan R. Wiesen  
Craig A. Woodruff  
Adam M. Woody  
Christopher P. Yanda  
Maggie A. Yandek  
Michael C. Young  
Stephanie L. Zofchak

**Bachelor of Arts in Business and Organizational  
Communication**

Erin M. Armstrong  
Kimberly K. Caruso  
Sean R. Delaney-Gesing  
Brianna A. Faulkner  
Natalie K. Fritz  
Amy C. Higgins  
Sarah E. Roeser  
John E. Stitt  
Dayna M. Suitor  
Frank E. Wingrove  
Alison N. Wladyczak

**Bachelor of Arts in Family and Child Development**

Tameka T. Archie  
Kristin M. Brunner  
Brittney B. Campbell  
Shannon L. Davis  
Darren A. Gates  
Amber D. Harper  
Carmen C. Knight  
Chelsi N. McCurry  
Morgan S. O'Neill  
Esther Osei  
Jajuan L. Robinson  
Stephanie M. Sakie  
Sarah L. Shreffler

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Iyisha C. Weaver  
Noree C. Wright

**Bachelor of Arts in Fashion Merchandising**

K Jordan Bailey  
Kelsey L. Beno  
Jasmine N. Bonner  
Alyssa D. Campbell  
Briannah N. Griggs  
Brandi M. Gunn  
Melissa J. Haslett  
Patricia D. Hayes

**Bachelor of Arts in Interdisciplinary Anthropology**

Dana E. Best-Mizsak  
Miriam A. Bratcher  
Brittany L. Caldwell  
Geniro T. Dingle  
Emily A. Holbrook  
Leanna M. Irvine  
Ian G. Rediske  
Angeline A. Ruiz  
Ashley M. Rutkoski  
Isaac E. Smith  
Ryan M. Willard

**Bachelor of Arts in Interdisciplinary Studies**

Cody Dice  
Nicole M. Romo

**Bachelor of Arts in Mass Media - Communication**

Aubrey D. Barto  
Chris J. Boardman  
Katelyn N. Freil  
Latrell D. Johnson  
Monique I. Mockabee  
Anthony M. Renfro  
Nancy S. Stone  
Anna M. Tultz  
Kelsey L. Yanders

**Bachelor of Arts in Theatre Arts**

Jovana Bukvic  
Amanda J. Wood

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

**Bachelor of Fine Arts**

Justin D. Bader  
Cade J. Buckus  
Sarah C. Ellis  
Vanessa Gilbert  
Nicholas J. Hafner  
Julia A. Herhold  
Frederick J. Hirschman  
Kacie J. Keefe  
Christopher C. Meyers  
Samuel J. Smith

**Bachelor of Music**

Gary R. Allen  
Rachel A. Besand  
Guenna C. Bolinger  
Brian P. Eisenberger  
Brian J. Griffin  
Marissa E. Hirsch  
Jasmine R. Kennett  
Molly E. McCreary  
James J. Parsons

**Bachelor of Science**

Nadine Aboumerhi  
Carla D. Aramouni  
Cameron J. Armstrong  
Cameron J. Armstrong  
Meagan N. Brill  
Victoria H. Brown  
Alexandra K. Burt  
Blake E. Carroll  
Sarah E. Catania  
Sean W. Connelly  
Amy K. Dorow  
Chaz S. Foster-Drudge  
Virginia T. Gegick  
Max D. Gilliland  
Zachary J. Haake  
Elizabeth A. Josifov  
Nicholas M. Justyn  
Jeremy J. Kasmer  
Lindsey A. Koplow  
Paul M. Krauss  
Robert F. LaBounty  
Ellen D. Lintner  
Brianna L. Mangano

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Danielle L. Muhlbach  
Kathleen J. Nevitt  
Anthony S. Posavec  
Kenny W. Pung  
Heidi P. Rassavong  
Matthew L. Reed  
Alexandra M. Richards  
Jordan T. Robideau  
Karin N. Sidaway  
Joseph L. Snell  
Ethan C. Thompson  
Katherine A. Tompkins  
Lindsay Trujillo  
Jesse Valles  
Adrienne M. Watts  
Stephen M. Williams  
Bo Yang  
Ethan C. York  
Qiuhe Zhao

**Bachelor of Science in Labor Economics**

Jeremy K. Rice  
Mitchell W. Upp

**Bachelor of Science in Political Science/Criminal Justice**

Erin H. Adderley  
Meredith M. Bernardo  
Charles E. Beverly  
Andrew J. Bilinovich  
Lazar Bogicevic  
Justin E. Bradford  
DeShayla N. Bush  
Terrence J. Culver  
Deleone V. Edwards  
Nicholas S. Ely  
Tara R. Fought  
Autumn M. Greenwood  
Evan M. Hill  
Douglas J. Laib  
Dean R. Light  
Ashley F. McCartney  
Alexa L. Montesano  
Eric J. Morales  
Lyndsi D. Moravcik  
Paris M. Smith  
Ryan E. Spurlock

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

**Bachelor of Science in Computer Science**

Johnathon L. Agler  
Joseph M. Fortunato  
Seth M. Lyons  
Jordan M. Meinke  
Matthew S. Ryba  
Nicholas P. Thompson  
Andrew R. Tilisky

**College of Engineering**

**Bachelor of Science in Aerospace Systems Engineering**

Bianca N. Acciaro

**Bachelor of Science in Biomedical Engineering**

Henrietta M. Deny  
William E. Hall  
Brock M. Rutan  
Vanessa I. Trevizo Nava  
David A. Waters

**Bachelor of Science in Civil Engineering**

Eric P. Gelsomino  
Peter J. Gustafson  
John A. Guy  
Brandon L. Karl  
Dylan G. Peoples  
Ashley E. Reed  
Peter J. Trowbridge

**Bachelor of Science in Electrical Engineering**

Basem M. Alsuhaibani

**Bachelor of Science in Mechanical Engineering**

Matthew D. Bertram  
Edward C. Goodwill  
Michael R. Jackson  
Justin M. Makosky  
Marcus A. Mazzaferri  
Michael A. Musci  
Amanda C. Ostberg  
Jordan T. Parker  
Jordan L. Price  
Michael J. Prokop

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Robert E. Schilling  
David Z. Smith  
Justin A. Smith  
Christopher R. Wagner

**College of Education**

**Bachelor of Arts in Education**

Elise M. Alan  
Adam J. Barrington  
Samantha C. Beagle  
Zachary M. Brown  
David M. Christian  
Lindsey K. Fowler  
Michael D. Genet  
Joshua B. Hackley  
Stephanie M. Heider  
Jordan E. Hinkson  
Leah M. Howe  
Ashley M. Huprich  
Bret J. Kinkead  
Rebecca A. Lada  
Seth A. Litman  
Brian M. Mallon  
Vincent R. Manuella  
Larry A. Miller  
Alexandra L. Montalto  
Nicholas R. Mulhall  
Jon M. Richards  
Dylan J. Ruff  
Elizabeth M. Santinga  
Samantha J. Semilia  
Jacob M. Smith  
Edward D. Stevens  
David L. Swigert  
Justin M. VanDyke  
Jody M. Varn

**Bachelor of Science in Education**

Chelsea A. Abrams  
Cassie M. Ambrose  
Emily B. Anderson  
Elaina I. Antonaklas  
Crystal J. Baglia  
Madison M. Balog  
Cassandra M. Berlin  
Julie A. Boston  
Tracey N. Bowman

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Michelle M. Boyes  
Alesia M. Bradford  
Kevin J. Bux  
Jason D. Campbell  
Sarina L. Caponi  
Emma K. Chandler  
Sarah E. Charlton  
Alexandra N. Cocklin  
Amanda M. Collins  
Tori N. Conley  
Tori N. Conley  
Colton L. Conner  
Sandra D. DeMarino  
James R. Dianetti  
Anthony J. Dibacco  
Molly M. Donahue  
Molly M. Donahue  
Sheba C. Dransfield  
Ashley M. Duff  
Danielle E. Eggeman  
Aaron R. Ettinger  
Sandy A. Ferrebee  
Nancy A. Flama  
Jeffrey A. Franklin  
Rachel E. Gerken  
Megan M. Gibbons  
Shellene L. Gilbert  
Devon A. Gill  
Devon A. Gill  
Maggie M. Gubanez  
Amirah L. Harbour  
Brittany L. Hatala  
Heather C. Heiermann  
Jamie L. Herold  
Elyssa Hilton  
Alexis M. Hipkins  
Hillary E. Hoppel  
Emily M. Horvatic  
Rochelle F. Hunger  
Leanna M. Irvine  
Alyssa M. Jeffery  
Moriah M. Jones  
Christina P. Kalessis  
Anna E. King  
Christie L. Kuykendall  
Courtney L. Lawrence  
Savanna R. Letcher  
Savanna R. Letcher  
Abigail R. Lowe  
Kelly M. Markel

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Kaitlyn R. McCallin  
Tess M. McCarty  
Ashley N. McCullough  
Brittany E. Meiring  
Brittany E. Meiring  
Samantha M. Michalik  
Jordan M. Miller  
Kaitlin I. Miller  
Shelby L. Mitchell  
Christine Morrison  
Nicole R. Morrison  
Samantha A. Mullins  
Emily B. Musisca  
Lisa M. Nicol  
Ross J. Nicol  
Randall J. Olsen  
Melissa L. Phipps  
Stephanie S. Rymer  
Stephanie A. Schmidt  
Todd E. Shanks  
Autumn M. Shepherd  
Jillian L. Shoup  
Joanna M. Sigmon  
Monica M. Slack  
Brooke A. Smith  
Kelly C. Somrak  
Bryan P. Spade  
Catherine L. Speck  
Karen E. Stadelman  
Megan A. Steinkerchner  
Emily C. Stout  
Jessalyn M. Stull  
Daniel M. Suba  
Tara K. Taylor  
Samantha A. Templeton  
Ashley J. Teter  
Koblia Vue  
Samantha L. Walker  
Debbie K. Walter  
Morgan A. Warner  
Benita A. Webb  
Daniel S. Westlake  
Trista A. White  
Matthew H. Willard  
Katherine L. Williams  
Abigail M. Wright  
Tamara E. Wymer  
Shelbi L. Zeller  
Sarah M. Zook

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Bachelor of Science in Teaching and Training Technical Professionals

Cheryl M. Blaser  
Chad Cunningham  
Kimberly D. Sanders

College of Business Administration

Bachelor of Business Administration

Ashley A. Angeletti  
Rebecca E. Arhar  
Julius A. Ayoade  
Jagroop S. Badyal  
Charles L. Bailey  
Jamie A. Baker  
Erika L. Beck  
Kalyn J. Bergstrom  
Paul T. Brennan  
Wayne A. Bryant  
Kaylee A. Buskey  
Duane B. Carnahan  
Stephen M. Carr  
George E. Cherpas  
Gregory J. Christopher  
Michael D. Christopher  
Jason N. Clemmons  
Mary C. Corpas  
Katelynn L. Crosley  
Cara L. Cummins  
Alexander W. Daher  
Joseph A. Demczuk  
Delaina M. Divencenzo  
Courtney A. Driscoll  
Eric J. Dugan  
Angela C. Eaton  
Victor V. Eliseev  
Bradley M. Ferguson  
Michael G. Fockler  
Anthony I. Ford  
Robert A. Forsyth  
Jason R. Ganzer  
Marc D. Gerhart  
Rupinder S. Gill  
John A. Gless  
John A. Gless  
William P. Haller  
Kyle M. Hammer  
Angela M. Harnichar

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Paige M. Helman  
Ezechiel Isaac  
Megan R. Kane  
Melissa A. Kennemuth  
Jennifer M. Kenny  
Devan S. Kimberley  
Kevin W. Knecht  
Kathleen A. Koehler  
Jennifer B. Kundrat  
Andrew T. Lahti  
Jerrod L. Lawson  
Emily R. Leong  
Todd F. Lerew  
Emily M. Lesak  
Marie S. Lombardo  
Xiaye Luo  
Chelsi Mann  
Jonathan D. Marsek  
Delford P. McCallister  
John T. McGroarty  
Joseph W. McNeil  
Megan P. McQuaide  
Thomas M. Minnick  
James T. Morris  
Bree R. Movens  
Ann Nelson  
Zachary D. Nero  
Alexander P. O'Hara  
Clay S. Orndorff  
Courtney M. Ou  
Hunter C. Palmer  
Marie A. Pantuso  
Dario G. Petronzio  
Timothy N. Pharris  
Daniel M. Pillar  
Mark E. Pirogowicz  
Phil Polefrone  
Zachary J. Portillos-Grant  
Celestine E. Preston  
William A. Prosko  
Alexis A. Pugh  
Erin E. Ra  
Jordan L. Ramsey  
Faylena N. Rau  
Andrew M. Reitinger  
Andrew R. Remmel  
Andrew R. Remmel  
Derek E. Reusser  
Anthony L. Robinson  
Jessica R. Rorar

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Maria E. Roth  
Mark A. Rusnak  
Dania N. Salameh  
Ryan J. Scott  
Shane W. Seckman  
Trent M. Segers  
Sarah E. Shew  
Nicholas A. Sipple  
Tara S. Smith  
Kirsten A. Soos  
Kirsten A. Soos  
Dejan Stanarevic  
Megan E. Stewart  
Rickya C. Strickland  
Tyler L. Sturgis  
Collin A. Syphard  
Anthony M. Tada  
Ashton G. Talley  
Eric J. Thompson  
Antoinett M. Tokie  
Courtney Traves  
Michael A. Troppe  
Alexander P. Turner  
Wayne D. Varisco  
Nicholas A. Waggoner  
Nicholas A. Waggoner  
Curtis E. Watson  
Daniel J. Weingart  
Christopher N. West  
Tyler S. Wherley  
Blake A. Williams  
Timothy L. Winter  
Jacquelyn R. Woods-Watford  
Daron L. Wright  
Sarah C. Wright  
Jayme L. Yeaton  
Jayme L. Yeaton  
Andrew T. Young

**Bachelor of Science in Accounting**

Ronald P. Barylak  
Derek T. Bogue  
Brandon N. Berlingieri  
Matthew J. Corpora  
Patrick J. Darago  
Robert A. Detzel  
Samantha V. Dimatteo  
Allison C. Dunkerton  
Jacob B. Fedor

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Mark M. Gable  
Bruce D. Glick  
Nathan J. Grob  
John M. Haft  
Samantha M. Hammond  
Daryl J. Hughes  
Stephanie K. Jones  
James J. Laplant  
Briton C. Lash  
Jennifer M. Lees  
Rebecca A. Liguori  
Grace E. Madigan  
Marcus J. Marcelli  
Robert J. McGann  
Darrell L. Merritt  
Bradley A. Millard  
Faith S. Monroe  
Rachael A. Monroe  
Theodore Munar  
Rachel A. Murry  
Emily L. Neuwirth  
Sean Nixon  
Andrew D. Norton  
Sam R. Petruc  
Lindsay L. Rine  
Maria E. Roth  
Josiah D. Shalala  
James M. Shultz  
Patrick J. Stanar  
Frank W. Thompson  
Samantha R. Upshaw  
Steven T. Wade  
Brenton P. Wilkinson

**College of Health Professions**

**Bachelor of Arts**

Kaitlyn R. Chrostowski  
Jason R. Horn  
Kellie J. Reynolds  
Chelsea E. Scelza

**Bachelor of Arts in Child Life Specialist**

Megan F. Hibinger

**Bachelor of Arts in Speech - Language Pathology and  
Audiology**

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Sofia A. Bissell

**Bachelor of Arts/Social Work**

Sara K. Adair  
Debora J. Biggins  
Julie E. Duncan  
Stefany L. George  
Desiree P. Harris  
Jasmine N. Harris  
April M. Haugabrook  
Ebony J. Hull  
Niiya C. Isichei  
Derrick V. Jenkins  
Theresa M. Kesic  
Brittnany M. Kirksey  
Katey L. Krusel  
Rita M. Laudermilt  
Michelle A. Levy  
Sarah J. Lucas  
Amanda K. Martin  
Corliss J. Mayle  
Alexis A. McDonald  
Teyana S. Mosely  
Stacey M. Ortman  
Tomi M. Rucker  
Laura Salisbury  
Sarah E. Smith  
Jenifer L. Statler  
Savannah N. Stutler  
Megan M. Vermillion  
Danielle A. Webel  
Laura L. Williams  
Angela C. Yanc

**Bachelor of Science in Dietetics**

Erin C. Calvey  
Dakota D. Lewis  
Robin K. Reynolds  
Kari L. Seifert  
Jordanne N. Smith

**Bachelor of Science in Food and Environmental Nutrition**

Katherine R. Allen  
Lora A. Bill  
Kyarah D. Foushee  
Brandy E. Massaro

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Bachelor of Science in Athletic Training

Jack H. Soukenik

Bachelor of Science in Education

James P. Achille  
Paige C. Asche  
Jessica S. Barnes  
Matthew L. Bednarik  
Nicholas R. Bice  
Victoria Blackmon  
Matthew D. Boley  
Alexandria A. Burch  
Danielle M. Cale  
William E. Carter  
Venturino M. Cesta  
Ruth G. Chapman  
Brittany M. Cheese  
Mardell L. Christian  
Aliyah M. Cotton  
Raymond M. Durant  
Russell G. Flynn  
Graydon T. Fox  
Adam C. Freeman  
Gregory V. Gilbow  
Jonathon R. Gillespie  
Daniel L. Green  
Nathan T. Hess  
Amanda M. Hornyak  
Gabrielle R. Houska  
Edwin A. Hunter  
Geoffrey G. Johnson  
Courtney A. Kent  
Lindsey E. Kerr  
Breanna M. Koch  
Foday J. Kromah  
Cory E. Lorence  
Ashley M. Mabry  
Evan M. Malinowski  
Carla M. McNamara  
Tiffany M. Mierzejewski  
Zachary N. Miller  
Brittany N. Mislosky  
Bethany N. Mitchell  
Taylor C. Molnar  
Jeremy J. Norwood  
Brittany C. Parks  
Keith T. Sconiers  
Mariya L. Shaeffer

**The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall**

Amanda K. Smith  
Lawrence Smith  
William S. Snyder  
Robert A. Somrak  
Tim A. Szuch  
Kaitlyn A. Toennies  
Breanna M. Tondi  
Michael A. Tournoux  
Thomas B. Truce  
Marek Trzeciak  
Shana Varner  
Shawn R. Walker  
Carl E. Washington  
Jacob W. Weatherbee  
Jamar G. Williams  
Andrew J. Wilson  
Matia J. Wudarzewski

**Bachelor of Science in Nursing**

Taylor D. Amiet  
Zainab O. Atekoja  
Cara L. Borkowski  
Amanda Bucksar  
Rebecca A. Ciocca  
Emily A. Coudriet  
Brenna A. Cramer  
Theresa Earley  
Amanda M. Hopkins  
Nicholas D. Joviak  
Emily M. Kozy  
Edward S. Kupec  
Getachew H. Mekonnen  
Marie I. Monasky  
Mariah A. Mostardi  
Alehna C. Nickol  
Lisa Padro-Baire  
Joey Reed  
Rebecca L. Shaffer  
Noubissie M. Siewe  
Zachary A. Spino  
Jennifer K. Tan  
Holly E. Van Sickle  
Melissa M. Walsh

**College of Applied Science and Technology**

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

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

David K. Lacey  
John T. Quirk  
Richard P. Runser

**Bachelor of Science in Computer Information Systems**

Harkamal S. Bains  
Aaron L. Camerato  
Christopher C. Hammond  
John M. Makowski  
Myles T. McVeigh  
Jacob V. Petrolla  
Andrew J. Sanders  
Timothy M. Shallahamer  
Justin M. Yoder

**Bachelor of Science in Construction Engineering  
Technology**

Jeremy W. Cairns  
Christopher D. Frazee  
Jeffrey J. Humerickhouse  
Alexander N. Kalaitzides  
Braedon P. Kava  
Andrew T. Murphy  
Colton C. Rock  
Erin E. Spahr  
Steven J. Vesey  
Kyle M. Wilburn

**Bachelor of Science in Electronic Engineering Technology**

Andrew J. Bower  
Haven K. Dovel  
Ryan P. Miles  
Eric T. Stockmaster

**Bachelor of Science in Emergency Management and Homeland  
Security**

Stephanie R. Booth  
Michael W. Carroll  
Heather A. Gasper  
Audrey L. Hooverman  
Kyle R. Janis  
Zachary W. Jared  
Mark W. Osterhage  
Kerri L. Parkinson  
Calum P. Rainey  
Andrew J. Robers

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Mitchell T. Scolaro  
Benjamin D. Stasik  
Frank S. Sterle  
Rebecca R. Wrightsman

**Bachelor of Science in Mechanical Engineering Technology**

Scott A. Beifus  
David W. Grimes  
Joseph T. Lenze  
Travis K. Michael  
Joe Novak  
Michael R. Serena  
Patrick Thein

**Bachelor of Science in Organizational Supervision**

Isaac Adablah  
Paul W. Akers  
Audrey C. Allison  
Elizabeth A. Arndt-Hooker  
Tiffany S. Baxi  
Elizabeth M. Benton  
Christopher J. Bloom  
Randall L. Clutter  
Christina M. Collins  
Michael T. Crawford  
Kiley A. Enas  
Anthony L. Fodor  
Grant W. Fritz  
Irene C. Genet  
Robert J. Genet  
Ashlee M. Glass  
Bunnie M. Hairston  
Joshua A. Hale  
Jason B. Hill  
Gagan Hothi  
Briana L. Huegel  
Belinda A. Johnson  
Jessica M. Jones  
Adam A. Karcz  
Grant M. Kinney  
Nathan M. Klayko  
Stephen G. Kroska  
Chris Kuhn  
Brian A. Lasko  
Breton L. Lutz  
Katie L. Marotta  
Elizabeth C. McBride  
Todd M. Myers

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Jeremy A. Neidert  
Bryan W. Oden  
Mark A. Osko  
Tina M. Ostrander  
Brianna L. Parsons  
Albina Rumley  
Shane A. Scarbrough  
Shaylla M. Smith  
Diana C. Smrdel  
Nicholas I. Sopko  
Kimberly A. Stone  
Nicole E. Titterington  
Viktor Tretyak  
Andrea D. Turner  
Juanita F. Ward  
Lauren R. Willis  
Alyssa N. Woodcock

**Bachelor of Science in Surveying and Mapping**

David M. Metzger

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Associate Degree Candidates

College of Health Professions

Associate of Applied Science in Community Services  
Technology

Angela M. Greenlee  
Ralph Lee

College of Applied Science and Technology

Associate of Applied Business in Business Management  
Technology

Mariah J. Baswell  
Dakota R. Chastain  
Anthony F. Core  
Tanner L. Griggs  
Jessica A. Hammonds  
Cherrelle D. Hill  
Dony M. Holden  
Brian D. Hutson  
Nathan M. Klayko  
Chad A. Knowlton  
Dominic R. McClain  
Jeremy A. Neidert  
Kelsey R. O'Laughlin  
Anthony Peterson  
Sarah M. Vickers

Associate of Applied Business in Computer Information  
Systems

Steven G. Becker  
Kyle R. Berlin  
Seth A. Burkholder  
Luca N. Di Franco  
Anthony L. Fodor  
Casey J. Forshey  
Gregory M. Girton  
Alexander M. Gregory  
Tracey M. Grisez  
John D. Kelleher  
Tyler M. Kulton  
Sean P. Lynch  
Anthony M. Manzetti  
Jacob V. Petrolla  
Timothy M. Shallahamer  
Kyle B. Stebbins

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Devale J. Stevens  
Kevin L. Thornton  
Maryann H. Vandegrift  
David R. White  
Michael P. Wilson  
Jeff Wirth

**Associate of Applied Business in Hospitality Management**

Kristina M. Asmann  
Lucus S. Cibella  
Joshua K. Clark  
Nicole R. Ebert  
Mindy M. Graeser  
Charvez C. James  
Caleb M. Landis  
Kenneth B. Lowe  
Taylor M. May  
Renee A. Nero  
Michael J. Petro  
Rachel M. Schnabel

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

Shawn P. McGowan

**Associate of Applied Science in Community Services  
Technology**

Jasmine D. Bogan

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

Dennis J. Angerstien  
Michael A. Beitenman  
Jeremy W. Cairns  
Willie K. Cook  
Christopher D. Frazee  
Jonathan W. Hubler  
Alexander N. Kalaitsides  
Ashley R. Marvin  
Colin M. Patten  
Erin E. Spahr  
Benjamin A. Weinerman  
Kyle M. Wilburn

**Associate of Applied Science in Criminal Justice  
Technology**

Dartaysha R. Amos  
Robert J. Behrens  
Philip Blashford  
Adam G. Bork  
Erik R. Butler  
Charles O. Calliccoat  
Margaret L. Campano  
Justin A. Cohen  
Adam D. Daugherty  
Jabrel R. Dawson  
Dylan M. Falconer  
Trent L. Gordon  
Jessica O. Hamad  
Alexandra R. Hulick  
Dwaan L. Jefferson  
Ajdar Kazim  
Verna S. Longmire  
Alexander D. Loyd  
Joseph P. Mills  
April Minen  
Brett J. Mitzel  
Jered E. Moran  
David L. Nuske  
James D. Patrick  
Nathaniel A. Robinson  
Natasha N. Shady  
Dylan C. Shulby  
Britney N. Wallace  
Michael A. Watson

**Associate of Applied Science in Early Childhood  
Development**

Jasmeeeka L. Boykins  
Vivian V. Brownlow  
Logan M. Johnson  
Stephanie M. Snyder  
Jennie L. Thompson  
Barbara A. Wells  
Sally E. Widmer

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

Dequan D. Baker  
Logan G. Bettac  
Zachery R. Bright  
Jamey A. Hamilton  
Lan D. Le  
Jordan L. Loughney  
Ryan P. Miles  
Nathan L. Ohl  
Ammar M. Qubori

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

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

Michael S. Buemi  
Joshua S. Deluco-Cowan  
Christopher B. Emch  
Justin P. Fry  
Andrew C. Sevenbergen  
Frank S. Sterle  
Derek J. Volk

