

April 10, 2006

Members of the University Community:

I am pleased, Dear Colleagues . . .

. . . to forward for your information a summary of actions approved by The University of Akron's Board of Trustees at its meeting on March 22, 2006.

Educational Policy/Student Affairs Committee

1. Revision of the Akron Advantage Award Program

Trustees approved revisions to the program, which was first approved in 2005 to recruit out-of-state freshmen by providing a 60 percent reduction in the out-of-state tuition surcharge to eligible students. Program changes include a new name (the Akron Advantage Blue Award), an increase in the number of eligible states (from 11 to 49 and the U.S. territories), and an addition to the discretionary qualifications for the award (dependents of alumni now will receive favorable consideration). The Akron Advantage Gold Award, which is new, permits a full reduction in the out-of-state surcharge for students from 49 states and the U.S. territories if they meet any two of the eligibility criteria: (1) high school GPA of 3.5; (2) top 10 percent of their high school class; and (3) an ACT composite score of at least 27 or an SAT score of at least 1,200.

2. Changes to Academic Programs

A resolution was approved to create (1) a minor in African-American Literature and Language in the Buchtel College of Arts and Sciences; (2) a pre-MBA minor in the College of Business Administration for nonbusiness majors who intend to pursue an MBA after graduation; and (3) the addition of a biomaterials and tissue engineering track to the Biomedical Engineering curriculum in the College of Engineering. Each change has been

recommended by the Curriculum Review Committee and the Faculty Senate.

3. Approval of Honorary Doctor of Laws Degree for Justice Terrence O'Donnell and Beatrice Knapp McDowell

Trustees approved the awarding of honorary law degrees for Terrence O'Donnell Justice of the Supreme Court of Ohio and Beatrice Knapp McDowell, who is one of the University's major benefactors. Both will be honored at the School of Law's commencement ceremony on Sunday, May 21.

O'Donnell has been a member of the state judiciary for 25 years, culminating with his appointment to the Supreme Court in 2003. His career began in education and moved into law, and his body of work is a blend of both fields, as he has remained involved in education, advocating for and implementing a mentoring program for new lawyers. He has earned many awards, including the President's Award from the Cleveland Bar Association for outstanding service, and he has served as chairman of the board for organizations that serve people with mental and physical limitations.

McDowell, widow of C. Blake McDowell Jr., serves as president of the C. Blake Jr. and Beatrice K. McDowell Foundation, which has been a generous benefactor of the University's School of Law. C. Blake McDowell Jr. left more than \$2 million from his estate to the School of Law, and Beatrice McDowell has pledged \$2 million more in her estate to establish a chair. The school is named after Mrs. McDowell's father-in-law.

4. Approval of an Honorary Degree, Doctor of Humane Letters for Roger T. Read

Trustees approved an honorary degree for alumnus Roger T. Read, retired chief executive of Harwick Chemical Corp. and chairman of the University's Foundation. Read, who will step down as chairman at the foundation's annual meeting, is a member of the College of Business Administration's Advancement Council and the H. Kenneth Barker Center for Economic Education Advisory Committee. He and his wife, Judy, have given more than \$650,000 to the University, including a recent gift of \$250,000 to establish an endowed scholarship in the CBA. They also have supported the Buchtel College of Arts and Sciences, the Zips Athletic Club and several scholarships, including the Roger and Judy Read Project GRAD Scholarship for Buchtel High School students.

5. Research Grants and Sponsored Programs Report – July 2005-February 2006

For July 2005-February 2006, funding for externally funded research and other sponsored programs was \$24,512,524 to support 281 projects. In the prior fiscal year, the year-to-date amount was \$19,372,755 to support 282 projects. During the current fiscal year, five patents have been awarded, 16 patent applications have been filed by the institution, and 36 disclosures have been submitted. For the same period last year, eleven patents had been issued, 26 patent applications had been filed, and 32 disclosures had been submitted.

External Affairs Committee

1. Cumulative Gift and Grant Income Report – July 2005-January 2006

For July 2005-January 2006, total giving was \$19.1 million, as compared with \$10.6 million for July 2004-January 2005. For the first seven months of this fiscal year, 11,014 gifts were accepted, compared to 10,425 received during the same period last fiscal year.

Facilities Planning and Oversight Committee

1. Polsky Building Renovation

Trustees approved construction contracts for furniture, fixtures and equipment for work related to the expansion of the Taylor Institute for Direct Marketing in the Polsky Building. APG Office Furnishings of Cleveland submitted the low bid of \$182,348 and met both University and state requirements. The price is 29 percent below budget.

