

May 19, 2004

Members of the University Community

I am pleased, Dear Colleagues . . .

. . . to forward for your information the following summary of actions that were approved at the April 21, 2004, meeting of The University of Akron's Board of Trustees:

Educational Policy/Student Affairs Committee

1. Tentative Graduation List and Statistics for Spring 2004

The Board approved a list of candidates for approximately 2,217 degrees to be conferred during commencement ceremonies in May. The total includes 43 doctorates, 167 Juris Doctorates, 441 master's degrees, 1,260 bachelor's degrees, and 306 associate degrees.

2. Designation of April as Teaching, Learning, and Scholarship Month

The University first observed April as Teaching, Learning, and Scholarship Month in 2002 and now will continue that practice annually. The public and formal declaration focusing on three of our most central shared values and practices – teaching, learning, and scholarship – sends a positive message internally, supports our Carnegie Cluster leadership role, and highlights our annual celebration of excellence in teaching and learning to the community.

3. Academic Program Changes

In separate actions, Trustees approved the following changes in the academic program, all of which were approved by the Provost and recommended by the Curriculum Review Committee and the Faculty Senate:

▪ Minors in the College of Business Administration

To better prepare competent and responsible business leaders, the College of Business Administration has developed two minors. Direct Interactive Marketing involves businesses dealing directly with their customers using one-to-one marketing strategy,

while Database Marketing focuses on the transformation of raw data into useful information that meets the direct marketing needs of various business operations.

- Combining Undergraduate Programs in Corrections and Law Enforcement

To eliminate duplication and to produce a more coherent program of studies, the undergraduate programs in Sociology/Corrections and Sociology/Law Enforcement within the Department of Sociology in the Buchtel College of Arts and Sciences will be combined.

- Undergraduate Certificate in Conflict Management for Educators in the Buchtel College of Arts and Sciences

A 21-credit, interdisciplinary certificate has been designed by the Center for Conflict Management in the Buchtel College of Arts and Sciences, in collaboration with the College of Education, for educators or students interested in teaching at any level. Currently, the center is partnered with an area elementary school on the development of its peer mediation program and the growth of these programs.

- Graduate Certificate in Human Resources Management for Educators in the College of Business Administration

In response to feedback from human resources professionals in the region, the College of Business Administration has created a Graduate Certificate in Human Resources Management to prepare individuals who are seeking a career in human resources, or for individuals who are working in the field without formal training. Participants must be admitted to The University of Akron as either graduate or non-degree students, and must complete 15 credits.

4. Honorary Degrees

The Board approved the awarding of honorary degrees to three individuals whose efforts have allowed the University to better serve its students and community. Because each has accomplished significant personal and professional achievements, by honoring them the University enhances its recognition and prestige through association.

Richard Welch Pogue is a highly respected attorney whose legal expertise, business acumen and civic leadership have benefited area companies and citizens for more than 50 years. Mr. Pogue, a vigorous advocate of regionalism and mutual cooperation in Northeast Ohio, chaired the Governor's Commission on Higher Education and the Economy

Mary A. Regula is founder and president of the National First Ladies' Library, member of the Ohio Women's Hall of Fame. A lecturer on U.S. history and the role of first ladies, Mrs. Regula has served on several national educational commissions.

Jean Hower Taber is generous benefactor and friend to the University. Her gifts include Hower House and its grounds, student scholarships, and support of academic and athletic programs. Mrs. Taber is a member of several University organizations and served on the steering committee for the Heritage and Vision Capital Campaign.

5. Honorary Doctorate of Humane Letters

Board of Trustees Chair Patricia L. Graves will receive an Honorary Doctorate of Humane Letters Degree after her term of service ends on July 1, 2004. Mrs. Graves was appointed to the Board by Gov. George Voinovich in 1997. A former University of Akron student and *Beacon Journal* employee, Mrs. Graves is very involved with numerous organizations in the Akron community. She is a member of Alpha Delta Pi, secretary of the Akron Community Foundation, trustee of the Akron Art Museum, and trustee emeritus of Akron Triple-A. Mrs. Graves also is a 40-year member of the Women's Board of Children's Hospital Medical Center of Akron and a past president of the board, as well as a 34-year member of the World Golf Championship NEC Invitational Board of Trustees, where she has served 17 years on its executive committee. In addition, she has served 12 years on the board of the Akron Golf Charities Foundation.