**Associate of Applied Science in Land Surveying**

Joshua D. Matejin  
David M. Metzger

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

Bobby J. Ferguson  
Cecil D. Ridenour

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

Matthew A. DeLuca  
Andrew J. Giacomoni  
William J. King  
Kevin N. McKinney  
Joe Novak  
Kevin L. Smith

**Associate of Applied Science in Paralegal Studies**

Conner A. Barton  
Kelsey L. Dennis  
Kennedy R. Hyland

**Associate of Arts**

Tawnya Anderson  
Elizabeth A. Arndt-Hooker  
Brittany N. Breitenstine  
Demetrius A. Brown  
Justin R. Brown  
James D. Cleghorn'lee  
Jill M. Conley  
Taye E. Davis  
Edward C. Eizember  
Dahlia S. Franklin

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Grant W. Fritz  
Gabrielle E. Fullen  
Anthony M. Grandstaff  
Bunnie M. Hairston  
Briana L. Huegel  
Gregory S. Jackson  
Belinda A. Johnson  
Lisa J. Judkins  
Kristen J. Jurewicz  
Jonathan L. Kenna  
Grant M. Kinney  
Stephen G. Kroska  
Brian A. Lasko  
Melissa A. Love  
Jerrod A. McQuown  
Dawn M. Miller  
Deanna L. Moore  
Matthew D. Osborn  
Mark A. Osko  
Brianna L. Parsons  
Joshua S. Pless  
Heather L. Purvis  
Michael G. Reese  
Robert J. Richardson  
Simone D. Russell  
Khari A. Saia  
Shannon L. Sechler  
Nicholas I. Sopko  
Jay M. Stemple  
Dejanae S. Strong  
Josh G. Swingle  
Jesse Valles

**Associate of Science**

Ryan M. Bunker  
Shanice N. Campbell  
Devon N. Christ  
Maria B. Daw  
Eric A. Exton  
Autumn L. Fessler  
Alexandria R. Fitzsimmons  
Briana L. Huegel  
Megan M. Inman  
Zachary W. Jared  
Grant M. Kinney  
Elizabeth A. Little  
Molly T. McGhee  
Teresa M. Mechler  
Nina J. Parri

The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2014 Fall

Chelsea N. Roschel  
Sarah E. Smith  
Dejanae S. Strong  
Albert B. Takyi  
Nicole E. Titterington  
Jesse Valles  
Allison M. Williams

**Associate of Technical Study**

Jason B. Hill  
Russell E. Ilg  
Michael G. Simon

**Wayne College**

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

Taylor M. Eliot  
Timothy S. Hostetler  
Autumn L. Mankins  
Bonnie L. Nair  
Tricia A. Norman

**Associate of Applied Business in Computer and Business  
Technology**

Charlee M. Fischer  
Jeremy M. Howerter  
Jerica Robison  
Justin R. Shetler  
Kathern V. Smith

**Associate of Applied Business in Health Care Office  
Management**

Diana K. Fick  
Heather R. Kelly  
Brittany A. Lehman  
Melissa A. Michaels  
Aarica M. Veemara

**Associate of Applied Science in Exercise Science  
Technology**

Joshua W. Jackson

**Associate of Applied Science in Paraprofessional  
Education**

Rachael A. Maurer  
Christine M. Smith

**Associate of Arts**

Paul W. Akers  
Kimyata D. Cooper  
Kristen N. Mairs  
Janelle C. Quinn  
Alexandra N. Schwartz

**Associate of Science**

Jonathan Flanagan  
Corrie C. Johnson  
Cole Kuhns  
Julia R. Lee  
Ashley L. Leiner  
Meredith N. Mease  
Edward D. Pattin  
Breanna R. Ramsey  
Michelle M. Riggenbach  
Logan E. Rufener

**1,505 Total Degrees**

The Academic Issues & Student Success Committee will be asked to consider the following curricular change at its meeting on December 10, 2014:

**Revised Master of Public Administration Program Proposal:**

Master of Public Administration Program Changes: Proposal 14-8889

Changes are proposed to the Master of Public Administration (MPA) curriculum to facilitate assessment, to better position The University of Akron to regain programmatic accreditation, and to improve the degree to meet student needs. These revisions better align the University's MPA degree program with similar programs in Ohio and around the country.

Proposed program revisions would reduce the number of credit hours for the MPA from 48 to 42 for pre-service students and from 45 to 39 for in-service students, change the core courses to 27 credits and provide for 12 credit hours of electives. The three-credit Internship class for pre-service students would be retained. Three new core courses proposed are Foundations of Urban Public Administration and Policy, Capstone Seminar in Public Administration, and a zero-credit Orientation to the Master in Public Administration. These program changes respond to recommendations from stakeholders—alumni, employers, students and faculty—to align this program with the University's urban public service mission, and to reduce the number of credit hours for the degree to be more in line with other MPA programs in Ohio.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Revisions to Master of Public Administration Curriculum

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 10, 2014 to revise the Master of Public Administration curriculum, as approved by the Faculty Senate, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

**Pertaining to the Provision of Assistance and Support to Veterans and Service Members  
As They Pursue an Advanced Degree and/or Certificate.**

The Ohio General Assembly recently enacted Amended Substitute House Bill Number 488, effective September 16, 2014 and codified at Ohio Revised Code Section 3345.421, which requires that state institutions of higher education provide assistance and support to veterans and service members as they pursue an advanced degree and/or certificate.

# Valuing our Veterans at UA:

## *Services to Service Members and Veterans*

Karla T. Mugler, Ph.D.  
Associate VP, Office of Academic Affairs

[mugler@uakron.edu](mailto:mugler@uakron.edu)

330-972-6248

December 8, 2014

# UA helped shape statewide policy

- Members of UA faculty and administration served on Ohio Board of Regents' committees regarding **Prior Learning Assessment**, focusing on credit by examination, portfolio-based assessment, and military credit.
- OBOR published ***PLA with a Purpose*** which detailed steps to be taken to insure more Ohioans could earn credentials and degrees.
- **Valuing Ohio Veterans Report** was written in 2013 with input from colleges and universities.

# House Bill 488

- The Chancellor appointed Dr. Karla Mugler and Karen Dickerson to work on the **Military Strategic Implementation Team** to develop recommendations for state-assisted institutions.
- Many of the recommendations made in **Valuing Ohio Veterans** have been codified in H.B. 488
- A state-wide conference was held on October 20<sup>th</sup> to focus on what higher education institutions need to do, in order to better assist veterans and service members. Mark Patterson and Karla Mugler served on panels for the conference; UA was represented by 6 individuals.

# Legislated by House Bill 488

- **Designate an individual responsible for veterans and service members' affairs**
  - **Provide support & assistance to veterans and service members**
- ✓ ★ Mary Rossett has served in this role since 2011.
  - ✓ ★ Enrollment priorities:
    - application fee waived,
    - priority registration,
    - enrollment & financial aid policies tailored to possible deployments
    - ★ Veteran-specific New Student Orientation programs
    - ★ Veteran-specific courses
    - ★ Musson Military Veterans Lounge

# Legislated by House Bill 488 cont'd

- **Support to Veterans and service-members cont'd**
  - ★ Ongoing academic advisement, academic support and peer mentoring programs
  - ★ Military Honor cords and recognition at commencement
  - ★ Emergency loans
  - ★ Suicide prevention training for students, faculty and staff

# Requirements of House Bill 488 cont'd

- **Appeal process is available for the credit evaluation process**
  - **Establish a student-led group on campus for service members and veterans**
- ✓ ★ Appeals Process is noted in the UA's Undergraduate Bulletin.
  - ✓ ★ Military Veterans Association
  - ★ American Legion Post 808

# Requirements of House Bill 488 cont'd

- **Career Center offers programs to create and encourage meaningful collaborative relationships between service members and veterans and UA alumni**
- **Survey student service members and veterans to identify their needs and challenges, and made the survey available to UA faculty and staff**
- ✓ ★ **Mary Rossett has worked with Laura Carey on programs for veterans and service members**
- ✓ ★ **our service members and veterans have been surveyed, and programs have been developed from the results of the surveys.**

# Requirements of House Bill 488 cont'd

- **The Board of Trustees must adopt a policy regarding the support and assistance that UA currently provides, and will provide to veterans and service members**
- ✓★ You will vote on an action item regarding such a policy.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Pertaining to the Provision of Assistance and Support to Veterans and Service Members  
As They Pursue an Advanced Degree and/or Certificate

WHEREAS, The University of Akron established the Military Services Center in 2010 and appointed a director to assist veterans and service members; and

WHEREAS, the University currently provides support and assistance to veterans and service members, including: veteran-specific enrollment policies, new student orientation programs and course sections; the Musson Military Veterans Lounge, which affords telehealth counseling with medical professionals at the VA hospital; ongoing academic advisement, support and peer mentoring; recognition and special honor cords for veterans and service members at commencement exercises; emergency loans; training for faculty and staff to prevent suicide among veterans and service members; and recognition of the student organization, Military Veterans Association and American Legion Post 808; and

WHEREAS, the University's Career Center staff works with individuals in the Military Services Center and the Office of the Alumni Association to encourage meaningful relationships between and among veterans, service members, University alumni and prospective employers, including employers that provide internships and co-op experiences; and

WHEREAS, the University provides a process for veterans and service members to resolve disputes regarding the awarding of credit for their military experiences; and

WHEREAS, The Ohio General Assembly recently enacted Amended Substitute House Bill Number 488, effective September 16, 2014 and codified at Ohio Revised Code Section 3345.421, which requires that state institutions of higher education provide assistance and support to veterans and service members as they pursue an advanced degree and/or certificate; and

WHEREAS, Ohio Revised Code Section 3345.421 requires additional services and support beyond those already provided by the University;

NOW THEREFORE, BE IT RESOLVED, that, in addition to the resources already provided, the University, consistent with Ohio Revised Code Section 3345.421, shall:

1. Conduct surveys of student veterans and service members to identify their needs and challenges and to use that information to assist in improving and developing services and programming for veterans and service members; and

2. Adopt a policy endorsing support of and assistance to veterans and service members (attached hereto as Exhibit A) and authorize the Secretary of the Board to cause this policy and any amendments thereto to be submitted in rule-filing format as required by Ohio law; and
3. Authorize the University Military Services Center and the Office of Academic Affairs to make subsequent modifications to this policy, consistent with the requirements of law, including but not limited to Ohio Revised Code Section 3345.421 and subject to review by the Office of General Counsel and approval by the President, who will inform the Board of any such future modifications.

---

Ted A. Mallo, Secretary  
Board of Trustees

## Exhibit A

### 3359-\_\_\_ - \_\_\_ Assistance to Veterans and Service Members.

The purpose of this policy is to set forth the support and assistance the university of Akron will provide to service members and veterans.

(A) In alignment with section 3345.42 of the Revised Code, this policy utilizes the definitions for "service member" and "veteran:"

(1) "Service member" means a person who is serving in the armed forces of the United States.

(2) "Veteran" means any person who has completed service in the armed forces, including the national guard of any state or a reserve component of the armed forces, and who has been discharged under honorable conditions from the armed forces or who has been transferred to the reserve with evidence of satisfactory service.

(B) To the extent that it has not done so already, the university of Akron will:

(1) Establish and maintain a service member and veteran student services office;

(2) Refer service members and veterans to proper local, state and/or federal agencies in the event the university of Akron believes that the service member or veteran is eligible for services;

(3) Work with the Ohio board of regents (OBR) to develop a veteran-friendly campus that increases the opportunity for service members and veterans to succeed academically;

(4) Work with other Ohio institutions of higher education to disseminate and share promising practices for serving service members and veterans effectively;

(5) Promote veteran-friendly campuses by utilizing the OBR's structure to disseminate and share promising practices statewide for serving service members and veterans effectively;

(6) Train appropriate faculty and staff to increase awareness of the mindset and unique needs of service members and veterans returning from combat zones and/or tours of duty overseas;

(7) Create "safe zones" for service members and veterans through a student service member/veteran club, organization, or association and campus-wide awareness training;

(8) Provide a portion of student orientation (or a separate session) specifically for service members and veterans;

(9) Recognize the service of service members and veterans at various events such as graduation, community service awards, honors awards, and an appreciation day;

- (10) Regularly evaluate institutional policies and procedures that create barriers to service member and veteran success;
- (11) Empower those working directly with service members and veterans to provide services designed to promote educational achievement;
- (12) Providing training, in partnership with veterans affairs, in the proper certification methods for certifying officials on each campus;
- (13) Develop a clear outreach strategy to communicate with eligible persons about educational and training benefits to encourage the use of GI bill benefits, as well as services and assistance offered by the institution;
- (14) Continue to work with the legislature, workforce and higher education community to identify and develop statewide policies to ensure the transition to higher education is seamless for all students, including service members and veterans. (This may include, but is not limited to, issues such as transfer, credit for prior learning and/or experience, career ladders, support services, etc.); and
- (15) Ensure the campus community is aware of benefits associated with the new post 9/11 GI bill and through our campus veterans' office and veteran coordinator(s) to actively find ways to connect returning service members and veterans with the services offered by the department of veterans affairs.

(C) Workforce training and education.

The university of Akron will work to provide better access and success for service members and veterans in postsecondary education and training while improving transition to civilian work.

(1) Services provided will include:

(a) An online tool for exploring careers, searching programs in Ohio and providing consumer reporting information on earnings and employment outcomes for each program. This website should include special information targeted to service members and veterans regarding shortening the time to receive a credential or degree through:

- (i) Expanding credit for prior learning;
- (ii) Articulation and transfer agreements;
- (iii) Bridge programs;
- (iv) Applied baccalaureate degrees; and
- (v) Online tools.

(2) Improving services for service member and veteran job seekers by promoting seamless workforce development services such as those provided at Ohio means jobs centers, campus career centers, and through affiliates.

Effective:

Certification:

\_\_\_\_\_  
Ted A. Mallo  
Secretary  
Board of Trustees

Prom. Under: 111.15

Stat. Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates:

## **Research Grants and Sponsored Programs Report, July-September 2014**

For July-September 2014, funding for externally funded research and other sponsored programs totaled \$13,143,897 for 185 awards as compared with \$12,754,008 for 190 awards for the previous year. For July-September 2014, 4 new patents were issued, 24 patent applications were filed, and 26 disclosures were submitted—compared to 8, 13 and 20, respectively, for the previous year.

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Acceptance of the Office of Research Summary of Activity Report  
For July-September 2014

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 10, 2014, pertaining to the acceptance of the Office of Research Summary of Activity Report for July-September 2014, be approved.

---

Ted A. Mallo, Secretary  
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**APPENDIX 4**

**RESEARCH**

**SUMMARY**

**July 1, 2014 through September 30, 2014**

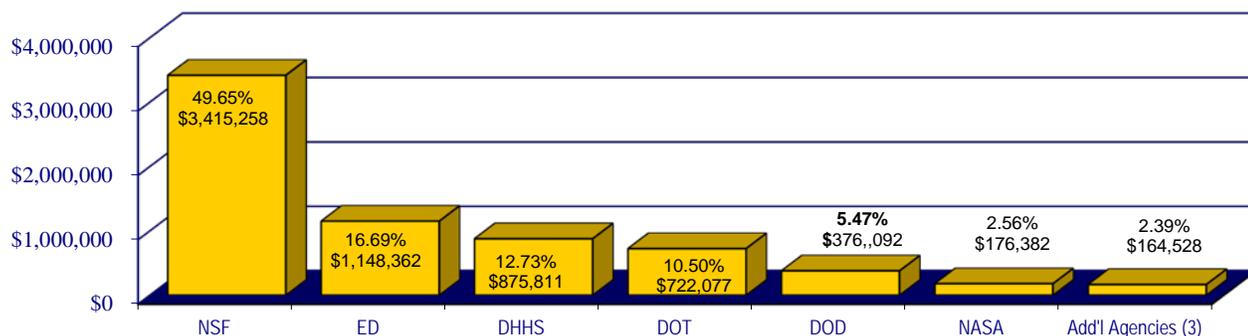
UA & UARF Research and Sponsored Programs	<b>AWARDS</b>	<i>Dollars</i>	\$13,143,897	39.2% toward goal of \$33,506,027
		<i>Numbers</i>	185	34.8% toward goal of 531
	<b>PROPOSALS</b>	<i>Dollars</i>	\$26,407,565	15.8% toward goal of \$166,717,330
		<i>Numbers</i>	120	18.6% toward goal of 644

<b>FEDERAL AWARDS</b>	<i>Dollars</i>	\$6,878,510	39.4% toward goal of \$17,468,430
	<i>Numbers</i>	49	33.1% toward goal of 148

<b>FEDERAL PROPOSALS</b>	<i>Dollars</i>	\$22,058,598	17.3% toward goal of \$127,507,590
	<i>Numbers</i>	50	19.6% toward goal of 255

UA & UARF  
Federal  
Research

**2014-2015 Federal Awards ~ By Sponsor**



License Revenue	<i>Dollars</i>	\$23,000	15.1% toward goal of \$152,500
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Technology Transfer	<b>DISCLOSURES OF INVENTION</b>	26	30.6% toward goal of 85
	<b>NEW U.S. PATENTS FILED</b>	24	28.6% toward goal of 84
	<b>U.S. PATENTS ISSUED</b>	4	13.3% toward goal of 30

## Research and Sponsored Programs Activity By College

<b><u>Awards</u></b>	<b>FY'15 v. FY'14, Year-to-Date Comparison</b>						<b>As percent of Total FY'14</b>			
	<b>Numbers</b>			<b>Dollars</b>			<b>Fy'15</b>	<b>FY'14</b>	<b>Fy'15</b>	<b>FY'14</b>
	<b>July-September</b>			<b>July-September</b>			<b>%-to-date</b>	<b>Total</b>	<b>%-to-date</b>	<b>Total</b>
	<b>FY'15</b>	<b>%Change</b>	<b>FY'14</b>	<b>FY'15</b>	<b>%Change</b>	<b>FY'14</b>				
Applied Sci & Tech	4	100.0%	2	597,375	11.0%	538,390	66.7%	6	101.8%	586,980
Arts & Sciences	33	0.0%	33	1,873,393	-6.2%	1,996,686	42.9%	77	44.3%	4,226,549
Business Admin	8	-38.5%	13	74,381	-20.9%	94,049	33.3%	24	35.0%	212,795
Education	4	-20.0%	5	203,070	2.7%	197,759	22.2%	18	25.4%	799,107
Engineering	55	10.0%	50	4,484,807	35.2%	3,318,247	32.9%	167	37.8%	11,858,238
Health Professions	33	-21.4%	42	549,204	-6.5%	587,529	43.4%	76	37.1%	1,478,795
Poly Sci & Poly Engr	41	7.9%	38	2,561,345	-14.8%	3,007,568	31.3%	131	33.8%	7,575,964
Law	0	---	0	0	---	0	0.0%	5	0.0%	125,000
Wayne	0	---	0	0	---	0	0.0%	1	0.0%	27,756
Other Units	7	0.0%	7	2,800,322	-7.1%	3,013,780	41.2%	17	67.5%	4,151,167
<b>Total Awards</b>	<b>185</b>	<b>-2.6%</b>	<b>190</b>	<b>\$13,143,897</b>	<b>3.1%</b>	<b>\$12,754,008</b>	<b>35.4%</b>	<b>522</b>	<b>42.3%</b>	<b>\$31,042,351</b>
UARF (in UA totals)	43	19.4%	36	1,429,676	21.7%	1,175,235	31.2%	138	38.2%	3,738,726
UARF ONLY**	0	---	0	0	---	0	0.0%	9	---	634,793
<b>UARF Total Awards</b>	<b>43</b>	<b>---</b>	<b>36</b>	<b>\$1,429,676</b>	<b>21.7%</b>	<b>\$1,175,235</b>	<b>29.3%</b>	<b>147</b>	<b>32.7%</b>	<b>\$4,373,519</b>
State Appropriations							---		---	540,069
Additional Research										1,288,814
<b>Grand Total</b>	<b>185</b>	<b>-2.6%</b>	<b>190</b>	<b>\$13,143,897</b>	<b>3.06%</b>	<b>\$12,754,008</b>	<b>34.8%</b>	<b>531</b>	<b>39.2%</b>	<b>\$33,506,027</b>

<b><u>Proposals</u></b>	<b>FY'15 v. FY'14, Year-to-Date Comparison</b>						<b>As percent of Total FY'14</b>			
	<b>Numbers</b>			<b>Dollars</b>			<b>Fy'15</b>	<b>FY'14</b>	<b>Fy'15</b>	<b>FY'14</b>
	<b>July-September</b>			<b>July-September</b>			<b>%-to-date</b>	<b>Total</b>	<b>%-to-date</b>	<b>Total</b>
	<b>FY'15</b>	<b>%Change</b>	<b>FY'14</b>	<b>FY'15</b>	<b>%Change</b>	<b>FY'14</b>				
Applied Sci & Tech	0	---	0	0	---	0	---	5	---	503,690
Arts & Sciences	22	-47.6%	42	4,675,444	-7.0%	5,027,856	19.5%	113	19.3%	24,281,726
Business Admin	5	-58.3%	12	42,838	-50.4%	86,399	31.3%	16	27.2%	157,768
Education	1	-80.0%	5	219,116	14.3%	191,747	5.6%	18	5.1%	4,289,116
Engineering	47	-25.4%	63	12,741,880	7.9%	11,804,944	17.9%	262	23.0%	55,410,924
Health Professions	23	4.5%	22	117,487	-52.9%	249,263	63.9%	36	4.5%	2,603,014
Poly Sci & Poly Engr	18	-52.6%	38	6,572,800	-4.2%	6,861,118	10.4%	173	9.1%	72,024,445
Law	1	0.0%	1	25,000	-91.7%	299,444	25.0%	4	6.3%	399,444
Wayne	0	---	0	0	---	0	---	0	---	0
Other Units	3	-40.0%	5	2,013,000	-14.8%	2,362,851	17.6%	17	28.6%	7,047,203
<b>Total Awards</b>	<b>120</b>	<b>-36.2%</b>	<b>188</b>	<b>\$26,407,565</b>	<b>-1.8%</b>	<b>\$26,883,622</b>	<b>18.6%</b>	<b>644</b>	<b>15.8%</b>	<b>\$166,717,330</b>
UARF ONLY**	0	---	0	0	---	0	---	0	---	0
<b>UARF Total Awards</b>	<b>0</b>	<b>---</b>	<b>0</b>	<b>\$0</b>	<b>---</b>	<b>\$0</b>	<b>---</b>	<b>0</b>	<b>---</b>	<b>\$0</b>
<b>Grand Total</b>	<b>120</b>	<b>-36.2%</b>	<b>188</b>	<b>\$26,407,565</b>	<b>-1.8%</b>	<b>\$26,883,622</b>	<b>18.6%</b>	<b>644</b>	<b>15.8%</b>	<b>\$166,717,330</b>

\*\*UARF ONLY statistics are adjusted to reflect UARF to UA subcontracts.

Cumulative data may differ from previous monthly reports provided to the UA Board of Trustees due to database adjustments.

Information contained in this report may be co-reported by UA Development Office.