2. Guzzetta Hall Addition, Phase IV

Furniture, fixture and equipment contracts for \$328,945 were approved for the Guzzetta Hall addition. The low bidders were Williams Hardwood Flooring of Akron, Designer Accents of Cuyahoga Falls, Ellet Neon Sales and Service of Akron, My Office Products of Akron and Warren-Chaney Office Furniture of Cleveland. Each contractor met both University and state requirements. The price is slightly less than budgeted.

3. Ocasek Natatorium Roof Replacement

Low-bidder Vec Systems Inc. of Girard, Ohio, was awarded the construction contract to replace the roof of Ocasek Natatorium. The bid was for \$429,300, which was 7 percent over budget, because of the addition of an alternative to refurbish existing fascia to align with horizontal elements of the Student Recreation and Wellness Center. The overrun will be covered by the project's contingency fund. The Vec Systems bid met all state and University requirements.

4. Chiller Purchase and Installation

Bids for installation of a chiller on the roof of the Physical Facilities and Operations Center were awarded to Trane of Uniontown (\$329,105), and to Mark Elliot Co. for the cooling tower (\$56,262) and for pumps (\$69,411). Both companies met University and state requirements. Mark Elliot Co. was the low bidder. Trane was the low bidder based on the alternative cost and the modified lifecycle cost over 20 years.

Finance, Fiscal Policy, and Investment Committee

1. Financial Reports – Preliminary July 2005-January 2006 (approved subject to audit)

Akron campus – Preliminary tuition and fee receipts for the seven-month period were \$165.9 million, or about \$1.77 million less than budgeted. These revenues reflect summer fall and preliminary spring collections; they are a function of generated student credit hours. Earnings from investments, departmental sales and services, and other sources exceeded budget estimates by \$2.52 million. Expenses were \$142.8 million in the functional categories for the period, less than budgeted by \$25.6 million.

Wayne College – Preliminary tuition and fee receipts – reflecting summer, fall and preliminary spring collections – were \$6.9 million, or \$326,307 less than budgeted. Receipts from continuing educational department sales and other sources exceeded budget estimates by \$254,092. Total educational and general expenditures in the functional categories were \$5.3 million, which was less than budgeted by \$1.48 million.

Investment Report for Endowments — For the first six months of the fiscal year, The University of Akron Endowment Fund increased \$3.3 million to \$53.8 million, the result of gifts, fund transfers, endowment income and realized gains. Combined endowment assets — the University endowment plus The University of Akron Foundation endowment — now total \$183.8 million.

2. Purchases of More Than \$150,000

Trustees approved the \$450,000 purchase of a molecular metrology high brilliance SAX/WAXD system for the Department of Polymer Science from Rigaku/MSI Inc., which was determined to be the sole source of the equipment, thus precluding competitive bidding.

3. Master Banking Resolution

Trustees approved the addition of Seasongood Short-term Asset Manager Inc. to the master banking resolution, which certifies authorization in connection with banking transactions related to University operations.

4. Personnel Actions (attached)

Committee on Rules

1. Rule Change Related to the Duties of the Office of the Vice President of Public Affairs and Development

Trustees approved a rule change to O.A.C. 3359-4-01 that removes language that states that the Office of the Vice President for Public Affairs and Development will coordinate the University's compliance with the Ohio Public Records Act. This responsibility is being

transferred to the Office of General Counsel.

2. Rule Change Related to the Duties of the Office of General Counsel

Trustees approved a rule change to O.A.C. 3359-7-01.1 that establishes a Records Compliance Office and describes the duties of the records compliance officer, who reports to the Office of General Counsel.

New Business

1. Resolution Pertaining to Cost Sharing Related to Sponsored Projects

Trustees approved a resolution that directs the administration to obtain Board approval before committing to or formally accepting any grant or contract that would bind the University to a capital commitment not previously approved by the Board.

Notes

1. President's Report

I began my report by noting the distress felt by all at the University over the events reported recently in the Akron newspaper. The situation described is truly sad, as is the death of a student for any reason. Because, as stated in my March 15 letter to campus, we hold ourselves to the highest standards of fairness, transparency and service to students, we must take this opportunity to examine all practices that have been called into question by our students, faculty, staff, and community members. To that end, I announced that the Board of Trustees and I are forming an independent commission of community and campus leaders to conduct a thorough review of our law enforcement and student disciplinary policies. The commission will be chaired by the Rev. Dr. Ronald J. Fowler, pastor of the Arlington Church of God. Other members are being confirmed. And, I will work with the Board of Trustees to finalize the charge of the commission so as to address the points I raised in my letter. We want to offer the best possible processes for our students and all members of our campus community, and I believe that this will provide an important step in that direction.