6. Research Grants and Contracts Reports – March 2004

For July 1, 2003-March 31, 2004, total funding for externally funded research and other sponsored programs was \$23,376,828 to support 311 projects. Comparable totals for the last fiscal year to date were \$22,665,663 to support 313 projects. During the current fiscal year, five patents were granted to the University, 20 patent applications were filed by the institution, and 26 disclosures were made.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – March 2004

Total giving to the University for July 2003-March 2004 was \$11.9 million, 35 percent less than last year's comparable total of \$18.4 million and 33 percent less than the year-to-date average for the previous five years of \$17.7 million. During July 2003- March 2004, 13,298 gifts were received, as compared to 12,679 gifts for the same period in the last fiscal year, an increase of 5 percent.

2. Naming of Student Affairs Building

The Student Affairs Building that is now under construction has been designated Hezzleton E. Simmons Hall, in honor of the University's 10th president. Simmons was a student, faculty member, and president of the University. During his 41 years as teacher and administrator, his dedication to the service of students was his hallmark. The student newspaper insisted that a building be named in his honor, and the former Simmons Hall was so named in 1936. That building was razed in 2000.

Facilities, Planning, and Oversight Committee

1. New Generator Set with ATS for Physical Facilities Operation Center and Computer Center

Contracts were awarded to – Loomis Electric, Inc., \$601,500; Cavanaugh Building Corporation, \$51,500; and Mecon, Inc., \$72,400, to install a new generator set with ATS for the Physical Facilities Operation Center and the Computer Center. The final bid total was 14.66 percent less than budgeted.

2. Campus Implementation — Streetscapes

Contracts for streetscape improvements along College Street were awarded to – Suburban Maintenance and Construction, Inc., general trades, \$229,195; Brookside Lawn Services, Inc., landscaping, \$43,839; and J.W. Didado Electric, Inc., electrical work, \$157,780. The final bid total was 2.5 percent less than budgeted.

Contracts for streetscape improvements along South Union Street were awarded to – Cavanaugh Building Corporation, general trades, \$799,817; Brookside Lawn Services, Inc., landscaping, \$81,216; and J.W. Didado Electric, Inc., electrical work, \$204,233. The final bid total was 6.3 percent less than budgeted.

3. Polsky Building Renovation – Taylor Institute for Direct Marketing

Contracts for building renovations were awarded to – Thomarios, general trades, \$227,600; Bassak Brothers, Inc., plumbing, fire protection and HVAC, \$165,970; Loomis Electric, Inc., electrical work, \$139,445; and Boise Office, furniture and fixtures, \$88,570. The final bid total was 11.35 percent less than budgeted.

Finance, Fiscal Policy, and Investment Committee

1. Eight-Month Financial Report – February 2004

Akron campus tuition and fee receipts, which are a function of generated student credit hours, were less than budget estimates by \$519,722 through February 2004. Earnings on investments and other sources at the close of February exceeded budget estimates by \$1,947,487, primarily in the area of departmental sales. Total expenses in the functional categories were less than budgeted by \$12,223,234.

Tuition and fee receipts for the Wayne College branch campus exceeded budget estimates by \$394,525. Receipts from Continuing Education and other departmental sales accounts are behind estimates by \$141,845. Expenses in the functional categories were less than budgeted by \$2,451,345.

2. FY2005 General Fund and Auxiliary Enterprises Budgets, Tuition, and General Fees

The University of Akron's proposed budget for FY2005, based on estimated revenues, will be \$261,553,370 – a 4.2 percent increase from the current budget of \$250,921,323. Revenue assumptions include a \$1.78 million (2.1 percent) reduction in State Share of Instruction, a 6 percent reduction in other state line-item funding, stable enrollment, and tuition and fee increases for fall.

For Fall Semester 2004, tuition and fees will be 9.9 percent higher for most students. The 9.9 percent increase was passed in two parts – an increase of 6 percent for the general fund, and a 3.9 percent increase for technology improvements and need-based scholarships. Tuition and fees will increase by 19 percent for students who begin attending the School of Law this coming fall, while tuition and fees for continuing law students will increase by 9.9 percent.