Research and Sponsored Programs Activity By College

PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>COLLEGE OF APPLIED SCIENCE AND TECHNOLOGY</b>					
Dean's Office	Ohio Board of Regents	<i>Akron Early College High School</i>	Herold, Kelly M	100%	\$161,217
Dean's Office	Ohio Board of Regents	<i>Secondary Career-Technical Alignment Initiative (Science pathway)</i>	Herold, Kelly M	100%	\$2,400
Dean's Office	Ohio Board of Regents	<i>Secondary Career-Technical Alignment Initiative (Pre-Construction Design pathway)</i>	Herold, Kelly M	100%	\$1,200
<b>BUCHTEL COLLEGE OF ARTS AND SCIENCES</b>					
Biology	Parker Hannifin Corporation	<i>Community Industrial Assistantship</i>	Niewiarowski, Peter H	100%	\$20,620
Computer Science	Schonfeld Tools	<i>Community Industrial Assistantship</i>	Liszka, Kathy J	100%	\$7,732
Geosciences	ARCADIS US Inc.	<i>Community Industrial Assistantship</i>	Barrett, Linda Ruth	100%	\$4,827
Mathematics	National Security Agency	<i>Representations of Finite Groups of Lie Type and Related Problems</i>	Nguyen, Hung Ngoc	100%	\$20,000
Sociology	Margaret Clark Morgan Foundation	<i>Compassion for the Compassionate: Serving Those Who Serve Others</i>	Erickson, Rebecca J	50%	\$10,000
<i>Sociology</i>			<i>Lee, Matthew T</i>	50%	
<b>COLLEGE OF BUSINESS ADMINISTRATION</b>					
CBA Dean's Office	Battelle for Kids	<i>Dual Enrollment &amp; Teacher Credentialing Opportunities in the Ohio Appalachian Collaborative</i>	Hauser, William Joseph	100%	\$20,000
<b>COLLEGE OF EDUCATION</b>					
Curricular/Instructional Study	U.S. Department of Education through University of Dayton Research Institute	<i>UA-Integrative Teacher Preparation Model (UA-ITPM)</i>	Ford, Bridgie A	42%	\$125,000
<i>Curricular/Instructional Study</i>			<i>Kline, Lynn S</i>	14%	
<i>Curricular/Instructional Study</i>			<i>Smolen, Lynn A</i>	14%	
<i>Curricular/Instructional Study</i>			<i>Vakil, Shernavaz</i>	30%	
Curricular/Instructional Study	Battelle Memorial Institute	<i>Ohio STEM Learning Network (OSLN) - UA Woodrow Wilson Teaching Fellowship</i>	Pachnowski, Lynn M	25%	\$5,000
<i>Curricular/Instructional Study</i>			<i>Holliday, Gary</i>	25%	
<i>Curricular/Instructional Study</i>			<i>Makki, Nidaa</i>	25%	
<i>Curricular/Instructional Study</i>			<i>Plaster, Karen</i>	25%	
Educational Foundations & Leadership	American Psychological Association	<i>Does the Apple Far From the Tree? Exploring the Intergenerational Transmission of Math Anxiety</i>	Mohammed, Wondimu Ahmed	100%	\$6,951
<b>COLLEGE OF ENGINEERING (continued)</b>					
Chemical and Biomolecular Engineering	National Science Foundation	<i>GOALI: Collaborative Research: Aerosol Droplets Migration in Fibrous Media</i>	Chase, George G	100%	\$198,953
Chemical and Biomolecular Engineering	Ohio Soybean Council	<i>Rhamnolipids as Environment-Friendly Biopesticide for Soybean Production</i>	Ju, Lu-Kwang	100%	\$69,374
Chemical and Biomolecular Engineering	Austen BioInnovation Institute in Akron through Summa Health Systems	<i>Development of a Polymer Platform for Drug Eluting Prosthetic Devices</i>	Puskas, Judit E	100%	\$6,000
Chemical and Biomolecular Engineering	Virginia Tech through University of Akron Research Foundation	<i>UARF-Characterization and Molecular Modeling of Filter-Polymer Interface</i>	Zhu, Jiahua	100%	\$23,564
Civil Engineering	National Science Foundation	<i>Collaborative Research: Career Development: From Senior Undergraduates to Navigating Assistant Professorship</i>	Cutright, Teresa J	60%	\$28,276
<i>Chemical and Biomolecular Engineering</i>			<i>Puskas, Judit E</i>	40%	

## Research and Sponsored Programs Award Detail

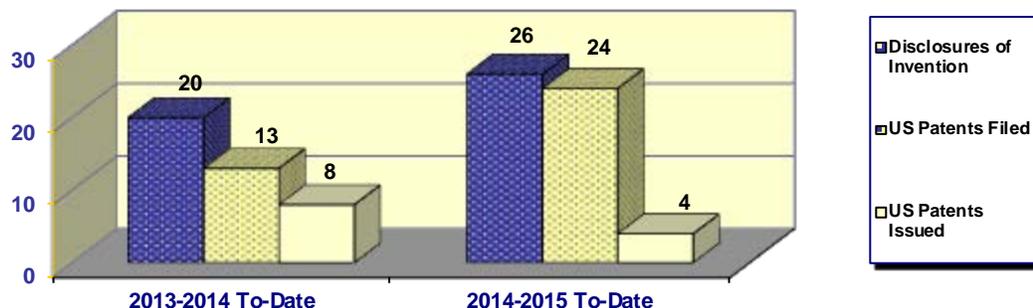
PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>COLLEGE OF ENGINEERING (continued)</b>					
Civil Engineering TESL	Multiple Corporate Sponsors *	Testing	Doll, Gary	100%	\$22,449
Civil Engineering	Multiple Corporate Sponsors *	Testing	Doll, Gary	100%	\$11,278
Civil Engineering	Federal Highway Administration through Ohio Department of Transportation	Geotechnical Engineering Research On-Call Services	Liang, Robert Y	100%	\$20,000
Civil Engineering	Multiple Corporate Sponsors *	Testing	Miller, Christopher	100%	\$22,225
Civil Engineering	U.S. Department of Transportation through University of Minnesota	Roadway Safety Institute	Schneider, William H	100%	\$65,000
Electrical and Computer Engineering <i>Management</i>	National Collegiate Inventors and Innovators Association #	Design of Electric Hybrid Vehicles	Choi, Seungdeog	80%	\$28,400
Electrical and Computer Engineering			Chalfant, Robert E	10%	
Electrical and Computer Engineering			DeAbreu-Garcia, Jose Alexis	10%	
Electrical and Computer Engineering	i2v *	Development of Non-Invasive Blood Glucose Sensor	Lee, Kye-Shin	60%	\$30,000
Electrical and Computer Engineering			Sozer, Yilmaz	40%	
Electrical and Computer Engineering	IEEE Circuits and Systems Society	2014 CASS Pre-Doctoral Scholarship for Chamith Wijenayake	Madanayake, Habarakada	100%	\$25,000
Electrical and Computer Engineering	Bendix CVS through University of Akron Research Foundation	Electric Machine Design	Sozer, Yilmaz	100%	\$14,915
Mechanical Engineering	NASA Glenn Research Center at Lewis Field through Vantage Partners	Advanced Energetic Materials and Concepts Development	Daniels, Christopher	100%	\$8,882
Mechanical Engineering	Lake Health	Unrestricted Research Grant	Wang, Shengyong	100%	\$60,000
<b>COLLEGE OF HEALTH PROFESSIONS</b>					
Nursing	Sigma Theta Tau International Society of Nursing	Feasibility of a Home Self-Monitoring System to Describe Exercise and Dietary Adherence in Cardiac Rehabilitation	Scotto, Carol J	50%	\$2,500
Nursing			Murrock, Carolyn J	50%	
Speech-Language Pathology and Audiology	U.S. Department of Education through Ohio State University	Development of Tools, Structures and Processes for the Ohio Improvement Process (OIP)	Carlin, Charles H	100%	\$32,191
Speech-Language Pathology and Audiology	Akron YMCA	Student Work Experience	Wade, Kelly A	100%	\$2,761
Speech-Language Pathology and Audiology	Language Learning Associates	Student Internship	Wade, Kelly A	100%	\$1,949
Speech-Language Pathology and Audiology	Perry Local Schools	Student Work Experience	Wade, Kelly A	100%	\$4,883
Sport Science and Wellness	USTA Tennis and Education Foundation	Promote Tennis and Learning with Technology among Children with Developmental Disabilities	Cai, Sean X	50%	\$2,500
Sport Science and Wellness			Pinheiro, Victor E	50%	
<b>COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING</b>					
Institute of Polymer Engineering	Imagine Research and Technology, Inc. *	Development of Photocurable Peo Monomers for Noise Suppression in Electronics Circuits	Cakmak, Mukerrem	100%	\$162,918
Institute of Polymer Engineering			Soucek, Mark	0%	
Institute of Polymer Engineering	NASA Shared Services	Flexible Aerogel Film Manufacturing	Cakmak, Mukerrem	100%	\$30,000
Institute of Polymer Engineering	Air Force Office of Scientific Research through Georgia Institute of Technology	Rational Design of Mechanical Properties of Polyacrylonitrile Carbon Fibers from Nanoscale	Heinz, Hendrik	100%	\$125,078
Institute of Polymer Engineering	National Science Foundation	DMREF: Collaborative Research: Design and Testing of Nanoalloy Catalysts in 3D Atomic Resolution	Heinz, Hendrik	100%	\$400,000
Institute of Polymer Engineering	Office of Naval Research through Northwestern University	Understanding Atomic Scale Structure in Four Dimensions to Design and Control Mesoscale Morphologies for Oxidation Resistant Alloys	Heinz, Hendrik	100%	\$63,143
Institute of Polymer Engineering	Procter & Gamble *	Molecular Modeling of Hydroxyapatite, F-Substituted Hydroxyapatite and its Metals Homologues	Heinz, Hendrik	100%	\$50,000
Institute of Polymer Science	Multiple Corporate Sponsors *	Testing	Jana, Sadhan	100%	\$6,831

## Research and Sponsored Programs Award Detail

PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING (continued)</b>					
Institute of Polymer Engineering	Air Force Office of Scientific Research through Howard University	<i>Feasibility Study to Evaluate Candidate Materials of Nanofilled Block Copolymers for use in Ultra High Density Pulsed Power Capacitors</i>	Karim, Alamgir	100%	\$50,000
Institute of Polymer Engineering	National Institute of Standards and Technology	<i>Neutron Reflection Studies of Bulk Heterojunctions Processed by Directed Self-Assembly</i>	Karim, Alamgir	70%	\$50,000
<i>Institute of Polymer Engineering</i>			Weiss, Robert A	30%	
Institute of Polymer Engineering	Multiple Corporate Sponsors *	<i>Testing</i>	Soucek, Mark	100%	\$6,000
Institute of Polymer Engineering	Army Research Office/ARL	<i>Polyelectrolyte Based Mechano-Responsive Materials for Energy Dissipation</i>	Zacharia, Nicole	100%	\$50,000
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Becker, Matthew	100%	\$4,800
Institute of Polymer Science	Avery Dennison	<i>Community Industrial Assistantship</i>	Dhinojwala, Ali	100%	\$22,682
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Dhinojwala, Ali	100%	\$24,000
Institute of Polymer Science	KLS Martin *	<i>Analysis of Tissue-Engineered Cartilages</i>	Landis, William J	100%	\$60,000
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Landis, William J	100%	\$2,500
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Ohlemacher, Crittenden	100%	\$10,947
Institute of Polymer Science	Multiple Corporate Sponsors *	<i>Testing</i>	Wang, Bojie	100%	\$1,866
<b>OTHER UNITS</b>					
Archival Services	National Film Preservation Foundation	<i>Preservation of Films on the Airships USS Akron and USS Macon</i>	Fleischer, S. Victor	100%	\$13,440
Asst. VP Student Affairs	Ohio Commission on Service and Volunteerism	<i>2014 Make a Difference Day</i>	Doehring, Alison E	100%	\$1,000

\* University of Akron Research Foundation Award

# Collaborative Research



### Disclosures of Invention

(September 2014: 3)

Number	Title	Inventor(s)
1170	<i>Vegetable Oil Based Viscoelastic Polymers</i>	Abraham Joy, Ying Xu, Sudhanva Govindarajan, and John Swanson
1171	<i>Human Health Monitoring in Hybrid Energy System</i>	Seungdeog Choi
1172	<i>Synthesis of Acrylate Inimers</i>	Coleen Pugh and Cesar Lopez-Gonzalez

### New Patents Filed

(September 2014: 5)

Disclosure Number	Application Type	Patent Title	Inventor(s)
935	Provisional	<i>Low Cost Methods for Fabrication of Solid Amine Pellets</i>	Steven Chuang
1146	Provisional	<i>Real-Time Toxic Water Contaminant Sensor</i>	Chelsea Monty and Evan Wujcik
1166	Provisional	<i>Solid Oxide Fuel Cells Fueled with Reducible Oxides</i>	Steven Chuang and Liang-Shih Fan
1170	Provisional	<i>Vegetable Oil Based Viscoelastic Polymers that Display Photoresponsive Rheological and Adhesive Properties</i>	Abraham Joy, Ying Xu, Sudhanva Govindarajan, and John Swanson
1171	Provisional	<i>Human Health Monitoring in Hybrid Energy System Including Future Hybrid Electric Vehicle (HEV) or Electric Vehicle (EV)</i>	Seungdeog Choi

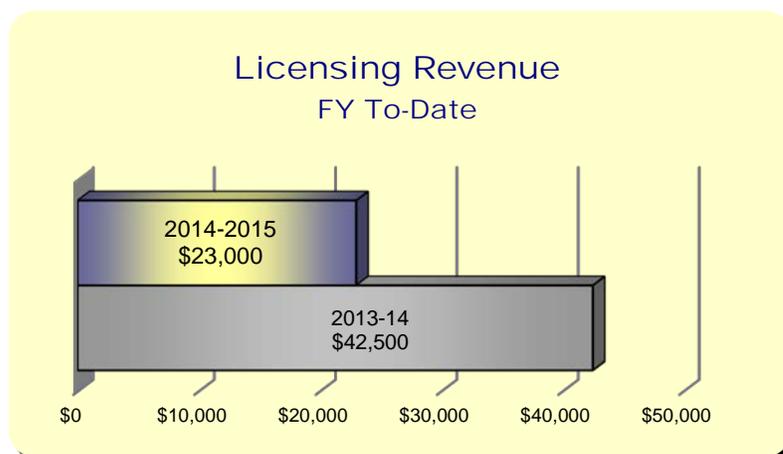
### Patents Issued

(August/September 2014: 3)

U.S. Patent No.	Issue Date	Patent Title	Inventor(s)
8,810,188	August 21, 2014	<i>Position Estimation at Starting and Lower Speeds in Three-Phase Switched Reluctance Machines</i>	Iqbal Husain and Gregory Pasquesoone
8,823,243	Sept. 2, 2014	<i>Nanoporous Materials for Use in Intelligent Systems</i>	Yu Qiao and Xinguo Kong
8,841,451	Sept. 23, 2014	<i>Methods of Nanoassembly of a Fractal Polymer and Materials Formed Thereby</i>	George Newkome and Charles Moorefield

LICENSING  
 REVENUE

For the months of:  
**September 2014: \$0**  
 September 2013: \$0



LICENSE ACTIVITY

UARF participated in various activities which fostered the development of new relationships and agreements. However, this activity did not result in the execution of any new license or license option agreements during September 2014.

AWARDS

PI's Department <i>Co-PI(s) Dept's [Italics]</i>	Sponsor	Project Title	Principal Investigator/ <i>Co-PI(s) [Italics]</i>	% Credit	Total Award
<b>COLLEGE OF ENGINEERING</b>					
Civil Engineering TESL	Multiple Corporate Sponsors	<i>Testing</i>	Doll, Gary	100%	\$22,449
Civil Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Doll, Gary	100%	\$11,278
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<i>Electrical and Computer Engineering</i>			<i>Sozer, Yilmaz</i>	40%	
<b>COLLEGE OF POLYMER SCIENCE AND POLYMER ENGINEERING (continued)</b>					
Institute of Polymer Engineering	Imagine Research and Technology, Inc.	<i>Development of Photocurable Peo Monomers for Noise Suppression in Electronics Circuits</i>	Cakmak, Mukerrem	100%	\$162,918
<i>Institute of Polymer Engineering</i>			<i>Soucek, Mark</i>	0%	
Institute of Polymer Engineering	Procter & Gamble	<i>Molecular Modeling of Hydroxyapatite, F-Substituted Hydroxyapatite and its Metals Homologues</i>	Heinz, Hendrik	100%	\$50,000
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing</i>	Jana, Sadhan	100%	\$6,831
Institute of Polymer Engineering	Multiple Corporate Sponsors	<i>Testing</i>	Soucek, Mark	100%	\$6,000
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Institute of Polymer Science	KLS Martin	<i>Analysis of Tissue-Engineered Cartilages</i>	Landis, William J	100%	\$60,000
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Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing</i>	Ohlemacher, Crittenden	100%	\$10,947
Institute of Polymer Science	Multiple Corporate Sponsors	<i>Testing</i>	Wang, Bojie	100%	\$1,866



To: W. Michael Sherman, Sr. Vice President, Provost & COO  
From: Nathan Mortimer, Assoc. Chief Financial Officer/Interim Chief  
Technology Officer  
Subject: ITS Informational Report for the Board of Trustees  
Date: November 17, 2014

With your concurrence, please include this cover letter and the accompanying informational report within the December 2014 Board Report. The accompanying report includes updates for:

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

# Information Technology Services

Informational Report for the Board of Trustees  
December 10, 2014

*Prepared effective November 17, 2014*



**Information Technology Services**  
December 10, 2014

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**UPDATE ON PROJECTS & ACTIVITIES**

- The University of Akron PeopleSoft Split and Upgrades

**Start date:** May 2014

**Milestones (dates/events):**

- PeopleSoft Portal upgraded October 2014
- PeopleSoft Financials planned go live November 2014
- HCM/CS split planned November 2014
- PeopleSoft Human Capital Management (HCM) 9.2 upgrade scheduled go live June 2015

**Targeted completion:** July 2015

**Notes:** The second set of “split” data (test 2) has been prepared and will become the primary development area for IT to make changes in preparation for the next phase when user testing begins.

- LCCC PeopleSoft Split and Upgrades



**Milestones (dates/events):** May 2014

- PeopleSoft Portal V9.1 R3 upgrade; started September 2014; target completion February 2015
- PeopleSoft CS/HCM split; started August 2014; target completion January 2015
- PeopleSoft Financials V9.2 upgrade; started October 2014; target completion April 2015
- HCM V9.2 Upgrade; projected start January 2015; target completion June 2015

**Targeted completion:** July 2015

**Notes:** UA is providing database and upgrade support for LCCC’s CS/HCM split. Due to the release of Campus Solutions upgrade bundle 34, further consideration on how to incorporate it into the split project may require changes to the go-live date. LCCC has hired database and upgrade consultants to work with UA for supporting the Financials V9.2 upgrade. Additional support was provided to LCCC to enable Civitas Retention Analytics Project access of LCCC PeopleSoft campus solutions data.

<ul style="list-style-type: none"> <li>Wired and Wireless Network</li> </ul>	<p><b>Start date:</b> July 2014</p> <p><b>Milestones (dates/events):</b></p> <ul style="list-style-type: none"> <li>Phase I: Student Union, Bierce Library, completed August 2014</li> <li>Coleman Common in process; completion date TBD</li> <li>Future phases TBD</li> </ul> <p><b>Targeted completion:</b> June 2016</p> <p><b>Notes:</b> Upgrading our network is an ongoing project and a priority. We plan to upgrade the wired and wireless networks to accommodate the additional data traffic demands throughout the campus.</p> <p>Following Phase I, subsequent phases will address the needs of other areas of campus.</p>
<ul style="list-style-type: none"> <li>Voice Mail System</li> </ul>	<p><b>Start date:</b> July 2014</p> <p><b>Milestones (dates/events):</b></p> <ul style="list-style-type: none"> <li>Awaiting input from vendor's Project Manager</li> </ul> <p><b>Targeted completion:</b> Spring 2015</p> <p><b>Notes:</b> The University's current voice mail system has existed since 1999 without major improvements. The new voice mail system, AVAYA Aura Messaging, will provide improved stability as well as additional features and capabilities.</p>
<ul style="list-style-type: none"> <li>Transformation Planning Grant</li> </ul>	<p><b>Started:</b> August 2014</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>Planning and hiring tasks complete November 2014</li> <li>Implementation plan June 2015</li> </ul> <p><b>Anticipated completion:</b> June 2015</p> <p><b>Notes:</b> This project is studying how to increase the number of learners, decrease cost per learner, and increase retention and graduation rates.</p> <p>Initially, the approach will involve pilot courses. Assessment of the learning in these courses will be compared to the financial aspects of course delivery.</p>

<ul style="list-style-type: none"> <li>DARwin Replacement</li> </ul>	<p><b>Start date:</b> November 2015</p> <p><b>Milestones:</b></p> <ul style="list-style-type: none"> <li>Review &amp; initial setup to be completed through December 2014</li> <li>User Testing and reconfiguration completed June 2015</li> </ul> <p><b>Targeted completion:</b> August 2015</p> <p><b>Notes:</b> The overall implementation of the Academic Advisement module is intended to provide an integrated application and business process for supporting degree audits and degree confirmation.</p> <p>In addition, implementation of the Academic Advisement module will result in a savings of approximately \$25,000 per year as the DARwin license will be terminated.</p>
<ul style="list-style-type: none"> <li>Distributed Antenna System</li> </ul>	<p><b>Start date:</b> December 2014</p> <p><b>Milestones (dates/events):</b></p> <ul style="list-style-type: none"> <li>November 2014, in final stages of contract negotiations</li> <li>Project start December 2014</li> </ul> <p><b>Targeted completion:</b> Summer 2015</p> <p><b>Notes:</b> Verizon identified cellular coverage issues on the main campus as well as within certain University buildings. The University and Verizon are developing a contract for Verizon, at its own cost or limited remuneration to the University, to connect its downtown fiber to equipment located in Shrank Hall. Further, Verizon will access the University's fiber and install roughly 400 distributed antennas within and among select buildings and outdoor spaces.</p>

## COMPLETED PROJECTS & ACTIVITIES

- Education Advisory Board (EAB)  
Student Success Collaborative



**IT Completion date:** October 2014

**Milestones (dates/events):**

- IT completed its role in the initial deployment.
- EAB is now being managed by Student Services which will complete the full deployment December 2015.

**Notes:** Combines technology, research, and predictive analytics to positively affect outcomes with at-risk and off-path students

- Lab Status Page



**IT Completion date:** October 2014

**Milestones (dates/events):**

- IT rollout October 2014

**Notes:** This new and mobile-friendly Web page helps students locate "open" computers and available software in the University's open computer labs. Departmental labs may be added in the future.

The page is available through UA mobile or through this link: <http://www.uakron.edu/labs/>.

**PLANNED PROJECTS & ACTIVITIES**

- Shared Evidence and Found Property (EFP) Center

**Anticipated start:** December 2014

**Milestones:**

- Investigation of shared center continued through December 2014
- Decision to be made in early 2015

**Anticipated completion:** May 2015

**Notes:** The University is working with the City of Akron and Summit County to investigate the development of a shared evidence and found property (EFP) center.

The advantage of a shared center includes greater levels of service at potentially reduced costs to participating agencies such as UAPD.

- Office 365

**Anticipated start:** January 2015

**Milestones:**

- Exchange Online Migration by August 2015.

**Anticipated completion:** Fall 2015

**Notes:** Office 365 provides accessibility to Exchange and other Microsoft products from any location where Internet access is available. Additionally, access to this product will be available on most mobile devices and cell phones.

TABLED PROJECTS & ACTIVITIES	
• NONE	

- NONE



The University of Akron

Division of Student Success

**The University of Akron  
Division of Student Success  
Report to the Board of Trustees  
December 2014**

**Department of Student Health Services (SHS) and the  
Counseling and Testing Center (CTC)**

**Executive Summary**

College student mental health is a concern as nationally large numbers of college and university students increasingly report emotional distress that impacts well-being and academic functioning. Students who use the services at The University of Akron Counseling and Testing Center report stress (70.6 percent), anxiety (70.2 percent) and depression (49 percent) as their top-three concerns, and 11 percent report having suicidal thoughts. Sharpe, Bruininks, Blacklock, Benson, and Johnson (2004) stated that the number of students with psychiatric disabilities is beginning to exceed those with learning disabilities and ADHD. Mowbray et al (2011) stated that about 12 to 18 percent of students on college campuses have diagnosable mental illnesses. A positive commitment to the health of students contributes to higher graduation rates, stability of enrollment and tuition income, and fewer unplanned, time-consuming demands on campus services (Grizzel & McNeil, 2007).

This report provides an overview of the importance of the Department of Student Health Services (SHS) and the Counseling and Testing Center (CTC) and focuses on:

- mental health awareness, issues and concerns of college students;
- support services for students offered through SHS and CTC;
- mental health awareness projects and on- and off-campus collaboration efforts; and
- recommendations for continued exploration, a need for a mental health awareness campaign for the campus, and a peer educator program.

The SHS and CTC diligently collaborate to provide the best possible holistic approach to the physical and psychological well-being of The University of Akron's student body. Both departments are aware that many of UA's students are at risk for mental health issues, especially anxiety and depression.

Distinctive and excellent programs and services continue to be a focal point on UA's campus. Among university counseling centers in Ohio, the CTC is the only university counseling center to hold all three prestigious accreditations (APA, IACS and NCTA). In addition, UA was awarded the JED Campus Seal, providing for the exploration and enhancement of their mental health and suicide prevention programming efforts.

**ACADEMIC ISSUES & STUDENT SUCCESS  
COMMITTEE**

**APPENDIX 6**

**STUDENT SUCCESS**



The University of Akron

Division of Student Success

**The University of Akron  
Division of Student Success  
Report to the Board of Trustees  
December 2014**

**Department of Student Health Services (SHS) and the  
Counseling and Testing Center (CTC)**

**Importance of Services of Student Health Services and the Counseling and Testing Center**

Today's students often come to campus with a variety of health and wellness concerns, including mental health issues. Healthy lifestyles are highly valued by students. Both health centers and counseling centers provide assistance to students seeking information and attention to wellness needs, medical needs and psychological needs, as well as to students with safety concerns. Student health centers not only treat medical conditions but are also responsible for managing serious chronic conditions and promoting healthy lifestyles. Typically both counseling centers and student health centers provide for prevention measures as well as educational measures for students (Forbes, 2013).

National surveys indicate that college counseling centers are seeing increasing numbers of students with severe emotional distress. Anxiety, depression, relationships and suicidal thoughts or behaviors are top concerns.

- Mowbray et al (2006), state that about 12-18 percent of students on college campuses have diagnosable mental illnesses. Approximately 25 percent are taking psychotropic medication.
- National research suggests that almost half of college students have reported feeling so distressed that it is difficult to function, and two-thirds do not seek help.
- Surveys indicate that 7 percent of college students consider suicide, and approximately 1,100 students die by suicide annually.
- The number of students with serious mental illness is increasing with a prevalence rate of 39 percent in 15- to 21-year-olds.
- Research shows that students in counseling have a higher retention rate than those who have not attended counseling (Eisenberg et al., 2009; Illovsky, 1997; Lee et al., 2009; Sharkin, 2004; Turner and Berry, 2000; Wilson, Mason, and Ewing, 1997).

**Counseling and Testing Center (CTC)**

The CTC mission is to provide comprehensive, culturally competent psychological and testing services to The University of Akron community. The counseling staff consists of a culturally diverse group of seven psychologists, a part-time psychology assistant, doctoral interns and practicum student counselors. Services consist of free individual counseling and psychotherapy, biofeedback, career decision making counseling, educational counseling, psychotherapy groups and psycho-educational workshops/outreach as well as consultation for faculty and staff. Testing services are extensive and include coordination of large national standardized exams (i.e., ACT, LSAT and GRE subject). Low-cost assessments are conducted by psychological staff for learning disabilities and attention deficit disorders.

The CTC’s dynamic webpage (recipient of the 2011 Innovation Award from CENTSS - The Center for Transforming Student Services) provides interactive assessments and multimedia tools to provide mental health (i.e.Ulifeline, Transition Year, Trevor Project), career (OCIS, SIGI, O’Net) , and alcohol/drug information and assessments (E-Chug, E-Toke).

The CTC College Survival Kit psycho-educational workshop series and outreach programs provide additional vocational/life planning and academic support that aids retention and academic success. Creating caring university communities that show concern for individual students and their problems not only promotes retention (Engle & O’Brien) but also aids students at risk for mental health disturbances (Van Brunt, 2011).

**CTC Service Data**

The CTC provides comprehensive, culturally competent psychological services to the diverse UA community. With a student client age range of 16 to 60+ years, there were 5,710 counseling sessions provided to 1,031 students in 2013-2014, a 6 percent increase in students compared to last year. Approximately 22 percent were students of color, .3 percent transgendered and 9.6 percent were sexual minorities. Student athletes comprised 8.4 percent of clients, and 4.4 percent of students reported a history of military service (See Chart 1). The diversity of students using CTC services generally tends to proportionally follow that of the UA student body. Anxiety, depression, academic distress and family issues are some of the top concerns voiced by students at UA, which mirrors national data.

Students who use CTC rate the services highly. In a 2013-2014 survey of 260 student clients, 93 percent rated their overall experience at the center as positive or extremely positive. In CTC outreach/learning outcome evaluation surveys of 957 students, 90 percent reported that they learned strategies that will help them to improve some area of their life (stress management, health academics and relationships), and 90 percent reported that they learned information that will help them to remain in school.