The University community held a send-off on March 22 for about 150 students who will leave March 25 for Mississippi to work on Hurricane Katrina relief projects. The students' trip is being coordinated by Student Affairs and by our campus neighbor, The Chapel. Our volunteers will be involved in a variety of tasks – providing meals, repairing roofing, hanging drywall, building storage sheds, removing debris, and perhaps assisting with day care or tutoring children.

Last week, Student Trustees Liz Kovac and Deneal Michaels hosted the Ohio Student Trustee Conference here on campus, and I was particularly pleased to see so many student trustees from around the state here working with Deneal and Liz on such matters as

information technology and budget and finance issues at Ohio's public universities. The day included an excellent review by Provost Elizabeth Stroble.

As you know, I have joined 141 CEOs, university presidents, governors and luminaries in a major ad campaign that challenges our nation's leaders to work with the Council on Competitiveness to help keep America the world's preeminent leader in innovation. I think many of you saw the advertisement "Where in the World Will the Next Big Idea Come From?" that was placed in The Wall Street Journal, Washington Post and several other national public-policy publications to call attention to these important issues. The ad calls for increased investment in basic research, improved math and science education, incentives for research and development, and policies that will attract and retain the brightest minds from our own country and around the world. In addition, I was pleased that U.S. Senator George Voinovich brought the same message last week to the National Inventors Hall of Fame, with which we are cooperating to build a math and science middle school academy along with the Akron Public Schools and the city of Akron.

I also discussed the appointment of former PolyOne President Thomas A. Waltermire as chairman of Team NEO, a private-sector-led economic development organization for Northeast Ohio that helps the region's employers grow here and advance our economy. At the same time, Mr. Waltermire, who is a longtime friend of The University of Akron, has agreed to work with us on a pro bono and part-time basis to concentrate on these same kinds of efforts through our College of Business Administration and our entrepreneurship and technology transfer programs. We will welcome the contributions that he makes not only to Team NEO, but to The University of Akron as well.

Several student and faculty highlights were shared with the Board:

- Four University of Akron electrical engineering students took first place in the American Society of Civil Engineers' 2006 Student Lunar Construction Robotics Competition. The event, held in Houston, challenged students to design and build a remotely controlled robot that could locate, drill, and seal subsurface lava tubes.
- Our Student Recreation and Wellness Services Department has been awarded the National Intramural-Recreation Sports Association Outstanding Sports Facilities Award — further testament to the wonderful facility that we have constructed on our campus, thanks to the leadership of this Board and the expertise of Ted Curtis, our vice president for capital planning and facilities management.
- Our law students scored yet another victory in the mock trial competitions with a first-place finish in the Student Trial Advocacy Regional Competition, sponsored by the Association of Trial Lawyers of America.
- I want to close with what I consider to be another prestigious award – a letter of thanks from a student's parent to Dr. Mary Verstraete, associate professor of biomedical engineering and coordinator of our bachelor of science bioengineering program. I'll share part of it with you:

“...thank you for your assistance to and support of (my son) Jason, particularly regarding his co-op opportunity at the Cleveland Clinic. While at times he seems to be a bit intimidated by the surroundings, the technology, and Cleveland in general, he appears to be enjoying the experience. Jason and I visited and seriously considered programs at Case and Rensselaer based on reputation. We settled, however, on The University of Akron primarily (and obviously) due to the cost of the aforementioned. At the time of the decision, (I was comforted) that your program, being ABET (or Accreditation Board for Engineering and Technology) accredited, was and is the same caliber as those at Case and Rensselaer. As perhaps a further validating factor of the ‘worthiness’ of the BME program at (The University of Akron) and much to my satisfaction...he is now working with a student from Rensselaer as well as a student from Case...My comment to him recently was, ‘...you have arrived.’ It is refreshing and reassuring to know that there are, in fact, quality engineering faculty such as you and Dr. Sheffer (and others I have not met yet) who are sincerely interested in and dedicated to undergraduate education. When an institution such as the Cleveland Clinic recognizes and rewards students with positions such as Jason’s current co-op experience, those responsible for getting him there have also ‘arrived.’ But then, I guess you already knew that. My hat is off to you and your colleagues.”