Personnel Expenditure Assumptions

- Proposed 2.5 percent salary increase pool, effective July 1, 2004;
- Vacant positions of \$4.97 million include \$2.76 million approved for search and \$2.21 million to be evaluated by Position Review Committee;
- Summer faculty expenditures have been analyzed and limited by the Provost;
- Part-time and overtime staff remain at reduced levels;
- Employee contributions to group insurance continue; and
- Central control of vacant positions and related savings will continue.

Non-personnel Expenditure Assumptions

- Reduction in departmental telecommunications rates;
- All scholarship budgets increased to reflect tuition and fee increases;
- Graduate assistant fee remissions reduced to reflect current-year activity (adjusted for fee increase);
- Estimated net School of Law tuition differential (\$96,000) will be held in reserve by the Provost;
- Includes estimated operating expenditures for new Student Affairs Building; and
- Anticipated salary savings of \$1.8 million, which will be used to balance the budget.

Technology Set-aside

The state fee cap requires that any increase in tuition and fees that exceeds 6 percent must be set aside for need-based scholarships and/or technology. The following technology needs have been identified for funding by \$1,750,000 of the revenue produced by the fee increase:

- \$800,000 — Proposed partial return to 35/65 split of technology fee. Currently, the colleges receive about 13 percent of the collected fees.
- \$500,000 — Development and funding of ongoing equipment replacement plan and IP distance learning.
- \$250,000 — Maintenance of existing technology-enhanced classrooms.
- \$200,000 — Addition of 10 technology-enhanced classrooms per year.

3. FY2005 Course Materials and Miscellaneous Fees

The course materials and miscellaneous fee schedules (including technology fees) have been updated for FY2005. Course Materials fees will be returned to the requesting college. The parking fees assessed to faculty, staff and students will remain the same.

4. Banking Services

On June 30, 2004, the agreement for our Official Bank Depository Service and our Merchant Services Agreement (credit card processing) will expire. Both of these services currently are supplied by Bank One.

After soliciting and reviewing proposals from qualified financial institutions for various banking services, the Department of Purchasing and the Office of the Controller recommended the award of a three-year agreement to Bank One for the Official Bank Depository Service and for the Merchant Services Agreement. Trustees approved.

5. Faculty Laptop Replacement Program

The initial lease of 800 IBM ThinkPad laptops for faculty expires in September 2004. Since the laptops are the primary computers used by faculty, the University will provide replacements.

A team of faculty and department technical directors has identified specifications for laptops in high-end, mid-range, and low-end configurations and reviewed proposals received by the Department of Purchasing from computer companies. The committee recommended that departments have a choice between a Windows computer and an Apple computer. Dell has been chosen as the Windows laptop vendor, based on such factors as price, testing of evaluation units, and serviceability issues.

The total purchase request for both Dell and Apple computers will not exceed \$1.5 million. Information Technology Services will fund \$1.3 million from the technology fees for the base model laptop, which includes \$100,000 for peripheral devices. All upgrade costs, either for high-end Windows or Apple laptops, will be the responsibility of the requesting departments.

6. Holiday Schedule 2004-05

The Holiday Schedule for 2004-05 has been distributed to all faculty and staff via campus mail. Summer hours are scheduled for May 10 through August 27, 2004. That schedule includes a workday from 8 a.m. to 4:30 p.m., with a 30-minute lunch.

7. Personnel Actions (attached)

Committee on Rules

1. CPAC and CPGC Resolution

Election/appointment requirements for 2004-2005 for the Contract Professional Advisory Committee and the Contract Professional Grievance Committee will be suspended to restore staggered membership. Of 11 committee members on the two committees, eight are scheduled to be replaced this year as a result of previous years' failures to have elections/make appointments in a timely fashion and thus achieve the required staggered terms. Additionally, the two committees recently have joined forces to create an ad-hoc group to review all contract professional rules with a view to make recommendations for possible changes. For the most part, those rules have not undergone review or been changed since the 1970s.

New Business

1. Real Estate Transactions

The Board approved the following three real estate actions:

- renewal of a one-year lease of real property at Wayne College to Glenn Burkholder for approximately 7.3 acres of land to be used for the purpose of farming, upon a condition that it is indemnified and held harmless by Mr. Burkholder;
- the renewal of a one-year lease of real property at Wayne College to Davel Farms, Inc. (formerly known as Rohrer Farms, Inc.) for approximately 28.7 acres of land to be used for the sole purpose of farming, upon a condition that it is indemnified and held harmless by Davel; and
- a 15-year renewal of easement to the Ohio Edison Company for utility services to the campus area along Nash Street and to residence halls owned by the University on Brown Street, specifically, 333 Brown Street.