Chart 1: Counseling Center 2014 Service Data- Student Descriptors

<b>Student Descriptor</b>	<b>Responses</b>
Age	Average : 25.21 years Range: 16 – 65 years
Gender	Male : 41.9%
	Female: 57%
	Transgender: 0.3 %
Race/Ethnicity	European Am: 74.3%
	African Am: 13.6%
	Asian Am: 3.5%
	Hispanic Am: 2.5%
	Native Am/Pacific Island: 0 %(1)
	Multi-racial: 2.7%
International	3.4%
Lesbian, Gay, Bisexual, Questioning	9.6%
Registered Disability	8.1%

Military Service	4.4%
Student Athlete	8.4%
Undergrad. Class	Freshman: 25.7%
	Sophomore: 20.5%
	Junior: 19.5%
	Senior: 17.0%
	Other: 0.3%
Graduate /Professional	Graduate: 14.1 %
Residence	Off campus: 71.2%
	On campus: 19.6%
First Generation	26.9%

### **CTC Clinical Services and Psycho-education Surveys**

The CTC evaluation asks students about the impact of its services on their academic progress and retention. Students (N=260) reported that the counseling services they received would help them make satisfactory progress in their education (86 percent), that they received help in personal, career social or educational development (85 percent), and that their overall experience in the center was positive/extremely positive (93 percent). In addition, 37 students (14 percent) reported that prior to attending counseling they had been thinking about leaving The University of Akron. However, those students remained in school, thus contributing to retention and potentially generating at least \$367,040 for the University. Selected survey comments:

- “Great staff; everyone is very friendly here. I find that this is one of the more useful things on campus that I pay for so it’s a huge benefit to coming to the University.”
- “Very good and helpful for me. For once I was not regarded as dumb in my disability.”
- “I had a very positive experience with my counselor. Without his help I do not think I would have been able to work through a very personal time for me and probably would have withdrawn.”

The CTC presented 142 programs to 4,301 people, plus 1,196 people participated in Taking Care Week workshops. In student evaluations (N=957) of psycho-education services (workshops such as bystander/sexual assault issues training, stress management, study skills, suicide prevention, etc.) 98 percent reported that the presenters were well prepared and knowledgeable, 90 percent reported learning information that will help them to stay in school, and 91 percent reported learning strategies to help them improve their lives.

Titanium: The CTC uses Titanium, the gold standard, national online electronic records system designed specifically for university counseling centers. Titanium is the only software certified by The Center for Collegiate Mental Health (CCMH), a multi-disciplinary research center focused on providing information about the mental health of college students to serve the needs of mental health providers, administrators, researchers and the public. Data can be uploaded for national research/trends in college mental health. A review of CTC student client symptom data gathered through Titanium showed that aggregate standard scores decreased for depression (from .86 to .28), generalized anxiety (.98 to .53), and academic distress (.77 to .38), indicating a decrease in symptomatology after counseling, which contributes to retention.

### **CTC Accreditations**

The UA CTC is the only university Counseling Center in Ohio to hold all three of these prestigious accreditations:

- American Psychological Association (APA) for the pre-doctoral internship in psychology (the only college/university internship in NE Ohio)
- International Association of Counseling Services (IACS)
- National College Testing Association (NCTA) for Testing Services (2013) (a brand-new certification with UA CTC being one of the first university testing centers to obtain the certification)

### **JedCampus Seal**

The CTC director completed an application for a new overall university certification through the Jed Foundation. The application was made through support by and collaboration with Ohio Campus Safety/NEOMED. As a result, The University of Akron was awarded the JedCampus Seal in 2013. The JedCampus program is a new nationwide initiative of The Jed Foundation, designed to help colleges and universities explore and enhance their mental health and suicide prevention programming.

### **CTC Mental Health Awareness Projects**

The CTC has coordinated several large-scale mental health awareness projects at The University of Akron.

- Kognito At-Risk Training: In 2014, the CTC was granted 75 licenses by responding to a proposal sponsored by the Ohio Program for Campus Safety and Mental Health. *Kognito At-Risk for University Faculty and Staff* is an online, interactive gatekeeper training simulation used at more than 100 campuses nationwide. In this 45-minute training, 115 UA faculty and staff learned the common indicators of psychological distress and how best to approach an at-risk student for referral to the counseling center.
- Center for Deployment Psychology – Military Student Veterans: The mission of the CDP is to train military and civilian behavioral health professionals to provide high quality deployment-related behavioral health services to military personnel and their families. The CDP is partially funded by the Department of Defense. A total of 142 people both from UA and other colleges and universities in Northeast Ohio attended the training here at UA, which included not only mental health practitioners but also higher education personnel such as academic advisors.
- Campus Connect Syracuse Suicide Prevention Gatekeeper Training: Through collaboration with the ADM Board and Syracuse University, a daylong program was provided to a variety of UA personnel to teach them skills to identify and increase comfort in working with students who may be suicidal. The program was funded through a NEOMED Campus Safety Grant, with an accompanying donation from the Margaret Clark Morgan Foundation.
- Campus Mental Health Forum sponsored by the Margaret Clark Morgan Foundation: In 2010 the CTC was a member of the planning committee that developed a major two-part regional conference, The Campus Mental Health Forum: Earning a Degree of Mental Health/ Active Minds sponsored by the Margaret Clark Morgan Foundation. More than 300 people attended the event, which included a speech by Active Minds founder Alison Malmon.

- National Depression Screening Day and Taking Care Week annual events: CTC offers information and depression screenings to the campus community in October and coordinates a week-long series of comprehensive wellness events called Taking Care Week in February.
- In addition to the abovementioned large-scale events, CTC provides training on suicide prevention, working with distressed students, etc. to faculty and staff.

### **Student Health Services (SHS)**

The mission of SHS is to assist students in meeting their academic and personal goals by addressing their health concerns through providing quality, cost-effective, culturally competent and compassionate health care and health education. The department provides general primary health care and a Well-Women's Clinic, evaluates sports injuries and monitors potential threats to campus health.

SHS is staffed by a team of nurses, nurse practitioners and physicians that treat both acute and chronic illness, and encourage healthy lifestyles that will assist students in reaching their academic and personal goals. An integral part of its mission is to provide health and wellness education, as well as medical expertise to University leadership.

According to The American College Health Association (ACHA), as part of the American College Health Assessment (2009), the following comprise the most common health threats:

- stress
- sleep difficulties
- sore throat and upper respiratory illness
- concern for family members and friends
- relationship difficulties
- death of a friend or family member
- chronic illness
- attention deficit disorder
- alcohol use/abuse
- depression
- anxiety

For many college students, the first year of college represents a stressful transition. While an exciting time, Cleary, Walter, and Jackson (2011) identified potential stressors as:

- loss of childhood friends;
- forming new relationships;
- moving away from home;
- becoming comfortable with new roommates;
- dealing with new learning methods; and
- the expectation of increased autonomy in life and academic performance.

There is also loss of parental oversight and complete responsibility for self-care. While many welcome these changes, many are at risk for developing mental health issues, especially depression.

### **CTC and SHS Internal and External Collaborations**

Currently, the CTC and SHS have a logical partnership that fosters referrals between the two entities. Sound therapeutic knowledge and clinical expertise is used to devise an individualized treatment plan for a student. The ultimate goal of a student's treatment plan for mental health is to alleviate the

symptoms that are causing the disruption in the student's life and return them to a life of joy, satisfaction and fulfillment that can enhance academic success. This may include psychotherapy, psycho-education and Web-based services provided through the CTC, or psychotropic medications prescribed by the physicians or advanced practice nurses in SHS. Without good physical and mental health, all efforts at student retention are at risk.

Both the CTC and SHS value collaboration efforts among many on- and off-campus constituents. Prevention, outreach and education are central to assisting students both academically and psychologically. Appropriate services have a direct impact on academic success and retention, as well as personal well-being. Studies suggest that college and university counseling services improve mental health, yield additional tuition revenue and increase student lifetime productivity (Healthy Minds, 2013). Therefore, consultation and training for the entire campus community is essential.

### **CTC UA Partnerships**

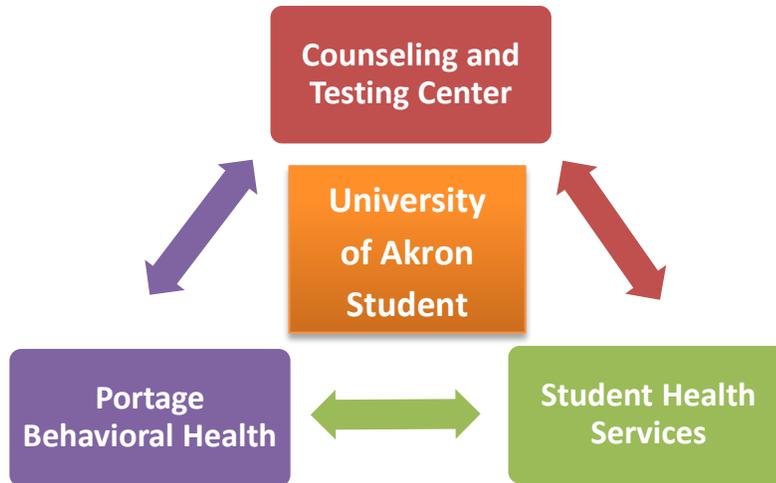
Members of the CTC staff routinely participate on several UA committees and events, including the CARE Team, the SART Team, Veterans Steering Committee, Alcohol Awareness Week and Diversity Awareness Week. CTC has excellent partnerships with various campus offices such as Advising, Office of Multicultural Development, Health Services, Office of Accessibility, Inclusion and Equity, UAPD, Adult Focus and Athletics.

CTC services are informed by empirical research and practice, and attention to diversity and social justice. Several CTC psychologists have been recognized for their professional activities, leadership, scholarship and research with respect to mental health and other psychological-related topics.

Student Recreation and Wellness Center: An influential campus partner is the Student Recreation and Wellness Center. Exercise plays a large role in helping the body to produce the hormones that increase levels of the neurotransmitters that highly affect a sense of calm and well-being. CTC refers students as a way to positively impact mood and enhance wellness. A healthy lifestyle and diet along with proper medication as prescribed through SHS make for a healthier individual.

Free Psychiatry Services for UA Students: Through collaboration with NEOMED, free psychiatric services are available for UA students. (Students do pay for medications.) Services are provided by NEOMED psychiatric residents in a space that was specifically carved out at Portage Path Behavioral Health, which is located within easy walking distance of the campus. Students must be referred by SHS, CTC or one of the two training clinics on campus, and students use UA and NEOMED services concurrently. CTC also refers students with more severe mental illness and wrap-around care needs to other community services, such as those persons who may need partial hospitalization to aid their remaining in school.

### Chart 2: Seamless Services for Referrals



**Statistics for Academic Year 2013-2014 for Student Health Services**

Mental Health-related Encounters	168
Students Requiring Medications	145
Referred to Portage Path	7

CTC and SHS seamlessly have developed procedures and processes to refer students in a functional loop for general health and psychotropic medication assessments to aid psychological services (Chart 2).

The CTC Director sits on the UA CARE team. The CARE team is a group of campus personnel who meet weekly to address behavioral student concerns that impact them individual and/or the university environment. It is not uncommon that at least 50 percent of the student cases discussed in the weekly meetings involve students experiencing a mental health concern.

Office of Accessibility: Services for students with disabilities are enhanced with greater collaboration between the CTC and the Office of Accessibility (OA). Students with psychological concerns have over the past few years registered with the Office of Accessibility in increasing numbers for accommodations and accessibility services. CTC and OA may collaborate on these services and work together on LD/ADHD assessment reports conducted by CTC psychologists.

Office of Athletics: The Office of Athletics provides CTC monies for psychological consultation and service provision. Highly rated psychological services are provided for student athletes through this collaboration between the Office of Athletics and the CTC despite a loss in funding, which in 2013 moved the position from a full-time psychologist to a part-time doctoral student.

**Future Goals and Direction**

One way to address student mental health concerns would be to develop a Mental Health Awareness campaign. Such a campaign would systemically and holistically address student behavioral health for the campus community. A multi-tiered framework, such as that proposed by the Jed and Clinton Healthy Matters Foundation, can promote a community health model to which CTC and SHS aspire that encourages multiple campus constituents to participate in making The University of Akron a safe

and healthy campus. This would encourage not only individual training on identifying and working with at-risk students, but on a greater macro level, examination of strategic policies and procedures, behavioral health, suicide prevention and substance abuse services, campus environmental issues and the connection with retention. A starting point might be to develop a multi-disciplinary university council or team. An effective campaign will most likely result in increased student demand for psychological services so attention must be paid to enhance staffing of CTC.

Currently, while CTC provides increasing levels of comprehensive psychological services to students who are distressed, staffing is low. A wait list for services typically begins in late October, and by November students are waiting two to three weeks for initial intakes. CTC accrediting bodies IACS and APA have noted that CTC provides excellent services, but the behavioral health staff size and student/behavioral staff size are low. The Jed Foundation in its report also noted that CTC staffing is thin. It might also be noted that, while counseling services exist at the Main and Wayne campuses, similar services do not exist at the regional branch campuses. Expanding on the need for an increase in access to services in CTC, there would be a logical increase in referrals to SHS for medical management, with a concomitant need for additional medical provider hours.

As in many college departments, resources for key campus initiatives are in short supply. For this reason, our future direction should include the employment of a health educator and use of peer educators as essential to the success of an intervention to positively affect the mental health on this campus, thereby, decreasing the attrition of students due to depression and suicide. Student peer educators have been used by higher education to influence the education, improve retention of college students, and promote awareness of mental health (Cox, 2009). For the purpose of mental health, peer educators can be used to educate the campus community regarding the recognition of depression in students, allow greater attention to issues such as substance abuse education, promote healthy coping strategies and implement outreach initiatives, as well as help to decrease the stigma of many mental health concerns among college students. This is a cost-effective way to have many touch points on campus and would be a logical campus entity that would be another arm of our efforts for Jed designation. Peer educators can share key information, greatly influencing many aspects of student wellness, retention and success.

### **Conclusion**

It is clear that the CTC and SHS will continue to require partnerships with many campus entities, and extensive outreach to all stakeholders, students, faculty, staff, parents and community support services. Promoting mental health awareness to students and the campus community will assist in reducing the stigma that is often associated with mental health concerns and issues. It is imperative that services and education continue to be provided and that we create a campus community that is understanding and supportive, as one that focuses on helping our students seek out the services that will aid them in being successful as students and people. A Mental Health Awareness campaign is one means by which to connect various campus constituents to, in a comprehensive and focused manner, address behavioral health concerns for The University of Akron community.

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# Talent Dividend Prize Akron MSA

Board of Trustees

December 10, 2014





## Northeast Ohio Council on Higher Education

### Talent Dividend Initiative started in 2009

- Increase post-secondary educational opportunity and attainment
- Advocate for higher education as a stimulus for economic development
- Public member institutions are: **Cleveland State University, Cuyahoga Community College, Eastern Gateway Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, The University of Akron, and Youngstown State University.**

# Akron MSA

## Institutions

The University of Akron

Kent State University

Hiram College

Northeast Ohio Medical  
University

## Partners

Summit Education Initiative

Akron Public Schools

Akron Chamber

Summit County Council

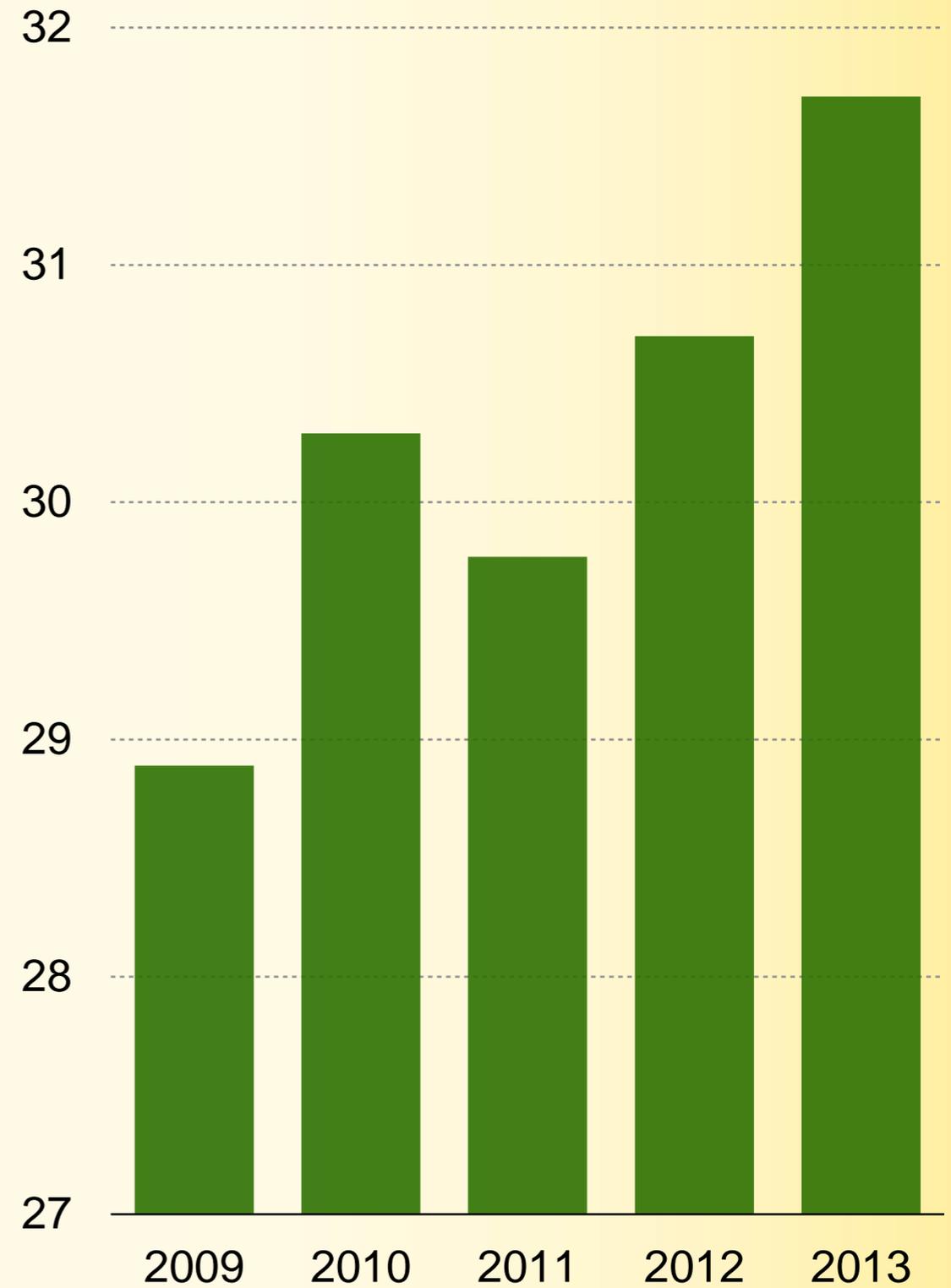
Portage County Educational  
Services Center

# Northeast Ohio Talent Dividend

58% of a city's success, as measured by per capita income, can be explained by the percentage of the adult population with a college degree

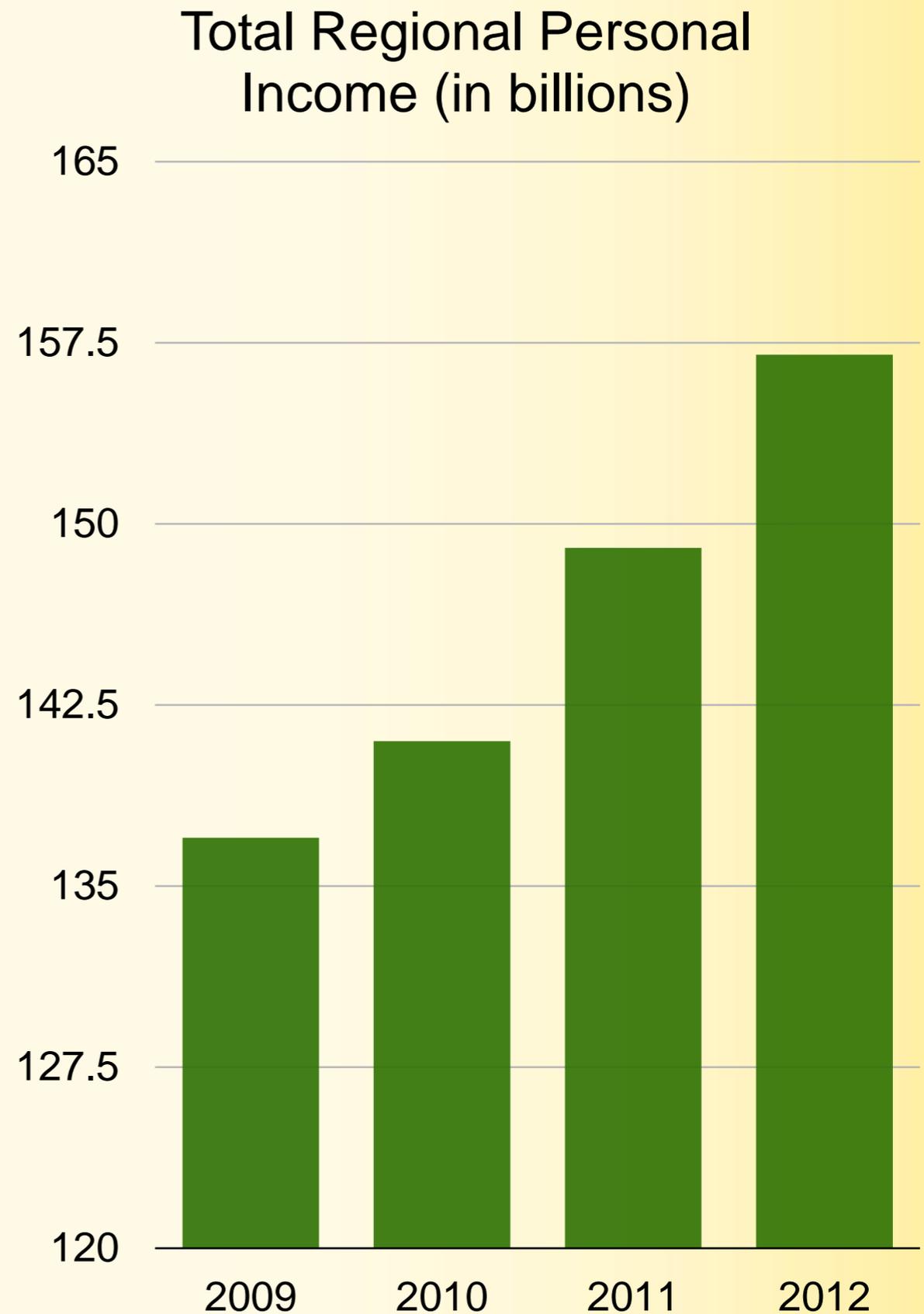
# College Attainment Rate

Northeast Ohio has 92,344 more two-year and four-year degree holders since 2009, up 10.3 percent to 989,826. The regional attainment rate is up 2.8 percentage points to 31.7 percent



# Per Capita Income

For every one percentage point increase in four-year college attainment, per capita income increase \$763. That's \$2.8 billion for Northeast Ohio annually.

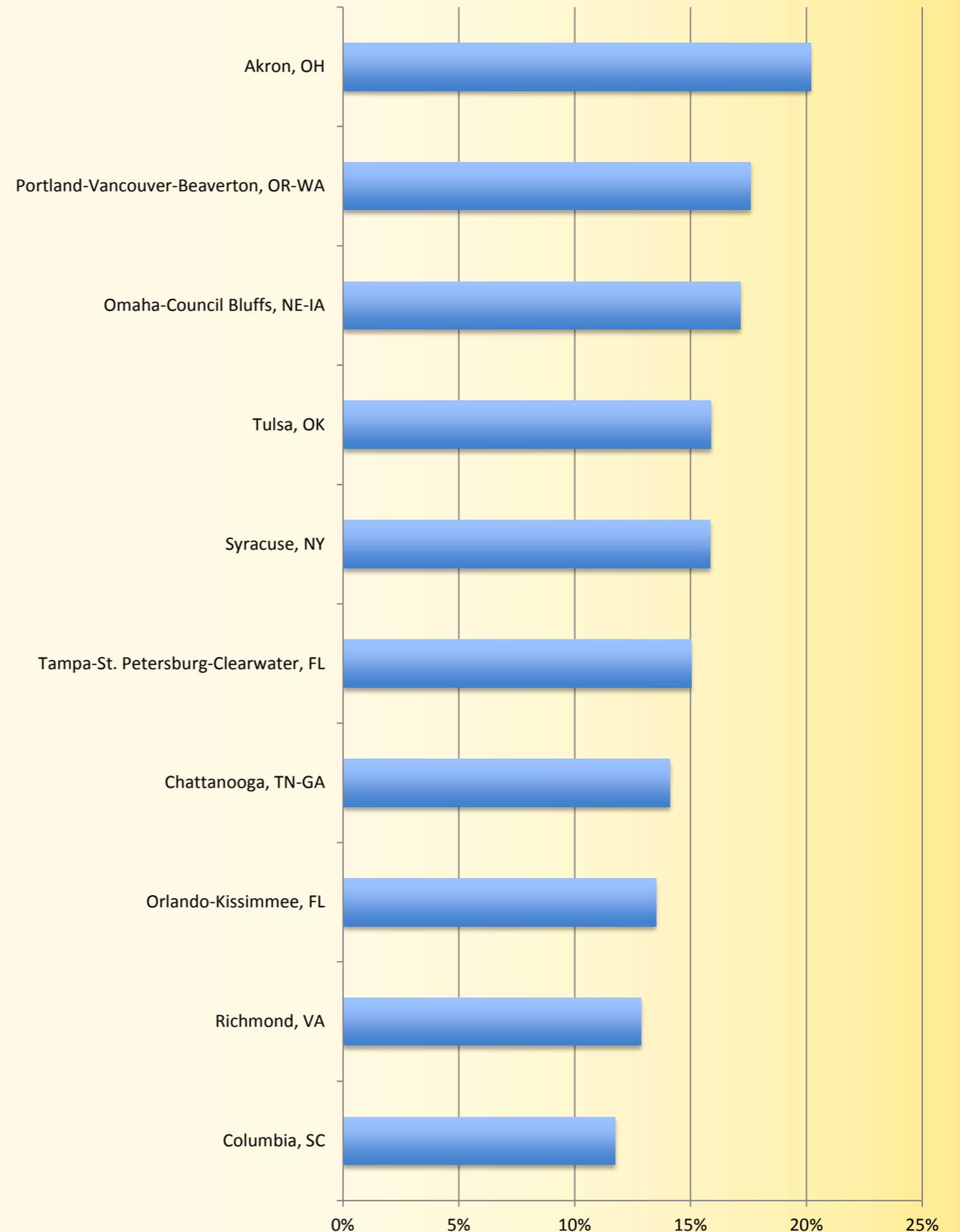




# Per Capita Income

For every one percentage point increase in four-year college attainment, per capita income increase \$717. That's \$506 million for Akron/Kent/Stark area annually.

