

May 13, 2003

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information the summary of actions that were approved at the April 23, 2003, meeting of The University of Akron's Board of Trustees:

Educational Policy/Student Affairs Committee

1. Changes to the Undergraduate Bulletin

To correct language inconsistencies in the Undergraduate Bulletin, the following changes will be made, effective for summer 2003. For guest/transient work, "A University of Akron student may take coursework at another institution of higher education as a guest student. If the student intends to apply this work toward a degree at The University of Akron, he/she must make an official request for transient credit." For online registration and course substitutions, "Students who wish to substitute equivalent coursework for course prerequisites may be unable to register online. These students must contact the department to register." The changes were recommended at the February 2003 meeting of Faculty Senate.

2. Memorandum of Agreement for Ohio Army National Guard Distance Learning

An Ohio National Guard distance learning site will be established in Polsky 213, the first such classroom to be developed as part of the Ohio Army National Guard and the Army Reserve Distributed Training Program. The classroom will provide increased educational opportunities for Guard members as well as rapid engagement of Guard forces in times of national security. The classroom will also be used to support the University's degree programs and Workforce Development training.

3. Honorary Doctorate of Humane Letters Degree for Dr. Mark N. Apte

Board of Trustees Chairman Dr. Mark N. Apte will receive an Honorary Doctorate of Humane Letters degree sometime after he completes his nine-year term on July 1. Dr. Apte was appointed to the Board by Governor George Voinovich in 1994.

4. Honorary Doctor of Laws Degree for Judge John R. Adams

Judge John R. Adams of the U.S. District Court, Northern District of Ohio, will be the guest speaker at the School of Law Commencement on May 18. Judge Adams, who earned a Juris Doctor at The University of Akron School of Law in 1983, was appointed to his current position in March 2003 by President George W. Bush. Previously, Judge Adams served as a Summit County Common Pleas Court Judge.

5. Tentative Graduation List and Statistics for Spring 2003

Pending completion of degree requirements, 2,096 candidates for graduation were approved for commencement ceremonies in May. The total includes recipients of 36 Ph.D.s, 113 Juris Doctors, 458 master's degrees, 1,194 bachelor's degrees and 295 associate degrees.

6. Graduate Certificate in Geographic Information Services

The Department of Geography and Planning will now offer a Graduate Certificate in Geographic Information Sciences. The certificate program is designed to provide graduate-level instruction in all major phases of the growing and changing field, especially to students who do not desire to complete a master's program in geography.

7. CPNP-MSN Child and Adolescent Health Nursing Option

In 1992, the National Certification Board of Pediatric Nurse Practitioners mandated that all Pediatric Nurse Practitioner programs that apply and reapply for program approval in the United States must be at the master's degree level. The College of Nursing now will offer this option so that current certified pediatric nurse practitioners with a BSN degree can progress to a MSN degree.

8. Research Grants and Contracts Reports – March 2003

As of March 31, 2003, externally funded research and other sponsored programs received \$22,665,663 to support 313 projects. Last fiscal year-to-date totals were \$22,957,922 to support 357 projects.

External Affairs Committee

1. Cumulative Gift and Grant Income Report, March 2003

Total giving to the University for July 2002 through March 2003 totaled \$18,403,877, 12 percent more than the year-to-date average of \$16,458,119 for the previous five years. The total already marks 2002-2003 as the third-highest giving year in the University's history, despite the lagging economy.

Facilities Planning and Oversight Committee

1. Auburn Science and Engineering Center Renovations

Suburban Maintenance & Construction, Inc., was awarded a \$246,882 contract for renovation work to the ASEC bridge, storefront and room 15. The bid was \$31,676 less than budget.

2. High-Temp Water Line Replacement

S. A. Comunale was awarded a \$1,250,870 contract for general and mechanical services plus all alternates for the replacement of a high-temperature water line. The bid was \$559,130 less than budget.

3. Student Affairs Building

The total of all bids for the construction of the 94,000 gross-square-foot Student Affairs Building was \$11,175,105 – \$574,895 less than budget. Contracts were awarded to – R. P. Carbone Company, general, \$7,127,550; Golub Mechanical, plumbing, \$281,443; S. A. Comunale, fire protection, \$205,000; S. A. Comunale, HVAC, \$2,263,800; and Speelman Electric, Inc., electrical, \$1,297,312.