2. Pertaining to Concealed Weapons on Campus

Ohio's new Concealed Carry Law went into effect April 8, 2004, and has special application to colleges and universities by prohibiting the carrying of concealed weapons on college campuses. The Board authorized the President, with the advice of the Chief of Police and the Office of General Counsel, to take whatever steps are deemed necessary to effectuate the implementation of that law on campus. Those steps include, but are not limited to – posting notices on University property and in University buildings; providing notices to faculty, staff, students, and visitors to campus, as may be deemed appropriate; and any further action publicizing the existing University policy related to weapons on campus. The current policy prohibiting weapons on campus has been in effect since 1969.

Notes

1. President's Report

I began my report to Trustees by noting upcoming commencement ceremonies and the Spring Visit Day on April 24 for prospective students and their parents. As you know, a campus visit is often the most important factor in prospective students' choices of a college. Many people on campus are involved in supporting Spring Visit Day and other days with great enthusiasm. I thanked the staff of Student Affairs and the many departments and colleges for their assistance in that regard.

Noting that we are beginning to come to a close of our major initiatives in terms of the physical transformation of the campus and that I am now beginning my sixth year at the University, I briefed the Board on the first of a series of events for the upcoming months to consider our major strategies as we go forward. The first event would be a campus-wide strategic thinking retreat on May 10. I am excited to be moving forward with this venture.

On a more personal note, I was pleased to share that Bernadine Healy and I, both members of the President's Council of Advisors on Science and Technology, will be hosting a special meeting of the President's Council in Cleveland on June 29 and 30. I am told that this may be the first time that PCAST has officially met outside of Washington. The first day will be devoted to a workshop on the interface between state and federal policy related to science and technology for economic development. With the number of activities we have going here at The University of Akron, and in Northeast Ohio and Ohio, this should prove to be an exciting discussion. A full and regular meeting of PCAST will take place on June 30, which may require me to ask about possibly changing the date of the June Board meeting.

I then highlighted some special accomplishments of our faculty and staff, as well as acknowledgements of our academic programs:

- The University of Akron has been named one of the top U.S. Entrepreneurial Colleges and Universities, as reported in the May issue of *Entrepreneur* magazine. There were more than 825 entrepreneurship programs evaluated. We appeared in the top 100. According to the magazine, we are in the first Tier of high-profile universities in providing service to the region. Last year, we were comparably distinguished by that magazine when our program was ranked among the top 25 programs among schools with an entrepreneurship emphasis. I was pleased to note that we were grouped along with my former institution, Purdue. That certainly speaks well for our program at the College of Business Administration.
- Our School of Law has again been cited as offering one of the best values for juris doctor programs in the nation. Both *National Jurist* magazine and *Prelaw* magazine gave our law program an "excellent value" rating, recognizing it as having one of the two top public law school programs in the United States.
- Dr. Roberta DePompei, a professor and clinical supervisor of speech-language pathology and audiology, has received the 2004 Robert L. Moody Prize for Distinguished Initiatives in Brain Injury Research and Rehabilitation.

- An article written by School of Law Professor A. Samuel Oddi, “The Tragicomedy of the Public Domain,” has been judged one of the best intellectual property law review articles recently published and will be included in the 2004 edition of *Intellectual Property Law Review*.
- T. Leigh Anenson, assistant professor of business law in the College of Business Administration, is one of only eight scholars chosen to make a presentation at the Eighth Annual Huber Hurst Research Seminar.
- Dr. Ping Wang, assistant professor of chemical engineering, has been awarded a five-year, \$400,000 grant from the National Science Foundation for research focusing on the development of biotechnology using enzymes extracted from biological sources.
- Rocky Cross, a carpenter on the staff of our Department of Physical Facilities, placed second in the carpentry competition at the Apprenticeship National Craft Championships in Honolulu.

I also informed Trustees of some special appointments:

- Ted Mallo, vice president and general counsel and secretary of the Board, has been appointed to the Education Law Committee of the Ohio State Bar Association.
- Roy Ray, vice president for business and finance, has been appointed to the Higher Education Funding Commission.