Percent Increase in Degree Attainment (2009-2013)



# Student Success Strategies

- Enhanced advising
- Pathways for student success
- Choose Ohio First STEMM scholarships
- Redesigned scholarship strategy
- Gap scholarships
- Encouragers
- Help a Zip & Early Alerts
- Finish in Time (FIT)
- ZipStart & Summer Bridge
- First year success seminar



## \$1 Million Prize Goes to Northeast Ohio for Improvement in Postsecondary Attainment

AKRON, OH—October 29, 2014—The Northeast Ohio Council on Higher Education (NOCHE) was awarded the Talent Dividend Million Dollar Prize today in recognition of improvement in postsecondary attainment in the Akron Metropolitan Statistical Area. The national competition is an initiative of CEOs for Cities and Living Cities and includes entries from 57 metropolitan areas across the country. The Talent Dividend Network and Prize is supported by The Kresge Foundation and Lumina Foundation. This is the grand prize for the biggest improvement in attainment in both two- and four-year colleges and universities in the nation. NOCHE accepted the award on behalf of the Northeast Ohio educational community.

The Northeast Ohio Talent Dividend is an initiative of NOCHE and has three goals—increase college readiness, increase retention to degree completion and increase degree attainment among adults with some college and no degree. The Northeast Ohio Talent Dividend is a regional program focused on college degree completion encompassing four metropolitan areas—Akron, Canton, Cleveland and Youngstown.

“Increasing postsecondary access and attainment is critically important for the economy of Northeast Ohio,” said Robert Reffner, Vice President and General Counsel at FirstEnergy and NOCHE’s Chairman. “We have seen projections that 64% of Ohio’s jobs will require some postsecondary education by 2020. What has been accomplished in Northeast Ohio is a huge step in the right direction. This is fantastic recognition for our region.”

The national Talent Dividend Prize is awarded to the metropolitan area that exhibits the greatest increase in the number of postsecondary degrees granted per one thousand population over a four-year period.

This is a one-time award.

“This is an important and well-deserved recognition not only of the Greater Akron region but also of Northeast Ohio,” said Lee Fisher, CEO of CEOs for Cities. “The Cleveland, Akron, Canton, and Youngstown regions developed a unique collaborative agreement at the outset of this national competition that if one of the regions won, 30% of the prize would be shared across Northeast Ohio. This sends a great signal to the nation that Northeast Ohio understands the importance of both college completion and regional collaboration.”

The national prize recognizes the commitment of NOCHE member institutions serving the Akron Metropolitan Statistical Area: Hiram College, Kent State University, Northeast Ohio Medical University, Stark State College and The University of Akron. These institutions, among others, committed to the Northeast Ohio Talent Dividend program at the outset.

According to CEOs for Cities, the Akron Metropolitan Statistical Area produced 2,139 more postsecondary degrees than four years ago for an astonishing 20 percent increase. The increase in degrees awarded was a result of cross-regional and cross-sector collaboration including two-year, four-year, public and private higher education institutions and their many collaborating partners. The Northeast Ohio Talent Dividend galvanized support for collective impact in raising educational attainment across four metropolitan areas, including Akron.

Totally, Northeast Ohio has gained 92,000 college degree holders since 2009. This represents a nearly three percentage point increase. Each one percentage point increase in degree attainment in Northeast Ohio has a positive \$2.8 billion annual

economic impact for the region according to CEOs for Cities. The Northeast Ohio Talent Dividend is governed by a steering committee of education, business, civic, nonprofit and philanthropic leaders working toward the same goal of increasing college attainment.

“College degree attainment—both two-year and four-year—is critically important to Northeast Ohio,” said Roy Church, President of Lorain County Community College and Vice Chairman of NOCHE. “We must continue to focus on preparing our citizens for the jobs of today and tomorrow. Although this particular award focuses on college degree attainment, there is no question that success starts in early childhood and continues throughout your working career. That is why NOCHE is expanding its future work to reflect a cradle-to-career emphasis.”

The \$1 million will be used throughout the region to support future postsecondary attainment initiatives. NOCHE and its members will share the bulk of the award. Other organizations that came on-board at the beginning to support entry into the national Talent Dividend Prize competition are partners in the local Greater Akron program and will receive smaller amounts. They are Portage County Educational Services Center, Greater Akron Chamber of Commerce, Akron Public Schools, Summit County Council and Summit Education Initiative.

The Northeast Ohio Council on Higher Education strives to increase educational opportunity and attainment leading to postsecondary credentials and employment. NOCHE also advocates for higher education as a stimulus for economic development. The NOCHE board includes the presidents of all of Northeast Ohio’s public two-year and four-year institutions of

higher education plus some private college presidents. The board membership also has participation by many business leaders from the region.

NOCHE's member institutions are Cleveland Institute of Music, Cleveland State University, Cuyahoga Community College, DeVry University, Hiram College, Eastern Gateway Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, The University of Akron, University of Phoenix and Youngstown State University. NOCHE collaborates with all of the region's colleges and universities on internships, educational attainment and personalized blended learning.

Sponsors of the Talent Dividend Million Dollar Prize Announcement include The Kresge Foundation, Lumina Foundation, Say Yes to Education, Knight Foundation and AVID.

# AKRON BEACON JOURNAL

## Akron region wins \$1 million Talent Dividend prize

By Rick Armon

The University of Akron, Kent State University and other local colleges took home the \$1 million prize Wednesday in the national Talent Dividend competition.

The contest, sponsored by CEO for Cities, Living Cities and the Kresge Foundation, recognized metropolitan areas that increased the number of college degrees handed out over a four-year period.

The Akron region — Summit and Portage counties — posted the largest gain in the country based on a formula that took into account the type of degree and the population.

“Winning this award is proof that colleges and universities in Northeast Ohio are the best in the country at getting students to the finish line with a college degree,” UA President Scott Scarborough said in a statement. “When this happens, the economic future of the entire region is much brighter. This award is a tribute to our faculty and staff who are committed to both student success and regional economic development.”

At the award ceremony in Washington, D.C., Joe Cortright, a senior research adviser for the Talent Dividend, noted that

the competition was not a beauty contest but was driven by results.

Fifty-seven metro areas took part in the contest, which covered degrees issued from 2009-10 to 2012-13.

Overall, Cortright said, there were 69,000 additional associate degrees and 55,000 more bachelor’s and other advanced degrees given out among all the participants.

CEO for Cities says a region’s economic success is tied to educational attainment. The United States can add more than \$100 billion in per capita income by raising the four-year degree attainment by 1 percent in the country’s 51 largest metro areas, the group says.

The Akron metro region saw associate degrees climb 23.3 percent to 1,414, and bachelor’s and advanced degrees rise 20 percent to 11,218 over the four-year period.

UA and Kent State both saw big gains in degrees. At UA’s main campus, the number rose from 3,813 to 4,387; they jumped from 5,138 to 6,372 at Kent State.

“We all know that educational access and attainment are linked inextricably to regional prosperity,” Kent State President Beverly Warren said in a statement.

“And so we must also be vigilant about economic development. The great news is that our region is brimming with leaders in the public and private sectors who are committed to economic development in word and deed.”

The Akron region also includes Hiram College, Northeast Ohio Medical University and Stark State College, which operates a satellite center in Barberton.

Northeast Ohio Council on Higher Education (NOCHE), a consortium of universities and colleges in Akron, Canton, Cleveland and Youngstown, submitted the Talent Dividend applications from the Akron, Cleveland and Youngstown regions.

NOCHE Chairman Robert Reffner, vice president and general counsel at FirstEnergy Corp., accepted the award.

“We have a lot more work to do here,” he said. “A lot more work. We’re not done by any means. But this is one heck of a start and one heck of a day.”

NOCHE, its partners, and universities and colleges will split the prize money and use it for initiatives that boost post-secondary degrees.

# THE PLAIN DEALER

## \$1 million prize awarded to Northeast Ohio for improving college graduation rates

By Karen Farkas  
Northeast Ohio Media Group

CLEVELAND, Ohio - Northeast Ohio has won a \$1 million national prize to help students stay in college and graduate in a timely fashion.

Officials from colleges in Summit and Portage counties beamed as it was announced the Akron metropolitan area beat 56 others across the country by showing the greatest increase in college degrees granted per one thousand population from 2009-10 through 2012-13. The Akron region produced 2,139 additional postsecondary degrees for a 20 percent increase.

The winner of the Talent Dividend Prize was announced Wednesday afternoon at the United States Institute of Peace in Washington, D.C.. In addition to the money, the prize brings national recognition of the successful efforts in the region.

The Akron metropolitan area includes the University of Akron, Kent State University, Hiram College and the Northeast Ohio Medical University. Stark State College was included because it has a campus in Summit County.

The prize must be used to promote college completion but how that is done is up to the discretion of the region.

“Winning this award is proof that colleges and universities in Northeast Ohio are the best in the country at getting students to the finish line with a college degree,” said University of Akron President Scott Scarborough in an email. “When this happens, the economic future of the entire region is much brighter. This award is a tribute to our faculty and staff who are committed to both student success and

regional economic development.”

Kent State University has a students-first approach, said President Beverly Warren in an email. “Our focus is on student success, providing all students with the opportunity and support to achieve their dreams and aspirations. I truly appreciate that CEOs for Cities recognizes the great work that our universities and region are doing to help students reach the finish line of graduation.”

NEOMED President Jay Gershen in an email said receiving the prize is a “testament to the collaborative strength of our region in supporting students throughout their degree attainment.” The institutions are members of the Northeast Ohio Council of Higher Education, which embraced the Talent Dividend in 2009 and had been working with colleges, non-profits and others in 16 counties to improve retention and graduation.

NOCHE entered the competition on behalf of the region. The Akron, Cleveland and Youngstown metro areas formed steering committees for their individual entries. The three metro areas agreed at the outset that if one of them won they would share 30 percent of the prize across the region.

CEOs for Cities, a national non-profit of urban leaders, partnered with Living Cities and the Kresge Foundation to establish the national Talent Dividend network and the \$1 million Talent Dividend Prize.

“This is an important and well-deserved recognition,” Lee Fisher, chairman and CEO of CEOs for Cities, said in an email. “Not only for the greater Akron region but also for Northeast Ohio.”

He lauded the agreement to share 30 percent of the prize.

“This sends a great signal to the nation that Northeast Ohio understands the importance of college completion and regional collaborations,” he said.

Officials said they recognize the important role that higher education plays in the economic growth of the region.

“We all know that educational access and attainment are linked inextricably to regional prosperity,” Warren said. “And so we must also be vigilant about economic development. The great news is that our region is brimming with leaders in the public and private sectors who are committed to economic development in word and deed.”

Robert Reffner, chairman of NOCHE and vice president and general counsel at FirstEnergy said in an email that higher education access and attainment is critically important for the economy of Northeast Ohio. “We have seen projections that 64 percent of Ohio’s jobs will require some postsecondary education by 2020. What has been accomplished in Northeast Ohio is a huge step in the right direction. This is fantastic recognition for our region.”

# THE WALL STREET JOURNAL.

## Colleges Find Micro Grants Keep Some Students From Dropping Out

Institutions Buoy Degree Attainment by Bridging Small Funding Gaps for the Financially Pressed

By MELISSA KORN

When a group of Northeast Ohio colleges teamed up to help more local people get college credentials, they found many students were on track toward graduation but came up against a funding gap of just a few hundred dollars for class fees, books and even repairs to cars they relied on to get to school.

By spreading out small scholarships to students on the verge of giving up for such reasons, those schools helped boost the region's degree attainment rate to 31.7% in 2013 from 28.9% in 2009, meaning more than three in 10 adults now hold college credentials.

That result still trails those in places like the Chicago metropolitan area, which had a 36.1% rate in 2009 and improved over the past few years with a mix of programs. But the result in Northeast Ohio is a big increase in a trend that normally moves at a glacial pace.

"A little bit can go a long way for supporting student success and preventing dropout," said W. Michael Sherman, senior vice president, provost and chief operating officer at the University of Akron, which participated in the program along with Kent State University and Hiram College. "We're focused on the end of the pipeline."

The colleges' move was part of a national push to lift degree attainment rates, which are considered key to U.S. economic competitiveness. Northeast Ohio, which includes Akron, Cleveland, Youngstown and a few other Rust-Belt cities in the corner of the state, increased the number of degree holders by about 10% between 2009 and 2013 to 989,826 adults, as more

students enrolled, graduated and stayed nearby after completing their degrees. In Akron, the share went up by 20.2%.

The sharp gain in Akron helped that metropolitan area beat out 56 other cities competing for a \$1 million Talent Dividend Prize from the nonprofit CEOs for Cities, funded by the Kresge Foundation. It will share the prize with the other Northeast Ohio participants.

'When you're dealing with families whose annual household income is \$22,000, then \$300 might as well be \$3,000 or \$30,000.'  
—Timothy Renick, vice president for enrollment services at Georgia State University

Other initiatives to boost the population of college-educated people included support for high-school students to complete financial aid applications in Memphis and Detroit, internship funding in Baton Rouge, and in the winning region, expanded dual-enrollment programs so that high-school students can earn college credits before their prom.

The Akron-area approach, known as last-dollar grants, is rare. That is because most institutions focus financial aid on students just starting school. And the conversation about college financing generally centers on five-figure line items, like a full year of tuition, and not a \$350 biology textbook or \$100 bus pass.

The University of Akron disbursed \$47,217 in small awards to 75 students between 2011 and 2013, with awards averaging \$630. Eligible students completed at least 100 credits with a 2.3 grade-point average and had exhausted all other aid options. Nineteen of the first year's 23 recipients

graduated within six months.

In the 2013-2014 academic year, the University of Akron boosted its average grant to \$1,265 and more than doubled the number of awards to 167. Sixty percent of those students graduated within two semesters of receiving the funds, and all but a few of the others were enrolled the following term.

Treviel Cody, who attended the school on a part-time basis from 2005 through 2012 while working as a cook, said he couldn't have graduated without the extra \$500 he got during his final spring to cover a couple of class fees and books.

Mr. Cody, now 39 years old, had already racked up \$55,000 in student loans pursuing his theater major and didn't qualify for any other school scholarships. He said he would have withdrawn, worked full time and then, possibly, re-enrolled.

Instead, he graduated as planned and founded the Ira Aldridge House, a theater company, and is looking to revive a dinner-theater space in Akron.

National statistics show that just under 22% of students who attend school part-time graduate within six years.

All three participating Ohio schools started with a \$10,000 grant from CEOs for Cities, matched dollar-for-dollar by another foundation.

Kent State then tapped donors to further invest in the effort and put \$559,395 into small grants for 380 students between 2011 and 2013. The gifts ranged from \$250 to \$2,000, covering everything from books to rent.

Some other schools are experimenting with similar models. Georgia State University introduced its Panther Retention Grant in fall 2011 to help students who would otherwise be expelled for coming up short on tuition payments. The university has since given nearly 3,700 students grants averaging \$900 apiece. Seventy percent of seniors who received the awards graduated within two semesters.

“When you’re dealing with families whose annual household income is \$22,000, then \$300 might as well be \$3,000 or \$30,000,” said Timothy Renick, vice president for enrollment services and student success at Georgia State.

# The UA Campus Retention and Completion Plan

## *How is it similar to the state completion plan?*

- Same principles
- Same overall goals

## *How is it different from the state completion plan?*

- More detailed
- Allows for exploratory goals
- Details the responsible parties for each strategy (Appendix pages L – T)
- Managed by the Student Success Steering Team and Retention Champions in the Colleges

## Campus Retention and Completion Plan Elements

Campus Plan Sections	Section Details
<b>Part I:</b> <i>Addressing academic preparation by giving students the best start and the right support</i>	<ul style="list-style-type: none"> <li>• Culture Shift in Advising → Coaching</li> <li>• Thinking strategically about pathways</li> <li>• Summer Challenge/ Fall Challenge</li> <li>• First Year Experience course</li> <li>• Learning Communities</li> <li>• Early Alert</li> <li>• Alternative forms of credit</li> <li>• Peer Mentoring</li> <li>• Learning Assistants</li> </ul>
<b>Part II:</b> <i>Changing the University's culture to focus on completion and placement</i>	<ul style="list-style-type: none"> <li>• Zips Retention Scholarships</li> <li>• Retention Analytics</li> <li>• Finish in Time</li> <li>• Reduce Credit Hours to Degree</li> <li>• Career Placement</li> </ul>
<b>Part III:</b> <i>Strategies to enhance the student experience</i>	<ul style="list-style-type: none"> <li>• Re-design New Student Orientation</li> <li>• ZipStart</li> </ul>
<b>Part IV:</b> <i>Emerging Strategies to Close Achievement Gaps</i>	
<b>Part V:</b> <i>Workforce Development Priorities</i>	
<b>Part VI:</b> <i>Plan Implementation Structure</i>	

# The University of Akron

## Retention and Completion Plan

**Purpose:** To increase retention and degree completion rates by defining and implementing best practices and universal accountability measures, which will provide an integrated accountability structure for the University's Retention and Completion Plan.

**Informed by:**

The University of Akron Students, Faculty and Staff

Student Success Steering Team

Division of Student Success

Office of Academic Affairs

Department Chairs and School Directors

University Council Student Engagement and Success Committee

The Council of Deans

The Vice Presidents

Office of the President

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# The University of Akron

## Retention and Completion Plan

### *Introduction*

The faculty and staff at The University of Akron (UA) value student development and academic success above all other goals. As a metropolitan university, Akron is experiencing many of the challenges that higher education faces today, particularly for public institutions that are inclusive in nature. At The University of Akron, we provide access to more under-prepared students than most of our peers and have in place programs to enhance the success of a diverse student population. While the University's total degrees awarded have risen 8% from 2011-12 to 2012-13, a challenge remains to increase first year retention and overall degree completion.

Over the last 10 years, the University's 6-year graduation rates have ranged from 35% to 40% and first-year retention rates have ranged from 65% to 72%. While we acknowledge the graduation rates at The University of Akron must improve, it is also important to note that UA is currently transitioning from a liberal admissions institution (ACT scores middle 50% is between 17-22) to a traditional one (ACT scores middle 50% is between 18-24). According to the ACT institutional data file (2012), the average six-year graduation rate for a four-year, doctoral degree granting, public liberal admissions institution is 38.6% while the same graduation rate for a traditional admissions institutions is 45.3%.

Nationally, the six-year graduation rate at public institutions has remained fairly unchanged at 56% for the last five years. Ohio ranks 21<sup>st</sup> in the nation with a six-year graduation rate of 57.1% and The University of Akron ranks 9<sup>th</sup> out of thirteen Ohio public institutions with a 40% graduation rate. It is also important to fully understand graduation rates as a measure of student success. For example, if an institution accepts only the most-prepared students, then it is no surprise that those well-prepared students do well and graduate. Also, graduation rates do not count thousands of successful students who earn their degrees because the 6-year graduation rate only includes first-time, full-time bachelor's degree-seeking students who graduate from the institution where they first enrolled. On a national basis, fully one-third of all students transfer from the institution where they started and thus, are not counted for graduation rate purposes. We need to establish measurements, which comprehensively recognize the degree earning progress of the individual student. There has been some progress in this

regard, as the [College Portrait](#) reports completion at any institution, as well as continuation as a more comprehensive assessment of student success and persistence. The [Student Achievement Measure](#) is another example of holistic measurement of student success, which tracks student movement across postsecondary institutions to provide a more complete picture of undergraduate student progress and completion within the higher education system.

The measurements of student success in this Completion Plan are inclusive of the diverse students the University serves and are measured in multiple ways. This “retention infrastructure” is comprised of metrics that align with the state’s Complete College Ohio taskforce recommendations and will support our *Universal Accountability for Student Success*.

The retention and completion strategies selected for this document have been chosen based upon the following principles:

- the University accepts a broad range of student preparedness levels and strives for inclusive excellence to grow a diverse population of students;
- the University is strengthening admissions criteria at a gradual pace in response to poor completion rates of students most severely underprepared;
- the University focus on retention and completion primarily includes the student’s first year, where most attrition occurs;
- and specific strategies and related goals were selected based upon best practices and a current literature review of student development and persistence;
- this document is part of a broader plan of the University’s retention and completion initiatives.

Increasing college completion in Ohio is essential in building a productive and innovative workforce, one that can compete globally. This written plan is a commitment to the academic success of our students. As we become more accountable as an institution, we become more accomplished in serving all our students, the primary reason we exist.

## *University Mission*

*The University of Akron, a publicly assisted metropolitan institution, strives to develop enlightened members of society. It offers comprehensive programs of instruction from associate through doctoral levels; pursues a vigorous agenda of research in the arts, sciences, and professions; and provides service to the community. The university pursues excellence in undergraduate education and distinction in selected areas of graduate instruction, inquiry, and creative activity.*

The University's enrollment profile flows from the mission of the institution, which is defined as a metropolitan university serving the community, region, and beyond. Students enter the University across a spectrum of academic preparation, from associate degrees to baccalaureate degrees of varying competitiveness, to world-ranked graduate programs. Certificates are also offered for a variety of disciplines to enrich academic degrees or provide assistance to workforce development skills. Approximately 25% of the University's students attend part time and most of these students are adults. The adult student population in Ohio continues to grow and the University needs to ramp up support services, such as evening and weekend courses, veteran services and online courses and programs.

Also important to the University's mission of student success is diversity, part of Inclusive Excellence in Vision 2020. Approximately 20% of UA students are from underrepresented populations and the University has several support systems in place to close achievement gaps and ensure academic success of all students. Examples of programs include Rising to the Occasion, a comprehensive recruitment and retention model aimed at increasing the graduation rates of African-American males; the African-American Male Learning Community; the Black Male Summit, an annual program that draws over 1,000 participants from the region and beyond that explores the critical issues impacting black males in higher education; Increasing Diversity in Engineering Academics Program (IDEAs); and a new scholarship for underrepresented students that began in fall 2014.

## **Student Body Profile**

Students enter the University across a spectrum of academic preparation, to pursue programs that range from associate degrees to baccalaureate degrees of varying competitiveness, to world-ranked graduate programs. Specific Fall 2014 student profile information:

- Total UA enrollment for Fall 2014 was 25,865; 21,608 undergraduates, 4,257 graduate/professional degrees
- Full-time students made up 75.6% of the undergraduate student body; part-time students, 24.4%
- Minority students comprised nearly one-quarter of the entering freshman class (24.7%)
- Adult (25 years & older) made up 19.4% of the undergraduate population
- First generation students represented approximately one quarter of undergraduates (25.6%).
- First generation students represented approximately one quarter of new freshmen (26.7%)
- Fifty-five percent of new, bachelor degree-seeking freshmen entered UA with a "college-ready" profile (generally students with an ACT 21 or higher; hsgpa 3.0 or higher)
- Forty-three percent of new freshmen were Pell eligible
- Thirty-eight percent of all undergraduates were Pell eligible

- Seventeen percent of new students were transfer students
- Nearly thirteen percent of our undergraduate students commute to the University

### *Barriers to Persistence and Completion*

In general, barriers to persistence and completion are inherent in the diverse population the University serves. Over 5,200 of our undergraduate students attend part time and many juggle work and family responsibilities. In Ohio, part time students seeking a bachelor's degree have eight-year graduation rates less than 15%. This measurement does not include the challenges in timely degree completion for students who earn credits from several institutions. Many of our students are challenged by the need to manage competing life priorities, inadequate academic preparation, insufficient knowledge regarding how to navigate college and inadequate financial support for their education.

The University of Akron student profile includes a vast range of academic preparedness levels. About 22% of all new freshmen students took at least one remedial course. In fall 2013, 45% of entering bachelor's degree seeking, full-time freshmen were below the college ready level. For students seeking bachelor's degrees, college preparedness has been increasing as the University has put in place Pathways for Student Academic Success.

The Pathways strategy is a multi-faceted one, where students who are particularly under-prepared for college coursework (e.g., predicted first semester college GPA <2.0) first enroll at a partner community college or at our Wayne College, thereby enabling us to focus efforts on attracting more academically prepared students and increasing the success of our current students. The Pathways strategy addresses student preparedness levels by offering various entryways, such as direct admission to a degree program or beginning in one of three pre-major pathways, whereupon successful completion of coursework and college GPA requirements, students transition into degree programs. Academic advising support is structured to match student preparedness levels. Another challenge to persistence and completion is due to the fact that the University's focus has been on enrollment and less so on completion and job placement. Now that state subsidy is tied to completion, the University of Akron must change the campus culture to focus on these variables.

Further, our own data from our Education Benchmarking Institute, MAP-Works survey to all incoming first year students (response rate ranges from 68%-79%), has demonstrated the following top predictors of first year persistence (Fall 2013 MAP-Works survey):

- Commitment to the Institution (committed to getting degree at the UA)
- Homesickness
- Financial Means
- Basic Academic Behaviors (class attendance, taking notes, turning in homework, sufficient study time, communicating with instructors outside of class)
- Satisfaction with the Institution

From the same survey, we have learned the top factors that predicted Fall GPA:

- Basic Academic Behaviors
- Time Management
- Academic Integration (staying current with academic work, reported motivation to complete academic work, reported satisfaction with academic life, degree to which students report learning)
- Living Off-Campus – Environment (to what degree students report being able to study and sleep in own room/ apt.; satisfaction with overall living environment)
- Financial Means

To add to this data, the results of our surveys and interviews with students who “stop-out” of the UA have been very consistent. That is, the top two reasons students “stop-out” are 1) financial and 2) faced personal issues that interfered with attending college. A remaining challenge to persistence and completion occurs due to the University’s significant percentage of first-generation and Pell eligible students, among other underrepresented populations. These groups face unique challenges in both the transition to and persistence through college. Approximately 33% of our students are first-generation college attendees and at least 45% are Pell eligible.