4. Leigh Hall Rehabilitation, FF&E

Bids for furniture, fixtures and equipment for the Leigh Hall Rehabilitation project totaled \$844,645 – \$107,855 less than budget. Contracts were awarded to Summervilles, Inc., furniture, \$206,591, and Seneca Communications, Inc., technology-enhanced and distance-learning equipment, \$638,054.

Finance and Fiscal Policy Committee

1. Eight-Month Financial Report – February 2003

Akron campus tuition and fee receipts through February 2003 exceeded budget estimates by \$936,103. State appropriations will fall short of budget by year's end, and earnings on investments and other sources exceeded budget estimates by \$729,758, primarily in the area of Departmental Sales. Total expenses in the functional categories were less than budget by \$5,590,917.

Tuition and revenues for the Wayne College branch campus were \$531,091 greater than budget, while revenue from other sources was less than budget by \$265,412. The revenue shortfalls were offset by conservative spending in related areas. Expenses in the functional categories were less than budget by \$1,699,155.

2. Proposed Honors Student Housing Financing

Signet Development, Ltd., will provide private financing for the development of a 301-bed residence housing facility for honors students at the corner of Buchtel Ave. and University Ave., near Robertson Dining Hall. The approximate cost of \$20.7 million will be repaid by the University through a 25-year lease agreement, during which the University will maintain complete control of the facility and its operation. Upon completion of the lease, the University will obtain ownership for \$1.

3. Fiscal Year 2003-04 Auxiliary Enterprises Budgets

Given the ongoing uncertainties of the state budget, only the University's Auxiliary Enterprises budgets were submitted for approval at this time. The FY2003-04 Auxiliary Enterprises budgets – which are not dependent upon state funding – include the Student Union, Parking Services, Intercollegiate Athletics, Residence Life and Housing, Rubber Bowl, E. J. Thomas Performing Arts Hall, Dining Services and Business and Retail Operations, and Telecommunications on the Akron campus and the Bookstore and Vending units at Wayne College. Those budgets were approved as requested.

4. FY 2003-04 Course Materials, Technology, and Miscellaneous Fees

Changes to Course Materials, Technology, and Miscellaneous Fees were approved, effective for summer 2003. Included in the miscellaneous fees were changes to the parking rate structure and a new library fee for the Akron campus.

5. Statement of Investment Policy for Endowment Funds

The “floor provision” has been eliminated from the “Spending Policy” portion of the University's Statement of Investment Policy for Endowment Funds. During a prolonged stock market slump, the floor provision is detrimental to the University, since it requires the indefinite maintenance of the high distribution levels that were computed at the peak of the market advance.

6. Purchases of More Than \$150,000

American Building Maintenance Company has been awarded a \$353,100 contract for July 2003-June 2004, to clean six campus buildings — Buckingham Center for Continuing Education, Folk Hall, James A. Rhodes Arena, Memorial Hall, The Polsky Building, and Student Administrative Services. There is an option to renew the agreement for up to three additional years.

7. General Receipts Bond

The University will issue general bonds in an amount not to exceed \$62.7 million. The funds will support several capital projects and provide permanent financing for the \$20 million in Bond Anticipation Notes that were issued in 2002.

The capital projects are – Student Union retail space, \$600,000; Athletic Fieldhouse, \$13.8 million; Guzzetta Hall addition, \$2.5 million (to supplement \$7.8 million in state capital funding); Honors Residence Hall, \$18.5 million (which will be eliminated from the bond issue if private financing is obtained); miscellaneous real estate purchases in the University area, \$2 million; and telecommunications hardware/wiring, \$4.66 million.

8. Holiday Schedule 2003-04

The approved holiday schedule for 2003-04 was distributed via campus mail on April 23.

9. Personnel Actions (attached)

NOTE: The name for the administrative unit Vice President for Information & Instructional Technologies, Libraries and Institutional Planning (VP/CIO) has been changed to Vice President for Information and Instructional Technologies, and Institutional Planning (VP/CIO).