Indeed, these are the types of unsolicited comments that speak loudly of our collective efforts to build on the University’s traditions of service and excellence to create yet further opportunities for student success.

2. Next Regular Meeting

April 26, 2006, 10 a.m., Board Room, Student Union, Third Floor

With every good wish,

Sincerely,

Luis Proenza

Personnel Transactions Approved by the Board of Trustees
March 22, 2006

Appointments

Victor Banjoko, research associate, Chemistry, 01/01/06; **William A. Barath**, police officer I, University Police Department, 02/13/06; **LuAnn Beavers-Willis**, instructor, Nursing, 01/17/06; **Theresa Beyerle**, community outreach coordinator, Office of the President, University Park Alliance, 12/19/05; **Lisa K. Boring**, administrative secretary, Fine and Applied Arts Dean's Office, 02/27/06; **Rebecca Boyle**, visiting assistant professor, Education, Counseling, 01/17/06; **Debra J. Byrd**, secretary, Residence Life and Housing, 11/08/05; **Camilo Cano**, postdoctoral research fellow, Polymer Engineering, 01/01/06; **Dana Chambers**, assistant football coach, Athletics, 03/07/06; **Qinghui Chu**, research associate, Chemistry, 01/01/06; **Sean Cooper**, adjunct professor, Military Science, 03/01/06; **Michael Dawson**, assistant football coach, Linebackers/Special Teams, Athletics, 02/14/06; **James Diefendorff**, assistant professor, Psychology, 08/28/06; **Jouliana El-Khoury**, research associate, Chemistry, 12/18/05; **Wilmarie Flores-Santana**, postdoctoral research associate, Chemistry, 01/17/06; **Keith Ford**, director, Athletics Fan Development/Ticket Operations, Athletics, 03/13/06; **David Giffard**, assistant men's soccer coach, Athletics, 03/06/06; **Sharon Hays**, project/grant consultant, History, 02/01/06; **Sara J. Hernandez**, enrollment services associate, Registrar, 01/02/06; **Ryan Higginbotham**, assistant men's soccer coach, Athletics, 02/08/06; **Rachel A. Huffman**, enrollment services associate, Registrar, 12/12/05; **Dawn Jones**, administrative assistant, Vice President Public Affairs and Development, 01/25/06; **John Kelley**, multimedia producer, Learning Technologies and Scholar/Learner Services, 02/01/06; **John Lorson**, admissions counselor and coordinator, Student Activities, Wayne, 01/17/06; **Marion K. Matthews**, administrative assistant, Information Technology Services, 11/30/05; **Scott Meng**, postdoctoral research fellow, Polymer Engineering, 01/01/06; **Fletcher Miller**, adjunct associate professor, Chemistry, 02/01/06; **Terra J. Milo**, departmental records specialist, Admissions, 01/30/06; **Ashley L. Nussbaum**, coordinator, Biology Laboratory, Biology, 01/09/06; **April Sue Platt**, coordinator, Residence Life, Residence Life and Housing, 02/08/06; **Caleb Porter**, head men's soccer coach, Athletics, 01/27/06; **Joe Protopapa**, assistant director, Cooperative Education and Internships, Center for Career Management, 01/02/06; **William J. Rinehart**, maintenance repair worker, Physical Facilities, 02/27/06; **David Russ**, public relations representative, Institutional Marketing, 02/01/06; **Amy I. Sheldon**, administrative assistant senior, Senior Vice President and Provost, 01/17/06; **David Shine**, instructor, Accountancy, 01/17/06; **Robert D. Shultz**, PC software specialist, Hardware Operations and Operating Systems Services, 01/18/06; **Prashant Srivastava**, assistant professor, Marketing, 08/28/06; **Pearl Sulongteh**, assistant director, Student Financial Aid and Student Employment, Student Financial Aid, 04/04/06 (rehire per reemployment agreement); **Mrunal R. Thatte**, postdoctoral research fellow, Polymer Engineering, 01/17/06; **Andrew Thomas**, assistant professor, Marketing and International Business, 08/28/06; **Denise Uitto**, assistant professor of Education, Wayne College, 08/28/06; **Gregory Westbrook**, police officer I, University Police Department, 02/20/06; **Jessica White**,

manager, Strategic Initiatives for Finance and Administration, 02/20/06; and **Stanley Young**, adjunct professor, Military Science, 07/01/06.