The University has several support programs in place to help all students improve their academic skills, make a meaningful connection to the University in their first year, and generally navigate the road to their degree. The University is working to improve and expand existing successful programs as well as develop new ones to mitigate the barriers to completion our students face. These programs will be discussed further in the upcoming retention and completion strategies sections of this report.

### *Retention and Completion Goals*

The retention and completion goals of this plan offer a clear vision for improving student academic success and addressing the aforementioned barriers to completion at the University. To develop

effective goals, a benchmark project was put together to establish an estimated trajectory to achieve goals, measure the progress to goals and compare the measured achievement with other universities.

The methodology used was to first focus on a few core characteristics as measures and review IPEDS, plus other regional data to find best matches to select peer and aspirant institutions. Also, best practices were evaluated for key measurements and aspirant institutions were selected because of their success using practices we wish to emulate to achieve our goals. In the Appendix, comparison data is shown for both peer (Ohio and out of state) and aspirant institutions.

Throughout this plan, we will outline several engagement strategies to increase first-year retention, persistence to degree and career placement. The major goals to achieve by 2020 include:

- 75% 1<sup>st</sup>- year retention rate (all pathways)
- 45% six-year graduation rate
- 75% job/graduate school placement
- Develop a strategy to close all student cohort preparation gaps

As part of the strategy to set realistic goals for retention and graduation rates to achieve by 2020, we examined the ACT 2012 Institutional Data Profile. The UA has recently transitioned from a liberal admissions institution to a traditional one. As a result, our first set of goals aims to ensure UA is performing at expected levels for traditional admissions doctoral institutions for first year retention rates and ultimately, graduation. The two tables below show first to second year retention rates and graduation rates by institution level of selectivity<sup>1</sup>.

*First Year Retention Rates: Four-year public institutions offering bachelor’s, master’s and doctoral degrees by level of selectivity*

<i>Admissions Selectivity for Doctoral degree-granting institutions</i>	<i>Mean First-Year Retention</i>	<i>N</i>	<i>SD</i>
Highly Selective (ACT middle 50%=25-30; Majority admitted from top 10% of H.S. class)	92.7	25	3.1

<sup>1</sup> The selectivity categories used by ACT (2012) in the institutional data profile:

Selective (ACT middle 50%=21-26; Majority admitted from top 25% of H.S. class)	83.9	74	7.1
<b>Traditional</b> (ACT middle 50%=18-24; Majority admitted from top 50% of H.S. class)	<b>71.7</b>	<b>104</b>	<b>12.1</b>
Liberal (ACT middle 50%=17-22; Majority admitted from bottom 50% of H.S. class)	54.7	9	29.3
Open (ACT Middle 50%=16-21; Generally open to all with H.S. diploma or equivalent)	72	46	17.6
Total for all doctoral degree-granting	76.7	258	15.0

*Six-Year Graduation Rates: Four-year public institutions offering bachelor's, master's and doctoral degrees by level of selectivity*

<i>Admissions Selectivity</i>	<b>Doctoral degree-granting institutions</b>		
	<i>Mean</i>	<i>N</i>	<i>SD</i>
Highly Selective	80.8	26	7.8
Selective	61.7	68	12.1
<b>Traditional</b>	<b>45.3</b>	<b>95</b>	<b>11.6</b>
Liberal	38.6	5	17.4
Open	48.2	45	13.4
Total for all doctoral degree-granting	54.2	239	16.6

A robust retention metrics system has been developed to accompany this plan and measure progress to our goals. A list of retention and completion metrics is shown in the Appendix.

*Retention and Completion Strategies: Addressing academic preparation by giving students the best start and the right support*

## **Pathways to Student Academic Success**

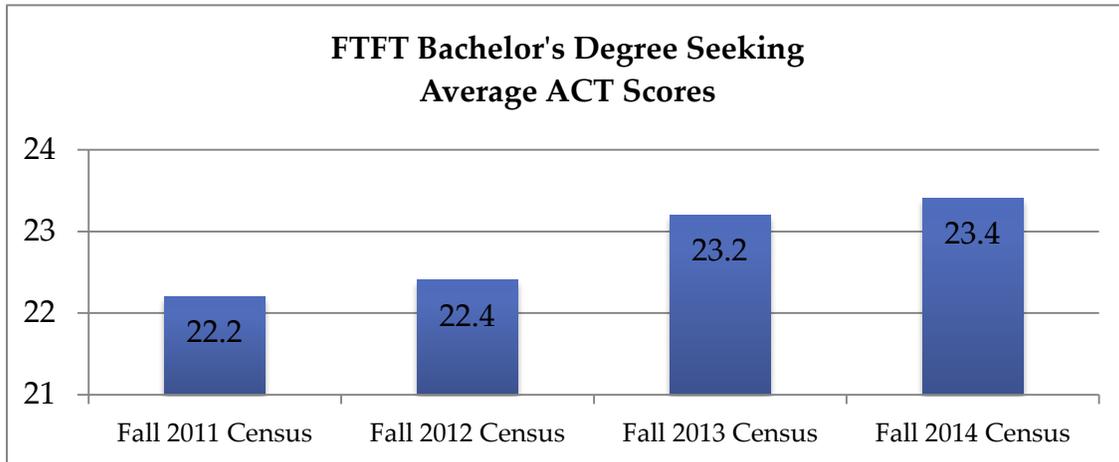
Guiding students to the academic pathway that will contribute most to their success is paramount to providing a strong Akron experience. The need for the Pathways strategy was evident in our own data in which we found the most underprepared students (ACT<17 and HS GPA<2.5) had less than a 10% chance of obtaining a bachelor's degree in six years. The Pathways strategy addresses the UA's varied student preparedness levels by offering different entryways with tailored academic support. As part of this strategy, students are now admitted to UA in one of 4 groups defined by ACT and H.S. GPA:

- 1) Direct Admit: Students meet the criteria for admission defined by the colleges for each major
- 2) College-Ready: Generally a 3.0 H.S. GPA and 21 ACT, but do not meet the direct admit criteria for admission; also includes students who are undecided
- 3) Emergent: Generally a 2.5-3.0 H.S. GPA and 17-20 ACT
- 4) Preparatory: Generally <2.5 H.S. GPA and <17 ACT

Beginning with the Fall 2014 admission class, the UA developed a predictive GPA (PGPA) formula based on the regression of ACT and H.S. GPA onto first year college GPA in a large sample size of past UA students. The admission groups above are now defined by predicted GPA:

- 1) Direct Admit: Students meet the criteria for admission defined by the colleges for each major
- 2) College-Ready: PGPA is 2.5 or above
- 3) Emergent: PGPA is less than 2.5, but greater than 2.0
- 4) Preparatory: PGPA is less than 2.0

While it is early to measure the initial years of the Pathways strategy, we are seeing very positive results. Our fall 2013 first time full time (FTFT) bachelor's degree seeking students were the most academically prepared to date, with an average ACT of 23.2 and a 3.3 high school grade point average. With a strategic focus on the pathways strategy and the other goals in this retention and completion plan, the University will be on target to reach the goal of 75% first-year retention and 45% six-year graduate rate by 2020.



*Target: Execute the Pathways strategy with appropriate and relevant academic support provided to pre-majors; individual units and colleges, as part of the strategic planning efforts, will define college and unit specific retention and completion targets for students on each pathway.*

### **Restructured Advising Offices and shift to Success Coaching**

In fall 2012, pre-major advising offices were reorganized to focus on students' level of preparation and their corresponding needs. The benefits of the new advising structure, success coaching, designed for pre-majors, in our Division of Student Success, include: 1) coaching is tailored to students' academic preparedness; 2) the coaching model ensures increased student contact and more meaningful contact; 3) students are connected to majors and potential careers during the first year; and 4) advising/coaching centers and college advisors work together to streamline student's pathway to an appropriate major.

While it is early to assess the effectiveness of this new structure, we are seeing some very encouraging results. The first year retention rate of the college ready pre-major group has risen from 64.7% (fall 2012 to fall 2013) to 75.3% (fall 2013 to fall 2014) and for the emergent pre-majors, it has risen from 53.8% (fall 2012-fall 2013) to 63.7% (fall 2013-fall 2014). Also, the number of pre-major students who matriculated into degree programs rose significantly, from 840 in 2012 to 1,680 in 2013, an 100% increase.

*Targets:*

- *By fall 2020, more than 50% of full-time enrolled pre-major students with 48 credit hours or more and in good academic standing to be matriculated into a degree granting college according to the college's admission and ICT criteria; individual units will define specific targets*
- *Fully execute success coaching model in the Division of Student Success*

### **Fall Challenge for Bachelor's Degree Seeking Students at Risk**

The University plans to offer a Fall bridge/ challenge program for prospective freshman students at risk who ordinarily would be denied admission to UA. This type of program is a critical component of an institution couched in the community in which it is embedded and dedicated to both excellence and access. The start of the freshman year can be an overwhelming experience for all students; therefore, we will provide these students with dedicated academic support and coaching to prepare them for successful outcomes at UA .

*Target: Establish Fall Challenge program by Fall 2015*

### **First Year Akron Experience Seminar**

The University has offered various student success courses for first year students. Currently, a first-year experience course is not required for students. With the restructuring of advising offices to support students who are not directly admitted to a degree program, a required student success seminar has been approved and developed for fall 2014. This new course, The Akron Experience: University 101, combines the previous student success seminar with career-planning elements to engage students early.

In addition, national research (Griffin & Romm, 2008; Tobolowsky, Cox & Wagner, 2005) suggests that well-designed first year seminars are high impact learning practices that improve student success for all students. As a result, we will convene a committee to make recommendations concerning 1) whether or not a first year curricular experience course should be required of all students and 2) if so, develop a proposal to implement a required first year curricular experience. It will be important to ensure that all first year curricular requirements share common learning outcomes.

*Targets:*

- *Fall 2014, implemented a required Akron Experience course for new bachelor's degree seeking freshman not directly admitted into a college on the emergent and preparatory pathways; college-ready students not directly admitted to a college will be strongly encouraged to participate in this course.*
- *By Spring 2015, assess effectiveness of Fall 2014 Akron Experience course implemented for pre-majors*

- *By fall 2014, convene a committee with representation from each college to make recommendations regarding a first year experience curricular requirement for students on any pathway.*

### **Multi-Year Akron Experience Learning Outcomes and Milestones**

A bulk of research suggests the importance of learning outcomes and milestones that help students stay on track for graduation, achieve incremental success and that allow college and university administrators to intervene quickly when students don't achieve the appropriate milestones. To this point, the University of Akron has not developed and vetted a consistent set of milestones to be achieved, particularly outside the classroom, for each stage of a student's matriculation.

*Target: Develop and implement a set of primarily outside of the classroom learning outcomes and milestones across the student lifecycle (from orientation to graduation) in order to help ensure student progress to degree completion and allow for any needed interventions.*

### **Improve Learning Communities**

The University is currently reviewing student success outcomes for learning communities to identify retention challenges and improve learning communities. Students participating in learning communities engage in structured learning experiences that foster connections with their peers, establish relationships with their faculty members and academic advisors, as well and enable them to form positive connections to the campus community. Utilizing the information gathered from these experiences will enable us to identify what aspects of the learning communities influence retention. Our data indicate that the learning community structure at shows much promise in increasing first-year retention rates. The most recent (Fall 2013 – Fall 2014)) retention rates for learning community students (first-time, full-time, bachelor degree seeking) on the Akron main campus was 81% and on the Wayne campus, was 79%. Compared to the Fall 2014 main campus overall first year retention rate of 73.9%, these are encouraging results.

Beginning fall 2014, students will have the opportunity to register for 40 thematic academic learning communities that range from global issues to tools for academic and professional success. Additionally, faculty teaching in learning communities will work in collaboration to increase integration across the curricula and provide experiences that promote both the academic and social integration of first-year students. In addition, a more comprehensive assessment of the program will

include qualitative data from participating faculty; first semester persistence as well as first-year retention, GPAs and overall student satisfaction for all student participants.

*Targets:*

- *By fall 2014, improve the impact of learning community programs*
- *By fall 2015, analyze learning communities to determine impact based on indicators mentioned*
- *Increase the percentage of learning community student credit hours taught by full time faculty*

### **Early Alert Initiatives**

The earlier students have contact with full-time faculty, the more likely they are to remain in school and succeed. The combination of full-time faculty contact, in concert with professional advisor and staff guidance and intervention, will improve retention and persistence. Although faculty and staff contact take many forms, measureable feedback in relation to student progress includes the use of early-term progress reports, primarily for the 100 and 200 level courses, where faculty enter satisfactory or unsatisfactory indicators during the 2<sup>nd</sup> to 5<sup>th</sup> week of the term. The initiative began in fall 2013 and faculties are increasing their participation, from 42% to 60% in spring 2014. In addition to ensuring compliance with progress reporting, it is imperative that something is done with the data. That is, faculty and academic support staff must work in concert to ensure timely and effective intervention for those students lagging behind at the time of the progress report.

*Targets:*

- *By fall 2014, 80% faculty participation for early-term progress reports in 100-200 level courses*
- *By Spring 2015, the Student Success team, in concert with a group of faculty advisors, will develop a set of effective processes for utilization of and student interventions based on early-term progress reports*

### **Alternative Forms of Credit**

For most students and in most degree fields, decreasing the time to degree completion from 6+ years (on average) is a top priority particularly because it saves students time and money and ensures the University of Akron receives appropriate subsidy in the state's model which prioritizes completion over enrollment. Several initiatives are currently in place. For example, students can earn alternative forms of credit, which include advanced placement, CLEP, credit by exam and military credit, to name just a few. In 2012-2013, more than 3,300 University of Akron students were awarded 30,000 student credit hours in the form of alternative credit. One of those methods is through the Akron Early College

High School, where Akron Public School students, mostly first-generation college students, graduate with a high school diploma and an associate’s degree from the University. Last year alone, over 5,000 credit hours were awarded to these students who are well on their way to attaining a college degree.

*Targets:*

- *By fall 2015, investigate strategies to increase alternative credit hours awarded to students and as warranted, develop a plan to increase alternative credit hours awarded*
- *By fall 2015, develop a broad plan, with appropriate assessments, to outreach to high schools regarding the benefits of alternative credits*

**Peer Mentoring**

The program coordinated through the Office of Multicultural Development, a component of the Student Success Center, has expanded its focus to all students and has increased its number of mentored students from approximately 300 to nearly 800. Peer Mentors are successful sophomore, junior and seniors who have demonstrated the ability to relate well with first-year students from varied ethnic, social and cultural backgrounds. They serve as role models who lead and support incoming first-year students by setting a positive academic example, encouraging mentees to make good decisions as well as utilize campus resources that include tutoring, counseling, meeting with their academic advisors and faculty members, as well as getting involved with campus activities. Peer Mentors are committed to an affirming environment that facilitates students’ success by challenging and supporting them through their first year in college. The goal below is dependent upon increased funding of the program.

Supporting this effort are University of Akron data that suggest that those students with peer mentors are retained at a higher rate and are more successful than those students without peer mentors.

<b>PEER MENTORING</b>	<b>Fall 2012</b>	<b>Fall 2013</b>	<b>Fall 2014</b>	<b>2012-2013 Change</b>	<b>2013-2014 Change</b>
Number of Mentors	41	43	49	+4.87%	+13.95%
Number of Mentees	345	769	850+ (Still adjusting for non-responders)	+122.9%	+10.53%
Mentee GPA	1.93	2.49	Not available until end of Fall 2014 semester	+0.56	Not available until end of Fall 2014 semester

% in good academic standing	51.82%	79.32%	Not available until end of Fall 2014 semester	+27.50%	Not available until end of Fall 2014 semester
Fall-Spring Persistence	68.48%	88.43%	Not available until end of Fall 2014 semester	+19.95%	Not available until end of Fall 2014 semester

*Target: Increase participation in peer mentoring programs to serve 1,000 students by fall 2015*

### **Learning Assistants**

The learning assistant initiative was created in 2001 to help students succeed in the traditionally difficult courses that tend to be the “gateway” course to successfully completing the degree program. A Learning Assistant (LA) is an experienced, trained peer tutor who is assigned to assist students in a particular course; LAs attend the lectures and holds study sessions to help students succeed; and LAs have successfully completed the courses in which they are serving as assistants. The program has grown to serve over 2,000 students with almost 7,500 contact hours with learning assistants. Compared with students who do not have learning assistants, students with learning assistants earn 3-4 more credits per semester, are less likely to drop courses and have a greater chance in successful course completion. The goal below (increasing the number of learning assistants) is dependent upon increased funding of the program.

*Targets:*

- *Increase the number of learning assistants as appropriate based upon data analysis of gateway courses and predictive modeling (currently there are 21 learning assistants reaching 1,385 students).*
- *Metric to consider: Increase the number of learning assistants (by 50% each year for two years to begin – 2014, 2015) to reach at minimum, 75% of students in selected gateway courses by fall 2016*

## *Retention and Completion Strategies: Changing the University’s culture to focus on completion and placement*

### **Zip Retention Scholarships**

The new Zips Retention Scholarship targets a group of academically eligible students at risk for attrition. Specifically targeted are students who a) are at risk for being dropped for non-payment prior

to the beginning of each semester; b) have completed at least 15 credits in good academic standing; c) are Pell eligible or have clearly demonstrated financial need; and d) have unpaid balances that typically total less than \$2,000.

Our own data suggest the top two reasons students stop out of college are financial and personal. As is the case at institutions across the nation, a majority of our students who are dropped from classes for non-payment are in good academic standing and simply cannot return due to finances.

*Targets:*

- *For Fall 2014 and beyond, continue retention scholarship in the amount of approximately \$200,000 per year*
- *Continue analysis of return on investment for retention scholarships to determine the total amount of dedicated monies each year*
- *By Fall 2015, review and revise financial related policies and practices that contribute to retention*

**Retention Analytics**

The University purchased a retention analytics system in fall 2013, the Student Success Collaborative, from the Education Advisory Board (EAB). In our research and RFP process, we found key attributes of this system that could have a positive impact on student retention and completion. EAB developed this product as a tool to focus advisor efforts to best impact student success. By measuring success in gateway courses, the system uses predictive analytics to identify challenges and solutions for student academic success. The system predicts graduation rates based upon the student's performance and can suggest other majors in which students may perform well.

*Targets:*

- *Implement the retention analytics system for identified pilot programs (pre-major students) by fall 2014*
- *Develop 2 major student outreach campaigns using the SSC platform for fall 2014 and spring 2015*
- *Incorporate use of the SSC into pilot advisor workflow by spring 2015*
- *Implement the SSC campus-wide by fall 2015*

**Finish in Time**

Our data indicate that less than 50% of full-time bachelor's degree seeking students enroll in 15 or more semester credit hours each term. In working with various stakeholder groups, we have found the major reasons for this are: many students work and enroll in the minimum 12 credit hours to maintain full time status; at risk students may be advised to take 12 credit hours; students may be advised to "start

out” by taking 12 credit hours; students who enroll in 15 + credit hours may drop perceived difficult courses. This percentage needs to improve to move students toward their degree at a faster rate.

Finish in Time is an initiative to move the culture of the University to on-time completion. It is both an advising and a marketing strategy. The target audiences include students, parents and the campus community. The benefits are clear. Students who complete on time accrue less debt and reach their career or graduate school goals sooner. In addition, our data suggest that regardless of level of academic preparation, those students enrolled in 15 or more credit hours per semester tend to achieve more academic success than those who enroll in less than 15. As we move forward with this initiative, it will be important to measure the success of the program by examining both increased enrollment in 15 or more credits and the successful completion of those credits. Summary data below.

**Summary of Pathways and Credits Attempted for 15 to Finish Project**

*Based on 12,139 first-time full-time bachelor’s degree-seeking students from the 2010, 2011, and 2012 cohorts*

<b>Pathway &amp; Credits Attempted in UA First Fall Semester</b>	<b>N Students</b>	<b>Retention Rate (%)</b>	<b>Mean First Yr. Credits Earned</b>	<b>Mean HS GPA</b>	<b>Mean ACT Comp</b>	<b>Mean ACT Math</b>	<b>Mean ACT Eng</b>	<b>Pell Eligible (%)</b>
Preparatory & Credits (<15)	1,611 (13.3%)	47.5%	13.7	2.37	14.6	15.6	12.8	76.8%
Preparatory & Credits (15+)	301 (2.5%)	59.8%	20.1	2.67	15.4	16.0	14.1	64.5%
Emergent & Credits (<15)	2,210 (18.2%)	50.7%	16.2	2.62	18.5	18.1	17.5	59.5%
Emergent & Credits (15+)	1,440 (11.9%)	63.5%	22.0	2.86	18.7	18.6	17.8	50.6%
College Ready & Credits (<15)	1,623 (13.4%)	61.8%	18.8	2.98	23.3	22.6	22.8	46.1%
College Ready & Credits (15+)	1,632 (13.4%)	72.6%	24.5	3.22	23.7	23.6	23.2	35.8%
Direct & Credits (<15)	1,093 (9.0%)	80.4%	23.8	3.60	25.6	25.5	25.4	34.0%
Direct & Credits (15+)	2,229 (18.4%)	85.9%	28.5	3.68	25.7	26.0	25.5	29.5%

### Targets:

- *Increase the number of new full time undergraduate students enrolling in 15+ credit hours per semester (currently that percentage is 44%); specific targets will be identified by academic pathway. Consider overall metric of 75% of new full time students by 2020; additional targets to be identified following analysis of data in 2016.*
- *Increase the number of continuing full time undergraduate students enrolling in 15+ credit hours per semester (currently that percentage is 47%); specific targets will be identified by unit. Consider overall metric of 60% of continuing full time students by 2020; additional targets to be identified following analysis of data in 2016.*
- *Of those new full-time students who enrolled in 15+ credits, increase the number students completing 15+ credits per semester (currently, that percentage is 70%); specific targets will be identified by academic pathway. Consider overall metric of 1- 2% increase in new full time students per year to reach 72% by 2016; additional targets to be identified following analysis of data in 2016.*
- *Of those continuing full-time students who enrolled in 15+ credits, increase the number students completing 15+ credits per semester (currently, that percentage is 80%); specific targets will be identified by academic pathway. Consider overall metric of 1% increase in continuing full time students per year to reach 82% by 2016; additional targets to be identified following analysis of data in 2016.*

### **Reduce Credit Hours to Degree**

The University's undergraduate degree programs have a range of required credit hours to degree. Some programs have mandated credit hours in relation to accreditation standards, while others do not. Evaluating the accumulated credit hours to degree by completion cohort will support the identification of possible barriers to degree completion. For spring 2012, the average credit hours to complete a bachelor's degree were 149 student credit hours. We must do a better job at keeping students on track for degree completion. This focus on reducing the number of credit hours to degree includes the reduction of course choices students have for major electives and streamlining General Education requirements.

Over the past two years, campus-wide feedback has led to significant progress towards completing General Education curriculum reform. This foundation for baccalaureate education includes a notable focus on standardizing General Education coursework across majors to support timely progress to graduation. It calls for the reduction of General Education credit hours, which also supports our Board of Trustees recent approval of 120 minimum credits for a bachelor's degree and 60 credits for an associate's degree.

*Targets:*

- *Reduce degree requirements to 120 credit hours for all programs, as appropriate, except for those with specific program accreditation requirements by fall 2016*
- *Reduce degree requirements to 60 credit hours for associate degree programs, as appropriate, by fall 2016*
- *Implementation of new General Education program by fall 2016*

**Career Placement of Graduates**

Students attend The University of Akron to achieve their goals and fulfill their dreams. For the large majority, part of this includes meaningful employment. It is our responsibility to ensure our graduates are well prepared for the job market. That is, students must understand themselves and know what career areas fit their personalities, interests and skills. Important to this discovery process is the opportunity to have relevant career-related work experiences, like internships and co-ops, which are highly desirable to employers. In survey and interview data from 2012-2013, employers recruiting at The University of Akron reported the number one student attribute they look for is career-relevant experience. Currently, 67% of University of Akron students report participating in a career-relevant learning experience prior to graduation. These include internships, co-ops, practicums, assistantships, student teaching, field experiences, clinicals and education abroad experiences.

Based on a combination of UA survey data that students are asked to complete first immediately prior to graduation (first destination survey; over 90% response rate) and then 6 months after commencement (post graduation survey; 40% response rate), the conservative (i.e., employment is only counted if the UA degree was required for the position or if the job is in the field of the student's degree) job/graduate school placement rate is 72%. We are committed to improving this percentage to 75% by 2016 and to 80% by 2020. The University maintains high placement rates for graduates in the College of Engineering (92%) and Honors College (80%). In 2012, UA School of Nursing graduates continue to exceed the state average pass rate of 90% for the National Council Licensure Examination for Registered Nurses (NCLEX) with a pass rate of 94%.

*Targets:*

- *Increase student participation in career-relevant learning experiences (currently that percentage is 67% with the objective of reaching 75% of students by 2020); specific targets will be identified by college*
- *Improve job/graduate school placement rate in a degree-relevant position six months following graduation (currently that percentage is 72% with the objective of reaching 75% by 2016; 80% by 2020); specific targets will be identified by colleges and by the Career Center*

## *Strategies to Enhance the Student Experience*

The strategies below are not strictly retention-based ones; but are efforts we aim to improve in order to strengthen students' Akron experience to ensure a sense of belonging to the institution that will impact retention and completion.

### **Redesign New Student Orientation**

The New Student Orientation program has been enhanced to focus advising strategically, by college preparedness level, enrolling eligible full-time students in a minimum of 15 credit hours and introducing career opportunities. Our data indicate that 7% of students who attend orientation never enroll. While some attrition is expected, we need to increase the number of students who enroll after attending orientation.

