

Presiding:
Chair
Joseph M. Gingo
October 10, 2018

1	Call to Order
2	Report of the Chair
3	Report of the Interim President
4	Report of the Student Trustees
5	Approval of Minutes
6	Report of the Finance & Administration Committee
7	Report of the Academic Issues & Student Success Committee
8	Consent Agenda Vote
9	New Business
10	Next Regular Meeting: December, 5 2018 Student Union, Room 339
11	Adjournment

Board of Trustees

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES**

Meeting Minutes

Wednesday, August 15, 2018
Student Union, Room 339

Board Members Present:

Joseph M. Gingo, Chair
Olivia P. Demas, Vice Chair

Lewis W. Adkins, Jr.
Roland H. Bauer
Cindy P. Crotty

Ralph J. Palmisano
William A. Scala

Student Trustees Present:

Andrew M. Adolph
Joshua E. J. Thomas

Advisory Trustees Present:

Anthony J. Alexander
Sandra Pianalto

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel
John J. Reilly, Assistant Secretary; Associate Vice President & Deputy General Counsel

Administrative Officers Present:

Dr. John C. Green, Interim President
Dr. Rex D. Ramsier, Senior Vice President and Provost, Chief Administrative Officer
Nathan J. Mortimer, Vice President, Finance and Administration/Chief Financial Officer

Others Present: (See Appendix A.)

REGULAR BUSINESS MEETING OF THE BOARD OF TRUSTEES

Mr. Gingo called the meeting to order at 2:05 p.m. He welcomed to the Board new Student Trustee Andrew M. Adolph, whom Governor John Kasich had appointed in June to a term beginning on July 2, 2018 and ending on July 1, 2020. A Williams Honors Scholar entering his junior year at The University of Akron, Andrew is pursuing a bachelor's degree in Business Administration. He is a resident of Canal Fulton and a graduate of Jackson High School. Andrew has roles in a number of University organizations and activities, including Undergraduate Student Government, University Council and Zips Recruiting Club. Additionally, Andrew is a Presidential Student Ambassador and student tour guide, and he was involved in the University's Emerging Leaders program. Outside of the University, Andrew is an Eagle Scout and volunteers with Northern Ohio Golf Charities, the organization that has sponsored the World Golf Championship Bridgestone Invitational.

Mr. Gingo then invited Mr. Adolph to go to the head of the room, where Ms. Cook administered the oath of office.

REPORT OF THE CHAIR

Board Committee Assignments

Mr. Gingo began by thanking Trustees for their feedback with regard to their preferences and willingness to assume Board Committee responsibilities. He then acknowledged the following Trustees who had accepted leadership appointments for 2018-2019:

Standing Committees

- Olivia P. Demas, Chair and Joshua E. J. Thomas, Vice Chair of Academic Issues & Student Success;
- Cindy P. Crotty, Chair of Audit & Compliance;
- William A. Scala, Chair of Finance & Administration;
- Alfred V. Ciraldo, Chair of Rules; and
- Ralph J. Palmisano, Chair of Strategic Issues.

Special Committees

- Lewis W. Adkins, Jr., Chair of Safety & Facilities; and
- Roland H. Bauer, Chair of Presidential Advisory and Screening.

Mr. Gingo said that full rosters of standing and special committee appointments, as well as appointments to University-affiliated boards, were circulated to Trustees in late July. Standing committee rosters also are posted on the Board of Trustees website.

Mr. Gingo reported that Trustees Adkins and Crotty also had accepted roles as Board liaisons to attend meetings of University Council and Faculty Senate. He said that all Trustees are welcome and encouraged to attend these meetings whenever possible.

Alumni Social

Mr. Gingo welcomed all Trustees to attend the upcoming Akron Alumni Social on Thursday, August 23 at Stan Hywet Hall and Gardens in Akron.

New Student Convocation

Mr. Gingo invited Trustees to join in welcoming the Zips Class of 2022 at the New Student Convocation scheduled for 11:30 a.m. on Friday, August 24 at FirstEnergy Stadium – Cub Cadet Field.

2018 Ohio Trustees Conference

Mr. Gingo reported that the Ohio Department of Higher Education had announced that its annual statewide Trustees Conference will take place on Thursday, November 15. He

asked that Trustees who expect to be available to attend please notify the Board office to handle registration.

REPORT OF THE INTERIM PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thomas introduced senior student James Hager and Mr. Adolph introduced spring 2018 graduate Kristina Aiad-Toss (see Appendix D), who offered remarks to the Board regarding their University of Akron experiences. They each received a commemorative gift from Trustees.

Mr. Thomas reported on a summer collaboration between another University of Akron senior student, Nathan Hill, and the John S. and James L. Knight Foundation, which had resulted in the creation of two social media campaigns to unite the University and the city of Akron. The #ZipsInvade campaign uses spontaneous social media alerts to notify students of free items at local businesses. There had been four #ZipsInvade events over the summer with more than 350 student-participants. The #Zips100 campaign lists “100 things to do in Akron before you graduate,” including 50 on-campus and 50 off-campus activities. Mr. Thomas said that, “these efforts will create more initiatives that unite UA and the city, both as recruitment and as retention tools.”

Mr. Gingo expressed appreciation to the Student Trustees and featured students and said that their reports are very inspiring and tremendous to hear.

ACTION ITEMS

Mr. Gingo said that, because the Board uses a consent agenda, it would hear reports for each committee and wait to hold one vote for all actions on the consent agenda. The Board would vote on actions not listed on the consent agenda immediately after those items are raised. All of the action and informational items in the Board materials had been discussed in detail during committee meetings held that morning.

CONSIDERATION OF MINUTES (“Board of Trustees” Tab)
presented by Chair Gingo

By consensus, the proposed action to approve the minutes of the Board of Trustees meeting of June 13, 2018 was placed on the consent agenda.

RESOLUTION 8-1-18 (See Appendix B.)

REPORT OF THE FINANCE & ADMINISTRATION COMMITTEE
presented by Committee Chair Scala

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

RESOLUTION 8-2-18 (See Appendix B.)

ACTION: Scala motion on behalf of Committee, passed 7-0.

- Investment Report for Fiscal Year Ended June 30, 2018 (Tab 2)

OPERATING FUNDS

The Operating Funds totaled \$200.9 million at June 30, 2018 and posted a blended rate of return (ROR) of 2.3 percent, approximating \$4.5 million, for the fiscal year ended June 30, 2018.

Cash and Fixed Income

PFM and JPMorgan Chase each manage a portion of the Cash and Equivalents portfolio, while PFM also manages the Short- and Intermediate-Term Fixed Income Investments portfolios. During March 2018, a University escrow was established with PNC. That escrow holds cash that will be used to fund the University's Voluntary Retirement Incentive Program's cash payment and the defined contribution plan contributions. Cash and Fixed Income portfolios totaled \$143.4 million at June 30, 2018. The Cash and Fixed Income portfolios achieved an overall twelve-month ROR of 0.5 percent, or \$0.2 million [\$158.5 million average quarterly balance].

Long-Term

The Long-Term investments managed by Legacy totaled \$57.5 million at June 30, 2018 and achieved an overall twelve-month ROR of 7.6 percent, or \$4.3 million [\$56.8 million average quarterly balance], compared to the benchmark of 8.5 percent.

The operating funds were within the University's prescribed asset allocation requirements at June 30, 2018.

ENDOWMENTS

The Endowments totaled \$68.7 million at June 30, 2018 and posted a blended ROR of 4.3 percent, or \$3.5 million, for the fiscal year ended June 30, 2018.

The June 30, 2018 market value increased \$3.1 million from June 30, 2017. The largest contributors to that change were gifts of \$2.9 million and realized and unrealized gains of \$2.3 million, offset by endowment distributions of \$3 million.

Pooled

The Pooled Endowments managed by Cambridge totaled \$61.9 million at June 30, 2018 and achieved an overall twelve-month ROR of 5.1 percent, or \$3.1 million [\$62.4 million average quarterly balance], compared to the policy benchmark of 8.9 percent.

Of Cambridge's portfolio, Oak Associates achieved the highest twelve-month ROR at 15.2 percent [\$8.3 million balance at June 30], while the Van Eck Gold Fund posted the lowest ROR at -2.9 percent [\$1.1 million balance at June 30].

These funds were within the University's prescribed asset allocation requirements at June 30, 2018.

Separately Invested

The Separately Invested Endowments totaled \$6.8 million at June 30, 2018, are invested in accord with donor stipulations, and achieved a blended twelve-month ROR of 5.8 percent, or \$0.4 million [\$6.7 million average quarterly balance].

The highest ROR for the twelve months ended June 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 17.7 percent on market value of \$2.2 million at June 30. The lowest ROR for the fiscal year ended June 30 was the Constitutional Law endowment, invested at Key Bank, at -0.6 percent on market value of \$1 million at June 30.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.

RESOLUTION 8-3-18 (See Appendix B.)

- Financial Report for Fiscal Year Ended June 30, 2018 (Tab 3)

GENERAL FUND – AKRON AND WAYNE

Revenues

Tuition & General Service Fees revenue totaled \$198.3 million, or 98 percent of the \$201.4 million annual budget. While the summer 2017 credit hour decline of about seven percent exceeded the anticipated five-percent decline, fall 2017 numbers were slightly better than expected at -4.9 percent. The spring 2018 enrollment of -5 percent was in line with estimates.

Other Fees revenue totaled \$22.9 million, or 101 percent of the \$22.8 million annual budget.

State Share of Instruction (SSI) revenue totaled \$105.7 million (the adjusted allocation from the Ohio Department of Higher Education per revised calculations in fall 2017), or 99 percent of the \$107.3 million annual budget.

Indirect Cost Recovery (IDC) revenue totaled \$5.6 million, or 92 percent of the \$6.1 million annual budget.

Investment Income realized revenue totaled \$5.1 million, or 340 percent of the \$1.5 million annual budget.

Expenditures

Payroll and Fringe Benefits approximated \$193.4 million, or 92 percent of the \$210 million annual budget.

Utilities expenditures approximated \$11.4 million, or 99 percent of the \$11.6 million annual budget.

Operating expenditures, including the faculty laptop refresh program, approximated \$33.9 million, or 77 percent of the \$44.3 million annual budget. Additionally, operating budgets for various academic and administrative units had been reduced by \$1.4 million.

Scholarships approximated \$59.5 million, or 113 percent of the \$52.6 million annual budget.

Transfers

The annual budget assumed that **transfers-in** from reserves would total \$29 million, while in fact \$4.2 million was transferred in plus the difference between encumbrances for fiscal years ended June 30, 2017 and June 30, 2018.

Transfers-in for Encumbrances from Fiscal Year 2017 totaled \$2.8 million.

Transfers-out for Debt Service of \$9.3 million, or 98 percent of the budgeted \$9.5 million, represented bonded debt obligations for building and renovation of general purpose and academic space, and included the performance contract obligation to improve energy efficiency.

Plant Fund Transfers-out had been budgeted to support the faculty laptop refresh program totaling \$1.3 million; however, actual expenditures for the computers and devices had become part of the total operating expenditures. The \$770,000 in transfers-out included the build out of three eSports locations. Transfers for the College of Business Administration building addition, demolition of an apartment complex, Auburn Science and Engineering Center renovation, and other miscellaneous projects were offset by \$1.2 million in savings on projects completed under budget. Also included were advances for the Cummings Center project and the Musson ICS Testbed project. A loan of \$480,000 from the General Fund to Athletics for the remaining cost of installing a new scoreboard in the James A. Rhodes arena had been repaid prior to April 30, 2018.

Other Transfers-out of \$34.3 million, or 91 percent of the budgeted \$37.6 million, reflected facilities fees and general service fees as well as reduced general support of auxiliaries. Also, the planned transfer to the self-insurance fund had not been necessary, and deficits within the Nursing Center and the Center for Child Development had been eliminated.

AUXILIARIES – AKRON AND WAYNE

Athletics

Athletics actual revenue totaled \$8.3 million, or 111 percent of the \$7.5 million annual budgeted revenue. Unearned revenue of \$289,000 for seasonal and single tickets would be realized in the fiscal year when the games are held. Payroll and fringe benefit expenditures totaled \$10.2 million or 102 percent of the \$10 million annual budget. Operating expenditures totaled \$11.2 million or 112 percent of the \$9.9 million annual budget. Scholarships, or athletic financial aid, totaled \$6.7 million or 90 percent of the \$7.5 million annual budget.

Other sources of funding included transfers-in of \$3.9 million in facilities fees, which serviced a portion of the stadium and field house debt, and \$20.4 million combined from the General Service Fees and Other categories. Transfers-in for encumbrances from Fiscal Year

2017 totaled \$62,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$37,000. Transfers-out for debt service totaled \$5 million in line with the annual budget and paid the bonded debt related to InfoCision Stadium and the Stile Athletics Field House. The \$410,000 shortfall will be offset partially by the Athletics carryover of \$118,000 from fiscal year ended June 30, 2017.

Residence Life and Housing

Residence Life and Housing actual revenue totaled \$20.6 million, or 103 percent of the \$20 million annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$1.1 million or 89 percent of the \$1.2 million annual budget. Operating expenditures totaled \$7 million or 90 percent of the \$7.8 million annual budget. Capital expenditures totaled \$172,000 or 49 percent of the \$350,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$48,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$6,000. Transfers-out for debt service totaled \$10.7 million in line with the annual budget and paid the bonded debt related to renovation of eight residence halls and construction of two new buildings.

E. J. Thomas Performing Arts Hall

E. J. Thomas Performing Arts Hall actual revenue totaled \$2.7 million, or 141 percent of the \$1.9 million annual budgeted revenue. Unearned ticket revenue of \$104,000 for the Broadway in Akron Series Fiscal Year 2019 presale event would be realized once those shows are held. Payroll and fringe benefits expenditures totaled \$384,000 or 89 percent of the \$434,000 annual budget. Operating expenditures totaled \$2.7 million, or 124 percent of the \$2.2 million annual budget. Transfers-in – Other representing General Fund support for operations totaled \$957,000 in line with the annual budget that had been reduced by \$70,000. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$50,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$29,000. Transfers-out for debt service totaled \$327,000 in line with the annual budget and paid the bonded debt related to improvements and equipment.

Dining Services (Aramark)

Aramark actual revenue totaled \$3.4 million, or 92 percent of the \$3.7 million annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$481,000, or 65 percent of the \$745,000 annual budget. The \$353,000 in fringe benefits includes the difference between SERS and FICA for CWA employees who remained with the University as well as certain Aramark employees performing work at the University. Operating expenditures totaled \$1.3 million, or 81 percent of the \$1.6 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$40,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$22,000. Transfers-out for debt service totaled \$779,000 in line with the annual budget and paid the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus.

Recreation and Wellness Services

Recreation and Wellness Services actual revenue totaled \$597,000, or 106 percent of the \$565,000 annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$724,000, or 95 percent of the \$765,000 annual budget. Operating expenditures totaled \$1.8 million, or 88 percent of the \$2.1 million annual budget. Transfers-in representing facilities fees and General Fund support to service the building's bonded debt and for operations, respectively, totaled \$3.9 million in line with the annual budget that had been reduced by \$143,000. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$18,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$62,000. Transfers-out to support debt service requirements totaled \$1.7 million in line with the annual budget.

Jean Hower Taber Student Union

Jean Hower Taber Student Union actual revenue totaled \$933,000 in line with annual budgeted revenue of \$936,000. Payroll and fringe benefit expenditures totaled \$695,000, or 89 percent of the \$777,000 annual budget. Operating expenditures totaled \$1.9 million, or 92 percent of the \$2.1 million annual budget. Transfers-in representing facilities fees and General Fund support to service the building's bonded debt and for operations, respectively, totaled \$4.8 million in line with the annual budget that had been reduced by \$34,000. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$4,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$27,000. Transfers-out to support debt service requirements totaled \$2.9 million in line with the annual budget.

Parking and Transportation Services

Parking and Transportation Services actual revenue totaled \$7.3 million, or 93 percent of the \$7.9 million annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$352,000, or 85 percent of the \$413,000 annual budget. Operating expenditures totaled \$2.4 million, or 87 percent of the budgeted \$2.8 million. Capital expenditures of \$220,000 were budgeted to support the Schrank Parking Deck project, and \$222,000 had been transferred-out to fund the project. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$89,000. Transfers-out to support debt service requirements totaled \$4.5 million in line with the annual budget. The \$240,000 shortfall will be offset fully by the Parking and Transportation Services carryover from fiscal year ended June 30, 2017.

Wayne Student Union

Wayne Student Union revenue totaled \$58,000, or 85 percent of annual budgeted revenue of \$68,000. Operating expenditures totaled \$5,700, or 57 percent of the \$10,000 annual budget.

DEPARTMENT SALES AND SERVICES – AKRON AND WAYNE**Self-Insurance Health Care**

Self-Insurance Health Care revenue totaled \$31.2 million, or 97 percent of the \$32.3 million annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$204,000. Operating expenditures for consulting and administrative services totaled \$281,000, or 21 percent of the \$1.3 million annual budget. Premiums and claims expenditures totaled \$23.8

million, or 75 percent of the \$31.6 million annual budget. The program was sufficiently funded without the planned General Fund support of \$2.8 million so the transfer was not made.

UA Solutions

UA Solutions revenue totaled \$724,000, or 89 percent of the \$811,000 annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$343,000 or 113 percent of the \$304,000 annual budget. Operating expenditures totaled \$285,000, or 67 percent of the \$427,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$42,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$20,000.

New Student Orientation

New Student Orientation revenue totaled \$587,000, or 78 percent of the \$750,000 annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$223,000, or 92 percent of the \$242,000 annual budget. Operating expenditures totaled \$386,000, or 78 percent of the \$497,000 annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$3,000. The \$19,000 deficit will be offset fully by New Student Orientation carryover from fiscal year ended June 30, 2017.

English Language Institute

English Language Institute revenue totaled \$547,000, or 91 percent of the \$600,000 annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$411,000, or 97 percent of the \$425,000 annual budget. Operating expenditures totaled \$17,000, or 20 percent of the \$86,000 annual budget.

Wayne

Wayne revenue totaled \$13,000, or 90 percent of the \$14,000 annual budgeted revenue. Operating expenditures totaled \$16,000, or 141 percent of the \$11,000 annual budget.

Other

Other departmental sales and services revenue totaled \$5.4 million, or 87 percent of the \$6.2 million annual budgeted revenue. Payroll and fringe benefit expenditures totaled \$2.7 million, or 92 percent of the \$2.9 million annual budget. Operating expenditures totaled \$2.4 million, or 90 percent of the \$2.7 million annual budget. Transfers-in for encumbrances from Fiscal Year 2017 totaled \$183,000. Transfers-out for encumbrances into Fiscal Year 2019 totaled \$364,000.

RESOLUTION 8-4-18 (See Appendix B.)

- Procurements for More Than \$500,000 (Tab 4)
 1. **Fathom SEO, LLC (Locally Funded)**

The renewal option for year two of the University's contract with Fathom SEO, LLC, July 1, 2018 through June 30, 2019, had been awarded by the Department of Purchasing in the amount of \$250,000 pending Board approval to increase that amount. At the recommendation of University

Communications and Marketing (UCM), increased renewal options were exercised for years two and three for up to \$750,000 annually and at the same \$150 blended hourly rate as year one. Fathom will provide increased services and deliverables by focusing on development and implementation of a strategic digital marketing plan. The plan is a joint initiative between UCM and Admissions to increase awareness and applications in traditional first-year freshmen for both in- and out-of-state markets. The contract had been reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

2. **Stop Loss Contract (Locally Funded)**

Anthem Blue Cross Blue Shield, the University's incumbent provider of stop loss insurance, was awarded a contract for the University's self-insured medical and prescription drug plans for Calendar Year 2019 in the amount of approximately \$1,147,000 according to a per-employee, per-month rate of \$49.28. Talent Development and Human Resources, in consultation with Willis Towers Watson, the University's benefits consultant, had evaluated the proposal quote and, along with the Department of Purchasing, recommended acceptance. The Office of General Counsel had deemed the proposal legally acceptable.

3. **Vision Service Plan (VSP) (Employee Funded)**

Vision Service Plan was awarded a 48-month contract renewal through December 31, 2022 in accordance with the University's vendor relationship agreement with the Inter-University Council of Ohio. The renewal continues the same level of services and rates with some additional annual allowances. Talent Development and Human Resources had recommended the renewal with the concurrence of the Department of Purchasing. The award had been reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

RESOLUTION 8-5-18 (See Appendix B.)

- Additional Holiday Paid Leave (Tab 5)

University administration proposed that, in addition to the previously scheduled holidays, the University be closed December 26, 27, 28 and 31, 2018, except for essential services, and that four days of paid leave be granted to staff, contract professionals and administrative faculty for that period.

RESOLUTION 8-6-18 (See Appendix B.)

- Cumulative Gift and Grant Income Report for Fiscal Year Ended June 30, 2018 (Tab 6)

During July 2017 through June 2018, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling \$29,460,525.

RESOLUTION 8-7-18 (See Appendix B.)

- Purchases \$25,000 to \$500,000 (Tab 7) INFORMATION ONLY

- Advancement Report (Tab 8) INFORMATION ONLY
- University Communications and Marketing Report (Tab 9) INFORMATION ONLY
- Capital Projects Report (Tab 10) INFORMATION ONLY

REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

presented by Committee Chair Demas

- Tentative Graduation List for Summer 2018 (Tab 1)

The proposed list of 783 degree candidates for summer 2018, consisting of 61 doctoral, 213 master, 408 baccalaureate and 101 associate degrees, was accepted.

RESOLUTION 8-8-18 (See Appendix B.)

- Ohio Revised Code 3345.45 – Faculty Tenure (Tab 2) INFORMATION ONLY
- Graduate School Waivers and Stipends (Tab 3) INFORMATION ONLY
- Enrollment Management Report (Tab 4) INFORMATION ONLY
- Research Report (Tab 5) INFORMATION ONLY
- Student Success Report (Tab 6) INFORMATION ONLY
- Information Technology Report (Tab 7) INFORMATION ONLY

REPORT OF THE RULES COMMITTEE

presented by Vice Chair Demas

- O.A.C. 3359-24-01 – Bylaws of the Graduate Faculty (Tab 1)

Proposed revisions of this rule to expand and clarify the membership criteria for each graduate faculty category, as recommended by the Faculty Senate, were approved.

RESOLUTION 8-9-18 (See Appendix B.)

- O.A.C. 3359-60-06.2 – Graduate Student Standards (Tab 2)
- O.A.C. 3359-60-06.4 – Doctoral Degree Requirements (Tab 3)

Proposed revisions of these two rules to make the course registration requirements for graduate students who are in their final semester of study more consistent with best practices for similarly situated students who are in their final academic term, as recommended by the Faculty Senate, were approved.

RESOLUTIONS 8-10-18 and 8-11-18 (See Appendix B.)

- O.A.C. 3359-43-01 – Constitution (Tab 4)

Proposed revisions of this rule to clarify the recusal obligations for members of the judicial branch, to clarify meeting procedures, and to add an executive session procedure, as approved by the Undergraduate Student Government and supported by the Vice President for Student Affairs, were approved.

RESOLUTION 8-12-18 (See Appendix B.)

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings earlier that day and had been recommended for approval by the appropriate committee, which also had approved the items' addition to the consent agenda.

ACTION: Bauer motion, Palmisano second for approval of Resolutions 8-1-18 and 8-3-18 through 8-12-18, passed 7-0.

NEW BUSINESS

- Approval of the Raise Pool in the FY 2018/19 General Fund, Auxiliary Funds and Sales Funds Budgets (Tab 1)

Mr. Mortimer requested the Board's formal approval and authorization to implement the requirements of the three-percent raise pool that had been provided in the FY 2018-19 General Fund, Auxiliary Funds and Sales Funds budgets.

RESOLUTION 8-13-18 (See Appendix B.)

ACTION: Palmisano motion, Scala second, passed 7-0.

- Recommendations from Academic Program Review (Tab 2)

Dr. Green made the following statement:

“The Academic Program Review is a continuous improvement process required by the State of Ohio and the Higher Learning Commission. For the last year, the academic personnel at The University of Akron have conducted a thorough review of most of our academic programs with a focus on our degree programs.

We bring a recommendation to the Board today regarding the results of Academic Program Review. This recommendation is consistent with the goals of the recently signed East Ohio Compact between the public higher education institutions in Northeast Ohio. Attachment A, associated with this resolution, is a copy of that compact.

The president and the provost have reviewed all the materials of Academic Program Review, and we are in a position to make several recommendations as part of this resolution:

- The first is that we will have investments in faculty in certain programs in the University, and those are found in Attachment C to the resolution.

- We also have recommended specific actions for the phasing out of degree programs. Those examples are found in Attachment D of this resolution.

Mr. Chairman, I recommend that the Board adopt this resolution, which concludes the continuing Academic Program Review on a fixed, multiyear cycle in the future.”

RESOLUTION 8-14-18 (See Appendix B.)

ACTION: Scala motion, Palmisano second, passed 7-0.

- Recommendations on Possible Academic Reorganization (Tab 3)

Dr. Green said that, “as a consequence of Academic Program Review, it may be necessary to explore and make recommendations for reorganization of academic units on campus. I would like to recommend that the Board pass this resolution directing me to engage in that discussion on campus and to bring recommendations back to the Board for the December 5, 2018 meeting.”

RESOLUTION 8-15-18 (See Appendix B.)

ACTION: Crotty motion, Adkins second, passed 7-0.

- Approval of Nicholas Heese to be Admitted to The University of Akron Under Strict Probation (Tab 4)

Dr. Messina said that Nicholas Heese had been dismissed from Miami University under the Ohio Revised Code and pursuant to the Code, he has requested admission to The University of Akron. Based on the review by UA administration, Dr. Messina recommended admission of Mr. Heese.

RESOLUTION 8-16-18 (See Appendix B.)

ACTION: Bauer motion, Palmisano second, passed 7-0.

Mr. Gingo then announced that the next meeting of the Board of Trustees would take place on Wednesday, October 10, 2018 with an executive session beginning at 7:30 or 8 a.m., followed by public committee meetings and the regular Board of Trustees meeting.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 2:41 p.m.

Joseph M. Gingo
Chair, Board of Trustees

M. Celeste Cook
Secretary, Board of Trustees

October 10, 2018

APPENDIX A: OTHERS PRESENT

Kristina Aiad-Toss, Featured Student

Dr. Matthew P. Akers, Public Liaison, Assistant Director Ray C. Bliss Institute of Applied Politics

Cristine Boyd, Director, Media Relations

Kimberly M. Cole, Vice President, Development

Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC

Sean P. Dunn, President, Sean P. Dunn & Associates LLC

James Hager, Featured Student

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

Dr. John A. Messina, Vice President Student Affairs

Paula Neugebauer, Coordinator, Office of the Board of Trustees

Ruth N. Nine-Duff, Staff Employee Advisory Committee

Dr. Linda M. Saliga, Faculty Senate

Zachary D. Steiner, Contract Professional Advisory Committee

Maj. James P. Weber, Assistant Vice President, Campus Safety

Barbara C. Weinzierl, Chief of Staff, Office of the President

APPENDIX B: RESOLUTIONS

RESOLUTION 8-1-18: Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of June 13, 2018 be approved.

RESOLUTION 8-2-18: Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated August 15, 2018, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

RESOLUTION 8-3-18: Acceptance of the Investment Report for the Fiscal Year Ended June 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Investment Report for the Fiscal Year ended June 30, 2018, be approved.

RESOLUTION 8-4-18: Acceptance of the Financial Report for the Fiscal Year Ended June 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Financial Report for the Fiscal Year ended June 30, 2018, be approved.

RESOLUTION 8-5-18: Acceptance of Purchases for More Than \$500,000

BE IT RESOLVED, That the following recommendations, presented by the Finance & Administration Committee on August 15, 2018, be approved:

Award to Fathom SEO, LLC a two-year contract renewal for strategic digital marketing focused on student recruitment, in annual amounts of up to \$750,000.

Award to Anthem Blue Cross Blue Shield a contract for stop loss insurance of the University's self-insured medical and prescription drug plans for calendar year 2019, in the amount of approximately \$1,147,000.

Award to Vision Service Plan a 48-month contract renewal, in accordance with the University's vendor relationship agreement with the Inter-University Council of Ohio, at the same level of services and rates through December 31, 2022.

RESOLUTION 8-6-18: Approval of the Closing of the University on December 26 through 31, 2018 and Granting Paid Leave to Staff, Contract Professionals, and Administrative Faculty

WHEREAS, The University of Akron has, for the past thirteen years, provided additional days of paid leave for staff, contract professionals, and administrative faculty between the Christmas and

APPENDIX B: RESOLUTIONS, Page 2

New Year's holidays, in recognition of the significant and collective efforts of those employees in their supporting roles; and,

WHEREAS, The University of Akron already is scheduled to be closed on December 24 and 25, 2018 and January 1, 2019 for holiday observances, and with four additional days, most of the University—with the exception of facilities and personnel required to conduct previously scheduled events and maintain essential physical infrastructure and safety—would be closed on December 24, 2018 through January 1, 2019, resuming operations on January 2, 2019. Past experience indicates that closing for a slightly longer period does not inconvenience the University's students; Now, Therefore,

BE IT RESOLVED, That the recommendation of the administration that, in addition to the previously scheduled holidays, the University be closed December 26, 27, 28, and 31, 2018, except for essential services, and that four days of paid leave be granted to staff, contract professionals, and administrative faculty for that period, hereby is approved by the Board of Trustees of The University of Akron.

RESOLUTION 8-7-18: Acceptance of Gift Income Report for July 2017 through June 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on August 15, 2018, pertaining to acceptance of the Gift Income Report for July 2017 through June 2018, be approved.

RESOLUTION 8-8-18: Proposed Degree Recipients for Summer 2018

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on August 15, 2018, pertaining to acceptance of the Proposed List of Summer 2018 Degree Recipients for The University of Akron contingent upon candidates' fulfillment of requirements, be approved.

RESOLUTION 8-9-18: Revisions to University Rule 3359-24-01, Bylaws of the Graduate Faculty

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-24-01, as recommended by the Graduate Council and Graduate Faculty, be approved.

RESOLUTION 8-10-18: Revisions to University Rule 3359-60-06.2, Graduate Student Standards

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-60-06.2, as recommended by the Graduate Council and Graduate Faculty, be approved.

APPENDIX B: RESOLUTIONS, Page 3

RESOLUTION 8-11-18: Revisions to University Rule 3359-60-06.4, Doctoral Degree Requirements

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-60-06.4, as recommended by the Graduate Council and Graduate Faculty, be approved.

RESOLUTION 8-12-18: Revisions to University Rule 3359-43-01, Constitution

BE IT RESOLVED, That the recommendation presented by the Rules Committee on August 15, 2018, to revise Rule 3359-43-01 as recommended by the Vice President for Student Affairs and members of the Undergraduate Student Government (USG), be approved.

RESOLUTION 8-13-18: Pertaining to the Approval of the Raise Pool in the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets

WHEREAS, At its regular meeting on June 13, 2018, the Board of Trustees (the “Board”) approved the Fiscal Year 2018-2019 General Fund, Auxiliary Funds, and Sales Funds Budgets (the “Budgets”) for the University; and,

WHEREAS, The Budgets included a raise pool equivalent to three-percent for non-bargaining unit full-time employees and part-time faculty; and,

WHEREAS, Non-bargaining unit full-time employees have not received a raise since 2014 and part-time faculty have not received a raise since 2012; and,

WHEREAS, The Board wishes to reaffirm its intent to provide raises as contemplated in the Budgets; Now, Therefore,

BE IT RESOLVED, That the Board reaffirms its commitment to provide raises to non-bargaining unit full-time employees and part-time faculty in the FY 2018/19 General Fund, Auxiliary Funds, and Sales Funds Budgets; and,

BE IT FURTHER RESOLVED, That the Administration is authorized to determine appropriate eligibility requirements to implement the raises, within the parameters provided for in the Budget and consistent with University rules and policies.

RESOLUTION 8-14-18: Recommendations from Academic Program Review

WHEREAS, Academic Program Review is a continuous improvement process, expected by the State of Ohio and the Higher Learning Commission, that improves alignment of academic programs with institutional mission and vision, utilizes resources effectively and efficiently, and is responsive to existing and emerging social, cultural, scientific and economic needs of the region, state and nation; and,

WHEREAS, Academic Program Review has been completed for the majority of degree programs during the last calendar year in order to form a baseline for university-wide strategic planning and academic streamlining and focus; and,

APPENDIX B: RESOLUTIONS, Page 4

WHEREAS, One of the primary goals of the Northeast Ohio Compact as defined by the Chancellor of the Ohio Department of Higher Education is to limit the number of duplicative academic degrees being offered in our region (Attachment A)¹; and,

WHEREAS, The president and provost have considered the Academic Program Review process in its entirety, including the evaluations from the faculty in each academic department/school, each department chair and school director, each dean, the Academic Program Review Committee, and the Faculty Senate (Attachment B)²; and,

WHEREAS, The president and provost have recommended specific actions for the hiring of faculty in areas of strategic importance (Attachment C)³ and for the suspension of admission to and eventual phase out of degrees in other areas (Attachment D)⁴ to be taken by the Board of Trustees; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees accepts the recommendations of the president and provost; and,

BE IT FURTHER RESOLVED, That for the degrees recommended for phasing out, the administration should follow appropriate processes to ensure that students (including continuing students and those entering the University in fall 2018) currently admitted in such degrees are provided an opportunity to complete their degrees; and that any students currently seeking admissions to such degrees will be advised that the particular degree is being phased out, and advisors will work with them to identify suitable alternatives at The University of Akron; and,

BE IT FURTHER RESOLVED, That the administration will implement a regular cycle of program review commencing in the fall 2018 semester, which will continue to shape the academic profile of The University of Akron.

RESOLUTION 8-15-18: Recommendations from Academic Program Review

WHEREAS, A more compact and streamlined academic structure should maximize efficiency, minimize redundancy, and improve cost effectiveness; and,

WHEREAS, Academic reorganization of college/school/department structures should enable prospective students and their parents to more quickly identify and explore the degrees in which they are most interested; and,

WHEREAS, Clusters of research excellence might be consolidated for increased visibility and collective impact; and,

¹ Attachment A of Resolution 8-14-18 is included in these minutes as Appendix E.

² Attachment B of Resolution 8-14-18 is included in these minutes as Appendix F.

³ Attachment C of Resolution 8-14-18 is included in these minutes as Appendix G.

⁴ Attachment D of Resolution 8-14-18 is included in these minutes as Appendix H.

APPENDIX B: RESOLUTIONS, Page 5

WHEREAS, The president and provost recommend a campus-wide conversation on possible academic reorganizations through our academic shared governance processes during the fall 2018 semester; Now, Therefore,

BE IT RESOLVED, That the Board of Trustees accepts the recommendation of the president and provost; and,

BE IT FURTHER RESOLVED, That the Board of Trustees expects to receive specific recommendations for academic reorganization that will meet the goals stated above at its December 5, 2018 meeting.

RESOLUTION 8-16-18: Approval of Nicholas Heese to be Admitted to The University of Akron Under Strict Probation

WHEREAS, Nicholas Heese was dismissed from Miami University pursuant to Ohio Revised Code Section 3345.23 on January 26, 2017; and,

WHEREAS, Ohio Revised Code Section 3345.23 permits a student to reapply to a public university in Ohio following the period of at least one year from the dismissal; and,

WHEREAS, University Rule 3359-08-01(B)(7) requires that a student requesting admission from a dismissal under Ohio Revised Code Section 3345.23 receive a recommendation for admission from the President and the Vice President of Student Affairs; and,

WHEREAS, The Board of Trustees must approve the request for admission and may place the student on strict probation as a condition of return; Now, Therefore,

BE IT RESOLVED, That the recommendation of Interim President John Green and Vice President for Student Affairs John Messina to permit the admission of Nicholas Heese under strict probation to The University of Akron is hereby approved by the Board of Trustees of The University of Akron.

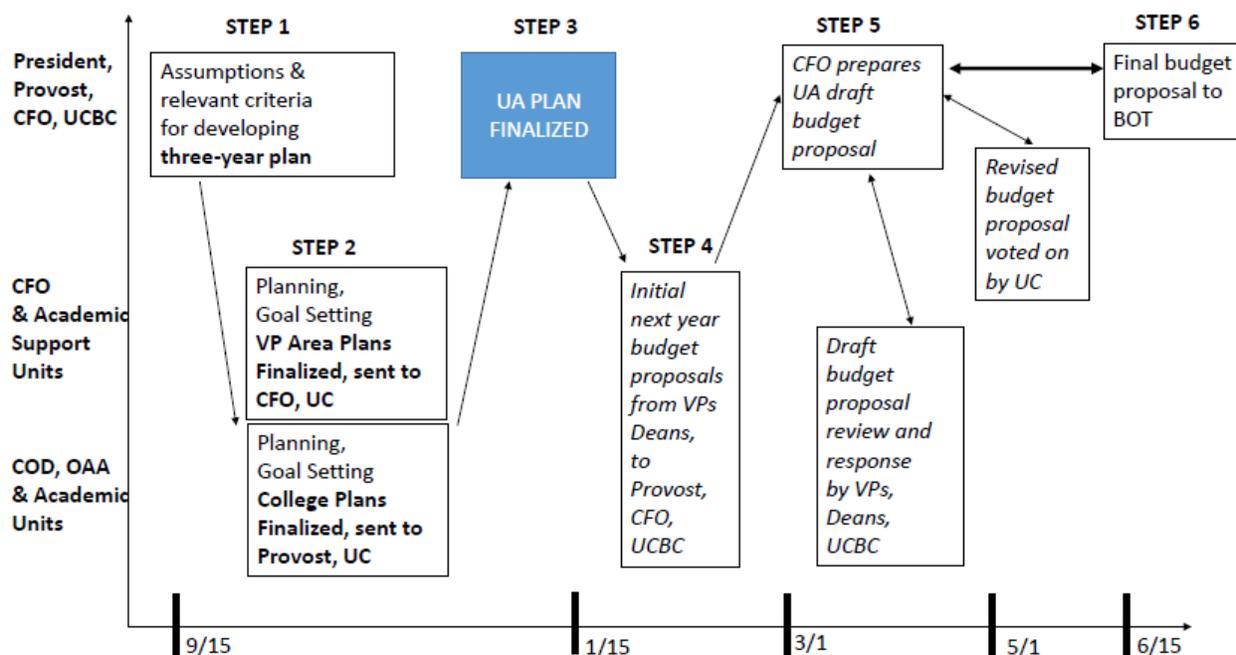
APPENDIX C: REPORT OF THE INTERIM PRESIDENT

The 2018 fall semester begins on August 27, less than two weeks from today. This is a time of great hope and excitement for our students and our colleagues. But this also is a season of challenge for all of us. Among other things, we will implement our new four-day core academic schedule and Five-Star Friday initiative, and we will welcome to campus our eSports teams.

But these challenges are sure to be overshadowed in interest by the results of Academic Program Review. At the risk of sounding coy, I'll defer any comments on the topic as it will be covered in depth during the new business portion of this meeting.

Instead, I want to focus for a few moments on what comes after Academic Program Review, and its sister process, Administrative Activities Review, which will be completed very shortly.

In the fall of 2018, The University of Akron will begin a strategic planning and budgeting process. The diagram before us on the screen (appended below) sketches out a proposed planning and budgeting process. An earlier version was included in our report to the Higher Learning Commission last year. This slide is slightly modified to help clarify the steps.



This framework was subsequently accepted by the University Council and influenced the development of the current University budget. Since this proposal is the closest thing we have to an official planning and budgeting process, we will use it as a guide this fall.

You will note that steps one, two and three, moving from the left, call for yearly review and revision of the strategic plan by the entire enterprise—that is, all parts of the University—led by the senior administration. This diagram was designed with the assumption that UA would have a strategic plan that could be updated as part of the planning and budgeting process.

APPENDIX C: REPORT OF THE INTERIM PRESIDENT, Page 2

Unfortunately, we don't have an actionable strategic plan so our first order of business is to assemble one.

As you see on the far left side of the diagram, all aspects of our community—academic, academic support, and auxiliary units—will participate in this process. And fortunately, much of the heavy lifting in terms of data collection is already done, thanks to Academic Program Review and the Administrative Activities Review. Once we put flesh on the bones of this diagram, we will be on our way to creating an actionable strategic plan by December of 2018.

The process will begin with a common set of assumptions that establish the context and the realities that will influence the plan. These assumptions also will include the results of Academic Program Review and Administrative Activities Review.

The planning will begin, as it should, at the unit level and then work its way up to the deans and the vice presidents, and then to the president's office and the Board of Trustees. The focus of the plan will be how to conduct the University's business in the 2019-2020 academic year as effectively and efficiently as possible. But the plan also will project such activities forward to the 2020-2021 and 2021-2022 academic years so, in effect, we will have a three-year strategic plan.

This initial plan is unlikely to be perfect so we will seek to perfect it when we repeat the process next year and in the years to come, but this time we will have a plan to work with. Which takes me to the second half of the process, steps four through six, that will take place in the winter and spring of 2019.

I would like to pause for a moment to emphasize a point. The left side of the diagram involves planning, and the right side involves budgeting. The right side tends to grab our attention because budgeting involves money. But in a genuinely effective planning process, it is the left side, the planning, that is more important. The plan will determine our priorities and our goals, and the budget should be about how we pay for those priorities and goals.

With a strong, coherent plan in place, there is good reason to expect that the budgeting process, which will begin in January 2019, will be completed much earlier in the academic year than in the past. It certainly will have extensive input from all campus constituencies.

Suffice it to say that we have a great deal of work ahead of us, and it will be continuous throughout the academic year. None of this effort will be easy, but as the author of Ecclesiastes once observed, and was later plagiarized by the Byrds and Indigo Girls, "To everything there is a season, and a time to every purpose under Heaven." This will be a season of planning, a time to set our University on a clear path toward a bright future.

Next week, I will join some of our newest students on move-in day and help some of them move in to their new home for the next nine months and, we hope, for the next several years. For those students, and for all the rest of us, this season of challenge also is a time of great hope and excitement.

APPENDIX D: INTRODUCTIONS - FEATURED STUDENTS

KRISTINA AIAD-TOSS

Kristina Aiad-Toss is a recent UA graduate who studied International Politics and Spanish. While in college, Kristina lived abroad in three countries: studying in Spain during the summer of 2016, interning for a member of Parliament in Toronto, and working for the Department of State in Rome. While in Italy, Kristina worked with the United States' Mission to the United Nations agency where she contributed to American and U.N. efforts to end world hunger.

At The University of Akron, Kristina worked in journalism with the Buchtelite and in event planning for the Department of Student Life for two years. She has done political advocacy work at the International Institute of Akron and The Ohio Environmental Council. This summer she conducted research for Akron's City Council and worked in community development for the Kenmore Neighborhood Alliance.

Although Kristina works in politics, she also has a photography business specializing in portrait, event, promotional and lifestyle photography. Next year, Kristina will start law school at Case Western Reserve University in the fall and plans to study international development law. She hopes to work with developing nations in South America in the future.

JAMES HAGER

James Hager is a fifth-year senior at The University of Akron who is studying Mechanical Engineering. During his time at the University, James has gained real-world experience through co-op work with Kent Displays and Invacare Corp.

In his spare time, James has taken part in extracurricular activities at the University by participating in the Engineering Service Design Team. He also enjoys playing soccer and is involved with UA men's club soccer.

NORTHEAST OHIO REGIONAL HIGHER EDUCATION COMPACT

Consortium Agreement Among Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University

This Consortium Agreement between the public colleges and universities within the Northeast Region (Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University) hereinafter referred to as the Northeast Regional Higher Education Compact.

WHEREAS, the Northeast Regional Higher Education Compact recognizes the impact of higher education on the region of Northeast Ohio; and

WHEREAS, the institutions have similarities and complementary strengths and wish to expand their capacities by creating a consortium that will facilitate coordinated and efficient academic, financial and administrative operations of state institutions and ensure regional workforce development initiatives; and

WHEREAS, this collaboration model will better enable outcomes in the aforementioned institutions from direct from high school, adult and workforce development student populations; and

WHEREAS, the work of the consortium will be to create operational and educational efficiencies and initiatives to improve and strengthen the educational offerings of the member institutions and further to create pathways that will lead to increased degree attainment including associate, bachelor's, master's and doctoral degrees; and

WHEREAS, the work of the consortium will include creating pathways from the K-12 system to the higher education system and to work efficiently and effectively to further lower the overall cost of higher education in the Northeast Ohio region and at the same time to provide high-quality educational offerings; now, therefore,

In response to the Ohio Revised Code (Section 3345.59) requiring regional compacts of Ohio's public colleges and universities with an executed agreement in place by June 30, 2018, with subsequent reports of the efficiencies gained as a result of these compacts in their annual efficiency reports to the Chancellor of Higher Education, the parties hereby agree to join together through this Agreement to form the Northeast Regional Higher Education Compact. The parties agree that the consortium, referred to above, consisting of Cleveland State University, Cuyahoga Community College, Kent State University, Lakeland Community College, Lorain County Community College, Northeast Ohio Medical University, Stark State College, the University of Akron, and Youngstown State University, will serve as the coordinating body of the member institutions and thereby empower them to implement initiatives to produce high-quality educational opportunities and support workforce and community needs. The parties further agree that this is a planning, but

not a governing function with respect to the member institutions. Each institution's appointed board of trustees will govern that institution; each institution will maintain its own separate identity; and each institution shall have neither power nor authority to act for or bind the other institutions.

CONSORTIUM AND STEERING COMMITTEE STRUCTURE AND RESPONSIBILITIES

A. Goals of the Project

The Northeast Regional Higher Education Compact project will strive to achieve the following key goals:

1. Examine whether unnecessary duplication of academic programming exists.
2. Develop strategies to address the workforce education needs of the region.
 - a. Participate in the Regional Workforce Collaboration Partnerships efforts. The Ohio departments of Education and Higher Education will work with the Governor's Office of Workforce Transformation to develop a Regional Workforce Career Counseling Collaboration model. With this model, the JobsOhio Network, local chambers of commerce, school districts, businesses, Ohio Technical Centers and the higher education community will build county-level partnerships that provide career services to students.
 - b. Enhance internship and co-op opportunities by connecting student co-ops and interns with In-Demand occupations at private companies and organizations within regionally targeted industries.
 - c. Consider ways to enhance apprenticeship training and collaboration with employers.
 - d. Participate in the RAPIDS grant process. The Regionally Aligned Priorities in Delivering Skills (RAPIDS) program was designed to align state investments against regionally verified workforce demand by investing funds for equipment, internships, and co-ops on a regional basis.
3. Enhance the sharing of resources between institutions to align educational pathways and to increase access within the region. For these purposes, the compact will do all of the following:
 - a. Provide and share resources and programming to improve academic performance and opportunities to address the workforce needs of the region;
 - i. Based on the analysis completed by each institution for duplicative program reports, institutions should consider how to share courses and programs, and evaluate collaborative efforts moving forward.
 - b. Identify, develop and implement shared curriculum and resources to promote educational pathways that minimize the time required to earn a degree. This may include, but is not limited to, curriculum delivered using open educational resources and online formats;
 - i. Examine the Guaranteed Transfer Pathways between Ohio Technical Centers (OTCs), Community Colleges and Universities. Institutions in each region can build upon the regional approach already underway in pathway development.

- ii. Examine One Year Option pathways, which allow graduates of Ohio Technical Centers who complete a 900-hour program of study and obtain an industry-recognized credential approved by the Chancellor to receive 30 college technical credit hours toward a technical degree upon enrollment in an institution of higher education. Colleges and OTCs in each region should examine areas where further program alignment could occur.
 - iii. When and where appropriate, develop a model for 3+1 agreements where a student can attend a community college for the first three years of a bachelor's degree and then complete the degree at a university with one additional year of study.
 - iv. Utilize resources being developed through the Ohio Mathematics Initiative.
 - v. Utilize Open Educational Resources under development.
 - c. Analyze operational costs and implement cost-effective procedures that support greater access and opportunities for students in the region.
 - i. Utilize the recommendations from the Task Force on Affordability and Efficiency in Higher Education on asset and operational reviews.
4. Reduce operational and administrative costs to provide more learning opportunities and collaboration in the region.
 - a. Follow recommendations from the Task Force on Affordability and Efficiency in Higher Education for improving services and lowering costs to students.
5. Enhance career counseling and experiential learning opportunities for students.
 - a. Participate in Regional Workforce Collaboration Partnerships.
 - b. Utilize resources available through the National Association of Colleges and Employment (NACE).
 - c. Enhance internship and co-op opportunities.
 - d. Participate in Career Counseling best practice workshops offered through the Ohio Department of Higher Education.
6. Expand alternative education delivery models such as competency-based and project-based learning.
 - a. For an overview of competency-based education and what Ohio's campuses are doing, review the Condition Report on competency-based Education.
 - b. Consider working with others in Ohio currently using competency-based education delivery models.
 - c. Consider joining and using the competency-based education network, CBEN, which is a "national consortium for designing, developing and scaling new models for student learning."
7. Develop a strategy to increase collaboration and pathways with information technology centers, adult basic and literacy education programs, and school districts in the region.
 - a. Participate in the RAPIDS grant process.
 - b. Coordinate with local ASPIRE programs (formerly ABLE) to develop additional career pathways for adult learners. Consider ways to refer

- students to ASPIRE programs for free English and math skills training, as an alternative to remedial courses on campus.
- c. Participate in Regional Workforce Collaboration Partnerships.
 - d. Utilize services like those in OARNet.
 - e. Engage in local P-16 collaborations.
8. Develop strategies to enhance the sharing of resources between institutions to improve and expand the capacity and capability for research and development.
 - a. Consider participating in the Ohio Innovation Exchange (OIEx), which will provide users with interactive, web-enabled tools to connect Ohio's university experts, college students, business leaders, and industry professionals in new information-driven ways.
 - b. Consider participating in the I-Corps initiative, a statewide, university-based technology commercialization program that 1) qualifies commercialization strategies for new scientific discoveries; and 2) trains research scientists and student entrepreneurs in the advanced principles of technology entrepreneurship and commercialization.
 - c. Collaborate on research and community projects and develop quick response teams to significant state issues such as water quality, infant mortality and opiate addiction.
 - d. Consider establishing multi-institutional "Venture Funds" to advance innovation and commercialization across institutions.
 9. Identify and implement the best use of university regional campuses to reflect the goals described in 1-8 above.

B. Roles and Responsibilities of Members

Signatories of this Consortium Agreement will be considered members of the Consortium. Such members must actively participate in implementation. Specific responsibilities of the members may include but are not limited to:

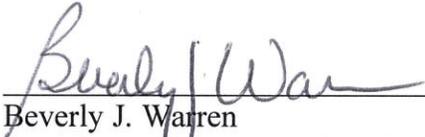
- Participating in working groups:
 - Student Success
 - Finance and Administration
 - Workforce/Talent Development
- Leveraging resources.
- Designating a point person(s) to share the task of coordinating the work of the Consortium.



Harlan M. Sands
President, Cleveland State University



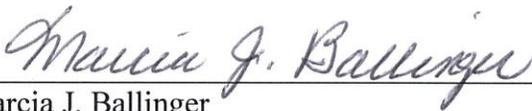
Alex Johnson
President, Cuyahoga Community College



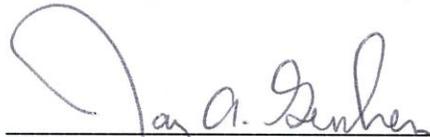
Beverly J. Warren
President, Kent State University



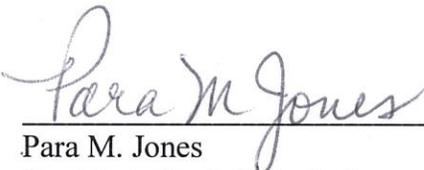
Morris W. Beverage Jr.
President, Lakeland Community College



Marcia J. Ballinger
President, Lorain County Community College



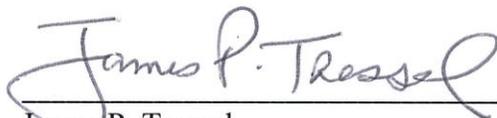
Jay A. Gershen
President, Northeast Ohio Medical University



Para M. Jones
President, Stark State College



John C. Green
Interim President, The University of Akron



James P. Tressel
President, Youngstown State University

Academic Program Review Summary

Introduction

The University of Akron has completed a comprehensive, year-long, faculty-led review of its 414 academic degrees and degree tracks in order to:

- Determine areas of academic strength and distinction,
- Better align resources with strategic goals, and
- Make strategic investments and allocations to programs that are:
 - o Distinctive, and raise the regional and national visibility of UA among competitors;
 - o Responsive to student and market demands;
 - o Successfully recruiting, retaining and graduating students; and
 - o Advancing research, technology, scholarship and creative work.

The overriding purposes of APR are to offer the best possible education to students and determine the most effective use of the University's resources; it is not a budget-driven exercise. The results of APR will help establish a baseline and foundation for the University's campus-wide strategic planning process.

In addition, the State of Ohio Chancellor's Council of Graduate Studies requires a review of all the graduate programs every ten years and regional accreditation requires that program review takes place.

Process

In keeping with the University's commitment to shared governance, the APR has been a year-long, University-wide collaboration. It involved faculty members, chairs, directors and deans from each college, ensuring that relevant data were collected and analyzed in an open, transparent and thorough manner.

1. An Academic Program Review Executive/Advisory Committee was established to formulate and guide the APR process and oversee the review. Co-chairs were Dr. Shivakumar Sastry (College of Engineering) and Dr. Phil Allen (Buchtel College of Arts and Sciences).
 - a. Its members represented the Office of Academic Affairs, the Faculty Senate, the Akron Chapter of the American Association of University Professors (AAUP) and the Graduate School.
 - b. The APR Executive/Advisory Committee prepared and approved a template for the self-study reports and all data provided to the units were also prepared and approved by the Executive/Advisory Committee.

APPENDIX F: ATTACHMENT B OF RESOLUTION 8-14-18, Page 2

- c. The APR Executive/Advisory Committee selected the 24-member faculty APR committee based on recommendations from the deans to ensure representation for every college.
2. Deans and chairs appointed faculty members within their respective units to prepare the unit-level self-study reports to address the quantitative and qualitative data for each program. These data included:
 - a. Number of majors and degrees awarded at the undergraduate and graduate levels;
 - b. Student performance and learning outcomes;
 - c. General fund-centric revenues and expenditures; and
 - d. Comparative performance of the programs against other peer programs in Ohio.
3. The self-study reports addressed the above data and also supplied additional information from their units related to:
 - a. Research and creative activity;
 - b. Market demand;
 - c. Distinctiveness of the program;
 - d. Areas of concern; and
 - e. Strategic growth and opportunities using current resources.
4. Each college weighed these metrics according to its distinctive strengths, so that, for example, teaching-intensive or research-intensive units were able to emphasize their areas of contribution.
5. Beginning in the summer of 2017, APR co-chairs met with the department chairs, school directors, deans and faculty in several public and private settings to help everyone understand the expectations for self-study reports. The process was adjusted based on ideas exchanged through these meetings, with the support and oversight of the APR Executive/Advisory Committee.
6. Faculty members worked closely with their chairs/directors on the self-study reports, which were then forwarded to the deans. (November 15, 2017)
7. The deans then categorized each program depending on the current performance of the programs. The deans also assigned priorities to programs and identified programs where investments could result in advantages to UA. (January 15, 2018)
8. The self-study reports from each unit were reviewed by at least two conflict-free reviewers from the Academic Program Review Committee. Care was taken to ensure that each doctoral program was reviewed by at least one person from a unit that granted doctoral degrees. Each reviewer prepared a written report for every program reviewed.

9. The entire 24-member APR faculty team discussed all the reviews in detail over four full days. A summary of the discussion was recorded and all members cast their votes to categorize and prioritize each program. (Completed by March 1, 2018)
10. The Academic Program Review Committee then sent its own program rankings, determined according to the collective goals and mission of the University, to the Academic Policies Committee of the Faculty Senate. (March 15, 2018)
11. The Academic Policies Committee reviewed the APR team recommendations and prepared a report that expressed members' views. This report was shared with the full Faculty Senate.
12. The Faculty Senate voted on these recommendations and sent them to Interim President John Green and Provost Rex Ramsier. (May 3, 2018)
13. Interim President Green and Provost Ramsier considered the input and prepared a list of faculty hires for fall 2019 in areas of strategic importance to the University and a set of recommendations for phasing out of degree offerings.
14. These recommendations were further discussed with the deans and revisions were made based on those conversations.
15. Final recommendations are being submitted to The University of Akron Board of Trustees for consideration at its August 15, 2018 meeting.

To access Academic Program Review documents:

Final Reports:

<https://uazips.sharepoint.com/:f:/s/apr/EpNqXNN91m5KtPaeb91f5VABEP0Cd85kG3dR2ezDVAkthA?e=IXI0GG>

College Reports:

https://uazips.sharepoint.com/:f:/s/apr/Elp942SC_DZAgEz_WvMJky8BP6AlvGyx4wY8LS6gm6CKCw?e=HwD55k

Faculty Senate – Academic Policies Committee report (see p. 28):

<https://uazips.sharepoint.com/:b:/s/apr/ESib-blbzBFIfIvVT0ye6wBQYJHbcDUVcVlhSxPyTtNfw?e=aNurQN>

Academic Program Review – Areas of Investment

The University of Akron is investing in some key areas of strength and opportunity, consistent with the results of Academic Program Review. The thirty-two (32) full-time hires include twenty-three (23) tenure track and eight (8) non-tenure track faculty and one contract professional to replace visiting faculty positions or to add depth and breadth to the University. The goal is to fill the positions for the fall 2019 semester. Ten (10) of these positions will be joint appointments in other UA colleges/schools to foster greater interdisciplinary collaborations.