Committee on Rules

1. Rule O.A.C. 3359-02-01 — Officers of the Academic Administration

The rule change provides for the duties of the dean of University College to include service as an associate provost for student academic success when so requested by the Senior Vice President and Provost.

2. Rule O.A.C. 3359-10-02 — The University of Akron Bylaws of the Faculty Senate

The first of two rule changes requires that any motion or resolution brought forward as a committee recommendation shall be posted on the Senate listserv at least seven days prior to the Senate meeting so that Senators can be informed of issues that are forthcoming. The rule change was recommended at the February 2003 meeting of Faculty Senate.

The second change provides that a representative from The University of Akron Retirees Association, one who is not re-employed by the University, shall be elected to serve on the University Well-Being Committee.

3. Rule O.A.C. 3359-48-03 – Athletic Policy

The change replaces the Statement on Athletics with the Department of Athletics Mission. The newly adopted mission statement reflects the uniqueness of the department and better supports the University's mission.

4. Rule O.A.C. 3359-60-03.1 — Credit by Transfer and/or Examination

The rule change raises the acceptable transfer grade from “D-” to “C.” Students who meet the requirements of the Ohio Transfer module and receive an associate of arts or an associate of science degree with a cumulative grade point average of 2.00 or better will receive transfer credit for college-level coursework passed with a grade of “D” or better. The change will be included in the Undergraduate Bulletin section, “Transfer Credit.” The rule change was recommended at the February 2003 meeting of Faculty Senate.

5. Rule O.A.C. 3359-60-03.5 — Grades and the Grading System

The rule change revises the date when incomplete work must be completed and the grade reported. The previous rule required the work to be completed by the last instructional day of the term. Often, the completion required the taking of the final exam. By moving the final date one week forward, the instructor of record will not have to request an extension. The change also will be included in the Undergraduate Bulletin section, “Grades and the Grading System.” The rule change was recommended at the February 2003 meeting of Faculty Senate.

New Business

1. Honorary Degree Recipients

Trustees approved the awarding of four honorary degrees, two of which will be awarded at May commencement ceremonies. Those to be so honored are – James K. Bissell, Curator of Botany and Coordinator of Natural Areas, The Cleveland Museum of Natural History; prominent arts patron and Akron alumnae Mary Schiller Myers; H. Peter Burg, chairman and CEO of FirstEnergy Corporation; and Lieutenant General Paul T. Mikolashek, The Inspector General of the United States Army. Mr. Bissell will receive his honorary degree on the morning of May 10, and Lt. Gen. Mikolashek will be honored on that afternoon.

2. “Sweatshop-Free” Campus

In response to recent concerns, the Board adopted a resolution pertaining to a “sweatshop-free” campus. The elements of the resolution follow:

- The University of Akron requires each of its licensees to conduct business in a manner that is consistent with The University of Akron’s commitment to fair treatment of all workers and sound environmental practices.
- It shall be the policy of The University of Akron that all University of Akron licensees will comply with all applicable state and federal legal requirements in conducting business related to or involving the production or sale of products or materials bearing the names, trademarks, or indicia of the University.

- Contracts with all companies licensed by The University of Akron to produce and/or sell merchandise, including but not limited to contracts with Licensing Resources Group, Inc. (LRG), shall include a provision implementing this policy, and shall also include a provision that if The University of Akron has not issued a “code of conduct” regarding the manufacture, distribution and sale of licensed products, the licensee shall comply with the then current Fair Labor Association Workplace Code of Conduct, to the extent that specific provisions of such Code of Conduct are consistent with applicable state and federal laws and regulations.
- The University of Akron recognizes that there are several recognized independent monitoring organizations available for university membership at fees established by those organizations, including the Fair Labor Association and the Workers Rights Consortium. The University prefers not to affiliate with or join an organization to affect the purpose of this policy, but to enforce this policy through contractual obligations. This action by the University will obtain the same outcome. In addition, any information obtained by any University employee, faculty or staff member, student or student organization, including STAND, concerning a licensee or agent of the University violating this policy, shall be presented to the Director of Purchasing who shall have the responsibility to refer the matter to LRG and/or take other action consistent with this policy.
- The failure of any licensee to comply with and conform with the provisions of the applicable code of conduct as provided in this resolution shall be made a material breach of any agreement with such licensee, whether directly or through Licensing Resources Group, Inc.; and, shall provide The University of Akron the immediate right to terminate the Agreement.