*Target: Increasingly greater percentage (currently 92%) of students participating in NSO will enroll the following fall semester. Metric to consider: eventual objective of 97% of students participating in NSO enroll the following fall semester*

### **ZipStart**

Another initiative is called ZipStart, an innovative way for incoming freshmen to complete requirements and save money. Approved by the Chancellor in 2013, the program was offered in summer 2013 to freshmen enrolled at UA for the first time. Students have the ability to save anywhere from \$570 to \$3,500 by taking up to six credits over the summer. For out-of-state students, location was not an issue, since several courses were offered in a combination of online and on-site delivery.

*Target: Increase the number of ZipStart student headcount as appropriate in consideration of on-going consultation related to student progress and on going cost analysis (First 2 years (2013,2014) of program, 4.5% and 9.7% (projected) of new freshmen enrolled in ZipStart)*

*Metric to consider: Increase 2% per year to result in serving at minimum 20% of the entering freshman class by 2020)*

## *Emerging Strategies: Closing Preparation Gaps*

### **Close Achievement Gaps**

Preparation gaps in retention and completion addressed, particularly for minority and low-income students. Data indicate that preparation gaps, between white and minority students, exist in college preparedness, retention and completion rates for various student cohorts. The Division of Student Success and the Office of Inclusion and Equity will work closely with the University's Diversity Council to ensure the success of underrepresented students.

*Targets:*

- *Develop an intentional strategy to reduce preparation gaps between white and minority students in retention and completion rates*
- *Consider the following goals:*
  - *Increase diversity of the student body*
  - *Create an enrollment strategy to further diversify student population*
  - *Create a scholarship program dedicated to under-represented students with appropriate criteria for eligibility and with strong program coordination*
  - *Create a completion scholarship program for underrepresented students*
  - *Improve existing successful programs dedicated to under-represented students*
  - *Create additional first-year programs, based on data analysis, for strong support of under-represented groups*
  - *Increase underrepresented student participation in career-relevant learning experiences; specific targets will be identified by college*
  - *Improve job/graduate school placement rate in a degree-relevant position six months following graduation; specific targets will be identified by colleges and administrative units*

## *Workforce Development Priorities*

In response to the call for campus retention and completion plans to align with the state's workforce development priorities, a document is included in the Appendix that shows a matrix of the program offerings at The University of Akron, compared to the nine key industries in [JobsOhio](#) (shown below). The information also includes the number of degrees produced over the last three-years.

- Advanced Manufacturing
- Aerospace and Aviation
- Agribusiness and Food Processing
- Automotive
- Biohealth
- Energy
- Financial Services
- Information Services and Software
- Polymers and Chemicals

The University of Akron has over 30 programs that align with the 9 JobsOhio industries. An important ingredient to the success of the programs includes the opportunity for students to engage in internships and co-op experiences. About half of the 30 programs have a required internship or co-op component. We will focus on increasing these opportunities for students, as our data indicate the positive impact on career placement. One example includes the successful hiring rate of co-op students; 50% of our students are hired by their co-op employer. As previously mentioned, 67% of University of Akron students report participating in a career-relevant learning experience prior to graduation, including internships, co-ops, practicums, assistantships, student teaching, field experiences, clinicals and education abroad experiences. Through the career placement goals listed in the previous sections, we will work to ensure a specific focus on the career industries that align with JobsOhio.

### *Universal Accountability for Student Success Implementation Structure*

With leadership provided by the Provost and Vice President for Student Success, the Student Success Steering Team has formed with the charge of implementation, measurement and reporting completion progress to meet annual goals for each initiative. A [retention and completion website](#) has been developed and deans have named “retention champions” within their colleges. A strategic communication plan will be developed for colleges, advising units and students.

The University has committed resources to continuing and enhancing retention and completion efforts. To increase the engagement of faculty and academic support units, the University has committed funding of retention and completion pilot projects. An internal RFP process was launched in March

2014. The University is committed to supporting faculty for excellence in teaching and learning. Part of this will include an evaluation of the Retention Promotion and Tenure process. Also important to retention and completion is the support of Institutional Research (IR) and Information Technology (IT). For example, the University's data warehouse system will need to be programmed to support academic and academic support unit metric needs. IT and IR must be close partners, as college/unit data reporting will need to align with metrics of retention and completion, Vision 2020 and Complete College Ohio.

A basic list of offices and staff members accountable for each section of the University's retention and completion plan may be found at the end of the appendix.

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## *Appendix*

### **Retention and Completion Metrics**

Metrics have been developed and separated into two general categories: general retention and completion metrics that will be reported for various bachelor's degree seeking student cohort groups, and initiative specific metrics. The student cohort groups will include remedial, at risk pre-majors (ACT 17 or below and high school GPA of 2.5 or below), bottleneck Nursing and Engineering pre-majors, college ready pre-majors (ACT 21 and a 3.0 high school GPA), first generation, Pell eligible, African American, Hispanic, adults 25+ years, learning communities and international. A list of metrics within each general category follows.

#### General Retention and Completion Metrics

- 1<sup>st</sup> semester retention
- 1<sup>st</sup> year retention
- Four year graduation rate
- Six year graduation rate
- Percentage of full time students completing 15+ credit hours per semester
- Percentage of full time students completing 30+ credit hours in the first year
- Percentage of pre-majors matriculated into majors at 30 and 45 credit hours
- Job/graduate school placement six months after graduation

#### Initiative Specific Retention and Completion Metrics

- Pathways for Student Academic Success: high school average GPA and ACT composite score
- Restructured Advising Offices: first semester and first year retention rates by pathway
- First Year Student Success Seminar: number and percentage of credits completed, GPA for students in the course compared to same data for those not in the course (historical data)
- Learning Communities: performance data for students in learning communities compared to similar students not in learning communities

- Early Alert: percentage of faculty participation for early-term progress reports in 100-200 level courses; course outcomes for students with unsatisfactory mid term progress reports
- Alternative Forms of Credit: number of student credit hours for fall and spring semesters
- Peer Mentoring: number of students served; performance data for those who receive mentors compared to those who do not
- Learning Assistants: number of students served; percentage of students earning DFW scores in courses with learning assistants compared to comparable courses without learning assistants
- Zips Retention Scholarships: retention and completion rates of students who receive the scholarship
- Career Placement: percentage of students participating in relevant learning experiences
- ZipStart: performance data for ZipStart students; retention rates for ZipStart students

## The University of Akron Degree Programs Aligned with JobsOhio Key Industries

		JobsOhio Key Industries							
		BioHealth	Energy	Automotive	Polymers	Aerospace &	Food Processing	Financial	Information
<b>College of Engineering</b>	Aerospace Systems					X		X	
	Biomedical	X			X				X
	Chemical	X	X	X	X	X	X		X
	Civil		X					X	
	Computer	X		X	X	X	X	X	X
	Corrosion			X		X			X
	Electrical		X	X	X	X	X	X	X
	Mechanical	X	X	X	X	X	X	X	X
<b>Summit College</b>	Automated Manufacturing Engineering Technology		X	X	X	X	X	X	X
	Computer Information Systems	X	X	X	X	X	X	X	X
	Electronic Engineering Technology	X	X	X	X	X	X		X
	Mechanical Engineering Technology	X	X	X	X	X	X		X
	Manufacturing Engineering Technology		X	X	X	X	X	X	X
	Construction Engineering Technology		X						
	Drafting and Computer Drafting Technology		X	X	X	X	X	X	X
	Surveying and Mapping Technology								X
<b>College of Arts &amp; Sciences</b>	Applied Math	X	X			X	X	X	X
	Biology	X	X				X		X
	Chemistry	X	X	X	X		X		
	Communications	X	X			X		X	X
	Computer Science	X	X	X	X	X	X	X	
	Physics	X	X		X	X			
	Statistics	X					X	X	X
	Geology		X						
	Economics							X	
	Family & Consumer Sciences	X							X
	Psychology	X							
<b>College of Business Administration</b>	Accounting	X	X	X	X	X	X	X	X
	Finance	X	X	X	X	X	X	X	X

	Human Resources	X	X	X	X	X	X	X	X	X
	Information Systems		X	X	X	X	X	X	X	X
	Marketing	X	X	X	X	X	X	X	X	X
	Supply Chain		X	X	X	X	X			X
<b>College of Health Professions</b>	Nutrition	X					X			

## The University of Akron: Programs Aligned with JobsOhio

<b>Degrees Awarded</b>		<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>3-yr total</b>
College of Engineering	Aerospace Systems	new program			
College of Engineering	Biomedical Engineering	20	22	37	79
College of Engineering	Chemical & Biomolecular Engr	20	31	31	82
College of Engineering	Civil Engineering	48	40	46	134
College of Engineering	Computer Engineering	10	10	19	39
College of Engineering	Corrosion	new program			
College of Engineering	Electrical Engineering	30	31	31	92
College of Engineering	Mechanical Engineering	68	96	115	279

		<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>3-yr total</b>
Summit College	Automated Manufacturing Engr	9	8	12	29
Summit College	Computer Info Systems	25	55	36	116
Summit College	Computer Info Systems*	88	127	135	350
Summit College	Electronic Engineering Tech	20	21	13	54
Summit College	Electronic Engineering Tech*	35	32	32	99
Summit College	Mechanical Engineering Tech	32	32	38	102
Summit College	Mechanical Engineering Tech*	59	51	80	190
Summit College	Manufacturing Engineering Tech	5	9	6	20
Summit College	Construction Engineering	71	50	75	196
Summit College	Drafting & Computer Drafting	6	4	4	14
Summit College	Surveying & Mapping	25	14	9	48

		<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>3-yr total</b>
Arts & Sciences	Mathematics	13	9	8	30
Arts & Sciences	Biology	98	103	98	299
Arts & Sciences	Chemistry	9	18	27	54
Arts & Sciences	Communication	257	221	212	690
Arts & Sciences	Computer Science	22	27	30	79
Arts & Sciences	Physics		3	3	6
Arts & Sciences	Statistics	5	4	7	16
Arts & Sciences	Geology	11	14	11	36
Arts & Sciences	Economics	9	12	12	33
Arts & Sciences	Family & Consumer Sciences	81	60	78	219
Arts & Sciences	Psychology	115	117	122	354

		<b>2010-11</b>	<b>2011-12</b>	<b>2012-13</b>	<b>3-yr total</b>
College of Business	Accountancy	117	131	135	383
College of Business	Finance	94	78	51	223
College of Business	Management - Human Resources	43	33	38	114
College of Business	Information Systems	18	16	13	47
College of Business	Marketing	125	140	122	387
College of Business	Management - Supply Chain	25	25	21	71

\* Indicates associate's degree; all other degrees are bachelor level

## The University of Akron

### *Student Resources for Academic and Personal Support*

The University of Akron is dedicated to laying the foundation for all of our students' success and personal growth;

- ❖❖ in the **learning environment**
- ❖❖ in the **campus community**, and
- ❖❖ in the larger, **diverse world**, *through*
- ❖❖ **quality instruction by dedicated faculty**
- ❖❖ opportunities for **campus and community engagement**, and
- ❖❖ a **supportive environment**

**Need ANY kind of HELP for students:** **HELP A ZIP** Referral System -- <http://www.uakron.edu/referral/>

***Know a student who is having difficulties?*** Let us know about it here, and we'll alert campus professionals who will intervene and offer support.

Examples of issues that can be reported include:

- missed assignments,
- poor grades on exams, assignments and projects,
- poor attendance,
- personal problems and
- financial issues.

### **Academic Advising**

- ❖❖ **Center for Academic Advising and Student Success**
  - Simmons Hall 205, 330---972---7430, <http://www.uakron.edu/advising/index2.dot>
  - Simmons Hall 301, 330---972---5723, <http://www.uakron.edu/css/>
- ❖❖ **Buchtel College of Arts and Sciences, CAS 118, 330---972---7880, <http://www.uakron.edu/bcas/academic---advising/>**
  - **Myers School of Art**, Folk Hall 103, 300---972---5959
- ❖❖ **College of Business Administration, Advising, CBA 260, 330---972---7042, <http://www.uakron.edu/cba/undergraduate/current---students/contacting---advisers.dot>**
- ❖❖ **College of Education, Advising, Zook 207, 330---972---6970, <http://www.uakron.edu/education/current---students/student---services/index.dot>**
- ❖❖ **College of Engineering, Dean's Office, ASEC 201, 330---972---7816, Burrowbridge -- 5368**
  - **Biomedical**, ASEC 275 – 330---972---6650, <http://www.uakron.edu/engineering/BME/index.dot>
  - **Chemical/Bimolecular**, Whitby Hall 211, 330---972---7250, <http://www.uakron.edu/engineering/BME/index.dot>
  - **Corrosion**, 135 S. Broadway Street, 330---972---2800, <http://www.uakron.edu/corrosion/>
  - **Civil**, ASEC 210, 330---972---7286, <http://www.uakron.edu/engineering/CE/>
  - **Electrical and Computer**, ASEC 156, 330---972---7649, <http://www.uakron.edu/engineering/ECE/>
  - **Mechanical**, ASEC 101, 330---972---7672
- ❖❖ **College of Health Professions – Mary Gladwin Hall 101, 330---972---7551, <http://www.uakron.edu/health/>**
  - **School of Nursing**, Student Affairs, MGH 313, 972---5103, <http://www.uakron.edu/nursing/>
  - **School of Nutrition & Dietetics**, Schrank Hall South, 210, 330---972---7163, <http://www.uakron.edu/nutritiondietetics/>

- **School of Social Work**, Polsky Bldg. 411, 330---972---5974, <http://www.uakron.edu/socialwork/>
- **School of Speech---Language Pathology & Audiology**, Polsky 181, 330---972---6803, <http://www.uakron.edu/sslpa/>
- ❖❖ **Honors College**, Honors Complex 178, 330---972---7966, <http://www.uakron.edu/honors/staff/advising.dot>
- ❖❖ **Summit College Advising**, Polsky 30, 330---972---7220, <http://www.uakron.edu/summitcollege/current---students/advising/>
- ❖❖ **Medina County University Center** 6300 Technology Lane, Medina OH, 44256, 330---721---2210, [www.uakron.edu/mcuc](http://www.uakron.edu/mcuc)
- ❖❖ **Wayne College**, Wayne Campus --- 1901 Smucker Rd., Orrville, OH 44667, 330---684---8900, [http://wayne.uakron.edu/student---services/academic\\_advising.dot](http://wayne.uakron.edu/student---services/academic_advising.dot)

#### **Adult Students**

- ❖❖ **UA Adult Focus**, Adult Learner Services, Schrank Hall North 260, 330---972---5793, [www.uakron.edu/uaaf](http://www.uakron.edu/uaaf)

#### **Bookstores**

- ❖❖ **Barnes and Noble**, Student Union, 1<sup>st</sup> Floor, 330---972---7624; Polsky Bldg., 3<sup>rd</sup> Floor, 330---972---8166; [www.uakron.bncollege.com](http://www.uakron.bncollege.com)

#### **Career Planning**

- ❖❖ **Career Center** (internships, cooperative education, first job) Student Union, 211, 330---972---7747, <https://www.uakron.edu/career/>
- ❖❖ **Counseling Center** (group sessions, individual sessions, interactive computer program, career library) Simmons Hall 306, 330---972---7082, [www.uakron.edu/counseling](http://www.uakron.edu/counseling)

#### **Career Planning Course**

- ❖❖ Two credit course, #1100:117 emphasizes self---understanding, decision making, and career exploration and planning

#### **Child Care**

- ❖❖ **Center for Child Development** (Child care for 18 months---5 years olds), 108 Fir Hill, 330---972---8210 [www.uakron.edu/education/community---engagement/ccd](http://www.uakron.edu/education/community---engagement/ccd)

#### **Co---Curricular Activities**

- ❖❖ **Undergraduate Student Government**, Student Union 307A, 330---972---7002, <http://www.uakron.edu/usg/>
- ❖❖ **Graduate Student Government**, Student Union 307A, 330---972---7002, [www.uakron.edu/sg/gsg](http://www.uakron.edu/sg/gsg)
- ❖❖ **Fraternities and Sororities**, Fraternity and Sorority Life, Student Union 140, 330---972---7909, <http://www.uakron.edu/fsl/>
- ❖❖ **Intramurals/Recreations Activities**, Office of Intramural Sports, Student Recreation & Wellness Center, 330---972---6965, <http://www.uakron.edu/srws/intramural---sports/>
- ❖❖ **Department of Student Life**, Student Union, 330---972---7866, [www.uakron.edu/studentlife](http://www.uakron.edu/studentlife)
- ❖❖ **SOuRCe** (Student Organization Resource Center) information on registered student organizations) Student Union 137, 330---972---2483, [www.uakron.edu/studentlife/source](http://www.uakron.edu/studentlife/source)
- ❖❖ **Zips Athletics**, (schedules, events, ticket office) 330---972---6920, [www.gozipteam.com](http://www.gozipteam.com)

#### **Commuter Students**

- ❖❖ **Office of Off---Campus Student Services**, Student Union 152, 330---972---5500, [www.uakron.edu/offcampus](http://www.uakron.edu/offcampus)

### **Computers**

- ❖❖ **Computer Based Assessment** (interactive computer programs and computer based testing) Schrank Hall North 153, 330---972---6511, [www.uakron.edu/it/instructional\\_services/cbae](http://www.uakron.edu/it/instructional_services/cbae)
- ❖❖ **Zip Support Center** (troubleshooting for login, e---mail, and basic computing problems) 330---972---6888 [http://support.uakron.edu/wiki/index.php/main\\_page](http://support.uakron.edu/wiki/index.php/main_page)
- ❖❖ **Laptop Checkout** (valid and 2<sup>nd</sup> photo ID for verification required for checkout) Bierce Library 361 and Student Union Information Center, 2<sup>nd</sup> floor
- ❖❖ **Student Computer Support Services** – software installation, diagnostic, and repair services, Computer Center, 185 Carroll Street, 330---972---7626,
- ❖❖ **Student Learning Tutorials through Atomic Learning Library** – From MyAkron, log---on using your UANet ID and password. Click on the Student tab at the top of the screen and under “Computer Software Help!” you will see Atomic Learning. Click on Atomic Learning and explore more than 100 software learning tutorials available at your fingertips.

### **Counseling Services**

- ❖❖ **Counseling Center** --- Personal and confidential counseling and support services --- Simmons Hall 306, 330---972---7082, [www.uakron.edu/counseling/counseling](http://www.uakron.edu/counseling/counseling)
  - **College Survival Kit** – Academic Performance workshops presented by the Counseling Center <http://www.uakron.edu/dotAsset/7020288d---92eb---4c09---82a7---b65f518c28a5.pdf>
- ❖❖ **Department of Psychology Counseling Clinic** (personal and career counseling conducted by graduate students) College of Arts & Science Building, Room 342, 330---972---6714, <http://www.uakron.edu/psychology/academics/cpcp/psych---clinic.dot>

### **Disability Services**

- ❖❖ **Office of Accessibility**, Support services for students with disabilities: Learning, physical, and psychological disabilities. Simmons Hall 105, 330---972---7928, TTY/TDD. 330---972---5764, [www.uakron.edu/access](http://www.uakron.edu/access)

### **Education Abroad**

- ❖❖ **Office of Internationals Programs** (Education Abroad Program – Study, Work, and Travel Abroad), Polsky 483, 330---972---6349, <http://www.uakron.edu/oip/studyabroad>

### **Financial**

- ❖❖ **Office of Student Financial Aid** (grants, loans, scholarships, and work---study) Simmons Hall 202, 330---972---7032, [www.uakron.edu/finaid](http://www.uakron.edu/finaid)
- ❖❖ **Office of Student Accounts** (accounts receivable, cashier’s office and collections) Simmons Hall 106, 330---972---5100, <http://www.uakron.edu/student---accounts/>
- ❖❖ **Installment Payment Plan** (allows fees to be paid on payment basis) Simmons Hall 110, 330---972---5100, [www.uakron.edu/student---accounts/payments\\_and\\_billing/payment---options.dot](http://www.uakron.edu/student---accounts/payments_and_billing/payment---options.dot)

### **Financial Aid, Registration and Cashier’s Services**

- ❖❖ **Student Services Center** (In---person assistance with financial aid, registration, and cashiers) Simmons Hall Lobby, 330---972---7272 (information desk) [www.uakron.edu/ssc](http://www.uakron.edu/ssc)

### **Health & Wellness**

- ❖❖ **Counseling Center** (personal and confidential counseling and support services) Simmons Hall 306, 330---972---7082, [www.uakron.edu/counseling/counseling](http://www.uakron.edu/counseling/counseling)

- ❖❖ **Department of Psychology Counseling Clinic** (personal and career counseling conducted by graduate students) College of Arts & Science Building, Room 342, 330---972---6714, <http://www.uakron.edu/psychology/academics/cpcp/psych---clinic.dot>
- ❖❖ **Health Services** (medical care for uncomplicated illnesses and injuries provided by registered nurses, nurse practitioners and doctors; Wellness programming) Student Recreation and Wellness Center 260, 330---972---7808, <http://www.uakron.edu/healthservices/>

#### **International Student Services**

- ❖❖ **Office of International Programs**, Polsky 483, 330---972---6349, [www.uakron.edu/oip](http://www.uakron.edu/oip)

#### **Libraries**

- ❖❖ **Main Library**, Bierce Library, 330---972---8161 (reference department), [www.uakron.edu/libraries](http://www.uakron.edu/libraries)
- ❖❖ **Law Library**, School of Law, 330---972---7330, <http://www.uakron.edu/law/library>
- ❖❖ **Science and Technology Library**, ASEC 104, 3309722---7195, <http://www.uakron.edu/libraries>
- ❖❖ **Wayne College Library**, Wayne College F---wing, 330---684---8789, <http://www.wayne.uakron.edu/library>

#### **Military Services Center**

- ❖❖ **Military Services Center**, Comprehensive enrollment and referral services to veterans and family members, Simmons Hall 120, 330---972---7838, [www.uakron.edu/veterans](http://www.uakron.edu/veterans)
- ❖❖ **Transfer and Adult Student Enrollment Center**, Simmons Hall 211 (evaluation of military credit), 330---972---7009, [www.uakron.edu/transferstudents](http://www.uakron.edu/transferstudents)

#### **MyAkron**

- ❖❖ **Online Student Information Center** for registration, grades, schedules, payment, campus events, latest news, weather, etc. [www.myakron.uakron.edu](http://www.myakron.uakron.edu)

#### **Parking & Shuttle Service**

- ❖❖ **Parking Services** (purchasing permits and parking fines) North Campus Parking Deck, 255 Buchtel Ave., 330---972---7213, [www.uakron.edu/parking](http://www.uakron.edu/parking)
- ❖❖ **Roo Express Shuttle**, a University owned and operated shuttle system, 330---972---7213 [www.uakron.edu/parking/roo---express/index.dot](http://www.uakron.edu/parking/roo---express/index.dot)

#### **Peer Mentoring**

- ❖❖ **Office of Multicultural Development** --- (mentoring service for first year students) – Simmons Hall Room 124, 330---972---6769, <http://www.uakron.edu/omd/peer---mentors.dot>

#### **Personal Safety**

- ❖❖ **University Police** (UAPD) 146 Hill St. (non---emergencies) 330---972---2911. Dial x9911 from a campus phone for emergencies. [www.uakron.edu/safety/police](http://www.uakron.edu/safety/police)
- ❖❖ **Campus Patrol** (student members of the University police for who can escort students around campus), 972---330---7263, [www.uakron.edu/safety/police/services](http://www.uakron.edu/safety/police/services)
- ❖❖ **Emergency Telephones “Blue Lights”** (direct line to UAPD, more than 200 locations across campus)

#### **Student Recreation & Wellness Center**

- ❖❖ Rock---climbing wall, pool, workout facilities, group exercise, intramurals, outdoor trips, weight---loss and fitness programming, massage services --- 330---972---BFIT (330--- 972---2348), [www.uakron.edu/srws/](http://www.uakron.edu/srws/)

### **Residence Life & Housing**

- ❖❖ **Department of Residence Life and Housing**, Ritchie Residence Hall 119, 330---972---7800, [www.uakron.edu/reslife](http://www.uakron.edu/reslife)

### **Student Conduct**

- ❖❖ **Student Judicial Affairs** (addresses issues related to academic integrity and student rights & responsibilities) Simmons Hall 302, 330---972---6380, <http://www.uakron.edu/sja/>
- ❖❖ **Office of Student Life**: Student Union 140, 330---972---7866; <http://www.uakron.edu/studentlife/>

### **Student Employment**

- ❖❖ **Office of Student Financial Aid** (functions as the personnel office for all on---campus student employees) Simmons Hall 202, 330---972---7405 <http://www.uakron.edu/student---employment/>
- ❖❖ **The Buchtelite** (university newspaper) Classified section, Student Union 51, 330---972---7919, <http://www.buchtelite.com/>
- ❖❖ **Career Center** (internships, cooperative education, first---job) Student Union 211, 330---972---7747; [www.uakron.edu/career/](http://www.uakron.edu/career/)

### **Student Health Services**

- ❖❖ Medical care for uncomplicated illnesses and injuries provided by registered nurses, nurse practitioners and doctors; Wellness programming -- Student Recreation and Wellness Center 260, 330---972---7808, <http://www.uakron.edu/healthservices/>

### **Student Success Seminar**

- ❖❖ Two---credit course designed to identify campus resources and builds learning skills, Course #1100:101

### **Testing Services**

- ❖❖ Counseling Center, Testing services include ADHD and learning disorder assessments and many national exams such as CLEP, PRAXIS, and ACT. Simmons Hall #304, 330---972---7084, [www.uakron.edu/counseling](http://www.uakron.edu/counseling)

### **Tutorial Services**

- ❖❖ **General Education courses** -- Bierce Library 68, 330---972---6552, <http://www.uakron.edu/tutoring/subject---tutoring/index.dot>
- ❖❖ **Math Lab, Bierce Library**, Room 69, 330---872---5214, <http://www.uakron.edu/tutoring/bmc/index.dot>
- ❖❖ **Math Lab, Polsky**, Room 333, 330---972---6552, <http://www.uakron.edu/summitcollege/future---students/tutoring---study---tips/math---lab.dot>
- ❖❖ **College Reading and Study Skills** (course: practice in reading comprehension skills and study techniques) Course #2010:062
- ❖❖ **Study Skills Center** (professional diagnosis and assistance) Polsky 332, 330---972---6551, (330---972---7046 for tutoring appointment) [http://www.uakron.edu/summitcollege/developmental\\_programs/study---skills---centers/](http://www.uakron.edu/summitcollege/developmental_programs/study---skills---centers/)
- ❖❖ **Writing Lab** (professional feedback and assistance) Bierce Library 69, 330---972---6548, <http://www.uakron.edu/tutoring/bwc/index.dot>
- ❖❖ **Writing Lab, Polsky**, Room 303, 330---972---6984, <http://www.uakron.edu/summitcollege/future---students/tutoring---study---tips/writing---lab.dot>