CYBERSECURITY, CRIMINAL JUSTICE, AND EMERGENCY SERVICES

- One (1) tenure track position in Computer Information Systems – CAST (in support of cybersecurity) – joint appointment in Computer Science
- One (1) tenure track position in Computer Information Systems – CAST (networking-in support of cybersecurity) – joint appointment in Computer Science
- One (1) non-tenure track position in Homeland Security -- CAST (in support of cybersecurity)
- One (1) tenure track position in Criminal Justice – BCAS (in support of cybersecurity) – joint appointment in Computer Information Services; in lieu of a visiting faculty position
- One (1) tenure track position in Criminal Justice – BCAS (corrections) – joint appointment in Sociology
- One (1) non-tenure track position in Fire Protection – CAST; in lieu of a visiting faculty position
- One (1) non-tenure track position in Statistics – BCAS; in lieu of a visiting faculty position

POLYMER AND CHEMICAL SCIENCES

- One (1) tenure-track position in Polymer Science – PSPE (Chemistry/Sustainability);
- One (1) tenure-track position in Polymer Science – PSPE (Materials Characterization) – joint appointment in Chemistry
- One (1) tenure-track position in Polymer Engineering – PSPE (Advanced Manufacturing)
- One (1) tenure-track position in Polymer Engineering – PSPE (Mesoscale Simulation) – joint appointment in Chemical Engineering
- One (1) tenure track position in Civil Engineering – COE; joint appointment in Geosciences or Corrosion Engineering
- One (1) tenure track position in Mechanical Engineering – COE (materials) – joint appointment in Corrosion Engineering

HEALTH AND BIOSCIENCES

- One (1) non-tenure track position in Nursing – CHP (Child/Adolescent Health-Acute/Primary Care))
- One (1) contract professional to coordinate Nursing program at Wayne College
- One (1) tenure track position in Speech-Language Pathology and Audiology – CHP (language disorders)
- One (1) tenure track position in Mechanical Engineering – COE (robotics) – joint appointment in Biomimicry Research Innovation Center

PERFORMING ARTS

- One (1) tenure track position – BCAS; Director, Schools of Music and Dance
- Three (3) tenure track positions in Music – BCAS; (clarinet, violin and one TBD); in lieu of visiting faculty positions
- One (1) tenure track position in Dance – BCAS; (ballet)
- One (1) non-tenure track position in Dance -- BCAS; in lieu of a visiting faculty position

DIGITAL COMMUNICATION

- One (1) tenure-track position in Communication – BCAS (business communication/organizational communication); in lieu of a visiting faculty position – joint appointment in College of Business Administration
- One (1) tenure track position in Communication (social media)
- One (1) tenure track position in Communication (media studies); in lieu of a visiting faculty position

BUSINESS, LAW, AND EDUCATION

- One (1) non-tenure track position in Business – CBA (financial planning)
- One (1) non-tenure track position in Business – CBA (marketing)
- One (1) non-tenure track position in Business – CBA (management)
- One (1) tenure track position in Law (legal writing and research)
- One (1) tenure track position in Law (intellectual property, if judicial appointment is finalized)
- One (1) tenure track position in Education – LJFFCOE (adolescent/young adult – language arts); in lieu of a visiting faculty position

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
PhD degrees								
Adult Development and Aging (joint with CSU)	BCAS	10	11	10	2	0	3	Small number of degrees earned; UA stipend lower than CSU's, a competitive disadvantage; suspend UA admissions while program continues at CSU
History	BCAS	19	12	14	1	5	2	Low enrollment and number of degrees earned; faculty evaluators cited a low marketplace demand for PhD degrees; State has not provided SSI for degree offering since 1994
Sociology (joint with Kent State)	BCAS	26	32	30	1	4	2	Low number of degrees earned; significantly lower stipends than KSU; would require major investment in additional UA faculty and stipends to continue offering; suspend UA admissions while program continues at KSU
Counselor Education and Supervision	CHP	24	25	24	2	1	3	Low number of degrees earned; faculty evaluators expressed concerns about redundancy with counseling PhD in Psychology (BCAS)
Marriage and Family Counseling	CHP	27	21	19	3	2	5	Low number of degrees earned
Nursing-PhD (joint with KSU)	CHP	12	11	9	1	1	2	Low enrollment and graduates in PhD program. Doctor of Nursing Practice (DNP) degree continues. It has higher enrollment and fits better with practice profession focus and market demand. suspend UA admissions while program continues at KSU
Engineering Applied Mathematics	Engineering	3	4	2	0	1	0	Extremely low enrollment and number of degrees earned; limited interest in program reported
Biomedical Engineering	Engineering	20	29	24	0	3	1	Extremely low number of degrees earned -- lowest of six programs in the state; departmental faculty have provided a plan that focuses on growth of the M.S. non-thesis program
Computer Engineering	Engineering	3	4	1	0	0	2	Extremely low number of degrees earned; no MS program limits path for PhD enrollment
Electrical Engineering	Engineering	23	41	38	4	3	7	Low number of degrees earned
Totals		167	190	171	14	20	27	

University of Akron Academic Program Review Results - August 15, 2018
Individual master's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Master's degrees								
MS-Geography/Geographic Information Systems	BCAS	19	17	12	10	11	9	Faculty evaluators noted many online competitors; no actionable strategic plan; reduction in graduate assistantships affecting enrollment
MA-History	BCAS	15	13	10	5	8	5	Low enrollment and number of degrees earned; faculty evaluators noted a low demand for degree, largely in academic careers
MS-Mathematics	BCAS	3	7	7	3	4	2	Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Mathematics-BS/MS	BCAS	2	1	1	1	2	1	Very low enrollment and number of degrees earned; MS-Applied Mathematics a very strong program and will continue; faculty focus to be on serving needs of other programs, especially General Education requirements
MS-Physics	BCAS	21	18	9	4	6	7	Faculty evaluators note low market demand for master's level degree; also cited inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees earned
MA-Sociology	BCAS	6	3	0	3	1	4	Low/declining enrollment and degrees earned; focus on undergraduate level teaching, especially in criminal justice area
MA-Spanish	BCAS	1	0	0	0	1	0	Virtually no enrollment and just one degree earned in last three years
MSA-Accounting/Information Systems	CBA	0	1	1	1	0	0	Virtually no enrollment and just one degree earned in last three years
MBA-Applied Math	CBA	4	5	1	1	0	3	Extremely low enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MBA-Business Analytics	CBA	19	17	10	2	4	7	Other MBA tracks are stronger and will continue.
MA-Economics	CBA	12	14	12	12	5	2	Low number of degrees earned; reduction in graduate assistantships affecting enrollment
MA-Economics-Accelerated BA/MA	CBA	0	0	2	0	0	0	Low enrollment and number of degrees earned
MBA-Healthcare Management	CBA	24	18	16	5	6	11	Other MBA tracks are stronger and will continue.
MBA-International Business	CBA	11	7	4	1	3	2	Low/declining enrollment and very few degrees; reducing graduate assistants (tuition remission/stipends) reduced enrollment. Other MBA tracks are stronger and will continue.
MSM-Technological Innovation	CBA	7	7	3	1	2	2	Expected enrollment did not occur; just five degrees in three years
MA-Child Life Specialist	CHP	7	9	9	4	3	5	Low enrollment and degrees; market demand for this program is limited
MA-Classroom Guidance	CHP	5	2	2	1	1	0	Extremely low enrollment, just two degrees earned in last three years; not accredited by counseling-related organization
MS-Classroom Guidance	CHP	1	1	1	0	0	0	Extremely low enrollment, just one degree in last three years; not accredited by counseling-related organization
MS-Marriage and Family Counseling	CHP	18	17	12	5	4	5	Low enrollment and degrees earned; MA in Marriage and Family Counseling continues
Master of Public Health (joint with CSU, NEOMED, YSU)	CHP	18	12	9	4	1	6	Low enrollment and number of degrees earned
MS-Biomedical Engineering	Engineering	9	5	3	6	3	1	Low enrollment and very few degrees earned.
MS-Engineering Management Specialization	Engineering	11	11	7	1	1	4	Extremely low number of graduates
MA-Assessment Evaluation and Data Literacy	LJFFCOE	25	28	21	0	4	8	College to focus on urban K-12 teacher and principal preparation
MA-Education Administration/Higher Education	LJFFCOE	33	20	9	13	16	17	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Education Administration/Higher Education	LJFFCOE	9	4	3	12	5	3	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MA-Educational Foundations/Instructional Technology	LJFFCOE	61	35	37	23	25	17	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship educational
MA-Special Education (for Practicing Teachers)	LJFFCOE	18	11	6	16	13	7	Declining enrollment and number of degrees earned; master's degree no longer required to continue to practice
MS-Special Education/Mild to Moderate	LJFFCOE	28	28	30	18	9	8	Low/declining number of degrees earned; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Moderate to Intensive	LJFFCOE	7	9	4	4	2	2	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
MS-Special Education/Early Childhood	LJFFCOE	1	2	1	0	2	0	Declining enrollment; College focus on preparing urban educators, providing in-service training and professional development along with principalship education
BA/MS--Polymer Engineering	PSPE	0	0	0	0	0	0	No enrollment or degrees earned
BS/MSPE--Polymer Engineering/Applied Math	PSPE	4	4	6	0	3	0	Extremely low enrollment and number of degrees earned
BS/MS--Polymer Science/Natural Sciences	PSPE	1	0	2	0	1	0	Extremely low enrollment and number of degrees earned
Totals		400	326	250	156	146	138	

Individual bachelor's degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Bachelor's degrees								
BA-Family and Consumer Science/Teacher Education	BCAS	8	8	7	1	1	3	Very low enrollment and number of degrees
BA-Art/History Emphasis	BCAS	6	4	5	3	3	0	Very low number of degree majors-just 6 degrees earned from Fall 2014 to Summer 2017; other Art programs with higher priority for faculty hires. We will continue to teach art history so that students can meet General Education requirements.
BA-Fashion Merchandising/Business Fashion	BCAS	3	2	3	0	0	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Fiber Arts	BCAS	1	2	1	0	0	1	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Home Furnishings	BCAS	8	4	3	0	3	0	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-Fashion Merchandising/Apparel	BCAS	60	52	51	15	11	16	Low enrollment throughout program; KSU has far larger Fashion Design and Merchandising program -- nearly 2,000 students; significant investment would be required to compete effectively
BA-French	BCAS	4	7	3	3	5	2	Very low enrollment and number of degrees; maintain minor. We will continue to offer courses in French so that students in other programs can meet degree requirements.
BA-French and Francophone Studies	BCAS	4	3	1	0	1	0	Very low enrollment and number of degrees
BS-Geography/Geographic Information Systems	BCAS	12	8	12	4	6	0	Low enrollment and very few degrees; faculty evaluators note "very problematic" competition, faculty evaluators expressed concerns about recruitment plans
BA-Interior Design	BCAS	60	62	50	10	15	13	Relatively low number of graduates; environmental design focus of the program is difficult to compete with KSU's extensive College of Architecture & Environmental Design offerings (46 faculty members/8 administrators)
BS-Mathematics	BCAS	45	37	39	6	8	9	BS in Applied Mathematics very strong. We will continue to teach many courses in math so that students in other programs can meet degree and General Education requirements.
BS/MA-Applied Math/Economics	BCAS	0	1	1	0	0	0	Virtually no enrollment and no degrees earned in last three years
BS-Physics	BCAS	33	27	26	2	5	2	Faculty evaluators found inadequate fulfillment of mission and low research activity; KSU has larger program with significantly more degrees granted. We will continue to teach courses in physics so that students in other programs can meet degree requirements.
BS-CIS Special IT Applications	CAST	8	4	4	0	0	0	Very low enrollment, no degrees in last three years
BS-CIS Web Development	CAST	8	11	24	1	1	2	Very few degrees earned
BS-Labor Economics	CBA	4	7	8	3	1	2	Department has suspended program; very low enrollment and degrees
BS-Athletic Training	CHP	140	59	35	12	12	15	Significant enrollment decline; total of 26 such degree programs in Ohio; entry requirements for job placement moving to a master's degree
BS-Dietetics-Didactic program	CHP	42	57	51	21	23	17	Significant enrollment decline (had been 100+ four years ago); changing national requirements for master's degree to enter field
BS-PK-12 Physical Education	CHP	24	19	11	11	7	4	Low enrollment and significant decline in number of degrees
BS-Engineering--generalist degree	Engineering	1	3	3	5	2	4	Very few generic BS Engineering degree programs in the county; most have a concentration, which the UA degree does not; very low number of graduates
Totals		471	377	338	97	104	90	

University of Akron Academic Program Review Results - August 15, 2018
Individual associate degree programs and tracks identified for phase-out

Phased-out Degrees (with related minors and certificates)	College	Enrollment			Degrees Awarded			Comments
		Fall 2015	Fall 2016	Fall 2017	FY 2015	FY 2016	FY 2017	
Associate degrees								
AAB-Business Management Technology/Accounting	CAST	20	17	15	9	1	2	Declining enrollment and graduates; no related bachelor's degree in CAST; 8% projected employment decline by 2014;
AAB-Business Management Technology/General	CAST	57	58	37	14	9	9	Declining enrollment and graduates; no related bachelor's degree
AAB-Business Management Technology/Small Business	CAST	22	23	22	4	5	1	Low number of graduates; no related bachelor's degree in CAST
AAB-CIS Web Development	CAST	0	0	13	0	0	1	Low number of degrees
AAS-Geographic & Land Information Systems (GLIS)	CAST	1	2	4	0	1	0	Extremely low enrollment; just 1 degree earned in last three years; no related bachelor's degree in CAST
AAB-Hospitality Management/Culinary Arts	CAST	69	55	37	17	10	9	Steep enrollment decline (139 majors in Fall 2012); major capital investment (\$1 million+) would be required to relocate facilities; strong competitive offerings in Northeast Ohio; no related bachelor's degree in CAST
AAB-Hospitality Management/Hotel-Lodging	CAST	24	21	15	1	8	6	Preferred degree in field is bachelor's level; declining enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing and Sales/Advertising	CAST	9	10	7	3	3	2	Very low enrollment and degrees; no related bachelor's degree in CAST
AAB-Marketing Technology/Fashion	CAST	4	1	3	1	0	1	Declining enrollment and degrees; no related bachelor's degree in CAST
AAS-Healthcare Simulation Tech	CHP	0	0	2	0	0	0	Virtually no enrollment or degrees; no related bachelor's degree in CAST
AAS-Allied Health Technology/Medical Assisting Technology	CHP	59	47	11	26	30	23	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Radiologic Technology	CHP	60	53	33	27	23	31	Clinical placement challenges in area would require significant investment; no related bachelor's degree in CAST
AAS-Allied Health Technology/Surgical Technology	CHP	11	5	20	17	12	16	Declining number of degrees; no related bachelor's degree
AAS-CIS-Network Option-Microsoft Track	CAST	31	20	14	7	5	6	Department has elected to terminate degree; steep enrollment decline, low number of degrees; no related bachelor's degree in CAST
AAS-Exercise Science Technology	WAYNE	11	11	14	9	5	3	Low enrollment and number of degrees
AAS-Paraprofessional Education	WAYNE	12	14	12	4	10	4	Low enrollment and number of degrees
AAB-Health Care Office Management	WAYNE	35	18	16	10	13	5	Steep enrollment decline (had been 100+ majors); no related bachelor's degree
Totals		425	355	275	149	135	119	

**THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
PRESIDENTIAL ADVISORY AND SCREENING COMMITTEE**

Meeting Minutes

Tuesday, October 2, 2018

McCollester Conference Room 113, Buchtel Hall

Committee Members Present:

Roland H. Bauer, Chair

Alfred V. Ciraldo

Olivia P. Demas

Ralph J. Palmisano

Joshua E. J. Thomas

Joseph M. Gingo

Staff Officers of the Board Present:

M. Celeste Cook, Secretary; Vice President & General Counsel

Staff Committee Liaison Present:

Barbara C. Weinzierl, Associate Dean, School of Law

Others Present:

Luba Cramer, Director Purchasing

Sarah J. Kelly, Associate Vice President, Human Resources/CHRO

Denise N. Lightner, Associate Director Purchasing

**MEETING OF THE PRESIDENTIAL ADVISORY AND SCREENING COMMITTEE
OF THE UNIVERSITY OF AKRON'S BOARD OF TRUSTEES**

Mr. Bauer called the meeting to order at 8:25 a.m., and the Committee adjourned into executive session on a 5-0 vote for the stated purpose of considering employment of a public employee pursuant to 121.22(G)(1). On a vote of 5-0, the meeting returned to public session at 12:40 p.m.

ADJOURNMENT

Meeting adjourned by consensus at 12:40 p.m.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of August 15, 2018 and the Presidential Advisory and Screening Committee meeting of October 2, 2018 be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

October 10, 2018
Board Meeting

Presiding:
William A. Scala

1	Personnel Actions
2	*Procurement for More than \$500,000
3	*Local Administration of State-funded Capital Projects
4	*Course Content
5	*Report of the Ohio Task Force on Affordability and Efficiency in Higher Education
6	*Cumulative Gift and Grant Income Report for July 1 through August 31, 2018
7	*Naming of The R. C. Musson and Katharine M. Musson Charitable Foundation Testbed
8	*Naming of The Helen Maxine and Walter V. Peternell Conference Room
	For Information Only:
9	Purchases a) \$25,000 to \$500,000 Report b) More than \$500,000
10	Information Technology Report
11	Capital Projects Report
12	Advancement Report
13	University Communications and Marketing Report
14	Government Relations Report
*	CONSENT AGENDA: ITEMS 2, 3, 4, 5, 6, 7, 8

FINANCE & ADMINISTRATION COMMITTEE

TAB 1

PERSONNEL

SUMMARY REPORT OF FULL-TIME PERSONNEL ACTIONS
FULL-TIME EMPLOYEE PERSONNEL ACTIONS
PART-TIME FACULTY TEACHING CREDIT COURSES
EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO CREDIT TEACHING
GRADUATE ASSISTANTS
UNCLASSIFIED CLASSIFICATION CHANGES
CLASSIFIED CLASSIFICATION CHANGES
NOTIFICATION OF REEMPLOYMENT
30-HOUR LOAD STIPEND REAPPOINTMENTS FOR WAYNE COLLEGE 2018-19
POLICE DEPARTMENT UNIFORM REPLACEMENT REPORT – FALL 2018

In accordance with resolution 6-67, adopted July 12, 1967, routine personnel matters concerning faculty and staff are listed separately in the attached, and are recommended for the action indicated for each individual and to be effective as noted.

Pay grade assigned only to contract professional and unclassified exempt and nonexempt positions.

October 10, 2018

Talent Development & Human Resources

Summary Report of Full-Time Personnel Actions for Board of Trustees

October 10, 2018

The following information is provided to summarize significant personnel actions contained in the full-time employee personnel actions report and addendum:

Separations – 26 Total

Voluntary Separations – 23

Resignations 18 Total– 2 Faculty, 7 Contract Professional and 9 Staff

Retirements 5 Total– 1 Faculty, 1 Contract Professional and 3 Staff

During the current fiscal year 11 employees have retired or provided notice of their intent to retire: 1 Faculty, 4 Contract Professional and 6 Staff

During the previous fiscal year 98 employees retired or provided notice of their intent to retire: 54 Faculty, 14 Contract Professional and 30 Staff

Involuntary Separations – 3

- Kenneth Karr, Maintenance Repair Worker, Physical Facilities Operations Center - discharged
- Fahima Nassimi, Enterprise Database Administrator, Application Systems Services - discharged
- Kristin Aldridge, Vivarium Technician, Office of Research of Administration - discharged

Retire/Rehire Actions

University Rule 3359-11-15 provides that current employees can retire from the University and request approval to return to work in their same position for a period of one year at a reduced salary of 80 percent.

There is one new request to implement a retire/rehire agreement:

Denise Lightner, Associate Director Purchasing, provided notice of intent to retire on February 28, 2019 and return to work on March 4, 2019 on a one-year retire/rehire agreement at 80 percent of her current pay.

At this time, there are three approved retire/rehire agreements in place.

Transition After Retirement Program (TARP)

There are no new agreements to report.

At this time, there are eight approved TARP agreements in place.

Phased Retirement Program

The Phased Retirement Program allows eligible Contract Professional and Staff employees to retire and return to University service for up to three years in a part-time capacity (maximum 26 hours per week) at an hourly rate equal to 75 percent of their base rate of pay at retirement. There are two new agreements to report.

- Katie Watkins, Assistant Vice President, Office of Research Administration will end her Retire Rehire appointment on August 31, 2018 and begin a one-year appointment under the Phased Retirement Program September 1, 2018.
- Deanna Dunn, Executive Liaison-Engineering Industrial Placements and Development, Office of Cooperative Education, College of Engineering, will end her Retire Rehire appointment on September 3, 2018 and begin a one-year appointment under the Phased Retirement Program September 4, 2018.

At this time, there are five approved Phased Retirement Plan agreements in place.

Athletics

There are nine personnel actions totaling \$117,015.79 for camp payments, stipends, and bonus payments for team and individual athletic achievements. They can be summarized as follows:

- Three camp payments totaling \$4,015.79 for Men's Soccer and Men's and Women's Track.
- Four payments totaling \$111,000.00 in accordance with head coach employment contracts for media work, development work, club membership, and apparel.
- Two bonus payments totaling \$2,000.00 for team and individual athletic accomplishments in Women's Swimming and Diving and Volleyball.

Personnel Actions Subject to University Rule 3359-9-01

University Rule 3359-9-01 provides that special conditions of employment not otherwise included in the routine personnel reports provided at Board meetings, such as financial or other commitments by the University in the amount of ten thousand dollars or more beyond the individual's base salary and regular employee benefits, including but not limited to "start-up" funding for research, multi-year employment terms, provision for automobile, stipend, one-time payments, liquidated damages, deferred compensation, etc., must be made subject to Board approval.

There are is one personnel action subject to university rule 3359-9-01 to report.

Dennis Mitchell, Head Men's and Women's Track Coach, Office of Athletics - extension of current employment contract terms and conditions through August 31, 2023.

Significant Personnel Actions to Note

There are 16 personnel actions for continuing full-time positions that provide ongoing adjustments to salaries of existing employees. Significant personnel actions can be summarized as follows:

There is one personnel action for promotions:

- Stephanie Schindewolf, Director, Co-Operative Education Engineering & Placement, College of Engineering, Office of the Dean \$75,000.00/12 mo. – salary adjustment from \$60,000.00/12 mo.; title change from Interim Director, Co-Operative Education Engineering and Placement.

There are eight personnel actions for job reclassifications:

- Michael Geimer, Lead Technology Specialist, Hardware, Operations & Operating Systems Services \$30.12/H - Job reclassification; salary adjustment from \$27.89/H; title change from Senior Technology Specialist.
- Thomas Lavelle, Software Deployment Specialist, Hardware, Operations & Operating Systems Services \$2,323.78/BW - Job reclassification; salary adjustment from \$2,234.40/BW; title change from Senior Technology Specialist.
- Mike Plybon, Lead Technology Specialist, Hardware, Operations & Operating Systems Services \$28.30/H - Job reclassification; salary adjustment from \$26.20/H; title change from Senior Technology Specialist.
- Patricia Miller, Coordinator, Student Success Administration, Exploratory Advising & Academic Support \$22.35/H - Job reclassification via job audit; salary adjustment from \$21.49/H; title change from Departmental Records Specialist.
- Ann Martin, Coordinator Administrative Services, Wayne College Office of the Dean \$21.50/H - Job reclassification; salary adjustment from \$16.75/H; title change from Administrative Assistant Senior.
- Tari Spataro, Senior Coordinator, Donor Gift Operations & Services, Department of Development \$15.92/H - Job reclassification via job audit; salary adjustment from \$14.74/H; title change from Coordinator, Gift Processing.

- Tara Smiley, Master Groundskeeper Certified, Physical Facilities Operation Center \$18.87/H - Job reclassification via job audit; salary adjustment from \$18.14/H; title change from Groundskeeper Certified.
- Tiffanie Nevins, Library Service Coordinator, Law Library \$17.75/H - Job reclassification via job audit; salary change from \$15.39/H; title change from Library Associate Senior.

There are seven adjustments to base pay:

- Noreen Herlihy, Head Women's Soccer Coach, Office of Athletics \$79,568.00/12 mo. - Salary adjustment from \$77,250.00/12 mo. per employment contract.
- Dan Hubbard, Assistant Equipment Manager, Office of Athletics \$1,307.70/BW – salary adjustment from \$1,064.80/BW for additional duties.
- Julie Jones, Head Women's Softball Coach, Office of Athletics \$83,234.00/12 mo. - Salary adjustment from \$80,810.00/12 mo. per employment contract.
- Jenny King, Head Women's Golf Coach, Office of Athletics \$54,384.00/12 mo. - Salary adjustment from \$52,800.00/12 mo. per employment contract.
- Brandon Padgett, Head Women's Tennis Coach, Office of Athletics \$67,795.00/12 mo. - Salary adjustment from \$65,820.00/12 mo. per employment contract.
- Brian Peresie, Head Women's Swimming and Diving Coach, Office of Athletics \$103,000.00/12 mo. - Salary adjustment from \$100,000.00/12 mo. per employment contract.
- David Trainor, Head Men's Golf Coach, Office of Athletics \$70,947.00/12 mo. - Salary adjustment from \$68,881.00/12 mo. per employment contract.

Reports

To facilitate the review of groups of similarly situated employees, there are a number of separate personnel action reports submitted to the Board. This month's reports include the following:

- Full-time Employee Personnel Actions
- Part-time Faculty Teaching Credit Courses
- Employees Paid for Activities Not Related to Credit Teaching
- Graduate Assistants
- Unclassified Classification Changes
- Classified Classification Changes
- Notification of Reemployment
- 30 Load Hour Stipends Wayne College
- Police Department Uniform Replacement Report – Fall 2018

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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FULL-TIME EMPLOYEE PERSONNEL ACTIONS

Office of the President

Appointment/Reappointment

Akers, Matthew P.	Public Liaison/Assistant Director, Ray C. Bliss Institute of Applied Politics/Office of the President/Contract Professional	07/02/18	\$96,000.00 12 mo	Amend action approved at August 15, 2018 Board of Trustees meeting; start date changed from 06/28/18
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Office of Athletics

Appointment/Reappointment

Adcock, Brianne R.	Administrative Assistant/Office of Athletics/Staff	08/27/18	\$12.23 hourly	Appointment vice T. Morrison
Baker, Evann	Video Coordinator, Men's Basketball/Office of Athletics/Staff	09/01/18 08/31/19	\$1,230.77 biweekly	Temporary reappointment
Bowden, Hunter	Video Coordinator Football/Office of Athletics/Contract Professional	08/06/18	\$37,882.00 12 mo	Appointment vice J. Thompson
Bowden, Terry W.	Head Football Coach/Office of Athletics/Contract Professional	07/01/18	\$50,000.00	Additional compensation for media work per employment contract; base salary \$306,000.00/12 mo
		06/30/19	12 mo (stipend)	
		07/01/18 06/30/19	\$25,000.00 12 mo (stipend)	
Bowden, Terry W.	Head Football Coach/Office of Athletics/Contract Professional	07/01/18	\$30,000.00	Additional compensation for apparel per employment contract; base salary \$306,000.00/12 mo
		06/30/19	12 mo (stipend)	
Brokaw, Trey	Assistant Track Coach/Office of Athletics/Contract Professional	08/17/18	\$35,700.00 12 mo	Appointment vice B. Franek
DeLost, Kathryn	Assistant Athletics Trainer/Office of Athletics/Contract Professional	08/14/18	\$35,000.00 12 mo	Appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Embick, Jared R.	Head Men's Soccer Coach/Office of Athletics/Contract Professional	07/01/18 06/30/19	\$6,000.00 12 mo (stipend)	Additional compensation for club membership per employment contract; base salary \$220,000.00/12 mo
Franek, Bridget L.	Assistant Track Coach/Office of Athletics/Contract Professional	02/27/18	\$1,815.79 one time payment	Payment for working camps
Hanna, Thomas C.	Head Volleyball Coach/Office of Athletics/Contract Professional	07/23/18	\$1,000.00 one time payment	Payment for American Volleyball Coaches Association team academic award bonus per employment contract
Krueger, Nicole L.	Assistant Women's Soccer Coach/Office of Athletics/Contract Professional	06/22/18	\$1,200.00 one time payment	Payment for working soccer camps
Lyles, Carjay	Assistant Track Coach/Office of Athletics/Contract Professional	02/27/18	\$1,000.00 one time payment	Payment for working camps
McDaniel, Derek	Assistant Athletics Trainer/Office of Athletics/Contract Professional	08/20/18	\$35,000.00 12 mo	Appointment
Mitchell, Dennis	Head Men's & Women's Track & Field Coach/Office of Athletics/Contract Professional	09/01/18 08/31/23	\$126,072.00 12 mo	Extension of employment contract
Peresie, Brian	Head Women's Swimming & Diving Coach/Office of Athletics/Contract Professional	07/23/18	\$1,000.00 one time payment	Payment for scholar athlete award per employment contract
Podeszwa, Jeff	Assistant Athletics Trainer/Office of Athletics/Contract Professional	08/23/18	\$35,000.00 12 mo	Appointment
Quinn, Alan	Assistant Track Coach/Office of Athletics/Contract Professional	08/27/18	\$36,129.00 12 mo	Appointment vice C. Lyles
<u>Change</u>				
Herlihy, Noreen	Head Women's Soccer Coach/Office of Athletics/Contract Professional	07/01/18	\$79,568.00 12 mo	Salary adjustment from \$77,250.00/12 mo per employment contract
Hubbard, Dan	Assistant Equipment Manager/Office of Athletics/Staff	08/01/18	\$1,307.70 biweekly	Salary adjustment from \$1,064.80/BW for additional duties
Jones, Julie A.	Head Women's Softball Coach/Office of Athletics/Contract Professional	07/01/18	\$83,234.00 12 mo	Salary adjustment from \$80,810.00/12 mo per employment contract

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
King, Jenny R.	Head Women's Golf Coach/Office of Athletics/Contract Professional	07/01/18	\$54,384.00 12 mo	Salary adjustment from \$52,800.00/12 mo per employment contract
Padgett, Brandon	Head Women's Tennis Coach/Office of Athletics/Contract Professional	07/01/18	\$67,795.00 12 mo	Salary adjustment from \$65,820.00/12 mo per employment contract
Peresie, Brian	Head Women's Swimming & Diving Coach/Office of Athletics/Contract Professional	07/01/18	\$103,000.00 12 mo	Salary adjustment from \$100,000.00/12 mo per employment contract
Trainor, David B.	Head Men's Golf Coach/Office of Athletics/Contract Professional	07/01/18	\$70,947.00 12 mo	Salary adjustment from \$68,881.00/12 mo per employment contract

Separation

Jordan, Joshua D.	Assistant Equipment Manager/Office of Athletics/Staff	07/20/18	\$1,175.00 biweekly	Resignation
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Office of Academic Affairs

Appointment/Reappointment

Bean, Janet P.	Director, Institute for Teaching and Learning; Associate Professor, English; Coordinator, General Education/Office of Academic Affairs/Faculty	01/15/19 06/15/19	\$103,569.00 10 mo	Temporary appointment; department change from English; salary adjustment from \$72,362.00/9 mo; conversion of \$9,000.00/9 mo stipend for Coordinator duties to base salary
Brown, Avis	Program Director, Choose Ohio First Recruiting & Retention/Office of Academic Affairs/Contract Professional	09/01/18 08/31/19	\$12,000.00 12 mo (stipend)	Extension of temporary administrative stipend for expanded programming; base salary is \$50,674.00/12 mo
Gilliams, Rachel	Student Financial Aid Counselor/Student Financial Aid/Staff	09/13/18	\$15.00 hourly	Appointment vice E. Farnsworth
Smith, Kimberly A.	Student Financial Aid Counselor/Student Financial Aid/Staff	09/17/18	\$15.00 hourly	Appointment vice S. Poncar

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Division of Student Success				
<u>Appointment/Reappointment</u>				
Andrews, Ryan T.	Coordinator Career Services/Career Services/Contract Professional	08/14/18 06/03/23	\$38,500.00 12 mo	Temporary appointment
Cooke, Mary E.	Coordinator Career Services/Career Services/Contract Professional	08/13/18	\$38,500.00 12 mo	Transfer; successful internal applicant; salary adjustment from \$16.01/H; title change from College Program Specialist; department change from Law Deans Office; grade change from 118 to 119
Daily, Derek J.	Coordinator Career Services/Career Services/Contract Professional	08/13/18 06/03/23	\$38,500.00 12 mo	Temporary appointment
Draper, Serena L.	Coordinator Career Services/Career Services/Contract Professional	08/13/18	\$38,500.00 12 mo	Appointment
Faidley, Evan W.	Coordinator Career Services/Career Services/Contract Professional	08/13/18	\$38,500.00 12 mo	Appointment
Faul, Amy	Coordinator Career Services/Career Services/Contract Professional	08/13/18 06/03/23	\$38,500.00 12 mo	Temporary appointment
Hernandez, Karen	Coordinator Career Services/Career Services/Contract Professional	08/13/18	\$38,500.00 12 mo	Appointment
MacGregor Jr., James	Coordinator, Outreach ZipAssist/Office of the Registrar/Contract Professional	09/04/18	\$35,000.00 12 mo	Appointment vice H. Horrigan
Merritt, Audrey L.	Coordinator Career Services/Career Services/Contract Professional	08/13/18 06/03/23	\$38,500.00 12 mo	Temporary appointment
Scgalski, J. Haedyn	Coordinator First Year Experiences/New Student Orientation/Contract Professional	08/28/18	\$32,000.00 12 mo	Appointment
Tisevich, Justin A.	Retention & Completion Specialist/Office of the Registrar/Contract Professional	08/27/18	\$33,000.00 12 mo	Appointment vice J. Weyrick

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Miller, Patricia L.	Coordinator, Student Success Administration/Exploratory Advising & Academic Support/Staff	08/03/18	\$22.35 hourly	Job reclassification via job audit; salary adjustment from \$21.49/H; title change from Departmental Records Specialist; grade change from 117 to 118
<u>Leave</u>				
Hamner, Erica N.	Student Life Financial Specialist/Student Life/Staff	08/27/18 12/08/18	\$15.71 hourly	20% leave without compensation
<u>Separation</u>				
Bryant, Donald	Student Enrollment Counselor/Office of the Registrar/Staff	08/13/18	\$13.71 hourly	Resignation
Kotch, Kelly M.	Associate University Registrar/Office of the Registrar/Contract Professional	08/31/18	\$60,000.00 12 mo	Resignation
Vice President, Finance & Administration/CFO				
<u>Appointment/Reappointment</u>				
Hall, Bernadette M.	Consultant-Internal/Office of the Associate Vice President & Controller/Staff	08/13/18 12/31/18	\$27.03 hourly	Temporary appointment
Kaluza Hauenstein, Kathleen	Business Systems Analyst - Finance/Office of the Associate Vice President & Controller/Contract Professional	09/17/18	\$55,000.00 12 mo	Appointment vice B. Brockett
<u>Separation</u>				
Brockett, Beverly H.	Accountant Senior/Office of the Associate Vice President & Controller/Contract Professional	10/31/18	\$40,568.00 12 mo	Retirement
Lightner, Denise N.	Associate Director, Purchasing/Purchasing Department/Staff	02/28/19	\$2,933.27 biweekly	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President, Development				
<u>Appointment/Reappointment</u>				
Kulick, Michael	Senior Associate Director, Career Services/Career Services/Contract Professional	08/01/18	\$3,442.50 one time payment	Payment for final phase of Ohio Means Internships and Co-ops grant
<u>Change</u>				
Colucci, Anthony P.	Director of Development, Donor Relations/Vice President, Development/Contract Professional	07/11/18	\$57,000.00 12 mo	Transfer via reorganization; title change from Director, Study Abroad & Honors Experience; department change from Williams Honors College Dean's Office
Spataro, Tari L.	Senior Coordinator, Donor Gift Operations & Services/Department of Development/Staff	12/11/17	\$15.92 hourly	Job reclassification via job audit; salary adjustment from \$14.74/H; title change from Coordinator, Gift Processing; grade change from 117 to 119
Office of Capital Planning & Facilities Management				
<u>Appointment/Reappointment</u>				
Billings, Kristina L.	Master Building Services Worker/Physical Facilities Operation Center/Staff	08/06/18	\$16.35 hourly	Transfer; successful internal applicant vice M. Warner; salary adjustment from \$14.84/H; title change from Building Services Worker; grade change from 02 to 04
Dees, Bridget L.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/23/18	\$13.88 hourly	Appointment vice J. Harris
Hamrick, Gabe C.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/30/18	\$13.88 hourly	Appointment vice J. Ryan
Hilton, Melvin B.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	08/20/18	\$13.88 hourly	Appointment vice D. Holmgren
Holl, Daniel M.	Master Mover/Physical Facilities Operation Center/Staff	08/06/18	\$17.19 hourly	Transfer; successful internal applicant vice C. Lon Nelson; salary adjustment from \$16.17/H; title change from Laborer; grade change from 03 to 05

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Holmgren, David J.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/16/18	\$13.88 hourly	Appointment vice K. McCarty
Johnson, ShaResa	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/30/18	\$13.88 hourly	Appointment vice A. Vega
McFadden, Jason M.	Plumber/Physical Facilities Operation Center/Staff	08/20/18	\$18.40 hourly	Transfer; successful internal applicant vice J. Long; salary adjustment from \$13.86/H; title change from Assistant Building Services Worker; grade change from 51 to 07
<u>Change</u>				
McCray, Raymond B.	Interim Director, Maintenance & Operations/Physical Facilities Operation Center/Staff	07/16/18 10/01/18	\$2,130.40 biweekly	Temporary job reclassification; salary adjustment from \$21.31/H; title change from Building Maintenance Superintendent; grade change from 119 to 122
Myers, Stephen L.	Interim Chief Planning & Facilities Officer/Capital Planning & Facilities Management/Contract Professional	07/01/18 06/30/19	\$105,000.00 12 mo	Extension of temporary job reclassification; salary adjustment from \$76,500.00/12 mo; title change from Director, Architecture & Design
Smiley, Tara L.	Master Groundskeeper Certified/Physical Facilities Operation Center/Staff	07/23/18	\$18.87 hourly	Job reclassification via job audit; salary adjustment from \$18.14/H; title change from Groundskeeper Certified; grade change from 05 to 06
<u>Leave</u>				
Moore, Sheila B.	Master Building Services Worker/Physical Facilities Operation Center/Staff	07/23/18 07/29/18	\$16.69 hourly	100% leave without compensation
<u>Separation</u>				
Holmgren, David J.	Assistant Building Services Worker/Physical Facilities Operation Center/Staff	07/18/18	\$13.88 hourly	Resignation
Karr, Kenneth E.	Maintenance Repair Worker/Physical Facilities Operation Center/Staff	08/27/18	\$18.87 hourly	Discharge

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Vice President & General Counsel				
<u>Change</u>				
Smith, Linda M.	Legal Assistant/Vice President & General Counsel/Staff	06/25/18	\$20.21 hourly	Job reclassification via job audit; title change from Senior Executive Administrative Assistant
Vice President, Chief Communications & Marketing/CCMO				
<u>Appointment/Reappointment</u>				
Newsome, Richard T.	Back End Web Developer/University Communications & Marketing/Staff	09/10/18	\$2,038.46 biweekly	Appointment vice C. Cochran
Vice President, Inclusion & Equity/CDO				
<u>Appointment/Reappointment</u>				
Danzy, Treymaine	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	09/01/18 08/31/19	\$32,988.00 12 mo	Temporary reappointment
Felton, Carolyn C.	Assistant Program Director, Educational Talent Search/Academic Achievement Programs/Contract Professional	09/01/18 08/31/19	\$50,508.00 12 mo	Temporary reappointment
Fuciu, Kiriaki A.	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Staff	09/01/18 08/31/19	\$1,268.80 biweekly	Temporary reappointment
Sanders, Kimberly	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Staff	09/01/18 08/31/19	\$1,268.80 biweekly	Temporary reappointment
Watson, Cherele R.	Educational Specialist, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	09/01/18 08/31/19	\$32,988.00 12 mo	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Young, Emily M.	Administrative Secretary Grant Funded, Academic Achievement/Academic Achievement Programs/Staff	09/01/18 08/31/19	\$11.62 hourly	Temporary reappointment
Office of Information Technology Services				
<u>Appointment/Reappointment</u>				
Carter, Yolanda	Lead Network Engineer/Hardware, Operations & Operating Systems Services/Staff	07/17/18	\$2,961.54 biweekly	Transfer; successful internal applicant vice J. Miller; salary adjustment from \$2,344.03/BW; title change from Senior Network Engineer; grade change from 220 to 222
Eckert, Kurt D.	Chief Information Security Officer/Information Technology Services/Contract Professional	09/04/18	\$111,500.00 12 mo	Transfer; successful internal applicant; salary adjustment from \$104,000.00/12 mo; title change from Director, Information Technology Infrastructure Services
<u>Change</u>				
Geimer, Michael	Lead Technology Specialist/Hardware, Operations & Operating Systems Services/Staff	07/01/18	\$30.12 hourly	Job reclassification; salary adjustment from \$27.89/H; title change from Senior Technology Specialist; grade change from 219 to 221
Lavelle, Thomas	Software Deployment Specialist/Hardware, Operations & Operating Systems Services/Staff	07/01/18	\$2,323.78 biweekly	Job reclassification; salary adjustment from \$2,234.40/BW; title change from Senior Technology Specialist; grade change from 219 to 220
Plybon, Mike	Lead Technology Specialist/Hardware, Operations & Operating Systems Services/Staff	07/01/18	\$28.30 hourly	Job reclassification; salary adjustment from \$26.20/H; title change from Senior Technology Specialist; grade change from 219 to 221
<u>Separation</u>				
Nassimi, Fahima	Enterprise Database Administrator/Application Systems Services/Staff	07/27/18	\$2,500.00 biweekly	Discharge

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Office of Talent Development & Human Resources				
<u>Appointment/Reappointment</u>				
Coard, Andrea	Human Resources Associate/Talent Development & Human Resources/Staff	09/04/18	\$14.70 hourly	Transfer; successful internal applicant vice D. Taylor; salary adjustment from \$12.23/H; title change from Department Administrative Assistant; department change from Developmental Programs; grade change from 116 to 118
Kalapodis, Lisa A.	Human Resource Associate/Talent Development & Human Resources/Staff	09/10/18	\$14.70 hourly	Appointment vice J. Rowan
Schwartz, Alexandra N.	Coordinator, Human Resources/Talent Development & Human Resources/Staff	08/27/18	\$16.25 hourly	Appointment vice B. Funk
Graduate School				
<u>Change</u>				
Saunders, Marnie M.	Associate Dean, Graduate School; Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering/Graduate School/Faculty	08/27/18 08/26/21	\$129,404.00 12 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
Buchtel College of Arts & Sciences				
<u>Appointments/Reappointments</u>				
Craig, Anthony B.	Administrative Assistant/Department of Biology/Staff	08/27/18	\$14.82 hourly	Transfer; successful internal applicant vice J. Semilia; salary adjustment from \$13.73/H; title change from Secretary; department change from Mathematics; grade change from 114 to 116
Ganger, Joshua	Visiting Assistant Professor - Trumpet/School of Music/Faculty	08/27/18 05/19/19	\$45,000.00 9 mo	Temporary appointment
Pollock, Heather N.	Visiting Assistant Professor Instruction; Study Abroad Coordinator/Department of Anthropology & Classical Studies/Faculty	08/27/18 05/19/19	\$36,000.00 9 mo	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Shafer, Elisabeth	Visiting Assistant Professor - Trombone/School of Music/Faculty	08/27/18 05/19/19	\$45,000.00 9 mo	Temporary appointment
Sparks, Lindsay	Visiting Assistant Professor, Flute/School of Music/Faculty	08/27/18 05/19/19	\$45,000.00 9 mo	Temporary appointment
Wiedenfeld, Laura	Visiting Assistant Professor, Music Education/School of Music/Faculty	08/27/18 05/19/19	\$45,000.00 9 mo	Temporary appointment
<u>Change</u>				
Ott, Donald	Professor Emeritus, Biology/Department of Biology/Faculty	05/31/18		Title change, award of emeritus status
Stakleff, Simon M.	NMR System Engineer/Department of Chemistry/Staff	08/01/18 07/31/19	\$3,821.36 biweekly	Extension of temporary salary adjustment from \$3,514.17/BW for additional duties
Stoynoff, Catherine	Professor Instruction, English; Director, University English Composition/Department of English/Faculty (BUF)	08/27/18 05/19/19	\$11,500.00 9 mo (stipend)	Temporary additional title and administrative stipend for Director assignment; additional title change from Interim Director, English Composition; base salary is \$51,446.00/9 mo
<u>Separation</u>				
Donatelli, Frances J.	Department Administrative Assistant/Dance, Theatre & Arts Administration/Staff	12/31/18	\$23.16 hourly	Retirement
Morris, Daniel L.	Postdoctoral Research Associate/Department of Chemistry/Staff	07/27/18	\$910.00 biweekly	Resignation
Rodriguez-Soto, Isa	Assistant Professor, Anthropology/Department of Anthropology & Classical Studies/Faculty (BUF)	08/21/18	\$55,682.00 9 mo	Resignation
College of Business Administration				
<u>Appointment/Reappointment</u>				
Brennan, Kevin P.	Visiting Assistant Professor Practice, Accounting/George W. Daverio School of Accountancy/Faculty	08/27/18 05/19/19	\$50,000.00 9 mo	Temporary appointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Kim, Il-Woon	Professor, Accounting & International Business; Associate Director, Institute for Global Business/George W. Daverio School of Accountancy/Faculty (BUF)	07/16/18 08/19/18	\$1,526.25 for the period (stipend)	Temporary summer administrative stipend for Associate Director duties; base salary is \$173,581.00/9 mo
Little, Michelle	Visiting Assistant Professor Practice, Marketing/Department of Marketing/Faculty	08/27/18 05/19/19	\$50,000.00 9 mo	Temporary appointment
<u>Separation</u>				
Freund, Elizabeth L.	Academic Adviser II/College of Business Administration Undergraduate Studies/Contract Professional	08/20/18	\$39,520.00 12 mo	Resignation
Madgar, Matthew J.	Coordinator, Student Recruitment & Retention/College of Business Administration, Office of the Dean/Contract Professional	08/10/18	\$37,500.00 12 mo	Resignation
LeBron James Family Foundation College of Education				
<u>Appointment/Reappointment</u>				
Kincaid, Samantha L.	Administrative Assistant/LeBron James Family Foundation College of Education, Office of the Dean/Staff	08/13/18	\$12.23 hourly	Appointment vice S. Shatrich
Oviatt, Pamela J.	Literacy Coach/LeBron James Family Foundation College of Education, Office of the Dean/Contract Professional	08/27/18 05/19/19	\$46,350.00 9 mo	Temporary reappointment
<u>Change</u>				
Stevic, Erin R.	IUSE Projects Coordinator/Department of Curricular & Instructional Studies/Staff	07/01/18 06/30/19	\$21.50 hourly	Job reclassification via reorganization; department change from Engineering Dean's Office; basis change from part-time to full-time

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
College of Engineering				
<u>Appointment/Reappointment</u>				
Amini, Rouzbeh	Assistant Professor, Biomedical Engineering; Assistant Professor, Mechanical Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/27/18 08/26/21	\$80,896.00 9 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
Bray, Kelly	Director Marketing & Communications - Engineering/College of Engineering, Office of the Dean/Contract Professional	09/24/18	\$60,000.00 12 mo	Appointment vice S. Steidl
Carey, Laura L.	Director, Career Services/College of Engineering, Office of the Dean/Contract Professional	09/01/18	\$3,442.50 one time payment	Payment for final phase of Ohio Means Internships and Co-ops grant; base salary is \$85,000.00/12 mo
Crow, Mallory J.	Research Assistant/Department of Civil Engineering/Staff	09/01/18 06/30/19	\$45.00 hourly	Temporary reappointment
Davis, Brian L.	Director, Engineering Research; Professor, Biomedical Engineering; Professor Mechanical Engineering/College of Engineering, Office of the Dean/Faculty	08/27/18 08/28/20	\$161,880.00 11 mo	Appointment via reorganization; salary change from \$178,068.00/12 mo; department change from Biomedical Engineering; relinquish Department Chair, Biomedical Engineering appointment and temporary administrative stipend of \$6,765.00/12 mo
		08/27/18 08/26/21	\$161,880.00 11 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
Elosh, Erin E.	Coordinator, Cooperative Education - Engineering/Office of Cooperative Coordination, College of Engineering/Contract Professional	08/01/18	\$3,442.50 one-time payment	Payment for final phase of Ohio Means Internships and Co-ops grant; base salary is \$40,616.00/12 mo

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Helfer, Carin A.	Research Associate Professor, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty	09/01/18 12/31/18	\$71,400.00 12 mo	Temporary reappointment
Kannan, Manigandan	Research Assistant Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	08/27/18 12/31/18	\$56,650.00 12 mo	Temporary reappointment
Lewis, Gregory A.	Visiting Associate Professor of Practice, Electrical & Computer Engineering/Department of Electrical & Computer Engineering/Faculty	09/01/18 05/19/19	\$62,500.00 9 mo	Temporary appointment
Mather, Janice L.	Senior Research Engineer/Department of Mechanical Engineering/Staff	10/01/18 03/31/19	\$3,625.08 biweekly	Temporary reappointment
Shiller, Paul J.	Research Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty	09/01/18 05/31/19	\$98,055.00 12 mo	Temporary reappointment
Singh, Yogesh P.	Research Assistant Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty	08/27/18 12/30/18	\$46,350.00 12 mo	Temporary reappointment
Tavana, Hossein	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/27/18 08/26/21	\$94,036.00 9 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
Wilcox, Ian	Engineering Technician Senior - Machinist/College of Engineering, Office of the Dean/Staff	08/20/18	\$2,230.77 biweekly	Appointment vice R. Fowler
Willits, Rebecca	Professor, Biomedical Engineering; Professor, Mechanical Engineering; Interim Department Chair, Biomedical Engineering; The Margaret F. Donovan Chair for Women in Engineering/Department of Biomedical Engineering/Faculty	08/27/18	\$165,285.00	Temporary additional title and administrative stipend for Interim Department Chair assignment; salary adjustment from \$129,663.00/9 mo
		06/30/20	12 mo	
		08/27/18	\$15,026.00	
		06/30/19	12 mo (stipend)	
		08/27/18 08/26/21	\$165,285.00 12 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Wise, Ellen E.	Administrative Assistant/Department of Mechanical Engineering/Staff	08/27/18	\$12.23 hourly	Appointment vice S. Meier
Wong, Shing-Chung J.	Professor, Mechanical Engineering; Professor, Biomedical Engineering/Department of Mechanical Engineering/Faculty (BUF)	08/27/18 08/26/21	\$121,022.00 9 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
Zhang, Ge	Associate Professor, Biomedical Engineering; Associate Professor, Mechanical Engineering/Department of Biomedical Engineering/Faculty (BUF)	08/27/18 08/26/21	\$96,179.00 9 mo	Joint appointment with Biomedical Engineering (primary) and Mechanical Engineering (secondary)
<u>Change</u>				
Davis, Brian L.	Professor, Biomedical Engineering; Department Chair, Biomedical Engineering/Department of Biomedical Engineering/Faculty	07/01/18	\$178,068.00 12 mo	Conversion of 10% of \$8,415.00/12 mo temporary administrative stipend for department chair assignment to base salary; salary change from \$176,418.00/12 mo
Miller, Christopher M.	Associate Professor, Civil Engineering/Department of Civil Engineering/Faculty (BUF)	08/27/18	\$96,625.00 9 mo	Relinquish Distance Learning Coordinator, College of Engineering appointment and \$5,000.00/9 mo temporary administrative stipend
Schindewolf, Stephanie R.	Interim Director, Co-operative Education Engineering & Placement/College of Engineering, Office of the Dean/Contract Professional	07/01/18 07/31/18	\$60,000.00 12 mo	Extension of temporary job reclassification; title change from Coordinator, Co-operative Education; salary change from \$40,000.00; grade change from 119 to 122
Schindewolf, Stephanie R.	Director, Co-Operative Education Engineering & Placement/College of Engineering, Office of the Dean/Contract Professional	08/01/18	\$75,000.00 12 mo	Promotion; salary adjustment from \$60,000.00/12 mo; title change from Interim Director, Co-Operative Education Engineering and Placement
Visco, Donald P.	Professor, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty (BUF)	08/27/18	\$189,614.00 9 mo	Relinquish Dean, College of Engineering appointment; salary adjustment from \$225,000.00/12 mo; department change from College of Engineering, Office of the Dean
Weaver, Michael A.	Engineering Technician Senior/Department of Mechanical Engineering/Staff	08/27/18 12/31/18	\$2,500.00 biweekly	Temporary salary adjustment from \$2,250.00/BW for additional duties

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Leave</u>				
Visco, Donald P.	Professor, Chemical & Biomolecular Engineering/Department of Chemical & Biomolecular Engineering/Faculty (BUF)	08/27/18 12/16/18	\$189,614.00 9 mo	100% leave with compensation; Professional Development Leave for Fall 2018
<u>Separation</u>				
Alderman, Gara P.	Administrative Assistant/College of Engineering, Office of the Dean/Staff	08/31/18	\$24.05 hourly	Retirement
Li, Shengxi	Postdoctoral Research Associate/Department of Chemical & Biomolecular Engineering/Staff	07/25/18	\$1,396.77 biweekly	Resignation
McMullen, Anthony J.	Aerospace Systems Engineering Co-Op/Department of Mechanical Engineering/Staff	08/16/18	\$18.00 hourly	Resignation
College of Health Professions				
<u>Appointment/Reappointment</u>				
Lax, Greta A.	ARI-AHEC Center Director/College of Health Professions, Office of the Dean/Contract Professional	09/01/18 08/30/19	\$53,045.00 12 mo	Temporary reappointment
Tomajko, Marci L.	Director Student Success Center - CHP/College of Health Professions, Office of the Dean/Contract Professional	07/16/18	\$60,000.00 12 mo	Transfer; successful internal applicant; salary change from \$45,298.00/12 mo; title change from Academic Adviser Senior; grade change from 120 to 123
<u>Separation</u>				
Ricciardi, Louis R.	Assistant Professor of Instruction, Speech-Language Pathology & Audiology/School of Speech-Language Pathology & Audiology/Faculty (BUF)	08/20/18	\$44,125.00 9 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Williams Honors College				
<u>Appointment/Reappointment</u>				
Huss, John	Interim Dean, Williams Honor College; Professor, Philosophy; Coordinator, Pre-Health Committee/Williams Honors College, Office of the Dean/Faculty	10/10/18 08/20/19	\$120,000.00 12 mo	Temporary appointment; salary change from \$77,425.00/9 mo; title change from Professor, Philosophy; salary includes conversion of \$6,000.00/9 mo temporary administrative stipend to base
School of Law				
<u>Change</u>				
Franklin, Misty D.	Assistant Director, Student & Academic Affairs/School of Law, Office of the Dean/Contract Professional	08/14/18 12/31/18	\$53,000.00 12 mo	Temporary salary adjustment from \$50,000.00/12 mo for additional duties
Nevins, Tiffanie N.	Library Service Coordinator/Law Library/Staff	05/28/18	\$17.75 hourly	Job reclassification via job audit; salary change from \$15.39/H; title change from Library Associate Senior; grade change from 116 to 119
Souare, Annette A.	Acquisition & Catalog Services Librarian/Law Library/Contract Professional	05/01/18	\$51,579.00 12 mo	Job reclassification via job audit; title change from Access Services Librarian
Wascak, Elizabeth A.	Manager, Technology & Compliance/School of Law, Office of the Dean/Staff	08/13/18 08/24/18	\$2,251.20 biweekly	Temporary salary adjustment from \$2,136.00/BW for additional duties
Weinzierl, Barbara C.	Associate Dean Administration & Enrollment Management/School of Law, Office of the Dean/Contract Professional	09/04/18	\$115,000.00 12 mo	Relinquish Chief of Staff appointment; salary adjustment from \$125,000.00/12 mo; title change from Chief of Staff; department change from Office of the President; grade change from 122 to 123
College of Polymer Science & Polymer Engineering				
<u>Appointment/Reappointment</u>				
Ashgehali, Darya	Postdoctoral Fellow/Department of Polymer Science/Staff	07/27/18 07/26/19	\$1,915.71 biweekly	Temporary appointment
Jha, Kshitij C.	Postdoctoral Research Fellow/Department of Polymer Science/Staff	10/01/18 12/31/18	\$1,200.00 biweekly	Temporary reappointment

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
<u>Change</u>				
Joy, Abraham	Associate Professor, Polymer Science/Department of Polymer Science/Faculty (BUF)	01/15/18 05/19/19	\$105,739.00 9 mo	Amend action approved at February 14, 2018 Board of Trustees meeting; Professional Development Leave change from Academic Year 2018-19 to Spring 2019
<u>Leave</u>				
Zacharia, Nicole	Associate Professor, Polymer Engineering/Department of Polymer Engineering/Faculty (BUF)	01/14/19 05/12/19	\$109,788.00 9 mo	100% leave without compensation
<u>Separation</u>				
Nikolov, Zhorro	Instrumentation Scientist/College of Polymer Science & Polymer Engineering, Office of the Dean/Contract Professional	09/24/18	\$77,520.00 12 mo	Resignation
College of Applied Science & Technology				
<u>Appointment/Reappointment</u>				
Dougherty, John D.	Visiting Assistant Professor of Practice, Engineering & Science Technology/Division of Engineering & Science Technology/Faculty	08/27/18 12/23/18	\$50,000.00 9 mo	Temporary appointment
Herold, Kelly M.	Assistant Dean, College of Applied Science and Technology; Co-Chief Administrator/Key Contact, Northeast Ohio Tech Prep Region/College of Applied Science & Technology, Office of the Dean/Contract Professional	07/01/18 06/30/19	\$15,000.00 12 mo (stipend)	Extension of temporary administrative stipend for Co-Chief Administrator/Key Contact duties; base salary is \$107,834.00/12 mo
<u>Leave</u>				
Kent, Mark S.	Manager, Crystal Room Operations/Division of Business & Information Technology/Staff	05/20/19 08/25/19	\$3,014.61 biweekly	100% leave without compensation
<u>Separation</u>				
Welsh, Diana A.	Academic Adviser II/College of Applied Science & Technology, Office of the Dean/Contract Professional	09/30/18	\$37,500.00 12 mo	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
University Libraries				
<u>Appointment/Reappointment</u>				
Suarez, Laracarina	Library Specialist/University Libraries, Electronic Services/Staff	08/06/18	\$13.31 hourly	Appointment vice G. Harris
Wayne College				
<u>Appointment/Reappointment</u>				
Howley, Heather A.	Associate Professor, Communication; Interim Associate Dean, Wayne College/Wayne College, Office of the Dean/Faculty (BUF)	08/27/18 05/19/19	\$18,000.00 9 mo (stipend)	Temporary additional title and administrative stipend for Interim Associate Dean appointment; base salary is \$64,012.00/9 mo
<u>Change</u>				
Martin, Ann B.	Coordinator Administrative Services/Wayne College, Office of the Dean/Staff	07/23/18	\$21.50 hourly	Job reclassification; salary adjustment from \$16.75/H; title change from Administrative Assistant Senior; grade change from 118 to 119
<u>Separation</u>				
Brinker, Lori A.	Associate Professor, Office Technology/Business & Office Technology-Wayne College/Faculty (BUF)	10/31/18	\$70,417.00 9 mo	Retirement

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**FULL-TIME PERSONNEL ACTIONS
ADDENDUM**

University Internal Audit

Separation

Burr, Christina	Chief Audit Executive/Office of University Internal Audit/Contract Professional	01/31/19	\$86,000.00 12 mo	Resignation
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Division of Student Success

Separation

Steiner, Zachary D.	Assistant Director, Scheduling & Events/Student Life/Contract Professional	09/21/18	\$44,500.00 12 mo	Resignation
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Office of Capital Planning & Facilities Management

Appointment/Reappointment

Sutek, Zachary	HVAC Technician/Physical Facilities Operation Center/Staff	10/08/18	\$18.40 hourly	Appointment vice J. Mizer
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Separation

Wilson, Tanika N.	Building Services Worker Certified/Physical Facilities Operation Center/Staff	09/07/18	\$15.55 hourly	Resignation
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Vice President, Inclusion & Equity/CDO

Appointment/Reappointment

East-Jenkins, Antoinette C.	Assistant Program Director, Academic Achievement Programs/Academic Achievement Programs/Contract Professional	10/01/18	\$48,000.00	Temporary reappointment
		09/30/19	12 mo	

Woodall Caine, Pamela L.	Secretary Grant Funded, Academic Achievement/Academic Achievement Programs/Staff	10/01/18	\$19.98 hourly	Temporary reappointment
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<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Office of Research Administration & Technology Transfer				
<u>Appointment/Reappointment</u>				
Watkins, Katie	Assistant Vice President, Office of Research Administration/Office of Research Administration/Staff	09/01/18 09/01/19	\$42.30 hourly	Temporary reappointment; participating in the Phased Retirement Program
<u>Separation</u>				
Aldridge, Kristin	Vivarium Technician/Office of Research Administration/Staff	09/21/18	\$14.94 hourly	Probationary period discharge
Buchtel College of Arts & Sciences				
<u>Appointment/Reappointment</u>				
Kroll, Suzanne L.	Visiting Assistant Professor, Interior Design/Department of Interior Design/Faculty	09/10/18 05/19/19	\$32,000.00 9 mo	Temporary appointment vice T. Moore
Luettmmer-Strathmann, Jutta	Professor, Physics; Professor, Chemistry/Department of Physics/Faculty (BUF)	08/27/18 08/27/21	\$91,647.00 9 mo	Joint title with Physics (primary) and Chemistry (secondary)
<u>Separation</u>				
Opoku-Agyeman, Chris	Visiting Assistant Professor, Public Administration & Urban Studies/Department of Public Administration & Urban Studies/Faculty	08/27/18 08/26/19	\$32,000.00 9 mo	Temporary reappointment
College of Business Administration				
<u>Separation</u>				
Sir Louis, Sarah	Administrative Assistant/Department of Marketing/Staff	09/25/18	\$17.66 hourly	Resignation
College of Engineering				
<u>Appointment/Reappointment</u>				
Dunn, Deanna	Executive Liaison-Engineering Industrial Placements & Development/Office of Cooperative Coordination, College of Engineering/Staff	09/04/18 09/05/19	\$28.27 hourly	Temporary reappointment; participating in the Phased Retirement Program

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
Fowler, Barbara	Research Assistant Professor, Civil Engineering/Department of Civil Engineering/Faculty	07/01/18 08/31/19	\$54,600.00 12 mo	Amend action approved at April 18, 2018 Board of Trustees meeting; end date changed from 8/31/2018
Williams Honors College				
<u>Appointment/Reappointment</u>				
Huss, John	Interim Dean, Williams Honors College; Professor, Philosophy; Coordinator, Pre-Health Committee/Williams Honors College/Contract Professional	10/10/18 08/20/19	\$120,000.00 12 mo	Temporary appointment of Interim Dean; salary adjustment from \$77,425.00/9 mo; department change from Philosophy; relinquish temporary administrative stipend of \$6,000.00/9 mo for Coordinator appointment
College of Polymer Science & Polymer Engineering				
<u>Separation</u>				
Fan, Zhaobo	Postdoctoral Fellow/Department of Polymer Science/Staff	09/08/18	\$1,923.07 biweekly	Resignation

<u>Name</u>	<u>Job/Dept/Job Function</u>	<u>Effective Date</u>	<u>Salary/Term</u>	<u>Comments</u>
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**FULL-TIME PERSONNEL ACTIONS RECOMMENDED
IN EXECUTIVE SESSION FOR APPROVAL IN PUBLIC SESSION WITH THE
PERSONNEL ACTIONS, AS AMENDED**

College of Engineering

Change

Menzemer, Craig	Interim Dean, College of Engineering; Professor, Civil Engineering/College of Engineering, Office of the Dean/Faculty	10/10/18 06/30/20	\$206,000.00 12 mo	Temporary appointment of Interim Dean; salary adjustment from \$164,716.00/12 mo; title change from Associate Dean, College of Engineering
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THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Pertaining to Personnel Actions

BE IT RESOLVED, That the Personnel Actions recommended by Interim President John C. Green, dated October 10 2018, as attached, which include but are not limited to hires, promotions, leaves, fellowships, reclassifications, renewals, non-renewals, orders of removal, etc., be approved as amended.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 1

PERSONNEL

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

Name	Title	Department	Amount	Term Rate	Action	Term
OFFICE OF ACADEMIC AFFAIRS						
Bassett, Kimberly K	Associate Lecturer	Developmental Programs	\$3,296 00	\$824 00	REH	Fall
Bikali, Lucinda A	Assistant Lecturer	Developmental Programs	\$6,180 00	\$772 50	REH	Fall
Buttermore, Daniel L	Associate Lecturer	Developmental Programs	\$6,592 00	\$824 00	REH	Fall
Camp IV, Cameron J	Assistant Lecturer	English Language Institute	\$5,603 20	\$700 40	REH	Fall
Clark, Katherine	Senior Lecturer	Developmental Programs	\$4,532 00	\$1,133 00	REH	Fall
Cobb, Adrienne Alicia	Assistant Lecturer	Developmental Programs	\$2,987 00	\$746 75	REH	Fall
Diefendorf, Tiffany C	Assistant Lecturer	English Language Institute	\$3,475 00	\$695 00	REH	Summer
Diefendorf, Tiffany C	Assistant Lecturer	English Language Institute	\$5,726 80	\$715 85	REH	Fall
Dye, Stephen K	Assistant Lecturer	Developmental Programs	\$1,493 50	\$746 75	PAY	Fall
Eddy-Broadwater, Dontriette	Senior Lecturer	Developmental Programs	\$957 86	\$957 86	REH	Summer
Filer-Tubaugh, Bonnie L	Senior Lecturer	Developmental Programs	\$10,094 00	\$1,261 75	PAY	Fall
Finch, Brittany	Special Lecturer	English Language Institute	\$5,150 00	\$643 75	REH	Fall
Foran, Anna N	Assistant Lecturer	English Language Institute	\$3,250 00	\$650 00	REH	Summer
Foran, Anna N	Assistant Lecturer	English Language Institute	\$5,356 00	\$669 50	REH	Fall
Gotthardt, Linda S	Senior Lecturer	English Language Institute	\$3,715 28	\$928 82	REH	Fall
Keil, Marjorie	Senior Lecturer	Developmental Programs	\$4,787 44	\$1,196 86	PAY	Fall
Lane, Amelia R	Senior Lecturer	Developmental Programs	\$1,565 22	\$937 26	PAY	Summer
Marcum, Deborah N	Senior Lecturer	Developmental Programs	\$1,783 32	\$891 66	REH	Fall
Matanick, Brenda M	Assistant Lecturer	English Language Institute	\$5,356 00	\$669 50	REH	Fall
McKnight, Lynn B	Prof Instr-Summer	Developmental Programs	\$3,200 00	\$1,600 00	REH	Summer
Mikolajczyk, Julia A	Assistant Lecturer	Developmental Programs	\$1,566 56	\$783 28	REH	Fall
Morse, Mindy	Senior Lecturer	Developmental Programs	\$10,069 28	\$1,258 66	PAY	Fall
Pauley, Marsha M	Assistant Lecturer	English Language Institute	\$5,232 40	\$654 05	REH	Fall
Pittinger, Michelle L	Senior Lecturer	English Language Institute	\$4,125 00	\$825 00	REH	Summer
Pittinger, Michelle L	Senior Lecturer	English Language Institute	\$6,798 00	\$849 75	REH	Fall
Rangel-Studer, Beatriz	Assistant Lecturer	English Language Institute	\$2,678 00	\$669 50	REH	Fall
Rangel-Studer, Beatriz	Assistant Lecturer	Developmental Programs	\$2,987 00	\$746 75	PAY	Fall
Shabaya, Judith	Senior Lecturer	Developmental Programs	\$3,708 00	\$927 00	REH	Fall
Shuler, Alexis Denise	Assistant Lecturer	Developmental Programs	\$5,376 16	\$672 02	REH	Fall
Stokes, Polly A	Senior Lecturer	Developmental Programs	\$4,079 36	\$1,019 84	REH	Fall
Wagner, Nora C	Senior Lecturer	Developmental Programs	\$3,496 72	\$874 18	REH	Fall
Winkler, Pamela C	Senior Lecturer	Developmental Programs	\$7,457 20	\$932 15	REH	Fall
DIVISION OF STUDENT SUCCESS						
Barrett, Robert P	Senior Lecturer	Student Success Center	\$3,296 00	\$824 00	PAY	Fall
Bates, Carese A	Assistant Lecturer	Student Success Center	\$3,296 00	\$824 00	REH	Fall
Bloodsworth, Valerie A	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Brantner, Justin S	Senior Lecturer	Student Academic Success	\$4,506 25	\$901 25	PAY	Fall
Brown, Avis	Assistant Lecturer	Student Success Center	\$824 00	\$824 00	PAY	Fall
Burrowbridge, Diane E	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Citano, Bernadette	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Colla, Antonio	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Danckaert-Skovira, Alissa	Assistant Lecturer	Student Academic Success	\$10,614 15	\$1,179 35	PAY	Fall
DeBord, Carolyn N	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	REH	Fall
Downs, Lamont	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Faessel, Thomas L	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Fowler, Rachel M	Assistant Lecturer	Student Success Center	\$2,170 11	\$723 37	DTA	Fall
Frampton, Autumn	Assistant Lecturer	Office of Student Success	\$3,296 00	\$824 00	REH	Fall
Grove, Melinda	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Hoge, Sarah Michelle	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	REH	Fall
Kiba, Stephanie A	Assistant Lecturer	Office of Student Success	\$3,296 00	\$824 00	REH	Fall
*King, Gayle A	Associate Lecturer	Student Academic Success	\$1,489 07	\$891 66	PAY	Fall
*King, Mary	Senior Lecturer	Student Academic Success	\$4,057 08	\$1,014 27	PAY	Fall
Kulick, Michael J	Assistant Lecturer	Student Success Center	\$824 00	\$824 00	PAY	Fall
Kus, Sophie	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Lanshe, John C	Senior Lecturer	Office of Student Success	\$1,989 32	\$994 66	REH	Fall
Levinstein, Michael	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Lewis, Kevin D	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Lu, Qingjun	Assistant Lecturer	Student Academic Success	\$6,844 86	\$760 54	PAY	Fall
McCann, Peggy L	Senior Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
McCarthy, Paula E	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
*McNamara, Martha J	Senior Lecturer	Student Academic Success	\$4,685 57	\$1,082 12	PAY	Fall
Mikolajczyk, Julia A	Assistant Lecturer	Student Academic Success	\$3,133 12	\$783 28	PAY	Fall
Mikulski, Brandon A	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Monroe, Laura B	Senior Lecturer	Student Success Center	\$3,601 39	\$1,081 50	PAY	Fall
Moseley, Karen S	Senior Lecturer	Office of Student Success	\$1,785 50	\$892 75	REH	Fall
Motley, Aiesha Lynette	Assistant Lecturer	Office of Student Success	\$3,296 00	\$824 00	REH	Fall
Moton, Ryan Carlyle	Assistant Lecturer	Student Success Center	\$824 00	\$824 00	REH	Fall
Nguyen, Tho Truong	Assistant Lecturer	Student Academic Success	\$6,730 92	\$747 88	PAY	Fall
Novak, Deborah A	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Osterfeld Ottobre, Candice A	Senior Lecturer	Student Success Center	\$2,060 00	\$1,030 00	DTA	Fall
Pariano, Danielle N	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Pramuk, Kenneth J	Senior Lecturer	Student Academic Success	\$4,043 68	\$1,010 92	PAY	Fall
Reichert, Daniel R	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Romaker, Dana E	Assistant Lecturer	Student Academic Success	\$2,227 89	\$742 63	PAY	Fall
Rossett, Mary E	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Runer, Ronald A	Senior Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Schrader, Kaitlyn M	Assistant Lecturer	Student Success Center	\$824 00	\$824 00	PAY	Fall
Shell, Candice N	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	REH	Fall
Spearman, Stacey	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

DIVISION OF STUDENT SUCCESS (Cont.)