3. NEOUCOM Board of Trustees

On May 1, 2003, Dr. Mark N. Apte’s term on the NEOUCOM Board as Akron’s university representative ended. Dr. William F. Demas was appointed to a full six-year term, as Dr. Apte’s successor. Also effective on May 1, Rainy G. Stitzlein resigned as the University’s community representative on the NEOUCOM Board. Dr. Apte was appointed to fill that vacancy.

4. Tuition for Joint Master’s of Public Health Program

On April 16, 2003, the Northeastern Ohio Universities Master’s of Public Health Academic Council and Executive Committee voted to increase tuition for the joint Master’s of Public Health Program by 9.5 percent, effective for fall 2003. Because the boards of each member institution must act to implement the joint decision, Trustees approved a 9.5 percent increase in tuition for the Master’s of Public Health Program, from \$336 to \$368 per credit hour.

Notes

1. President's Report

I began my report by thanking Chairman Apte for his earlier comments and challenge to provide to the Board with appropriate recommendations to move this University forward in these difficult times. I noted that the budget picture in Columbus remains rather cloudy and indeed certainly somber in its prospects. It is telling that, in these difficult times, Governor Taft still is providing leadership with the Third Frontier project. If it moves forward beyond the capital component that is being competed, it can mean a great deal to The University of Akron. Equally, it is important to note a continuing need for us to be aware of what other states are doing. For example, in Arizona the state has simply said that in these difficult times it will not cut back on its investments in higher education. Arizona's government is proposing capital and operating expenditures in research to move that state's economy forward.

Still, because of the current budget uncertainty at the state level in Ohio, I told Trustees that the institutional budget that we were bringing forward for their consideration was provisional, focusing only on our auxiliaries. Other budget lines will have to continue on an "as is" basis and be adjusted as appropriate as the state environment becomes clear.

In reflecting on our accomplishments of the University as a whole, I recalled that when I came to the University almost 4½ years ago, the Board had three major goals for this University. One, the New Landscape for Learning, is now about 85 percent complete, thanks to the leadership of Vice President Curtis. Second was to achieve no less than \$15.5 million in federal funding, which – thanks to the leadership of Vice President Newkome, our faculty, our Provost, and indeed all of our research programs – the University will almost surely achieve during the balance of this year, if not certainly this coming year. Third, the Board had joined with our faculty in aspiring for this University to be recognized for its teaching excellence and be named a Carnegie Teaching Academy.

While the exact designation has been changed, I am proud that The University of Akron recently was so selected as one of only 12 universities throughout the nation to be named as a Carnegie Cluster Leader. Through that national recognition of our achievements in scholarship of teaching and learning, the University will take part in a three-year research effort aimed at improving first-year college students' learning and success, as well as increasing the quality and effectiveness of first-year programs. I formally extended to all of my colleagues heartfelt thanks for a job well done in bringing the University to that distinction.

Thus, the University will achieve the three major goals that the Board had set for accomplishment by 2006 either three or two years ahead of schedule.

Next, I recognized the individual accomplishments of two very special colleagues – Provost Terry Hickey and Vice President Marlesa Roney. When we invite very good people to join the University, they will have special opportunities. Both of those colleagues have served us admirably and have now been chosen to go forward at distinguished universities in furtherance of their careers. I publicly thanked both of them for their leadership and great accomplishments, as well as their collegiality.