Changes

Alan Ambrisco, associate professor, English, additional title of assistant department chair, English, 01/17/06; **Anna Barnum**, professor emeritus, Technical Writing and Composition, title change from professor, Technical Writing and Composition, 05/31/06; **Cheryl Beckwith**, coordinator, Workforce Development and Continuing Education, title change from coordinator, Continuing Education, 01/01/06; **Leigh A. Beisler**, administrative assistant, Office of Accessibility, promotion and title change from office assistant, basis change from temporary to regular, 02/06/06; **Linda K. Bussey**, assistant director, Hower House, promotion and title change from administrative assistant, Faculty Senate, 10/31/05; **F. John Case**, vice president, Finance and Administration, CFO, title change from senior associate vice president, Finance and Administration, CFO designee, 02/01/06; **Patricia Loving Cesare**, library associate senior, University Libraries Acquisitions, reclassification via job audit and title change from library associate, 01/09/06; **Daniel Deckler**, professor, Engineering, relinquish title of director, 06/30/06; **Todd N. Dieringer**, assistant departmental system administrator, Admissions, reclassification via job audit and title change from departmental records assistant, 08/15/05; **Matthew Dowd**, computer lab support specialist, College of Business Administration Dean's Office, reclassification via job audit and title change from computer support assistant, 10/31/05; **Richard Draper**, interim director, Application Services, manager, DBA, temporary job reclassification and title change from manager, DBA, 01/01/06; **J. Thomas Dukes**, associate provost, Academic Policies, Procedures and Reviews, professor, English, additional title of NCA liaison, 01/17/06; **Regena M. Ellis**, administrative assistant, Nursing, promotion and title change from account clerk II, 01/09/06; **Kathryn Evans**, coordinator, Research Services and Sponsored Programs, reclassification via job audit and title change from administrative assistant, 11/28/05; **Tara L. Farwell**, groundskeeper-certified, Physical Facilities, promotion and title change from assistant groundskeeper-certified, 01/02/06; **Carol Flexer**, distinguished professor emeritus, Speech, Language/Pathology and Audiology, title change from distinguished professor, Speech, Language/Pathology and Audiology, 06/30/06; **Annabelle Foos**, associate dean, Arts and Sciences, professor, Geology, promotion and title change from professor, Geology, 01/01/06; **Richard A. Golden**, custodial superintendent, Physical Facilities, promotion and title change from master building services worker, 01/03/06; **Debra Hayes**, university registrar, promotion and title change from interim university registrar, 01/18/06; **Amy Holford**, laboratory technologist, Family and Consumer Sciences, reclassification via job audit and title change from laboratory technician, 11/07/05; **Sergei Lyuksyutov**, associate professor, Physics, additional title of adjunct associate professor, Polymer Engineering, 01/25/06; **James A. Madajewski**, master building services worker-certified, Residence Life and Housing, promotion and title change from building service worker-certified, 01/17/06; **Marion K. Matthews**, senior executive administrative assistant, Information Technology Services, promotion and title change from administrative assistant, 03/01/06; **Sharon McWhorter**, interim director, Research Services and Sponsored Programs, temporary job reclassification and title change from associate director, Research Services and Sponsored Programs, 10/01/05; **Jack Nicolard**, computer specialist,

Dining Services, reclassification via job audit and title change from team coordinator, 09/05/05; **Judith Palagallo**, professor emeritus, Mathematics, Theoretical and Applied Mathematics, title change from professor, Mathematics, 07/31/06; **Frederick L. Palmer**, housekeeping worker, Residence Life and Housing, status change from part time to full time, 12/23/05; **Darren L. Poe**, assistant building services worker, Residence Life and Housing, promotion and title change from housekeeping worker, status change from part time to full time, basis change from temporary to regular 01/17/06; **Thomas Price**, professor emeritus, Applied Mathematics, Theoretical and Applied Mathematics, title change from professor, Applied Mathematics, 07/31/06; **Ocie L. Priester**, assistant building services worker, Residence Life and Housing, promotion and title change from housekeeping worker, status change from part time to full time, basis change from temporary to regular, 01/17/06; **Roy L. Ray**, director, State Governmental Affairs, Office of Vice President for Public Affairs and Development, transfer from Office of Vice President for Business and Finance, title change from Vice President, Business and Finance, CFO, 02/01/06; **Virginia A. Ricks**, housekeeping worker, Residence Life and Housing, status change from part time to full time, 12/23/05; **Carolyn S. Rosenal**, housekeeping worker, Residence Life and Housing, status change from part time to full time, 12/23/05; **Joseph S. Scheible**, housekeeping worker, Residence Life and Housing, status change from part time to full time, 12/30/05; **Brenda J. Smith**, master building services worker-certified, promotion and title change from building services worker-certified, 02/20/06; **Timothy R. Smith**, custodial superintendent, Student Life, promotion and title change from master building services worker, 12/12/05; **Julia Spiker**, associate professor, Communication, relinquish associate dean assignment, 07/01/06; **Donald Story**, associate professor emeritus, Mathematics, Theoretical and Applied Mathematics, title change from associate professor, Mathematics, 05/31/06; **Tanika N. Thomas**, housekeeping worker, Residence Life and Housing, status change from part time to full time, 12/23/05; and **Todd Wagler**, senior research associate, Chemistry, reclassification via job audit and title change from postdoctoral research associate, 10/03/05.