Stang,Jean M	Senior Lecturer	Student Academic Success	3186.99	1062.33	REH	Fall
Stinson,Shadrick A	Assistant Lecturer	Office of Student Success	\$824 00	\$824 00	REH	Fall
Stone,Daniel P	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Tankersley,Gail A	Assistant Lecturer	Exploratory Adv & Acad Support	\$1,648 00	\$824 00	REH	Fall
Thoenen,Heidi L	Senior Lecturer	Student Academic Success	\$1,802 50	\$901 25	PAY	Fall
Thorman,Shari L	Assistant Lecturer	Student Success Center	\$1,648 00	\$824 00	PAY	Fall
Torgler Jr,William E	Associate Lecturer	Office of Student Success	\$892 75	\$892 75	REH	Fall
Tucker,Leslie R	Assistant Lecturer	Office of Student Success	\$1,648 00	\$824 00	REH	Fall
Veon,Olympia Ann	Assistant Lecturer	Student Academic Success	\$6,489 00	\$721 00	PAY	Fall
Wagner,Nora C	Senior Lecturer	Student Academic Success	\$3,496 72	\$874 18	PAY	Fall
Walker,Lester C	Senior Lecturer	Student Academic Success	\$9,105 30	\$1,011 70	PAY	Fall
Wheeler,Eloise A	Senior Lecturer	Student Academic Success	\$3,605 00	\$901 25	PAY	Fall
Zhou,Jie	Assistant Lecturer	Student Academic Success	\$4,326 00	\$721 00	PAY	Fall

BUCHTEL COLLEGE OF ARTS & SCIENCES

Aaron,Jana M	Senior Lecturer	English	\$6,152 52	\$1,025 42	REH	Fall
Abousena,Eihab T	Prof Instr-Summer	Modern Languages	\$4,800 00	\$1,600 00	REH	Summer
Aburaad,Lina T	Assistant Lecturer	Modern Languages	\$3,666 80	\$916 70	REH	Fall
Akin,Timothy S	Senior Lecturer	Modern Languages	\$4,106 12	\$1,026 53	REH	Fall
Allen,Suzanne Tucker	Senior Lecturer	Dance, Theatre & Arts Admin	\$3,090 00	\$1,030 00	PAY	Fall
Amodio,Bonnie S	Senior Lecturer	English	\$9,248 76	\$1,027 64	REH	Fall
Antonucci,Sally M	Associate Lecturer	Child & Family Development	\$5,084 08	\$824 00	REH	Fall
Arnold,Laurie	Assistant Lecturer	Modern Languages	\$2,678 00	\$669 50	PAY	Fall
Attili,Maurizio	Assistant Lecturer	Modern Languages	\$5,356 00	\$669 50	PAY	Fall
Bacon,Matthew J	Special Lecturer	Art	\$2,884 00	\$721 00	DTA	Fall
Bagatto,Brian P	Professor-Summer	Biology	\$8,325 00	\$2,775 00	DTA	Fall
Bakovich,Shane	Assistant Lecturer	Child & Family Development	\$3,605 00	\$721 00	PAY	Fall
Barnes,Jeffrey J	Assistant Lecturer	History	\$1,751 00	\$875 50	REH	Fall
Barrett,Robert P	Senior Lecturer	Geosciences	\$3,163 20	\$1,054 40	REH	Fall
Bassett,Nathaniel J	Assistant Lecturer	History	\$4,171 50	\$695 25	REH	Fall
Bechtel,Abi A	Assistant Lecturer	English	\$7,004 00	\$875 50	REH	Fall
Beckett,Julia	Professor-Summer	Public Admin & Urban Studies	\$693 75	\$2,775 00	HIR	Summer
Becks,Paul M	Senior Lecturer	Geosciences	\$3,210 51	\$1,070 17	REH	Fall
Bell,Charles E	Senior Lecturer	History	\$1,909 08	\$954 54	PAY	Fall
Bell,Charles E	Senior Lecturer	History	\$1,909 08	\$954 54	PAY	Fall
Beltz,John F	Prof Instr-Summer	Geosciences	\$7,328 00	\$1,600 00	REH	Summer
Bendekey,Edward J	Senior Lecturer	Modern Languages	\$7,663 20	\$957 90	REH	Fall
Bisconti,Toni L	Assoc Prof - Summer	Psychology	\$7,900 00	\$1,975 00	REH	Summer
Blackerby,Nathan M	Senior Lecturer	Philosophy	\$9,270 00	\$1,030 00	REH	Fall
Bland,Autumn B	Special Lecturer	Art	\$2,884 00	\$721 00	PAY	Fall
Blessing,Stewart G	Assistant Lecturer	Political Science	\$6,887 61	\$765 29	PAY	Fall
Boal,John M	Senior Lecturer	Criminal Justice Studies	\$4,944 00	\$824 00	REH	Fall
Bolingbroke,Christine	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,060 00	\$1,030 00	REH	Fall
Bolton,Philathia	Asst Prof - Summer	English	\$4,312 50	\$1,725 00	REH	Summer
Bowman,Christine L	Associate Lecturer	History	\$5,392 08	\$898 68	REH	Fall
Bozin,Marie A	Associate Lecturer	Women's Studies	\$8,343 00	\$927 00	REH	Fall
Brodie,Angela D	Senior Lecturer	Communication	\$2,333 98	\$1,166 99	REH	Fall
*Brooks,Stephen C	Assoc Prof	Political Science	\$15,400 00	\$1,925 00	REA	Fall/Spring
Brownlow,Robert J	Prof Instr-Summer	Music	\$4,800 00	\$1,600 00	REH	Summer
Buckland,Sandra K	Professor-Summer	Fashion Merchandising	\$8,325 00	\$2,775 00	REH	Summer
Buldum,Alper	Professor-Summer	Chemistry	\$8,325 00	\$2,775 00	REH	Summer
Bullock,Deidre Ann	Senior Lecturer	History	\$6,005 58	\$1,000 93	REH	Fall
Campbell,Maria E	Assistant Lecturer	Art	\$6,592 00	\$824 00	REH	Fall
Canale,Debra A	Associate Lecturer	English	\$7,210 00	\$901 25	REH	Fall
Caraboolad,Steven C	Assistant Lecturer	Political Science	\$2,008 50	\$669 50	PAY	Fall
*Ceccio,Joseph F	Senior Lecturer	English	\$6,180 00	\$1,030 00	PAY	Fall
Chaplin,John M	Senior Lecturer	Philosophy	\$9,270 00	\$1,030 00	REH	Fall
Chatterjee,Meera	Prof Instr-Summer	Geosciences	\$6,400 00	\$1,600 00	REH	Summer
Chiang,Jason	Asst Prof Instr-Summer	Child & Family Development	\$7,950 00	\$1,325 00	REH	Summer
Christensen,Holly	Assistant Lecturer	English	\$5,100 00	\$875 50	PAY	Fall
Ciccantelli,Lynn A	Senior Lecturer	Child & Family Development	\$3,090 00	\$1,030 00	PAY	Fall
Coleman,Cara R	Assistant Lecturer	Art	\$4,944 00	\$824 00	PAY	Fall
Coleman,Claudia Jeanne	Visiting Asst ProfInstr-Summer	Public Admin & Urban Studies	\$3,435 00	\$1,145 00	REH	Summer
Collier,Jennifer C	Senior Lecturer	Art	\$8,240 00	\$1,030 00	DTA	Fall
Comshaw,Benjamin Wesley	Assistant Lecturer	History	\$3,193 00	\$798 25	REH	Fall
Conway,Lauren	Asst Prof Instr-Summer	Statistics	\$7,062 25	\$1,325 00	DTA	Summer
Cunningham,Angelique V	Assistant Lecturer	Communication	\$6,489 00	\$927 00	REH	Fall
D'Agruma,Michael L	Special Lecturer	Art	\$3,296 00	\$824 00	REH	Fall
DiLillo,Joan R	Senior Lecturer	Communication	\$5,885 04	\$980 84	DTA	Fall
Dillard,Christopher D	Associate Lecturer	English	\$7,416 00	\$824 00	REH	Fall
Dinkins,Cleotha A	Senior Lecturer	Mathematics	\$2,962 53	\$987 51	REH	Fall
Dong,Dale Y	Assistant Lecturer	Art	\$5,768 00	\$721 00	DTA	Fall
Donnelly,Shanon	Asst Prof - Summer	Geosciences	\$5,692 50	\$1,725 00	REH	Summer
Donovan,William J	Assoc Prof - Summer	Chemistry	\$5,925 00	\$1,975 00	REH	Summer
*Doverspike,Dennis	Professor	Psychology	\$21,600 00	\$2,700 00	REH	Fall/Spring
Drabick,Christopher L	Associate Lecturer	English	\$7,879 50	\$875 50	REH	Fall
Drew,Julie A	Professor-Summer	English	\$8,325 00	\$2,775 00	REH	Summer
Drozyn,Michael A	Special Lecturer	Statistics	\$4,944 00	\$618 00	REH	Fall
Dudack,Matthew John	Senior Lecturer	Music	\$4,502 02	\$874 18	REH	Fall
Dugan,Dennis	Special Lecturer	Dance, Theatre & Arts Admin	\$1,058 85	\$1,058 85	REH	Fall
Dugan,Dennis	Special Lecturer	Dance, Theatre & Arts Admin	\$3,176 55	\$1,058 85	PAY	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)

Dunn,Troy S	Assistant Lecturer	Biology	\$2,935 50	\$978 50 PAY	Fall
Durrand,Mark	Senior Lecturer	Music	\$8,343 00	\$927 00 REH	Fall
Dyer,Stephen O	Senior Lecturer	English	\$7,879 50	\$875 50 REH	Fall
Easterling,Theodore Neil	Senior Lecturer	History	\$4,082 72	\$1,020 68 REH	Fall
Eichelberger,Nancy K	Senior Lecturer	Mathematics	\$4,048 16	\$1,012 04 REH	Fall
Eichler,David L	Assistant Lecturer	History	\$2,884 00	\$721 00 REH	Fall
Eichler,Rosemarie T	Prof Instr-Summer	History	\$9,600 00	\$1,600 00 REH	Summer
Ekey,Elizabeth S	Special Lecturer	Fashion Merchandising	\$2,678 00	\$669 50 REH	Fall
Elicker,Joelle D	Assoc Prof - Summer	Psychology	\$7,900 00	\$1,975 00 REH	Summer
Embree,Carolyn Ann	Senior Lecturer	English	\$3,143 13	\$1,047 71 REH	Fall
Ene,Smaranda	Associate Lecturer	Anthropology & Classical St	\$8,343 00	\$927 00 PAY	Fall
Engelhardt,Ashley E	Special Lecturer	Art	\$3,296 00	\$824 00 PAY	Fall
Evans,Kellie S	Assistant Lecturer	Communication	\$6,592 00	\$824 00 REH	Fall
Faidley,Evan W	Assistant Lecturer	Modern Languages	\$2,100 00	\$700 00 REH	Summer
Faidley,Evan W	Assistant Lecturer	Modern Languages	\$2,884 00	\$721 00 REH	Fall
*Fant,J Clayton	Senior Lecturer	History	\$3,399 00	\$1,133 00 REH	Fall
Felicelli,Maria	Assistant Lecturer	Modern Languages	\$5,768 00	\$721 00 REH	Fall
Felley,Kathryn M	Assoc Prof - Summer	Sociology	\$5,925 00	\$1,975 00 REH	Summer
Fenn,Mary-Elizabeth	Special Lecturer	Dance, Theatre & Arts Admin	\$2,626 50	\$875 50 PAY	Fall
Ferrell,Carla Jayne	Senior Lecturer	Mathematics	\$7,638 48	\$954 81 REH	Fall
Ferris,David S	Assistant Lecturer	Communication	\$5,092 32	\$848 72 REH	Fall
Fincham,Amanda R	Assistant Lecturer	English	\$2,317 50	\$772 50 REH	Fall
Fink,Lisa M	Assistant Lecturer	Music	\$988 80	\$824 00 PAY	Fall
Fitzgerald,Jenni L	Assistant Lecturer	Political Science	\$2,294 73	\$764 91 REH	Fall
*Fos,Annabelle M	Senior Lecturer	Geosciences	\$1,202 00	\$1,202 00 PAY	Fall
Forcey,Stefan A	Assoc Prof - Summer	Mathematics	\$5,925 00	\$1,975 00 DTA	Summer
Frankovits,Nicholas D	Senior Lecturer	Geosciences	\$9,630 09	\$1,070 01 REH	Fall
*Frieberg,LaVerne M	Senior Lecturer	Geosciences	\$9,640 72	\$1,205 09 REH	Fall
Gaffke,Todd A	Asst Prof - Summer	Music	\$5,175 00	\$1,725 00 REH	Summer
Gains,Joseph	Senior Lecturer	Communication	\$9,335 92	\$1,166 99 REH	Fall
Ganter,Theresa M	Senior Lecturer	Modern Languages	\$8,075 13	\$1,153 59 REH	Fall
Garcia,Claudio	Assistant Lecturer	Physics	\$2,060 00	\$824 00 PAY	Fall
Gerhardt,Sabine	Assoc Prof - Summer	Child & Family Development	\$10,862 50	\$1,975 00 REH	Summer
Giannone,Michael A	Associate Lecturer	Communication	\$8,806 50	\$978 50 REH	Fall
Gieske,David P	Assistant Lecturer	Art	\$3,090 00	\$772 50 REH	Fall
Gill-Kinast,Marcie B	Associate Lecturer	Art	\$3,878 72	\$969 68 REH	Fall
*Giralt,Gabriel F	Senior Lecturer	Communication	\$6,798 00	\$1,133 00 PAY	Fall
Glutz,Carl E	Associate Lecturer	Sociology	\$2,695 05	\$898 35 REH	Fall
Glotzer,Anna N	Assistant Lecturer	English	\$6,592 00	\$824 00 PAY	Fall
Gonder,Mark H	Special Lecturer	Music	\$1,161 96	\$774 64 REH	Fall
Gonder,Mark H	Special Lecturer	Music	\$1,549 28	\$774 64 REH	Fall
Gorogianni,Eugenia	Assoc Prof Instr-Summer	Anthropology & Classical St	\$4,350 00	\$1,450 00 HIR	Summer
Guevara,Allison	Assistant Lecturer	Modern Languages	\$2,678 00	\$669 50 PAY	Fall
Guiler,Peter S	Senior Lecturer	History	\$2,015 72	\$1,007 86 REH	Fall
Haag,Melissa A	Senior Lecturer	English	\$5,537 28	\$922 88 REH	Fall
Haden,Heather	Assistant Lecturer	Art	\$7,416 00	\$927 00 PAY	Fall
Hafner,Jonathan H	Associate Lecturer	Mathematics	\$6,592 00	\$824 00 REH	Fall
Hall,Wendy M	Assistant Lecturer	Communication	\$5,253 00	\$875 50 REH	Fall
Hariasz,Christopher	Senior Lecturer	Dance, Theatre & Arts Admin	\$2,935 50	\$978 50 PAY	Fall
Harrell,Brian C	Asst Prof Instr-Summer	English	\$3,975 00	\$1,325 00 REH	Summer
Harrison-Coats,DaNeen Y	Senior Lecturer	Sociology	\$2,743 92	\$914 64 REH	Fall
Harvan,Sarah M	Assistant Lecturer	Child & Family Development	\$2,472 00	\$824 00 REH	Fall
Heldenfels,Richard D	Associate Lecturer	English	\$5,098 50	\$849 75 REH	Fall
Hill,Joyce Nichelle	Senior Lecturer	English	\$5,658 96	\$943 16 REH	Fall
Hixson,Walter L	Distinguished Prof - Summer	History	\$3,246 75	\$2,775 00 REH	Summer
Holda,James H	Assoc Prof - Summer	Biology	\$1,501 00	\$1,975 00 DTA	Summer
Holland Jr,William B	Assistant Lecturer	Criminal Justice Studies	\$2,340 60	\$780 20 PAY	Fall
Hopkins Esq,Russell Andrew	Assistant Lecturer	History	\$1,596 50	\$798 25 REH	Fall
Hopp,Lorie A	Senior Lecturer	Communication	\$6,018 78	\$1,003 13 REH	Fall
Horn,Matthew Clive	Senior Lecturer	English	\$6,180 00	\$1,030 00 REH	Fall
Huising,Cynthia A	Senior Lecturer	Physics	\$4,800 00	\$1,200 00 REH	Summer
Johal,Kalwant S	Associate Lecturer	History	\$3,502 00	\$875 50 REH	Fall
*Kagafas,James G	Senior Lecturer	English	\$3,106 35	\$1,035 45 REH	Fall
Karriker,Galen S	Professor-Summer	Music	\$8,325 00	\$2,775 00 DTA	Summer
Keiper,Bonnie J	Prof Instr-Summer	Communication	\$4,400 00	\$1,600 00 DTA	Summer
Keister,Scott E	Senior Lecturer	Modern Languages	\$7,426 30	\$1,060 90 REH	Fall
Kenney,Christopher J	Special Lecturer	History	\$3,090 00	\$1,030 00 PAY	Fall
Kern,Michael A	Assistant Lecturer	Mathematics	\$3,502 00	\$875 50 PAY	Fall
Kessler,Scott W	Special Lecturer	Art	\$3,566 64	\$891 66 REH	Fall
Knox,Kathleen Anne	Senior Lecturer	English	\$2,626 50	\$875 50 REH	Fall
Kohn,Stanley B	Senior Lecturer	Art	\$9,094 96	\$1,136 87 REH	Fall
Konopka,Michael	Asst Prof - Summer	Chemistry	\$1,000 50	\$1,725 00 REH	Summer
Kovach,Angela J	Assistant Lecturer	Child & Family Development	\$1,576 00	\$788 00 REH	Fall
Kramer,Andrew	Associate Lecturer	Anthropology & Classical St	\$9,064 00	\$1,133 00 REH	Fall
Lackney,Lisa M	Associate Lecturer	History	\$3,708 00	\$927 00 REH	Fall
*Lafferty,Laurie J	Senior Lecturer	Music	\$11,124 00	\$1,236 00 REH	Fall
Lakshminarasimhan,Suraj K	Assistant Lecturer	History	\$3,605 00	\$901 25 PAY	Fall
LaNasa,Patricia J	Senior Lecturer	Music	\$900 00	\$900 00 REH	Summer
LaNasa,Patricia J	Senior Lecturer	Music	\$2,781 00	\$927 00 REH	Fall
Lancaster,Jerrad	Senior Lecturer	Anthropology & Classical St	\$3,300 00	\$1,100 00 REH	Summer
Lancaster,Jerrad	Senior Lecturer	Anthropology & Classical St	\$10,197 00	\$1,133 00 REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)

Lawrentz,Heather M	Assistant Lecturer	Anthropology & Classical St	\$3,300 00	\$1,100 00	REH	Summer
Layman,Amanda A	Assistant Lecturer	Communication	\$4,944 00	\$824 00	PAY	Fall
Lehany,Jennifer R	Special Lecturer	Dance, Theatre & Arts Admin	\$3,296 00	\$824 00	REH	Fall
Levin,Paula B	Associate Lecturer	History	\$3,605 00	\$901 25	REH	Fall
Li,Zhexi	Asst Prof Instr-Summer	Chemistry	\$7,950 00	\$1,325 00	REH	Summer
Lin,Yang Y	Professor-Summer	Communication	\$13,181 25	\$2,775 00	REH	Summer
Litzler,Mary Frances	Senior Lecturer	Modern Languages	\$6,180 00	\$1,030 00	DTA	Fall
Livingston Taylor,Reanetta J	Senior Lecturer	Communication	\$6,798 00	\$1,133 00	REH	Fall
Lodge,Tania Shawnte	Senior Lecturer	Psychology	\$3,708 00	\$1,030 00	REH	Fall
Long,Tanya	Assistant Lecturer	Art	\$3,708 00	\$927 00	DTA	Fall
Lusk,Donna L	Assistant Lecturer	Interior Design	\$4,243 60	\$848 72	REH	Fall
Lytton,Alec S	Special Lecturer	Dance, Theatre & Arts Admin	\$4,614 40	\$824 00	REH	Fall
Machesky,Kevin L	Special Lecturer	Art	\$3,923 36	\$980 84	DTA	Fall
MacKinnon,Ian D	Senior Lecturer	Philosophy	\$3,467 10	\$1,155 70	REH	Summer
MacKinnon,Ian D	Senior Lecturer	Philosophy	\$10,713 33	\$1,190 37	REH	Fall
Maher, Virginia	Assistant Lecturer	Communication	\$6,592 00	\$824 00	REH	Fall
Maltempi,Anne	Associate Lecturer	History	\$3,605 00	\$901 25	PAY	Fall
Mancz,Elizabeth A	Senior Lecturer	Anthropology & Classical St	\$10,643 13	\$1,182 57	REH	Fall
Mangeri,Lauren	Assistant Lecturer	Art	\$7,004 00	\$875 50	DTA	Fall
Martell,Mary M	Assistant Lecturer	Child & Family Development	\$2,348 40	\$782 80	REH	Fall
Massacesi,Illaria	Assistant Lecturer	Modern Languages	\$4,686 50	\$669 50	REH	Fall
McDonald,Wayne S	Senior Lecturer	English	\$7,416 00	\$824 00	REH	Fall
McGuire,James Paul	Senior Lecturer	Communication	\$6,152 52	\$1,025 42	REH	Fall
Meese,Terry E	Associate Lecturer	Child & Family Development	\$2,781 00	\$927 00	PAY	Fall
Mellinger,Dawn M	Associate Lecturer	English	\$4,944 00	\$824 00	REH	Fall
Merritt,Karen	Senior Lecturer	Modern Languages	\$7,828 00	\$978 50	REH	Fall
Merz,Jill Marie	Senior Lecturer	Child & Family Development	\$5,562 00	\$927 00	DTA	Fall
Metzger MA,Deborah Ann	Assistant Lecturer	English	\$2,370 03	\$790 01	REH	Fall
Middleton,Catherine	Special Lecturer	Interior Design	\$7,992 80	\$999 10	PAY	Fall
Milford,Gene F	Senior Lecturer	Music	\$9,515 16	\$1,057 24	REH	Fall
Miller,Shannon Michelle	Associate Lecturer	English	\$7,004 00	\$875 50	REH	Fall
Mills,Hailey L	Assistant Lecturer	Communication	\$3,502 00	\$875 50	PAY	Fall
Miracle,Kathy A	Senior Lecturer	Communication	\$7,931 00	\$1,133 00	REH	Fall
Moore,Francisco B	Professor-Summer	Biology	\$5,550 00	\$2,775 00	REH	Summer
Motz, Frank J	Senior Lecturer	Child & Family Development	\$3,635 92	\$908 98	DTA	Summer
Newton,Dean A	Senior Lecturer	Music	\$2,117 70	\$1,058 85	PAY	Fall
Newton,Dean A	Senior Lecturer	Music	\$4,023 63	\$1,058 85	REH	Fall
Nicholas,Molly Anne	Special Lecturer	Interior Design	\$3,296 00	\$824 00	PAY	Fall
Niewierski,Kortney K	Senior Lecturer	Art	\$4,120 00	\$1,030 00	REH	Fall
Nmai,Rita Yaa	Senior Lecturer	Communication	\$9,064 00	\$1,133 00	DTA	Fall
Nofziger,Stacey	Assoc Prof - Summer	Sociology	\$5,925 00	\$1,975 00	REH	Summer
Nowak,Matthew J	Assistant Lecturer	History	\$3,605 00	\$901 25	PAY	Fall
O'Bryan,Erin E	Senior Lecturer	Anthropology & Classical St	\$10,197 00	\$1,133 00	REH	Fall
Olson,Eric C	Assistant Lecturer	Anthropology & Classical St	\$3,399 00	\$1,133 00	PAY	Fall
Olson,Melissa S	Special Lecturer	Art	\$3,502 00	\$875 50	PAY	Fall
Olszewski,Michael Frank	Senior Lecturer	Communication	\$8,240 00	\$1,030 00	REH	Fall
Opoku-Agyeman,Chris	Visiting Asst Prof - Summer	Public Admin & Urban Studies	\$3,975 00	\$1,325 00	HIR	Summer
Osorio,Shannon D	Senior Lecturer	Modern Languages	\$7,638 48	\$954 81	REH	Fall
Pace,Lisa A	Senior Lecturer	History	\$2,118 80	\$1,059 40	REH	Summer
Pace,Lisa A	Senior Lecturer	History	\$4,364 72	\$1,091 18	REH	Fall
Palencar,Christian	Assistant Lecturer	Art	\$2,884 00	\$721 00	PAY	Fall
Pinter,Deborah M	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,781 00	\$927 00	REH	Fall
*Pipps,Val S	Senior Lecturer	Communication	\$10,197 00	\$1,133 00	PAY	Fall
Poder,Marybeth	Senior Lecturer	English	\$6,025 50	\$1,004 25	REH	Fall
Polanka,William	Senior Lecturer	Music	\$10,532 80	\$1,053 28	REH	Fall
Polen de Campi,Kirstin E	Asst Prof Instr-Summer	Modern Languages	\$5,300 00	\$1,325 00	REH	Summer
Pollock,Heather N	Senior Lecturer	Anthropology & Classical St	\$6,798 00	\$1,133 00	REH	Fall
Powell,Timothy W	Senior Lecturer	Music	\$1,049 01	\$874 18	REH	Fall
Powell,Timothy W	Senior Lecturer	Music	\$1,748 36	\$874 18	REH	Fall
Queener,John E	Professor-Summer	Psychology	\$5,550 00	\$2,775 00	REH	Summer
Quinn,James A	Assistant Lecturer	English	\$4,696 80	\$782 80	REH	Fall
Ramos,Robert	Assistant Lecturer	Philosophy	\$7,416 00	\$824 00	DTA	Fall
*Rancer,Andrew S	Senior Lecturer	Communication	\$3,399 00	\$1,133 00	PAY	Fall
Raymer,Jason S	Assistant Lecturer	Communication	\$2,472 00	\$824 00	REH	Fall
Reedy,Sarah E	Special Lecturer	Art	\$6,592 00	\$824 00	DTA	Fall
Reeves,John N	Prof Instr-Summer	Anthropology & Classical St	\$6,400 00	\$1,600 00	REH	Summer
Regula,Lis K	Visiting Asst Prof - Summer	Biology	\$4,470 00	\$1,490 00	REH	Summer
Reilly-Howe,Pauline P	Associate Lecturer	Dance, Theatre & Arts Admin	\$2,691 69	\$897 23	REH	Fall
Renna,Rossitza L	Senior Lecturer	Communication	\$7,931 00	\$1,133 00	REH	Fall
Resanovic,Nikola	Senior Lecturer	Music	\$2,472 00	\$1,236 00	PAY	Fall
Robinson,Jay	Senior Lecturer	English	\$2,717 52	\$905 84	REH	Fall
Rodriguez-Soto,Isa	Asst Prof - Summer	Anthropology & Classical St	\$5,175 00	\$1,725 00	REH	Summer
Rodriguez-Soto,Isa	Senior Lecturer	Anthropology & Classical St	\$6,798 00	\$1,133 00	PAY	Fall
Roketenetz,Lara D	Senior Lecturer	Biology	\$3,300 00	\$1,100 00	REH	Summer
Rosenberger,Kimberly	Senior Lecturer	Communication	\$9,064 00	\$1,133 00	REH	Fall
Runer,Ronald A	Senior Lecturer	Geosciences	\$2,229 16	\$1,114 58	REH	Fall
Russ,Jana R	Senior Lecturer	History	\$8,123 04	\$1,015 38	REH	Fall
Sanford-Burgoon,Kelli R	Senior Lecturer	Dance, Theatre & Arts Admin	\$2,175 87	\$870 35	REH	Fall
Sarvis,Raymond W	Associate Lecturer	English	\$7,879 50	\$875 50	PAY	Fall
Sayed,Seham Samir	Assistant Lecturer	Modern Languages	\$2,884 00	\$721 00	REH	Fall
Schullo,Julie M	Special Lecturer	Dance, Theatre & Arts Admin	\$808 08	\$808 08	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

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Schulze,Pamela Ann	Professor-Summer	Child & Family Development	\$16,650 00	\$2,775 00	REH	Summer
Selzer,Michael L	Assistant Lecturer	History	\$1,550 00	\$775 00	REH	Summer
Shearer,Jon D	Assistant Lecturer	Mathematics	\$2,897 92	\$724 48	REH	Fall
Sheng,Michael R	Professor-Summer	History	\$14,346 75	\$2,775 00	DTA	Summer
Shields,Dale Ricardo	Senior Lecturer	Dance, Theatre & Arts Admin	\$3,090 00	\$1,030 00	PAY	Fall
Shuman,Kristen	Assistant Lecturer	English	\$7,879 50	\$875 50	REH	Fall
Sigler,Yuki Fujiwara	Senior Lecturer	Modern Languages	\$9,733 50	\$1,081 50	REH	Fall
Skrant,James D	Associate Lecturer	History	\$5,689 80	\$948 30	REH	Fall
Smerglia, Virginia L	Senior Lecturer	Sociology	\$6,687 48	\$1,114 58	REH	Fall
Smith,Aaron M	Senior Lecturer	English	\$7,485 30	\$831 70	REH	Fall
Smith,Gabor D	Associate Lecturer	Communication	\$6,849 50	\$978 50	REH	Fall
Smith,Willa Ann	Assistant Lecturer	Child & Family Development	\$5,562 00	\$618 00	REH	Fall
Socha,Daniel	Assistant Lecturer	Communication	\$4,377 50	\$875 50	PAY	Fall
Song ,Yumei	Senior Lecturer	Modern Languages	\$3,090 00	\$1,030 00	PAY	Fall
Sparks,Michael	Associate Lecturer	Music	\$5,562 00	\$927 00	PAY	Fall
Speight,Suzette L	Assoc Prof - Summer	Psychology	\$4,009 25	\$1,975 00	DTA	Summer
Spengler,Leonard R	Special Lecturer	Art	\$7,004 00	\$875 50	DTA	Fall
Spoerndle,Regenia E	Senior Lecturer	Communication	\$3,399 00	\$1,133 00	REH	Fall
Spoerndle,Regenia E	Senior Lecturer	English	\$5,700 00	\$978 50	HIR	Fall
Stasio,Robert James	Assistant Lecturer	English	\$7,416 00	\$824 00	PAY	Fall
Stauffer,Mary B	Senior Lecturer	Art	\$7,638 48	\$954 81	DTA	Fall
Stein,Mary M	Senior Lecturer	English	\$7,416 00	\$824 00	REH	Fall
Steiner,Benjamin Robert	Assistant Lecturer	Statistics	\$935 00	\$935 00	REH	Summer
*Sterns,Harvey	Professor	Psychology	\$21,600 00	\$2,700 00	REH	Fall/Spring
Stiles,Jennifer E W	Senior Lecturer	History	\$2,000 00	\$1,000 00	REH	Summer
Strodtbeck,Linda Irene	Senior Lecturer	English	\$7,004 00	\$875 50	REH	Fall
Stumpf,Todd A	Associate Lecturer	English	\$5,407 50	\$901 25	PAY	Fall
Stypinski, Andrew B	Senior Lecturer	Philosophy	\$11,907 00	\$1,323 00	REH	Fall
Summanen,Grace	Associate Lecturer	Art	\$7,416 00	\$927 00	REH	Fall
Surrarar,Caroline A	Assistant Lecturer	Fashion Merchandising	\$4,686 50	\$669 50	REH	Fall
Sydorenko,Natalie L	Senior Lecturer	Communication	\$10,197 00	\$1,133 00	REH	Fall
Szocs,Maria	Associate Lecturer	Modern Languages	\$6,180 00	\$772 50	REH	Fall
Tabatcher,Patrick M	Assistant Lecturer	Art	\$3,607 08	\$901 77	REH	Fall
Tabatcher,Patrick M	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,705 31	\$901 77	REH	Fall
Tang,Tang	Assoc Prof - Summer	Communication	\$5,925 00	\$1,975 00	REH	Summer
Teeling,Michelle	Senior Lecturer	English	\$5,537 28	\$922 88	REH	Fall
Thomas,Kristin M	Associate Lecturer	Communication	\$6,047 16	\$1,007 86	DTA	Fall
Thomka,James	Asst Prof Instr-Summer	Geosciences	\$4,968 75	\$1,325 00	REH	Summer
Thompson,Deanna C	Assistant Lecturer	English	\$6,180 00	\$772 50	REH	Fall
Tian,Lianghu	Associate Lecturer	Computer Science	\$9,064 00	\$1,133 00	REH	Fall
Tomita,Kumiko	Senior Lecturer	Modern Languages	\$8,240 00	\$1,030 00	REH	Fall
Trehan,Dawn Marie M	Senior Lecturer	Statistics	\$3,914 00	\$978 50	PAY	Fall
Trotter,Barbara J	Senior Lecturer	Communication	\$10,197 00	\$1,133 00	REH	Fall
Tunstall,Arnold S	Assistant Lecturer	Dance, Theatre & Arts Admin	\$2,781 00	\$927 00	REH	Fall
Turner,Dudley B	Professor-Summer	Communication	\$6,937 50	\$2,775 00	REH	Summer
Turner,Jing Ya	Assistant Lecturer	Modern Languages	\$5,356 00	\$669 50	REH	Fall
Twede,Jason A	Asst Prof Practice-Summer	Criminal Justice Studies	\$3,975 00	\$1,325 00	HIR	Summer
Tyler,Jae D	Assistant Lecturer	History	\$2,884 00	\$721 00	REH	Fall
*Vasbinder,Samuel Holmes	Senior Lecturer	English	\$5,958 48	\$993 08	REH	Fall
Vensel,Katie E	Assistant Lecturer	Child & Family Development	\$3,682 25	\$669 50	REH	Fall
Vietmeier,McKenna Lovelace	Asst Prof Instr-Summer	Communication	\$3,975 00	\$1,325 00	REH	Summer
Vukadinovic,Vlada	Senior Lecturer	Art	\$8,240 00	\$1,030 00	REH	Fall
Wain-Weiss,Esther R	Associate Lecturer	Mathematics	\$3,399 00	\$849 75	REH	Fall
Ward,Jared A	Associate Lecturer	History	\$1,802 50	\$901 25	REH	Fall
Weiss,Matthew E	Special Lecturer	Art	\$7,210 00	\$901 25	PAY	Fall
Wensel,Dawna F	Assistant Lecturer	Sociology	\$1,854 00	\$618 00	PAY	Fall
Weyant,Thomas B	Senior Lecturer	History	\$4,046 36	\$1,011 59	DTA	Summer
White PhD,Sylvia Elaine	Senior Lecturer	Communication	\$3,399 00	\$1,133 00	REH	Fall
White,Mary Katherine	Assistant Lecturer	Art	\$5,768 00	\$721 00	REH	Fall
*Whitmore,Julie	Senior Lecturer	Interior Design	\$3,300 00	\$1,100 00	HIR	Summer
Wilson,Gregory	Professor-Summer	History	\$11,100 00	\$2,775 00	REH	Summer
Winter,Elizabeth A	Senior Lecturer	Communication	\$7,001 94	\$1,166 99	REH	Fall
Winterfeldt,Steven	Assistant Lecturer	Philosophy	\$7,416 00	\$824 00	REH	Fall
Woll, Andrea B	Senior Lecturer	English Language Institute	\$5,725 00	\$1,145 00	REH	Summer
Woll,Andrea B	Visiting Instructor - Summer	English Language Institute	\$961 80	\$1,145 00	REH	Summer
Wyszynski,Matthew	Professor-Summer	Modern Languages	\$7,631 25	\$2,775 00	REH	Summer
Youngs,Wiley J	Distinguished Prof - Summer	Chemistry	\$16,650 00	\$2,775 00	REH	Summer
Zamiska,Tracie	Assistant Lecturer	Dance, Theatre & Arts Admin	\$1,030 00	\$1,030 00	PAY	Fall
Zhang,Wei	Assoc Prof - Summer	English	\$5,925 00	\$1,975 00	REH	Summer
Zurfley,Charlene M	Special Lecturer	Interior Design	\$3,090 00	\$772 50	PAY	Fall

COLLEGE OF BUSINESS ADMINISTRATION

Ahonen,Robert M	Senior Lecturer	Finance	\$2,550 00	\$850 00	REH	Summer
Bernat,Andrew William	Visiting Asst Prof Prac-Summer	Accountancy	\$3,090 00	\$1,030 00	REH	Summer
Beuk,Frederik Willem	Assoc Prof - Summer	Marketing	\$3,950 00	\$1,975 00	REH	Summer
Bible,Scott C	Asst Prof Practice-Summer	Management	\$7,950 00	\$1,325 00	REH	Summer
Bird Jr,Robert W	Assistant Lecturer	Management	\$2,889 15	\$963 05	REH	Fall
Blank,David Marek	Senior Lecturer	Economics	\$3,373 65	\$1,124 55	PAY	Fall
Bliler,Kevin E	Asst Prof Practice-Summer	Management	\$3,975 00	\$1,325 00	REH	Summer
Bragg,Todd A	Senior Lecturer	Economics	\$5,728 86	\$954 81	REH	Fall
Conrad,Edward J	Assoc Prof - Summer	Accountancy	\$11,356 25	\$1,975 00	REH	Summer

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF BUSINESS ADMINISTRATION (Cont.)

Daiker,Elizabeth S	Associate Lecturer	Finance	\$6,180 00	\$1,030 00	REH	Fall
Djuric,Vanja	Asst Prof Practice-Summer	Marketing	\$7,950 00	\$1,325 00	REH	Summer
Dolezal, Tom J	Assistant Lecturer	Economics	\$2,889 15	\$963 05	REH	Fall
Eppink,Nathan	Assistant Lecturer	Marketing	\$850 00	\$850 00	REH	Fall
*Erickson,Elizabeth B	Assoc Prof	Economics	\$30,800 00	\$1,925 00	REA	Fall/Spring
Ferrise,Joseph A	Assistant Lecturer	Finance	\$2,546 16	\$848 72	REH	Fall
Fox II,Robert	Assistant Lecturer	Management	\$3,090 00	\$1,030 00	REH	Fall
Fox,Joseph	Visiting Asst Prof Prac-Summer	Management	\$3,975 00	\$1,325 00	HIR	Summer
Fritsch,Nicholas T	Assistant Lecturer	Economics	\$2,472 00	\$824 00	REH	Fall
Gaspro,Joe P	Assistant Lecturer	Marketing	\$3,090 00	\$1,030 00	PAY	Fall
Gerspacher,Tim P	Assistant Lecturer	Accountancy	\$3,090 00	\$1,030 00	PAY	Fall
Grimm,Charles M	Assistant Lecturer	Finance	\$3,090 00	\$1,030 00	REH	Fall
Heffernan,Kimberly Lynn	Special Lecturer	CBA Dean's Office	\$1,243 21	\$875 50	PAY	Fall
Hinchliffe,Sarah A	Asst Prof - Summer	Accountancy	\$4,312 50	\$1,725 00	REH	Summer
Honeck,Richard D	Associate Lecturer	Finance	\$2,665 17	\$888 39	REH	Fall
Houser,Lauren Marie	Asst Prof Practice-Summer	Marketing	\$3,975 00	\$1,325 00	REH	Summer
Judge,John W	Assistant Lecturer	Finance	\$2,422 41	\$807 47	REH	Fall
Kim,Il-Woon	Professor-Summer	Accountancy	\$1,526 25	\$2,775 00	REH	Summer
Leonard,James O	Assistant Lecturer	Management	\$5,031 84	\$838 64	REH	Fall
Mastrandrea,Mario	Senior Lecturer	Finance	\$3,000 00	\$1,000 00	REH	Summer
McKelvey,James David	Asst Prof Practice-Summer	Marketing	\$3,975 00	\$1,325 00	REH	Summer
Mukherjee,Debmalya	Professor-Summer	Management	\$8,325 00	\$2,775 00	REH	Summer
Musengo,James D	Assistant Lecturer	Finance	\$2,458 65	\$819 55	REH	Fall
Nawari,Fadwa Omar	Senior Lecturer	Economics	\$2,840 58	\$946 86	REH	Fall
Nowell,Jonathan	Assistant Lecturer	Accountancy	\$5,253 00	\$875 50	REH	Fall
Schulte,Sheri B	Asst Prof Practice-Summer	Management	\$2,000 75	\$1,325 00	REH	Summer
Sheppard,Katharine	Senior Lecturer	Economics	\$7,566 06	\$1,261 01	REH	Fall
Staats,Jeffrey M	Assistant Lecturer	Marketing	\$850 00	\$850 00	REH	Fall
Stansky,Michael P	Assistant Lecturer	Management	\$3,090 00	\$1,030 00	REH	Fall
Szczepanik,Carol A	Special Lecturer	Accountancy	\$3,151 80	\$1,050 60	PAY	Fall
Wellfley,Mark Michael	Asst Prof Practice-Summer	Accountancy	\$3,975 00	\$1,325 00	REH	Summer
Wojcik,Joseph	Assistant Lecturer	Accountancy	\$3,090 00	\$1,030 00	PAY	Fall
Woodard,Yan Zhou	Assistant Lecturer	Accountancy	\$2,626 50	\$875 50	DTA	Fall
Yoder,Ray A	Assistant Lecturer	Marketing	\$1,000 00	\$1,000 00	REH	Fall

LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION

Abdel Razeq,Abdel Nasser A H	Asst Prof Instr-Summer	Educ Found & Leadership	\$1,656 25	\$1,325 00	REH	Summer
Argenti Hobor,Gloria	Senior Lecturer	Curr & Instr Studies	\$7,416 00	\$824 00	REH	Fall
Awad,Ghada Mohammed Rabie Elsayed	Assistant Lecturer	Curr & Instr Studies	\$5,562 00	\$618 00	REH	Fall
Bozeka,Jennifer L	Senior Lecturer	Curr & Instr Studies	\$7,416 00	\$824 00	REH	Fall
Braman,Shawn M	Senior Lecturer	Curr & Instr Studies	\$2,472 00	\$824 00	PAY	Fall
Broadway,Francis S	Professor-Summer	Curr & Instr Studies	\$8,325 00	\$2,775 00	REH	Summer
Capitena,Dianne M	Assistant Lecturer	Supervising Teachers	\$1,514 52	\$764 91	REH	Fall
Capitena,Dianne M	Assistant Lecturer	Curr & Instr Studies	\$4,455 78	\$742 63	REH	Fall
Clark,Susan G	Professor-Summer	Educ Found & Leadership	\$9,990 00	\$2,775 00	DTA	Summer
Clark,Susan G	Professor-Summer	Educ Found & Leadership	\$7,492 50	\$2,775 00	REH	Summer
Cline,Sandra L	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	REH	Fall
Conrad,Rodney L	Assistant Lecturer	Supervising Teachers	\$951 72	\$721 00	REH	Fall
Cooley,Sarah E	Senior Lecturer	LBJ FF Education Dean's Office	\$2,472 00	\$824 00	REH	Fall
Crane,Linda L	Associate Lecturer	Supervising Teachers	\$1,591 14	\$803 61	REH	Fall
Daviso III,Alfred W	Assoc Prof - Summer	Curr & Instr Studies	\$493 75	\$1,975 00	REH	Summer
Daviso III,Alfred W	Assoc Prof - Summer	Curr & Instr Studies	\$592 50	\$1,975 00	REH	Summer
Donnelly,Diana L	Assistant Lecturer	Supervising Teachers	\$1,960 54	\$742 63	REH	Fall
Eleo,Larry J	Assistant Lecturer	Supervising Teachers	\$2,855 16	\$721 00	REH	Fall
Federonick,Yvonne M	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Fierer,Richard L	Senior Lecturer	Educ Found & Leadership	\$2,472 00	\$824 00	PAY	Fall
Gunkelman,Barbara A	Special Lecturer	Supervising Teachers	\$1,223 64	\$618 00	REH	Fall
Hanna,Janet E	Assistant Lecturer	Supervising Teachers	\$1,427 58	\$721 00	REH	Fall
Helton Jr,Wilson Eugene	Senior Lecturer	Educ Found & Leadership	\$2,472 00	\$824 00	PAY	Fall
Houser,Shelley A	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975 00	\$1,325 00	DTA	Summer
Houser,Shelley A	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975 00	\$1,325 00	HIR	Summer
Humphrey,Valerie A	Assistant Lecturer	Supervising Teachers	\$1,903 44	\$721 00	REH	Fall
Kalaitides,Adrienne R	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	REH	Fall
Kist,William R	Senior Lecturer	Curr & Instr Studies	\$2,472 00	\$824 00	PAY	Fall
Kline,Lynn S	Assoc Prof - Summer	Curr & Instr Studies	\$987 50	\$1,975 00	REH	Summer
Kostoff,Gigi M	Special Lecturer	Supervising Teachers	\$3,263 04	\$618 00	REH	Fall
Kunkel,Cathy A	Special Lecturer	Supervising Teachers	\$1,903 44	\$721 00	REH	Fall
LaCroix,Brittany L	Assistant Lecturer	Curr & Instr Studies	\$3,708 00	\$618 00	REH	Fall
Li,Huey-Li	Professor-Summer	Educ Found & Leadership	\$8,325 00	\$2,775 00	REH	Summer
Lijoi,Marianna	Assistant Lecturer	Supervising Teachers	\$2,651 91	\$803 61	DTA	Fall
Maguth,Brad M	Assoc Prof - Summer	Curr & Instr Studies	\$5,530 00	\$1,975 00	REH	Summer
Makki,Nidaa	Assoc Prof - Summer	Curr & Instr Studies	\$592 50	\$1,975 00	REH	Summer
Mann,Nicole M	Assistant Lecturer	Curr & Instr Studies	\$5,562 00	\$618 00	REH	Fall
Meeker,Kimberly	Assistant Lecturer	Curr & Instr Studies	\$3,933 84	\$655 64	REH	Fall
Miller,Stephen W	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Milo,Greg A	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Moff,Jennifer L	Special Lecturer	Curr & Instr Studies	\$2,472 00	\$618 00	REH	Fall
Murdoch-Warner,Margaret Kate	Senior Lecturer	Curr & Instr Studies	\$4,944 00	\$824 00	REH	Fall
Nader,Maria R	Assistant Lecturer	Curr & Instr Studies	\$5,562 00	\$618 00	PAY	Fall
Naidu,Jenny	Senior Lecturer	Curr & Instr Studies	\$5,768 00	\$824 00	REH	Fall
Naidu,Jenny	Senior Lecturer	Supervising Teachers	\$1,631 52	\$824 00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION (Cont.)

Noll,Brandi	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975 00	\$1,325 00	HIR	Summer
Noll,Brandi	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975 00	\$1,325 00	REH	Summer
Pachnowski,Lynne M	Professor-Summer	Curr & Instr Studies	\$832 50	\$2,775 00	REH	Summer
Plas,Justin E	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Plaster,Karen B	Assoc Prof Practice-Summer	Curr & Instr Studies	\$4,350 00	\$1,450 00	REH	Summer
Reynolds,Richard	Senior Lecturer	Educ Found & Leadership	\$2,472 00	\$824 00	PAY	Fall
Rich-Gross,Denise A	Senior Lecturer	Curr & Instr Studies	\$2,472 00	\$824 00	PAY	Fall
Rodgers,Sheneeka C	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Sangganjanavanich,Varunee Faii	Professor-Summer	School of Counseling	\$5,550 00	\$2,775 00	REH	Summer
Sartor,Valerie	Asst Prof Instr-Summer	Curr & Instr Studies	\$3,975 00	\$1,325 00	REH	Summer
Saternow,Marty E	Senior Lecturer	Curr & Instr Studies	\$2,472 00	\$824 00	PAY	Fall
Scott,Acacia A	Assistant Lecturer	Curr & Instr Studies	\$1,854 00	\$618 00	PAY	Fall
Scozzaro,Phillip P	Senior Lecturer	Curr & Instr Studies	\$2,810 37	\$936 79	REH	Summer
Scozzaro,Phillip P	Senior Lecturer	Curr & Instr Studies	\$2,894 67	\$964 89	REH	Fall
Simenc,Cynthia M	Special Lecturer	Supervising Teachers	\$1,591 14	\$803 61	REH	Fall
Smith,Leslie L	Assistant Lecturer	Supervising Teachers	\$1,427 58	\$721 00	REH	Fall
Steyer,George J	Associate Lecturer	Supervising Teachers	\$3,430 95	\$742 63	REH	Fall
Tsai,I-Chun	Assoc Prof - Summer	Educ Found & Leadership	\$5,925 00	\$1,975 00	REH	Summer
Venables Jr,Robert L	Assistant Lecturer	Supervising Teachers	\$2,379 30	\$721 00	REH	Fall
Wells-Goodwin,Kathleen J	Senior Lecturer	Supervising Teachers	\$560 15	\$848 72	REH	Fall
Wesson,Raymond M	Assistant Lecturer	Supervising Teachers	\$1,060 76	\$803 61	REH	Fall
Zwick,Jennifer L	Assistant Lecturer	Supervising Teachers	\$1,223 64	\$618 00	REH	Fall
Zwick,Jennifer L	Assistant Lecturer	Curr & Instr Studies	\$3,708 00	\$618 00	REH	Fall

COLLEGE OF ENGINEERING

Appleby,Matthew P	Senior Lecturer	Mechanical Engineering	\$3,090 00	\$1,545 00	PAY	Fall
Bishop,Paul Donald	Assistant Lecturer	Biomedical Engineering	\$3,605 00	\$901 25	PAY	Fall
Channels,Delbert	Senior Lecturer	Civil Engineering	\$3,399 00	\$1,133 00	HIR	Fall
Chuang,Yutang	Senior Lecturer	Mechanical Engineering	\$9,270 00	\$1,545 00	REH	Fall
Goldberg,Robert K	Associate Lecturer	Civil Engineering	\$4,119 99	\$1,373 33	REH	Fall
Kannan,Manigandan	Research Asst Prof	Mechanical Engineering	\$5,330 25	\$1,776 75	PAY	Fall
Mackey,Jonathan A	Senior Lecturer	Mechanical Engineering	\$2,987 00	\$1,493 50	REH	Fall
Peterson,Brian David	Senior Lecturer	Engineering Dean's Office	\$4,635 00	\$1,545 00	REH	Fall
Pierson,Kristopher C	Assistant Lecturer	Mechanical Engineering	\$3,862 50	\$1,287 50	PAY	Fall
Snyder,Troy Alan	Assistant Lecturer	Mechanical Engineering	\$3,862 50	\$1,287 50	PAY	Fall
Walter,Joseph D	Senior Lecturer	Mechanical Engineering	\$4,500 00	\$1,500 00	DTA	Fall
Walter,Joseph D	Senior Lecturer	Mechanical Engineering	\$9,270 00	\$1,545 00	REH	Fall

COLLEGE OF HEALTH PROFESSIONS

Abbott,Hope M	Associate Lecturer	Nursing	\$5,515 65	\$1,225 70	PAY	Fall
Adamic-Summers,Brandi L	Assistant Lecturer	Speech-Lang Path & Audiology	\$4,892 50	\$978 50	REH	Fall
Aey,Diana J	Assistant Lecturer	Speech-Lang Path & Audiology	\$2,781 00	\$927 00	REH	Fall
Albaugh,Victoria R	Special Lecturer	Nursing	\$8,343 00	\$927 00	PAY	Fall
Amiruzzaman,Stefania R	Associate Lecturer	Speech-Lang Path & Audiology	\$7,173 95	\$1,024 85	REH	Fall
Angell,Robin L	Asst Prof Practice	Speech-Lang Path & Audiology	\$20,800 00	\$1,300 00	REA	Fall/Spring
Anzo,Patricia A	Assistant Lecturer	Nutrition & Dietetics	\$2,781 00	\$927 00	REH	Fall
Ascar,Monica M	Assistant Lecturer	Social Work	\$1,648 00	\$824 00	REH	Fall
Atkinson,Steven S	Special Lecturer	Allied Health Technology	\$3,708 00	\$927 00	PAY	Fall
Baker,Rose A	Assistant Lecturer	Nursing	\$13,367 34	\$1,485 26	REH	Fall
Bass,Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	\$3,023 58	\$1,007 86	REH	Summer
Bass,Kimberly M	Special Lecturer	Speech-Lang Path & Audiology	\$9,342 90	\$1,038 10	REH	Fall
Bays,Joan B	Special Lecturer	Sport Science & Wellness Educ	\$3,708 00	\$927 00	REH	Fall
Beard,Kelly L	Special Lecturer	Nursing	\$8,343 00	\$927 00	REH	Fall
Begue,Laura Marie	Assistant Lecturer	Nursing	\$11,034 36	\$1,226 04	REH	Fall
Benoit,Kami	Assistant Lecturer	Nutrition & Dietetics	\$3,708 00	\$1,236 00	REH	Fall
Betts,Melody A	Senior Lecturer	Nursing	\$13,500 00	\$1,500 00	DTA	Summer
Blackstone,Earl William	Assistant Lecturer	Nursing	\$3,785 25	\$1,081 50	REH	Fall
Blankenship,David M	Senior Lecturer	School of Counseling	\$8,240 00	\$1,030 00	REH	Fall
Bogdan,Dennis Charles	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Bohnert,Laura D	Assistant Lecturer	Nursing	\$6,020 86	\$1,337 97	PAY	Fall
Boltz,Michelle Marie	Assoc Prof Practice-Summer	Nutrition & Dietetics	\$4,567 50	\$1,450 00	DTA	Summer
Bongiovi,Cathy A	Assistant Lecturer	Sport Science & Wellness Educ	\$3,399 00	\$1,133 00	REH	Fall
Boris,Lisa M	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	PAY	Fall
Boycik,April L	Special Lecturer	Nursing	\$8,343 00	\$927 00	PAY	Fall
Brusko,Mallory K	Assistant Lecturer	Sport Science & Wellness Educ	\$1,966 92	\$655 64	REH	Fall
Buchanan,Cheryl L	Senior Lecturer	Nursing	\$3,708 00	\$1,236 00	REH	Fall
Buchanan,Susan E	Special Lecturer	Nursing	\$2,781 00	\$927 00	PAY	Fall
Burton,Heather E	Senior Lecturer	Social Work	\$947 39	\$947 39	REH	Fall
Burton,Mary S	Special Lecturer	Nursing	\$1,296 00	\$900 00	DTA	Summer
Burton,Mary S	Special Lecturer	Nursing	\$8,343 00	\$927 00	REH	Fall
*Campbell,Thomas A	Senior Lecturer	Sport Science & Wellness Educ	\$9,270 00	\$1,030 00	REH	Fall
Campbell,Timothy R	Assistant Lecturer	Sport Science & Wellness Educ	\$1,966 92	\$655 64	REH	Fall
Cargill,Marisa L	Assistant Lecturer	School of Counseling	\$3,200 00	\$800 00	DTA	Summer
Cargill,Marisa L	Assistant Lecturer	School of Counseling	\$1,854 00	\$618 00	REH	Fall
Carlin,Emily Lynn	Assistant Lecturer	Speech-Lang Path & Audiology	\$5,400 00	\$900 00	HIR	Spring
Carpenter,Teri L	Assistant Lecturer	Social Work	\$4,944 00	\$824 00	REH	Fall
Chiu,Sheau-Huey	Assoc Prof - Summer	Nursing	\$4,937 50	\$1,975 00	DTA	Summer
Christensen,Diane C	Asst Prof Instr-Summer	Nursing	\$1,325 00	\$1,325 00	REH	Summer
Chudakoff,Catherine A	Assistant Lecturer	Social Work	\$4,944 00	\$824 00	REH	Fall
Clevenger,Carol A	Special Lecturer	Nursing	\$1,854 00	\$927 00	PAY	Fall
Clites,Kristin M	Assistant Lecturer	Sport Science & Wellness Educ	\$1,854 00	\$618 00	REH	Fall
Clough,Lynn A	Special Lecturer	Health Professions Dean's Off	\$3,090 00	\$1,030 00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF HEALTH PROFESSIONS (Cont.)

Cobb,Marie A	Senior Lecturer	Nursing	\$7,416 00	\$1,236 00	REH	Fall
Conner,James R	Special Lecturer	Sport Science & Wellness Educ	\$2,952 72	\$738 18	REH	Fall
Conversino,Liesia K	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Cook,Ryan M	Senior Lecturer	School of Counseling	\$3,090 00	\$1,030 00	PAY	Fall
Coss,Thelma L	Assistant Lecturer	Social Work	\$1,648 00	\$824 00	REH	Fall
Cristino,William J	Assistant Lecturer	Sport Science & Wellness Educ	\$3,296 00	\$824 00	REH	Fall
Crites,Lisa K	Assistant Lecturer	Social Work	\$2,574 69	\$858 23	REH	Fall
Crowley,Mary Lynn	Senior Lecturer	Nutrition & Dietetics	\$3,000 00	\$1,000 00	REH	Summer
Crowley,Mary Lynn	Senior Lecturer	Nutrition & Dietetics	\$3,090 00	\$1,030 00	REH	Fall
Cuomo,Carrie A	Assistant Lecturer	Nursing	\$5,245 08	\$1,311 27	REH	Fall
Curfman,Laurie A	Assistant Lecturer	Social Work	\$4,243 60	\$848 72	REH	Fall
Dang, Yue	Asst Prof Instr-Summer	School of Counseling	\$3,000 00	\$1,000 00	DTA	Summer
Davis,Jennifer L	Assistant Lecturer	School of Counseling	\$2,472 00	\$824 00	PAY	Fall
Davis-Dieringer,Stephanie Ann	Assistant Lecturer	Sport Science & Wellness Educ	\$6,489 00	\$721 00	REH	Fall
Dawson,Sean A	Assistant Lecturer	School of Counseling	\$4,120 00	\$824 00	PAY	Fall
DeBois,Kristen Cletzer	Assistant Lecturer	Nutrition & Dietetics	\$5,932 80	\$741 60	REH	Fall
Dennison,Brian L	Assistant Lecturer	Sport Science & Wellness Educ	\$3,090 00	\$1,030 00	REH	Fall
Dent,Jonathan	Assistant Lecturer	Sport Science & Wellness Educ	\$618 00	\$618 00	REH	Fall
DeSalvo,Renee M	Senior Lecturer	Sport Science & Wellness Educ	\$8,240 00	\$1,030 00	REH	Fall
Difeo,Susan M	Special Lecturer	Nursing	\$8,343 00	\$927 00	PAY	Fall
Dragomir,Renne	Assistant Lecturer	School of Counseling	\$2,472 00	\$824 00	PAY	Fall
Draper,Brett A	Assistant Lecturer	Sport Science & Wellness Educ	\$2,925 81	\$975 27	REH	Fall
Dreisbach,Melissa D	Assistant Lecturer	Sport Science & Wellness Educ	\$9,270 00	\$1,030 00	REH	Fall
Duecker,Jody R	Associate Lecturer	Sport Science & Wellness Educ	\$2,472 00	\$824 00	REH	Fall
Duve,Michael A	Visiting Asst ProfInstr-Summer	Sport Science & Wellness Educ	\$3,435 00	\$1,145 00	REH	Summer
Edgar,Tim C	Assistant Lecturer	Social Work	\$2,546 16	\$848 72	REH	Fall
Eisner,Dee A	Assistant Lecturer	Nutrition & Dietetics	\$6,592 00	\$824 00	REH	Fall
Faciana,Christopher D	Assistant Lecturer	Sport Science & Wellness Educ	\$1,854 00	\$618 00	REH	Fall
Faggella Fuller,Gabrielle E	Assistant Lecturer	Social Work	\$5,092 32	\$848 72	REH	Fall
Fallis,Rebecca	Special Lecturer	Nursing	\$4,171 50	\$927 00	PAY	Fall
Ferguson,Melissa	Assistant Lecturer	Nursing	\$4,120 00	\$1,030 00	REH	Fall
Finefrock,Joan E	Senior Lecturer	Speech-Lang Path & Audiology	\$4,146 24	\$1,036 56	REH	Fall
Fitzgerald,Karen M	Prof Instr-Summer	Nursing	\$8,800 00	\$1,600 00	DTA	Summer
Fleming,Eileen A	Assistant Lecturer	Nursing	\$2,500 00	\$1,000 00	REH	Summer
Fleming,Eileen A	Assistant Lecturer	Nursing	\$5,150 00	\$1,030 00	REH	Fall
Fleming,Mandy M	Associate Lecturer	Speech-Lang Path & Audiology	\$3,285 70	\$1,133 00	REH	Fall
Foley,Joseph A	Senior Lecturer	Nursing	\$10,815 00	\$1,545 00	DTA	Fall
Ford,Jeremy L	Assistant Lecturer	Sport Science & Wellness Educ	\$1,909 62	\$636 54	REH	Fall
Foster,Andrea	Assistant Lecturer	Nursing	\$4,635 00	\$1,030 00	PAY	Fall
Frye-Leland,Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	\$5,994 60	\$999 10	REH	Summer
Frye-Leland,Sandra Lee	Special Lecturer	Speech-Lang Path & Audiology	\$9,261 63	\$1,029 07	REH	Fall
Furbee,Michelle R	Assistant Lecturer	Social Work	\$1,648 00	\$824 00	REH	Fall
Garn-Nunn,Pamela G	Senior Lecturer	Speech-Lang Path & Audiology	\$4,532 00	\$1,133 00	PAY	Fall
George,Mary C	Assistant Lecturer	Nursing	\$12,413 61	\$1,379 29	REH	Fall
Gerberich,Mark W	Associate Lecturer	Sport Science & Wellness Educ	\$5,871 00	\$978 50	PAY	Fall
Goerke,Jennifer E	Assistant Lecturer	School of Counseling	\$2,472 00	\$824 00	PAY	Fall
Gray,Linda L	Assistant Lecturer	Speech-Lang Path & Audiology	\$9,223 65	\$1,024 85	REH	Fall
Gray,Taylor Noelle	Assistant Lecturer	Sport Science & Wellness Educ	\$2,472 00	\$824 00	REH	Fall
Greenstein,Reena	Assistant Lecturer	Nutrition & Dietetics	\$2,472 00	\$824 00	PAY	Fall
Griggs,N Michael	Assistant Lecturer	Sport Science & Wellness Educ	\$2,884 00	\$721 00	REH	Fall
Haberbusch,Lisa	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Hallett,Terry L	Senior Lecturer	Speech-Lang Path & Audiology	\$9,064 00	\$1,133 00	PAY	Fall
Hallock,Jennifer	Assistant Lecturer	Nursing	\$9,733 50	\$1,081 50	REH	Fall
Hamon,Todd	Special Lecturer	Nursing	\$8,343 00	\$927 00	REH	Fall
Hanna,Vickie K	Assistant Lecturer	Social Work	\$4,944 00	\$824 00	REH	Fall
Hardis,Joanna	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	PAY	Fall
Hart,Desiree L	Special Lecturer	Nursing	\$8,343 00	\$927 00	PAY	Fall
Hartman,Sheri A	Prof Instr-Summer	Nursing	\$800 00	\$1,600 00	REH	Summer
Hearn,Samantha A	Assistant Lecturer	School of Counseling	\$2,400 00	\$800 00	REH	Summer
Hearn,Samantha A	Assistant Lecturer	School of Counseling	\$3,090 00	\$618 00	REH	Fall
Hebebrand,Kathleen Ann	Assistant Lecturer	Nursing	\$2,675 00	\$1,337 50	REH	Fall
Heineman,Rose A	Assistant Lecturer	Nursing	\$5,092 32	\$1,273 08	REH	Fall
Heller,David E	Assistant Lecturer	Allied Health Technology	\$2,472 00	\$824 00	PAY	Fall
Heller,Heather A	Assistant Lecturer	Allied Health Technology	\$2,472 00	\$824 00	REH	Fall
Herberghs,Bryan J	Assistant Lecturer	Sport Science & Wellness Educ	\$3,933 84	\$655 64	REH	Fall
Hionides-Horner,Emily I	Assistant Lecturer	Social Work	\$1,200 00	\$800 00	REH	Summer
Hionides-Horner,Emily I	Assistant Lecturer	Social Work	\$4,944 00	\$824 00	REH	Fall
Hirt,Lisa M	Assistant Lecturer	Nutrition & Dietetics	\$3,296 00	\$824 00	REH	Fall
Hofer,Carolyn J	Special Lecturer	Sport Science & Wellness Educ	\$900 04	\$900 04	REH	Fall
Hollon,Ellen Carr	Assistant Lecturer	Speech-Lang Path & Audiology	\$978 50	\$978 50	REH	Fall
Honaker,Julie A	Senior Lecturer	Speech-Lang Path & Audiology	\$840 00	\$1,500 00	HIR	Fall
Hoon,Allan M	Assistant Lecturer	Sport Science & Wellness Educ	\$2,006 25	\$668 75	REH	Fall
Hopkins,Iriel D	Assistant Lecturer	Social Work	\$824 00	\$824 00	PAY	Fall
Howard,Leon Carver	Senior Lecturer	School of Counseling	\$4,636 60	\$927 32	REH	Fall
Huff,Debra L	Senior Lecturer	Social Work	\$5,885 04	\$980 84	REH	Fall
Indermuhle,Patricia	Assistant Lecturer	Nursing	\$5,094 45	\$1,132 10	PAY	Fall
Jackson,Barbara L	Associate Lecturer	Sport Science & Wellness Educ	\$5,212 44	\$868 74	REH	Fall
Jensen,Donald M	Assistant Lecturer	Sport Science & Wellness Educ	\$4,944 00	\$824 00	REH	Fall
Jesiolowski,Bernard Stephan	Senior Lecturer	School of Counseling	\$2,936 94	\$978 98	REH	Fall
Jett,Kathy Moff	Senior Lecturer	Nursing	\$6,180 00	\$1,545 00	PAY	Fall
Johns,Nicole K	Special Lecturer	Nutrition & Dietetics	\$2,472 00	\$824 00	PAY	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF HEALTH PROFESSIONS (Cont.)