I concluded my remarks by distributing stuffed Zippy dolls to Trustees and noting that the doll truly has become an international ambassador for The University of Akron. In this fashion, Zippy has been photographed in nearly every major city in the world, as traveling faculty, staff, students, and alumni take him along with them, and we publish those pictures in our *Akron* magazine. I asked Board members to take the doll with them as they travel during the summer, and to remind everybody that this adorable kangaroo we affectionately call “Zippy” is bullish on Akron, packs quite a punch, puts quite a zip into everything we do, and is always one giant leap ahead of the competition.

2. Next regular meeting

June 30, 2004, 10 a.m., Bulger Residence Hall, 16th floor meeting room.

With every good wish,

Sincerely,

Luis Proenza

**Personnel Transactions Approved by the Board of Trustees
April 21, 2004**

Appointments

Aaron K. Alford, assistant football coach, Athletics, 2/19/04; **Rong Bai**, postdoctoral research fellow, Polymer Engineering, 2/02/04; **Todd A. Blackledge**, assistant professor, Biology, 1/17/05; **Dwaine S. Campbell**, psychology intern, Counseling, Testing, and Career Center, 7/01/04; **Hangseok Choi**, assistant professor, Civil Engineering, 8/30/04; **Janice A. Cuddy**, secretary, Social Work, 4/05/04; **Peggy L. Effron**, office assistant, Development, 3/08/04; **Debra M. Esty**, psychology intern, Counseling, Testing, and Career Center, 7/01/04; **Haylee Firtha**, head teacher, Curricular and Instructional Studies, 2/09/04; **Sherry L. Gamble**, assistant professor and program director, Surgical Assisting Technology, 8/30/04; **Sayata Ghose**, research associate, Polymer Engineering, 1/12/04; **Richard A. Golden**, assistant building services worker, Physical Facilities, 3/29/04; **Nicholas T. Kurucz**, grant computer specialist, Education Dean's Office, 3/01/04; **Sterling W. Lundy**, assistant building services worker, Physical Facilities, 3/22/04; **Jamie L. McKinley**, patrol officer 1, University Police, 3/08/04; **Rachel N. Meredith**, assistant building services worker, Physical Facilities, 3/22/04; **John A. Messina**, director, Residence Life and Housing, 4/14/04; **Mark Nori**, assistant football coach, Athletics, 2/10/04; **Holly Ross**, adjunct instructor, Nursing, 2/26/04; **Margaret Saurin**, assistant women's soccer coach, Athletics, 3/11/04; **Scott F. Schippert**, maintenance repair worker, Physical Facilities, 4/12/04; **Daniel E. Selzer**, maintenance repair worker, Physical Facilities, 4/12/04; **Monica Doyle Siftar**, college lecturer, Speech-Language Pathology, and Audiology, 3/01/04; **Reema Singla**, psychology intern, Counseling, Testing, and Career Center, 7/01/04; **Jeremy L. Steen**, NCOIC information management, Aerospace Studies, 2/25/04; **Brent E. Teasdale**, assistant professor, Sociology, 8/30/04 (appointment contingent upon receipt of Ph.D.); **Ying Feng Tu**, research associate, Institute of Polymer Science, 3/01/04; and **Erica M. Windler**, assistant professor, History, 8/29/05.

Changes

Mark Allen, assistant director, sport and adventure, Intramurals, reclassification via job audit and title change from manager, Intramurals 9/01/03; **David Baker**, director, Archives of the History of American Psychology and professor, Psychology, additional title of interim dean, University Libraries, 5/10/04; **Susan Beke**, assistant to the vice president, fiscal operations, Student Affairs, reclassification via job audit and title change from budget administrator, 7/01/03; **Rachel Belknap**, admissions counselor, Admissions, change in appointment status from temporary to regular, 3/15/04; **Kristina Billings**, assistant manager food services, Dining Services, title change from food services supervisor, 4/01/04; **Scott A. Boettger**, computer support assistant, Wayne College, administrative audit and title change from web editor, 4/01/04; **Stacey L. Buser**, clinical instructor, Sport Science and Wellness Education, change in appointment status from temporary to regular, 8/30/04; **Paul J. Callahan**, chief, University Police, additional title of assistant vice president, Campus Safety, 7/01/04; **Michele Campbell**, interim director, Gardner Student Center, title change from senior associate director for