My report continued with a listing of some events of note:

- As Student Trustee Cristina Pastore had indicated in her earlier remarks, April 22 was a very special evening with the All-Campus Student Recognition Dinner (and what she did not report is that she was recognized several times including as an outstanding senior). In addition, on April 22, we also held the distinguished alumni celebration for the College of Education and recognized many exceptional leaders in the area of education, both campus and community.
- The Board was reminded that the North Central Association would make its accrediting visit to the University during the next week. The team's visit followed two years of extensive self-analysis, led by the University's self-study steering committee and involving colleagues throughout the University. The self-study concluded that the University has demonstrated significant progress and ongoing progress in continuing work in addressing the critical concerns that the NCA had pointed out in the late 1990s; therefore, the University meets all of the NCA Higher Learning Commission's general institutional requirements and criteria for accreditation. As a result, the University would request continuing full accreditation, and it would ask to move into the framework for accreditation being based on a continuous quality improvement benchmark mode. Trustees were given materials related to the NCA accreditation, including a CD Rom that contains the entire NCA self-study report.

I also was pleased to report on some of the special recognitions achieved by our University and colleagues:

- Out of 700 entrepreneurship programs in the country, Entrepreneurship Magazine's 2003 national rankings placed The University of Akron in the top 25 schools with programs that emphasize entrepreneurship education. Among other schools in that top 25 emphasis in entrepreneurship education are such institutions as Arizona State, Boston, Georgetown, University of Nebraska - Lincoln, Purdue, Rochester, Texas
- A & M, and Yale. This is a singular achievement, indeed.
- Our new campus convenience store in the Student Union has been voted "best in the business" by the National Association of Colleges and Universities Food Services.

- One of our students, Matthew Shepard, has been selected as the recipient of one of the most prestigious scholarships awarded nationally – The Barry M. Goldwater Scholarship in Excellence and Education Program. Matthew majors in physics and applied mathematics. Congratulations to him and his family.
- Dr. Phillip Allen, professor of psychology and senior fellow in the University’s Institute for Life Span Development and Gerontology, has been named by the National Institutes of Health to its study section, that is its peer review body, in the bio-behavioral and behavioral processes. He will serve from July 2003 through June 2007.
- One of our colleagues, Michael Sermersheim, has just published an update of his very successful book entitled, “Campus Access for Selected Legal Issues Affecting Higher Education.” A copy was given to Trustees.

I concluded my report by acknowledging the generosity of Peter and Barbara Avrea, who informed the Board of a major donation that they are making in support of Hower House.

2. **Next regular meeting**

June 18, 2003, 10 a.m., Bulger Residence Hall 16th floor meeting room.

With every good wish,

Sincerely,

Luis M. Proenza

**Personnel Transactions Approved by the Board of Trustees
April 23, 2003**

Appointments

Sungtae Ahn, visiting scientist, Polymer Engineering, 2/10/03; **Hyung-Hwan An**, visiting professor, Microscale Physiochemical Engineering Center, 1/01/03; **Anima B. Bose**, visiting scientist, Institute of Polymer Science, 3/08/03; **Patricia M. Butcher**, coordinator - early childhood, Curricular and Instructional Studies, 3/03/03; **Christen B. Cardina**, assistant professor, Bibliography, 4/01/03; **Tae Joon Cho**, visiting scientist, Office of Vice President, Research and Dean, Graduate School, 2/28/03; **Thomas Costigan**, visiting instructor, Finance, 8/25/03; **Lori Davis**, administrative assistant, Law, 3/24/03; **Bonnie L. Filer-Tubaugh**, college lecturer, Developmental Programs, 8/25/03; **Darcie L. Flower**, coordinator, physical facilities - budget operations, 3/24/03; **S. William Forrest**, associate director, Residence Life and Housing, 3/03/03; **Sidney J. Foster, Jr.**, assistant vice president, Labor Relations, 4/23/03; **Eric N. Gang**, adjunct assistant professor, Aerospace Studies, 5/12/03; **Richard Glotzer**, associate professor and director, Family and Consumer Sciences (appointment with tenure), 1/01/03; **Tao Ji**, postdoctoral research fellow, Polymer Engineering, 2/28/03; **Todd R. Kauffman**, adjunct assistant professor, Aerospace Studies, 6/01/03; **Wenxia Liu**, research associate, Institute of Polymer Science, 2/07/03; **Shane McGoey**, admissions counselor and coordinator - student activities, Wayne College, 3/17/03; **Susan McWhorter**, associate director, Research Services and Sponsored Programs, 3/24/03; **Stacey Nofziger**, assistant professor, Sociology, 8/25/03; **Jim Oziomek**, visiting scientist, Institute of Polymer Science, 4/01/03; **Alex Povitsky**, associate professor, mechanical engineering, 8/25/03; **J. Morgan Robison**, instructor, Modern Languages, 8/25/03; **Rebecca Schrager**, immigration compliance specialist, International Programs, 2/17/03; **Richard Simons**, postdoctoral research associate, Office of Vice President, Research and Dean, Graduate School, 1/29/03; **Russell J. Tinkham**, assistant professor, Bibliography, 3/15/03; **Jennifer B. Wilson**, regional coordinator, Institute for Health and Social Policy, 2/17/03; and **Jiang John Zhe**, assistant professor, mechanical engineering, 8/25/03.