Jones,Linzi M	Special Lecturer	Nursing	\$2,781 00	\$927 00 PAY	Fall
Juravich,Matthew	Asst Prof - Summer	Sport Science & Wellness Educ	\$5,175 00	\$1,725 00 REH	Summer
Justine,Robert G	Special Lecturer	Sport Science & Wellness Educ	\$5,562 00	\$618 00 REH	Fall
Jusli,Sharon M	Assistant Lecturer	Nursing	\$4,326 00	\$1,081 50 REH	Fall
Kalpac,Traci Ann	Assistant Lecturer	Social Work	\$824 00	\$824 00 PAY	Fall
Kappler,Rachele M	Prof Instr-Summer	Sport Science & Wellness Educ	\$4,800 00	\$1,600 00 REH	Summer
Keller,Amy R	Special Lecturer	Nursing	\$1,390 50	\$927 00 PAY	Fall
Kelley,Katherine T	Special Lecturer	Nursing	\$2,781 00	\$927 00 PAY	Fall
Kelly,Nicole	Special Lecturer	Speech-Lang Path & Audiology	\$8,991 90	\$999 10 REH	Fall
Kennell,Brian J	Associate Lecturer	Sport Science & Wellness Educ	\$4,944 00	\$824 00 REH	Fall
Kidd Puhalla,Laura M	Assistant Lecturer	Social Work	\$2,400 00	\$800 00 REH	Summer
Kidd Puhalla,Laura M	Assistant Lecturer	Social Work	\$4,944 00	\$824 00 REH	Fall
Kidd,Lori I	Assoc Prof - Summer	Nursing	\$3,950 00	\$1,975 00 REH	Summer
Kilchenmann,Christine E	Special Lecturer	Nursing	\$2,781 00	\$927 00 PAY	Fall
Kline,Gloria Jean	Senior Lecturer	Nursing	\$7,416 00	\$1,236 00 REH	Fall
Klingler,Judith Ann	Senior Lecturer	Sport Science & Wellness Educ	\$6,180 00	\$1,030 00 REH	Fall
Kobak,Mallory S	Senior Lecturer	Sport Science & Wellness Educ	\$9,888 00	\$1,236 00 REH	Fall
Kornspan,Alan S	Professor-Summer	Sport Science & Wellness Educ	\$11,377 50	\$2,775 00 REH	Summer
Kraft,Kristine N	Assoc Prof - Summer	Allied Health Technology	\$5,925 00	\$1,975 00 REH	Summer
Kreiner,Dale S	Special Lecturer	Sport Science & Wellness Educ	\$1,552 48	\$776 24 REH	Fall
Kunsman,Charles A	Associate Lecturer	Sport Science & Wellness Educ	\$7,210 00	\$1,030 00 REH	Fall
La Marca,Louis B	Assistant Lecturer	Social Work	\$2,472 00	\$824 00 REH	Fall
Landenberger Jr,Dale E	Assistant Lecturer	Sport Science & Wellness Educ	\$1,490 76	\$745 38 REH	Fall
LaRose,Vivienne Marie	Assistant Lecturer	Nursing	\$5,245 08	\$1,311 27 REH	Fall
Lax,Greta A	Assistant Lecturer	Social Work	\$2,472 00	\$824 00 PAY	Fall
Lee,Seungbum	Assoc Prof - Summer	Sport Science & Wellness Educ	\$11,850 00	\$1,975 00 REH	Summer
Lemin,Denise	Associate Lecturer	Nutrition & Dietetics	\$3,296 00	\$824 00 PAY	Fall
LePard,Amy R	Special Lecturer	Nursing	\$8,343 00	\$927 00 REH	Fall
Leslie,Terri Y	Assistant Lecturer	Social Work	\$824 00	\$824 00 REH	Fall
Lorman,Janis C	Senior Lecturer	Speech-Lang Path & Audiology	\$3,538 05	\$1,179 35 PAY	Fall
Magee,Jennifer Jo	Asst Prof Instr-Summer	Nursing	\$5,962 50	\$1,325 00 REH	Summer
Magiste PhD,Edward John	Senior Lecturer	Social Work	\$2,781 00	\$927 00 PAY	Fall
Marshall,Brenda L	Special Lecturer	Nursing	\$4,171 50	\$927 00 PAY	Fall
Martin,Nancy A	Assistant Lecturer	Allied Health Technology	\$2,546 16	\$848 72 PAY	Fall
Metcalf,Erin L	Special Lecturer	Nursing	\$5,850 00	\$900 00 REH	Summer
Michael,Susan L	Assistant Lecturer	Speech-Lang Path & Audiology	\$4,282 74	\$927 00 PAY	Fall
Miller,Brian	Associate Lecturer	Sport Science & Wellness Educ	\$6,489 00	\$721 00 REH	Fall
Miller,Emma M	Assistant Lecturer	Social Work	\$3,296 00	\$824 00 REH	Fall
Miller,Ryan A	Assistant Lecturer	Social Work	\$4,944 00	\$824 00 REH	Fall
Millsap,Breanna	Assistant Lecturer	Nursing	\$6,695 00	\$1,030 00 REH	Fall
Mizda,Michele L	Assistant Lecturer	Social Work	\$2,472 00	\$824 00 REH	Fall
Moeller,Ruth Ann	Assistant Lecturer	Nursing	\$10,428 75	\$1,158 75 REH	Fall
Mori,Candace Lynn	Assistant Lecturer	Nursing	\$550 00	\$1,100 00 REH	Summer
Mori,Candace Lynn	Assistant Lecturer	Nursing	\$5,098 50	\$1,133 00 REH	Fall
Morrison,Timothy M	Assistant Lecturer	Allied Health Technology	\$1,697 44	\$848 72 DTA	Fall
Morrow,Brittany	Special Lecturer	Nursing	\$8,343 00	\$927 00 REH	Fall
Murrock,Carolyn J	Professor-Summer	Nursing	\$2,775 00	\$2,775 00 REH	Summer
Osborne,Emily	Special Lecturer	Nursing	\$2,781 00	\$927 00 REH	Fall
Otterstetter,Ronald	Professor-Summer	Sport Science & Wellness Educ	\$8,325 00	\$2,775 00 REH	Summer
Owen,Cheryl L	Prof Instr-Summer	Nursing	\$8,800 00	\$1,600 00 REH	Summer
Palchick,Fred	Special Lecturer	Speech-Lang Path & Audiology	\$8,574 75	\$952 75 REH	Fall
Palmer,Chad E	Associate Lecturer	Sport Science & Wellness Educ	\$5,253 00	\$875 50 REH	Fall
Pardee,Marcy Maureen	Assistant Lecturer	Allied Health Technology	\$1,697 44	\$848 72 PAY	Fall
Patton,Rikki A	Asst Prof - Summer	School of Counseling	\$5,175 00	\$1,725 00 REH	Summer
Pavlak,Tim R	Senior Lecturer	Sport Science & Wellness Educ	\$3,708 00	\$1,236 00 REH	Fall
Pinheiro,Victor E	Professor-Summer	Sport Science & Wellness Educ	\$11,793 75	\$2,775 00 HIR	Summer
Piriak,Nicole	Special Lecturer	Allied Health Technology	\$7,119 36	\$1,186 56 REH	Fall
Pond,Kelly M	Prof Instr-Summer	Nursing	\$800 00	\$1,600 00 REH	Summer
Potter,Don	Assistant Lecturer	Social Work	\$2,472 00	\$824 00 PAY	Fall
Powell,Michael Dale	Senior Lecturer	Sport Science & Wellness Educ	\$5,407 50	\$1,081 50 PAY	Fall
Powell,Myrissa A	Assistant Lecturer	Social Work	\$5,768 00	\$824 00 REH	Fall
Questel,Gloria A	Assistant Lecturer	Social Work	\$4,944 00	\$824 00 REH	Fall
Reed,Kathleen B	Special Lecturer	Nursing	\$4,171 50	\$927 00 PAY	Fall
Reid,Pamela J	Senior Lecturer	Social Work	\$10,432 44	\$869 37 DTA	Fall
Repko,Lynn M	Assistant Lecturer	Social Work	\$2,472 00	\$824 00 PAY	Fall
Richards,Catherine M	Associate Lecturer	Speech-Lang Path & Audiology	\$8,470 80	\$1,058 85 REH	Fall
Richards,Suzanne C	Special Lecturer	Allied Health Technology	\$7,119 36	\$1,186 56 REH	Fall
Richardson,Laura	Prof Instr-Summer	Sport Science & Wellness Educ	\$11,200 00	\$1,600 00 REH	Summer
Ridella,jerriene M	Assistant Lecturer	Social Work	\$3,296 00	\$824 00 PAY	Fall
Roberts,Diane	Assistant Lecturer	Social Work	\$1,648 00	\$824 00 PAY	Fall
Robinson,Christine M	Assistant Lecturer	Social Work	\$3,296 00	\$824 00 REH	Fall
Robinson,Meredith M	Special Lecturer	Nursing	\$8,343 00	\$927 00 REH	Fall
Rochester,Benjamin M	Assistant Lecturer	Sport Science & Wellness Educ	\$2,507 82	\$835 94 REH	Fall
Rosa,Angi D	Assistant Lecturer	Social Work	\$824 00	\$824 00 PAY	Fall
Ruhlin,Susan	Associate Lecturer	Speech-Lang Path & Audiology	\$5,182 80	\$1,036 56 PAY	Fall
Sabistina,Shelley J	Assistant Lecturer	Nursing	\$9,270 00	\$1,030 00 REH	Fall
Sand-Ashley,Chris L	Senior Lecturer	School of Counseling	\$5,150 00	\$1,030 00 REH	Fall
Sapola,Brian M	Associate Lecturer	Nursing	\$8,343 00	\$1,390 50 REH	Fall
Sapola,Brian M	Associate Lecturer	Allied Health Technology	\$4,171 50	\$1,390 50 REH	Fall
Schaeffer,Leann	Assoc Prof - Summer	Nutrition & Dietetics	\$1,975 00	\$1,975 00 REH	Summer
Schrull,Patricia	Associate Lecturer	Nursing	\$4,532 00	\$1,133 00 REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF HEALTH PROFESSIONS (Cont.)

Scott,Dawn Z	Visiting Asst Prof - Summer	Nutrition & Dietetics	\$1,490 00	\$1,490 00	REH	Summer
Seiber,Malisa	Special Lecturer	Allied Health Technology	\$3,559 68	\$1,582 08	REH	Fall
Sette,Jennie E	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Shanks,Linda C	Assoc Prof - Summer	Nursing	\$6,912 50	\$1,975 00	REH	Summer
Shoaff,Ericka A	Assistant Lecturer	School of Counseling	\$1,648 00	\$824 00	PAY	Fall
Shultz,Jillian	Special Lecturer	Nursing	\$2,781 00	\$927 00	PAY	Fall
Siarkowski,Karen	Associate Lecturer	Nursing	\$11,285 19	\$1,253 91	REH	Fall
Sigal Papp,Kathern Lucile	Senior Lecturer	Speech-Lang Path & Audiology	\$4,944 00	\$1,236 00	REH	Fall
Smith,Amanda	Special Lecturer	Nursing	\$4,171 50	\$927 00	PAY	Fall
Smith,Marc L	Assistant Lecturer	Sport Science & Wellness Educ	\$1,854 00	\$618 00	REH	Fall
Smith,Nicole L	Special Lecturer	Allied Health Technology	\$3,559 68	\$1,582 08	REH	Fall
Sotcan,Danielle W	Assistant Lecturer	Social Work	\$1,654 00	\$827 00	PAY	Fall
Spelik,Laurie A	Assistant Lecturer	Social Work	\$3,296 00	\$824 00	REH	Fall
Sprague,Laura	Assistant Lecturer	Nursing	\$2,060 00	\$1,030 00	REH	Fall
Steinmetz,Janice E	Assistant Lecturer	Social Work	\$2,574 69	\$858 23	REH	Fall
Stevens,Jessica S	Assistant Lecturer	Social Work	\$4,944 00	\$824 00	PAY	Fall
Stockton,LuAnne M	Senior Lecturer	Sport Science & Wellness Educ	\$4,114 48	\$1,028 62	REH	Fall
Strecker,Theresa	Special Lecturer	Nursing	\$1,854 00	\$927 00	PAY	Fall
Stuck,Sheryl D	Prof Instr-Summer	Nursing	\$3,200 00	\$1,600 00	REH	Summer
Stutler,Kevin	Special Lecturer	Sport Science & Wellness Educ	\$803 59	\$803 59	REH	Summer
Stutler,Kevin	Special Lecturer	Sport Science & Wellness Educ	\$4,966 20	\$827 70	REH	Fall
Symons,Patricia M	Assistant Lecturer	Social Work	\$1,648 00	\$824 00	PAY	Fall
Taylor,Sarah D	Special Lecturer	Nursing	\$8,343 00	\$927 00	REH	Fall
Terry,Kathleen M	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Terry,Robert P	Associate Lecturer	Social Work	\$2,546 16	\$848 72	REH	Fall
Thomas,Becky L	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Tien,Xiao-Ying (Sharon)	Senior Lecturer	Allied Health Technology	\$2,950 35	\$983 45	REH	Fall
Torres,Guillermo	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	REH	Fall
Tucker-See,Gretchen R	Assistant Lecturer	School of Counseling	\$2,472 00	\$824 00	REH	Fall
Turner,Shaunaugh G	Assistant Lecturer	Social Work	\$824 00	\$824 00	HIR	Fall
Varnes,Christine L	Assistant Lecturer	Social Work	\$2,472 00	\$824 00	PAY	Fall
Waite,Katherine A	Assistant Lecturer	Nursing	\$8,487 20	\$1,060 90	REH	Fall
Walker,Michelle R	Special Lecturer	Nursing	\$6,180 00	\$1,030 00	REH	Fall
Weisend,Gail A	Assistant Lecturer	Social Work	\$2,546 16	\$848 72	REH	Fall
Wise,Shawn M	Assistant Lecturer	Sport Science & Wellness Educ	\$1,966 92	\$655 64	REH	Fall
Wissmar,Carrie	Asst Prof Instr-Summer	Nursing	\$7,950 00	\$1,325 00	REH	Summer
Woloch,Christina Michelle	Assistant Lecturer	School of Counseling	\$2,400 00	\$800 00	HIR	Summer
Workman,Angela Kay	Assistant Lecturer	Social Work	\$4,120 00	\$824 00	REH	Fall
Wray,Denise M	Senior Lecturer	Speech-Lang Path & Audiology	\$11,124 00	\$1,236 00	PAY	Fall
Wright,Paul J	Special Lecturer	Sport Science & Wellness Educ	\$2,266 00	\$1,133 00	REH	Fall
Wyrock,Laura Ann	Assistant Lecturer	Nursing	\$6,490 11	\$1,180 02	REH	Fall
*Young,Rita	Prof Instr	Nursing	\$18,600 00	\$1,550 00	REH	Fall
Young,Tamara M	Special Lecturer	Nursing	\$8,343 00	\$927 00	REH	Fall
Zaccardelli,William	Senior Lecturer	Allied Health Technology	\$8,464 68	\$940 52	PAY	Fall

WILLIAMS HONORS COLLEGE

Dunbar,Michael D	Senior Lecturer	Williams Honors Col Dean's Off	\$4,120 00	\$1,030 00	REH	Fall
*Kagafas,James G	Senior Lecturer	Williams Honors Col Dean's Off	\$1,841 72	\$920 86	REH	Fall
Levin,Paula B	Senior Lecturer	Williams Honors Col Dean's Off	\$2,060 00	\$1,030 00	PAY	Fall
Pollock,Heather N	Senior Lecturer	Williams Honors Col Dean's Off	\$2,266 00	\$1,133 00	REH	Fall
Rosenthal,Harvey D	Senior Lecturer	Williams Honors Col Dean's Off	\$2,684 20	\$1,342 10	REH	Fall
Tomko,Carrie A	Senior Lecturer	Williams Honors Col Dean's Off	\$4,667 96	\$1,166 99	REH	Fall
*Weidknecht,Marcia Elaine	Senior Lecturer	Williams Honors Col Dean's Off	\$4,120 00	\$1,030 00	REH	Fall

SCHOOL OF LAW

Altmeyer,Susan Mary	Senior Lecturer	Law - Instruction	\$4,120 00	\$1,030 00	REH	Fall
Aultman,Julie M	Senior Lecturer	Law - Instruction	\$3,244 50	\$1,081 50	REH	Fall
Benedict O'Brien,Alisa N	Senior Lecturer	Law - Instruction	\$5,150 00	\$1,030 00	PAY	Fall
Curry,Marie B	Senior Lecturer	Law - Instruction	\$1,716 67	\$1,716 67	REH	Fall
Franklin,Misty D	Senior Lecturer	Law Dean's Office	\$2,575 00	\$1,030 00	PAY	Fall
Hornickel,John	Senior Lecturer	Law - Instruction	\$1,079 14	\$1,079 14	REH	Fall
Kelly,Melissa Z	Senior Lecturer	Law - Instruction	\$5,376 60	\$1,792 20	REH	Fall
Kita,Kevin W	Senior Lecturer	Law - Instruction	\$3,090 00	\$1,030 00	REH	Fall
*Koosed,Margery B	Senior Lecturer	Law - Instruction	\$3,399 00	\$1,133 00	REH	Fall
Maguire,Robert D	Senior Lecturer	Law - Instruction	\$2,909 04	\$969 68	REH	Fall
Malarcik Jr,Donald J	Senior Lecturer	Law - Instruction	\$2,750 10	\$916 70	REH	Fall
Matejkovic,Margaret E	Senior Lecturer	Law - Instruction	\$3,271 86	\$1,090 62	REH	Fall
Oldfield,Joy Malek	Senior Lecturer	Law - Instruction	\$6,000 00	\$2,000 00	DTA	Fall
Payne,Lavell O	Senior Lecturer	Law - Instruction	\$2,688 30	\$896 10	PAY	Fall
Price,Charles	Senior Lecturer	Law - Instruction	\$1,833 40	\$916 70	REH	Fall
Schulze,Emma K	Senior Lecturer	Law - Instruction	\$1,200 00	\$1,200 00	HIR	Summer
Sethna,Farhad B	Senior Lecturer	Law - Instruction	\$3,090 00	\$1,030 00	REH	Fall
Starnes,Sarah	Senior Lecturer	Law - Instruction	\$3,090 00	\$1,030 00	REH	Fall
Thomson,Daniel A	Senior Lecturer	Law - Instruction	\$2,688 30	\$896 10	REH	Fall
Vimont,Barbara Jean	Senior Lecturer	Law - Instruction	\$2,688 30	\$896 10	REH	Fall
Wagner,Louis F	Senior Lecturer	Law - Instruction	\$2,610 00	\$896 00	PAY	Fall
Watts,Greg W	Senior Lecturer	Law - Instruction	\$1,305 00	\$870 00	HIR	Spring

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY

Al Mughawi,Mohammed	Assistant Lecturer	Applied General & Tech Studies	\$4,326 00	\$721 00	PAY	Fall
Albright,Jeremy D	Associate Lecturer	Engineering & Science Tech	\$6,489 00	\$927 00	PAY	Fall
Allison,Terence Russell	Special Lecturer	Engineering & Science Tech	\$2,781 00	\$618 00	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)

Anderson,David L	Special Lecturer	Engineering & Science Tech	\$4,271 04	\$1,067 76	REH	Fall
Ardner,Larry J	Senior Lecturer	Business & Info Technology	\$2,475 00	\$825 00	REH	Summer
Ardner,Larry J	Senior Lecturer	Business & Info Technology	\$5,098 50	\$849 75	REH	Fall
Artino,Kristina A	Assistant Lecturer	Business & Info Technology	\$2,387 04	\$795 68	REH	Fall
Balazs,Szilvia	Senior Lecturer	Business & Info Technology	\$9,270 00	\$1,030 00	REH	Fall
Belcher,Marcia C	Professor-Summer	Engineering & Science Tech	\$21,034 50	\$2,775 00	REH	Summer
Besch,Ann M	Senior Lecturer	Engineering & Science Tech	\$8,321 34	\$1,029 87	DTA	Fall
Bibbee, Lucy M	Senior Lecturer	Business & Info Technology	\$5,902 68	\$983 78	REH	Fall
Boateng,Joseph	Senior Lecturer	Applied General & Tech Studies	\$3,296 00	\$824 00	PAY	Fall
Bower,Kathleen M	Senior Lecturer	Engineering & Science Tech	\$7,828 00	\$978 50	REH	Fall
Boyd,Rauslynn M	Assistant Lecturer	Business & Info Technology	\$4,944 00	\$824 00	REH	Fall
Bragg Jr,Albert A	Associate Lecturer	Disaster Science & Emerg Svs	\$2,626 50	\$875 50	REH	Fall
Brown,Fannie L	Senior Lecturer	Applied General & Tech Studies	\$2,675 04	\$891 68	PAY	Fall
Brunson,Christina L	Senior Lecturer	Business & Info Technology	\$3,090 00	\$1,030 00	PAY	Fall
Bucholtz,Kenneth J	Special Lecturer	Business & Info Technology	\$5,198 41	\$742 63	REH	Fall
Ciraldo Pe,Louis J	Special Lecturer	Engineering & Science Tech	\$2,454 30	\$818 10	REH	Fall
Coldwell,Samantha	Assistant Lecturer	Business & Info Technology	\$2,472 00	\$824 00	REH	Fall
*Collins,Christopher	Senior Lecturer	Business & Info Technology	\$7,001 94	\$1,166 99	REH	Fall
Collins,Pamela S	Senior Lecturer	Business & Info Technology	\$5,562 42	\$927 07	REH	Fall
Crawford,Sandie L	Senior Lecturer	Applied General & Tech Studies	\$5,716 50	\$952 75	REH	Fall
Curren,Edward D	Senior Lecturer	Applied General & Tech Studies	\$2,781 00	\$927 00	REH	Fall
Dalton,Terrence B	Senior Lecturer	Business & Info Technology	\$2,704 89	\$901 63	REH	Fall
*Davis III,Russell K	Senior Lecturer	Business & Info Technology	\$3,343 74	\$1,114 58	REH	Fall
Du,Shirong	Asst Prof - Summer	Business & Info Technology	\$9,056 25	\$1,725 00	DTA	Summer
Du,Shirong	Asst Prof	Business & Info Technology	\$2,791 25	\$2,791 25	REH	Spring
DuBose,Kathy D	Associate Lecturer	Business & Info Technology	\$2,784 87	\$928 29	REH	Fall
Dudek,Thomas J	Senior Lecturer	Engineering & Science Tech	\$2,575 00	\$1,030 00	REH	Fall
Dudek,Thomas J	Senior Lecturer	Engineering & Science Tech	\$1,287 50	\$1,030 00	REH	Fall
Eckerle,Joe	Senior Lecturer	Engineering & Science Tech	\$2,060 00	\$824 00	REH	Fall
*Edgerton,John W	Senior Lecturer	Engineering & Science Tech	\$4,120 00	\$1,030 00	REH	Fall
Edmonds,Clarence D	Special Lecturer	Business & Info Technology	\$5,851 50	\$780 20	DTA	Fall
Evans,David	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,317 50	\$772 50	REH	Fall
*Evele,Holger F	Senior Lecturer	Applied General & Tech Studies	\$1,844 68	\$922 34	PAY	Fall
Farooqi,Zareen	Professor-Summer	Business & Info Technology	\$8,325 00	\$2,775 00	REH	Summer
Feerasta,Jamal	Professor-Summer	Business & Info Technology	\$11,793 75	\$2,775 00	DTA	Summer
Fritz,Martin W	Special Lecturer	Engineering & Science Tech	\$2,523 50	\$721 00	REH	Fall
Gearhart,Otto A	Senior Lecturer	Applied General & Tech Studies	\$4,944 00	\$824 00	REH	Fall
Goldstein,Innara T	Associate Lecturer	Applied General & Tech Studies	\$7,712 64	\$856 96	REH	Fall
Gordon MA,Deborah L	Assistant Lecturer	Business & Info Technology	\$4,944 00	\$824 00	REH	Fall
Greenwald,Ronald M	Senior Lecturer	Business & Info Technology	\$2,940 00	\$980 00	REH	Summer
Greenwald,Ronald M	Senior Lecturer	Business & Info Technology	\$9,084 60	\$1,009 40	REH	Fall
*Gruccio Jr, Frank J	Senior Lecturer	Applied General & Tech Studies	\$3,240 42	\$1,080 14	REH	Fall
Gucik,Nathaniel B	Associate Lecturer	Engineering & Science Tech	\$2,472 00	\$824 00	REH	Fall
Haiduc,Dana	Senior Lecturer	Applied General & Tech Studies	\$5,562 00	\$927 00	REH	Fall
Hall,Elizabeth A	Assistant Lecturer	Applied General & Tech Studies	\$4,944 00	\$824 00	PAY	Fall
Hamilton,Bart P	Senior Lecturer	Engineering & Science Tech	\$7,210 00	\$1,030 00	REH	Fall
Harms,John	Senior Lecturer	Business & Info Technology	\$2,781 00	\$927 00	REH	Fall
Harpst,Todd A	Senior Lecturer	Engineering & Science Tech	\$1,751 00	\$875 50	REH	Fall
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	\$1,947 82	\$973 91	REH	Summer
Harris,Jo Ann	Senior Lecturer	Applied General & Tech Studies	\$4,012 56	\$1,003 14	PAY	Fall
Hazlett,William J	Senior Lecturer	Applied General & Tech Studies	\$3,708 00	\$927 00	PAY	Fall
Henderson,Cory	Assistant Lecturer	Applied General & Tech Studies	\$7,184 25	\$798 25	REH	Fall
Hollinger,Melissa R	Assistant Lecturer	Business & Info Technology	\$4,944 00	\$824 00	REH	Fall
Holmes,Nickole D	Assistant Lecturer	Applied General & Tech Studies	\$4,326 00	\$721 00	REH	Fall
Huber,Douglas C	Senior Lecturer	Business & Info Technology	\$6,734 14	\$962 02	REH	Fall
Hubert,Douglas G	Visiting Asst Prof - Summer	Business & Info Technology	\$2,981 25	\$1,325 00	HIR	Summer
*Jalbert,Michael J	Senior Lecturer	Business & Info Technology	\$3,090 00	\$1,030 00	REH	Fall
Jalbert,Michael J	Senior Lecturer	Applied General & Tech Studies	\$3,090 00	\$1,030 00	PAY	Fall
Johanyak,Debra L	Senior Lecturer	Applied General & Tech Studies	\$3,590 58	\$1,196 86	DTA	Fall
Johnston,Charles Edward	Senior Lecturer	Disaster Science & Emerg Svs	\$2,781 00	\$927 00	PAY	Fall
Jones,Lorans R	Associate Lecturer	Business & Info Technology	\$4,944 00	\$824 00	REH	Fall
Julius,Gregory M	Senior Lecturer	Applied General & Tech Studies	\$8,111 25	\$901 25	REH	Fall
Kausch,Darlene R	Senior Lecturer	Business & Info Technology	\$3,090 00	\$1,030 00	PAY	Fall
Keil,Marjorie	Senior Lecturer	Applied General & Tech Studies	\$3,590 58	\$1,196 86	PAY	Fall
*Kemp-Queener,Charlene	Assistant Lecturer	Business & Info Technology	\$2,387 04	\$795 68	REH	Fall
Koehler,Andrew P	Special Lecturer	Engineering & Science Tech	\$2,781 00	\$618 00	PAY	Fall
Krause,Jeff James	Special Lecturer	Engineering & Science Tech	\$1,648 00	\$824 00	REH	Fall
Lane,Amelia R	Senior Lecturer	Applied General & Tech Studies	\$1,648 00	\$824 00	PAY	Fall
Lester,Yvette L	Associate Lecturer	Applied General & Tech Studies	\$6,952 50	\$772 50	DTA	Fall
Little,Dana M	Associate Lecturer	Business & Info Technology	\$5,253 00	\$875 50	REH	Fall
Lodge,Thomas	Senior Lecturer	Engineering & Science Tech	\$3,600 62	\$1,028 75	REH	Fall
Looney,Troy L	Senior Lecturer	Disaster Science & Emerg Svs	\$5,562 00	\$927 00	PAY	Fall
*Lukach,Thomas F	Senior Lecturer	Engineering & Science Tech	\$9,270 00	\$1,030 00	REH	Fall
Mandalinich,Matt	Senior Lecturer	Engineering & Science Tech	\$1,854 00	\$927 00	REH	Fall
Mathews,Treva E	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,472 00	\$824 00	PAY	Fall
Mayhew,William T	Special Lecturer	Engineering & Science Tech	\$3,209 98	\$713 33	REH	Fall
McClintick,David T	Assistant Lecturer	Engineering & Science Tech	\$3,677 10	\$735 42	REH	Fall
Mehok Jr,Richard Pete	Associate Lecturer	Business & Info Technology	\$2,781 99	\$927 33	PAY	Fall
Mehok Jr,Richard Pete	Associate Lecturer	Business & Info Technology	\$2,781 99	\$927 33	PAY	Fall
Miktarian Spencer,Patricia A	Senior Lecturer	Business & Info Technology	\$5,562 00	\$927 00	REH	Summer
Miktarian Spencer,Patricia A	Senior Lecturer	Business & Info Technology	\$8,593 29	\$954 81	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)

Moore,Hope Michelle	Senior Lecturer	Applied General & Tech Studies	\$2,472 00	\$824 00	REH	Fall
Moore-Ramirez,Amy Marie	Associate Lecturer	Applied General & Tech Studies	\$6,952 50	\$772 50	REH	Fall
Mourzine,Eugene	Senior Lecturer	Business & Info Technology	\$8,343 00	\$927 00	REH	Fall
Murphy,Mark A	Assistant Lecturer	Business & Info Technology	\$2,472 00	\$824 00	REH	Fall
Natney,Joseph O	Senior Lecturer	Business & Info Technology	\$6,046 02	\$1,007 67	REH	Fall
Nawari,Fadwa Omar	Senior Lecturer	Applied General & Tech Studies	\$5,679 42	\$946 57	PAY	Fall
Nicholson,Faye Lynette	Assistant Lecturer	Business & Info Technology	\$4,944 00	\$824 00	PAY	Fall
Ossai,Peter O	Senior Lecturer	Applied General & Tech Studies	\$1,802 50	\$901 25	PAY	Fall
Paolillo,Bill	Senior Lecturer	Engineering & Science Tech	\$3,090 00	\$1,030 00	PAY	Fall
Patterson,James J	Senior Lecturer	Engineering & Science Tech	\$309 00	\$1,030 00	REH	Fall
Perry,Alvin L	Assistant Lecturer	Engineering & Science Tech	\$4,635 00	\$772 50	REH	Fall
Pinis,Georgia A	Senior Lecturer	Business & Info Technology	\$8,593 29	\$954 81	REH	Fall
Poth,Christine M	Senior Lecturer	Applied General & Tech Studies	\$9,257 49	\$1,028 61	REH	Fall
Powell,James R	Senior Lecturer	Applied General & Tech Studies	\$3,081 69	\$1,027 23	PAY	Fall
Pruitt,Lorraine	Assistant Lecturer	Business & Info Technology	\$2,842 80	\$947 60	PAY	Fall
Pruitt,Lorraine	Assistant Lecturer	Business & Info Technology	\$2,842 80	\$947 60	PAY	Fall
*Riccardi,Richard W	Special Lecturer	Engineering & Science Tech	\$6,025 50	\$669 50	REH	Fall
Ridgeway-Williams,Sandra	Assistant Lecturer	Disaster Science & Emerg Svs	\$2,472 00	\$824 00	PAY	Fall
Risaliti,Stephen E	Senior Lecturer	Business & Info Technology	\$5,349 96	\$891 66	REH	Fall
Rutter,John Joseph	Senior Lecturer	Business & Info Technology	\$2,546 16	\$848 72	REH	Fall
Sas,Timothy J	Assistant Lecturer	Engineering & Science Tech	\$5,071 30	\$780 20	REH	Fall
Seagren,Eric C	Assistant Lecturer	Business & Info Technology	\$7,184 25	\$798 25	REH	Fall
Shabaya,Ronald	Senior Lecturer	Business & Info Technology	\$2,700 00	\$900 00	REH	Summer
Shabaya,Ronald	Senior Lecturer	Business & Info Technology	\$5,562 00	\$927 00	REH	Fall
Shaffer Jr,Harold W	Senior Lecturer	Business & Info Technology	\$3,070 92	\$1,023 64	REH	Fall
Shane,Jeffrey S	Senior Lecturer	Engineering & Science Tech	\$5,885 04	\$980 84	REH	Fall
Shell,Daniel J	Associate Lecturer	Business & Info Technology	\$5,345 70	\$890 95	REH	Fall
Shiller,Paul J	Senior Lecturer	Engineering & Science Tech	\$3,244 50	\$927 00	REH	Fall
Shipley,Kip A	Associate Lecturer	Engineering & Science Tech	\$3,708 00	\$927 00	REH	Fall
Shuman,John N	Assistant Lecturer	Engineering & Science Tech	\$2,163 00	\$721 00	REH	Fall
Singletary,Frank R	Senior Lecturer	Business & Info Technology	\$8,043 30	\$893 70	REH	Fall
Skocich,Thomas A	Special Lecturer	Business & Info Technology	\$2,317 50	\$772 50	REH	Fall
Snyder,Gary E	Senior Lecturer	Business & Info Technology	\$9,038 25	\$1,004 25	DTA	Fall
Spayd,Michael A	Assistant Lecturer	Business & Info Technology	\$2,317 50	\$772 50	REH	Fall
Spoonster,Joseph	Senior Lecturer	Engineering & Science Tech	\$2,060 00	\$1,030 00	PAY	Fall
Stang,Jean M	Senior Lecturer	Applied General & Tech Studies	\$2,710 80	\$903 60	PAY	Fall
Stokes,Polly A	Senior Lecturer	Applied General & Tech Studies	\$3,059 52	\$1,019 84	REH	Fall
Styer,Todd R	Assistant Lecturer	Engineering & Science Tech	\$2,884 00	\$824 00	REH	Fall
Sulak,Tamera H	Assistant Lecturer	Engineering & Science Tech	\$3,150 00	\$900 00	REH	Fall
Thelen,David A	Special Lecturer	Engineering & Science Tech	\$2,173 44	\$724 48	REH	Fall
Vanwinkle,Diana L	Senior Lecturer	Applied General & Tech Studies	\$7,879 50	\$875 50	REH	Fall
Vega,Jorge Vianor	Assistant Lecturer	Business & Info Technology	\$2,472 00	\$824 00	PAY	Fall
Veon,Neal T	Special Lecturer	Engineering & Science Tech	\$2,884 00	\$824 00	PAY	Fall
Veverka,Louise	Special Lecturer	Engineering & Science Tech	\$3,244 50	\$721 00	REH	Fall
Vogel,Susan B	Senior Lecturer	Applied General & Tech Studies	\$5,015 64	\$835 94	REH	Fall
Wainwright,Christine Lorraine	Senior Lecturer	Applied General & Tech Studies	\$9,347 94	\$1,038 66	REH	Fall
Walker,Luke C	Special Lecturer	Engineering & Science Tech	\$3,708 00	\$824 00	REH	Fall
Wallace,Deborah M	Associate Lecturer	Applied General & Tech Studies	\$4,635 00	\$772 50	REH	Fall
Warrick,John David	Senior Lecturer	Applied General & Tech Studies	\$2,276 24	\$1,138 12	DTA	Fall
Weber,Richard T	Senior Lecturer	Disaster Science & Emerg Svs	\$2,674 98	\$891 66	REH	Fall
Whitacre,Tori L	Associate Lecturer	Applied General & Tech Studies	\$7,416 00	\$824 00	REH	Fall
Williams,Mary B	Senior Lecturer	Business & Info Technology	\$9,270 00	\$1,030 00	PAY	Fall
Williams,Michael David	Assistant Lecturer	Applied General & Tech Studies	\$4,944 00	\$824 00	REH	Fall
Winslow,Brent	Special Lecturer	Engineering & Science Tech	\$927 00	\$618 00	PAY	Fall
Wynn,Susan E	Senior Lecturer	Applied General & Tech Studies	\$5,959 44	\$993 24	REH	Fall
Young,Ronald S	Assistant Lecturer	Engineering & Science Tech	\$5,403 48	\$900 58	REH	Fall
Zellers,Michael	Assistant Lecturer	Business & Info Technology	\$4,944 00	\$824 00	PAY	Fall

WAYNE COLLEGE

Abanquah,Forson A	Assistant Lecturer	Statistics - Wayne	\$6,461 19	\$717 91	PAY	Fall
Alnawaiseh,Ali M	Assistant Lecturer	English-Wayne	\$4,327 26	\$721 21	PAY	Fall
Anderson,Cory	Senior Lecturer	Sociology-Wayne	\$2,816 58	\$938 86	PAY	Fall
Anderson,Devon Pearl Egan	Associate Lecturer	Developmental Programs-Wayne	\$6,615 84	\$826 98	PAY	Fall
Arends,Deborah	Senior Lecturer	Psychology-Wayne	\$2,740 83	\$913 61	REH	Fall
Baird,Ellen M	Senior Lecturer	Associate Studies-Wayne	\$8,282 61	\$920 29	REH	Fall
Berg,Michael J	Assistant Lecturer	Accounting-Wayne	\$2,128 92	\$709 64	PAY	Fall
Bergman,Daniela	Senior Lecturer	Mathematics-Wayne	\$7,358 08	\$919 76	REH	Fall
Blaha,Stephanie Joy	Special Lecturer	Music-Wayne	\$4,396 44	\$732 74	REH	Fall
Boateng,Justice O	Assistant Lecturer	Mathematics-Wayne	\$6,456 06	\$717 34	DTA	Fall
Bragg,Todd A	Senior Lecturer	Economics-Wayne	\$2,864 43	\$954 81	PAY	Fall
Brahler,Emily A	Assistant Lecturer	Physics-Wayne	\$2,884 76	\$721 19	PAY	Fall
Carlin,Eric R	Senior Lecturer	English-Wayne	\$7,349 60	\$918 70	REH	Fall
Carmichael,Stephen	Special Lecturer	Developmental Programs-Wayne	\$7,388 00	\$923 50	REH	Fall
Chaplin,John M	Senior Lecturer	Philosophy-Wayne	\$3,000 00	\$1,000 00	HIR	Summer
Clark,John P	Senior Lecturer	Economics-Wayne	\$5,975 22	\$995 87	PAY	Fall
Conklin,Michael W	Senior Lecturer	Geosciences-Wayne	\$2,744 16	\$914 72	REH	Fall
Corl,Susan F	Senior Lecturer	Developmental Programs-Wayne	\$3,671 64	\$917 91	PAY	Fall
Crissinger III,Bruce A	Senior Lecturer	English-Wayne	\$5,564 70	\$927 45	REH	Fall
Davis,Roger Lawrence	Associate Lecturer	Business & Office Tech-Wayne	\$2,163 57	\$721 19	REH	Fall
Dean,Megan L	Assistant Lecturer	Sport Sci & Well Educ Wayne	\$1,461 86	\$730 93	REH	Summer
Dodson,Kathryn K	Assistant Lecturer	Biology-Wayne	\$2,838 56	\$709 64	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

WAYNE COLLEGE (Cont.)

Dominik,Erich G	Senior Lecturer	Accounting-Wayne	\$5,845 44	\$974 24	REH	Fall
Donahue,Zachariah E	Assistant Lecturer	English-Wayne	\$4,282 74	\$713 79	PAY	Fall
Douglas,Denise R	Assistant Lecturer	Busn Management Tech - Wayne	\$2,140 47	\$713 49	REH	Fall
Dreher,Christine D	Senior Lecturer	Developmental Programs-Wayne	\$4,134 76	\$1,033 69	REH	Fall
Durbin,Michael R	Senior Lecturer	Philosophy-Wayne	\$8,761 77	\$973 53	REH	Fall
Eddy-Broadwater,Dontriette	Senior Lecturer	Philosophy-Wayne	\$2,622 54	\$874 18	PAY	Fall
Eichler,James P	Senior Lecturer	History-Wayne	\$4,431 60	\$1,107 90	REH	Fall
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	\$3,118 86	\$1,039 62	REH	Summer
Ericksen,Julia A	Senior Lecturer	Psychology-Wayne	\$9,637 29	\$1,070 81	REH	Fall
Felix,Gay L	Senior Lecturer	Developmental Programs-Wayne	\$8,602 80	\$1,075 35	REH	Fall
Ferris,Amber L	Asst Prof - Summer	GS: Eff Oral Comm-Wayne	\$3,450 00	\$1,725 00	REH	Summer
Fink,Jane M	Senior Lecturer	Educational Foundations-Wayne	\$2,799 54	\$933 18	REH	Fall
Fink,John	Assistant Lecturer	Developmental Programs-Wayne	\$1,419 28	\$709 64	REH	Fall
Fink,John	Assistant Lecturer	Family & Consumer Sci-Wayne	\$2,128 92	\$709 64	REH	Fall
Fink,John	Assistant Lecturer	Educational Foundations-Wayne	\$2,128 92	\$709 64	PAY	Fall
Fischer,Jennifer A	Senior Lecturer	Developmental Programs-Wayne	\$3,666 32	\$916 58	PAY	Fall
Forkapa,Dan S	Assistant Lecturer	English-Wayne	\$2,146 32	\$715 44	DTA	Fall
Gilmore Mason PhD,Terri	Senior Lecturer	Elementary Education-Wayne	\$7,416 00	\$824 00	PAY	Fall
Gold,Scott David	Assistant Lecturer	Engineering Technology-Wayne	\$4,257 84	\$709 64	REH	Fall
Hacker,Jonathan J	Special Lecturer	Art-Wayne	\$4,304 04	\$717 34	REH	Fall
Halaseh,Odeh K	Assistant Lecturer	Political Science-Wayne	\$2,169 33	\$723 11	REH	Fall
Hartman,Scott T	Senior Lecturer	Political Science-Wayne	\$9,561 42	\$1,062 38	REH	Fall
Hartsock,Angela	Asst Prof - Summer	Chemistry-Wayne	\$6,675 50	\$1,975 00	HIR	Summer
Harvey,Michael S	Assistant Lecturer	Developmental Programs-Wayne	\$5,677 12	\$709 64	REH	Fall
Hodgson,David B	Senior Lecturer	Geosciences-Wayne	\$6,303 18	\$1,050 53	REH	Fall
Horst,Leona E	Senior Lecturer	Biology-Wayne	\$3,668 44	\$917 11	REH	Fall
Jackson,Barbara L	Associate Lecturer	Sport Sci & Well Educ Wayne	\$2,606 22	\$868 74	REH	Fall
Johanyak,Debra L	Senior Lecturer	English-Wayne	\$6,365 40	\$1,060 90	PAY	Fall
Jolly,Mary E	Assistant Lecturer	Educational Foundations-Wayne	\$4,270 38	\$711 73	REH	Fall
Jones,Andrew T	Assistant Lecturer	Biology-Wayne	\$3,987 72	\$725 04	DTA	Fall
Karwowski,Marcia Ann	Assistant Lecturer	Busn Management Tech - Wayne	\$4,257 84	\$709 64	REH	Fall
Karwowski,Marcia Ann	Assistant Lecturer	Economics-Wayne	\$2,128 92	\$709 64	PAY	Fall
Kieffaber,Michelle D	Associate Lecturer	GS: Eff Oral Comm-Wayne	\$8,991 90	\$999 10	REH	Fall
Klotzle,Paul R	Assistant Lecturer	Developmental Programs-Wayne	\$2,846 28	\$711 57	REH	Fall
Konchan,Kenneth J	Senior Lecturer	History-Wayne	\$3,794 88	\$948 72	REH	Fall
Laska,Martha Devilin	Assistant Lecturer	Psychology-Wayne	\$4,315 62	\$719 27	PAY	Fall
Laurene,Kimberly R	Senior Lecturer	Mathematics-Wayne	\$5,643 12	\$940 52	REH	Fall
Lehman,Joanne	Associate Lecturer	English-Wayne	\$4,895 94	\$815 99	REH	Fall
Long PhD,Scot E	Senior Lecturer	Associate Studies-Wayne	\$1,963 42	\$981 71	PAY	Fall
Long PhD,Scot E	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$6,155 10	\$1,025 85	REH	Fall
Long,Charles H	Senior Lecturer	Mathematics-Wayne	\$3,656 76	\$914 19	REH	Fall
Madden,Heather	Assistant Lecturer	English-Wayne	\$85 61	\$713 49	DTA	Fall
Magoolaghan,Rhonda L	Assistant Lecturer	Developmental Programs-Wayne	\$6,180 00	\$772 50	PAY	Fall
*Maringer,Richard	Assoc Prof	Economics-Wayne	\$17,775 00	\$1,975 00	REH	Fall
Maroli,John A	Senior Lecturer	Developmental Programs-Wayne	\$3,204 33	\$1,068 11	REH	Summer
Maroli,John A	Senior Lecturer	Mathematics-Wayne	\$4,400 60	\$1,100 15	REH	Fall
Mellinger,Dawn M	Associate Lecturer	English-Wayne	\$2,467 74	\$822 58	REH	Fall
Montesano,Ben A	Assistant Lecturer	Modern Languages-Wayne	\$2,915 72	\$728 93	PAY	Fall
Morrison,Lisa Branicky	Senior Lecturer	Psychology-Wayne	\$2,889 15	\$963 05	REH	Fall
Moses,Lawrence L	Senior Lecturer	Geosciences-Wayne	\$2,810 19	\$936 73	REH	Fall
Moss Jr,Albert J	Assistant Lecturer	Sport Sci & Well Educ Wayne	\$1,419 28	\$709 64	PAY	Fall
Mueller,Brian C	Assistant Lecturer	Political Science-Wayne	\$6,421 41	\$713 49	PAY	Fall
Muhlhauser,Ian G	Assistant Lecturer	Philosophy-Wayne	\$4,456 98	\$742 83	REH	Fall
Mulhollem,Marcella L	Assistant Lecturer	Sociology-Wayne	\$4,375 44	\$729 24	PAY	Fall
Muniak,Will J	Senior Lecturer	Busn Management Tech - Wayne	\$2,903 67	\$967 89	PAY	Fall
Muniak,Will J	Senior Lecturer	Developmental Programs-Wayne	\$1,935 78	\$967 89	PAY	Fall
Nussbaum,Karita J	Senior Lecturer	Psychology-Wayne	\$2,741 79	\$913 93	REH	Fall
Osterfeld Ottobre,Candice A	Senior Lecturer	Business & Office Tech-Wayne	\$2,740 98	\$913 66	REH	Fall
Parvin,Mark R	Senior Lecturer	Economics-Wayne	\$2,748 24	\$916 08	REH	Fall
Paul,Bernadette	Assistant Lecturer	Nutrition & Dietetics-Wayne	\$4,373 34	\$728 89	REH	Fall
Peart,Shari L	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$9,613 71	\$1,068 19	REH	Fall
Pfaff,Ellen M	Senior Lecturer	GS: Eff Oral Comm-Wayne	\$8,246 79	\$916 31	REH	Fall
Pfeiffer,Joseph	Senior Lecturer	Chemistry-Wayne	\$8,593 29	\$954 81	PAY	Fall
Piscitello,Charles	Assistant Lecturer	Sociology-Wayne	\$2,763 27	\$921 09	REH	Fall
Piscitello,Charles	Assistant Lecturer	Associate Studies-Wayne	\$1,788 52	\$894 26	HIR	Fall
Playl,Lauren A	Senior Lecturer	Developmental Programs-Wayne	\$2,129 24	\$1,064 62	REH	Fall
Playl,Lauren A	Senior Lecturer	Chemistry-Wayne	\$3,193 86	\$1,064 62	PAY	Fall
Powell,James R	Senior Lecturer	Developmental Programs-Wayne	\$4,108 92	\$1,027 23	REH	Fall
Ramey,Kimberly	Senior Lecturer	Public Service Tech-Wayne	\$2,736 99	\$912 33	REH	Fall
Ramos,Robert	Assistant Lecturer	Philosophy-Wayne	\$2,117 40	\$705 80	REH	Summer
Rihn,Donora A	Senior Lecturer	English-Wayne	\$5,486 70	\$914 45	REH	Fall
Riley,Thomas C	Senior Lecturer	Sociology-Wayne	\$5,502 66	\$917 11	REH	Fall
Riley,Thomas C	Senior Lecturer	Associate Studies-Wayne	\$2,751 33	\$917 11	REH	Fall
Robishaw,Nikki K	Senior Lecturer	Chemistry-Wayne	\$2,832 60	\$944 20	PAY	Fall
San,Kyu Kyu	Associate Lecturer	Biology-Wayne	\$3,711 46	\$824 77	REH	Fall
Sewell,James	Senior Lecturer	English-Wayne	\$9,275 94	\$1,030 66	REH	Fall
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	\$3,065 85	\$1,021 95	REH	Summer
Shaw,Eric M	Senior Lecturer	Chemistry-Wayne	\$9,473 49	\$1,052 61	REH	Fall
Sherry,Steven P	Senior Lecturer	Biology-Wayne	\$5,498 64	\$916 44	DTA	Fall
Shoup,Kristen	Assistant Lecturer	Business & Office Tech-Wayne	\$2,152 20	\$717 40	PAY	Fall
Siffert,Karen B	Senior Lecturer	Mathematics-Wayne	\$8,416 72	\$1,052 09	REH	Fall

PART-TIME TEACHING CREDIT COURSES FOR SPRING/SUMMER/FALL 2018

WAYNE COLLEGE (Cont.)

Smith,Christopher L	Senior Lecturer	Business & Office Tech-Wayne	\$2,736 99	\$912 33	REH	Fall
Snow,Alan J	Assoc Prof - Summer	Biology-Wayne	\$8,887 50	\$1,975 00	REH	Summer
Stewart,Breanna C	Assistant Lecturer	Sociology-Wayne	\$4,304 04	\$717 34	PAY	Fall
Swan,Sharon M	Assistant Lecturer	Elementary Education-Wayne	\$6,386 76	\$709 64	PAY	Fall
Teckman,Thomas E	Assistant Lecturer	English-Wayne	\$6,578 37	\$730 93	REH	Fall
Terranova,Angela	Assistant Lecturer	English-Wayne	\$6,421 41	\$713 49	REH	Fall
Tohill,Mary F	Senior Lecturer	English-Wayne	\$10,152 81	\$1,128 09	REH	Fall
Valentine,Michael C	Assistant Lecturer	English-Wayne	\$5,489 94	\$914 99	REH	Fall
Vansickle,Kenneth R	Senior Lecturer	Business & Office Tech-Wayne	\$6,104 28	\$1,017 38	REH	Fall
Vierheller,Zachary	Assistant Lecturer	Political Science-Wayne	\$4,280 94	\$713 49	REH	Fall
Wachtel,Scott A	Assistant Lecturer	GS: Eff Oral Comm-Wayne	\$6,438 78	\$715 42	REH	Fall
Wadia,Adil M	Assoc Prof - Summer	Geosciences-Wayne	\$5,925 00	\$1,975 00	REH	Summer
Wain,Ashley R	Senior Lecturer	Biology-Wayne	\$4,112 64	\$913 92	REH	Fall
Waldenmaier,Jacob	Senior Lecturer	Philosophy-Wayne	\$5,489 94	\$914 99	REH	Fall
*Warrick,John David	Senior Lecturer	Developmental Programs-Wayne	\$7,966 84	\$1,138 12	REH	Fall
Weckesser,Thomas S	Assistant Lecturer	Developmental Programs-Wayne	\$1,514 02	\$779 72	PAY	Fall
Weinstein,Paul B	Professor-Summer	History-Wayne	\$6,493 50	\$2,775 00	REH	Summer
Weyls,John M	Senior Lecturer	Philosophy-Wayne	\$3,120 00	\$1,040 00	REH	Summer
Weyls,John M	Senior Lecturer	Philosophy-Wayne	\$9,640 80	\$1,071 20	REH	Fall
Williams,Eric Scott	Senior Lecturer	History-Wayne	\$8,487 44	\$1,060 93	REH	Fall
Wilson,Deborah A	Senior Lecturer	Mathematics-Wayne	\$4,589 55	\$917 91	REH	Fall
*Wolf,Laura L	Senior Lecturer	English-Wayne	\$3,260 16	\$1,086 72	REH	Fall
Wolf,Laura L	Senior Lecturer	Developmental Programs-Wayne	\$4,346 88	\$1,086 72	PAY	Fall
Woods,Douglas B	Assoc Prof - Summer	Business & Office Tech-Wayne	\$3,950 00	\$1,975 00	DTA	Summer
Woods,Douglas B	Assoc Prof - Summer	Accounting-Wayne	\$2,468 75	\$1,975 00	REH	Summer
Woods,Douglas B	Assoc Prof - Summer	Business & Office Tech-Wayne	\$2,468 75	\$1,975 00	REH	Summer
Woods,Mark E	Assistant Lecturer	Sociology-Wayne	\$2,316 24	\$772 08	REH	Fall
Wyss,William R	Assistant Lecturer	Political Science-Wayne	\$2,318 07	\$772 69	REH	Fall
Yamaguchi,Jaime	Associate Lecturer	Music-Wayne	\$5,687 22	\$947 87	REH	Fall
Yerman,William M	Assistant Lecturer	Chemistry-Wayne	\$1,104 88	\$736 59	REH	Fall
Zabka,Joseph A	Senior Lecturer	Mathematics-Wayne	\$4,000 52	\$1,000 13	REH	Fall

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

Name	Title	Department	Job	Eff Date	Term Date	Amount	Action	Reason
OFFICE OF THE PRESIDENT								
Alexander,Ranier O	Tutor Counselor Sr AAP	Acad Achievement Programs	STA	7/28/2018	8/3/2018	\$910 00	REA	TMP
Aye,Su M	Tutor Counselor Sr AAP	Acad Achievement Programs	STA	7/28/2018	8/3/2018	\$780 00	REA	TMP
Bagyina,Vanessa D	Tutor Counselor Sr AAP	Acad Achievement Programs	STA	7/28/2018	8/3/2018	\$780 00	REA	TMP
Burley,Darius D	Tutor Counselor Sr AAP	Acad Achievement Programs	STA	7/28/2018	8/3/2018	\$780 00	REA	TMP
McGee,Aliyah V	Tutor Counselor Sr AAP	Acad Achievement Programs	STA	7/28/2018	8/3/2018	\$780 00	REA	TMP
OFFICE OF ATHLETICS								
Alexander,Monet	Spirit Team Asst Coach	Office of Athletics	CP	7/17/2018	7/17/2019	\$6,000 00	HIR	TMP
Amundsen,Patrick	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$550 00	HIR	1XP
Balogun,Michael Sunday	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$1,400 00	REH	1XP
Bauta,Faton	Football Assistant	Office of Athletics	STA	7/25/2018	12/31/2018	\$8 30	HIR	TMP
Bice,Adam J	Football Assistant	Office of Athletics	STA	8/2/2018		\$15 63	TER	RES
Burry,Greta A	Camp Worker	Office of Athletics	STA	6/22/2018	6/22/2018	\$150 00	HIR	1XP
Condos,Nathaniel	Athletics Game & Events Asst	Office of Athletics	STA	8/16/2018	6/30/2019	\$8 50	HIR	TMP
Crawford,Dallas	Football Assistant	Office of Athletics	STA	8/4/2018	12/31/2018	\$8 30	HIR	TMP
Draper,Brett A	Asst Athletics Trainer	Office of Athletics	CP	7/22/2018	7/22/2018	\$2,200 00	REH	1XP
Eleo,Larry J	Athletics Game & Events Asst	Office of Athletics	STA	8/23/2018	6/15/2019	\$8 50	HIR	TMP
Flynn,Michael	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$650 00	REH	1XP
Fox,Jordan N	Athletics Mktg & Promo Coord	Office of Athletics	STA	8/21/2018	6/28/2019	\$10 61	HIR	TMP
German,Spencer	Video Production Asst	Office of Athletics	STA	8/8/2018	6/28/2019	\$11 86	HIR	TMP
Green III,Reuben E	Athletics Game & Events Asst	Office of Athletics	STA	6/30/2018		\$8 30	TER	RES
Green,Vanessa O	Asst Athletics Trainer	Office of Athletics	CP	6/22/2018	6/28/2018	\$70 00	REH	1XP
Green,Vanessa O	Asst Athletics Trainer	Office of Athletics	CP	8/5/2018	8/5/2018	\$40 00	REH	1XP
Hammond,Paul A	Assoc Athletics Dir Fac & Oper	Office of Athletics	CP	6/22/2018	6/22/2018	\$540 00	REH	1XP
Harris,Trevor M	Football Assistant	Office of Athletics	STA	7/21/2018		\$8 30	TER	RES
Haupt,James F	Camp Worker	Office of Athletics	STA	6/22/2018	6/22/2018	\$350 00	REH	1XP
Henry,Ian	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$800 00	REH	1XP
Herring,Adam	Football Assistant	Office of Athletics	STA	7/2/2018	12/31/2018	\$8 30	HIR	TMP
Holloway,Heidi	Athletics Comm Intern	Office of Athletics	STA	8/1/2018	5/31/2019	\$11 86	HIR	TMP
Hoon,Allan M	Dir Athletics Ops & Events	Office of Athletics	CP	6/22/2018	6/22/2018	\$100 00	REH	1XP
Ichikawa,Kiyotaka	Camp Worker	Office of Athletics	STA	6/15/2018	6/15/2018	\$2,150 00	REH	1XP
Incho,Andrew	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$550 00	HIR	1XP
Jackson,David	Football Assistant	Office of Athletics	STA	7/16/2018	12/31/2018	\$8 30	HIR	TMP
Krems,David	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$1,300 00	REH	1XP
Mayles,Tracie P	Athl Operations & Events Asst	Office of Athletics	STA	6/30/2018		\$9 95	TER	RES
Mayles,Tracie P	Camp Worker	Office of Athletics	STA	6/22/2018	6/22/2018	\$1,200 00	REH	1XP
McCune,Alex W	Coord Stud-Athlete Insurance	Office of Athletics	STA	8/1/2018		\$14 42	TER	RES
Minick,Ross D	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$1,250 00	REH	1XP
O'Connell,Adam D	Dir Ticket Operations	Office of Athletics	CP	6/22/2018	6/22/2018	\$325 00	REH	1XP
Owens,Darrin	Athletics Game & Events Asst	Office of Athletics	STA	8/28/2018	6/16/2019	\$8 50	HIR	TMP
Pastore,James M	Camp Worker	Office of Athletics	STA	6/15/2018	6/22/2018	\$850 00	HIR	1XP
Pearce,Andrew	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$1,300 00	HIR	1XP
Pierce,Gregory	Mgr Athletics Ops & Events	Office of Athletics	CP	6/29/2018	6/29/2018	\$700 00	HIR	1XP
Poe,Carter	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$650 00	REH	1XP
Rausch,Nathan	Camp Worker	Office of Athletics	STA	6/22/2018	6/22/2018	\$450 00	REH	1XP
Reymann,Charlie N	Camp Worker	Office of Athletics	STA	6/15/2018	6/15/2018	\$850 00	HIR	1XP
Reymann,Charlie N	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$1,500 00	REH	1XP
Scalf,Scott	Volunteer Asst Coach	Office of Athletics	CP	7/1/2018	6/30/2019	\$0 00	REH	TMP
Schulz,Audrey L	Athletics Game & Events Asst	Office of Athletics	STA	7/26/2018	6/30/2019	\$12 00	HIR	TMP
Schulz,Audrey L	Coord Stud-Athlete Insurance	Office of Athletics	STA	8/13/2018		\$14 42	HIR	REG
Sheehan,Donald P	Camp Worker	Office of Athletics	STA	7/11/2018	7/11/2018	\$1,600 00	REH	1XP
Slawson,Oliver M	Camp Worker	Office of Athletics	STA	7/22/2018	7/22/2018	\$500 00	REH	1XP
Slone,Taron J	Department Admin Asst	Office of Athletics	STA	9/4/2018	5/31/2019	\$12 23	HIR	TMP
Taylor,Brooklyn R	Video Coordinator - WBB	Office of Athletics	STA	7/2/2018	7/2/2018	\$249 00	HIR	1XP
Welker,Chad V	Dir Zips Digital Network	Office of Athletics	CP	6/22/2018	6/22/2018	\$150 00	REH	1XP
Wypasek,Daniel J	Mgr Athletics Ops & Events	Office of Athletics	CP	7/21/2018	7/21/2018	\$200 00	REH	1XP
OFFICE OF ACADEMIC AFFAIRS								
Baughman,Nickolas G	Lecturer	UA Solutions	FAC	7/29/2018	12/22/2018	\$32,625 00	REH	TMP
Booker,Tonya K	Academic Adviser I	UA Adult Focus	STA	8/9/2018		\$15 00	XFR	SSA
Cross,Monika	Lecturer	UA Solutions	FAC	8/26/2018	11/10/2018	\$3,250 06	REH	TMP
Dent,Russell S	Tutor Counselor COF	Office of Academic Affairs	STA	8/7/2018	8/28/2018	\$10 50	REA	TMP
Gantzler,Nickolas J	Tutor Counselor COF	Office of Academic Affairs	STA	8/7/2018	8/24/2018	\$15 00	REA	TMP
Hewit,Kimberly M	Lecturer	UA Solutions	FAC	8/26/2018	10/6/2018	\$680 04	REH	TMP
Kandray,Daniel E	Lecturer	UA Solutions	FAC	8/27/2018	12/23/2018	\$6,000 15	REH	TMP
Knowlton,Ginny A	Lecturer	UA Solutions	FAC	8/5/2018	8/18/2018	\$270 00	REH	TMP
Martin,Robert D	Lecturer	UA Solutions	FAC	8/26/2018	11/10/2018	\$3,160 08	REH	TMP
Plastow,Alan L	Lecturer	UA Solutions	FAC	9/9/2018	9/22/2018	\$5,000 00	REH	TMP
Warrick,John David	Lecturer	UA Solutions	FAC	7/1/2018	8/4/2018	\$385 00	REH	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

OFFICE OF ACADEMIC AFFAIRS (Cont.)