Separations

Shawn G. Back, supply technician, Military Science, 02/01/06; **Christopher Banks**, associate professor, Political Science, Editor, Series of Law, Politics and Society, 08/19/06; **Amanda Barna**, manager, Data Collections, Institute for Health and Social Policy, 02/15/06; **Anna Barnum**, professor, Technical Writing and Composition, Associate Studies, 05/31/06; **Jon D. Brouse**, building services worker, Physical Facilities, 01/27/06; **Camilo Cano**, postdoctoral research fellow, Polymer Engineering, 01/08/06; **Deborah K. Citraro**, administrative secretary, Institute of Polymer Science, 02/17/06; **Jerelyn S. Estright**, secretary, Office of Accessibility, 01/04/06; **Barbara D. Feyesh**, military personnel technician, Military Science, 11/01/05; **Deborah Hite**, senior executive administrative assistant, Vice President Public Affairs and Development, 01/31/06; **Shuwen Hu**, research associate, Institute of Polymer Science, 01/03/06; **Ping Huang**, research associate, Institute of Polymer Science, 09/28/05; **Takashi Kobayashi**, visiting research scholar, Polymer Engineering, 08/12/05; **Louise Kuhns**, director, Development – College Centered Programs, 02/28/06; **A. Joanne Landers**, assistant director, Admissions for Multi-Cultural Recruitment, Admissions, 02/10/06; **James O. Leonard**, purchasing agent, Purchasing, 02/24/06; **Brian Lewis**, director, Student Recreation and Wellness Center, 06/30/06; **Linda Linc**, professor, Nursing, 05/31/06; **Peggy L. McCann**, curriculum designer, Learning Technologies and Scholar/Learner Services, 02/03/06; **Michael Morsches**, director,

Developmental Programs, 01/06/06; **Isadore Newman**, distinguished professor, Education, associate director, Institute for Lifespan Development and Gerontology, senior fellow, Institute for Lifespan Development and Gerontology, Educational Foundations and Leadership, 06/30/06; **Cathy Parker**, science and technology librarian, University Libraries Science and Technology, 02/15/06; **Gerald Parker**, director, Research Services and Sponsored Programs, deceased, 02/13/06; **Nada G. Raab**, accounting clerk 2, Information Technology Services, 01/02/06; **Teresa Siladie**, student loan specialist, Loans and Receivables, 08/31/05; **Julie Silva**, assistant professor, Geography and Planning, 07/22/06; **Catherine D. Smith**, supply custodian, Military Science, 11/08/04; **Pearl Sulongteh**, assistant director, Student Financial Aid and Student Employment, Student Financial Aid, 03/31/06 (retire per reemployment agreement); **Donald R. Thomas**, building services worker, Physical Facilities, 02/02/06; **Susan Thompson**, coordinator, Continuing Education, 01/20/06; **Brian Vereb**, head women's swimming coach, Athletics, 04/03/06; **Michael Waddell**, associate athletics director, External Relations, Athletics, 03/13/06; **Jeremy W. Wheeler**, goldbar recruiter, Military Science, 10/16/04; **William Wilkes**, building maintenance assistant superintendent, Physical Facilities, 04/30/05; **Terrell Williams**, assistant football coach, Athletics, 03/01/06; **Adia Williamson**, goldbar recruiter, Military Science, 01/13/06; **Kristy Wisner**, assistant director, Cooperative Education and Internships, Center for Career Management, 12/16/05; **Walter Yoder**, professor, Education, Curricular and Instructional Studies, 06/30/06; and **Zhenning Yu**, research associate Institute of Polymer Science, 02/28/06.