programming and events, 7/01/04; **Sezen Curgul**, research scholar, Polymer Engineering, change in effective dates from 1/26/04-2/27/04 to 2/16/04-3/13/04; **Keith Dambrot**, head men's basketball coach, Athletics, promotion and title change from assistant men's basketball coach, 3/10/04; **Karen Desmarais**, coordinator, Clinic for Individual and Family Counseling, title change from coordinator, Clinic for Child Study and Family Therapy, 5/01/04; **Joette Dignan-Weir**, manager, Editorial Services, title change from manager, Internal Communications, 4/01/04; **J. Thomas Dukes**, professor, English, additional title of assistant department chair, 5/1/04; **R. Frank Falk**, professor, Sociology and acting chair, Classical Studies, Anthropology, and Archaeology and fellow, Institute for Life-Span Development and Gerontology, transfer from Sociology to Classical Studies, Anthropology, and Archaeology, 8/30/04; **Mary Lu Gribshaw**, senior associate athletics director/senior women's administrator, Athletics, title change from associate athletics director/senior women's administrator, 7/01/04; **Robin Hadnett**, general manager, food services, Dining Services, promotion and title change from interim food service manager, 3/01/04; **Debra Hayes**, interim University registrar, title change from associate University registrar, 7/01/04; **Gail A. Hertzig**, application services technical lead, Application Systems Services, promotion and title change from DARS senior systems analyst programmer and assistant registrar, 3/21/04; **Dan Hipsher**, assistant to the vice president, Public Affairs and Development, transfer from Athletics and title change from head men's basketball coach, 3/10/04; **Jae-Hyeuk Jeong**, research associate, Polymer Engineering, appointment change from part-time to full-time and end date change from 6/25/04 to 3/13/04, 1/19/04; **Kevin F. Kaut**, assistant professor, Psychology and assistant professor, Biology, joint appointment with Psychology (primary) and Biology, 8/30/04; **Margaret Kernen**, clinical instructor, dean's office, Education, change in appointment status from temporary to regular, 8/30/04; **Eric W. Kreider**, application services technical lead, Application Systems Services, administrative audit and title change from project manager, UA web, 3/21/04; **Charles Kunsman**, associate director, recreation and wellness services operations, Ocasek Natatorium, reclassification via job audit and title change from director, Aquatic Facilities, 9/01/03; **Linda Lanier**, coordinator, Academic Achievement Programs, transfer from Admissions and title change from associate director for operations, Admissions and appointment status change from regular to temporary, 5/01/04; **Anthony J. LaSalvia**, assistant professor emeritus, Criminal Justice, title change from assistant professor, 5/31/04; **Brian S. Lewis**, director, Student Recreation and Wellness Services, title change from director, Student Recreation Center, 10/22/03; **David McConnell**, professor, Geology and director, Center for Collaboration and Inquiry, additional title of interim co-director, Institute for Teaching and Learning and change from 9-month to 12-month basis, 8/01/04; **Martha J. McNamara**, instructor, English Language Institute, additional title of assistant director and change from 9-month to 12-month basis, 5/16/04; **John Mihevic**, assistant director, aquatic facilities, Ocasek Natatorium, reclassification via job audit and title change from manager, Aquatic Facilities, 9/01/03; **Shawn Nestor**, assistant athletics director, athletics media relations, title change from director, athletics media relations, Athletics, 7/01/04; **Paulette Popovich**, associate dean, instruction, Wayne College and professor, Family and Consumer Sciences, additional title of co-director, Institute for Teaching and Learning, 5/10/04; **David J. Randall**, maintenance repair worker, Physical Facilities, promotion and title change from building services worker, 4/05/04; **Nancy L. Roadruck**, interim assistant director, Academic Advisement, title change from academic adviser 2, 3/01/04; **Mike Rodriguez**, associate athletics director, business, title change from assistant director, business, Athletics, 7/01/04; **Kathleen Ross-Alaolmolki**, director, Academic Nursing Programs and associate professor, Nursing, title