Winkler,Pamela C	Senior Lecturer	Developmental Programs	FAC	8/27/2018	9/1/2018	\$497 15	DTA	OTH
Younessi,Theodore A	Lecturer	UA Solutions	FAC	7/8/2018	8/4/2018	\$2,180 00	DTA	OTH

DIVISION OF STUDENT SUCCESS

*Boyer,Joan K	Registered Nurse-PT	Health Services	STA	7/31/2018		\$23 00	TER	RES
Brenner,Amanda R	Registered Nurse-PT	Health Services	STA	7/2/2018	1/1/2019	\$23 00	REA	TMP
Rieder Bennett,Sara Lynne	Asst Dir Testing	Counseling & Testing Center	CP	7/27/2018	7/27/2018	\$142 00	REH	1XP

VP, FINANCE & ADMINISTRATION/CFO

Crisan,Brian G	Police E-911 Telecom	University Police Department	STA	9/16/2018	6/30/2019	\$18 07	DTA	FTP
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BUCHTEL COLLEGE OF ARTS & SCIENCES

Boika,Aliaksei	Asst Prof - Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$8,169 12	REH	TMP
Boika,Aliaksei	Asst Prof - Summer	Chemistry	FAC	8/1/2018	8/31/2018	\$6,340 51	REH	TMP
Chan,Chien-Chung	Professor-Summer	Computer Science	FAC	7/1/2018	7/31/2018	\$1,151 74	REH	TMP
Cohen,Ethan	Accompanist	Dance, Theatre & Arts Admin	STA	9/5/2018	6/30/2019	\$15 00	HIR	TMP
Crissey Jr,Willis S	Asst Prof Instr-Summer	Computer Science	FAC	6/1/2018	6/30/2018	\$500 00	REH	TMP
Davies,Brittany N	Office Assistant	History	STA	8/27/2018	12/31/2018	\$12 23	HIR	TMP
Deol,Jeskaren K	Laboratory Assistant	Biology	STA	6/7/2018	6/7/2018	\$822 00	HIR	1XP
Diefendorff,James M	Prof - Summer	Psychology	FAC	8/1/2018	8/1/2018	\$2,000 00	REH	1XP
Dong,Dale Y	Assistant Lecturer	Art	FAC	9/3/2018	12/1/2018	\$3,000 01	REH	TMP
Ertle,John M	Research Asst	Biology	STA	9/1/2018	9/30/2018	\$12 00	REA	TMP
Ertle,John M	Research Asst	Biology	STA	10/1/2018	10/31/2018	\$12 00	REA	TMP
Farrugia,Carmella	Senior Lecturer	History	STA	8/20/2018	12/22/2018	\$9 12	REH	TMP
Ferris,Amber L	Assoc Prof, Communication	Communication	FAC	9/1/2018	9/1/2018	\$1,000 00	HIR	1XP
Gargarella,Elisa B	Assoc Prof - Summer	Art	FAC	7/16/2018	8/18/2018	\$5,723 76	REH	TMP
Gruber,Petra	Assoc Prof - Summer	Art	FAC	6/1/2018	7/31/2018	\$8,500 00	DTA	OTH
Juliano,Janete Orchanian	Associate Lecturer	Modern Languages	STA	8/20/2018	12/22/2018	\$9 26	REH	TMP
Kolodziej,Matthew	Professor-Summer	Art	FAC	8/13/2018	8/13/2018	\$10,000 00	REH	TMP
Levy,Paul E	Professor-Summer	Psychology	FAC	7/2/2018	7/5/2018	\$1,503 27	REH	TMP
Lovem,Del Rey	Prof-Summer	Art	FAC	6/1/2018	6/30/2018	\$5,000 00	REH	TMP
Lytton,Alec S	Lecturer	Dance Institute	FAC	7/9/2018	7/14/2018	\$42 63	HIR	TMP
Modarelli,David A	Professor-Summer	Chemistry	FAC	8/1/2018	8/31/2018	\$5,976 13	REH	TMP
Niewiarowski,Peter H	Professor-Summer	Biology	FAC	8/13/2018	8/13/2018	\$10,000 00	REH	TMP
Ramos,Joycelyn D	Senior Lecturer	Anthropology & Classical St	STA	8/20/2018	12/22/2018	\$8 98	REH	TMP
Reilly-Howe,Pauline P	Lecturer	Dance Institute	FAC	7/9/2018	7/28/2018	\$600 00	REH	TMP
Reilly-Howe,Pauline P	Lecturer	Dance Institute	FAC	7/9/2018	8/11/2018	\$346 10	REH	TMP
Schullo,Julie M	Lecturer	Dance Institute	FAC	8/27/2018	12/23/2018	\$1,678 95	REH	TMP
Shriver,Leah	Asst Prof - Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$5,113 60	REH	TMP
Shriver,Leah	Asst Prof - Summer	Chemistry	FAC	8/1/2018	8/31/2018	\$7,670 40	REH	TMP
Smith,Adam W	Asst Prof - Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$8,637 21	REH	TMP
Smith,Adam W	Asst Prof - Summer	Chemistry	FAC	8/1/2018	8/31/2018	\$8,637 21	REH	TMP
Sorrent Jr,Dominick Thomas	Special Lecturer	Art	STA	8/20/2018	12/22/2018	\$9 40	REH	TMP
Tessier,Claire A	Professor-Summer	Chemistry	FAC	7/1/2018	7/31/2018	\$13,549 44	REH	TMP
Van Den Driesche,Catherine J	Visiting Research Scholar	Art	STA	8/5/2018	11/20/2018	\$0 00	HIR	TMP
Wesdemiotis,Chrys	Distinguished Prof - Summer	Chemistry	FAC	8/1/2018	8/31/2018	\$15,887 12	REH	TMP
Wilson,Gregory	Professor, History	History	FAC	7/1/2018	7/1/2018	\$150 00	REH	1XP
Yasutake,Deborah M	Accompanist	Music	CP	8/14/2018	8/14/2018	\$1,750 00	REH	1XP

COLLEGE OF BUSINESS ADMINISTRATION

Ash,Steven R	Professor, Management	Management	FAC	7/12/2018	7/12/2018	\$1,000 00	REH	1XP
Baker,William E	Professor, Marketing	Marketing	FAC	7/11/2018	7/11/2018	\$1,000 00	REH	1XP
Balasubramanian,Lakshmi	Visiting Research Scholar	Finance	STA	7/23/2018	7/31/2019	\$0 00	HIR	TMP
Beuk,Frederik Willem	Assoc Prof, Marketing	Marketing	FAC	7/17/2018	7/17/2018	\$1,000 00	REH	1XP
Daugherty,Terry	Assoc Prof, Marketing	Marketing	FAC	7/19/2018	7/19/2018	\$1,000 00	REH	1XP
DeGregorio,Federico	Assoc Prof, Marketing	Marketing	FAC	7/12/2018	7/12/2018	\$1,000 00	REH	1XP
Djuric,Vanja	Asst Prof Practice, Marketing	Marketing	FAC	7/18/2018	7/18/2018	\$1,000 00	REH	1XP
Fox,Alexa K	Asst Prof, Marketing	Marketing	FAC	7/16/2018	7/16/2018	\$1,000 00	REH	1XP
Jung,Bokrea	Visiting Research Scholar	Accountancy	STA	7/23/2018	7/31/2019	\$0 00	HIR	TMP
Makarius,Erin	Asst Prof, Management	Management	FAC	7/11/2018	7/11/2018	\$1,000 00	REH	1XP
Mauger,Yohann	Assoc Prof Practice, Management	Management	FAC	7/18/2018	7/18/2018	\$1,000 00	REH	1XP
Mukherjee,Debmalya	Prof, Management	Management	FAC	7/16/2018	7/16/2018	\$1,000 00	REH	1XP
Srinivasan,Mahesh	Assoc Prof, Management	Management	FAC	7/18/2018	7/18/2018	\$1,000 00	REH	1XP
Thomas,Andrew Robert	Assoc Prof, Marketing & Intl Business	Marketing	FAC	7/9/2018	7/9/2018	\$1,000 00	REH	1XP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

LEBRON JAMES FAMILY FOUNDATION COLLEGE OF EDUCATION

Daviso III, Alfred W	Assoc Prof - Summer	Curr & Instr Studies	FAC	8/1/2018	8/13/2018	\$3,027.26	REH	TMP
Houser, Shelley A	Asst Prof Instr-Summer	Curr & Instr Studies	FAC	6/11/2018	7/14/2018	\$5,000.00	REH	TMP
Koskey, Kristin L	Assoc Prof - Summer	Educ Found & Leadership	FAC	8/1/2018	8/18/2018	\$4,962.15	REH	TMP
Koskey, Kristin L	Assoc Prof - Summer	Educ Found & Leadership	FAC	7/2/2018	8/3/2018	\$9,596.00	REH	TMP
LaCroix, Brittany L	Assistant Lecturer	Curr & Instr Studies	FAC	8/27/2018	12/23/2018	\$2,000.00	REH	TMP
Lenhart, Lisa A	Professor-Summer	Curr & Instr Studies	FAC	6/11/2018	8/18/2018	\$18,577.50	REH	TMP
Maguth, Brad M	Assoc Prof - Summer	Curr & Instr Studies	FAC	8/1/2018	8/25/2018	\$6,261.96	REH	TMP
Mohammed, Wondimu Ahmed	Assoc Prof - Summer	Educ Found & Leadership	FAC	7/1/2018	7/31/2018	\$7,047.89	REH	TMP
Pachnowski, Lynne M	Professor-Summer	Curr & Instr Studies	FAC	7/2/2018	7/16/2018	\$5,169.92	REH	TMP
Xiangling, Wang	Visiting Scholar	Curr & Instr Studies	STA	8/27/2018	12/18/2018	\$0.00	HIR	TMP
Yang, Meiru	Visiting Scholar	Curr & Instr Studies	STA	8/27/2018	12/18/2018	\$0.00	HIR	TMP

COLLEGE OF ENGINEERING

Andrade, Gustavo Da Silva	Research Scholar	Biomedical Engineering	STA	8/5/2018	12/31/2018	\$0.00	HIR	TMP
Chen, Jianwei	Visiting Research Scholar	Mechanical Engineering	STA	7/6/2018	12/31/2018	\$0.00	HIR	TMP
Chen, Jonathan J	Postdoctoral Research Assoc	Chemical & Biomolecular Engr	STA	7/30/2018	8/31/2018	\$976.14	HIR	SWV
Chen, Jonathan J	Research Assoc	Chemical & Biomolecular Engr	STA	6/4/2018	6/4/2018	\$3,904.56	HIR	1XP
Choi, Jae-Won	Assoc Prof - Summer	Mechanical Engineering	FAC	8/6/2018	8/25/2018	\$6,879.87	REH	TMP
Choi, Seungdeog	Asst Prof - Summer	Electrical & Computer Engr	FAC	7/12/2018	7/19/2018	\$2,316.29	REH	TMP
Cutright, Teresa J	Professor-Summer	Civil Engineering	FAC	8/6/2018	8/25/2018	\$9,280.00	REH	TMP
Daniels, Christopher C	Assoc Prof Practice-Summer	Mechanical Engineering	FAC	7/1/2018	7/31/2018	\$9,526.86	HIR	TMP
De Abreu-Garcia, Jose Alexis	Professor-Summer	Electrical & Computer Engr	FAC	7/1/2018	7/31/2018	\$16,766.36	REH	TMP
De Abreu-Garcia, Jose Alexis	Professor-Summer	Electrical & Computer Engr	FAC	8/1/2018	8/28/2018	\$15,471.61	REH	TMP
Dilling, Scott A	Assoc Prof Practice-Summer	Chemical & Biomolecular Engr	FAC	7/2/2018	7/20/2018	\$1,400.00	REH	TMP
Elbuluk, Malik E	Professor-Summer	Electrical & Computer Engr	FAC	7/9/2018	7/31/2018	\$13,838.00	REH	TMP
French, Michael L	Assoc Prof Instr-Summer	Electrical & Computer Engr	FAC	7/1/2018	7/31/2018	\$5,000.00	REH	TMP
Gupta, Rajeev Kumar	Asst Prof - Summer	Chemical & Biomolecular Engr	FAC	8/17/2018	8/31/2018	\$4,701.00	REH	TMP
Hoo Fatt, Michelle S	Professor-Summer	Mechanical Engineering	FAC	7/1/2018	7/31/2018	\$12,734.00	REH	TMP
Hu, Yanqi	Research Scholar	Civil Engineering	STA	8/15/2018	9/20/2019	\$0.00	REA	TMP
Huang, Qinyuan	Research Assoc	Chemical & Biomolecular Engr	STA	12/5/2018	12/5/2019	\$0.00	HIR	TMP
Islam, S M Mahfuzul	Postdoctoral Research Assoc	Chemical & Biomolecular Engr	STA	6/29/2018	6/30/2018	\$2,049.89	HIR	1XP
Islam, S M Mahfuzul	Postdoctoral Research Assoc	Chemical & Biomolecular Engr	STA	8/1/2018	8/31/2018	\$24.00	PAY	OTH
Ju, Lu-Kwang	Distinguished Prof - Summer	Chemical & Biomolecular Engr	FAC	7/16/2018	8/14/2018	\$20,518.00	REH	TMP
Kocsis, Jin	Asst Prof - Summer	Electrical & Computer Engr	FAC	7/1/2018	7/31/2018	\$5,000.00	HIR	TMP
Ling, Chen	Assoc Prof - Summer	Mechanical Engineering	FAC	5/14/2018	5/27/2018	\$4,197.58	REH	TMP
Ling, Chen	Assoc Prof - Summer	Mechanical Engineering	FAC	5/28/2018	6/27/2018	\$8,580.88	REH	TMP
Ling, Chen	Assoc Prof - Summer	Mechanical Engineering	FAC	5/14/2018	5/19/2018	\$1,284.85	HIR	TMP
*Lukach, Thomas F	Senior Lecturer	Chemical & Biomolecular Engr	FAC	7/2/2018	7/20/2018	\$1,400.00	REH	TMP
Miller, Christopher M	Assoc Prof - Summer	Civil Engineering	FAC	8/1/2018	8/31/2018	\$1,289.00	REH	TMP
Morscher, Gregory N	Professor-Summer	Mechanical Engineering	FAC	7/2/2018	7/30/2018	\$12,007.00	REH	TMP
Morscher, Gregory N	Professor-Summer	Mechanical Engineering	FAC	7/31/2018	8/24/2018	\$11,406.36	REH	TMP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	3/25/2018	3/25/2018	\$105.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	6/18/2018	6/18/2018	\$765.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	6/30/2018	6/30/2018	\$97.50	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/7/2018	7/7/2018	\$907.50	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/24/2018	7/24/2018	\$360.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	2/28/2018	2/28/2018	\$900.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/30/2018	7/30/2018	\$60.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Civil Engineering	STA	7/31/2018	7/31/2018	\$90.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Electrical & Computer Engr	STA	7/30/2018	7/30/2018	\$277.50	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Biomedical Engineering	STA	5/24/2018	5/24/2018	\$585.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Biomedical Engineering	STA	6/30/2018	6/30/2018	\$900.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	5/13/2018	5/13/2018	\$82.50	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	5/31/2018	5/31/2018	\$300.00	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	6/18/2018	6/18/2018	\$127.50	REH	1XP
Pearson, Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	7/19/2018	7/19/2018	\$97.50	REH	TMP
Pearson, Sheila L	Tech Writer/Editorial Asst	Mechanical Engineering	STA	7/23/2018	7/23/2018	\$240.00	REH	1XP
Puskas, Judit E	Professor-Summer	Chemical & Biomolecular Engr	FAC	7/1/2018	8/23/2018	\$36,341.00	REH	TMP
Qi, Luqiao	Visiting Scholar	Civil Engineering	STA	10/1/2018	9/30/2019	\$0.00	HIR	TMP
Schindewolf, Stephanie R L	Interim Dir	Engineering Dean's Office	CP	7/1/2018	7/1/2018	\$1,666.67	REH	1XP
Sozer, Yilmaz	Professor-Summer	Electrical & Computer Engr	FAC	7/3/2018	8/27/2018	\$23,848.92	REH	TMP
Tavana, Hossein	Assoc Prof - Summer	Biomedical Engineering	FAC	7/30/2018	8/24/2018	\$10,000.00	REH	TMP
Veillette, Robert J	Assoc Prof - Summer	Electrical & Computer Engr	FAC	6/1/2018	6/30/2018	\$5,000.00	REH	TMP
Ye, Chang C	Asst Prof - Summer	Mechanical Engineering	FAC	6/14/2018	7/4/2018	\$6,985.05	REH	TMP
Zhao, Jian	Visiting Research Scholar	Mechanical Engineering	STA	9/15/2018	1/15/2019	\$0.00	REA	TMP
Zhu, Feng	Research Scholar	Civil Engineering	STA	11/20/2018	5/19/2020	\$0.00	HIR	TMP
Zhu, Wanchun	Research Assoc	Chemical & Biomolecular Engr	STA	9/15/2018	3/15/2019	\$0.00	HIR	TMP

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

COLLEGE OF HEALTH PROFESSIONS

Clapp,Robert	Dir, Clin Indv & Fam Couns	School of Counseling	CP	9/17/2018		\$26,000 00	HIR	REG
Harding,Jamie Dawn	Clinical Instructor	Speech-Lang Path & Audiology	FAC	8/22/2018	5/31/2019	\$42,000 00	REH	TMP

SCHOOL OF LAW

Fitch,Susan M	Senior Lecturer	Law - Instruction	FAC	7/3/2018	12/31/2018	\$5,000 00	HIR	TMP
Lee,Brant T	Professor-Summer	Law - Instruction	FAC	6/3/2018	6/29/2018	\$14,140 00	REH	TMP
Sahl,Joann Marie	Assoc Prof - Summer	Law - Instruction	FAC	6/22/2018	6/29/2018	\$466 66	REH	TMP

COLLEGE OF POLYMER SCIENCE & ENGINEERING

Amis,Eric J	Professor-Summer	Polymer Science	FAC	7/1/2018	7/27/2018	\$28,740 00	HIR	TMP
Bartels,Petrus A	Visiting Research Scholar	Polymer Science	STA	8/23/2018	12/14/2018	\$0 00	HIR	TMP
*Dick,John S	Lecturer	Polymers Dean's Office	FAC	7/26/2018	7/27/2018	\$1,600 00	REH	TMP
*Dick,John S	Lecturer	Polymers Dean's Office	FAC	9/6/2018	9/7/2018	\$1,000 00	REH	TMP
Feng,Yi	Research Assoc	Polymer Science	STA	7/10/2018	7/9/2019	\$0 00	HIR	TMP
Gong,Xiong	Assoc Prof - Summer	Polymer Engineering	FAC	8/1/2018	8/24/2018	\$14,139 73	REH	TMP
Gong,Zihao	Postdoctoral Research Assoc	Polymer Science	STA	7/1/2018		\$0 00	TER	RES
Joy,Abraham	Assoc Prof - Summer	Polymer Science	FAC	7/27/2018	8/23/2018	\$12,000 00	REH	TMP
Lin,Heng-Yi	Visiting Scholar	Polymer Science	STA	10/15/2018	10/13/2020	\$0 00	HIR	TMP
Liu,Chang	Postdoctoral Research Assoc	Polymer Science	STA	7/1/2018		\$0 00	TER	RES
Lopez Gonzalez,Cesar	Visiting Scientist	Polymer Science	STA	8/1/2018	8/31/2018	\$0 00	HIR	TMP
Lu,Zijun	Visiting Scholar	Polymer Science	STA	8/20/2018	8/19/2019	\$0 00	REA	TMP
McKenzie,Ruel	Asst Prof - Summer	Polymer Engineering	FAC	7/13/2018	8/17/2018	\$13,070 27	REH	TMP
Min,Younjin	Asst Prof - Summer	Polymer Engineering	FAC	5/14/2018	5/24/2018	\$4,096 00	REH	TMP
Min,Younjin	Asst Prof - Summer	Polymer Engineering	FAC	5/25/2018	8/6/2018	\$26,160 65	REH	TMP
Min,Younjin	Asst Prof - Summer	Polymer Engineering	FAC	8/7/2018	8/17/2018	\$4,599 92	REH	TMP
Miyoshi,Toshikazu	Assoc Prof - Summer	Polymer Science	FAC	7/2/2018	8/27/2018	\$26,487 47	REH	TMP
Scherger PhD,Jacob D	Tech Module Dev/Trainer	Polymer Science	STA	9/1/2018	12/31/2018	\$25 00	REA	TMP
*Seiple,Robert H	Lecturer	Polymers Dean's Office	FAC	9/10/2018	9/13/2018	\$5,000 00	REH	TMP
You,Qingliang	Visiting Scientist	Polymer Engineering	STA	9/21/2018	7/25/2019	\$0 00	HIR	TMP
Zhu,Yu	Asst Prof - Summer	Polymer Science	FAC	5/14/2018	8/24/2018	\$38,710 17	REH	TMP

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY

Amonett,Paul C	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/9/2018	7/21/2018	\$432 00	REH	TMP
Antonides,Nicholas J	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/1/2018	\$256 00	REH	TMP
Bragg Jr,Albert A	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	12/4/2017	12/16/2017	\$840 00	REH	TMP
Brummert,Wayne	Dir Tech Coll Appl Sc & Tech	Coll of Appl Sci & Tech Dean's	STA	7/1/2018	7/1/2018	\$3,900 00	REH	1XP
Burroughs,Donald R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/16/2018	7/21/2018	\$210 00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	8/4/2018	\$1,590 00	REH	TMP
Clafin,Matthew T	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/30/2018	9/1/2018	\$930 00	REH	TMP
Coleman,Richard Scott	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/1/2018	\$256 00	REH	TMP
Cunningham III,Roy	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/13/2018	8/25/2018	\$512 00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/25/2018	7/21/2018	\$960 00	REH	TMP
Cyphert,Brian R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	8/4/2018	\$570 00	REH	TMP
DiMartino,Heaven R	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/8/2018	\$1,152 00	REH	TMP
Eckerle,Joe	Senior Lecturer	Engineering & Science Tech	FAC	8/29/2018	8/29/2018	\$3,000 00	HIR	1XP
Elton III,Thomas	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/13/2018	8/18/2018	\$768 00	REH	TMP
Geiger,Keith L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/9/2018	7/21/2018	\$1,320 00	REH	TMP
Goodwin,Eric L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/1/2018	\$256 00	REH	TMP
Groves,Steven B	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	7/28/2018	\$252 00	REH	TMP
Hart,Todd C	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/1/2018	\$256 00	REH	TMP
Heilmeier,William K	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/20/2018	8/25/2018	\$96 00	REH	TMP
Holland Jr,William B	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/13/2018	9/1/2018	\$1,200 00	REH	TMP
Holland Jr,William B	Assistant Lecturer	Disaster Science & Emerg Svs	FAC	8/27/2018	12/22/2018	\$7,500 00	REH	TMP
Klaus,Gary W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	1/8/2018	1/14/2018	\$240 00	REH	TMP
Klink,MaryBeth I	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/8/2018	\$128 00	REH	TMP
Knight,Jacob M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	7/21/2018	\$720 00	REH	TMP
Lenk,Konrad W	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/11/2018	8/11/2018	\$900 00	REH	TMP
Manes,Scott M	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/9/2018	7/21/2018	\$900 00	REH	TMP
Mayer,Kevin A	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/13/2018	9/8/2018	\$2,976 00	REH	TMP
Nicholas,John B	Professor-Summer	Business & Info Technology	FAC	5/21/2018	6/10/2018	\$4,470 19	REH	TMP
Nicholas,John B	Professor-Summer	Business & Info Technology	FAC	7/1/2018	7/1/2018	\$3,900 00	REH	1XP
Nivens,Dann M	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/13/2018	9/8/2018	\$544 00	REH	TMP
Parsell,Shawn S	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	7/21/2018	\$2,240 00	REH	TMP
Poole,Benjamin R	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/2/2018	7/21/2018	\$870 00	REH	TMP
Rawlings,Paul R	Visiting Asst Prof Practice	Engineering & Science Tech	FAC	8/29/2018	8/29/2018	\$2,000 00	REH	1XP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/9/2018	8/5/2018	\$670 00	REH	TMP
Reedy,Brandon L	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	8/6/2018	9/1/2018	\$822 50	REH	TMP
Ridgway,Jonathan D	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/11/2018	7/21/2018	\$750 00	REH	TMP
Shellenbarger,Anthony L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	7/9/2018	7/29/2018	\$224 00	REH	TMP
Shellenbarger,Anthony L	Lecturer	Coll of Appl Sci & Tech Dean's	FAC	8/27/2018	9/8/2018	\$128 00	REH	TMP
Smith,Richard	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	6/11/2018	7/14/2018	\$630 00	REH	TMP

* Retiree

EMPLOYEES PAID FOR ACTIVITIES NOT RELATED TO TEACHING SPRING/SUMMER/FALL 2018

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)

Smith,Stanley H	Visiting Asst Prof - Summer	Disaster Science & Emerg Svs	FAC	7/30/2018	7/30/2018	\$3,900 00	REH	1XP
White,Brian Joseph	Lecturer	Trng Ctr, Fire & Haz Mtrls	FAC	7/9/2018	7/21/2018	\$720 00	REH	TMP

WAYNE COLLEGE

Lawless,Megan C	Head Women's Vball Coach-WC	Student Services Adm-Wayne	CP	8/15/2018	10/31/2018	\$5,000 00	HIR	TMP
Pickering,Bryan	Women's Basketball Coach, ORCC	Student Services Adm-Wayne	CP	10/1/2018	2/27/2019	\$5,000 00	HIR	TMP

GRADUATE ASSISTANTS

Name	Job Family	Dept	Eff Date	Term Date	Cont Rate	Comp Freq	Action	Reason
OFFICE OF ATHLETICS								
Booth,Peyton E	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Carroll,Sean A	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Fitzgerald,Brendan P	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Hauser,Andrew M	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Henny,Leslie N	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Hepburn,Mitchell W	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Hepburn,Mitchell W	GAA	Office of Athletics	6/15/2018	6/22/2018	\$700 00	B	HIR	1XP
Hepburn,Mitchell W	GAA	Office of Athletics	7/11/2018	7/21/2018	\$360 00	B	REH	1XP
Herchek,Jason A	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Howard,Trent K	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Hundley,Tyler W	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Ladines,Veronica K	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Lima,Nicholas B	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Newnes,Shannon C	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Orr,Nicole	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Oser,Taylor L	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Owens,Thomas J	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
Shane,Tolan	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	REH	TMP
Snode,Evan T	GAA	Office of Athletics	8/27/2018	5/11/2019	\$332 00	B	HIR	TMP
BUCHTEL COLLEGE OF ARTS & SCIENCES								
Alicea-Serrano,Angela M	GAR	Biology	6/4/2018	6/9/2018	\$1,129 00	B	HIR	1XP
Ayoade,Olawale L	GAT	Physics	8/27/2018	5/15/2019	\$736 84	B	HIR	TMP
Barr,Jarrett A	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Bhalla,Saransh	GAT	Computer Science	8/27/2018	5/11/2019	\$335 00	B	HIR	TMP
Bitecofer,Nathan T	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Brown,Steven G	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Cabot,Cameron C	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$367 56	B	HIR	TMP
Corkish,James	GAT	Physics	8/27/2018	5/15/2019	\$736 84	B	HIR	TMP
Curet,Julian C	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$367 56	B	HIR	TMP
Davis,Joshua A	GAT	Biology	8/27/2018	6/29/2019	\$886 36	B	HIR	TMP
Demir,Deniz C	GAT	History	8/27/2018	5/11/2019	\$702 70	B	HIR	TMP
Eagle-Malone,Rebecca S	GAR	Biology	8/31/2018	8/24/2019	\$839 84	B	REH	TMP
Eversmeyer,Alyssa K	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Ferrell,Morgan L	GAT	Political Science	8/27/2018	5/11/2019	\$432 43	B	HIR	TMP
Fogwell,Nicole T	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Frey,Katelyn T	GAT	Psychology	7/16/2018	5/11/2019	\$641 86	B	HIR	TMP
Gaffney,Tessa M	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$183 78	B	HIR	TMP
Gamel,Kaelyn M	GAR	Biology	8/27/2018	6/29/2019	\$886 36	B	HIR	TMP
Gardner,Nathan R	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Greene,Daniella Q	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Han,Sarah I	GAR	Biology	8/27/2018	8/24/2019	\$830 11	B	REH	TMP
Hastings,Jordan L	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Hayne,Victor A	GAT	Statistics	8/20/2018	5/11/2019	\$555 78	B	HIR	TMP
Howe,Stephen P	GAF	Biology	9/1/2018	8/24/2019	\$839 84	B	REH	TMP
Jacobs,Madelyn M	GAR	Biology	7/20/2018	8/19/2018	\$1,500 00	B	HIR	1XP
Jang,Migyeong	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Kane,Joshua P	GAT	Mathematics	8/24/2018	5/11/2019	\$645 16	B	HIR	TMP
Kenez Salavessa Rupp,Ariana Isabel	GAR	Biology	8/27/2018	8/24/2019	\$826 92	B	REH	TMP
Khakipoor,Banafsheh	GAF	Biology	9/1/2018	8/24/2019	\$839 84	B	REH	TMP
Kocev,Atanas	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Lee,Faith C	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Lienhart,Katelyn Lee	GAT	Music	8/27/2018	5/18/2019	\$378 38	B	HIR	TMP
Maksuta,Daniel D	GAF	Biology	8/31/2018	8/24/2019	\$839 84	B	REH	TMP
Mandato,Maria T	GAT	Statistics	8/20/2018	5/11/2019	\$555 78	B	HIR	TMP
Mangus,Paul D	GAT	English	8/27/2018	5/11/2019	\$473 24	B	HIR	TMP
McCrea,Dillon T	GAT	English	8/27/2018	5/11/2019	\$473 24	B	HIR	TMP
McInerney,Sarah S	GAR	Biology	8/27/2018	8/24/2019	\$826 92	B	REH	TMP
Michael,Nathan P	GAR	Biology	7/20/2018	8/19/2018	\$2,000 00	B	HIR	1XP
Miller-Dorsey,Danielle	GAT	English	8/27/2018	8/24/2019	\$580 00	B	HIR	TMP
Moore-Dunson,Nakiasha C	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$367 50	B	HIR	TMP
Morgenstern,Jillian E	GAT	Political Science	8/27/2018	5/11/2019	\$432 43	B	HIR	TMP
Mulford,Melissa K	GAT	Biology	8/27/2018	6/29/2019	\$886 36	B	HIR	TMP
Noland,Jodi C	GAT	Sociology	8/27/2018	5/11/2019	\$810 81	B	HIR	TMP
O'Neill,Jason M	GAT	Chemistry	8/28/2018	6/29/2019	\$38 46	B	REH	SPL
Paparella,Daniel A	GAT	English	8/27/2018	5/11/2019	\$473 24	B	HIR	TMP
Parker,Ceth W	GAR	Biology	8/27/2018	12/15/2018	\$903 84	B	REH	TMP
Paul,Racheal B	GAT	Geosciences	8/27/2018	12/15/2018	\$533 86	B	REH	TMP
Raje,Renuka N	GAT	Statistics	8/20/2018	5/11/2019	\$555 78	B	HIR	TMP
Resnik,Ariel M	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Rickard,Charles M	GAT	Music	8/27/2018	9/4/2018	\$378 38	B	HIR	TMP
Rummer,Brianna N	GAT	Political Science	8/27/2018	5/11/2019	\$432 43	B	HIR	TMP
Russell,Gabrielle N	GAT	Biology	8/27/2018	6/29/2019	\$886 36	B	HIR	TMP
Samudrala,Venkata Dharanidhar	GAT	Computer Science	8/27/2018	5/11/2019	\$335 00	B	HIR	TMP
Schauder,Max J	GAR	Psychology	8/27/2018	8/16/2019	\$737 25	B	REH	TMP
Schultz,Evan S	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$183 78	B	HIR	TMP

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

GRADUATE ASSISTANTS

BUCHTEL COLLEGE OF ARTS & SCIENCES (Cont.)

Schultz,Evan S	GAT	Music	8/27/2018	5/11/2019	\$189 19	B	HIR	TMP
Schveder,Kimberly A	GAT	Statistics	8/20/2018	5/11/2019	\$555 78	B	HIR	TMP
Setsu,Eya	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Silver,Kristin E	GAR	Psychology	8/27/2018	8/24/2019	\$740 61	B	REH	TMP
Siman,Kelly E	GAR	Biology	8/27/2018	8/24/2019	\$826 92	B	REH	TMP
Simonovska,Sara	GAT	Music	8/27/2018	5/11/2019	\$189 19	B	HIR	TMP
Simonovska,Sara	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$183 78	B	HIR	TMP
Siverts,Lamalani	GAR	Biology	8/31/2018	8/24/2019	\$839 84	B	REH	TMP
Sonntag,Garrett N	GAR	Biology	8/27/2018	12/15/2018	\$587 19	B	HIR	TMP
Stachew,Elena M	GAR	Biology	8/27/2018	8/24/2019	\$826 92	B	REH	TMP
Steiner,Russell N	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Stocker,Morgan B	GAT	History	8/27/2018	5/11/2019	\$594 59	B	HIR	TMP
Takyi Jr,Albert B	GAT	Geosciences	8/27/2018	12/15/2018	\$533 86	B	REH	TMP
Thobes,Gina P	GAT	Psychology	7/16/2018	5/11/2019	\$595 34	B	HIR	TMP
Unsworth,Colleen K	GAR	Biology	8/31/2018	8/24/2019	\$839 84	B	REH	TMP
Vago,Alexandra A	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Walker,Matthew	GAT	Sociology	8/27/2018	5/11/2019	\$810 81	B	HIR	TMP
Whiddon,Kyle T	GAF	Chemistry	7/25/2018	8/1/2018	\$500 00	B	HIR	1XP
Wood,Charles Z	GAT	Music	8/27/2018	5/11/2019	\$378 38	B	HIR	TMP
Woodward,Abigail	GAT	Mathematics	8/24/2018	5/11/2019	\$645 16	B	HIR	TMP
Young,William T	GAT	Dance, Theatre & Arts Admin	8/27/2018	5/11/2019	\$367 56	B	HIR	TMP

COLLEGE OF ENGINEERING

Alamad,Ruba A	GAR	Mechanical Engineering	8/27/2018	12/15/2018	\$750 00	B	REH	TMP
Alberts,Alexander M	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$538 00	B	REH	TMP
Alkadi,Faez A	GAR	Mechanical Engineering	8/27/2018	4/30/2019	\$353 00	B	HIR	TMP
Amini Khoiy,Keyvan	GAR	Biomedical Engineering	9/1/2018	12/18/2018	\$884 00	B	REH	TMP
An,Kang	GAR	Civil Engineering	8/27/2018	5/11/2019	\$576 92	B	HIR	TMP
Arefin,Mir Shahnewaz	GAT	Civil Engineering	8/27/2018	5/11/2019	\$692 60	B	REH	TMP
Bafahm Alamdari,Aslan	GAR	Mechanical Engineering	8/25/2018	7/31/2019	\$680 00	B	REH	TMP
Bafahm Alamdari,Aslan	GAR	Mechanical Engineering	7/2/2018	7/13/2018	\$200 00	B	REH	1XP
Bagheri Rajeon,Alireza	GAT	Electrical & Computer Engr	8/27/2018	6/29/2019	\$576 93	B	HIR	TMP
Bandarkar,Abdul Wahab A	GAT	Electrical & Computer Engr	8/27/2018	12/14/2018	\$725 00	B	REH	TMP
Banik,Arnob	GAT	Mechanical Engineering	9/17/2018	6/29/2019	\$849 00	B	PAY	OTH
Bastola,Suraj	GAT	Biomedical Engineering	8/20/2018	12/18/2018	\$961 51	B	HIR	TMP
Bhadriraju,Vamsi K	GAR	Chemical & Biomolecular Engr	8/27/2018	9/30/2018	\$696 56	B	HIR	TMP
Bhadriraju,Vamsi K	GAR	Chemical & Biomolecular Engr	10/1/2018	12/31/2018	\$696 56	B	REH	TMP
Bokka,Sreevall	GAR	Chemical & Biomolecular Engr	8/27/2018	6/29/2019	\$696 56	B	REH	TMP
Boler,Okan	GAR	Electrical & Computer Engr	7/24/2018	11/30/2018	\$880 00	B	REH	TMP
Cavanaugh,McKay M	GAR	Biomedical Engineering	5/25/2018	5/25/2018	\$500 00	B	HIR	1XP
Chockalingam,Mano	GAR	Mechanical Engineering	7/1/2018	9/29/2018	\$700 00	B	REH	TMP
Chowdhury,Samir R	GAT	Electrical & Computer Engr	8/27/2018	6/29/2019	\$576 93	B	HIR	TMP
Christudasjustus,Jijo	GAR	Chemical & Biomolecular Engr	8/22/2018	6/29/2019	\$710 00	B	HIR	TMP
Christudasjustus,Jijo	GAR	Chemical & Biomolecular Engr	8/27/2018	9/27/2018	\$1,346 25	B	HIR	SPL
Dahal,Puskar K	GAT	Civil Engineering	8/27/2018	5/11/2019	\$576 92	B	HIR	TMP
Dorari,Elahesh	GAR	Mechanical Engineering	7/1/2018	6/29/2019	\$750 00	B	REH	TMP
Dorari,Elahesh	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$750 00	B	JED	OTH
Emon,Md Omar Faruk	GAT	Mechanical Engineering	7/1/2018	6/29/2019	\$115 00	B	REH	SPL
Esquivel,Javier	GAR	Chemical & Biomolecular Engr	7/27/2018	8/26/2018	\$1,281 25	B	REH	SPL
Fernando,Praveen S	GAR	Electrical & Computer Engr	8/27/2018	8/24/2019	\$692 71	B	HIR	TMP
Gundogmus,Omer	GAR	Electrical & Computer Engr	8/27/2018	1/31/2019	\$940 00	B	REH	TMP
Han,Fubing	GAR	Electrical & Computer Engr	8/27/2018	11/30/2018	\$800 00	B	REH	TMP
Hanich,Maxwell J	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$538 00	B	HIR	TMP
Haque,Md Ehsanul	GAR	Electrical & Computer Engr	8/27/2018	1/31/2019	\$880 00	B	REH	TMP
Harasis,Salman K	GAR	Electrical & Computer Engr	8/27/2018	1/31/2019	\$800 00	B	REH	TMP
Hawkins,Mackenzie J	GAT	Electrical & Computer Engr	8/27/2018	12/14/2018	\$576 92	B	HIR	TMP
Hejna,MaryAnne	GAT	Civil Engineering	8/27/2018	5/11/2019	\$576 92	B	HIR	TMP
Hirt,David M	GAT	Mechanical Engineering	7/1/2018	9/7/2018	\$2,000 00	B	REH	SPL
Hossain,Md Billal	GAR	Electrical & Computer Engr	8/27/2018	6/29/2019	\$538 46	B	HIR	TMP
Imbulgoda Liyangahawatte,Gihan Janith Mendis	GAR	Electrical & Computer Engr	8/27/2018	8/24/2019	\$725 00	B	REH	TMP
Jebeli,Mahvash	GAR	Biomedical Engineering	5/25/2018	5/25/2018	\$500 00	B	HIR	1XP
Joshi,Ramila	GAR	Biomedical Engineering	8/1/2018	8/1/2018	\$1,000 00	B	REH	1XP
Joshi,Ramila	GAR	Biomedical Engineering	9/1/2018	12/31/2018	\$961 53	B	REH	TMP
Kantor,Jozsef	GAR	Chemical & Biomolecular Engr	9/1/2018	12/14/2018	\$877 86	B	REH	TMP
Khan,Mohammad Umar Farooq	GAT	Chemical & Biomolecular Engr	7/27/2018	8/26/2018	\$1,281 25	B	REH	SPL
Kilic,Oguzhan	GAR	Electrical & Computer Engr	7/20/2018	7/27/2018	\$1,100 00	B	HIR	1XP
Krugel,Benjamin G	GAR	Engineering Dean's Office	9/1/2018	8/31/2019	\$461 54	B	REH	TMP
Lamichhane,Astha	GAT	Biomedical Engineering	8/20/2018	6/29/2019	\$961 54	B	HIR	TMP
Madishetty,Suresh	GAR	Electrical & Computer Engr	7/13/2018	7/25/2018	\$577 00	B	REH	1XP
Martin Diaz,Ulises	GAT	Chemical & Biomolecular Engr	8/27/2018	8/25/2019	\$696 56	B	HIR	TMP
Mathis,Allen T	GAR	Mechanical Engineering	8/21/2018	8/26/2019	\$654 00	B	REH	TMP
Mela,Christopher A	GAF	Biomedical Engineering	5/16/2018	8/31/2018	\$10,000 00	B	REH	SPL
Menon,Vaidehi	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$654 00	B	HIR	TMP
Mudragada,Lakshmi Kalyani	GAR	Electrical & Computer Engr	8/26/2018	11/30/2018	\$576 92	B	REH	TMP
Nabavizadeh,Seyed Amin	GAR	Mechanical Engineering	7/1/2018	6/29/2019	\$750 00	B	REH	TMP
Natsheh,Sufian H	GAR	Civil Engineering	8/27/2018	5/11/2019	\$692 60	B	REH	TMP
Nazari,Masoud	GAR	Electrical & Computer Engr	8/27/2018	5/11/2019	\$346 15	B	HIR	TMP
Neffenger Jr,Gary Patrick	GAT	Civil Engineering	8/27/2018	12/15/2018	\$576 92	B	REH	TMP

GRADUATE ASSISTANTS

COLLEGE OF ENGINEERING (Cont.)

O'Brien, Sean P	GAR	Chemical & Biomolecular Engr	7/27/2018	8/26/2018	\$936 25	B	REH	SPL
Pakala, Akshay Kumar	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$538 00	B	HIR	TMP
Panakarajupally, Ragavendra Prasad	GAR	Mechanical Engineering	12/17/2018	6/29/2019	\$761 00	B	PAY	OTH
Pant, Anup D	GAR	Biomedical Engineering	9/1/2018	12/14/2018	\$961 54	B	REH	TMP
Paul, Arindam	GAR	Mechanical Engineering	9/1/2018	12/31/2018	\$877 86	B	REH	TMP
Philip, Daryl G	GAT	Mechanical Engineering	8/27/2018	6/29/2019	\$538 00	B	HIR	TMP
Pietros, Abel S	GAR	Biomedical Engineering	7/1/2018	12/18/2018	\$576 92	B	REH	TMP
Pulipati, Sravan Kumar	GAR	Electrical & Computer Engr	7/13/2018	7/31/2018	\$690 00	B	REH	1XP
Qin, Haifeng	GAR	Chemical & Biomolecular Engr	9/1/2018	12/31/2018	\$877 86	B	REH	TMP
Quang, Tri Tien	GAR	Biomedical Engineering	1/1/2019	5/31/2019	\$1,038 46	B	REH	TMP
Rahman, Mohammad Arifur	GAT	Electrical & Computer Engr	8/27/2018	12/14/2018	\$725 00	B	REH	TMP
Rashidi, Sedigheh	GAT	Chemical & Biomolecular Engr	7/27/2018	8/26/2018	\$1,346 25	B	REH	SPL
Ren, Baiping	GAR	Chemical & Biomolecular Engr	7/16/2018	7/31/2018	\$900 00	B	REH	SPL
Ress, Jacob T	GAT	Chemical & Biomolecular Engr	8/27/2018	8/26/2019	\$696 56	B	HIR	TMP
Saatchi, Alireza	GAR	Chemical & Biomolecular Engr	5/22/2018	8/22/2018	\$400 00	B	REH	TMP
Sabouchi, Moein	GAT	Electrical & Computer Engr	8/27/2018	6/29/2019	\$725 00	B	REH	TMP
Shahi Thakuri, Pradip	GAR	Biomedical Engineering	9/1/2018	8/17/2019	\$961 53	B	REH	TMP
Shaik, Rubia	GAT	Biomedical Engineering	8/27/2018	6/29/2019	\$961 54	B	HIR	TMP
Shrikhande, Gayatri	GAR	Chemical & Biomolecular Engr	1/1/2019	6/30/2019	\$877 86	B	REH	TMP
Singh, Sunil	GAR	Biomedical Engineering	9/1/2018	12/31/2018	\$884 61	B	REH	TMP
Sommers, Brittany N	GAR	Biomedical Engineering	8/20/2018	6/29/2019	\$961 54	B	REH	TMP
Sumon, Ahsanul Kabir	GAT	Chemical & Biomolecular Engr	8/27/2018	6/29/2019	\$696 56	B	HIR	TMP
Teter, Zachery R	GAR	Civil Engineering	8/27/2018	10/24/2018	\$680 00	B	REH	TMP
Thomas, Vineet Sunny	GAR	Biomedical Engineering	7/30/2018	7/30/2018	\$2,653 86	B	REH	1XP
Tong, Xiaolong	GAT	Mechanical Engineering	8/1/2018	9/4/2018	\$1,346 25	B	REH	1XP
Topcu, Ali	GAR	Electrical & Computer Engr	8/27/2018	1/31/2019	\$800 00	B	REH	TMP
Tran, Bach Xuan	GAR	Electrical & Computer Engr	8/1/2018	8/17/2018	\$1,500 00	B	REH	1XP
Tran, Bach Xuan	GAR	Electrical & Computer Engr	8/27/2018	8/24/2019	\$850 00	B	REH	TMP
Vadamodala, Lavanya	GAR	Electrical & Computer Engr	8/27/2018	1/31/2019	\$800 00	B	REH	TMP
Witharamage, Chathuranga Sandamal	GAR	Chemical & Biomolecular Engr	8/1/2018	7/31/2019	\$710 00	B	HIR	TMP
Witharamage, Chathuranga Sandamal	GAR	Chemical & Biomolecular Engr	8/27/2018	9/27/2018	\$1,017 50	B	HIR	SPL
Wu, Dezhen	GAR	Chemical & Biomolecular Engr	8/27/2018	6/29/2019	\$877 86	B	HIR	TMP
Yang, Fengyu	GAR	Chemical & Biomolecular Engr	7/16/2018	7/31/2018	\$800 00	B	REH	SPL
Zhang, Chao	GAR	Mechanical Engineering	8/27/2018	8/26/2019	\$763 35	B	HIR	TMP

COLLEGE OF HEALTH PROFESSIONS

Caprez, Katherine A	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$338 36	B	REH	TMP
Mauerman, Sarina M	GAT	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$308 40	B	HIR	TMP
Ray, Aaron C	GAT	School of Counseling	8/27/2018	5/11/2019	\$438 33	B	HIR	TMP
Ray, Amber N	GAT	School of Counseling	8/27/2018	5/11/2019	\$584 59	B	PAY	OTH
Reed, Holly N	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$432 43	B	HIR	TMP
Swaney, Chase T	GAT	School of Counseling	8/27/2018	5/11/2019	\$584 59	B	HIR	TMP
Szatkowski, Grace M	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$135 13	B	HIR	TMP
Tadros, Eman E	GAT	School of Counseling	8/27/2018	5/11/2019	\$584 59	B	PAY	OTH
Takeda, Momoko	GAT	School of Counseling	8/27/2018	5/11/2019	\$584 59	B	HIR	TMP
Trathen, Sydney	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$216 21	B	HIR	TMP
Wilkinson, Benjamin D	GAF	Speech-Lang Path & Audiology	8/27/2018	5/11/2019	\$216 21	B	HIR	TMP

COLLEGE OF POLYMER SCIENCE & ENGINEERING

Agrawal, Aparna A	GAT	Polymer Engineering	8/27/2018	8/25/2019	\$957 85	B	HIR	TMP
Ai, Jia-Ruey	GAT	Polymer Engineering	8/27/2018	8/25/2019	\$957 85	B	HIR	TMP
Bashir, Abdala	GAR	Polymer Science	8/1/2018	8/25/2018	\$884 61	B	REH	TMP
Bhadauriya, Sonal	GAR	Polymer Engineering	8/27/2018	12/31/2018	\$957 85	B	REH	TMP
Chen, Hanlin	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Chen, Keke	GAR	Polymer Engineering	8/27/2018	12/31/2018	\$954 20	B	REH	TMP
Cho, Szu-Hao	GAR	Polymer Engineering	9/16/2018	2/28/2019	\$954 19	B	REH	TMP
Cobaj, Anisa	GAR	Polymer Engineering	8/27/2018	10/31/2018	\$954 20	B	REH	TMP
Cruz, Megan A	GAR	Polymer Science	7/2/2018	12/15/2018	\$961 53	B	REH	TMP
Dalvi, Siddhesh N	GAR	Polymer Science	8/27/2018	12/15/2018	\$846 15	B	REH	TMP
Dang, Francis W	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Echeverri, Mario A	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Farrell, Erin S	GAR	Polymer Engineering	8/1/2018	7/31/2019	\$954 19	B	REH	TMP
Guo, Hao	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	HIR	TMP
Hammer, Theodore J	GAR	Polymer Science	8/27/2018	8/18/2019	\$961 53	B	REH	TMP
Hsu, Tze-Gang	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Htut, K Zin	GAR	Polymer Science	8/27/2018	8/25/2019	\$961 53	B	REH	TMP
Jadhav, Sainath A	GAR	Polymer Engineering	8/28/2018	8/24/2019	\$957 85	B	REH	TMP
Jaeger, Tamara D	GAR	Polymer Engineering	8/29/2018	12/31/2018	\$954 19	B	REH	TMP
Jain, Tanmay P	GAR	Polymer Science	7/16/2018	8/16/2018	\$961 53	B	REH	TMP
Jain, Tanmay P	GAR	Polymer Science	8/17/2018	12/15/2018	\$961 53	B	REH	TMP
Jian, Pei-Zhen	GAR	Polymer Engineering	8/27/2018	12/31/2018	\$961 53	B	REH	TMP
Jin, Hailiang	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Kaur, Sukhmanjot	GAR	Polymer Science	7/31/2018	12/15/2018	\$846 15	B	REH	TMP
Kulkarni, Akshata R	GAR	Polymer Engineering	9/1/2018	12/31/2018	\$954 19	B	REH	TMP
Kulkarni, Akshata R	GAR	Polymer Engineering	1/1/2019	8/31/2019	\$954 19	B	REH	TMP
Kundu, Mangaldeep	GAR	Polymer Science	7/2/2018	12/15/2018	\$961 53	B	REH	TMP
Lazarenko, Daria S	GAR	Polymer Engineering	9/1/2018	3/30/2019	\$957 85	B	REH	TMP
Lienhart, Gavan W	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP

GRADUATE ASSISTANTS

COLLEGE OF POLYMER SCIENCE & ENGINEERING (Cont.)

Lin,Che-Kuan	GAR	Polymer Engineering	8/28/2018	2/28/2019	\$957 85	B	REH	TMP
Liu,Xinhao	GAR	Polymer Science	8/27/2018	12/14/2018	\$961 53	B	HIR	TMP
Marin Angel,Juan C	GAR	Polymer Engineering	9/16/2018	12/21/2018	\$961 54	B	REH	TMP
Merriman,Stephen	GAT	Polymer Engineering	8/27/2018	8/25/2019	\$957 85	B	HIR	TMP
Merriman,Stephen	GAF	Polymer Engineering	8/27/2018	8/27/2018	\$5,000 00	B	HIR	1XP
Meyerhofer,John M	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	
Nallapaneni,Asritha	GAR	Polymer Engineering	8/27/2018	12/31/2018	\$957 85	B	REH	TMP
Narayanan,Amal	GAR	Polymer Science	7/31/2018	12/15/2018	\$961 53	B	REH	TMP
Narute,Suresh T	GAR	Polymer Engineering	8/28/2018	12/31/2018	\$957 85	B	REH	TMP
Nun,Nicholas R	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Ortiz,Deliris N	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Pant,Nishtha	GAR	Polymer Science	8/27/2018	1/12/2019	\$961 53	B	REH	TMP
Patil,Anvay A	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Pellegrine,Brittany	GAR	Polymer Engineering	8/27/2018	11/19/2018	\$957 85	B	REH	TMP
Peng,Fang	GAR	Polymer Engineering	8/27/2018	9/29/2018	\$954 19	B	REH	TMP
Perego,Alessandro	GAT	Polymer Engineering	8/27/2018	8/25/2019	\$957 85	B	HIR	TMP
Perego,Alessandro	GAF	Polymer Engineering	8/27/2018	8/27/2018	\$5,000 00	B	HIR	1XP
Presto,Dillon G	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Raee,Ehsan	GAR	Polymer Science	8/27/2018	1/12/2019	\$961 53	B	REH	TMP
Rahman,Tamanna	GAR	Polymer Engineering	8/1/2018	12/31/2018	\$954 19	B	REH	TMP
Rahman,Tamanna	GAR	Polymer Engineering	1/1/2019	6/29/2019	\$954 19	B	REH	TMP
Rastogi,Alankar	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Razavi Aghjeh,Masoud	GAR	Polymer Science	8/27/2018	5/11/2019	\$961 53	B	REH	TMP
Rey,Gabrielle S	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Rossi,Brenna E	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Sathe,Devavrat	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Sayko,Ryan C	GAR	Polymer Science	8/27/2018	5/11/2019	\$961 53	B	REH	TMP
Schmitz,Nathan D	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Schwarz,Derek B	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Seo,Junyoung	GAR	Polymer Engineering	8/27/2018	11/19/2018	\$961 54	B	REH	TMP
Seylar,Joshua C	GAR	Polymer Engineering	8/27/2018	8/24/2019	\$957 85	B	REH	TMP
Silantyeva,Elena	GAR	Polymer Science	8/26/2018	12/15/2018	\$961 53	B	REH	TMP
Smith,Diane	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Smith,Travis	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Sobani,Masoud	GAR	Polymer Engineering	7/16/2018	10/31/2018	\$884 62	B	REH	TMP
Srivastava,Aarushi A	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Starvaggi,Haley A	GAT	Polymer Science	8/27/2018	6/29/2019	\$961 53	B	HIR	TMP
Sun,Mengyue	GAR	Polymer Science	8/27/2018	12/16/2018	\$961 53	B	HIR	TMP
Sun,Mengyue	GAR	Polymer Science	12/17/2018	5/11/2019	\$961 53	B	REH	TMP
Sun,Xinyu	GAR	Polymer Science	9/1/2018	1/12/2019	\$961 53	B	REH	TMP
Sun,Yu	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Teo,Nicholas	GAR	Polymer Engineering	8/27/2018	4/30/2019	\$957 85	B	REH	TMP
Trivedi,Meeta	GAR	Polymer Engineering	9/16/2018	7/31/2019	\$954 19	B	REH	TMP
Tseng,Yen-Ming	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Wang,Shijun	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Wang,Sihan	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Wang,Xiaoteng	GAR	Polymer Engineering	9/1/2018	12/31/2018	\$976 50	B	REH	TMP
Wilson,Michael C	GAR	Polymer Science	8/31/2018	5/11/2019	\$846 15	B	REH	TMP
Yan,Xuesong	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Yang,Feipeng	GAR	Polymer Science	8/27/2018	12/16/2018	\$846 15	B	REH	TMP
Yang,Feipeng	GAR	Polymer Science	1/13/2019	5/11/2019	\$846 15	B	REH	TMP
Yang,Yuqing	GAR	Polymer Science	8/27/2018	1/12/2019	\$961 53	B	REH	TMP
Yao,Xuesi	GAR	Polymer Science	8/11/2018	8/17/2018	\$865 38	B	LOA	OTH
Yao,Xuesi	GAR	Polymer Science	8/27/2018	12/15/2018	\$865 38	B	REH	TMP
Zhai,Yuxin	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Zhang,Fan	GAR	Polymer Science	8/27/2018	12/15/2018	\$846 15	B	REH	TMP
Zhang,Huan	GAT	Polymer Engineering	10/21/2018	12/31/2018	\$954 19	B	REH	TMP
Zhao,Mengmeng	GAT	Polymer Engineering	11/12/2018	12/15/2018	\$954 20	B	REH	TMP
Zhao,Yihong	GAR	Polymer Science	8/27/2018	12/15/2018	\$961 53	B	REH	TMP
Zhao,Zhichen	GAR	Polymer Science	8/27/2018	5/11/2019	\$481 00	B	REH	TMP
Zheng,Luyao	GAR	Polymer Engineering	8/28/2018	1/14/2019	\$957 85	B	REH	TMP
Zhu,Tao	GAR	Polymer Engineering	8/27/2018	12/31/2018	\$957 85	B	HIR	TMP

WAYNE COLLEGE

Freedman,Abegel	GAT	Chemistry-Wayne	8/27/2018	5/11/2019	\$961 53	B	HIR	TMP
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THE UNIVERSITY OF AKRON

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

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
120	24359	Media Relations Specialist Sr	Exempt		7/1/2018
120	27418	Mgr Eligibility Cert & Compl	Exempt		7/13/2018
123	27676	Assoc Dean Admin & Enroll Mgmt	Exempt		8/29/2018
120	27704	Dir Donor Relations	Exempt		7/11/2018
122	28309	Dir Co-Op Educ Engr & Place	Exempt		8/1/2018
119	28334	Coord Grad Progs & Lab Safety	Exempt		8/6/2018
118	28533	Coord BRIC	Exempt		9/17/2018
999	29605E	Consultant	Non-Exempt		8/20/2018
225	T23128	Chief Information Security Off	Exempt		8/6/2018
222	T23309	Mgr Bus Intel & Analytics	Exempt		8/22/2018

THE UNIVERSITY OF AKRON

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

GRADE	JOB CODE	TITLE	FLSA	REMOVE	EFFECTIVE
119	41339	Sr Exec Admin Asst&CoordFndRel	Non-exempt		6/11/2018
119	44372	Sr Coord Donor Gift Oper&Srvs	Non-exempt		12/10/2017

**REEMPLOYMENT NOTIFICATION
THE UNIVERSITY OF AKRON**

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

<u>Name</u>	<u>Department</u>	<u>Title</u>
Denise N. Lightner	Purchasing	Associate Director, Purchasing

The University of Akron
30-Hour Stipends 2018-2019
Wayne College

	Name	Official Title	Full-time Salary	Stipend Amount
	Wayne College			
	Ferris, Amber	Associate Professor, Communication	\$61,631.00	\$7,680.00
	Hartsock, Angela	Associate Professor, Biology	\$61,631.00	\$7,680.00
	Howley, Heather	Associate Professor, Communication	\$64,012.00	\$7,680.00
	McDonald Rebecca	Professor of Instruction, Developmental Programs	\$47,605.00	\$4,013.33
	Miller, Michelle	Professor of Instruction, Developmental Programs	\$48,542.00	\$3,726.66
	Obiekwe, Jerry	Professor, Mathematics	\$87,802.00	\$9,120.00
	Snow, Alan	Associate Professor, Biology	\$64,215.00	\$7,680.00
	Teague, Colleen	Associate Professor, Business & Office Technology	\$74,877.00	\$7,680.00
	Wadia, Adil	Associate Professor, Geosciences	\$67,050.00	\$7,680.00
	Watters, Shawn	Assistant Professor, Education	\$54,631.00	\$6,630.00
	Weinstein, Paul	Professor, History	\$88,183.00	\$9,120.00
	Woods, Doug	Associate Professor, Business Management	\$75,012.00	\$7,680.00
	Yin, Zhijun	Assistant Professor Instruction, Mathematics	\$48,960.00	\$6,090.00

Assistant Professor, Prac/Instr 6LH @ \$1,015
Associate Professor, Prac/Instr 6LH @ \$1,045
Professor, Prac/Instr 6LH @ \$1,075
Assistant Professor 6LH @ \$1,105
Associate Professor 6LH @ \$1,280
Professor 6LH @ \$1,520

**The University of Akron
Police Department
October 2018 Uniform Replacement Report**

Name	Empl Id	Amount
Barath, William	1448598	\$525.00
Bartley, Daniel	1141861	\$525.00
Barton, Jeff	1384802	\$525.00
Butina, George	2726934	\$525.00
Carroll, John	14483	\$525.00
Coleman, Alan	1226389	\$525.00
Claytor, Darrell	1160280	\$525.00
Gedeon, Thomas	1198266	\$525.00
Gilbride, James	1298260	\$525.00
Gooding, Dale	1134678	\$525.00
Gray, Nicholas	1256202	\$525.00
Helmick, Pamela	19920	\$525.00
Hill, Jason	2719859	\$525.00
Hough, Todd	1306569	\$525.00
Jackson, Kerry	2299365	\$525.00
Jones, Brian	1239295	\$525.00
Kabellar, Kevin	2300773	\$525.00
Kouri, Lawrence	1134675	\$525.00
Krantz, Jodi	1181477	\$525.00
Lohrum, Ben	1308505	\$525.00
Mayes, Ralph	1419030	\$525.00
McKinley, Jamie	1304965	\$525.00
Paonessa, Angela	1367154	\$525.00
Pierson, Kevin	1180212	\$525.00
Rayl, Ken	18264	\$525.00
Renner, Brian	23186	\$525.00
Samaco, Jeffery	2439092	\$525.00
Stephanoff, Ronald	21757	\$525.00
Taylor, Bryan	23823	\$525.00
Wayner, Thomas	8211	\$525.00
Weber, James	4380	\$525.00
Westbrook, Gregory	2038912	\$525.00

Guide to Terminology Used in Personnel Reports

Term	Definition/Explanation
Adjunct Appointment	Appointment to a full-time or part-time position, normally without pay. Individuals in this category are affiliated with the University for a specific purpose usually involving academic research/teaching. Appointment provides the individual with access to University systems/services as determined by the department/college.
Appointment	New hire of an individual to an approved Faculty, Contract Professional or Staff position. The appointment can be full-time or part-time, temporary or regular.
Department/School Chair	Faculty member appointed to provide leadership to an academic department or school within a college. Department/School Chair appointments normally cover the entire academic year (12-month appointment). A Faculty member's salary will be converted from 9-month to 12-month status using an approved formula to reflect the additional time worked. A stipend (currently calculated as 1/11 th of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. 1/10 th of the stipend is converted to base each year that the individual serves as a Department/School Chair.
Discharge	Involuntary termination of appointment.
Job Audit/Reclassification	Under University Rule 3359-25-10 the University may initiate audits and reviews of positions and classifications within the approved University Classified (3359-25-06) and Unclassified (3359-25-07) classification plans. In addition, employees may submit a request to determine if their current position is appropriately classified. The employee submits a Position Description Audit Questionnaire (PDAQ) to their immediate supervisor to initiate the job audit process. The immediate supervisor and second level supervisor are required to review and approve the information submitted on the PDAQ. Once the PDAQ is approved, it is submitted to the Classification Unit in Talent Development & Human Resources. The Classification Unit will review the PDAQ and determine if the position is appropriately classified or not. If the Classification Unit determines that the position is not classified correctly, it will provide a recommendation to change the classification. The recommendation will be reviewed and approved by the employee's management up to and including the appropriate Vice President. The approved recommendation will then be submitted to the University's Board of Trustees for approval.

Leave Without Compensation	If an employee is unable to work due to a documented medical condition or for other approved reasons and they have exhausted all accrued sick leave, vacation leave and compensatory time that they are entitled to use, the employee may continue their approved absence from work without pay and will retain status as a University employee.
Market Increase	The Classification unit in Talent Development & Human Resources will, upon request from a dean or vice president, conduct a market evaluation of a position or positions to determine if the University is providing an appropriate level of compensation. If it is determined that the current level of compensation is below the established market, a recommendation will be made to adjust the current level of compensation.
Merit Increase	Increase in pay granted for meeting established performance criteria.
Non-Renewal	Separation of employment of a Contract Professional employee without cause in accordance with the requirements established in University Rule 3359-22-01. The University is required to provide notice in writing to the affected Contract Professional employee. If the individual has two years or less service with the University, they will receive three months' notice. If the individual has more than two years of service, six months' notice is required.
Offline Salary Adjustment	Increase in salary that occurs outside of annual salary review process. Recommendations for offline salary adjustments are submitted by the appropriate Vice President to Talent Development & Human Resources for review and approval. Offline salary adjustments are normally recommended when specific market (internal or external) or equity (internal) issues exist with an individual's salary. Offline increases may also be recommended as a result of a reorganization involving a change in responsibilities.
Probationary Removal	Classified civil service employees are required to serve and successfully complete a probationary period following any initial appointment into a classified civil service position. If an employee's service is found to be unsatisfactory, the employee may be removed from the position at any time during the probationary period. The length of the probationary period is 120 days for classified civil service employees/CWA bargaining-unit employees and one year for Police Officers in the FOP bargaining unit. A probationary classified civil service employee duly removed for unsatisfactory service does not have the right to appeal the removal to the State Personnel Board of Review. A probationary bargaining unit employee is not permitted to appeal the removal decision under the terms of the collective bargaining agreements.

Promotion	The movement of an employee from one position to another budgeted position at a higher classification and pay range; or a higher salary where a pay range does not exist. The former position becomes vacant.
Resignation	A voluntary termination of employment.
Salary Basis Change	A change in appointment status for an employee, 12-month to 9-month or vice-versa.
Status Change	A change in pay group, job family or job function.
Stipend	Contract Professional and non-bargaining unit staff employees may receive a temporary stipend for substantial increases in responsibility for activities outside of the normal scope of the employee's assigned classification (University Rule 3359-11-12.1). Full-time Faculty may receive a stipend for primarily administrative functions requiring substantial increases in responsibility and for activities not included in the ordinary load of teaching, research, and professional service for full-time faculty (University Rule 3359-11-12).
Supplemental	Additional compensation provided for completion of assigned job responsibilities.
Temporary Appointment	An appointment for a limited period of time with a specific beginning and ending date.
Tenure Change	A change to the date for tenure eligibility for a full-time faculty member in a tenure-track position.
Title Change	An employee remains in their budgeted position, but the title changes and there may be an increase in salary. No vacancy is created by the move.
Transfer	Lateral move of an employee from one department to another department, where the employee stays in the same classification.
Training/Apprenticeship	The Collective Bargaining Agreement between the University and the Communication Workers of America contains language in Addendum A that authorizes the Office of Talent Development & Human Resources to develop and administer a Job Enrichment and Apprenticeship Program for CWA bargaining-unit employees. Employees selected to participate in the program are given an opportunity to expand their knowledge and skills. In return, these employees are provided with an increase in pay to reflect the expanded knowledge/skill set that they have developed. All increases in pay are awarded in accordance with approved Wage Progression Schedule.

FINANCE & ADMINISTRATION COMMITTEE

TAB 2

PROCUREMENT FOR MORE THAN \$500,000



DATE: September 21, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board of Trustees Consideration and Approval: Award Exceeding \$500,000

As requested of me, I provide to you the following item which exceeds \$500,000 for Board of Trustees consideration and approval at its meeting on October 10, 2018.

1. **Pharmacy Benefit Manager for Calendar Year 2019 (University and Employee Funded)**

The University of Akron conducted a competitive bid process during 2013 for pharmacy benefits manager (PBM) services for the calendar (plan) years 2014 through 2016 with renewal options. As a result of the process, a contract was awarded to Caremark through Employers Health Coalition.

A requisite of the contract is that Employers Health Coalition annually conducts a market check and renegotiates pricing with Caremark. The market checks reflect that the University per member per month met the 24 percent cumulative benchmark for the three years, and the contract was renewed for plan years 2017 and 2018.

For 2017, the University favorably outperformed the benchmark by 23 percent while for 2018, the University is projecting to outperform the benchmark by 7 percent. Caremark's net prescription drug claims approximated \$7,000,000 for 2016, and it is expected to be \$6,000,000 for 2018 with the pricing adjustments and current employee headcount.

The Office of Talent Development & Human Resources proposes a one-year contract extension, with the option for two additional renewals, to Caremark through Employers Health Coalition to continue PBM services for plan year 2019. The University's performance versus benchmark will be annually evaluated for 2019 and for the renewal years should those be exercised.

Talent Development & Human Resources and the Department of Purchasing recommend acceptance of Caremark's proposal to extend its current agreement with the University. Final terms and conditions of the amendment are subject to final negotiations between the parties, approval by the Office of General Counsel as to the legal form and sufficiency, and

approval by you.

I recommend that an award be made to Caremark with an estimated expenditure of \$6,000,000 and request your approval and that of the Board of Trustees at its meeting on October 10, 2018.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Acceptance of Purchase for More Than \$500,000

BE IT RESOLVED, That the following recommendation, presented by the Finance & Administration Committee on October 10, 2018, be approved:

Award to Caremark a one-year contract extension, with the option of two additional one-year renewals, to continue pharmacy benefits manager (PBM) services for plan year 2019 in the estimated expenditure amount of \$6,000,000

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 3

**LOCAL ADMINISTRATION OF STATE-FUNDED
CAPITAL PROJECTS**



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

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA 
Assistant to the VP/Fiscal Officer, CPFM

DATE: September 14, 2018

SUBJECT: Resolution for Local Administration of State-Funded Capital Projects

The Local Administration Competency Certification Program (Program) allows Colleges and Universities to locally administer state-funded capital projects without the supervision, control or approval of the Ohio Department of Administrative Services.

Those Colleges and Universities that participate in the Program must provide written notice to the Chancellor of Higher Education of the Board of Trustees's desire to locally administer state-funded capital facilities projects and its intent to comply with the laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids, and award of contacts.