Changes

Kimberly Beyer, associate director – career development, Center for Career Management, title change from interim associate director, Career Services, 3/21/03; **Kylin Blythin**, senior web developer, Application System Services, reclassification via job audit and title change from web developer, 10/21/02; **John M. Boal**, associate professor, Criminal Justice Technology, relinquish title of director, Training Center for Law Enforcement and Criminal Justice, 12/31/02; **Sandy Coyner**, assistant professor, Education, Educational Foundations and Leadership, transfer from Curricular and Instructional Studies, 5/12/03; **Susan DiRenzo**, assistant professor, Bibliography-systems coordinator, title change from project manager, Digital Library Information Systems, 2/10/03; **Misty Franklin**, administrative assistant, Law Dean's Office, promotion and title change from secretary, 3/24/03; **Esther Freeman**, assistant director, Parking Services, reclassification via job audit and title change from office manager and classification change from non-exempt to exempt, 5/20/02; **Lathardus Goggins**, professor, Geography and Planning, title change from associate dean, Graduate School, 8/25/03; **Virginia Gunn**, professor, Family and

Consumer Sciences, relinquish title of acting director, 3/01/03; **Ali Hajjafar**, associate professor, Mathematics, additional title of program coordinator, 8/25/03; **Susan L. Herchenroeder**, shift supervisor - computer operations, Hardware, Operations and Operating Systems Services, promotion and title change from computer operator senior, 1/27/03; **Jill Holland**, administrative assistant, Physical Facilities, reclassification via job audit and title change from administrative secretary, 12/30/02; **Michelle Jenson**, enrollment services associate, Registrar's Office, title change from administrative secretary, 3/17/03; **Qetler Jensrud**, assistant professor, Education, Educational Foundations and Leadership, transfer from Curricular and Instructional Studies, 5/12/03; **S. Graham Kelly**, associate professor, Mechanical Engineering, title change from interim dean, Engineering, 1/13/03; **John Kramanak**, assistant director, Gardner Student Center building operations, reclassification via job audit and title change from coordinator, Gardner Student Center technical services, 1/01/03; **Donald V. Laconi**, assistant dean, Community and Technical College and professor, Hospitality Management and adjunct associate professor, Family and Consumer Sciences, additional title of interim director, Training Center for Law Enforcement and Criminal Justice, 2/03/03; **Sergei F. Lyuksyutov**, assistant professor, Physics and assistant professor, Chemistry, additional title of assistant professor, Polymer Engineering and extension of joint appointment with Physics (primary), Chemistry and Polymer Engineering, 12/16/02; **Peggy McCann**, college program specialist, Curricular and Instructional Studies, reclassification via job audit and title change from administrative assistant senior, 8/01/02; **Ronald Monroe**, manager, parking field operations, Parking Services, reclassification via job audit and title change from coordinator, Parking Services and change from non-exempt to exempt, 4/22/02; **Michael Morley**, assistant director – career development, Center for Career Management, title change from assistant director, Career Services, 3/21/03; **Elaine Nichols**, associate professor emeritus, Nursing, title change from associate dean, academic affairs and associate professor, 6/30/03; **Susan J. Olson**, professor, Education, Educational Foundations and Leadership, relinquish title of department chair, Curricular and Instructional Studies, 5/09/03, and transfer from Curricular and Instructional Studies, 5/12/03; **O. Dee Dee Pitts**, academic advisor 2, Community and Technical College Dean's Office, promotion and title change from administrative assistant, Nursing and status change from staff to contract professional, 3/24/03; **Carol Pluess**, academic advisor and coordinator, Career Placement Center, Wayne College, status change from temporary to regular and title change from coordinator career services, 4/01/03; **William G. Rickett**, assistant dean for external programs and director of law alumni and development, title change from assistant to the dean for external programs, Law, 7/01/03; **Daniel Shoemaker**, HVAC technician, Physical Facilities, title change from assistant HVAC technician, 12/31/02; **Patrick Tabatcher**, senior multimedia producer, reclassification via job audit and title change from graphics instructional designer, 12/01/02; **Suzanne Testerman**, senior instructional designer, reclassification via job audit and title change from instructional designer, 12/02/02; **Harold Turk**, master maintenance repair worker, Physical Facilities, reclassification via job audit and title change from maintenance repair worker, 12/16/02; **Jeffrey J. Wallace**, professor, Social Science, relinquish title of associate provost and special assistant to the president for diversity and multicultural development, 8/25/03; **Michael Warner**, custodial superintendent, Physical Facilities, promotion and appointment status change from regular to temporary and title change from master building services worker, 3/03/03; **Harry Wheeler**, manager, parking projects, Parking Services, reclassification via job audit and title change from coordinator, Parking Services and classification change from non-exempt to exempt, 4/22/02; **Jacqueline Wilbanks**, licensure coordinator, Education Dean's Office, appointment basis