### **Wayne College**

- ❖❖ **Wayne College Student Services** -- Offers variety of services for students on Wayne Campus -- 330---684---8900, [www.wayne.uakron.edu/student---services/](http://www.wayne.uakron.edu/student---services/)

**Zip Card Office & Meal Plans**

- ❖❖ **Zip Card Offices**, Simmons Hall 103 and Polsky 3rd Floor Atrium, 330---972---5637,  
<http://www.uakron.edu/zipcard/>
- ❖❖ **Dining Plans**, <http://www.uakron.edu/zipcard/meal--plans.dot>

# The University of Akron Retention and Completion Plan

## *Accountability Summary Table*

<b>Domains</b>	<b>Goals</b>	<b>Responsible Units</b>	<b>Point Persons</b>
<b><i>Retention and Completion Strategies: Addressing Academic Preparation and Giving Students the Right Support</i></b>			
Pathways to Student Academic Success	<i>Continue to execute the Pathways strategy</i>  <i>Individual units must define additional specific retention and completion targets</i>	Division of Student Success Colleges	Coordination: Provost; VP Student Success AVP Student Success (Moore) AVP Enrollment Management (Thorpe)
Restructured Advising Offices	<i>By fall 2020, nearly all full-time enrolled pre-major students with 48 credit hours or more and in good academic standing to be matriculated into a degree granting college according to the college's admission and ICT criteria; individual units will define specific targets</i>	Division of Student Success Office of Academic Affairs	Coordination: VP Student Success AVP Student Success (Moore)
Summer Bridge for Bachelor's Degree Seeking Students at	<i>Establish summer bridge program by summer 2014</i>	Division of Student Success	Coordination: VP Student Success AVP Student Success (Moore)

Domains	Goals	Responsible Units	Point Persons
Risk			Asst. VP Student Success (Smith)
First Year Student Success Seminar	<i>By fall 2014, implement a required student success course for new bachelor's degree seeking freshman not directly admitted into a college on the emergent and preparatory pathways; college-ready students not directly admitted to a college will be strongly encouraged to participate in this course.</i>	Division of Student Success	Coordination: VP Student Success  AVP Student Success (Moore) Executive Director, Student Initiatives (Dieringer)
Improve Learning Communities	<i>By fall 2014, improve the impact of learning community programs</i>  <i>By fall 2016, analyze learning communities to determine impact based on indicators mentioned</i>  <i>Increase the percentage of learning community student credit hours taught by full time faculty</i>	Division of Student Success Division of Student Affairs Colleges	Coordination: Provost, VP Student Success  Asst. VP Student Success (Nicholson) AVP Student Affairs (Messina) College representatives
Early Alert Initiatives	<i>By fall 2014, 80% faculty participation for early-term progress reports in 100-200 level courses</i>  <i>Develop more effective processes for utilization of and student interventions</i>	Office of Academic Affairs	Coordination: Office of Academic Affairs  Associate Provost (Ramsier) AVP Student Success (Moore)

<b>Domains</b>	<b>Goals</b>	<b>Responsible Units</b>	<b>Point Persons</b>
	<i>based on early-term progress reports</i>		Office of the University Registrar
Alternative Forms of Credit	<p><i>By fall 2015, investigate strategies to increase alternative credit hours awarded to students and as warranted</i></p> <p><i>Develop a plan to increase alternative credit hours awarded</i></p>	Office of Academic Affairs Colleges	<p>Coordination: Office of Academic Affairs</p> <p>Associate Dean, College of Arts and Sciences (Subich)</p> <p>Deans representatives</p>
Peer Mentoring	<i>Increase participation in peer mentoring programs to serve 1,000 students by fall 2015</i>	Division of Student Success	<p>Coordination: VP Student Success</p> <p>AVP Student Success (Moore)</p> <p>Asst. VP Student Success (Nicholson)</p>
Learning Assistants	<p><i>Increase the number of learning assistants as appropriate based upon data analysis of gateway courses and predictive modeling (currently there are 21 learning assistants reaching 1,385 students).</i></p> <p><i>Metric to consider: Increase the number of learning assistants (by 50% each year for two years to begin – 2014, 2015) to reach at minimum, 75% of students in selected gateway courses by fall 2016</i></p>	Division of Student Success Colleges	<p>Coordination: VP Student Success</p> <p>Asst. VP Student Success (Nicholson)</p> <p>Executive Director, Student Initiatives (Dieringer)</p> <p>BCAS College representative</p>

Domains	Goals	Responsible Units	Point Persons
<b><i>Retention and Completion Strategies: Changing the University's Culture to Focus on Completion and Placement</i></b>			
Zips Retention Scholarships	<p><i>Continue retention scholarship in the amount of approximately \$200,000 per year</i></p> <p><i>Continue analysis of return on investment for retention scholarships to determine the total amount of dedicated monies each year</i></p>	Division of Student Success	<p>Coordination: VP Student Success</p> <p>AVP Student Success (Moore)</p> <p>AVP Enrollment Management (Thorpe)</p> <p>Executive Director Financial Aid (Ellis)</p>
Retention Analytics	<p><i>Implement the retention analytics system for identified pilot programs (pre-major students) by fall 2014</i></p> <p><i>Develop 2 major student outreach campaigns using the SSC platform for fall 2014 and spring 2015</i></p> <p><i>Incorporate use of the SSC into pilot advisor workflow by spring 2015</i></p> <p><i>Implement the SSC campus-wide by fall 2015</i></p>	Division of Student Success Office of Academic Affairs	<p>Coordination: VP Student Success; Office of Academic Affairs</p> <p>AVP Student Success (Moore)</p> <p>Asst. VP Student Success (Roadruck)</p>
Finish in Time	<i>Increase the number of new full time undergraduate students enrolling in 15+</i>	Division of Student Success University Communications	Coordination: VP Student Success; University Communications and

Domains	Goals	Responsible Units	Point Persons
	<p><i>credit hours per semester (currently that percentage is 44%); specific targets will be identified by academic pathway. Consider overall metric of 75% of new full time students by 2020; additional targets to be identified following analysis of data in 2016.</i></p> <p><i>Increase the number of continuing full time undergraduate students enrolling in 15+ credit hours per semester (currently that percentage is 47%); specific targets will be identified by unit. Consider overall metric of 60% of continuing full time students by 2020; additional targets to be identified following analysis of data in 2016.</i></p> <p><i>Of those new full-time students who enrolled in 15+ credits, increase the number students completing 15+ credits per semester (currently, that percentage is 70%); specific targets will be identified by</i></p>	<p>and Marketing Colleges</p>	<p>Marketing</p> <p>AVP Student Success (Moore) AVP Marketing (Hill)</p>

Domains	Goals	Responsible Units	Point Persons
	<p><i>academic pathway. Consider overall metric of 1- 2% increase in new full time students per year to reach 72% by 2016; additional targets to be identified following analysis of data in 2016.</i></p> <p><i>Of those continuing full-time students who enrolled in 15+ credits, increase the number students completing 15+ credits per semester (currently, that percentage is 80%); specific targets will be identified by academic pathway. Consider overall metric of 1% increase in continuing full time students per year to reach 82% by 2016; additional targets to be identified following analysis of data in 2016.</i></p>		
Reduce credit hours to degree	<p><i>Reduce degree requirements to 120 credit hours for all programs, as appropriate, except for those with specific program accreditation requirements by fall 2016</i></p> <p><i>Reduce degree requirements to 60 credit hours for associate degree programs, as</i></p>	Office of Academic Affairs Colleges	<p>Coordination: Office of Academic Affairs</p> <p>Associate Provost (Ramsier)</p> <p>College representatives</p>

Domains	Goals	Responsible Units	Point Persons
	<p><i>appropriate, by fall 20162020</i></p> <p><i>Implementation of new General Education program by fall 20162020</i></p>		
Career Placement of Graduates	<p><i>Increase student participation in career-relevant learning experiences (currently that percentage is 67% with the objective of reaching 70% students by 2020); specific targets will be identified by college</i></p> <p><i>Improve job/graduate school placement rate in a degree-relevant position six months following graduation (currently that percentage is 72% with the objective of reaching 75% by 2020); specific targets will be identified by colleges and by the Career Center</i></p>	Enrollment Management Colleges	<p>Coordination: AVP Enrollment Management</p> <p>College representatives (relevant learning)</p>
<b><i>Strategies to Enhance the Student Experience</i></b>			
Re-Design New Student Orientation	<p><i>Increasingly greater percentage (currently 92%) of students participating in NSO will enroll the following fall semester.</i></p>	Division of Student Success	<p>Coordination: VP Student Success</p> <p>AVP Student Success (Moore)</p> <p>Asst. VP Student Success (Nicholson)</p>

Domains	Goals	Responsible Units	Point Persons
	<i>Metric to consider: eventual objective of 97% of students participating in NSO enroll the following fall semester</i>		
ZipStart	<i>Increase the number of ZipStart student headcount as appropriate in consideration of on-going consultation related to student progress and on-going cost analysis (First 2 years (2013,2014) of program, 4.5% and 9.7% (projected) of new freshmen enrolled in ZipStart)</i>	Division of Student Success Enrollment Management Registrar Colleges	Coordination: VP Student Success  AVP Student Success (Moore) AVP Enrollment Management (Thorpe) Registrar Deans or dean designees
<b><i>Emerging Strategies: Closing Preparation Gaps</i></b>			
Close Preparation Gaps	<i>Develop an intentional strategy to reduce preparation gaps between white and minority students in retention and completion rates</i>	Office of Academic Affairs Office of Inclusion and Equity Division of Student Success Diversity Council	Coordination: Provost; VP Student Success  AVP Inclusion and Equity (Gill) AVP Student Success (Moore) Asst. VP Student Success (Nicholson) Asst. VP Student Success (Smith) AVP Enrollment Management (Thorpe) Executive Director, Financial Aid (Ellis)
<p><i>Consider the following goals:</i></p> <ul style="list-style-type: none"> <li><i>Increase diversity of the student body</i></li> </ul>			

Domains	Goals	Responsible Units	Point Persons
	<ul style="list-style-type: none"> <li>• <i>Create an enrollment strategy to further diversify student population</i></li> <li>• <i>Create a scholarship program dedicated to under-represented students with appropriate criteria for eligibility and with strong program coordination</i></li> <li>• <i>Create a completion scholarship program for underrepresented students</i></li> <li>• <i>Improve existing successful programs dedicated to under-represented students</i></li> <li>• <i>Create additional first-year programs, based on data analysis, for strong support of under-represented groups</i></li> <li>• <i>Increase underrepresented student participation in career-relevant learning experiences; specific targets will be identified by college</i></li> <li>• <i>Improve job/graduate school placement rate in a degree-relevant position six months following graduation; specific targets will be identified by colleges and administrative units</i></li> </ul>		

1

\*Revisions to University Rule 3359-11-25, Use of Video Surveillance on Campus

Board Meeting  
December 10, 2014

2

\*New University Rule 3359-26-07, Staff Employee Advisory Committee

Presiding:  
Dr. Alfred V. Ciraldo

Rules Committee



CONSENT AGENDA:  
ITEMS 1, 2



November 14, 2014

TO: Dr. William M. (Mike) Sherman  
Senior Vice President and Provost and Chief Operating Officer

FROM: M. Celeste Cook *mcc*  
Associate Vice President and Deputy General Counsel

RE: **Summary of Rules Committee Agenda Items for the  
December 10, 2014 Meeting of the Board of Trustees**

The Rules Committee will be asked to consider revisions to the following Rules at its meeting on December 1, 2014:

1. O.A.C. 3359-11-25 Use of video surveillance on campus

The proposed revision to this Rule appears in paragraph (D)(2), to change the minimum days The University of Akron Police Department can maintain the video surveillance image files from thirty days to ten days. Because of the expansion in the number of surveillance cameras on campus, the amount of images has been significantly increased, thereby reducing the time for which images can be maintained on available storage.

2. O.A.C. 3359-26-07 Staff employee advisory committee

New Rule 3359-26-07 Staff employee advisory committee.

The Staff Employee Advisory Committee (SEAC) serves as an advisory committee to the President regarding matters concerning non-bargaining staff employees. SEAC has been in existence since 1988. The committee consists of 18 members, 15 elected by University staff and 3 appointed by the President. Each committee member serves a three year term. SEAC does not represent union members. SEAC voted on May 15, 2014 to present this rule to the Board of Trustees for approval.

**Office of the Vice President and General Counsel**

Akron, OH 44325-4706  
330-972-7830 Office • 330-384-2611 Fax

Dr. William M. (Mike) Sherman  
November 14, 2014  
Page 2

The rule is an attempt to provide SEAC the same access to the President as has Contract Professional Advisory Committee (CPAC). The rule is based substantially on the language from the CPAC rule with the exception that it specifically excludes discussion on matters subject to collective bargaining. We drafted the rule based upon the request from SEAC.

Please note we are in the process of converting our rules to a new rule filing format in connection with Amended Substitute Senate Bill 3 which became effective on September 17, 2014. We are now using a new software program recommended by the Legislative Service Commission so that the rules of all institutions have a uniform format.

As a reminder, part of the rule-filing format requires that certain proper nouns (i.e. – names of government agencies, offices, and programs) are not capitalized. Please do not let this requirement distract you when reviewing the content of rules.

**3359-11-25 Use of video surveillance on campus.**

(A) Purpose.

The purpose of this rule is to standardize the use of video surveillance cameras at the university of Akron. This rule places the responsibility for approval, placement, and monitoring of all video surveillance cameras under the control of the university of Akron police department (UAPD), which will assist the UAPD in its response to safety and security issues on university property.

This policy does not apply to the use of video or visual surveillance, monitoring or recording, covert or otherwise, by the university of Akron police department (UAPD) during criminal investigations or as authorized by a court of law, or legitimate academic uses of video cameras for academic or research purposes.

(B) Definitions.

- (1) Camera means any item, system, technology device, or process, used alone or in conjunction with a network, for the purpose of gathering, monitoring, recording or storing an image or images. Images may be viewed in real-time and/or captured and preserved for possible review at a later date.
- (2) Monitoring is the process of observing or reviewing images that are captured by video surveillance either in real-time or that have been pre-recorded and are reviewed at a later date and time.
- (3) Recording is the process of capturing images resulting from video surveillance and saving those images to a storage medium.
- (4) University property means all land, structures, or other real property owned, operated, leased or controlled by the university of Akron. This includes both internal and external areas, including but not limited to common spaces, grounds, parking lots.
- (5) Internet protocol (IP) is the communication protocol used in the collection and transmission of images on the network. All surveillance devices shall utilize open internet protocols and standards.
- (6) Public areas are defined as any portion of university property that is operated and controlled by the university of Akron, including

buildings and facilities, in which a person does not have a reasonable expectation of privacy.

- (7) Private areas are defined as any portion of university property where a person would have a reasonable expectation of privacy e.g. restrooms, dorm rooms, offices, locker rooms, or any other clothing changing area.
- (8) Restricted access areas are defined as university property that is not accessible to the general public. Restricted access areas may be accessible to university employees, but does not include private areas.

(C) Procedures.

- (1) Any and all requests for use of video surveillance cameras will be made in writing to the university of Akron chief of police. The request will include the name of the college or department making the request, the purpose or reason for the camera, and the desired installation area. UAPD will review each proposal and recommend specific camera installations as dictated by institutional needs and current technological standards. The review will consider security issues, institutional needs, technological standards, installation, wiring, networking, licensing, and cost. The chief of police will make the final decision on new camera installations.
- (2) Any cameras currently in place as of the date of this rule will come under the control and authority of UAPD. UAPD will determine if the cameras currently in place meet with the institutional needs of the university and meet with current technological standards for a centralized monitoring and recording system. UAPD will determine if any new cameras are permitted or if any current cameras are to be removed. No cameras are permitted unless they are recorded by UAPD or a specific exception is permitted by UAPD. If an exception is permitted, the college or department will be required to comply with this rule for the exempted cameras and provide a contact person to UAPD.
- (3) All recording devices, where able, will utilize IP technology to transmit images and recordings, unless an exception is granted by UAPD. All legacy recording technology currently in use at the university of Akron will be converted to IP-based technology within twelve months from the date of this rule, unless an extension is

granted by UAPD. Legacy systems will not need to replace analog cameras, but will be able to replace digital video recorders with IP converters which will forward images to the centralized storage operated by the department of information technology. Digital video recorders will be removed by UAPD for internal use or sent to surplus property for disposal upon conversion to the IP system.

- (4) UAPD will permit authorized persons to monitor and/or review images captured by the cameras, which may include the department or college, safety personnel, or other authorized university of Akron employees. Monitors for video surveillance cameras will be installed in restricted access areas and shall not be viewable by unauthorized persons, unless an exception is granted by the UAPD.
- (5) Each department or college with video surveillance equipment will maintain a departmental contact who will be the contact person with the university regarding the camera. Department or college contacts are required to provide a list of authorized monitors in the department or college at the beginning of spring and fall semester.
- (6) Each department or college will be responsible for the cost of the cameras, equipment, and installation.
- (7) Cameras will only be permitted to be placed in public or restricted access areas and on university property. Cameras will not be placed in private areas or in a public area to view into private areas.

(D) Retention and release of information.

- (1) Retention of all recorded information is the responsibility of UAPD except in the case of exceptions as granted.
- (2) Image files will be retained in a secure location and kept for a minimum of ~~thirty~~ ten days and up to a maximum of ninety days as determined by UAPD. Specific image files may be required to be kept for a longer period at the direction of the office of general counsel or UAPD.
- (3) Recordings with information about a specific student are considered law enforcement records unless the university uses the recording for discipline purposes or makes the recording part of a student's education record.

- (4) A log shall be maintained by UAPD of all instances of access to or use of image files. The log shall include the date and identification of the authorized person or persons to whom access was granted.
- (5) Requests for image files from persons not authorized to access to the system will be reviewed by the office of general counsel or the university of Akron chief of police and if approved, the files will be distributed in an appropriately secured method. A log shall be maintained by UAPD indicating the date and time range of the files, camera views, and the identification of the person receiving the files.
- (6) The video images are considered security records under section 149.433 of the Revised Code, because they are used to protect and maintain the security of the university. A record kept by a public office that is a security record is not a public record under section 149.43 of the Revised Code and is not subject to mandatory release or disclosure under that section. Any record requests, including subpoenas, will be directed to the office of general counsel for a response.

Effective: ~~April 11, 2011~~

Certification: \_\_\_\_\_  
 Ted A. Mallo  
 Secretary  
 Board of Trustees

Prom. Under: 111.15

Stat. Authority: 3359.01

Rule Amplifies: 3359.01

Prior Effective Dates: 4/11/11

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

Revisions to University Rule 3359-11-25  
Use of video surveillance on campus

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 10, 2014, to revise Rule 3359-11-25 to change the minimum days The University of Akron Police Department can maintain the video surveillance image files from thirty days to ten days, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

**3359-26-07      Staff employee advisory committee.**

- (A) The staff employee advisory committee, "SEAC," shall serve as an advisory body to the president. Matters involving collective bargaining shall not be referred to or addressed by the committee.
- (B) The full committee shall meet annually with the president. The executive officers meet with the president quarterly or as needed. Meeting minutes shall be made available for all full-time non-bargaining unit staff employees for review.
- (C) The committee shall call an annual meeting - at the first meeting following elections - whereby the following business, including but not limited to, must be conducted: appoint a chair for the upcoming year, appoint a vice-chair, appoint a secretary, appoint a treasurer, appoint university council members, establish meeting times and location, contact the president's office to appoint open positions, appoint any project charter committee members as necessary, and verify ex-officio members by name(s).
- (D) Composition.
- (1) The "SEAC" shall consist of eighteen full-time non-bargaining unit staff employees employed by the university of Akron. The office of general counsel shall provide assistance as appropriate.
- (2) An ex-officio member. This is a current member of the "SEAC" committee whose term is expiring. The ex-officio member is voted on by the current "SEAC" committee for an additional year-long appointment to complete a current assignment. Each ex-officio member appointed will be evaluated annually at elections.
- (E) Terms of office.
- (1) "SEAC" members shall be elected/appointed for three-year terms, with no more than one-third (six) of the committee members leaving the committee each year. No member may be elected or appointed to serve more than two consecutive full terms. Each year, members of "SEAC" will be elected/appointed as follows:
- (a) One full-time staff (non-bargaining) member appointed by the president of the university of Akron for a three-year term.
- (b) Five members elected by university full-time staff

(non-bargaining) members for a three-year term.

(c) An ex-officio member. This is a current member of the "SEAC" committee whose term is expiring. The ex-officio member is voted on by the current "SEAC" committee for an additional year-long appointment to complete a current assignment.

(d) Each ex-officio elected member will be evaluated annually at elections.

(e) The remaining twelve elected/appointed non-bargaining unit full-time staff shall continue their staggered three-year terms.

(F) Election.

(1) The "SEAC" shall establish election procedures. Such procedures shall call for nominations from the non-bargaining staff employees, which shall be sent to all members at least three weeks prior to the elections. Each non-bargaining staff employee may submit for nomination the name of one non-bargaining staff employee. Self-nominations are not permitted, and the nominees indicate a willingness to serve.

(2) Ballots shall carry the names of all eligible persons who have been proposed for nomination. The person or persons receiving the largest number of votes shall fill the open position(s) in decreasing order of those votes, provided those persons are otherwise eligible in accordance with the eligibility requirements for membership on the "SEAC." Only full-time non-bargaining unit staff employees are eligible to participate in the election. All documents and data will be returned as confidential to the "SEAC" recording secretary for permanent file.

(3) Immediately following the election, the "SEAC" will certify to the president the new composition of the elected members of the committee. The president shall have until April 1 to make appointment(s).

(4) In the event that no member of the university's regional campus(es) is elected, the president of the university of Akron will appoint a member(s) from the regional campus.

(5) Should a vacancy occur, the president of the university of Akron shall appoint a replacement with recommendation from the committee to

complete the remaining term. The next eligible person receiving the largest number of votes from the most recent election will be recommended.

(G) Removal from membership/office. Any member of "SEAC" may be removed upon a majority vote of the "SEAC." In the event of a removal from membership/office, a new member/officer shall then be appointed by the president for the remaining term of the vacancy. Thereafter, the person so removed will be ineligible to return to the committee.

Effective:

Certification: \_\_\_\_\_  
Ted A. Mallo  
Secretary  
Board of Trustees

Prom. Under: R.C. 111.15

Rule Amp: R.C. 3359.01

Stat. Auth.: R.C. 3359.01

Prior Effective Date:

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

New University Rule 3359-26-07 Staff employee advisory committee

BE IT RESOLVED, that the recommendation presented by the Rules Committee on December 10, 2014, to create a new rule 3359-26-07 Staff employee advisory committee, be approved.

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Ted A. Mallo, Secretary  
Board of Trustees

December 10, 2014

1

\*Acceptance of June 30, 2014 External Audit Results

Board Meeting  
December 10, 2014

2

Acceptance of the SSAE 16 External Audit for the  
Period May 1, 2013 through April 30, 2014

Presiding:  
Roland H. Bauer

Audit & Compliance



CONSENT AGENDA:  
ITEM 1

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

**Approval of June 30, 2014 Financial Statement Audits**

BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 10, 2014, to accept the annual financial statements and footnotes as presented by management of the University, Foundation, and Research Foundation including Plante Moran's audit opinions and reports thereon as of and for the year ended June 30, 2014, be approved.

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Ted A. Mallo  
Secretary  
Board of Trustees

December 10, 2014

**THE UNIVERSITY OF AKRON**

**RESOLUTION 12- -14**

**Approval of SSAE 16 Audit**

WHEREAS, since January 2010, the University is considered a service provider in that the University provides certain IT hosting and management functions for Lorain County Community College; and

WHEREAS, those services necessitate the need for an audit that varies in scope and objective from an annual financial statement audit; and

WHEREAS, that audit is often referred to as an SSAE 16 audit (formerly SAS 70);

NOW, THEREFORE, BE IT RESOLVED, that the recommendation of the Audit & Compliance Committee on December 10, 2014, pertaining to acceptance of the SSAE 16 audit of the University as performed by SS&G, external auditor, for the period May 1, 2013 through April 30, 2014, be approved.

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Ted A. Mallo  
Secretary  
Board of Trustees

December 10, 2014



**Consent Agenda  
The University of Akron Board of Trustees  
Meeting of December 10, 2014**

<b>Item</b>	<b>Description</b>	<b>Committee</b>	<b>Tab</b>
1	Minutes for October 15, 2014	None	Board of Trustees
2	Quarterly Financial Report for July through September 2014	Finance & Admin.	2
3	Quarterly Investment Report for July through September 2014	Finance & Admin.	3
4	General Receipts Bonds Refunding Authorization	Finance & Admin.	4
5	Additional FY2014-2015 Course Fee	Finance & Admin.	5
6	Establishment of The Swagelok Career Center	Finance & Admin.	6
7	Cumulative Gift Income Report for July-October 2014	Finance & Admin.	7
8	Mutual Aid Agreement Between The University of Akron and the City of Orrville	Finance & Admin.	8
9	Zook Hall Renovations Phase 2B Construction Contracts	Finance & Admin.	9
10	Purchase for More Than \$500,000	Finance & Admin.	10
11	Gift Agreement	Finance & Admin.	11
12	Tentative Graduation List and Statistics for Fall 2014	Academic Issues & Student Success	1
13	Proposed Curricular Change	Academic Issues & Student Success	2
14	Assistance to Veterans and Service Members	Academic Issues & Student Success	3
15	Research Activity Reports for July-September 2014	Academic Issues & Student Success	4
16	Revisions to University Rule 3359-11-25, Use of Video Surveillance on Campus	Rules	1
17	New University Rule 3359-26-07, Staff Employee Advisory Committee	Rules	2
18	Acceptance of June 30, 2014 External Audit Results	Audit & Compliance	1