I recommend that The University of Akron participate in the Local Administration Competency Certification Program and request your approval and that of the Board of Trustees at its meeting on October 10, 2018.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Local Administration of State-funded Capital Projects

WHEREAS, The Ohio General Assembly enacted House Bill 529, which appropriated to The University of Akron (the “University”) \$19,282,650 of capital improvements in the 2019-2020 biennium; and,

WHEREAS, The Local Administration Competency Certification Program (the “Program”) allows institutions of higher education to administer state-funded capital facilities projects pursuant to Ohio Revised Code §3345.51, without the supervision, control or approval of the Ohio Department of Administrative Services; and,

WHEREAS, The University desires to participate in the Program and administer its own capital facilities program; Now, Therefore,

BE IT RESOLVED, That the appropriate University officials are directed to take all necessary steps to accomplish that purpose, including without limitation, giving written notice to the Chancellor of Higher Education, pursuant to Ohio Revised Code §3345.51(A)(2), of the Board of Trustees’ request to administer a capital facilities project; and,

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §3345.51(A)(3), the University intends to comply with Ohio Revised Code §153.13 and the guidelines established pursuant to Ohio Revised Code §153.16, as well as all laws that govern the selection of consultants, preparation and approval of contract documents, receipt of bids and award of contracts with respect to the project; and,

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(6), the University agrees to indemnify and hold harmless the state of Ohio and the Ohio Department of Administrative Services for any claim of injury, loss or damage that results from the University’s administration of a capital facilities project pursuant to the Program; and,

BE IT FURTHER RESOLVED, That pursuant to the requirements of Ohio Revised Code §123.24(D)(5), the University will conduct biennial audits of the University’s administration of capital facilities projects in accordance with Ohio Revised Code §3345.51(C); and,

BE IT FURTHER RESOLVED, That pursuant to the requirement of Ohio Revised Code §123.24(D)(2), the University will select new employees to participate in the Program as necessary to compensate for employee turnover.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 4

COURSE CONTENT



DATE: September 21, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Anne F. Bruno, MS Ed.
Executive Director, Student Union
Advisor, Undergraduate Student Government

Amy S. Gilliland
Director of Resource Analysis & Budgeting

SUBJECT: Universal Approval of Electronic Content Fees

Course content for classroom instruction is available in many different formats, and an increasing option offered by publishers is electronic content provided to students through University learning management systems. This approach, which a student may opt out should they choose, affords an additional and more economical means to acquire the course content.

In adherence with ODHE requirements, The University of Akron continually reviews and enters into contractual agreements whereby classroom instructional materials (i.e., course content) are purchased in quantities that result in savings to students. The course content charges that result are assessed to the respective student and simply passed through and without price mark-up by the University onto the vendor.

As requested of us, we provide this cover and accompanying resolution that, if approved, will permit the University to expand electronic course content offerings to students without the need to bring each offering to the Board of Trustees for its consideration and approval. In all cases, the University will ensure the students may opt out of the electronic course content should they desire and in no case will the University mark-up the course content costs as it passes through the University.

The Office of Resource Analysis & Budgeting recommends a resolution that will grant universal approval of electronic content fees by personnel responsible for the selection, acquisition, and billing of this type of classroom instruction material and request your approval and that of the Board of Trustees for its meeting on October 10, 2018.

Resource Analysis & Budgeting
Akron, OH 44325-6202
330-972-6521 Office · 330-972-6317 Fax

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Pertaining to Universal Approval of Electronic Content Fees

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 10, 2018 pertaining to electronic content course fees be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 5

**REPORT ON AFFORDABILITY AND
EFFICIENCY**



DATE: September 28, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Denny C. Clutter 
Director Strategic Initiatives

SUBJECT: **The University of Akron's 2018 Task Force Efficiency Report for the Ohio Task Force on Affordability and Efficiency**

As requested of me, I provide the University's 2018 Task Force Efficiency Report and accompanying documents for consideration and approval by the Board of Trustees at its October 10, 2018 meeting.

As you know, the Ohio Department of Higher Education (ODHE) granted the University's request for a submission extension from September 28, 2018 until October 10, 2018. Once approved by the Board of Trustees, the Efficiency Report and accompanying documents will be submitted to ODHE.

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



FY18 Efficiency Reporting Template

Introduction:

Ohio Revised Code section 3333.95 requires the Chancellor to maintain an Efficiency Advisory Committee, composed of members from each of Ohio's public colleges and universities. The purpose of this committee is to generate institutional efficiency reports for campuses, identify shared services opportunities, streamline administrative operations, and share best practices in efficiencies among institutions. Each report must be based on the recommendations of the Ohio Task Force on Affordability and Efficiency in Higher Education, as established by the Governor's executive order, and shall benchmark and document institutional progress toward implementing the recommendations of the Task Force as compared to the institution's prior fiscal year efficiency report. Additionally, House Bill 49, section 381.550 requires that the board of trustees of each public institution of higher education approve the institution's efficiency report submitted to the Chancellor. Given the due date of this report, you may submit your Board approval at a later date.

There are several additional reporting requirements this year. The FY18 reporting template now includes a section on efficiencies gained as a result of the Regional Compacts that are required under ORC Section 3345.59. In addition, Ohio Revised Code Section 3333.951(C) requires Ohio's public colleges and universities to report their efforts toward reducing textbook costs for students, and Ohio Revised Code Section 3333.951(D) requires Ohio's public colleges and universities to conduct a study to determine the current cost of textbooks for students enrolled in the institution.

As in previous years, the Efficiency Reporting Template is structured into sections:

- **Section I: Efficiencies** – The first section captures practices likely to yield significant savings that can then be passed on to students. This includes Procurement, Administrative/Operational, Energy, and Regional Compacts.
- **Section II: Academic Practices** – This section covers areas such as textbooks, time-to-degree incentives, and academic course and program reviews. While improvements to academic processes and policies may not convey immediate cost savings to the college/university, there will likely be cost savings and/or tangible benefits that improve the quality of education for students.
- **Section III: Policy Reforms** – This section captures additional policy reforms recommended by the Task Force.
- **Section IV: Students Must Benefit** – Section IV corresponds to Master Recommendation 1. This section asks you to provide cost savings and/or resource generation in actual dollars for each of the recommendations. Furthermore, colleges and universities must advise if the savings have been redeployed as a cost savings to students or if they offered a benefit to the quality of education for students.

- **Section V: Five-year goals** – Finally, Section V corresponds to Master Recommendation 2. This section is designed to allow each college/university to benchmark its respective five-year goals to its actual institutional cost savings or avoidance. Furthermore, in the spirit of continuous improvement, this section allows you to revise and/or update your five-year goals as needed.

Identifying Efficiencies Gained and Results from Implementing Recommendations

Many of Ohio's colleges and universities have implemented a majority of the Task Force recommendations to date. Furthermore, several of the recommendations were never intended to be exercises conducted annually; however, portions may be implemented over several years or revisited as needed. **The purpose of this reporting template is twofold – 1) to capture the implementation status of these recommendations, and 2) to capture efficiencies gained due to the implementation of these recommendations.** Efficiencies gained illustrate the results or benefits of implementing the recommendations. Therefore, even if you have previously implemented a recommendation but have not done so in FY18, please include in your response how the implementation has continued to impact your operations to date.

Examples of efficiencies include:

- Direct cost savings to students
- Direct cost savings to the college/university
- Cost avoidance to the college/university
- Tangible benefits to students (i.e. increased advising, student services, academic achievements)
- Revenue generated for the college/university
- Course and program completion rates
- Graduation rates
- Number of steps reduced in a process and/or handoffs
- Fraction of graduates with experiential learning as part of their degree program
- Opportunities and training for faculty
- Improved value and quality for students

These are examples only. Feel free to provide results you deem appropriate and tailor efficiencies to address each recommendation.

ODHE recognizes one size does not fit all, and each of the colleges/universities have responded and will respond differently to the recommendations. Therefore, the questions are intended to capture all potential statuses of implementation. When responding to the recommendations, first identify your respective college/university's implementation status, and then you need only to respond to the corresponding question(s) that address your implementation status. Finally, please note that this is only a template. Feel free to respond to the Task Force recommendations in any additional ways you believe necessary.

Please contact Sara Molski at 614-728-8335 with any questions. Please submit your reporting template by email to smolski@highered.ohio.gov by **Friday, September 28, 2018.**



Section I: Efficiency Practices

Procurement

Recommendation 3A | Campus contracts: Each college/university must require that its employees use existing contracts for purchasing goods and services, starting with the areas with the largest opportunities for savings.

Note: Once fully implemented, this exercise is not necessary to conduct annually.

Please identify your institution's implementation status.

No change from prior year's report

Please briefly explain your implementation status.

The University of Akron (UA) requires that:

- Office supplies be purchased through GBEX, LLC (along with its wholesale distributor OfficeMax); through a punch-out eProcurement System, ESM;
- Promotional items be purchased through the new Managed Promotional Sourcing Program via the program's two contracted suppliers, Consolidus LLC of Akron and Global Promotions & Incentives (GPI) of ASW Global Company; and
- Copier/printer services be provided through the Cost per Copy Services Program, currently contracted through ComDoc.

UA continues to expand the use of contracts through our eProcurement tool, ESM Solutions (currently there are 21 vendors available). The punch-out tool is utilized for office supplies, computer supplies, scientific and laboratory equipment/supplies, medical supplies, MRO, and furniture. The eProcurement tool utilizes contracts from E&I (Educational and Institutional) Consortium, State of Ohio, and IUC-PG. The program not only reduces costs by providing contract pricing, it saves time for the end user as Requisitions/PO's do not have to be entered and issued. All purchases through ESM utilizes a Pcard for payment, which is issued by J.P.Morgan Chase, whose agreement is through IUC-PG consortium. **Refer to "Recommendation 4C" below for further details on the Pcard rebate.**

A promotional products online store has been in use and will continue to expand with the additional IUC-PG contracts awarded summer 2017.

Through a US Communities contract, UA is utilizing Amazon.com.

Also, see responses within “Recommendation 3B” below. In an effort to increase both affordability and efficiency, UA has implemented a program to better leverage its resources, which requires that:

- Computer and software purchases are reviewed by Information Technology Services for configuration, needs, compatibility, and capacity;
- Furniture purchases are reviewed by the Department of Purchasing in consultation with Capital Planning and Facilities Management for assurance of standards compliance and need; and
- Off-campus printing purchases are reviewed by Institutional Marketing for assurance of standards compliance and to assess whether internal resources can complete the project.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If you have not implemented this recommendation to date, please explain.

Recommendation 3B | Collaborative contracts: Ohio’s colleges and universities must pursue new and/or strengthened joint purchasing agreements in the following categories:

- Copier/printer services
- Computer hardware
- Travel services
- Outbound shipping
- Scientific supplies and equipment
- Office supplies and equipment

Contract Type	Did the college/university participate in joint contracts in FY18? [yes, no, worked toward]	Monetary Impact
Copier/printer services	Yes / Plan to	UA initially implemented such a program July 1, 2009. UA conducted an RFP in January 2016, reviewed seven proposals received, conducted interviews, and made an award to ComDoc in July 2016. UA’s contract award was adopted by the IUC-PG for use by the IUC. Once UA’s contract expires with ComDoc on June 30, 2021, UA intends to adopt the IUC-PG agreement, which is currently through ComDoc as well.

Computer hardware	Yes	UA participates in the State of Ohio term schedule, E&I, and IUC-PG contracts.
Travel services	Plan to	UA will investigate the most cost effective savings opportunity for travel services by evaluating the following potential paths: 1) collaborate through the IUC-PG; 2) partner with other universities in our region; 3) utilize consortium agreements, such as E&I; and 4) conduct a competitive bidding process.
Outbound shipping	Yes	UA, along with other IUC-PG members, utilize State of Ohio state term schedule and E&I.
Scientific supplies & equipment	Yes	UA has been utilizing the IUC competitively bid agreement(s) for several years. IUC-PG and E&I contracts are currently being used.
Office supplies & equipment	Yes	IUC-PG contract through OfficeMax/GBEX, established December of 2015.

Assets and Operations

Recommendation 4 | Assets and operations

4A Asset review: Each college/university must conduct an assessment of its noncore assets to determine their market value if sold, leased, or otherwise repurposed. Where opportunities exist, colleges and universities must consider coordinating these efforts with other colleges and universities to reap larger benefits of scale. Please complete the section that aligns with the implementation status of your college/university.

Note: Once all assets are fully reviewed, this exercise is not necessary to conduct annually.

Please identify your institution's implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

On an ongoing basis, UA conducts cost benefit analyses to determine if efficiency or cost reductions could be achieved through the sale or lease of noncore and other UA assets, or by other means. If the analysis indicates there could be a benefit to UA, a recommendation is developed for review and consideration.

- In the spring 2017, the Center for Child Development (CCD) was closed, largely due to financial reasons. Over the past five years, full costs to operate the CCD averaged ~\$820,000 annually (including compensation and benefits for certain employees that remain at UA), and the CCD carried an average deficit of ~\$275,000. Due to the closing, this will result in an estimated annual costs savings for compensation, benefits, annual operating, and other costs of ~\$650,000. UA explored and recently executed an agreement to lease the building to the State Highway Patrol (SHP) thus creating an additional safety presence around campus. The SHP became a tenant in February 2018 and UA will receive quarterly lease payments totaling ~\$55,000 annually (for FY18 received ~\$23,000 total). Additionally, the SHP is responsible for utilities thus saving UA ~\$26,000 annually (for FY18 only realized ~\$13,000 savings);
- In the summer 2017, UA abated and razed the Trecaso Building (former location for a portion of UA Police Department). In addition to addressing blighted property on campus by creating a green space, after implementation costs, this will result in an estimated annual operating and other costs savings of ~\$17,000;
- In the fall 2017, UA executed the sale of the UA owned President's residence. UA realized ~\$1,000,000 net, as well as annual operating and other costs savings of ~\$20,000. The net proceeds were endowed and will fund scholarships.
- In the fall 2017 and winter 2018, UA abated and razed the Grant Street Residence Hall Hi-rise and Townhouses. In addition to addressing blighted property in a high student density living area, after implementation costs, this will result in an estimated annual operating and other costs savings of ~\$55,000;
- In the fall 2017, UA abated and razed the Wheeler Street former residence. In the spring 2018 UA and the UA foundation razed and abated the former Plasma Center building. In addition to addressing blighted property and creating a green space, after implementation costs, this will result in annual operating and other costs savings. UA has not yet estimated those savings.
- In the fall 2018, UA plans to abate and raze the Vine Street Apartments. UA is also pursuing future abatement and razing of Gallucci Hall and possible title transfer of the Ballet Center and Heisman Lodge.
- UA previously identified parking as potentially relevant to monetization; and

Circa 2012, UA conducted a feasibility study for the monetization of its parking facilities. UA engaged in a Request for Information (RFI) with two firms who were finalists in the Ohio State University (OSU) process for monetization of parking. UA provided the two firms a document of "Parking Facts" that contained a data profile, relevant financial

information, and a listing of “issues to consider,” and UA expressed its willingness to consider alternate parking models. **Refer to “4A - Parking Facts Attachment” for further details.**

At that time, the firms indicated that UA’s parking facilities could not provide a sustainable monetization model sufficiently attractive to third parties. The reasons provided were heavy reliance on high cost parking structures as opposed to surface lots, significant outstanding debt on parking inventory, and lack of parking space turn-over.

Based on the information referenced above, UA determined it was not in its best interest to engage in a long-term monetization agreement and did not pursue an RFP at that time. Nonetheless, UA will once again investigate the feasibility of monetization as soon as debt level and other conditions make it more feasible.

UA allowed certain parking lot leases to expire during May 2017 as adequate alternative UA parking exists. These lots included First United Methodist (annual savings \$7,500); Annunciation Greek Orthodox Church (annual savings \$7,500); The Chapel parking lots A and B (annual savings \$5,500); and Broadway Parking Deck (annual savings \$30,000) for a total annual savings of ~\$51,000.

- In the fall of 2013, UA vacated the Paul E. Martin Center (Martin Center). UA is currently evaluating an opportunity to repurpose the Martin Center.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not implemented this exercise to date, please explain.

4B Operations review: Each college/university must conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator, or other entity. These opportunities must then be evaluated to determine whether collaboration across colleges and universities would increase efficiencies, improve service, or otherwise add value. Please complete the section that aligns with the implementation status of your college/university.

Note: Once all operations are fully reviewed, this exercise is not necessary to conduct annually.

Please identify your institution’s implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

On an ongoing basis, UA conducts cost benefit analyses to determine if efficiency or cost reductions could be achieved through engaging a third party to perform various services. If indications are there could be a benefit to UA, then an RFP is written and issued to determine if actual proposals support the analysis findings. If the proposals support the findings, then a recommendation is developed for review and consideration.

- UA transitioned its Lakewood regional campus during August 2017 from the Bailey Building, Suite 108, to Lakewood High School. The Bailey Building annual rent and other costs were ~\$187,000 and annual cleaning services were ~\$13,000 whereas, total charges for the Lakewood High School are ~\$50,000 resulting in an annual savings of ~\$150,000. Additionally, the furniture and equipment at the Bailey Building was repurposed, upgrading various labs, technology, and offices throughout the UA campuses;
- In August 2014, UA contracted with Akron METRO RTA to provide free rides throughout Summit County on any regular line service for UA students, faculty, and staff. Approximately 20,000 such rides were taken each month, by over 1,000 unique riders. Some of those UA riders rely on public transportation almost exclusively;

In FY17, UA and Akron METRO RTA entered into a new contract that not only renewed this program, but also provided convenient access to students, faculty, and staff on a new downtown circulator shuttle service (“DASH”) that METRO began operating in August 2016.

This downtown circulator, starting from the METRO RTA hub to several locations, including UA, replaced a University-maintained shuttle route, and reduced the number of UA buses needed to operate UA’s other regular weekday routes from eight to four. UA’s remaining bus routes were evaluated, and the METRO RTA relationship permitted those routes to be nominally reduced without largely impacting efficiency.

Total savings from this integration include significantly reduced operating and capital expenditures, and totaled ~\$350,000 in the first year. The contract was renewed for FY18 and again in FY19, and so this annual savings continues.

Average monthly ridership on the DASH route built throughout its initial year, peaking at the end of the spring semester with over 13,000 rides in April 2017. In FY18, DASH shuttle ridership totaled approximately 133,000 rides.

In FY18, the University proposed to METRO RTA adjustments to the DASH route that would enable further reductions in Roo Express shuttle operations, while maintaining service to key locations through the DASH. METRO has drafted a counter-proposal, which is currently under evaluation by both parties. If agreement can be reached on these changes, then the University will be able to reduce the number of buses on its main weekday routes from four (4) to two (2). This would result in an estimated annual savings of \$150,000, which due to implementation time could be fully realized in FY 20. Savings in FY 19 will likely be ~\$38,000, as the implementation would not occur until late in the fiscal year.

All University-maintained shuttle routes and buses are operated by ABM Parking Services, which was selected pursuant to an RFP process in FY14.

- Food service operations continue to be outsourced to Aramark (transition began August 2015 and was completed circa August 2016), including residential and retail stores and catering. **Refer to “4B - Aramark Attachment” for further details;**
- Internal custodial services continue to be centralized (implementation began August 2015) after being migrated from an internal decentralized approach. **Refer to “4B - Centralization of Maintenance Services Attachment” for further details;** and
- UA continues to process certain Lorain County Community College (LCCC) financial data on equipment and applications which are owned by or licensed to UA (began January 2010). Additionally, certain LCCC data is stored (e.g., student grades, addresses, SSNs, etc.) on UA equipment. This relationship will conclude as LCCC migrates its ERP to the cloud in the coming years.

Several data processing functions are performed and managed by UA employees. UA offers the following data center hosting and managed services: data center hosting services and managed services including server management, managed storage, and managed security.

UA has migrated its main web service (uakron.edu), time and attendance system, business intelligence and analytics system, medical records billing system, learning management system, admissions/recruiting system, constituent/donor engagement system, curriculum management and academic catalog system, student advising scheduling and lecture capture system to cloud based services managed by the service provider. UA is in the midst of the implementation of a plan to enhance its primary data center located on campus in Akron, Ohio and to establish a disaster recovery center for UA at the State of Ohio Computer Center (SOCC). **Refer to “Recommendation 5E” below for further details.**

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not implemented this exercise to date, please explain.

4C Affinity partnerships and sponsorships: Colleges and universities must, on determining assets and operations that are to be retained, evaluate opportunities for affinity relationships and sponsorships that can support students, faculty, and staff. Colleges and universities can use these types of partnerships to generate new resources by identifying “win-win” opportunities with private entities that are interested in connecting with students, faculty, staff, alumni, or other members of their communities. Please complete the section that aligns with the implementation status of your college/university.

Did the college/university initiate any new partnerships or sponsorships in FY18? If yes, please complete the below table for those new relationships.

No new partnerships or sponsorships in FY18. The below are existing partnerships still in effect for FY18.

UA entered into a partnership with the LeBron James Family Foundation and during May 2016, through the LeBron James Family Foundation Scholar Agreement. The mission is to positively affect the lives of children and young adults through education and co-curricular educational initiatives. Through the agreement, UA's College of Education has become the LeBron James Family Foundation College of Education. The term of the agreement ends academic year 2019/2020, with the option to renew. LeBron James is one of the most recognized athletes and brands in the world today. He is known for his excellence on the basketball court, work ethic, leadership, maturity, business savvy, and compassion for at-risk children. More people know Akron, Ohio, as a result of LeBron James ("Just a kid from Akron") than any other means.

The food service operation was outsourced to Aramark. **Refer to "Recommendation 4B" above.**

UA entered into an exclusive sponsorship agreement on July 1, 2012 with Coca-Cola Refreshments. The sponsorship agreement includes marketing (~\$20,000), scoreboard/equipment (~\$30,000), merchandising (\$10,000), beverage incidence building fund (\$4,000), and sponsorship (~\$400,000) totaling ~\$464,000 annually. The agreement includes cold beverage vending equipment and fountain equipment throughout all of campus. All equipment is provided, stocked, and maintained through the agreement. The agreement will terminate June 30, 2022.

UA entered into an agreement with the Ohio Rehabilitation Services Commission/Bureau of Services for the Visually Impaired Business Enterprise Program in 2009 to provide, maintain, and operate vending services for hot beverage and snack/food. The agreement term was through June 30, 2013 with automatic renewals. For FY18, UA received ~\$6,000.

UA entered into a Multi-Media Rights agreement with IMG for sports marketing and promotions on July 1, 2010, that extends through June 30, 2019. On July 1, 2017, UA signed an amendment to the IMG contract extending the term from July 1, 2010 through June 30, 2027. With the amendment, UA received a signing bonus of \$700,000 during FY18 used for the purchase and installation of a videoboard at the JAR basketball arena. As part of the agreement for FY18, UA received \$650,000 for base guarantee royalties, signage stipend, and radio.

On June 1, 2014, UA entered into a new agreement with Barnes & Noble College Booksellers, LLC ("Barnes & Noble") for the exclusive rights to operate and provide services for UA bookstores in four locations on two campuses. The agreement concludes May 31, 2019; however, there are options to renew and extend. UA accepted a slightly lower commission on this agreement in an effort to reduce the cost of textbooks and education materials for the direct benefit of students. In addition to an upfront payment, UA earns annual sales commission (~\$756,000 for FY18).

UA entered into a 7-year agreement with PNC Bank, National Association ("PNC") that expires on December 31, 2018. In addition to an upfront royalty payment, each year UA earns a minimum commission (currently ~\$167,000). PNC operates an office in the

Student Union and has located 8 ATMs for service throughout the main campus with one additional ATM at Wayne College. UA extended the agreement by 5 years with an updated commission payment structure effective January 1, 2019 through December 31, 2023.

UA has entered into a J.P.Morgan Chase Card Holder Agreement through the IUC-PG starting January 1, 2010 for the issuance and use of Pcards. The program provides a \$10,000 signing bonus and a rebate program based upon usage. The agreement extended through January 1, 2015 with the option to renew annually if mutually agreed upon. The rebate for FY18 was ~\$278,000.

Partnerships/Sponsorships	Description	Revenue Generated
LeBron James Family Foundation	See above	
Aramark	See above	
Coca Cola	See above	
Ohio Rehabilitation Services Commission/Bureau of Services for the Visually Impaired Business Enterprise Program	See above	
IMG	See above	
Barnes & Noble	See above	\$756,000
PNC	See above	\$167,000
JP Morgan Chase	See above	

If the college/university saw efficiencies gained in FY18 in already existing relationships, please identify, specifically including revenue generated. *Include in the table above or add a similar table.*

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not implemented this exercise to date, please explain.

Administrative Practices

Recommendation 5 | Administrative cost reforms

5A Cost diagnostic: Each college/university must produce a diagnostic to identify its cost drivers, along with priority areas that offer the best opportunities for efficiencies. This diagnostic must identify, over at least a 10-year period:

- Key drivers of costs and revenue by administrative function and academic program;
- Distribution of employee costs — both among types of compensation and among units;
- Revenue sources connected to cost increases — whether students are paying for these through tuition and fees, or whether they are externally funded;

- Span of control for managers across the college/university — how many employees managers typically oversee, by the manager's function; and
- Priority steps that would reduce overhead while maintaining quality — which recommendations would have the most benefit?

Note: *Once a full cost diagnostic has been performed, this exercise is not necessary to conduct annually.*

Did the college/university perform this exercise in FY18? If yes, please provide an overview of the process used and the key outcomes.

The University did not perform this exercise in FY18 but plans to update this exercise in FY19.

Finance and Administration (F&A) performed two separate cost diagnostics during FY17. These diagnostics were used in strategic planning to identify cost drivers and to analyze areas for potential efficiencies. The two cost diagnostics are described below:

1A) During FY17, F&A compiled a 10-year look of primary revenues and primary and other expenditures for the General Fund. This included FY09 thru FY16 Actual, FY17 Projected, and FY18 budget (the period).

The primary revenues consisted of tuition and fees (net of scholarships and fee remissions) and SSI. Over the period:

- Net tuition and fees decreased ~10 percent (including an increase in scholarships and fee remissions of ~47 percent);
- SSI increased ~4 percent;
- Undergraduate, graduate, and law net tuition and fees decreased ~15 percent, increased ~22 percent, and increased ~30 percent, respectively; and
- Undergraduate, graduate, and law FTE (fall semester 2008 thru fall semester 2017 (projected) decreased ~11 percent, decreased ~20 percent, and decreased ~3 percent, respectively.

The primary and other expenditures consisted of compensation and benefits and support and transfers to Auxiliaries. Over the period:

- Total compensation and benefits increased ~4 percent;
- Compensation and benefits increased ~2 percent and increased ~10 percent, respectively;
- Full-time General Fund employee head counts for contract professionals, faculty, and staff increased ~8 percent, decreased ~7 percent, and decreased ~28 percent;
- Nominal pay increases were ~31 percent for American Association of University Professors and Law faculty, ~19 percent for Communications Workers of America, Fraternal Order of Police, and staff bargaining unit, and ~14 percent for contract professionals and unrepresented staff; and
- Support and transfers to Auxiliaries increased ~47 percent.

This information was presented to the Board of Trustees during FY18.

1B) During FY17, F&A also compiled a 10-year look of UA gross revenues, UA expenditures, and compensation and benefits by area (division, etc.) for the General Fund, Sales, and Auxiliary fund types. Self-Insurance fund type net activity was also included within benefits. This was for the FY08 through FY17 (the period). **Refer to the “5A - 10 Year Gross Revenues Attachment”, “5A - 10 Year Expenditures Attachment”, and “5A - 10 Year Compensation and Benefits by Area Attachment” for further details.** Additionally, a summary of this analysis is as follows:

UA gross revenues consisted of tuition, general fees, other fees, non-resident surcharge, state appropriations, auxiliaries, and other revenues. The three largest categories of gross revenues were tuition, state appropriations, and auxiliaries. For those revenues, over the period:

- Tuition increased by ~\$13.5 million or ~8 percent, and is the largest gross revenue category and ranged ~44 percent to ~48 percent of gross revenues;

- State appropriations increased by ~\$14.5 million or ~15 percent, and is the second largest gross revenue category and ranged ~21 percent to ~27 percent of gross revenues; and
- Auxiliaries decreased by ~\$300,000 or ~1 percent, and is the third largest gross revenue category and ranged ~10 percent to ~13 percent of gross revenues.

The majority of UA's gross revenues of tuition are largely dependent upon student enrollment and student credit hours and the rates charged (as are general fees and other fees).

- Undergraduate, graduate, and law enrollment (AY08 thru AY17) decreased ~11 percent, decreased ~17 percent, and decreased ~12 percent, respectively;
- Undergraduate, graduate, and law FTEs and SCHs (AY08 thru AY17) decreased ~6 percent, decreased ~5 percent, and decreased ~12 percent, respectively; and
- For the AY08 thru AY17, ~83 percent of the SCHs were attributable to The Buchtel College of Arts and Sciences (~53 percent), College of Health Professions (~12 percent), College of Applied Science and Technology (~9 percent), and College of Business Administration (~9 percent).

UA expenditures consisted of compensation; benefits; scholarships; supplies and services, travel and hospitality, and communications; debt service; utilities; student assistants; costs of goods sold; equipment and capital; library books and materials; and other operating. The five largest categories of expenditures were compensation; scholarships; supplies and services, travel and hospitality, and communications; benefits; and debt service. For those expenditures, over the period:

- Compensation increased by ~\$1.8 million or ~1 percent, and is the largest expenditure category and ranged ~39 percent to ~45 percent of expenditures;
- Scholarships increased by ~\$32.3 million or ~82 percent, and is the second largest expenditure category and ranged ~11 percent to ~18 percent of expenditures;
- Supplies and services, travel and hospitality, and communications decreased by ~\$8.2 million or ~15 percent, and is the third largest expenditure category and ranged ~12 percent to ~15 percent of expenditures;
- Benefits increased by ~\$2.3 million or ~5 percent, and is the fourth largest expenditure category and ranged ~12 percent to ~13 percent of expenditures;
- Debt service increased by ~\$10.9 million or ~55 percent and is the fifth largest expenditure category and ranged ~6 percent to ~9 percent of expenditures; and
- Combined, compensation and benefits ranged ~52 percent to ~57 percent of expenditures.

F&A further analyzed the largest expenditure category of compensation, including benefits. F&A compiled these expenditures into the following area (division, etc.) categories: Academic Affairs, Finance and Administration, Auxiliaries, Student Affairs, President, and Advancement. The area categories with the three largest portions of compensation and benefits were Academic Affairs, Finance and Administration, and Auxiliaries. For those expenditures and "areas" over the period:

- Academic Affairs increased by ~\$21.3 million or ~16 percent, and is the area with the largest percentage of compensation and benefits expenditures (~67 percent);

- Finance and Administration decreased by ~\$11.5 million or ~32 percent, and is the area with the second largest percentage of compensation and benefits expenditures (~16 percent);
- Auxiliaries decreased by ~\$5.1 million or ~26 percent, and is the area with the third largest percentage of compensation and benefits expenditures (~9 percent);
- For Academic Affairs, faculty account for the largest portion of compensation expenditures (~71 percent). Benefits as a percentage of total compensation and benefits ranged ~19 percent to ~24 percent;
- For Finance and Administration, staff account for the largest portion of compensation expenditures (~74 percent). Benefits as a percentage of total compensation and benefits ranged ~25 percent to ~35 percent (excluding 6 percent for FY17 which was due to netting of self-insurance activity against benefits); and
- For Auxiliaries, contract professionals account for the largest portion of compensation expenditures (~52 percent), followed by staff (~43 percent). Benefits as a percentage of total compensation and benefits ranged ~23 percent to ~30 percent.

The majority of UA's compensation and benefits are largely dependent upon employee headcount and FTEs, raises, and the rates for pension, medical, dental, and insurance benefits.

Notable expenditures variances include:

- Compensation decreased ~\$16.3 million from FY15 to FY16 largely due to the abolishment of ~210 positions circa summer 2015;
- Benefits decreased ~\$3.4 million from FY15 to FY16 largely due to the net effect of the abolishment of ~210 positions circa summer 2015 and the netting of self-insurance fund activity against benefits;
- Benefits decreased ~\$11.4 million from FY15 to FY17 largely due to the abolishment of ~210 positions circa summer 2015, due to the decrease in larger claim healthcare expenditures in FY 17 versus FY 16, and due to other health-care costs savings indicated in "**Recommendation 5D**" below;
- Supplies and services, travel and hospitality, and communications decreased ~\$7.4 million from FY16 to FY17 largely due to a concerted effort to reduce spending on supplies and travel;
- Debt service decreased ~\$7.9 million from FY16 to FY17 due to debt refinancing, savings of which were front loaded in FY17;
- Costs of goods sold decreased ~\$5.7 million from FY15 to FY16 largely due to outsourcing of dining to Aramark; and
- Equipment and capital increased \$6.2 million from FY15 to FY16 and decreased by \$7.9 million from FY16 to FY17 largely due to "one-time" expenditures during FY16 of:
 - Network infrastructure upgrade (~\$1.6 million);
 - Equipment for labs related to start-up agreements (~\$1.1 million);
 - PeopleSoft upgrade (~\$600,000);
 - Law building renovations (~\$3.1 million); and
 - Other misc. projects for labs, maker space, etc. (~\$1.1 million).

Additionally, UA contracted with Ernst & Young to analyze finances. As a result of that work, UA is pursuing a plan to stabilize its finances. As part of the effort, the University developed and implemented a voluntary incentive retirement plan (VRIP) directed toward faculty members. The VRIP attracted about 50 faculty participants and resulted in the elimination of nearly \$5.4 million of compensation and benefits. Further, the VRIP's payback period is only about 10 months and is therefore marginally cash flow positive in year one while it becomes increasingly cash flow positive until the final pay outs in FY2022. UA also implemented a "Transition After Retirement Program" (TARP) for long serving faculty who desired to transition into retirement. To date, nine faculty have taken advantage of TARP.

UA also reviewed enhanced retention and recruitment initiatives resulting in an international focus and enhanced evenings/weekend/online offerings.

UA has increased fundraising efforts, has remodeled the scholarship system, and has updated its graduate assistant funding program.

A year long, Academic Program Review (APR) was launched Fall 2017. **(See section 5C below for more information)**. As part of the APR, UA developed a document that apportioned General Fund net tuition revenues, SSI, and IDC to academic units while reflecting the direct expenditures of the units. The document was used to demonstrate the level to which programs were contributing to the University's finances.

Please provide details on the result(s) of the assessment. What are the cost drivers, based on the categories above? Please discuss the college/university's priority areas that offer the best opportunities for the recommendation.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not performed this exercise to date, please explain why.

5B Productivity measure: While the measure should be consistent, each college/university should have latitude to develop its own standards for the proper level of productivity in its units. This will allow, for instance, for appropriate differences between productivity in high-volume environments vs. high-touch environments.

What steps has the institution taken to improve productivity in FY18? Please discuss any updates to the utilization of process/continuous improvement methodologies such as Lean Six Sigma.

UA Solutions is a liaison between UA and surrounding corporations in the northeast Ohio area. UA Solutions continues to offer LEAN training. To-date, approximately 26 UA employees (7 no longer employed) have attended UA-sponsored week-long LEAN boot camp training sessions. The current employees were represented from numerous functional areas:

- Auxiliary Enterprises

- Career Services;
- Central Stores;
- Health Services;
- Library Administration-Wayne College;
- Medina County University Center
- Office of Athletics;
- Office of Research Administration (ORA);
- Parking & Transportation Services;
- Printing Services;
- Purchasing Department;
- Talent Development & Human Resources;
- UA Solutions;
- University Internal Audit.

All who attended the sessions were encouraged to utilize the training to find areas where LEAN principles may be incorporated in their respective functional areas to improve processes and increase efficiencies.

An example where the LEAN process was implemented was in the area of hiring part-time faculty which yielded the outcomes as follows:

	Pre-LEAN metrics	Post-LEAN metrics	
Process steps	107	24	78 percent reduction
Decision points	18	5	72 percent reduction
Approvals	6	2	67 percent reduction
Cycle time	42 days	5 days	88 percent reduction

5C Organizational structure: Each college/university should, as part or because of its cost diagnostic, review its organizational structure in line with best practices to identify opportunities to streamline and reduce costs. The college/university reviews should consider shared business services — among units or between college/university, when appropriate — for fiscal services, human resources, and information technology.

Note: Once fully implemented, this exercise is not necessary to conduct annually.

Did the college/university evaluate its organizational structure in FY18? If yes, please provide an overview of the process used and the key outcomes. If no change from FY17, please indicate.

UA continually reviews its organizational structure to identify opportunities to streamline, reduce costs, and/or to benefit students.

A year long, faculty-led, Academic Program Review (APR) was launched Fall 2017. The main findings of the APR included: vast majority of UA's academic programs are performing well and will continue, key areas of strength and opportunity have been identified, and programs with low enrollment and/or degrees earned, or that duplicate heavily invested programs at other regional institutions, were identified and will be phased out. **Refer to the "5C - Academic Program Review (APR) Fact Sheet Attachment" for further details.**

Other past organizational structure changes include:

- 1) Abolishment of ~210 positions. **Refer to the "5C - Position Abolishment Attachment" for further details;**
- 2) Revamping the service delivery model of E. J. Thomas Performing Arts Hall. **Refer to the "5C - E. J. Thomas Attachment" for further details;**
- 3) Outsourcing food service operations to Aramark. **Refer to the "4B - Aramark Attachment" for further details;** and
- 4) Centralization and consolidation of maintenance and custodial functions, with some level of outsourcing, and Capital Planning and Facilities Management (Physical Facilities Operations Center) functions into Finance and Administration. **Refer to the "4B - Centralization of Maintenance Services Attachment" for further details.**

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

5D Healthcare costs: A statewide working group should identify opportunities to collaborate on health-care costs.

What initiatives or plan changes did the college/university implement in FY18 to manage or reduce healthcare costs?

UA will be making several employee and retiree cost share changes for medical and prescription drug as well as dental for plan years 2017-2020.

- Change in medical and prescription drug plan design that increase employee and retiree dependent coinsurance and copays effective January 1, 2017;
- Increase in medical and prescription drug employee and retiree dependent contribution to premium by one percent per year each January 1st 2017-2020 (from 16 percent to 19 percent); and
- Implement employee dental premium contributions of 15 percent (from 0 percent).

UA's cost avoidance attributable to medical and prescription drug plan design changes were ~\$2,900,000 in FY 17 and ~\$350,000 in FY 18. UA's estimated cost avoidance attributable to medical and prescription drug plan design changes, are ~\$321,000 in FY 19 and ~\$346,000 in FY 2020. Estimates based on actuarial plan rates for 2017, calculated by Towers Watson consultants.

Has the college/university achieved any expected annual cost savings through healthcare efficiencies in FY18? Please explain how cost savings were estimated.

5E Data centers: The college/university must develop a plan to move its primary or disaster recovery data centers to the State of Ohio Computer Center (SOCC).

Please identify your institution's implementation status:

Progress made on implementing recommendation in FY18

If you implemented this recommendation in FY18, please briefly explain your implementation status.

The University has selected the SOCC for disaster recovery use. Planning is underway with SOCC and OARnet personnel for placement of University equipment at the Columbus location in Fall of 2018

Key tasks associated with the plan to implement this include:

- Evaluation and selection of colocation facility (Completed);
- Procurement and setup of server equipment and replication software to be used for primary and disaster recovery purposes (Completed);
- Initial testing of system and equipment (In Progress);
- Deployment and setup of equipment at external colocation facility (Scheduled in November 2018);
- Integrated testing of system and equipment (Scheduled in February 2019);
- Go live implementation of disaster recovery functions (Scheduled in March 2019); and
- Establishment of periodic testing of disaster recovery and business continuity capability through the established process (To Be Scheduled in spring 2019).

If the college/university previously moved its data center to the SOCC, please identify efficiencies gained, including monetary savings or enhanced security.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not implemented this recommendation to date, how is it addressing systems security and redundancy issues?

5F Space utilization: Each college/university must study the utilization of its campus and employ a system that encourages optimization of physical spaces. Please complete the section that aligns with the implementation status of your college/university.

Note: This exercise is not necessary to conduct annually.

Please identify your institution's implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

The Department of Capital Planning provides raw data (building, room number, capacity, etc.) for the inventory of spaces available for use in the PeopleSoft facility file. The office of University Registrar collects the data of all classroom and class lab use for the HEI Classroom and Lab Utilization Report. Capital Planning relies on the Classroom and Lab Utilization Report in the recommendation of classroom and/or lab construction. Colleges and Departments review the proposed scheduling and provide input when needs change.

The Registrar's office uses 25Live software to place room reservations in the most efficient location utilizing specific requirements of the reservation. The office of University Scheduling relies on the 25Live software to allow users to search for an available space to place an event reservation. Resource 25 is used to bridge the data between PeopleSoft and 25Live.

During FY17, UA was preparing an RFP to explore other more robust scheduling software that would assist in schedule creation, room assignment, event reservations, etc.

Currently, UA is implementing replacement software for 25Live and Resource 25 called Astra Schedule by Ad Astra.

If the college/university implemented this recommendation in FY18, please provide an overview of the process used and the key outcomes, including efficiencies gained.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If the college/university has not performed this exercise to date, please explain why.

Energy

Energy Efficiencies seek to refine sustainable methods utilized by the college/university to procure and use energy (resulting in more efficient use of energy), including but not limited to lighting systems, heating & cooling systems, electricity, natural gas, and utility monitoring.

FY18 Projects/Initiatives	Efficiencies Gained, including Monetary Impact
Natural Gas Supply and Management Services	Of six proposals received, three were deemed responsive and thus evaluated. Constellation Energy Gas Choice (Constellation) was selected as the best value for the University at a fixed rate for a 36-month term from September 1, 2018 through August 31, 2021. Holding the other variable constant, the University will realize approximately

	\$160,000 cost reduction as compared to the prior year, and that reduction will hold for the duration of the contract.
High Temperature Hot Water Study	The University of Akron commissioned a complete assessment of our High Temperature Hot Water District Heating System. During July 2017, budget recommendations were made for the maintenance, repair, and efficiency of the system.
Central Hower Infrastructure	Central Hower Community School was connected to the University's district chilled water system (April 2018) and electric grid (October 2017).
Electrical Infrastructure Loops – Phase 1	During May 2018, the University completed the first phase in an ongoing project to modernize the campus electric grid. The project involves the replacement of deteriorating and inefficient medium voltage cabling and associated equipment and developing a new 23KV loop on campus to help ensure a stable and dependable electrical network.
Performance Contract	<p>The State of Ohio recognizes Performance Contracting as a self-funding vehicle to pursue energy reductions and campus infrastructure enhancements throughout its facilities. Specifically speaking, Ohio House Bill 7 was enacted to help Ohio Higher Education campuses meet the June 30, 2014 deadline of 20 percent energy reductions mandated by Ohio House Bill 251.</p> <p>In seeking to fulfill its mandate, UA aggressively began its pursuit of 20 percent energy reduction in December of 2012, and in June of 2013, signed a \$60 million contract with Johnson Controls Inc. to address energy reduction, deferred maintenance, and capital improvement projects.</p> <p>This project has completed its third and final year of construction, and UA has seen an actual decline in electricity consumption of nearly 36 percent and a natural gas consumption decline of 42 percent since FY14. The decline is attributable to the Johnson Controls project as well as an overall reduction in the student and employee head count.</p> <p>The performance contract is expected to yield over \$3 million per year in utility savings and is backed by a fiscal guarantee for the 15 year term of the agreement by the vendor.</p>
McDowell Law Center Renovation	<p>Complete renovation of the School of Law Building includes (largely completed FY17):</p> <ul style="list-style-type: none"> • An overall reduction in area of ~16,000 square feet, a nearly 13 percent reduction in size; • New higher efficiency HVAC units and new building automation controls; • Replacement of single pane windows with new double pane UV glass; • Increase R value through added insulation in exterior walls and • All new LED light fixtures and occupancy sensors.

Have you gained efficiencies in FY18 from previously implemented projects/strategies? If yes, please discuss cumulative efficiencies gained.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

Regional Compacts

Ohio Revised Code Section 3345.59 requires regional compacts of Ohio’s public colleges and universities, with an executed agreement in place by June 30, 2018 for colleges and universities to collaborate more fully on shared operations and programs. Per O.R.C. §3345.59 {E} colleges and universities shall report within their annual efficiency reports the efficiencies gained as a result of the compact.

ODHE recognizes the regional compacts were due to be in place by June 30, 2018; therefore, please discuss your projected efficiencies gained as a result of each of the categories within the compact.

Category	Description	Monetary Impact
Reducing duplication of academic programming	<p>For the past year, UA has conducted a comprehensive review of our academic degrees and degree tracks, in keeping with the expectations of the Ohio Department of Higher Education and the Higher Learning Commission. This inclusive, faculty-led exercise began at the department level and included input from unit-level faculty, department chairs and school directors, deans, a 24-member faculty Academic Program Review Committee, and Faculty Senate.</p> <p>Programs with low enrollment and/or degrees earned, or that duplicate heavily invested programs at other regional institutions, were identified. These degrees and degree tracks will be phased out and eventually terminated, beginning with suspension of new admissions to these degrees in fall 2018. Students currently admitted to those degrees and degree tracks (including continuing students and those entering in fall 2018) will be able to complete their degree at UA. No elimination of regular faculty, contract professionals or staff positions is planned due to these actions. These actions also will help contribute to the future financial stability of the University.</p>	

<p>Implementing strategies to address workforce education needs of the region</p>	<p><i>Preferred Corporate Partnerships</i> with area companies.</p> <p>Both the company and UA benefit from this partnership by increasing the number of individuals who make up the region’s skilled technical workforce and by providing greater access to educational opportunities to the company’s employees and dependents.</p> <p>Example: UA’s partnership with LuK USA LLC (a subsidiary of Schaeffler Group USA Inc.)</p> <p>UA’s “Connecting UA Majors to In-Demand Jobs in Ohio Resource Guide” provides a tool for students/families to research majors offered at UA that are connected to Ohio Means Jobs list of In-Demand Jobs.</p> <p>As part of the Northeast Ohio Regional Tech Prep Consortium, we (UA, LCCC, Lakeland, CCC, YSU, KSU, Stark, North Central State) jointly hosted a SuccessBound Conference for area business, industry and school districts to learn about business to education partnerships. The SuccessBound Conference was partnered with Ohio Department of Education, Ohio Department of Higher Education and Ohio Means Jobs.</p>	<p>Increases enrollment of adult learners pursuing and completing an academic credential.</p> <p>UA will share “best practice” experiences with consortium members.</p> <p>UA can share this successful career counseling practice with consortium members and meet employment demands of communities.</p>
<p>Sharing resources to align educational pathways and to increase access within the region</p>	<p>Dual admissions agreements with Stark State and Tri-C.</p> <p>These agreements will provide prospective transfer students the opportunity to engage with UA through enrollment support services delivered at the university prior to transfer</p> <p>Increase the number of defined academic pathways with our community college partners</p> <p>Expand UA’s participation in Ohio’s “reverse transfer” initiative</p>	<p>Increases the number of transfer students in the region who complete a bachelor’s degree.</p> <p>Increases the efficiency of transfer credit—which leads to increased degree completion.</p> <p>Increases the number of associate degrees awarded to</p>

	<p>As part of the Northeast Ohio Regional Tech Prep Consortium, we (UA, LCCC, Lakeland, CCC, YSU, KSU, Stark, North Central State) held regional meetings with secondary school administrators and teachers to discuss educational pathways at each institution for all Career Technical Education fields that were in Ohio Renewal Stages in FY18 – Engineering, Manufacturing, Information Technology.</p>	<p>students transferring to UA from our community college partners.</p>
<p>Reducing operational and administrative costs to provide more learning opportunities and collaboration in the region</p>	<p>UA collaborates with 11 other regional institutions (two of which are consortium members, CSU and YSU) to host a combined annual job fair for education majors called “NOTED” (Northeast Ohio Teacher Education Day).</p> <p>UA Career Services has invited the directors of Career Services from other consortium member institutions to a fall 2018 meeting to explore additional collaborative efforts such as offering shared job fairs for underserved populations of students and employers (i.e. veteran students and start up employers).</p>	<p>This collaborative job fair increases job opportunities and reduces operational and administrative costs.</p> <p>Some populations of students and employers could benefit from targeted career fairs. Some of these needs could be met with collaborative career fairs that would help to reduce operational and administrative costs and provide an increase in internship/co-op and placement opportunities.</p>
<p>Enhancing career counseling and experiential learning opportunities for students</p>	<p>UA Career Services collaborates with seven other consortium members (CSU, Tri-C, KSU, Lakeland CC, Lorain CC, Stark State, and YSU) as members of the “NCCA” (Northeast Ohio Consortium for Career Advancement). UA co-planned the Summer 2018 retreat.</p>	<p>NCCA holds a fall and spring meeting each year for directors of Career Services to network and share best practices. NCCA also hosts a one day retreat each summer to provide professional development and networking opportunities to share best practices for all career services staff members from</p>

	UA Career Services participates in regional OMIC grant meetings and annual workshops offered by ODHE through the OMIC grant.	the member schools to enhance career counseling. Best practices have been shared regarding expanding experiential learning opportunities.
Expanding alternative education delivery models such as competency-based and project-based learning	UA is currently authorized to offer CBE programs.	
Implementing strategies to increase collaboration and pathways with information technology centers, adult basic and literacy education programs and school districts in your region	UA joined with eight other public colleges and universities in Northeast Ohio to create a compact to improve efficiency and effectiveness, strengthen educational offerings, provide collaborative pathways to degrees and support the region's workforce.	
Enhancing the sharing of resources between institutions to improve and expand the capacity and capability for research and development	UA joined with eight other public colleges and universities in Northeast Ohio to create a compact to improve efficiency and effectiveness, strengthen educational offerings, provide collaborative pathways to degrees and support the region's workforce.	
Identifying and implementing the best use of university regional campuses	UA joined with eight other public colleges and universities in Northeast Ohio to create a compact to improve efficiency and effectiveness, strengthen educational offerings, provide collaborative pathways to degrees and support the region's workforce.	

Section II: Academic Practices

Recommendation 6 | Textbook Affordability

6A Negotiate cost: Professional negotiators must be assigned to help faculty obtain the best deals for students on textbooks and instructional materials, starting with high-volume, high-cost courses. Faculty must consider both cost and quality in the selection of course materials.

Please identify your institution's implementation status:

No change from prior year's report

Please briefly explain your implementation status.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

As indicated in the FY 17 report, the university bookstore, Barnes & Noble, continues to adhere to the negotiated markup percentages as well as encouraging publishers to provide more rentals. Different for FY 18, and not part of the FY 17 recommendation, is implementation of an inclusive access model which reduces costs to students and ensures first-day-of-class access to electronic versions of textbooks. OhioLINK negotiated substantial reductions for inclusive access from several major publishers, as well as perpetual access to these online texts and some transferability should a student change institutions in Ohio. These reductions negotiated by OhioLINK are honored by the Barnes & Noble bookstore.

If you have not implemented this recommendation to date, please explain.

6B Standardize materials: Colleges and universities must encourage departments to choose common materials, including digital elements, for courses that serve a large enrollment of students. Please complete the section that aligns with the implementation status of your college/university.

Please identify your institution's implementation status:

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

University Council's Textbook Affordability committee is continuing its work to promote affordable learning options on campus. In order to promote the adoption of open textbook and open educational resources, the committee is partnering with the Institute of Teaching and Learning, student government, and University Libraries.

New to this report: See the Management Principles course listed in the Reducing Textbook Costs for Students section below for details on how the Assistant Professor of Practice in the Department of Management, and Management Principles Course Coordinator is working with course faculty to achieve a number of goals, including making the course more affordable for students through open text adoption and ancillary materials creation.

All multi-section courses in Biology, Chemistry, Mathematics, and Psychology utilize common texts. This includes gateway and high enrollment courses such as Principles of Biology and Chemistry, Organic Chemistry, Mathematics courses from Algebra through the Calculus sequence, Introduction to Psychology and Lifespan Developmental Psychology. Chairs report that there is a high degree of coordination across multiple sections of courses in these disciplines.

If you have not implemented this recommendation to date, please explain.

6C Develop digital capabilities: Colleges and universities must be part of a consortium to develop digital tools and materials, including open educational resources, that provide students with high-quality, low-cost materials. Please complete the section that aligns with the implementation status of your college/university.

Please identify your institution's implementation status:

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

UA's University Libraries recently launched a website to consolidate awareness and outreach efforts regarding Affordable Learning Initiatives. The site: <http://www.uakron.edu/affordablelearning> showcases internal and external open educational resources, faculty case studies on adoption, research that supports student efficacy and the importance of first day access to course materials, as well as dollars saved for students through faculty adoption efforts. This site consolidates efforts across campus, including faculty committees such as the Textbook Affordability Committee, the university bookstore, University Libraries, individual faculty, and the Institute for Teaching and Learning.

In August of 2018, the University of Akron was selected to host the first annual Affordable Learning Ohio Summit. The summit was attended by over 100 attendees from 35 different institutions. Faculty, staff, and administrators shared success stories and challenges related to open resource adoption and attendees are currently identifying ways to collaborate between different campuses. As a direct outgrowth of the success of this summit, and to maintain development of a statewide community centered on affordable learning, University Libraries and the University Press are now investigating the launch of an online journal to better facilitate the growth and scholarship of open resources around Ohio.

UA has several major projects underway for new course development that have a focus on affordable learning. These projects are highlighted on the Affordable Learning website, as are the estimated savings to students. See the Reducing Textbook Costs for Students section below for details.

University Libraries' subject librarians and instructional design team are working toward greater integration of services to better collaborate with faculty on course design. Faculty members developing a new course now get to meet with the design team and the subject matter librarians to identify open options in addition to already acquired resources in the library's print and electronic collections and reserves. In some cases, ancillary resources have been purchased by the library to help support student learning and consolidate common resources for multi-section courses.

As part of our overall collection development policy review in University Libraries, we are considering how best to continue to make strategic investments with our materials budget in direct support of course-specific affordable learning.

To continue feeding the momentum of OER and affordable learning projects currently underway, beginning FY19 UA will pilot a program that incentivizes faculty review and adoption of open educational resources, and especially the development of ancillary materials such as test banks for open use. This pilot will be considered successful if 45% of open text reviewers adopt OER materials that result in savings to students in their courses. Assuming that 20 faculty review OER materials and nine of them adopt a replacement for a \$100 book for a large enrollment course of 50+ students, the pilot will save students \$45,000 per semester for an initial investment in the pilot program of no more than \$10,000.

If you have not implemented this recommendation to date, please explain.

Reducing Textbook Costs for Students

Ohio Revised Code Section 3333.951(C) requires Ohio’s public colleges and universities to report their efforts toward reducing textbook costs for students. Please discuss all initiatives implemented, including those related to 6A, 6B, and 6C above, that ensure students have access to affordable textbooks.

Initiative	Explanation of Initiative	Cost Savings to Students
<p>Management Principles</p>	<p>Assistant Professor of Practice in the Department of Management, and Management Principles Course Coordinator, is chairing a faculty committee with the following goals in mind:</p> <ul style="list-style-type: none"> • Better align this required course with 2016 Ohio TAG requirements. • Research more affordable textbook options. • Enhance consistency across all course sections while maintaining instructor flexibility. • Ensure appropriate learning outcome alignment with another course (Organizational Behavior) course (noting that Ohio TAG added some OB learning outcomes). Ohio TAG Requirements include 10 Learning Outcomes with 68 associated topics. Our new open textbook covers all but five topics. <p>The faculty committee has accomplished the following tasks to date: Eight textbooks (including open education resources) were evaluated against Ohio TAG requirements, an open educational resource was selected, course design has been finalized, module PowerPoints were developed. Syllabus, test bank and assignment/activity development are in progress.</p>	<p>Potential Savings:</p> <p>634 students enrolled in this course fall 2017/spring 2018 X 93.00 (average book cost) = \$58,962 potential savings for the school year.</p> <p>If only 75% of 634 bought the book: 476 X 93.00 = \$44,268 potential savings.</p> <p>If we consider enrollment over last three semesters (add spring 2017), potential savings grows to: \$69,099</p>

Principles of Microeconomics	<p>Associate Professor in Economics at Wayne Campus.</p> <p>Principles of Microeconomics had adopted the OpenStax Principles of Economics textbook back in the Fall of 2015.</p>	<p>To date, this particular course has been completed by over 300 students and has saved between \$43,000 to \$81,000 in material costs (dependent on whether a student would have purchased the fully online textbook or a hardcopy).</p>
Exploring Biology	<p>Associate Professor in Biology at Wayne Campus</p> <p>In the Fall of 2015, a new biology course was being designed as a fully-online offering. Associate Professor in Biology at Wayne Campus, along with Professor in the Biology Department on main campus, decided to center their new course design on using a combination of open textbooks and affordable learning options that already existed within our Universities Libraries catalog. This course utilized a Boundless.com Open Biology textbook. This text has since been placed into Lumen Learning's open textbook repository.</p>	<p>Through the adoption of this open text in addition to identifying some affordable supplemental materials, they were able to lower the cost of materials from \$179 to \$0, saving around 83%. Total savings to date for students is over \$17,000.</p>
Concepts of Health & Fitness	<p>Professor of Instruction in Sport Science and Wellness Education worked with the University Bookstore and McGraw-Hill to lower the cost of materials to students by adopting an inclusive access model for her students.</p>	<p>This lowered the cost of materials by almost 30% resulting in a savings to students of over \$2,800 in one semester.</p>
Statistics	<p>Two Professors of Instruction in Statistics worked with the University Bookstore and Cengage to utilize an inclusive access model which includes the ability to do online homework using a system called Web Assign.</p>	<p>This partnership resulted in a savings to students of over \$4,500 in Spring semester 2018.</p>
Accounting Principles	<p>Professor in Business & Information Technology reached out to McGraw-Hill and the University Bookstore to utilize an inclusive access model for an online homework / eText called Connect. All sections of this course now benefit from this agreement.</p>	<p>This lowered the cost of materials by \$100 and saved students almost 55%. In the Spring 2018 semester alone, the projected savings across all sections will be \$23,599.</p>
Business Statistics	<p>Assistant Professor of Practice in Management worked with the University Bookstore and McGraw-Hill to lower the cost to students for the online homework system and textbook by 33%.</p>	<p>In the Spring 2018 semester, projected savings for students in all sections will be over \$9,000.</p>

<p>Business Cases via University Libraries</p>	<p>University Libraries purchases materials for course reserves. Business cases from Harvard Business Publishing, for example, incur per case per student charges which are paid by the library each semester. Harvard Business Publishing does not offer a subscription-based services for cases.</p>	<p>For the Spring 2017 semester, University Libraries saved 227 management and leadership students across eight different courses a total of \$6,764 through the purchase of Harvard Business Publishing cases that were loaded in to their BrightSpace learning management system course pages at no cost to the student.</p> <p>For the Fall 2017 semester, University Libraries saved 190 management and leadership students across five different courses a total of \$4,200 through the purchase of Harvard Business Publishing cases that were loaded in to their BrightSpace learning management course pages at no cost to the student.</p>
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Textbook Cost Study

Ohio Revised Code Section 3333.951(D) requires Ohio’s public colleges and universities to conduct a study to determine the current cost of textbooks for students enrolled in the institution and submit the study to the Chancellor by a date prescribed by the Chancellor. Please share the results of your study below.

Category	Amount
Average cost for textbooks that are new	\$82.64
Average cost for textbooks that are used	\$63.90
Average cost for rental textbooks	\$47.65
Average cost for eBook	\$47.15

Determined by:

Total FY18 Sales/rentals divided by total sold/rented units.

That give a weighting of what student’s actually spent.

Textbook Selection Policy Ohio Revised Code Section 3345.025 requires the board of trustees of each state institution of higher education to adopt a textbook selection policy for faculty to use when choosing and assigning textbooks and other instructional materials. Has your college's/university's board of trustees adopted a textbook selection policy? Yes

Recommendation 7 | Time to Degree

7A Education campaign: Develop an education campaign on course loads needed to graduate.

Note: This exercise is not necessary to conduct annually.

Please identify your institution's implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

As discussed in the FY17 report, Finish in Time (FIT) is an on-time completion campaign. FIT encourages enrollment in up to 18 student credit hours (SCH) per semester at the same cost of tuition at 12 SCH per semester. The program is now partnered with the Akron Guarantee Scholarship (AGS) incentive program noted in 7B. The table below documents the percentage of full-time enrolled students taking 15 or more SCH over the last five fall semesters (2013 thru 2018):

Fall Semester	Undergraduate Enrolled	Undergraduate Full-Time	% of Full-Time Taking 15+
2013	22,639	16,754	45.2
2014	21,608	16,326	53.9
2015	21,158	16,021	56.8
2016	19,465	14,595	56.4
2017	18,802	14,261	54.4
2018	17,455	12,989	55.4

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

If you have not implemented this recommendation to date, please explain.

7B Graduation incentive: Establish financial and graduation incentives to encourage full-time students to take at least 15 credits per semester.

Note: Once fully implemented, this exercise is not necessary to conduct annually.

Please identify your institution's implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

In addition to the FIT campaign (Refer to "Recommendation 7A" above), UA has established the Akron Guaranteed Scholarship (AGS) to encourage students to graduate within four years with less debt.

The AGS:

- 1) Guarantees annual scholarship renewal for up to eight semesters so long as the student is engaged in full-time undergraduate study (12 credits or more) each semester and is in good academic standing (cumulative 2.0 GPA or better at the end of each spring semester); and
- 2) Includes automatic scholarship upgrades upon completion of:
 - a. 30 credits, the student will receive an additional \$1,500;
 - b. 60 credits, the student will receive an additional \$1,000; and
 - c. 90 credits, the student will receive an additional \$1,000.

Further information regarding the AGS can be found at: www.uakron.edu/guarantee.

After the first year of implementation, Akron Guarantee Scholarship recipients were retained at 83.8%. The next measure will be the AGS retention rate in Fall 2019 as compared to non-recipients.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

If you have not implemented this recommendation to date, please explain.

7C Standardize credits for degree: Streamline graduation requirements so that most bachelor's degree programs can be completed within 126 credit hours or less, and associate degree programs can be completed within 65 credit hours or less. Exceptions are allowed for accreditation requirements.

Please identify the share of programs at your institution that require more than 126 credit hours to earn a baccalaureate or more than 65 credit hours to earn an associate degree.

For FY18, the % of programs that require more than 126 SCHs to earn a baccalaureate are ~49%, the same as FY17. For FY18, the % of programs that require less than 126 SCHs to earn a baccalaureate are ~51%, also the same as FY17.

For FY18, the % of programs that require more than 65 SCHs to earn an associate are ~10%, down from FY17 when ~15% of programs required more than 65 SCHs to earn an associate. For FY18, the % of programs that require less than 65 SCHs to earn an associate are ~90%, up from FY17 when ~85% of programs required less than 65 SCHs to earn an associate. See below for further details.

FY 18

Required # of Credits	# of Degree Majors/Tracks	Percentage	
Bachelor Degrees			
127-152	111	48.9	51.1%
121-126	16	7.05	
120	100	44.05	
Associate Degrees			
66-72	5	9.8	90.2%
61-65	21	41.18	
60	25	49.02	

FY17

Required # of Credits	# of Degree Majors/Tracks	Percentage	
Bachelor Degrees			
127-152	113	49.13	50.87%
121-126	14	6.09	
120	103	44.78	
Associate Degrees			
66-72	8	15.09	84.91%
61-65	19	35.85	
60	26	49.06	

Please explain the major reasons specific academic program may require more than 126 or 65 credit hours to earn the respective degree.

Accreditation requirements as outlined by the colleges.

7D Data-driven advising: Enhance academic advising services so that students benefit from both high-impact, personalized consultations and data systems that proactively identify risk factors that hinder student success.

Please identify your institution's implementation status:

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

The University continues to use the GradesFirst platform, and Advisors use it on a daily basis. The system is the repository of data from all contacts with advising across campus and thus facilitates informed interactions with students. It also allows for automated progress checks with instructors (and posts results) for students at academic risk or on probation. This information makes it possible for Advisors to intervene with advisees in a timely manner.

In Fall of 2017, the university moved to a new degree audit system that is part of the existing People Soft platform used on campus. As a result, there was no need to renew the license of the previous product. The new degree audit system has the advantage of being directly connected to the transfer articulation data in the university's People Soft system, and has greater functionality as a People Soft product connected with our main database. These enhancements have in particular enhanced advising with transfer students.

In the Spring of 2018, a campus-wide academic advising reorganization occurred which moved all students with an identified major to be served directly by the college of their major, and undecided students to be advised within a newly developed Exploratory Advising center. This center was developed to assist students through intentional programing intended to develop well reflected career and major decisions and to move these students efficiently into a degree-granting college. Prior to the reorganization other academic support units also advised students in addition to their primary responsibilities. At the time of transition it was determined that professional Academic Advisors bear responsibility for advising.

The University is currently moving toward utilizing a student success analytics product called Tower Insights. This product is designed to be built on top of People Soft, creating greater efficiencies. It will allow Academic Advisors to use data analytics at a micro level, allowing individuals to use data analytics on a specific course or specific student. The product will allow the University to identify and measure our own student risk factors, making this product specific to our institution and its student demographics. The cost savings are great, as it does not have an annual license fee.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

If you have not implemented this recommendation to date, please explain.

7E Summer programs: Evaluate utilization rates for summer session and consider opportunities to increase productive activity.

Please identify your institution's implementation status.

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

(Minor change, mentioning summer offerings of core classes at an alternative time)

The College of Engineering has required summer classes for some of their degree programs. Additionally, summer "trailer" courses are offered for some key bottleneck courses (eg: Circuits II), particularly during the sophomore year, to get students who are behind schedule on track for the following Fall. Some programs also offer key core and high demand courses (eg: Basic Electrical Engineering) in the summer as an alternative for students who need to reduce academic year load in the heavy junior year in order to succeed.

The College of Business Administration (CBA) offered more on-line sections in Summer 2018 than in Summer 2017

The School of Nursing began an accelerated program in the summer. The students completed the first 2 semesters and the last 2 courses before graduation during the summer. These classes were full during the implementation period. The RN to BSN program started a cohort at the beginning of the summer.