change from director, Nursing Education, 3/01/04; **Michael P. Sailer, Jr.**, chef, Dining Services, promotion and title change from food production worker and appointment status change from temporary to regular and appointment basis change from part-time to full-time, 3/22/04; **Mary Schiller**, professor emeritus, Music, title change from professor, 8/24/03; **Deborah Stone**, coordinator, Academic Achievement Programs, appointment status change from temporary to regular, 7/01/03; **Karen Todaro**, administrative secretary, Psychology, reclassification via job audit and title change from secretary, 2/09/04; **Mike Waddell**, associate athletics director, external relations, title change from assistant athletics director, 7/01/04; **Darlene Walker**, enrollment services specialist, Registrar, reclassification via job audit and title change from enrollment services associate, 10/20/03; **Peggy L. Wasik**, applications services technical lead, Application Systems Services, administrative audit and title change from project manager, financials/budget/facilities, 3/21/04; **Ernie Weaver**, safety officer, Physical Facilities, title change from master painter, 12/02/03; **Avril Jane Wiebe**, cashier senior, Cashier's Office, appointment basis change from part-time to full-time, effective date change from 1/19/04, 3/01/04; **Delmus Williams**, professor, Bibliography, title change from dean, University Libraries, 5/09/04; and **Sara A. Wyszynski**, administrative systems trainer, Learning Technologies and Scholar Learner Services, title change from research applications trainer and appointment status change from full-time to part-time, 3/01/04.

Separations

William H. Beisel, dean, Workforce Development and Continuing Education and fellow, Institute for Life-Span Development and Gerontology, 6/30/04; **Suzanne B. Biedenbach**, college lecturer, Developmental Programs, 5/08/04; **Phillip Brown**, assistant to the vice president, enrollment and fiscal policy, Student Affairs, 6/30/04; **Theresa Canterbury**, administrative secretary, Chemical Engineering, 2/29/04; **Sezen Curgul**, research scholar, Polymer Engineering, 3/13/04; **Richard A. Danals**, assistant to the associate vice president and dean, student life, Student Affairs, 6/30/04; **Claire Edmondson**, admissions counselor, Admissions, 2/27/04; **Geraldine Faria**, director, Speech-Language Pathology and Audiology and professor, Social Work, 5/11/04; **H. Donald Fox**, assistant to the associate vice president, enrollment services, Student Affairs, 6/30/04; **Sayata Ghose**, research associate, Polymer Engineering, 2/11/04; **Brian Harmon**, building services worker, Physical Facilities, 3/15/04; **Paula Horton**, instructor, Social Work, 5/31/04; **Heather K. Huff**, research assistant 3, Institute for Health and Social Policy, 3/05/04; **Rosemary C. Huffman**, office automation specialist, Information Technology Services, 4/01/04; **Phillip James**, painter, Physical Facilities, 1/28/04; **Tao Ji**, postdoctoral research fellow, Polymer Engineering, end date change from 2/28/04 to 2/13/04; **Dawn Jones**, administrative secretary, Public Affairs and Development, 7/30/04; **Cheryl H. Kernander**, director, Development, 2/20/04; **Chun-Yi Kuo**, assistant professor, Civil Engineering, 5/31/04 (adjunct appointment for 6/01/04 to 8/20/04); **Jeffrey W. Lucas**, assistant professor, Sociology, 8/27/04; **Betty I. Miller**, senior MIS analyst, Application Systems Services, 2/29/04; **Donna Neff**, assistant professor, Nursing, 6/30/04; **Stephen G. Novitsky**, patrol officer 1, University Police, 2/17/04; **T. Modibo Ocran**, professor emeritus, Law and Intellectual Property Center Fellow and Dean's Club Research Professor, 5/31/04 (title change from professor at retirement); **Cynthia J. Pantea**, secretary, Academic Achievement Programs, 4/02/04; **Donald Powell**, personnel officer and supply custodian, Aerospace Studies, 7/01/04;

George Prough, professor emeritus, Marketing, 8/21/04 (title change from professor at retirement); **Robert Raab**, building services worker, Physical Facilities, 3/26/04; **Mary Ann Schneider**, senior director, Student Life and Enrollment Management, 6/30/04; **Forrest Smith**, professor emeritus, Biology, 6/30/04 (title change from professor at retirement); **Isabelle A. Stombaugh**, associate professor, Family and Consumer Sciences, 5/09/04; **Barbara Turner**, office assistant, Academic Achievement Programs, 2/27/04; **Dan Wessman**, assistant strength and conditioning coach, Athletics, 4/09/04; **Matthew A. Williams**, admission counselor and coordinator, student activities, Wayne College, 6/15/04; and **Junbing Yang**, postdoctoral research associate, Polymer Engineering, 3/13/04.