change from temporary to regular and title change from certification coordinator, 7/01/03; and **Renee Wilson**, administrative assistant, University Libraries Collection Management, reclassification via job audit and title change from administrative secretary, 8/26/02.

Separations

John H. Ashley, coordinator, Photographic Services and member, General Faculty, 6/30/03; **Renee J. Baca**, adjunct assistant professor, Aerospace Studies, 5/01/03; **Robert J. Bissler**, editor, Akron Magazine, 6/30/03; **Sean Blake**, graphic design technician, Art, 1/31/03; **Michael Chatham**, assistant professor, Accounting, 5/09/04; **Lynn M. Dixon**, information management officer, Aerospace Studies, 5/01/03; **Steven R. Duvall**, assistant law librarian, Law, 6/30/03; **Alice Fothergill**, assistant professor, Sociology, 8/24/03; **Sheri Gross**, student services counselor, Admissions, 3/11/03; **Lionel D. Haizlip**, associate professor, Mechanical Engineering Technology, 2/05/03 (deceased); **Donna P. Hrko**, director, Women in Engineering Programs, 6/30/03; **John P. Jones**, plumber, Residence Life and Housing, 2/24/03; **Jeanne Thibo Karns**, assistant professor, Family and Consumer Sciences, 4/30/02; **Elys Kettling**, director, library, Wayne College, 5/18/03; **Judith H. Lewis**, director, nursing education and associate professor, Nursing, 6/30/03; **Brad M. Miller**, adjunct assistant professor, Aerospace Studies, 5/01/03; **Marjorie Marshall**, computer based assessment and evaluation testing assistant, Learning Technologies and Scholar/Learner Services, 6/30/03; **Patrick E. Murphy**, director, Development, 6/30/03; **Gary H. Oller**, associate professor and department chair, Classical Studies, Anthropology and Archaeology, 3/31/03; **Raymond Rody**, associate professor, Marketing and associate director, Fisher Institute for Professional Selling, 5/10/03; **Allen L. Sehn**, assistant professor, Civil Engineering, 5/31/03; **Juli D. Siegrist**, library associate, Law, 2/19/03; **Bonnie Sullivan**, assistant professor, Education, 5/09/04; **Daniel J. Svyantek**, associate professor, psychology, 8/24/03; **Dennis Tobin**, instructor, Geography and Planning, 5/10/03; **Peter Turk**, professor, Marketing, 5/31/03; **Xin Weng**, research scientist, Institute of Polymer Science, 2/21/03; **Suzanne E. Whitehead**, assistant director, Development, 2/07/03; **Diana Williams**, building services worker, Physical Facilities, 2/10/03; and **Richard Wisneski**, instructor, English, 5/10/03.