The School of Allied Health Technology utilized the summer session to continue to run programmatic courses and general education courses. The Medical Assisting Program offered its practicum (capstone) course, as well as medical terminology, study of disease process, and pathology courses. The later three courses are also taken by various other programs in the college and the university. The Surgical Technology program offered its final clinical rotation during the summer. The Radiological Technology program offered seven programmatic courses in the summer. This program starts a new cohort in June. The Respiratory Therapy Program offered two programmatic classes as well as a clinical rotation in the summer. The school also has continued to offer general education anatomy and physiology courses to assist not only those in the program but all university students.

The School of Social Work has addressed this in a number of ways: First, the undergraduate degree in social work is scheduled full-time in four consecutive semesters at both the Wayne College campus and the UA Lakewood campus. At Wayne College, the cohort is admitted in January, and is scheduled full-time through spring, summer, fall, and spring with a May graduation. At UA Lakewood, we offer two starts – for the August start, students are scheduled full-time through fall, spring, summer, and fall, with a December graduation. For the January start, students are scheduled full-time through spring, summer, fall, and spring with a May graduation. Second, the Master of Social Work degree is also offered in four consecutive semesters, including summer. Students are enrolled in January, and complete four full-time semesters in spring, summer, fall, and spring, with a May graduation. Third, an accelerated graduate

degree that is fully accredited by the Council on Social Work Education was offered. The first six-credit course of the degree is offered in the summer. Students begin the program in June and continue full-time through fall and spring for a May graduation.

The School of Counseling developed reports for low enrollment summer courses and contacted students to encourage increased registration.

The School of Sport Science and Wellness Education has transitioned into or developed several major courses that are offered in an online format over the summer. Enrollment in these courses has been strong. In all academic programs students are required to complete practicum hours and many prefer to complete their practicum hours during the summer to allow them to focus on the experience.

The College of Applied Science and Technology (CAST) continually evaluates its summer course offerings to help students complete their degrees on time. For Summer 2018, the College increased its number of high-demand and bottleneck course offerings, resulting in a Course Headcount increase of 31.2% and a Student Credit Hours increase of 41.2%.

LeBron James Family Foundation College of Education (LJFFCOE): Summer classes are only added to the academic schedule if they are part of a teacher education program and/or are part of the cyclical schedule for each academic program. Therefore, redundant classes and classes offered during the fall and spring semesters are rarely offered. However, the building space occupied by the LJFFCOE is used throughout the summer for workshop-based programs that help area primary, middle-level, and secondary teachers maintain their licenses.

Wayne College: Given the regional campus's focus on non-traditional students and students in need of a non-traditional schedule who might be of a traditional age, summer classes are added to the academic schedule when needed for completion of two- and four-year programs. Additionally, the regional campuses offer general education courses for University of Akron students as well as transient students from the University's service areas attending other colleges and universities so that these students may progress to graduation. General education courses from the regional campuses are conveniently offered during the day, evening, and online.

In Summer 2018, Buchtel College of Arts and Sciences (BCAS) units were instructed to use the prior summer's enrollment to guide the classes and number of sections offered. For example, if three viable but under-enrolled sections of a course were offered in summer 2017, they were to offer two sections in summer 2018. Units were urged to focus on General Education and bottleneck courses and to utilize the online modality as much as possible, and these recommendations were based on past demand and best practices. In summer 2018, 13 units in the college offered multiple online sections that enrolled at or near capacity. These courses comprised many in demand GenEd courses as well as needed majors courses and some attractive upper level elective courses.

If you have not implemented this recommendation to date, please explain.

7F Pathway agreements: Develop agreements that create seamless pathways for students who begin their educations at community or technical colleges and complete them at universities.

Please provide the details of the work completed related to this area in FY18 only.

The College of Engineering has articulation agreements with Stark State College in the areas of Electrical Engineering, Mechanical Engineering, and Civil Engineering; a tentative agreement in Computer Engineering has also been worked out. Engineering also has an articulation agreement with Malone University that allows students to earn degrees at both Malone University (Physical Sciences) and UA (Mechanical Engineering), and will be meeting further with Malone officials this Fall about this pathway.

CBA: The State of Ohio has implemented an Ohio Guaranteed Transfer Pathway in Business during 2018. UA had representation on the Business Transfer Pathway Panel. The Ohio Guaranteed Transfer Pathway in Business makes agreements with individual Ohio public community colleges and universities unnecessary. Per the agreements reached on the Business Panel, it is the responsibilities of Ohio public community colleges to each create an Associate of Arts with a Business concentration to be compliant with the Ohio Guaranteed Transfer Pathway in Business passed in Ohio.

The School of Nursing has articulation agreements with Stark State College, Aultman College, Lakeland Community College, Cuyahoga Community College. All of these are 2 + 1 ½ agreements.

The School of Allied Health Technology has an articulation agreement with the Respiratory Care associate degree at Stark State College. This is a 2+2 agreement.

The School of Social Work has five formally approved articulation agreements with Stark State for the following programs to move into the undergraduate degree in Social Work: Social work, Gerontology, Chemical Dependency, Community Corrections, Criminal Justice. Generally, students complete most of their credits (including 6 credits of electives for the major) prior to admission to the university. Therefore, most students can complete the BA/BASW degree in 4 semesters.

The School of Sport Science and Wellness Education has an articulation agreement with Lorain Community College for an Associate of Applied Science in Sports & Fitness Management. Students complete courses at the university for a Bachelor of Science in Exercise Science (32 credit hours, 3 +1) or Bachelor of Science in Sport Studies (47 credit hours 2 ½ + 1 ½). The mode of delivery is distance learning and/or online courses for the convenience of the students.

In FY18, CAST did no additional 2+2 articulation agreements with area community colleges. We are in the process of working on the development of agreements with Cuyahoga Community College and expanding agreements with Belmont College.

BCAS programs are working with the state on the roll out of 2+2 pathway agreements. Pathways have been submitted for: Psychology, Political Science, Anthropology, Geography, Sociology, Studio Art, Art History, Music, Theatre, Philosophy, English, and History. Faculty are working toward 2+2 pathways for math, statistics, a number of sciences and criminal justice. In addition, separate articulations have occurred between some BCAS programs and their counterparts at Stark State (Sociology, Psychology, Criminal Justice).

At the end of FY18, how many articulation pathway agreements does your college/university have in place? How many are 2+2? How many are 3+1? Is the number of pathways available for students increasing?

Please discuss efficiencies gained by implementing this recommendation. Please discuss how students have benefited, in terms of both cost and quality of their education.

7G Competency-based education: Consider developing or expanding programs that measure student success based on demonstrated competencies instead of through the amount of time students spend studying a subject.

Please provide the details of work completed related to this area in FY18 only.

Please discuss efficiencies gained by implementing this recommendation. Please discuss how students have benefited, in terms of both cost and the quality of their education. In particular, how many students are estimated to be served by the college's/university's competency-based education programs? Has your college/university seen improvements in completion rates? Have students seen cost savings?

Recommendation 8 | Course and Program Evaluation

This recommendation is not applicable this year. Per O.R.C 3345.35, the colleges and universities need to address this recommendation every five years. The next applicable date is FY22.

What steps, if any, did your college/university take in FY18 to share courses/programs with partnering colleges/universities?

If you implemented course/program sharing, please discuss efficiencies gained, including cumulative efficiencies to date.

Recommendation 9 | Co-located Campuses

Ohio Revised Code Section 3333.951 requires Ohio's co-located colleges/universities to annually review best practices and shared services in order to improve academic and other services and reduce costs for students. Co-located campuses are then required to report their findings to the Efficiency Advisory Committee.

Please identify efficiencies gained in FY18 only.

Co-located campus: _____ Not applicable to UA _____

Type of Shared Service or Best Practice (IE: Administrative, Academic, etc.)	Please include an explanation of this shared service.	Monetary Impact from Shared Service
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Section III: Policy Reforms

Recommendation 10 | Policy Reforms

10A Financial Advising: Provide financial advising and training to students.

Please identify your institution’s implementation status:

Progress made on implementing recommendation in FY18

Please briefly explain your implementation status.

The Office of Student Financial Aid and Zip Assist provide workshops to students so that they may gain a better understanding of important financial topics such as budgeting, building and maintaining credit, managing expenditures, borrowing student loans conservatively, seeking financial aid opportunities, etc. ZipAssist was established to help current students navigate UA services and overcome barriers to student success. ZipAssist staff help with financial aid applications, financial literacy workshops, emergency funding for students, and by guiding students to external sources for financial and personal assistance. Additional exposure to financial literacy topics are provided in the Akron Experience course taken by students in their freshman year.

The Office of Student Financial Aid provides personal counseling to students and families, providing them with planning documents and financial literacy topics. This counseling helps students understand their cost of attending college and presents them with the options for meeting those costs.

If the college/university previously implemented this recommendation and saw efficiencies gained in FY18, please identify and include cumulative savings.

Any known efficiencies gained in FY18 are documented within the Master Recommendation 2 Attachment.

If you have not implemented this recommendation to date, please explain.

10B Obstacles: The Ohio Department of Higher Education and/or state legislature should seek to remove any obstacles in policy, rule, or statute that inhibit the efficiencies envisioned in these recommendations.

What legislative obstacles or policy roadblocks, if any, inhibit efficiencies and affordability practices at the college/university?

The number of reporting mandates seems to have steadily increased in volume. UA seemingly invests a great deal of time and resources gathering data and preparing mandated reports.

Construction Reform

Please discuss efficiencies gained in FY18 from the 2012 Construction Reform legislation.

None known.

Additional Practices

Are there additional efficiency practices your college/university implemented in FY18 to ensure students have access to an affordable and quality education? Please identify.

During FY18, The Office of Student Financial Aid partnered with Blackboard Student Services for the delivery of Financial Aid Support Services. Students now have 24/7/365 access to financial aid advisors through telephone and online chat. Students and families also have access to online financial aid articles. This new service allows students to access financial aid information at any time and speak with an advisor at their convenience using the method they prefer.

During FY17, UA launched the “Making a Difference & Moving Forward” scholarship campaign. Donors can easily submit an online gift for this scholarship campaign. Through June 30, 2018, UA has received ~\$1,259,000 in gifts towards this campaign.

In an environment of challenging finances , UA continues to make substantial investments in University funded scholarships in an effort to make College more affordable for students as follows:

- Spring 2018, implemented the Akron Guarantee Scholarship for transfer, adult, and returning students. These scholarships increase over time at increments of \$1,500, \$1,000, and \$1,000 when students complete 30, 60, and 90 credit hours respectively.
- Summer 2018, set an annual rate of \$15,500 for full-time tuition and fees for out-of-state students.
- Fall 2018, continued to maintain a scholarship cap of \$11,000, aiding in the distribution of scholarships to a wider audience while still providing scholarship opportunities up to the cost of tuition and fees.
- Fall 2018, increased scholarships for more than 1,200 students who received the Akron Guarantee and reached the stated benchmarks for upgrades, resulting in \$2.1 million in scholarship increases for the next academic year.
- Fall 2018, implement the Tuition Guarantee Program which provides fixed tuition, select fees, and room and board rates for each incoming cohort of bachelor degree-seeking undergraduate students for four years of attendance.

And UA is planning the following investments:

- Fall 2019, maintain generous scholarship award levels with no reductions.
- Fall 2019, implement the Akron Advantage scholarship for full-time, out-of-state students who also meet the eligibility criteria for the Akron Guarantee Scholarship, awarding an additional \$3,000 annually.
- Fall 2019, maintain a scholarship cap of \$11,000 per student to continue distributing scholarship funds as widely as possible but up to the cost of tuition and fees for in-state students.

Section IV: Master Recommendation #1 - Students Must Benefit

For chart #1, please provide the cost savings/avoidance in FY18 ONLY for the three specified categories. For chart #2, of the FY18 cost savings/avoidance to your respective college/university, please provide how much of that cost avoidance/savings was redeployed or invested into initiatives that benefit students and/or promote operational excellence.

NOTES: Please do NOT include cumulative savings as this is for FY18 only. Cumulative savings may be discussed in your above response to each recommendation. Feel free to add additional lines as necessary.

Chart #1:

Category	Recommendation	FY18 (Actual)
Cost savings/avoidance to the college/university in FY18 ONLY	3A and 3B	\$2,402,000
	4A	806,000
	4B	500,000
	5D	350,000
	Subtotal of Institutional Efficiency Savings	\$4,058,000
New resource generation for the college/university in FY18 ONLY	4A	\$1,023,000
	4C	2,991,000
	Subtotal of New Resource Generation	\$4,014,000

Cost savings/avoidance to students in FY18 ONLY	Increased institutionally funded undergraduate and law scholarships from FY 17 (~\$28,600,000) to FY 18 (~\$35,100,000).	\$6,500,000
	The University continues to aggressively pursue the College Credit Plus program, the total value of which was ~\$5,800,000 in FY17 and increased marginally by \$100,000 to ~\$5,900,000 in FY 18. The total investment demonstrates the University's overall commitment to cost avoidance for students through the CCP program.	100,000
	Subtotal of Student Savings	\$6,600,000

Chart #2:

Category	Amount Invested in FY18	Explanation
Reductions to the total cost of attendance (tuition, fees, room and board, books and materials, or related costs — such as technology)		
Student financial aid	<u>See chart 1 above</u>	
Student success services, particularly with regard to completion and time to degree		
Investments in tools related to affordability and efficiency		
Improvements to high-demand/high-value student programs		
<i>Add other categories as needed</i>		

Section V: Master Recommendation #2 – Five-year Goals

An updated copy of the five-year goal template is attached. Please provide the data to complete the template, including information already provided in Section IV. In addition, if you have any updates or changes that need to be made to your five-year goals submitted in 2016, please update.

See MasterRecommendation2 attachment.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Acceptance of The University of Akron's Report to the
Ohio Task Force on Affordability and Efficiency in Higher Education

BE IT RESOLVED, That The University of Akron's 2018 Efficiency Report to the Ohio Department of Higher Education, in accordance with the guidelines of the Governor's Ohio Task Force on Affordability and Efficiency, be approved.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

APPENDIX 5

**REPORT ON AFFORDABILITY AND
EFFICIENCY**

4A - Parking Facts Attachment

Space counts:

No. of spaces (total):	11,445
No. of spaces (deck):	6,821
No. of spaces (surface):	4,624

Parking deck details:

Except for the ASB Parking Deck (Lot 71), all decks are in good general condition:

East Campus Parking Deck (Lot 1)

- 1,043 spaces
- Construction completed in 2001
- The Chapel pays 1/7th of the debt service and has right to use the deck on Sundays.

North Campus Parking Deck (Lot 26)

- 1,129 spaces
- Construction completed in 2003

Robertson Parking Deck (Lot 25)

- 54 spaces
- Construction completed in 1966

West Campus Parking Deck (Lot 49)

- 1,473 spaces
- Construction completed in 1961
- Concrete deterioration on Level 4; membrane needs to be repaired/replaced throughout the deck; overhead concrete spalling on Level 3 around perimeter and some expansion joints.

Exchange St. Parking Deck (Lot 39)

- 1,233 spaces
- Construction completed in 1980
- Repaired cross-bracing, post-tension tendons, along with miscellaneous plumbing, electrical, and membrane work in 2014.

South Campus Parking Deck (Lot 36)

- 1,337 spaces
- Construction completed in 2011

Schrank Parking Deck (Lot 37)

- 279 spaces
- Construction completed in 1969
- Repair completed in FY18 to replace expansion joints and drains to address water leaking from upper level into rifle range/ROTC space.

E.J. Thomas Parking Deck (Lot 28)

- 273 spaces
- Construction completed in 1973

ASB Parking Deck (Lot 71)

- 129 spaces
- Construction completed in 1972
- This deck has been closed due to significant deterioration of the concrete slab and structure. A feasibility study is underway to determine the possibility and cost of demolishing this deck while maintaining accessibility to the Administrative Services Building. This will be significantly more cost-effective than replacing these non-critical parking spaces.

Maintenance Expenditures:

Decks:

Contract maintenance *:	\$222,100
PFOC chargebacks (maintenance & snow removal):	\$228,709
Elevator maintenance (annually):	\$32,000

* This was from a single project to waterproof the Schrank Parking Deck, which involved expansion joint and drain replacement.

Surface Lots:

Contract maintenance:	\$22,243
PFOC chargebacks (maintenance & snow removal):	\$235,773

Total annual expenditures for the coming fiscal year will be ~\$8.5 million. This represents total expenditures for a typical year, plus \$1 million to demolish the ASB Parking Deck.

Outstanding System indebtedness: \$47.5 million.

Estimated annual debt service: \$4.5 million

Number of employees/annual salary:

FT	6	(\$217,000)
PT	1	(\$16,700)

Total Compensation (estimate, incl. fringe benefits): \$329,000

System Revenue:

Student fees/permit sales (annually)*:	\$6,000,000
Employee permit sales (annually):	\$635,000
Visitor permits, meter, and hourly lot revenue (annually):	\$164,000
Parking fine collections (annually):	\$90,000
Special event collections (annually):	\$182,000
Other revenues (annually):	\$218,000

TOTAL \$850,000 of this revenue is used to directly support the Roo Express shuttle, which is the entirety of its funding. \$350,000 of this revenue directly supports the DASH shuttle and METROZip program.*

4B - Aramark Attachment

The University had considered, for a number of years, whether to pursue an outsourced dining services model and, during April 2015, the University issued a Request for Proposal (RFP) seeking proposals from qualified dining contractors to design and maintain a dining service program to enhance the quality of life for students, faculty, and staff and contribute significantly to a total quality educational experience.

This charge required experienced, professional management that would offer quality, nutritious foods which would be carefully prepared, attractively presented, and served in comfortable surroundings, with satisfying food portions available at a reasonable client cost, well-trained and experienced personnel, convenient service schedules, positive public relations, and economically sound operating practices.

The University reviewed three responsive proposals as follows:

- Aramark Higher Education;
- Sodexo, Inc.; and
- Chartwells.

Upon evaluation, Aramark was selected based upon quantitative and qualitative review, including its reputation and perceived ability to:

- Refresh current dining operations with national brand concepts;
- Infuse capital dollars into the dining system for needed improvements;
- Provide support in the form of rent and other allowances; and
- Provide an unrestricted grant.

Effective August 2015 (for a period of 10 years), Aramark began transitioning as the University's provider for residential dining, retail dining, retail stores, and catering with concessions to follow.

By August 2016, the transition was nearly complete. In terms of substantial changes, Aramark brought national brands, facilitated capital improvements to both the residential dining hall and the Student Union's Union Market while also revamping the residential dining menu and options.

The added national brands and other capital renovations are:

- Chick-fil-A (2 locations: Polsky Building and Student Union);
- Panda Express (Student Union);
- Qdoba (Student Union);
- Steak 'n Shake (Exchange Street Residence Hall);
- Starbucks (Library) plus existing Student Union, Polsky, and Exchange Street Dorm locations remained and were refreshed; and
- P.O.D. Express (Polsky).

In May 2015, the University employed nearly 70 people to provide dining services on campus. Of the 70:

- 30 employees transitioned to Aramark;
- 16 employees remained in roles on campus;
- 12 employees sought employment elsewhere; and
- 12 positions were abolished by the University.

Effective Fall of 2017 a POD Express was brought online in Spicer Residence Hall and Quaker Square complex.

Effective Fall of 2017, the University closed the Trackside Grille located within the former Quaker Square complex in order to encourage students to use the main dining hall which has many and broader dining options.

Effective Spring of 2018 a refresh of Zee's Natural/Freshens was completed.

4B - Centralization of Maintenance Services Attachment

Historically, the University's custodial and maintenance operations had a semblance of centralization as Physical Facilities Operations Center (PFOC). The central custodian and maintenance group was predominately responsible for just general purpose campus buildings, academic facilities, auxiliary building infrastructure, and grounds; while, five of the University's largest units maintained separately operated and managed custodial and maintenance functions as follows:

Pre-merger metrics:

Unit	Number of Buildings	Square Footage (rounded)	Personnel Head Count
Physical Facilities	56	4,540,000	186
Residence Life	13	1,138,000	47
Student Union	1	226,000	7
Athletics	5	387,000	4
SRWC	1	163,000	11
Parking Services	8	2,423,000	6
Total	84	8,877,000	261

During August 2015, the University's Administration pursued and began implementing a fully-centralized custodial and maintenance function under the direction and management of the University's PFOC organization.

Current (FY2018) metrics:

Unit	Number of Buildings	Square Footage (rounded)	Personnel Head Count
PFOC	79	8,763,000	220

The centralization of functions principally accomplished the following:

- PFOC, which houses the subject knowledge expertise, services all campus locations;
 - PFOC, through its well-developed administrative infrastructure, singularly procures the needed goods and contracted services;
 - Management of the operating units (e.g., Residence Life and Housing, Student Union etc.) more fully focuses their efforts and energies toward their core business; and
 - Employees are easily assigned and redeployed to areas of pressing needs since they now reside within a single operating unit.
-

The University of Akron
Gross Revenues
(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Tuition	\$167,130,000	\$175,670,000	\$192,050,000	\$210,590,000	\$215,830,000	\$214,730,000	\$206,690,000	\$201,630,000	\$194,100,000	\$180,640,000	\$13,510,000	8%
General fees	13,780,000	14,470,000	15,880,000	17,390,000	17,800,000	17,630,000	16,830,000	16,520,000	16,010,000	14,760,000	980,000	7%
Other fees	19,920,000	21,110,000	23,090,000	24,720,000	24,900,000	24,950,000	25,040,000	25,570,000	25,380,000	24,500,000	4,580,000	23%
Non-resident surcharge	10,020,000	11,000,000	12,380,000	12,450,000	13,810,000	15,360,000	15,500,000	17,000,000	18,130,000	18,200,000	8,180,000	82%
State appropriations	94,090,000	102,370,000	107,820,000	108,770,000	94,160,000	94,660,000	95,930,000	98,900,000	106,320,000	108,570,000	14,480,000	15%
Auxiliaries	42,430,000	45,160,000	49,150,000	54,260,000	56,370,000	54,920,000	57,550,000	58,010,000	44,650,000	42,130,000	(300,000)	(1%)
Other revenues	24,650,000	22,790,000	23,020,000	24,310,000	23,900,000	23,020,000	23,020,000	20,880,000	17,430,000	20,040,000	(4,610,000)	(19%)
Total Gross Revenues	\$372,020,000	\$392,570,000	\$423,390,000	\$452,490,000	\$446,770,000	\$445,270,000	\$440,560,000	\$438,510,000	\$422,020,000	\$408,840,000	\$36,820,000	10%

Source: Office of Resource Analysis and Budget

Note 1: Includes General Fund, Sales, and Auxiliaries fund types. Self-Insurance fund type activity was netted and shown exclusively within benefits (refer to Expenditures information).

Note 2: Akron Advantage Blue and Gold was historically included as a contra-revenue. For this analysis, that activity was excluded from gross revenues and included within scholarships (refer to Expenditures information).

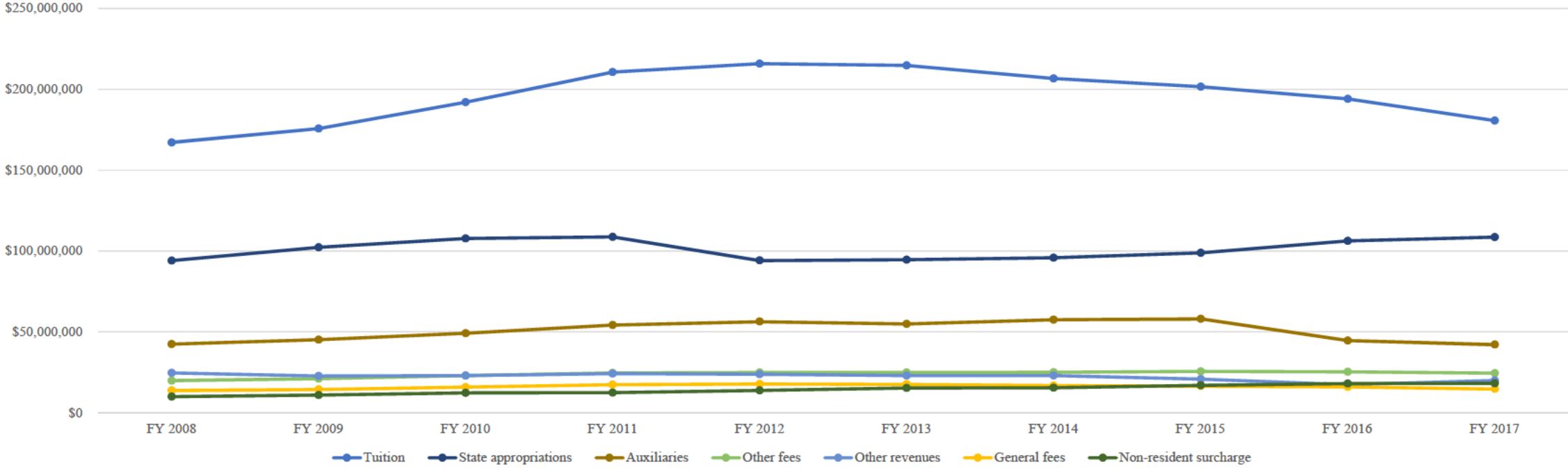
Note 3: Excludes transfers-in and unrealized gain/(loss).

Note 4: Other fees includes all other fees (i.e. facility fee, technology fee, course fees, etc.).

Note 5: Auxiliaries includes sales and services, miscellaneous, lease/rental, gifts, grants, and contracts, and investment and endowment income. Prior to FY 2015 telecommunications was also considered Auxiliaries; however, for this analysis, that activity was removed and considered chargeback for all years listed and included within supplies and services (refer to Expenditures information).

Note 6: Other revenues includes non-auxiliaries sales and services, gifts, grants, and contracts, investment and endowment income, lease/rental, and miscellaneous.

University of Akron
 Total Gross Revenues
 FY 2008 thru FY 2017



The University of Akron
 University Enrollment, Full Time Equivalent (FTE), and Student Credit Hours (SCH) by Category
 (rounded to the nearest 1 or 1%)

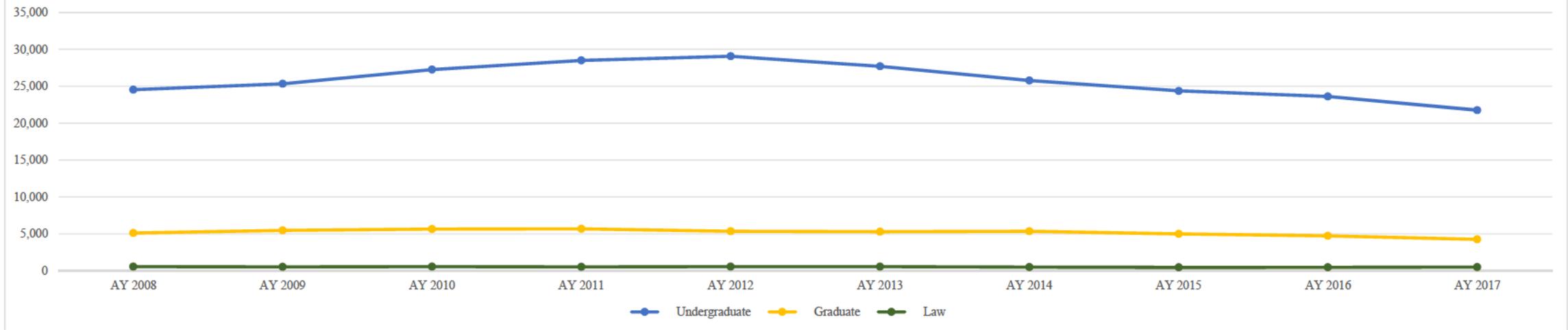
	AY 2008	AY 2009	AY 2010	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	AY 2017	Change from AY 2008 to AY 2017	
											#	%
Enrollment												
Undergraduate	24,531	25,323	27,254	28,488	29,059	27,704	25,763	24,369	23,623	21,763	(2,768)	(11%)
Graduate	5,131	5,475	5,662	5,675	5,355	5,306	5,350	5,002	4,744	4,265	(866)	(17%)
Law	558	518	554	538	557	555	509	456	463	492	(66)	(12%)
Total Enrollment	30,220	31,316	33,470	34,701	34,971	33,565	31,622	29,827	28,830	26,520	(3,700)	(12%)
FTE												
Undergraduate	17,651	18,578	20,176	21,207	21,246	20,319	18,905	18,377	17,907	16,546	(1,105)	(6%)
Graduate	2,355	2,493	2,654	2,686	2,656	2,620	2,649	2,570	2,438	2,228	(127)	(5%)
Law	467	415	454	447	478	458	433	396	384	412	(55)	(12%)
Total FTE	20,473	21,486	23,284	24,340	24,380	23,397	21,987	21,343	20,729	19,186	(1,287)	(6%)
SCH												
Undergraduate	529,536	557,338	605,265	636,199	637,392	609,572	567,164	551,318	537,202	496,377	(33,159)	(6%)
Graduate	70,644	74,797	79,609	80,590	79,684	78,614	79,480	77,099	73,155	66,851	(3,793)	(5%)
Law	14,015	12,445	13,618	13,412	14,351	13,735	12,979	11,892	11,525	12,353	(1,662)	(12%)
Total SCH	614,195	644,580	698,492	730,201	731,427	701,921	659,623	640,309	621,882	575,581	(38,614)	(6%)

Source: Office of Institutional Research

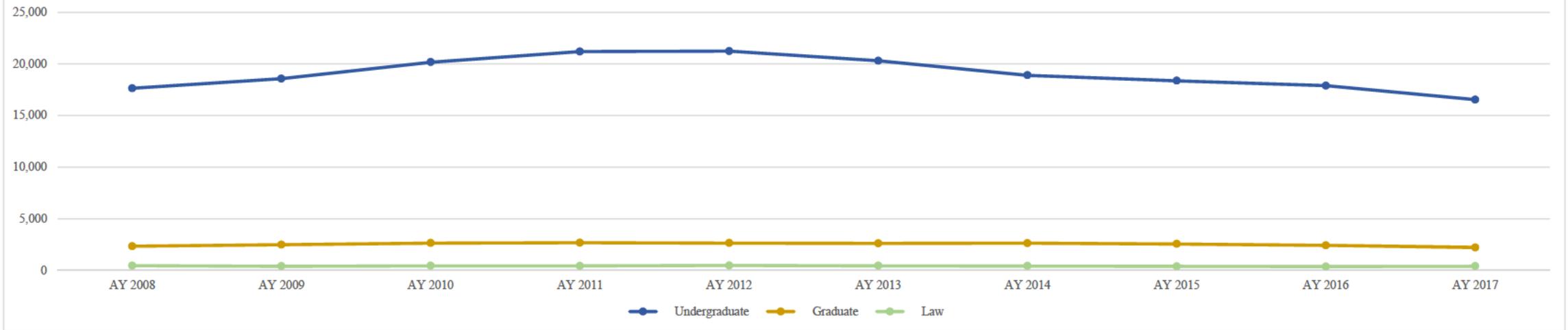
Note 1: Represents academic year, unduplicated amounts.

Note 2: FTE is based upon 30 student credit hours.

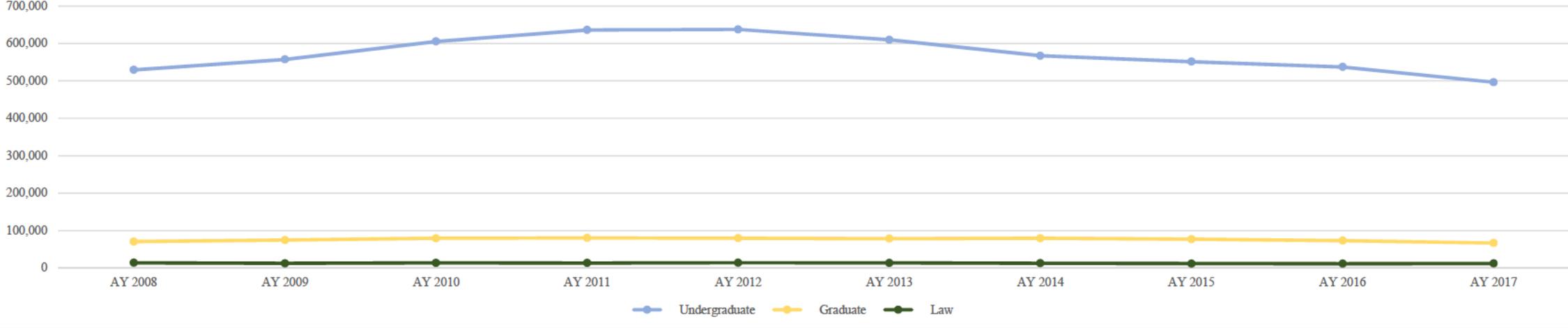
University of Akron
Total Enrollment
AY 2008 thru AY 2017



University of Akron
Total FTE
AY 2008 thru AY 2017



University of Akron
Total SCH
AY 2008 thru AY 2017



The University of Akron
 Gross Revenues Rates by Category per Total SCH
 (rounded to the nearest \$1 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Tuition	\$272	\$273	\$275	\$288	\$295	\$306	\$313	\$315	\$312	\$314	\$42	15%
General fee	22	22	23	24	24	25	26	26	26	26	3	14%
Other fees	32	33	33	34	34	36	38	40	41	43	10	31%
	<u>\$327</u>	<u>\$328</u>	<u>\$331</u>	<u>\$346</u>	<u>\$353</u>	<u>\$367</u>	<u>\$377</u>	<u>\$381</u>	<u>\$379</u>	<u>\$382</u>	<u>\$55</u>	<u>17%</u>

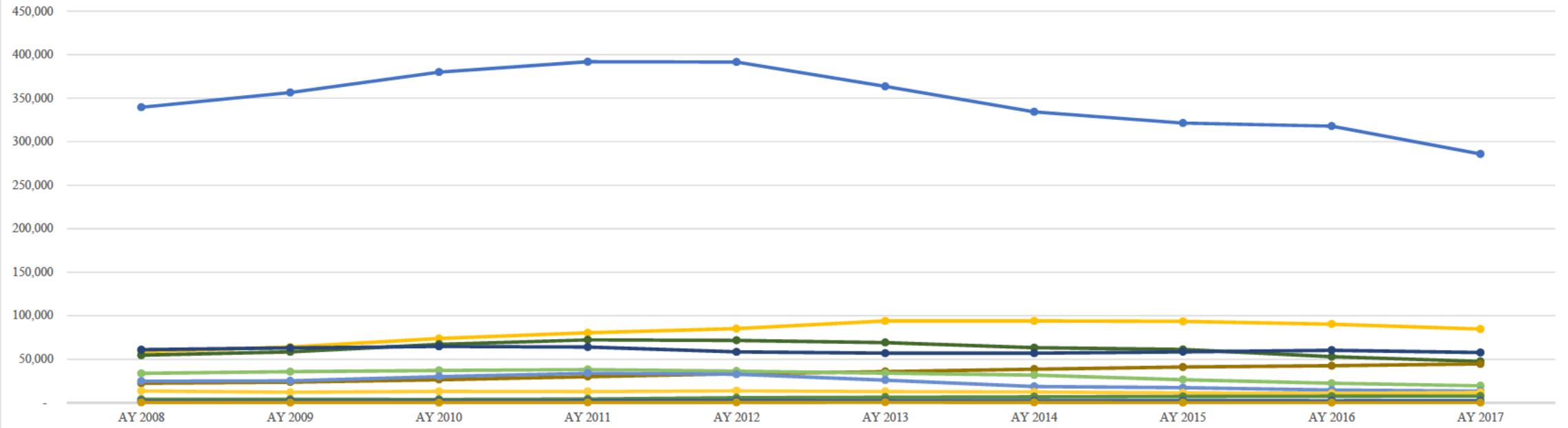
Note: Rates only calculated for gross revenues largely driven by student credit hours.

The University of Akron
 University Student Credit Hours (SCH) by College
 (rounded to the nearest 1 or 1%)

	AY 2008	AY 2009	AY 2010	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	AY 2017	Change from AY 2008 to AY 2017	
											#	%
Buchtel College of Arts and Sciences	339,601	356,487	379,932	391,936	391,655	363,587	334,359	321,531	318,055	285,975	(53,626)	(16%)
College of Health Professions	58,716	64,019	73,851	80,328	85,206	94,043	93,992	93,532	90,290	84,689	25,973	44%
College of Applied Science and Technology	54,657	58,388	67,085	72,164	71,647	69,114	63,189	61,233	52,860	47,608	(7,049)	(13%)
College of Business Administration	60,937	62,931	64,611	63,901	58,497	56,983	56,983	58,574	60,291	57,645	(3,292)	(5%)
College of Engineering	22,349	23,703	26,545	30,059	33,309	35,892	38,662	41,028	42,540	44,603	22,254	100%
College of Education	33,653	35,743	37,094	38,122	36,334	33,996	31,801	26,500	22,414	19,548	(14,105)	(42%)
Office of Academic Affairs	24,728	25,085	30,040	33,907	32,719	25,999	18,704	17,316	14,548	13,530	(11,198)	(45%)
School of Law	13,547	12,007	13,072	12,866	13,727	12,945	12,337	11,199	10,997	11,926	(1,621)	(12%)
College of Polymer Science and Engineering	3,915	4,008	3,914	4,364	5,718	6,327	6,828	7,153	7,506	7,575	3,660	93%
Honors College	1,774	2,092	2,128	2,176	2,336	2,408	2,474	2,200	2,346	2,454	680	38%
Wayne College	318	117	220	378	279	627	294	43	35	28	(290)	(91%)
Total SCH	614,195	644,580	698,492	730,201	731,427	701,921	659,623	640,309	621,882	575,581	(38,614)	(6%)

Source: Office of Institutional Research

University of Akron
 Total SCH
 AY 2008 thru AY 2017



- Buchtel College of Arts and Sciences
- College of Health Professions
- College of Applied Science and Technology
- College of Business Administration
- College of Engineering
- College of Education
- Office of Academic Affairs
- School of Law
- College of Polymer Science and Engineering
- Honors College
- Wayne College

The University of Akron
 University Student Credit Hours (SCH) % of Total by College
 (rounded to the nearest 0.1%)

	AY 2008	AY 2009	AY 2010	AY 2011	AY 2012	AY 2013	AY 2014	AY 2015	AY 2016	AY 2017
Buchtel College of Arts and Sciences	55.3%	55.3%	54.4%	53.7%	53.5%	51.8%	50.7%	50.2%	51.1%	49.7%
College of Health Professions	9.6%	9.9%	10.6%	11.0%	11.6%	13.4%	14.2%	14.6%	14.5%	14.7%
College of Applied Science and Technology	8.9%	9.1%	9.6%	9.9%	9.8%	9.8%	9.6%	9.6%	8.5%	8.3%
College of Business Administration	9.9%	9.8%	9.3%	8.8%	8.0%	8.1%	8.6%	9.1%	9.7%	10.0%
College of Engineering	3.6%	3.7%	3.8%	4.1%	4.6%	5.1%	5.9%	6.4%	6.8%	7.7%
College of Education	5.5%	5.5%	5.3%	5.2%	5.0%	4.8%	4.8%	4.1%	3.6%	3.4%
Office of Academic Affairs	4.0%	3.9%	4.3%	4.6%	4.5%	3.7%	2.8%	2.7%	2.3%	2.4%
School of Law	2.2%	1.9%	1.9%	1.8%	1.9%	1.8%	1.9%	1.7%	1.8%	2.1%
College of Polymer Science and Engineering	0.6%	0.6%	0.6%	0.6%	0.8%	0.9%	1.0%	1.1%	1.2%	1.3%
Honors College	0.3%	0.3%	0.3%	0.3%	0.3%	0.3%	0.4%	0.3%	0.4%	0.4%
Wayne College	0.1%	0.0%	0.0%	0.1%	0.0%	0.1%	0.0%	0.0%	0.0%	0.0%
	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%	100.0%

Note: Wayne College is shown as 0% for certain years due to rounding only.

The University of Akron

Tuition by College based upon respective % of Total SCH

(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Buchtel College of Arts and Sciences	\$92,410,000	\$97,150,000	\$104,460,000	\$113,030,000	\$115,570,000	\$111,230,000	\$104,770,000	\$101,250,000	\$99,270,000	\$89,750,000	(\$2,660,000)	(3%)
College of Health Professions	15,980,000	17,450,000	20,310,000	23,170,000	25,140,000	28,770,000	29,450,000	29,450,000	28,180,000	26,580,000	10,600,000	66%
College of Applied Science and Technology	14,870,000	15,910,000	18,440,000	20,810,000	21,140,000	21,140,000	19,800,000	19,280,000	16,500,000	14,940,000	70,000	0%
College of Business Administration	16,580,000	17,150,000	17,760,000	18,430,000	17,260,000	17,430,000	17,860,000	18,440,000	18,820,000	18,090,000	1,510,000	9%
College of Engineering	6,080,000	6,460,000	7,300,000	8,670,000	9,830,000	10,980,000	12,110,000	12,920,000	13,280,000	14,000,000	7,920,000	130%
College of Education	9,160,000	9,740,000	10,200,000	10,990,000	10,720,000	10,400,000	9,960,000	8,340,000	7,000,000	6,130,000	(3,030,000)	(33%)
Office of Academic Affairs	6,730,000	6,840,000	8,260,000	9,780,000	9,650,000	7,950,000	5,860,000	5,450,000	4,540,000	4,250,000	(2,480,000)	(37%)
School of Law	3,690,000	3,270,000	3,590,000	3,710,000	4,050,000	3,960,000	3,870,000	3,530,000	3,430,000	3,740,000	50,000	1%
College of Polymer Science and Engineering	1,070,000	1,090,000	1,080,000	1,260,000	1,690,000	1,940,000	2,140,000	2,250,000	2,340,000	2,380,000	1,310,000	122%
Honors College	480,000	570,000	590,000	630,000	690,000	740,000	780,000	690,000	730,000	770,000	290,000	60%
Wayne College	90,000	30,000	60,000	110,000	80,000	190,000	90,000	10,000	10,000	10,000	(80,000)	(89%)
Total Tuition	\$167,140,000	\$175,660,000	\$192,050,000	\$210,590,000	\$215,820,000	\$214,730,000	\$206,690,000	\$201,610,000	\$194,100,000	\$180,640,000	\$13,500,000	8%

Note: Due to rounding, the total tuition above may not agree to the total tuition in the chart of Total University Revenues.

The University of Akron
 General Fee by College based upon respective % of Total SCH
 (rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Buchtel College of Arts and Sciences	\$7,620,000	\$8,000,000	\$8,640,000	\$9,330,000	\$9,530,000	\$9,130,000	\$8,530,000	\$8,300,000	\$8,190,000	\$7,330,000	(\$290,000)	(4%)
College of Health Professions	1,320,000	1,440,000	1,680,000	1,910,000	2,070,000	2,360,000	2,400,000	2,410,000	2,320,000	2,170,000	850,000	64%
College of Applied Science and Technology	1,230,000	1,310,000	1,530,000	1,720,000	1,740,000	1,740,000	1,610,000	1,580,000	1,360,000	1,220,000	(10,000)	(1%)
College of Business Administration	1,370,000	1,410,000	1,470,000	1,520,000	1,420,000	1,430,000	1,450,000	1,510,000	1,550,000	1,480,000	110,000	8%
College of Engineering	500,000	530,000	600,000	720,000	810,000	900,000	990,000	1,060,000	1,100,000	1,140,000	640,000	128%
College of Education	760,000	800,000	840,000	910,000	880,000	850,000	810,000	680,000	580,000	500,000	(260,000)	(34%)
Office of Academic Affairs	550,000	560,000	680,000	810,000	800,000	650,000	480,000	450,000	370,000	350,000	(200,000)	(36%)
School of Law	300,000	270,000	300,000	310,000	330,000	330,000	310,000	290,000	280,000	310,000	10,000	3%
College of Polymer Science and Engineering	90,000	90,000	90,000	100,000	140,000	160,000	170,000	180,000	190,000	190,000	100,000	111%
Honors College	40,000	50,000	50,000	50,000	60,000	60,000	60,000	60,000	60,000	60,000	20,000	50%
Wayne College	10,000	0	10,000	10,000	10,000	20,000	10,000	0	0	0	(10,000)	(100%)
Total University	\$13,790,000	\$14,460,000	\$15,890,000	\$17,390,000	\$17,790,000	\$17,630,000	\$16,820,000	\$16,520,000	\$16,000,000	\$14,750,000	\$960,000	7%

Note: Due to rounding, the total general fee above may not agree to the total general fee in the chart of Total University Revenues.

The University of Akron

Other Fees by College based upon respective % of Total SCH

(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Buchtel College of Arts and Sciences	\$11,010,000	\$11,670,000	\$12,560,000	\$13,270,000	\$13,330,000	\$12,920,000	\$12,690,000	\$12,840,000	\$12,980,000	\$12,170,000	\$1,160,000	11%
College of Health Professions	1,900,000	2,100,000	2,440,000	2,720,000	2,900,000	3,340,000	3,570,000	3,740,000	3,680,000	3,600,000	1,700,000	89%
College of Applied Science and Technology	1,770,000	1,910,000	2,220,000	2,440,000	2,440,000	2,460,000	2,400,000	2,450,000	2,160,000	2,030,000	260,000	15%
College of Business Administration	1,980,000	2,060,000	2,140,000	2,160,000	1,990,000	2,030,000	2,160,000	2,340,000	2,460,000	2,450,000	470,000	24%
College of Engineering	720,000	780,000	880,000	1,020,000	1,130,000	1,280,000	1,470,000	1,640,000	1,740,000	1,900,000	1,180,000	164%
College of Education	1,090,000	1,170,000	1,230,000	1,290,000	1,240,000	1,210,000	1,210,000	1,060,000	910,000	830,000	(260,000)	(24%)
Office of Academic Affairs	800,000	820,000	990,000	1,150,000	1,110,000	920,000	710,000	690,000	590,000	580,000	(220,000)	(28%)
School of Law	440,000	390,000	430,000	440,000	470,000	460,000	470,000	450,000	450,000	510,000	70,000	16%
College of Polymer Science and Engineering	130,000	130,000	130,000	150,000	190,000	220,000	260,000	290,000	310,000	320,000	190,000	146%
Honors College	60,000	70,000	70,000	70,000	80,000	90,000	90,000	90,000	100,000	100,000	40,000	67%
Wayne College	10,000	0	10,000	10,000	10,000	20,000	10,000	0	0	0	(10,000)	(100%)
Total University	\$19,910,000	\$21,100,000	\$23,100,000	\$24,720,000	\$24,890,000	\$24,950,000	\$25,040,000	\$25,590,000	\$25,380,000	\$24,490,000	\$4,580,000	23%

Note: Due to rounding, the other fees income above may not agree to the other fees income in the chart of Total University Revenues.

The University of Akron
Expenditures
(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Compensation	\$162,500,000	\$172,130,000	\$176,330,000	\$180,510,000	\$190,610,000	\$192,890,000	\$185,820,000	\$183,430,000	\$167,130,000	\$164,340,000	\$1,840,000	1%
Benefits	45,540,000	51,270,000	51,710,000	51,220,000	56,340,000	55,600,000	54,660,000	59,200,000	55,770,000	47,820,000	2,280,000	5%
Total Compensation and Benefits	208,040,000	223,400,000	228,040,000	231,730,000	246,950,000	248,490,000	240,480,000	242,630,000	222,900,000	212,160,000	4,120,000	2%
Scholarships	39,200,000	44,450,000	50,140,000	55,930,000	59,360,000	63,810,000	65,380,000	68,870,000	69,910,000	71,450,000	32,250,000	82%
Supplies and Services, Travel and Hospitality, and Communications	55,610,000	58,840,000	54,490,000	56,650,000	60,350,000	58,890,000	53,880,000	53,350,000	54,740,000	47,390,000	(8,220,000)	(15%)
Debt Service	19,890,000	22,150,000	25,440,000	31,300,000	32,550,000	33,250,000	34,620,000	38,130,000	38,640,000	30,750,000	10,860,000	55%
Utilities	16,030,000	16,950,000	15,110,000	16,190,000	13,890,000	14,550,000	15,250,000	17,150,000	17,240,000	15,670,000	(360,000)	(2%)
Student Assistants	6,580,000	7,310,000	7,700,000	8,430,000	9,020,000	9,330,000	8,840,000	8,840,000	6,580,000	6,040,000	(540,000)	(8%)
Cost of Goods Sold	8,420,000	8,370,000	9,080,000	10,320,000	9,690,000	8,200,000	6,730,000	6,120,000	420,000	280,000	(8,140,000)	(97%)
Equipment and Capital	4,950,000	8,290,000	6,820,000	7,860,000	8,190,000	6,510,000	5,740,000	4,460,000	10,620,000	2,690,000	(2,260,000)	(46%)
Library Books and Materials	4,270,000	4,210,000	4,520,000	4,500,000	3,840,000	4,410,000	4,040,000	4,230,000	4,130,000	4,090,000	(180,000)	(4%)
Other Operating	1,220,000	1,730,000	1,800,000	2,530,000	3,450,000	2,210,000	2,150,000	1,600,000	1,350,000	930,000	(290,000)	(24%)
Total Non-Personnel	156,170,000	172,300,000	175,100,000	193,710,000	200,340,000	201,160,000	196,630,000	202,750,000	203,630,000	179,290,000	23,120,000	15%
Total Expenditures	\$364,210,000	\$395,700,000	\$403,140,000	\$425,440,000	\$447,290,000	\$449,650,000	\$437,110,000	\$445,380,000	\$426,530,000	\$391,450,000	\$27,240,000	7%

Source: Office of Resource Analysis and Budget

Note 1: Includes General Fund, Sales, Auxiliaries, and Self-Insurance fund types Self-Insurance fund type activity was netted and shown within benefits

Note 2: Excludes transfers-out

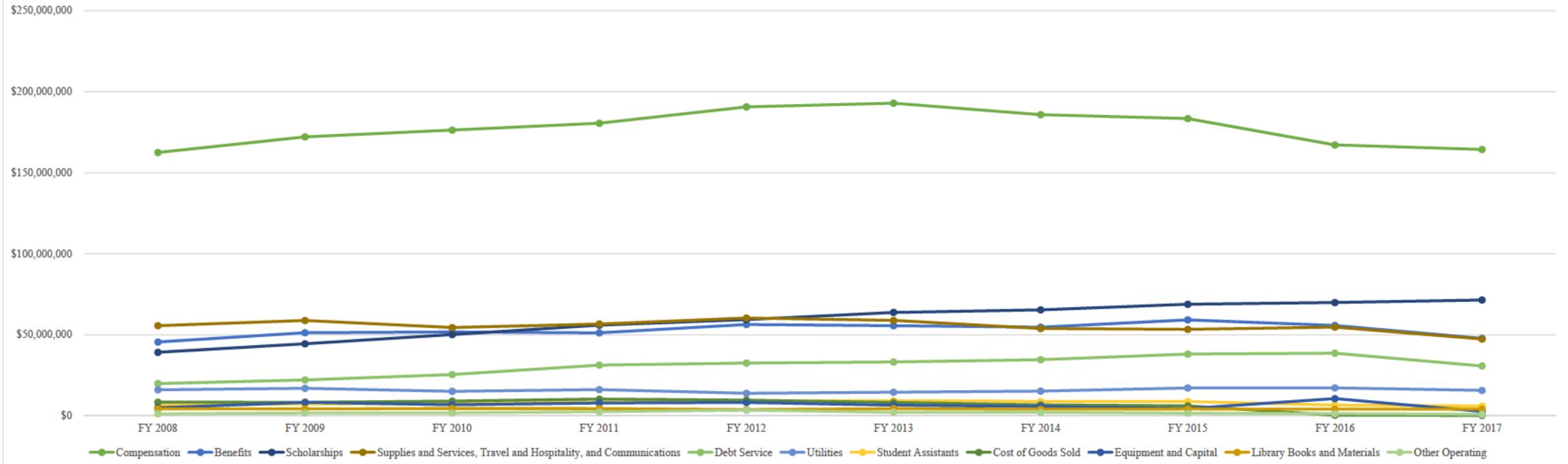
Note 3: Benefits includes employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and UA portion of employee transportation permits

Note 4: Supplies and services are shown net of chargebacks Prior to FY 2015 telecommunications was considered Auxiliaries revenues, but was considered chargebacks for FY 2016 and beyond For this analysis, telecommunications was removed from Auxiliaries and shown as chargebacks for all years

Note 5: Akron Advantage Blue and Gold was historically included as a contra-revenue For this analysis, that activity was excluded from revenues and included within scholarships Graduate assistant remission is also included within scholarships

Note 6: Other operating includes plant fund expense, cost sharing, sub-contract payments research, and participant support

University of Akron
Expenditures
FY 2008 thru FY 2017



The University of Akron
 Compensation and Benefits
 By Area (Division, etc.)
 (rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Academic Affairs	\$135,070,000	\$143,620,000	\$149,310,000	\$154,980,000	\$163,800,000	\$165,740,000	\$160,580,000	\$157,350,000	\$151,800,000	\$156,350,000	\$21,280,000	16%
Finance and Administration	35,560,000	39,140,000	37,030,000	34,510,000	38,200,000	37,070,000	35,900,000	41,080,000	37,200,000	24,070,000	(11,490,000)	(32%)
Auxiliaries	19,290,000	20,570,000	21,540,000	21,600,000	23,740,000	23,610,000	22,650,000	22,950,000	14,970,000	14,210,000	(5,080,000)	(26%)
Student Affairs	8,050,000	8,590,000	8,820,000	9,350,000	9,000,000	9,670,000	9,020,000	9,310,000	7,480,000	7,150,000	(900,000)	(11%)
President	7,120,000	7,720,000	7,760,000	7,810,000	8,560,000	8,910,000	9,060,000	8,690,000	8,080,000	8,400,000	1,280,000	18%
Advancement	2,960,000	3,760,000	3,580,000	3,470,000	3,640,000	3,480,000	3,280,000	3,240,000	3,380,000	1,990,000	(970,000)	(33%)
Total Compensation and Benefits	\$208,050,000	\$223,400,000	\$228,040,000	\$231,720,000	\$246,940,000	\$248,480,000	\$240,490,000	\$242,620,000	\$222,910,000	\$212,170,000	\$4,120,000	2%

Source: Office of Resource Analysis and Budget

Note 1: Includes General Fund, Sales, and Auxiliaries fund types Self-Insurance fund type activity was netted and shown exclusively within Finance and Administration benefits for FY 2016 and FY 2017

Note 2: Academic Affairs includes: Office of the Provost, Colleges (Arts and Sciences, Business Administration, Health Professions, Education, Engineering, Honors, Nursing, Polymer Science and Engineering, Applied Science and Technology and Wayne), Centers (Experiential Learning, Data Science, Analytics and Information Technology), Graduate School, Law School, and Library

Note 3: Finance and Administration includes: VP/CFO, Capital Planning and Facilities Management, Human Resources and Talent Development, Information Technology Services, and Internal Audit

Note 4: Auxiliaries includes all Auxiliary fund types including Athletics

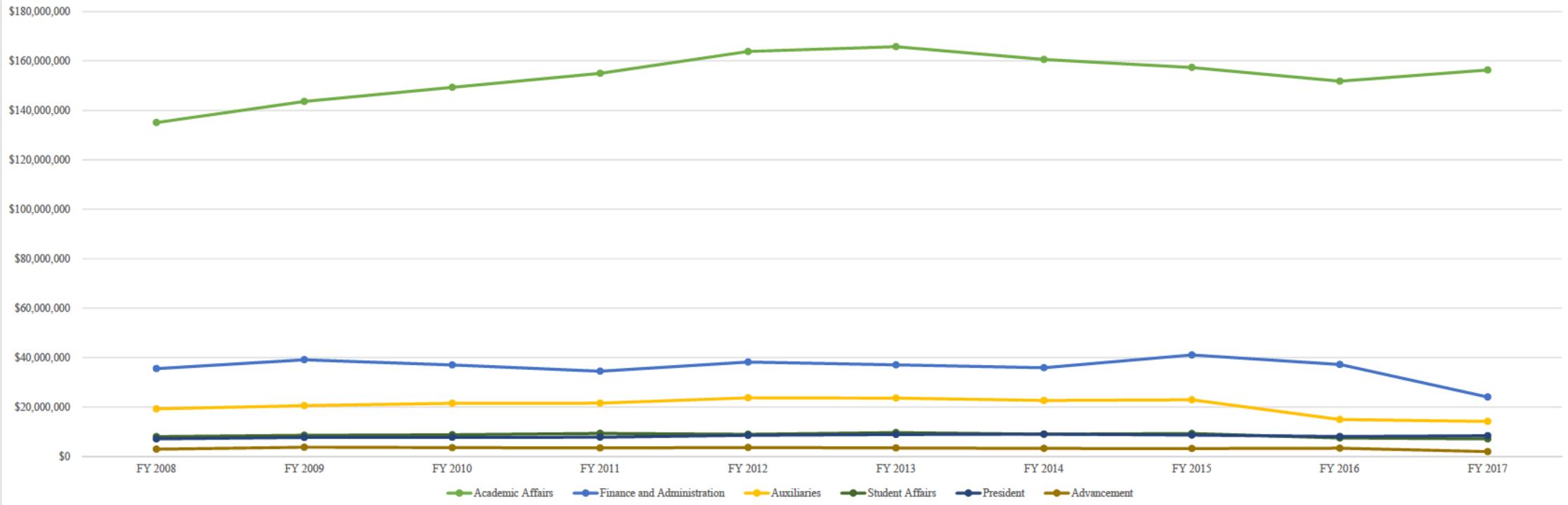
Note 5: Student Affairs includes: Student Success and Student Affairs

Note 6: President includes: Office of the President, Board of Trustees, and Office of General Counsel

Note 7: Advancement includes the Office of Advancement

Note 8: Due to rounding, the total compensation and benefits may not always agree to the total expenditures document or by area (division, etc) within this document

University of Akron
Compensation and Benefits
FY 2008 thru FY 2017



The University of Akron
 Compensation and Benefits
 (rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Academic Affairs												
Compensation	\$109,440,000	\$115,400,000	\$119,200,000	\$123,490,000	\$130,790,000	\$132,080,000	\$126,680,000	\$123,900,000	\$117,520,000	\$119,230,000	\$9,790,000	\$0
Benefits	25,630,000	28,210,000	30,110,000	31,490,000	33,010,000	33,670,000	33,900,000	33,450,000	34,270,000	37,110,000	11,480,000	45%
Finance and Administration												
Compensation	24,320,000	25,770,000	25,840,000	25,690,000	26,200,000	26,720,000	26,830,000	26,880,000	25,200,000	22,710,000	(1,610,000)	(7%)
Benefits	11,240,000	13,370,000	11,180,000	8,820,000	11,990,000	10,340,000	9,070,000	14,190,000	12,000,000	1,360,000	(9,880,000)	(88%)
Auxiliaries												
Compensation	14,770,000	15,570,000	16,050,000	15,870,000	17,630,000	17,460,000	16,570,000	16,910,000	10,560,000	9,900,000	(4,870,000)	(33%)
Benefits	4,520,000	5,000,000	5,490,000	5,740,000	6,120,000	6,160,000	6,080,000	6,030,000	4,420,000	4,310,000	(210,000)	(5%)
Student Affairs												
Compensation	6,190,000	6,530,000	6,620,000	6,970,000	6,740,000	7,270,000	6,680,000	6,990,000	5,550,000	5,140,000	(1,050,000)	(17%)
Benefits	1,860,000	2,050,000	2,190,000	2,390,000	2,260,000	2,410,000	2,330,000	2,320,000	1,940,000	2,010,000	150,000	8%
President												
Compensation	5,470,000	5,880,000	5,820,000	5,850,000	6,460,000	6,710,000	6,610,000	6,290,000	5,820,000	5,950,000	480,000	9%
Benefits	1,660,000	1,840,000	1,940,000	1,960,000	2,090,000	2,210,000	2,450,000	2,400,000	2,260,000	2,450,000	790,000	48%
Advancement												
Compensation	2,330,000	2,950,000	2,780,000	2,660,000	2,780,000	2,660,000	2,450,000	2,430,000	2,500,000	1,410,000	(920,000)	(39%)
Benefits	630,000	810,000	810,000	810,000	850,000	810,000	830,000	810,000	880,000	580,000	(50,000)	(8%)
Total Compensation	162,520,000	172,100,000	176,310,000	180,530,000	190,600,000	192,900,000	185,820,000	183,400,000	167,150,000	164,340,000		
Total Benefits	45,540,000	51,280,000	51,720,000	51,210,000	56,320,000	55,600,000	54,660,000	59,200,000	55,770,000	47,820,000		
Total Compensation and Benefits	\$208,060,000	\$223,380,000	\$228,030,000	\$231,740,000	\$246,920,000	\$248,500,000	\$240,480,000	\$242,600,000	\$222,920,000	\$212,160,000	\$4,100,000	2%

Note: Due to rounding, the total compensation and benefits may not always agree to the total expenditures document or by area (division, etc) within this document

The University of Akron
Academic Affairs
Compensation and Benefits
(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Academic Affairs (AA)												
Faculty	\$77,420,000	\$81,640,000	\$84,000,000	\$86,780,000	\$92,180,000	\$94,080,000	\$90,310,000	\$89,000,000	\$83,810,000	\$87,140,000	\$9,720,000	13%
Staff	14,250,000	14,380,000	14,630,000	15,060,000	15,340,000	15,080,000	12,680,000	11,840,000	11,160,000	10,610,000	(3,640,000)	(26%)
Contract Professional	9,060,000	9,840,000	10,750,000	11,130,000	12,630,000	12,890,000	12,850,000	12,460,000	12,020,000	11,600,000	2,540,000	28%
Graduate Assistant	8,710,000	9,540,000	9,820,000	10,520,000	10,640,000	10,030,000	10,840,000	10,600,000	10,530,000	9,880,000	1,170,000	13%
Total AA Compensation	\$109,440,000	\$115,400,000	\$119,200,000	\$123,490,000	\$130,790,000	\$132,080,000	\$126,680,000	\$123,900,000	\$117,520,000	\$119,230,000	9,790,000	9%
AA Benefits	25,630,000	28,210,000	30,110,000	31,490,000	33,010,000	33,670,000	33,900,000	33,450,000	34,270,000	37,110,000	11,480,000	45%
Total AA Compensation and Benefits	\$135,070,000	\$143,610,000	\$149,310,000	\$154,980,000	\$163,800,000	\$165,750,000	\$160,580,000	\$157,350,000	\$151,790,000	\$156,340,000	21,270,000	16%

											Nominal % Change from FY 2008 to FY 2017	
AA Benefits as a Percentage of												
Total AA Compensation and Benefits	19%	20%	20%	20%	20%	20%	21%	21%	23%	24%		5%

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

The University of Akron
Finance and Administration
Compensation and Benefits
(rounded to the nearest \$10,000 or 1%)

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Finance and Administration (FA)												
Staff	\$18,860,000	\$19,610,000	\$19,450,000	\$19,570,000	\$19,730,000	\$19,770,000	\$18,630,000	\$19,260,000	\$18,400,000	\$17,200,000	(\$1,660,000)	(9%)
Contract Professional	5,330,000	6,030,000	6,260,000	5,970,000	6,270,000	6,780,000	7,130,000	6,710,000	6,240,000	4,950,000	(380,000)	(7%)
Faculty	120,000	100,000	100,000	100,000	120,000	130,000	1,040,000	890,000	530,000	550,000	430,000	358%
Graduate Assistant	10,000	30,000	30,000	50,000	80,000	40,000	30,000	20,000	30,000	10,000	0	0%
Total FA Compensation	\$24,320,000	\$25,770,000	\$25,840,000	\$25,690,000	\$26,200,000	\$26,720,000	\$26,830,000	\$26,880,000	\$25,200,000	\$22,710,000	(1,610,000)	(7%)
FA Benefits	11,240,000	13,370,000	11,180,000	8,820,000	11,990,000	10,340,000	9,070,000	14,190,000	12,000,000	1,360,000	(9,880,000)	(88%)
Total FA Compensation and Benefits	\$35,560,000	\$39,140,000	\$37,020,000	\$34,510,000	\$38,190,000	\$37,060,000	\$35,900,000	\$41,070,000	\$37,200,000	\$24,070,000	(11,490,000)	(32%)

											Nominal % Change from FY 2008 to FY 2017	
FA Benefits as a Percentage of												
Total FA Compensation and Benefits	32%	34%	30%	26%	31%	28%	25%	35%	32%	6%		(26%)

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

The University of Akron
Auxiliaries
Compensation and Benefits

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Auxiliaries (Aux)												
Contract Professional Staff	\$6,030,000	\$6,350,000	\$7,440,000	\$7,910,000	\$9,030,000	\$8,950,000	\$8,730,000	\$8,730,000	\$8,040,000	\$7,710,000	\$1,680,000	28%
Graduate Assistant Faculty	8,050,000	8,410,000	7,810,000	7,400,000	8,060,000	7,950,000	7,160,000	7,530,000	1,850,000	1,590,000	(6,460,000)	(80%)
	690,000	810,000	800,000	560,000	540,000	560,000	680,000	650,000	660,000	590,000	(100,000)	(14%)
	0	0	0	0	0	0	0	0	10,000	10,000	10,000	n/a
Total Aux Compensation	\$14,770,000	\$15,570,000	\$16,050,000	\$15,870,000	\$17,630,000	\$17,460,000	\$16,570,000	\$16,910,000	\$10,560,000	\$9,900,000	(4,870,000)	(33%)
Aux Benefits	4,520,000	5,000,000	5,490,000	5,740,000	6,120,000	6,160,000	6,080,000	6,030,000	4,420,000	4,310,000	(210,000)	(5%)
Total Aux Compensation and Benefits	\$19,290,000	\$20,570,000	\$21,540,000	\$21,610,000	\$23,750,000	\$23,620,000	\$22,650,000	\$22,940,000	\$14,980,000	\$14,210,000	(5,080,000)	(26%)

											Nominal % Change from FY 2008 to FY 2017	
Aux Benefits as a Percentage of Total Aux Compensation and Benefits	23%	24%	25%	27%	26%	26%	27%	26%	30%	30%	7%	

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

The University of Akron
Student Affairs
Compensation and Benefits

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Student Affairs (SA)												
Contract Professional Staff	\$3,560,000	\$3,860,000	\$3,860,000	\$4,220,000	\$3,960,000	\$4,660,000	\$4,410,000	\$4,550,000	\$3,940,000	\$3,610,000	\$50,000	1%
Faculty	2,380,000	2,370,000	2,450,000	2,450,000	2,430,000	2,210,000	1,970,000	2,070,000	1,180,000	1,100,000	(1,280,000)	(54%)
Graduate Assistant	130,000	170,000	140,000	160,000	180,000	200,000	140,000	200,000	250,000	300,000	170,000	131%
	120,000	130,000	170,000	140,000	170,000	200,000	160,000	170,000	180,000	130,000	10,000	8%
Total SA Compensation	\$6,190,000	\$6,530,000	\$6,620,000	\$6,970,000	\$6,740,000	\$7,270,000	\$6,680,000	\$6,990,000	\$5,550,000	\$5,140,000	(1,050,000)	(17%)
SA Benefits	1,860,000	2,050,000	2,190,000	2,390,000	2,260,000	2,410,000	2,330,000	2,320,000	1,940,000	2,010,000	150,000	8%
Total SA Compensation and Benefits	\$8,050,000	\$8,580,000	\$8,810,000	\$9,360,000	\$9,000,000	\$9,680,000	\$9,010,000	\$9,310,000	\$7,490,000	\$7,150,000	(900,000)	(11%)

											Nominal % Change from FY 2008 to FY 2017	
SA Benefits as a Percentage of Total SA Compensation and Benefits	23%	24%	25%	26%	25%	25%	26%	25%	26%	28%	5%	

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

The University of Akron
 President
 Compensation and Benefits

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
President (Pres)												
Contract Professional Staff	\$2,780,000	\$3,130,000	\$3,150,000	\$3,140,000	\$3,570,000	\$3,880,000	\$3,930,000	\$3,630,000	\$3,570,000	\$3,550,000	\$770,000	28%
Faculty	2,180,000	2,200,000	2,160,000	2,110,000	2,200,000	2,220,000	1,840,000	1,630,000	1,360,000	1,640,000	(540,000)	(25%)
Graduate Assistant	420,000	460,000	400,000	470,000	540,000	470,000	660,000	830,000	750,000	630,000	210,000	50%
Total Pres Compensation	90,000	90,000	110,000	130,000	150,000	140,000	180,000	200,000	140,000	130,000	40,000	44%
Total Pres Compensation and Benefits	\$5,470,000	\$5,880,000	\$5,820,000	\$5,850,000	\$6,460,000	\$6,710,000	\$6,610,000	\$6,290,000	\$5,820,000	\$5,950,000	480,000	9%
Pres Benefits	1,660,000	1,840,000	1,940,000	1,960,000	2,090,000	2,210,000	2,450,000	2,400,000	2,260,000	2,450,000	790,000	48%
Total Pres Compensation and Benefits	\$7,130,000	\$7,720,000	\$7,760,000	\$7,810,000	\$8,550,000	\$8,920,000	\$9,060,000	\$8,690,000	\$8,080,000	\$8,400,000	1,270,000	18%
Pres Benefits as a Percentage of Total Pres Compensation and Benefits	23%	24%	25%	25%	24%	25%	27%	28%	28%	29%	Nominal % Change from FY 2008 to FY 2017	
												6%

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

The University of Akron
 Advancement
 Compensation and Benefits

	FY 2008	FY 2009	FY 2010	FY 2011	FY 2012	FY 2013	FY 2014	FY 2015	FY 2016	FY 2017	Change from FY 2008 to FY 2017	
											\$	%
Advancement (Adv)												
Contract Professional Staff	\$1,750,000	\$2,310,000	\$2,160,000	\$2,070,000	\$2,160,000	\$2,060,000	\$1,870,000	\$1,980,000	\$2,090,000	\$1,180,000	(\$570,000)	(33%)
Graduate Assistant	580,000	640,000	620,000	580,000	610,000	600,000	580,000	450,000	400,000	230,000	(350,000)	(60%)
Total Adv Compensation	0	0	0	10,000	10,000	0	0	0	10,000	0	0	0%
Total Adv Compensation and Benefits	\$2,330,000	\$2,950,000	\$2,780,000	\$2,660,000	\$2,780,000	\$2,660,000	\$2,450,000	\$2,430,000	\$2,500,000	\$1,410,000	(920,000)	(39%)
Adv Benefits	630,000	810,000	810,000	810,000	850,000	810,000	830,000	810,000	880,000	580,000	(50,000)	(8%)
Total Adv Compensation and Benefits	\$2,960,000	\$3,760,000	\$3,590,000	\$3,470,000	\$3,630,000	\$3,470,000	\$3,280,000	\$3,240,000	\$3,380,000	\$1,990,000	(970,000)	(33%)
Adv Benefits as a Percentage of Total Adv Compensation and Benefits	21%	22%	23%	23%	23%	23%	25%	25%	26%	29%	Nominal % Change from FY 2008 to FY 2017	
												8%

Note: Due to rounding, the compensation and benefits may not always agree by area (division, etc) within this document

Academic Program Review (APR) Fact Sheet

www.uakron.edu/advance-ua

What is APR?

- A year-long, faculty-led, University-wide exercise launched in fall 2017
- An identification of strengths, weaknesses and potential of virtually all UA academic degrees and degree tracks, including associate, bachelor's, master's and doctoral degrees
- A study that became the basis for recommendations made to the Board of Trustees concerning areas of investment, maintenance and phase out

Why was APR done?

- To better position UA to educate students for productive and successful careers, and contribute to the growth of Northeast Ohio
- To better align with expectations of the Ohio Department of Higher Education and the Higher Learning Commission
- To enhance future financial stability of the University
- To use state resources more effectively

How was APR done?

1. This inclusive, faculty-led exercise began at the department level.
2. Input was received from unit-level faculty, department chairs, school directors, deans, a 24-member faculty Academic Program Review Executive Committee and Faculty Senate.
3. Interim President John Green and Provost Rex Ramsier considered the input and prepared a list of faculty hires for fall 2019 in areas of strategic priority for the University and a set of recommendations for phasing out some degree offerings.
4. These recommendations were further discussed with the deans and revisions were made based on those conversations.
5. Final recommendations were submitted to the University's Board of Trustees for action at its August 15, 2018, meeting.

Main Findings of APR

- I. The vast majority of UA's academic programs are performing well and will continue.
- II. Key areas of strength and opportunity have been identified.
- III. Programs with low enrollment and/or degrees earned, or that duplicate heavily invested programs at other regional institutions, were identified and will be phased out.

-more-

Majority of UA Programs Performing Well

- Approximately 81 percent of all 414 degrees and degree tracks currently offered have a strong academic foundation, a healthy enrollment and/or potential for growth.
- About 95 percent of UA students are admitted into these vibrant academic programs.

Areas of Investment

- Polymers, music, dance, cybersecurity, nursing, health and biosciences, communication, engineering and business are among the academic programs and fields identified as areas for initial investment.
- UA plans to hire 31 full-time faculty (23 tenure-track positions) and a contract professional in these key areas, in time for the start of classes in fall 2019.

Phased Out Programs

- These degrees and degree tracks will be phased out and eventually terminated, beginning in fall 2018 with suspension of new admissions to these degrees.
- Students currently admitted to those degrees and degree tracks (including continuing students and those entering in fall 2018) will be able to complete their degrees at UA.
- No elimination of regular faculty, contract professionals, or staff positions is planned due to these actions.

Facts

- UA offers 414 degrees or degree tracks.
- 334 degrees or degree tracks will continue (81%). Currently, 95% of UA students are in these degrees/degree tracks.
- 80 degrees or degree tracks will be phased out (19%).
- Of those degrees or degree tracks scheduled to be phased out:
 - 72 percent had five or fewer degrees earned in FY 2017-2018, including 23 percent that awarded no (O) degrees during FY 2017-2018.
- All students in degrees/degree tracks scheduled for phasing out will be able to finish their degrees at UA.
- As of August 13, 2018, it is estimated that the total number of students (both continuing and new students for fall of 2018) who are admitted to degrees or degree tracks that will be phased out is 965. As noted, they will be able to complete their degrees at UA. (For fall 2017, that number was 1,034.)

Next Steps

- The APR will be used to inform future University strategic planning.
- A strategic planning process that will engage the entire University and community will begin this fall to establish the optimal path forward for our University and its students. Details on that process will be forthcoming.

5C - E. J. Thomas Attachment

The E. J. Thomas Performing Arts Hall (Hall) operation was substantially changed during FY16, in large measure, to become more fiscally self-sustainable and less reliant upon the University. Typically, in recent years, the Hall's annual expenditures approximated \$3.5 million, while its sales and other revenues totaled about \$1.4 million. As a result, the University routinely contributed about \$2.1 million towards the Hall's operations. Overall, the Hall's reliance on the University for fiscal support has decreased down to roughly \$1 million as compared to about \$2.1 million for the fiscal year ended June 30, 2015 and the preceding ten years.

During FY16, a staffing alignment was effectuated, and core staffing was decreased from approximately 12 FTEs to roughly 5 FTEs for a net savings approaching \$750,000 annually. The Hall's current seasoned professionals continue to deliver exceptional service to internal and external users of the Hall.

Further, as part of its realignment, the University leveraged the resident experience of The Civic Theatre (Civic), a local theatre-house, to assist in the transition. That University/Civic relationship has evolved, and it now includes single operation and management for both ticket box offices to realize some economies of scale.

Lastly, the University contracted with Playhouse Square, a national presence in the entertainment business, to a two-year contract to promote and deliver the University's long-standing Broadway in Akron series (Series). The first year of this contract (2015/16 Series) was after the University already had subscribers with the previous contractor. Playhouse Square once again assisted in bringing Broadway to Akron with the 2017/18 Series (after the two year contract), reserving such shows as Kinky Boots, Dirty Dancing, A Gentleman's Guide to Love and Murder, and the sold out Jersey Boys performance. The 2017/18 Series subscribers increased from ~1,170 to ~2,130 (~82%) and attendance increased from ~8,170 to ~15,900 (~95%) from the 2015/16 Series.

5C - Position Abolishment and Management Attachment

The University experienced unrestricted revenue declines for a number of fiscal years and, various measures were sought during those years to increase revenues and decrease expenditures.

In particular, during the summer 2015 a substantial measure was implemented as approximately 210 positions (filled (160) and vacant (50)) were eliminated including the coaches of the baseball team and that program.

Of the ~160 employees:

- ~15 transferred elsewhere within the University;
- ~30 retired or resigned; and
- ~115 were displaced.

The net expenditures reductions were estimated to be \$14.3 million related to this reduction measure.

Even beyond the FY16 positions abolishment, the University has managed its General Fund employment levels fairly aggressively over the years. The General Fund's full-time employees approximated 2,080 on November 1, 2011 (highpoint) while the full-time employment numbered approximately 1,710 on November 1, 2017, which represents an overall reduction of 370 positions (filled and unfilled) during the time period.

MASTER RECOMMENDATION 2: FIVE-YEAR GOAL FOR INSTITUTIONAL EFFICIENCY SAVINGS AND NEW RESOURCE GENERATION

Category	Recommendation	Component	Description	FY 2017 (Estimate)	FY 2017 (Actual)	FY 2018 (Estimate)	FY 2018 (Actual)	FY 2019 (Estimate)	FY 2020 (Estimate)	FY 2021 (Estimate)	Subtotal	Budget Narrative/Explanation of Efficiency Savings \$\$ (attach additional sheets if necessary)	
Efficiency Savings	3A and 3B	Campus contracts and Collaborative contracts	Require employees to use existing contracts for purchasing goods and services. Pursue new and/or strengthened joint purchasing agreements.	\$ 308,000	\$ 1,155,000	\$ 1,155,000	\$ 2,402,000	\$ 2,402,000	\$ 2,402,000	\$ 2,402,000	\$ 10,763,000	Savings calculated as follows <ul style="list-style-type: none"> State contracts 10% savings on spending of ~\$2.62 million or ~\$262,000; ESM and E&I 26% savings on spending of ~\$1.7 million, or ~\$441,000; IUC-PG 30% savings on spending of ~\$5.7 million, or ~\$1.7 million; and Total FY's 18 thru 21 savings of ~\$2,402,000 (~\$262,000 + ~\$441,000 + ~\$1,699,000). 	
	4A	Asset review	Conduct an assessment of non-core assets to determine their market value if sold, leased or otherwise repurposed.	\$ -	\$ -	\$ 813,000	\$ 806,000	\$ 1,236,000	\$ 819,000	\$ 819,000	\$ 3,680,000	Savings calculated as follows <ul style="list-style-type: none"> Child Development Center ~\$650,000 savings + SHP utility responsibilities FY's 18 thru 21 (Utilities estimated at \$20,000 for FY18, actual \$13,000 for FY 18 and estimated at \$26,000 for FY's 19 thru 21); Trecaso Building ~\$17,000 savings FY's 18 thru 21; University President's residence ~\$20,000 savings FY's 18 thru 21; Grant Residence Hall High Rise and Townhouses ~\$55,000 savings FY's 18 thru 21; Martin University Center Building ~\$417,000 total estimated savings related to private company potentially developing a vacant historic structure as follows: Avoid razing costs ~\$400k in FY 19 and avoid utilities and other misc. costs \$17k in FY 19; Parking lot leases expired ~\$51,000 savings FY's 18 thru 21; and Total FY 18 estimate \$813,000 (~\$650,000 + ~\$20,000 + ~\$17,000 + ~\$20,000 + ~\$55,000 + ~\$51,000). Total FY 18 actual ~\$806,000 (~\$650,000 + ~\$13,000 + ~\$17,000 + ~\$20,000 + ~\$55,000 + ~\$51,000). Total FY 19 savings of ~\$1,236,000 (~\$650,000 + ~\$26,000 + ~\$17,000 + ~\$20,000 + ~\$55,000 + ~\$417,000 + ~\$51,000). Total FY's 20 thru 21 savings of ~\$819,000 (~\$650,000 + ~\$26,000 + ~\$17,000 + ~\$20,000 + ~\$55,000 + ~\$51,000). 	
	4B	Operations review	Conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator or other entity.	\$ 600,000	\$ 350,000	\$ 500,000	\$ 500,000	\$ 538,000	\$ 650,000	\$ 650,000	\$ 2,688,000	Savings calculated as follows <ul style="list-style-type: none"> Lakewood Regional Campus ~\$150,000 savings FY's 18 thru 21; Integration with METRO RTA for bussing services reduces operating and capital spend ~\$350,000 savings FY's 17 thru 21 (~\$400,000 estimated for FY 17, ~\$350,000 actual for FY 17); Further METRO adjustments to DASH route ~\$38,000 savings FY 19 (partial year) and ~\$150,000 FY's 20 thru 21; Consolidation of custodial supply purchases due to decentralized custodial services Unable to determine actual savings (estimated FY 17 of ~\$200,000); and Total estimated FY 17 savings of ~\$600,000 (~\$400,000 + ~\$200,000). Total actual FY 17 savings of ~\$350,000 (~\$350,000 + Unknown). Total FYs 18 savings of ~\$500,000 (~\$150,000 + ~\$350,000 + Unknown). Total FY 19 savings of ~\$538,000 (~\$150,000 + ~\$350,000 + \$38,000 + Unknown). Total FY's 20 thru 21 savings of ~\$650,000 (~\$150,000 + ~\$350,000 + ~\$150,000 + Unknown). 	
	5D	Healthcare efficiencies	Cost savings through healthcare efficiencies.	\$ 1,530,000	\$ 2,900,000	\$ 297,000	\$ 350,000	\$ 321,000	\$ 346,000	\$ -	\$ 3,917,000	Savings calculated as follows <ul style="list-style-type: none"> Change in stop loss vendor, change in third party administrator, restructuring of prescription drug contract, and other cost avoidance resulting in ~\$2,900,000 for FY 17 (estimated \$1,530,000 for FY17); Estimated cost avoidance for FYs 18 thru 20 is ~\$297,000 (actual FY 18 was ~\$350,000), ~\$321,000, and ~\$346,000, respectively. 	
												\$ -	
				Subtotal Efficiency Savings	\$ 2,438,000	\$ 4,405,000	\$ 2,765,000	\$ 4,058,000	\$ 4,497,000	\$ 4,217,000	\$ 3,871,000	\$ 21,048,000	
Category	Recommendation	Component	Description	FY 2017	FY 2017 (Actual)	FY 2018	FY 2018 (Actual)	FY 2019	FY 2020	FY 2021	Subtotal	Budget Narrative/Explanation of New Resource Generation \$\$ (attach additional sheets if necessary)	
	4A	Asset review	Conduct an assessment of non-core assets to determine their market value if sold, leased or otherwise repurposed.	\$ -	\$ -	\$ 955,000	\$ 1,023,000	\$ 505,000	\$ 55,000	\$ 55,000	\$ 1,638,000	Revenues calculated as follows <ul style="list-style-type: none"> Estimated revenues related to private company potentially developing a vacant historic structure (Martin University Center Building) with upfront rent revenue of ~\$450k in FY 19 Child Development Center ~\$55,000 revenues from the State Highway Patrol for FY's 18 thru 21 (actual for FY 18 was \$23,000 as it was only partial year of revenue); University President's residence ~\$1,001,000 revenues net of sale for FY 18 only (while estimated FY 18 was ~\$900,000); and Total FY 18 estimated revenues of ~\$955,000 (~\$55,000 + ~\$900,000). Total FY 18 actual revenues of ~\$1,023,000 (~\$23,000 + ~\$1,000,000). Total FY 19 revenues of ~\$505,000 (~\$450,000 + ~\$55,000). Total FY's 20 thru 21 revenues of ~\$55,000. 	
	4B	Operations review	Conduct an assessment of non-academic operations that might be run more efficiently by a regional cooperative, private operator or other entity.	\$ 1,000,000	\$ 1,000,000	\$ -	\$ -	\$ -	\$ 125,000	\$ 175,000	\$ 1,300,000	Revenues calculated as follows <ul style="list-style-type: none"> Food service operation outsourced Aramark provided/to provide unrestricted grant of ~\$1,000,000 for FY 17, ~\$125,000 for FY 20, and ~\$175,000 for FY 21. 	

Category	Recommendation	Component	Description	FY 2017	FY 2017 (Actual)	FY 2018	FY 2018 (Actual)	FY 2019	FY 2020	FY 2021	Subtotal	Budget Narrative/Explanation of New Resource Generation \$\$ (attach additional sheets if necessary)
New Resource Generation	4C	Affinity partnerships and sponsorships	Upon determining assets and operations that are to be retained, evaluate opportunities for affinity relationships and sponsorships.	\$ 1,083,000	\$ 2,376,000	\$ 3,043,000	\$ 2,991,000	\$ 2,202,000	\$ 2,238,000	\$ 2,251,000	\$ 12,058,000	Revenues calculated as follows <ul style="list-style-type: none"> LeBron James Family Foundation Unknown; Coca-Cola ~\$434,000 for FY's 17 and 18 while ~\$464,000 estimated for FY's 17 thru 21 (for marketing, scoreboard/equipment, merchandising, beverage incidence building fund, and sponsorship); Bureau of Visually Impaired ~\$13,000 for FY 17 and ~\$6,000 for FY 18, while ~\$15,000 estimated for FY's 17 thru 21 for hot beverage/snack food; IMG Multi-media use agreement of ~\$600,000 for FY 17 (estimated ~\$604,000 for FY 17), ~\$1,350,000 for FY 18 (estimated ~\$1,354,000 for FY 18), and estimated ~\$667,000, ~\$703,000, and ~\$716,000 for FY's 19 thru 21, respectively (for base royalty, signage stipend, and radio clearance each year - includes one time payment of ~\$700,000 in FY 18 for scoreboard); Barnes & Noble ~\$811,000 for FY 17 and ~\$756,000 for FY 18, while estimated ~\$743,000 (FY18), ~\$756,000 for FY's 19 thru 21 for bookstore commission; PNC Bank ~\$167,000 for FYs 17 and 18 for ATMs and banking on campus; JP Morgan Chase ~\$343,000 for FY 17 and ~\$278,000 for FY 18 while ~\$300,000 estimated for FYs 18 thru 21 for purchase card rebate; Guy Brown Express ~\$8,000 for FY 17 only; and Estimated FY revenues of ~\$1,083,000 (Unknown + ~\$464,000 + ~\$15,000 + ~\$604,000). Total FY 17 revenues of ~\$2,376,000 (Unknown + ~\$434,000 + ~\$13,000 + ~\$600,000 + ~\$811,000 + ~\$167,000 + ~\$343,000 + ~\$8,000). Estimated FY 18 revenues of ~\$3,043,000 (Unknown + ~\$464,000 + ~\$15,000 + ~\$1,354,000 + ~\$743,000 + ~\$167,000 + ~\$300,000). Total FY 18 revenues of ~\$2,991,000 (Unknown + ~\$434,000 + ~\$6,000 + ~\$1,350,000 + ~\$756,000 + ~\$167,000 + ~\$278,000). Total FY 19 revenues of ~\$2,202,000 (Unknown + ~\$464,000 + ~\$15,000 + ~\$667,000 + ~\$756,000 + ~\$300,000). Total FY 20 revenues of ~\$2,238,000 (~\$464,000 + ~\$15,000 + ~\$703,000 + ~\$756,000 + ~\$300,000). Total FY 21 revenues of ~\$2,251,000 (~\$464,000 + ~\$15,000 + ~\$716,000 + ~\$756,000 + ~\$300,000).
	Subtotal New Resource Generation				\$ 2,083,000	\$ 3,376,000	\$ 3,998,000	\$ 4,014,000	\$ 2,707,000	\$ 2,418,000	\$ 2,481,000	\$ 14,996,000
TOTAL OF COMBINED INSTITUTIONAL OPPORTUNITIES FOR ENHANCED STUDENT AFFORDABILITY				\$ 4,521,000	\$ 7,781,000	\$ 6,763,000	\$ 8,072,000	\$ 7,204,000	\$ 6,635,000	\$ 6,352,000	\$ 36,044,000	

SPECIFIC RE-DEPLOYMENT OF SAVINGS TO STUDENTS: Please use the area below to describe, in detail, how you plan to re-deploy the institutional resources that are saved and/or generated through the task force components outlined above to reduce costs for students.

The costs savings and revenue generation highlighted throughout the Efficiency and Affordability Report (Report) and above, were largely pursued to balance the finances and to provide additional scholarship opportunities. Refer also to the end of that Report for details regarding certain investments the UA made to make College more affordable for students.

Additionally, the following list of other recent pursued savings and/or revenues began occurring FY 2014

During FY 2014, UA estimates ~\$3 million in annual energy savings due to an energy performance contract (refer to the Energy section of the Report). Actual savings not known.

Since FY 2015, UA completed three significant debt refunding issues of ~\$204 million, yielding net present value savings of ~\$19 million. See chart below

	Series	Par Amount of Refunded Bonds	Net Present Value Savings
May 2015	2015A	\$99,135,000	\$6,540,000
December 2015	2015B	10,500,000	734,000
May 2016	2016A	93,905,000	11,400,000
Total		\$203,540,000	\$18,674,000

During FY 2016, UA abolished ~210 positions. Net expense reductions are estimated to be \$14.3 million (refer to Recommendation 5C within the Report).

During FY 2016, UA outsourced its food service operation to Aramark which resulted in capital infusion (~\$8M) and unrestricted support (~\$4M) totaling ~\$12M (refer to Recommendation 5C within the Report).

During FY 2017, UA approved the deferral of ~\$25 million of debt service over 5 years (effective FY19) with a marginal increase in effective interest rate (1 basis point) while maintaining the maturity schedule at 2042.

SIGNIFICANT CHANGE(S) IN 5-YEAR GOALS FROM FY17 SUBMISSION TO FY18 SUBMISSION: Please use the area below to describe, in detail, significant deviation in your institution's 5-year goals from the FY17 submission to the FY18 submission, if applicable.

Efficiency Savings

3A and 3B - For the previous submission, the University utilized the IUC-PG group standardized savings percentages of IUC-PG spend based on IUC-PG quarterly reports. However, those reports were not available in time for this reporting. Thus, the University utilized the standardized savings percentages based on IUC coded items from the University ERP system (PeopleSoft).

4A - Martin Center development has been moved from FY 17 to FY 19.

New Resource Generation

4A - Martin Center development has been moved from FY 17 to FY 19.

FINANCE & ADMINISTRATION COMMITTEE

TAB 6

GIFTS



DATE: September 21, 2018

TO: Kimberly M. Cole
Vice President, Development
Executive Director, UA Foundation

FROM: Terrie L. Sampson 
Director, Development Stewardship

SUBJECT: Attainment for Fiscal Year 2019 (July 1 – August 31, 2018)

Attached are attainment charts for the first two months of fiscal year 2019. **Attachment A** details giving through cash, pledges due, bequests received, as well as gifts-in-kind from University of Akron constituents from July 1 to August 31, 2018.

Of note:

- Total attainment for the first two months of FY 19 more than doubled compared to the same time period last fiscal year, increasing to more than \$8.7 million from \$3.2 million.
- Outright gifts, excluding bequest gifts received, saw a 7 percent increase in the first two months of FY 19 compared to the same time period in FY 18.
- New donors acquired by the University in the first two months of FY 19 provided more than \$200,000 to the University, with 55 percent of that total coming from corporations, 37 percent from friends, 5 percent from foundations, and 3 percent from alumni.

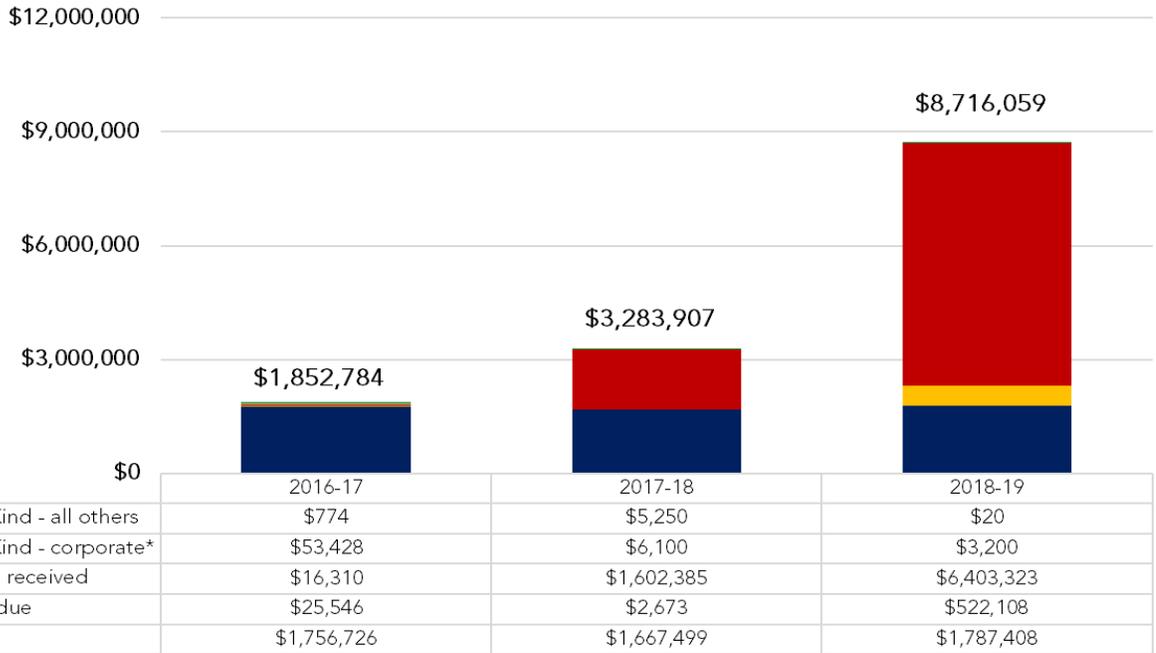
With your approval, I request submission of this report to the Board of Trustees for approval at its October 10, 2018 meeting.

Department of Development
Akron, Ohio 44325-2603
330-972-7238 (Office) 330-972-3800 (Fax)

Attachment A

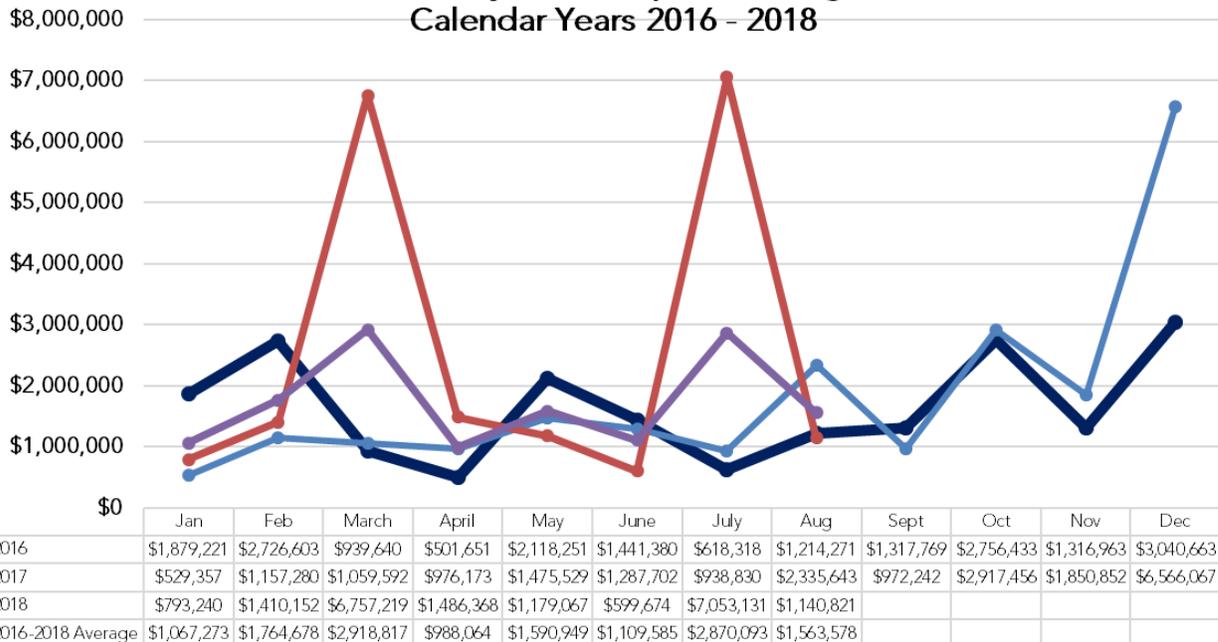
**DEPARTMENT OF DEVELOPMENT
FY 2019 Attainment
July 1, 2018 through August 31, 2018**

**The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - August 31 | FY2017 - FY2019**



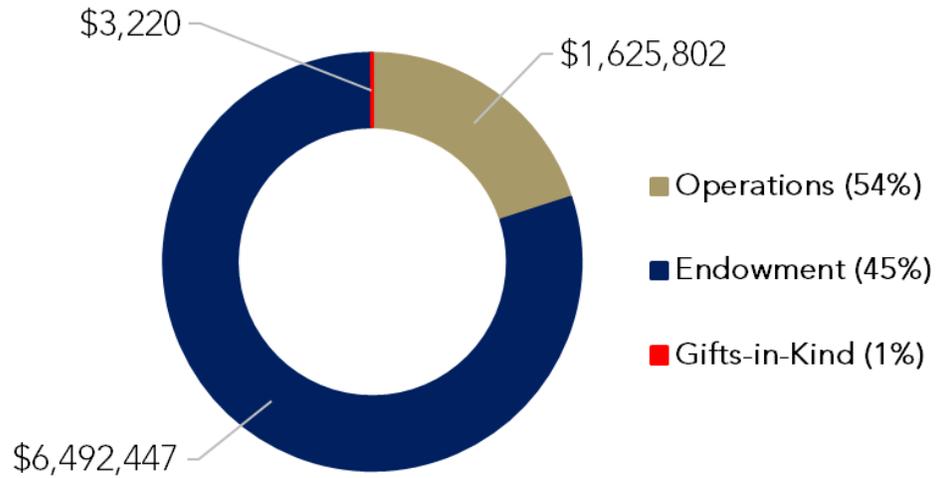
*Does not include gifts-in-kind from Siemens, SAP and Synopsys

**The University of Akron and The University of Akron Foundation
Monthly Trend Report - Giving
Calendar Years 2016 - 2018**

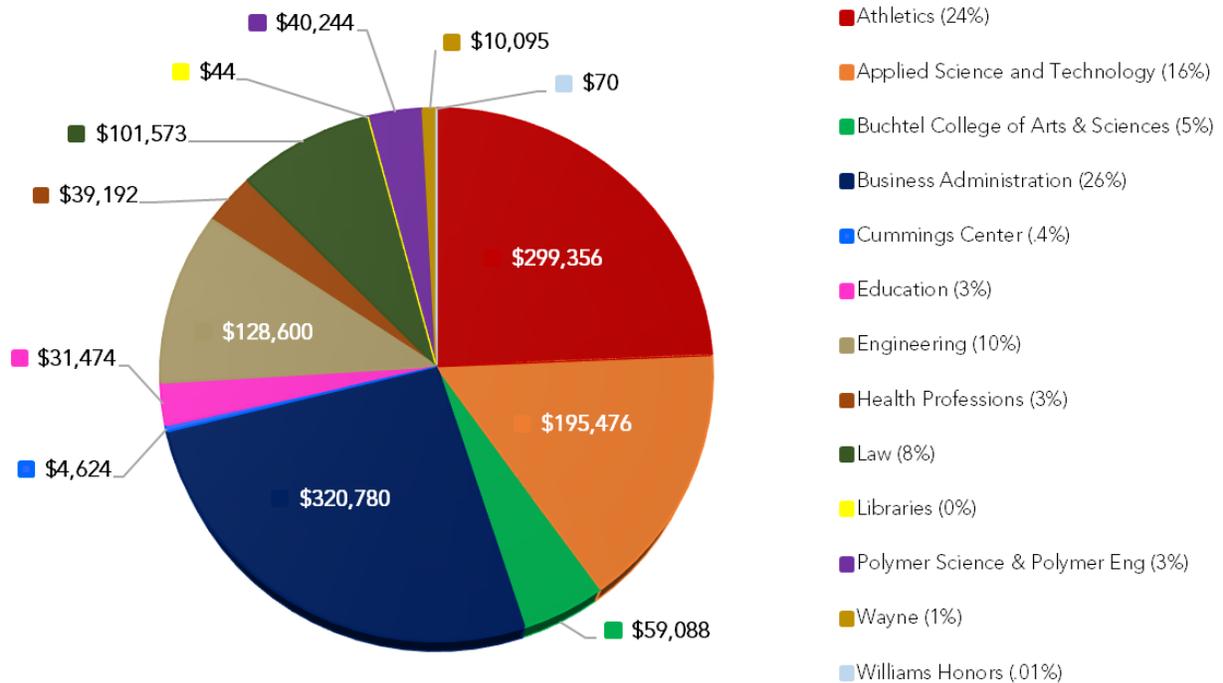


Attachment A

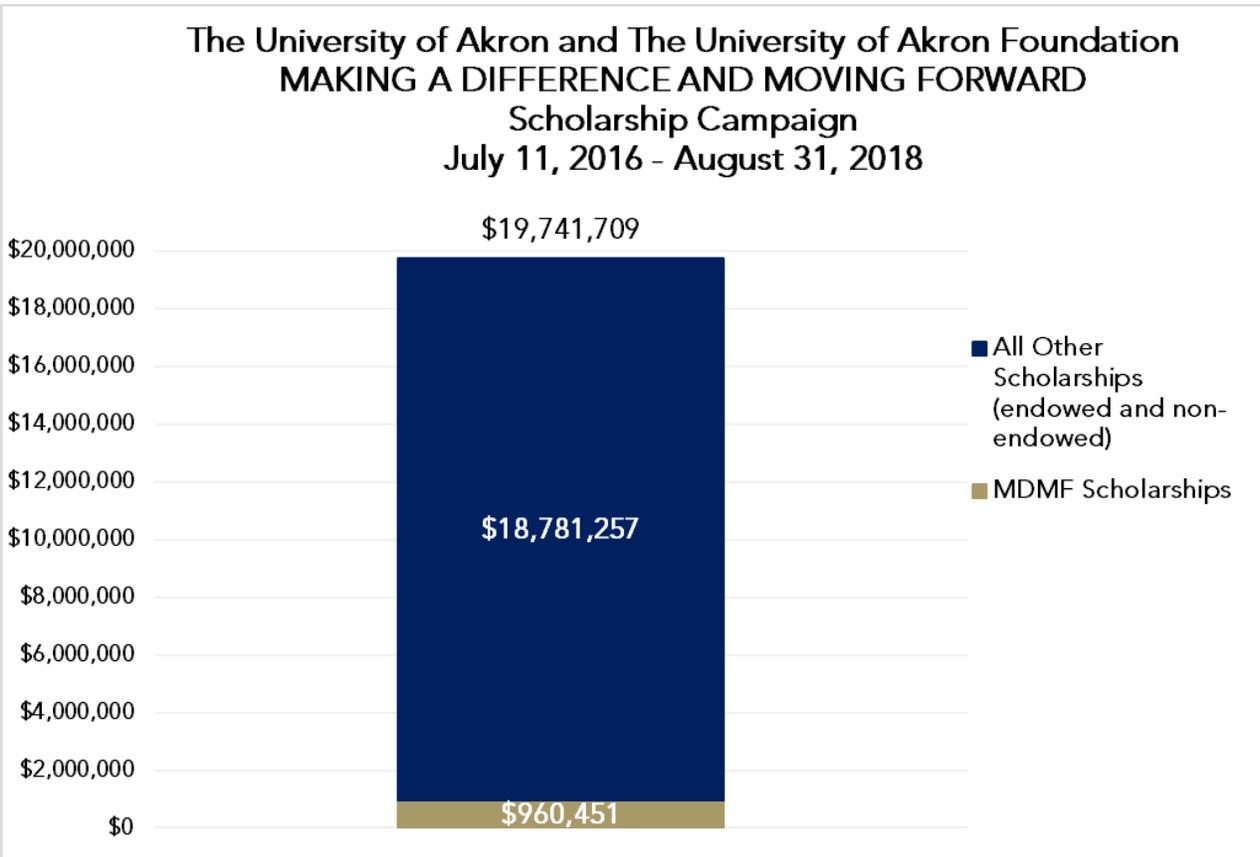
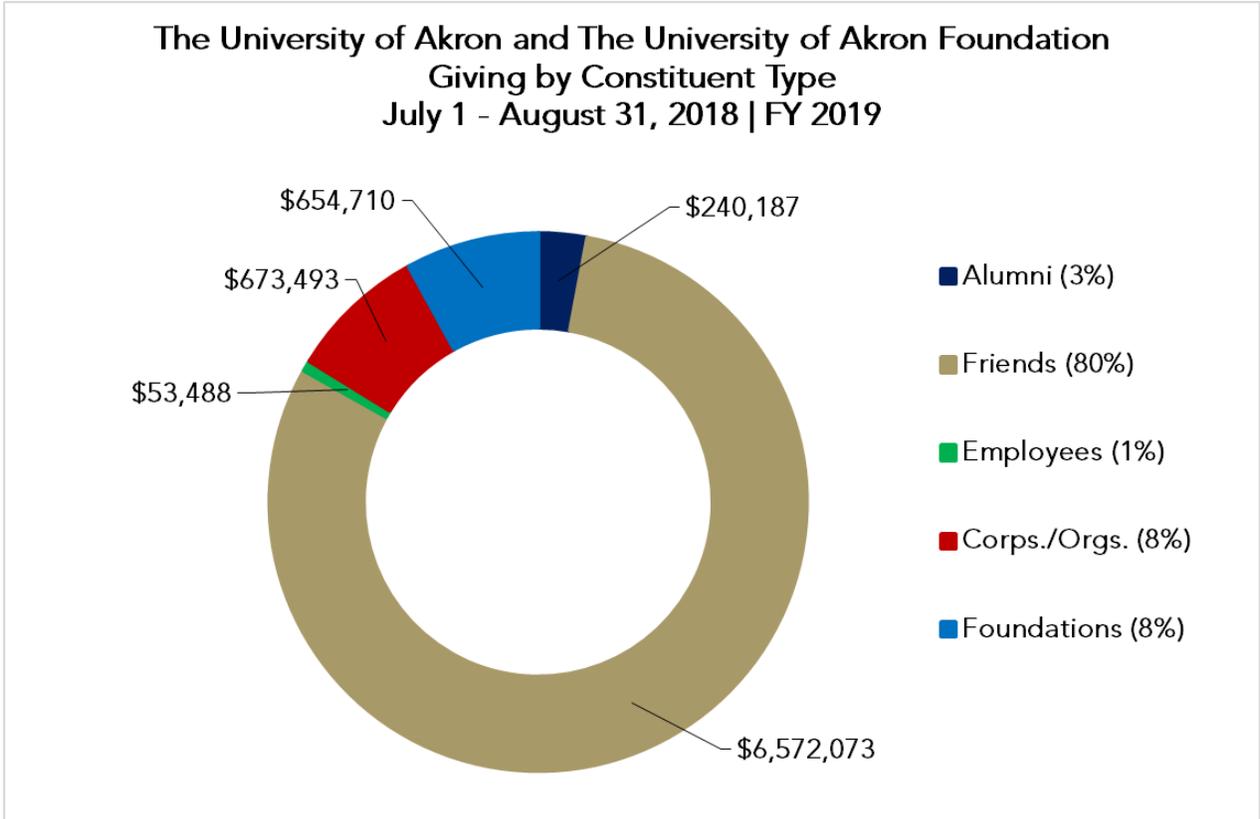
The University of Akron and The University of Akron Foundation
 Gifts by Classification Type
 July 1 - August 31, 2018 | FY 2019



The University of Akron and The University of Akron Foundation
 Gifts (no pledges) by Academic Area
 July 1 - August 31, 2018 | FY 2019

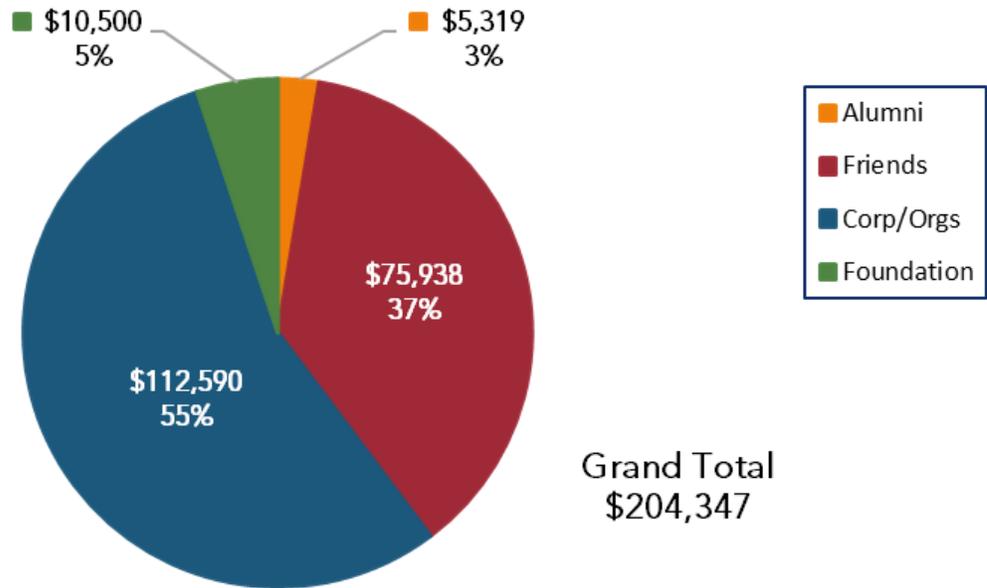


Attachment A



Attachment A

The University of Akron and The University of Akron Foundation
Total Giving by New Donors
July 1 - August 31, 2018 | FY 2019



THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Acceptance of Gift Income Report for July through August 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on October 10, 2018, pertaining to acceptance of the Gift Income Report for July through August 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 7

**R. C. MUSSON AND KATHARINE M. MUSSON
CHARITABLE FOUNDATION TESTBED**

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Pertaining to the Naming of
The R. C. Musson and Katharine M. Musson Charitable Foundation
Industrial Control Systems Testbed

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation has been in existence since 1987; and

WHEREAS, R. C. Musson was the grandson of Harriet Buchtel Musson, the younger sister of The University of Akron (the “University”) founder, John R. Buchtel; and

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation has provided significant support to The University of Akron since 1989, establishing The Robert C. Musson Eminent Scholar Chair in Polymer Science, scholarships for nursing and business students, and funding initiatives on campus for student veterans; and

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation’s most recent contribution is the lead gift in support of an industrial control system testbed on campus, which will be one of a few in the country; and

WHEREAS, The industrial control system testbed will provide a simulation-based learning environment for students in the University’s Computer Information Services degree programs and for information technology professionals, to develop and update knowledge, skills and abilities to monitor and manage cyber threats; and

WHEREAS, University students will be introduced to industrial control system strategies, work roles and individual skills needed to strengthen and secure corporate operating systems, similar to the programs established by the National Initiative for Cybersecurity Education and the Department of Homeland Security; and

WHEREAS, The R. C. Musson and Katharine M. Musson Charitable Foundation, under the leadership of Buchtel family descendent and University alumnus, Irvin J. “Jay” Musson, III, has demonstrated a long-standing commitment to programming and activity benefitting University students, the region and national security; Now, Therefore,

BE IT RESOLVED, That **The R. C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed**, located on the fourth floor of the Polsky building, be so named in the Foundation’s honor.

M. Celeste Cook, Secretary
Board of Trustees

October 10, 2018

FINANCE & ADMINISTRATION COMMITTEE

TAB 8

**THE HELEN MAXINE AND WALTER V. PETERNELL
CONFERENCE ROOM**

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Pertaining to the Naming of
The Helen Maxine and Walter V. Peternell Conference Room

WHEREAS, Helen “Maxine” and Walter V. Peternell provided a generous gift in support of scholarships to The University of Akron (the “University”) through their estate; and

WHEREAS, Walter Peternell was a 1949 graduate of the University with a degree in mechanical engineering and enjoyed a long career with the Monsanto Company, which included being one of the inventors of the “dip coating apparatus” that was issued a U.S. patent in 1966; and

WHEREAS, Helen Maxine Peternell graduated from Garfield High School in 1943 and worked for The Goodyear Tire & Rubber Company for 36 years, retiring as a secretary in the development department in 1980; and

WHEREAS, Helen Maxine Peternell was a member of the Hower House Museum Guild; served as a member of the Goodyear Blue and Gold Club and the Frank Bender American Legion Auxiliary Unit 473 in Copley, Ohio, where she was a past secretary and president; and volunteered at Akron Civic Theatre and the Braille Work Center 191 at Fairlawn Lutheran Church; and

WHEREAS, Walter Peternell passed away in 1987 and Helen Maxine Peternell passed away in 2017; Now, Therefore,

BE IT RESOLVED, That room 258 in The Dorothy Hassenflue Stein Suite located in InfoCision Stadium be named **The Helen Maxine and Walter V. Peternell Conference Room** in the couple’s honor.

M. Celeste Cook, Secretary
Board of Trustees

FINANCE & ADMINISTRATION COMMITTEE

TAB 9

PURCHASES

- a. \$25,000 TO \$500,000 Report**
- b. More than \$500,000**



DATE: September 14, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer 
Interim Director of Purchasing

SUBJECT: Board Informational Report: Purchases Between \$25,000 and \$500,000

The following purchases, all of which were entered into following University policy, were made subsequent to the last meeting of the Board of Trustees.

The accompanying Reports for July and August 2018 are submitted for the Board's information.

Department of Purchasing
Akron, OH 44325-9001
330-972-5965 Office · 330-972-5564 Fax

The University of Akron
Purchases Between \$25,000 and \$500,000
July 2018
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS	
General	Davis Printing Company Inc.	B1934097	\$ 125,000	Blanket PO for Printing and Mailing Services	
	Adobe Systems Inc.	96513	101,500	Annual Renewal	
	Hobsons Inc.	96385	99,900	Purchase of Perspective Student Names	
	Treasurer State of Ohio	B1911443	87,000	Blanket PO for BCI & I and FBI Fingerprints	
	Polaris Recruitment Communications	B1991976	80,000	Job Advertising Services	
	MFC LLC PTR	B1995449	80,000	Blanket PO for Flooring Projects	
	Premier Visual Voice LLC	B1987572	75,000	Blanket PO for Transcription Services	
	Exxact Corporation	96446	72,300	High Performance Computer Nodes (14)	
	LaMar Companies	B1989711	60,500	Digital Billboard Advertising	
	Cargill Inc.	B1989053	57,000	Blanket PO for Bulk Road Salt	
	Educational Computer Systems Inc.	B1993420	51,310	Blanket PO for Perkins Loan Processing Services	
	WhiteSpace Creative Corp.	B1991744	\$ 50,000	Media Buying and Creative Services	
		Subtotal		\$ 939,510	
	Auxiliary	Metro Regional Transit Authority	B1990652	\$ 350,000	Blanket PO for METRO Regional Transit Authority
PTS Automotive LLC		B1980944	150,000	Blanket PO for Vehicle Maintenance for ROO Buses and Other Vehicles	
Survoy's Superior Service Inc.		B1988967	125,000	Blanket PO for Refrigeration Equipment Repairs	
Akron Civic Theatre		B1993948	110,000	Blanket PO for Consulting Services for EJ Thomas PAF	
US Bank Equipment Finance		B1983788	104,000	Blanket PO for Bizhub Press Printing and Overage Monthly Charges	
Firestone Country Club		B1915488	78,000	Blanket PO for Equipment and Events	
LaMar Companies		B1989711	60,500	Digital Billboard Advertising	
Sable Services Inc.		95704	59,367	Parking Lot Patch and Seal	
AIS Commercial Parts & Service Inc.		B1994995	50,000	Blanket PO for Refrigeration/Cooler Services at Chic-fil-A	
Nagel Advertising		B1993826	\$ 50,000	Blanket PO for Advertising Services for EJ Thomas PAH	
		Subtotal		\$ 1,136,867	
Restricted	WKYC	96470	\$ 141,590	Kaulig's UA Success TV Spotlights Campaign	
Grant	Exxact Corporation	96446	\$ 97,010	High Performance Computer Nodes (14)	
Plant	Daniel A. Terreri & Sons Inc.	96471	\$ 388,800	Labor and Materials for Campus Hardscape	
	HiTouch Business Services LLC	96467	36,915	Gaming Chairs for eSports	
	Environments 4 Business LLC	96393	\$ 34,557	Furniture for eSports	
	Subtotal		\$ 460,272		
Agency	Universal Attractions Inc.	96491	\$ 65,000	Artist Agreement, I Love 90's	
	Total		\$ 2,840,249		

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.

Note 2: The PO for Exxact Corporation, PO Number 96446 totaled \$169,310 with portions charged to the General and Grant Funds in the amounts of \$72,300 and \$97,010 respectively.

Note 3: The PO for LaMar Companies, PO Number B1989711 totaled \$121,000 with portions charged to the General and Auxiliary Funds in the amounts of \$60,500 and \$60,500 respectively.

The University of Akron
Purchases Between \$25,000 and \$500,000
August 2018
Informational Report

FUND	VENDOR NAME	P.O. No. or Pcard	AMOUNT	COMMENTS
General	Ohio State University	96609	\$ 185,859	ARnet Academic Membership Fees and Internet Access
	Greater Akron Deaf Services Inc.	B1987568	165,000	Blanket PO for Interpreting Services
	Inter-University Council of Ohio	96674	75,071	Yearly Membership Dues
	Oracle America Inc.	96239	68,020	Professional Services for Development of Dashboards in Oracle Analytics Cloud
	Certified Pest Control	B1988356	66,989	Blanket PO for Pest Control Services
	College Board	B1941310	65,000	Blanket PO for College Board Names (PSAT and SAT)
	WKYC	96810	60,350	Chanel 3 Brand Campaign
	Gardiner Service Company LLC	B1985092	60,000	Blanket PO for Chiller Repairs
	ACT Inc.	B1936095	55,000	Blanket PO for Names from ACT
	Vickie L Sayre CPA	96570	55,000	Assist with Year-End Close Functions and Processes
	WJW Television	96660	55,000	Fox 8 Cool Schools Sponsorship
	NovoControl America Inc.	96704	39,264	Impedance Spectroscopy
	Ted Pella Inc.	R96288	\$ 27,671	High Resolution Cryo Microtome
	Subtotal		\$ 978,224	
Auxiliary	Status Jet LLC	96783	\$ 79,000	Men's Basketball Charter Flight for Tournament in the Cayman Islands
	Aetna Integrated Services	B1995336	50,000	Custodial Services at EJ Thomas
	Millcraft Paper Co. Inc.	B1951746	\$ 50,000	Blanket PO for Various Paper Stock & Printing
		Subtotal		\$ 179,000
Restricted	Dell	Pcard	\$ 26,314	Dell OptiPlex 7460 for Athletics - Student Labs (19)
Grant	Parsec Technologies Inc.	96619	\$ 266,842	Hardware Antenna Equipment
	M7 Systems Inc.	96621	36,491	Two Ultra-Wide View Angle Cameras
	MFlightware Incorporated	96644	\$ 32,082	Cables & Accessories
	Subtotal		\$ 335,415	
	Total		\$ 1,518,953	

Note 1: As prescribed by Board Rule, this Report reflects all goods and services exceeding \$25,000 and \$50,000, respectively.



DATE: September 21, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: Luba Cramer *Luba Cramer*
Interim Director of Purchasing

SUBJECT: Board Informational Report: Awards Exceeding \$500,000

As requested of me, I provide to you the following informational report for you to share with the Board of Trustees at its meeting on October 10, 2018.

1. Electric Energy (General and Auxiliary Funded)

The following summary is intended to satisfy Board of Trustees Resolution 2-6-18, which you sought during February's Board meeting as preauthorization to procure an electricity provider.

As you know, the Departments of Purchasing and Capital Planning & Facilities Management, in consultation with Acclaim Energy Advisers, issued a Request for Proposal (RFP) seeking an Electricity Supplier.

Nine proposals were received and reviewed, and the top three proposals were shortlisted and thus evaluated. The responsive proposals by annual cost based on anticipated consumption follow:

- MP2 Energy NE LLC - \$6,880,556
- Constellation - \$7,023,881
- Calpine - \$7,042,991

MP2 Energy was selected as the best value for the University at a fixed rate for a 48-month term. Per the contract, MP2 will also purchase 25 percent Green-e Renewable Energy Credits (RECs) representing 25 percent of the contract quantity on behalf of the University.

The Department of Purchasing awarded MP2 Energy a contract for Electricity Supply from November 1, 2018 through November 1, 2022. The contract was reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

FINANCE & ADMINISTRATION COMMITTEE

TAB 10

INFORMATION TECHNOLOGY REPORT



DATE: September 25, 2018

TO: Nathan J. Mortimer, CPA
Vice President for Finance & Administration/CFO

FROM: John Corby 
Chief Information Officer

SUBJECT: ITS Informational Report for the Board of Trustees

As requested of me, I provide the accompanying report of the IT Projects and Activities for the Board of Trustees information at its October 10, 2018 meeting. The accompanying report includes:

- Update on Projects and Activities
- Completed Projects and Activities
- Planned Projects and Activities
- Tabled Projects and Activities

Information Technology Services

Informational Report for the Board of Trustees
October 10, 2018

Prepared effective September 30, 2018



Information Technology Services

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UPDATE ON PROJECTS AND ACTIVITIES

Wired Network Upgrade

Start date: September 2016

Funding: \$1,650,000 General Fund; \$1,300,000 State Capital Funds

Description: Redesign and replace campus wired network to increase performance, reliability, and support of new technologies.

Milestones:

- Phase 1 (Sept 2016 - Dec 2017 updated to Feb 2018) – Install new campus core network alongside existing network. (Completed)
- Phase 2 (Jan 2018 - Dec 2018) – Install new wired end user access network.
- Phase 3 (Jan 2018 - May 2019) – Migrate, cleanup, and cutover; remove legacy equipment.

Targeted completion: May 2019

Wireless Network Upgrade

Start date: September 2016

Funding: \$1,700,000 General Fund

Description: Replace all legacy wireless access points with technology offered by Aruba. This new technology will provide better performance, enhanced security, and be easier and more cost effective to replace.

Milestones:

- Phase 1 (Sept 2016 – Dec 2017 updated to Feb 2018) – Replace 2,300 legacy access points. (Completed)
- Phase 2 (Jan 2018 – Sept 2018 updated to Sept 2019) – Review gaps in wireless coverage and install additional access points to improve and extend coverage.

Targeted completion: September 2018 updated to September 2019

<p><i>Campus Cable Upgrade</i></p>	<p>Start date: August 2017</p> <p>Funding: \$4,800,000 State Capital Funds</p> <p>Description: Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Aug 2017 – Sept 2017 updated to Dec 2017) – Selection of Criteria Project Engineer; planning and estimation of upgrade efforts. (Completed) • Phase 2 (Dec 2017 – Sept 2018) – Criteria Documents Production. • Phase 3 (Oct 2018 – Jan 2019) – Design Builder (DB) Selection. • Phase 4 (Feb 2019 – May 2019) – DB preconstruction services, GMP negotiations. • Phase 5 (June 2019 – February 2020) – Construction. <p>Targeted completion: February 2020</p>
<p><i>Eduroam Implementation</i></p>	<p>Start date: September 2017</p> <p>Funding: None required</p> <p>Description: Eduroam is a wireless authentication service that allows members of participating universities to access each other’s wireless networks. Visiting students and researchers can access The University of Akron’s wireless network, and The University of Akron community members may access the wireless network at other participating institutions they visit.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Oct 2017 – Mar 2018) – Configure and test. (Completed) • Phase 2 (Mar 2018 – Dec 2018 updated to Mar 2019) – Rollout to campus. <p>Targeted completion: December 2018 updated to March 2019</p>

<p><i>AdAstra Scheduler and Platinum Analytics Migrations</i></p>	<p>Start Date: January 2018</p> <p>Funding: \$498,000 General Fund</p> <p>Description: Implement a class and event scheduler and analytics system. This will enable the University to schedule courses related to special programs and scheduling patterns and facilitate Five-Star Fridays. It will also provide specialized analytics and algorithms to provide students with better course supply and demand alignment. It will also allow the University to use event scheduling.</p> <p>Targeted completion: August 2018 updated to January 2019</p>
<p><i>Business Intelligence and Analytics Initiatives</i></p>	<p>Start date: August 2017</p> <p>Funding: \$158,000 General Fund</p> <p>Description: Migrate and enhance business intelligence and analytics solutions to facilitate the University’s growing analytics needs. New analytics technology is intended to help make informed decisions around retention, enrollment, and management decisions. This migration involves three separate and concurrent initiatives. First, to migrate the existing “Zipreports” developed on Hyperion Analytics, which is at end of life, to Oracle Analytics. Second, to migrate dashboards, engineered and hosted by Ernst & Young, to an on-premise University platform also using Oracle Analytics. Third, the establishment of predictive analytics associated with student success as offered by Tower Insights using Oracle technology.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Zipreports Migration (Aug 2017 – June 2019) <ul style="list-style-type: none"> – Setup environment, define scope and timeline. – Train core team and deploy. – Rewrite core Zipreports. – Train department data owners and guide them in rewrite of their department reports. – Shutter Hyperion Analytics. <p>Targeted completion (Zipreports): June 2019</p> <ul style="list-style-type: none"> • Dashboard Migration (Jan 2018 – Dec 2018) <ul style="list-style-type: none"> – Setup environment, define scope and timeline. – Rewrite dashboards. – Train and provide access to dashboard users. – End hosting services.

	<p>Targeted completion (Dashboards): December 2018</p> <ul style="list-style-type: none"> • Student Insights Program (Jul 2018 – Dec 2018) <ul style="list-style-type: none"> – Define objectives and measures. – Build student risk and early alert models integrating with UA data sources. – Train, implement and provide access to users. <p>Targeted completion (Student Insights): December 2018</p>
<p><i>Admissions and Recruiting Constituent Relationship Management System</i></p>	<p>Start date: April 2017</p> <p>Funding: \$200,000 General Fund</p> <p>Description: TargetX and Salesforce were selected to provide the admission and recruiting solution for prospective students. This solution includes a student undergraduate application and constituent relationship management system to market prospects for admissions.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 (Apr 2017 – Sept 2017 updated June 2018) – Initial deployment of undergraduate application and load and processing of prospects. (Completed) • Phase 2 (Sept 2017 – Oct 2018) – Develop initial marketing programs. <p>Targeted completion: October 2018</p>
<p><i>Curriculum Management and Catalog Implementation</i></p>	<p>Start Date: May 2018</p> <p>Funding: \$359,000 General Fund</p> <p>Description: Implement a curriculum management and academic catalog system to support innovative program and curriculum design and development to create more responsive learning opportunities for students.</p> <p>Milestones:</p> <ul style="list-style-type: none"> • Phase 1 - Academic Catalog (May 2018 – Aug 2018) <ul style="list-style-type: none"> – Initial setup of academic catalog for fall 2018. (Completed) • Phase 2 – Academic Catalog (Aug 2018 – Jan 2019) <ul style="list-style-type: none"> – Enhanced setup of academic catalog. • Curriculum Management (Aug 2018 – June 2019) <ul style="list-style-type: none"> – Setup curriculum proposal system. <p>Targeted completion: June 2019</p>

*IT Business Continuity and
Disaster Recovery
Implementation*

Anticipated start date: August 2018

Funding: To be determined

Description Identify and prioritize key business systems and recovery time objectives. Evaluate options for providing disaster recovery and business continuity.

Milestones:

- Phase 1 (Aug 2018 – Jan 2019) – Work with campus administration and stakeholders to identify key priorities for disaster recovery and business continuity.
- Phase 2 (Aug 2018 – April 2019) – Evaluate and implement required colocation facility and/or cloud infrastructure services.
- Phase 3 (May 2019 – Dec 2019) – Conduct ongoing test and refinement of disaster recovery preparedness.

Targeted completion: December 2019

COMPLETED PROJECTS AND ACTIVITIES

No initiatives completed this reporting period

PLANNED PROJECTS AND ACTIVITIES

Cloud Enterprise Resource Planning (ERP) System Migration

Anticipated start date: To be determined

Funding: To be determined

Description Migrate from the Oracle-PeopleSoft and supporting third-party systems to a cloud-based enterprise resource planning (ERP) system to better manage and automate the University's financial, human resource, and student administration functions and provide an improved user experience for employees, students, faculty, and other users.

Targeted completion: To be determined

TABLED PROJECTS AND ACTIVITIES

No initiatives tabled this reporting period

FINANCE & ADMINISTRATION COMMITTEE

TAB 11

CAPITAL PROJECTS REPORT



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

TO: Nathan J. Mortimer, CPA
Vice President of Finance and Administration/CFO

FROM: Misty M. Villers, CPA *M. Villers*
Assistant to the VP/Fiscal Officer, CPFM

DATE: September 14, 2018

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of August 31, 2018

Accompanying please find the following sections for the Capital Planning & Facilities Management report:

- A. Status of Projects \$100,000 or larger
- B. Change Orders
- C. Photos of Select Projects

SECTION

A

**Status of Projects
\$100,000 or larger**

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
ASEC Exterior Façade and Lower Roof Replacement (BOT Approval: 06/10/15, 04/19/17 & 04/18/18)	\$5,300,000 State Capital Funds		Restore deteriorating masonry façades and remove/replace roof membranes on lower roof. Renovate elevator in North Tower. <u>Construction schedule phase III: 05/2018 - 11/2018.</u>		Construction 84% complete.
ASEC Vivarium Air Handler Replacement	\$1,200,000 State Capital Funds		Replace vivarium air handler.		Karpinski Engineering selected for Criteria Engineer professional services.
Athletic Field House Hydrotherapy Tub Replacement	\$101,000 Donations		Replace hydrotherapy tubs and minor cosmetic upgrades.		Closeout in progress.
Campus Hardscape	\$600,000 State Capital Funds		Replace/renovate walkways, streets, steps, and ramps. <u>Construction schedule: 08/2018 - 10/2018.</u>		Construction 90% complete.
Campus Hardscape - Sumner Street Bridge Replacement.	\$1,400,000 State Capital Funds		Replace Sumner Street Bridge.		Osborn Engineering selected for professional design services.
CBA Addition (BOT Approval: 04/18/18)	\$4,275,000 Donations <u>925,000 Local</u> <u>\$5,200,000 Total</u> Donations include firm pledges in the amount of \$390,000		12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. <u>Construction schedule: 07/2018 - 05/2019.</u>		Construction 7% complete.
College of Engineering Advisor Suite	\$365,000 Donations <u>168,000 Local</u> <u>\$533,000 Total</u>		Construct five advisor offices and reception area. Renovate conference room.		FMD Architects, Inc. selected for professional design services.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Elevator Upgrades	\$1,650,000 State Capital Funds		Upgrade five elevators in Kolbe Hall, Bierce Library, and Auburn Science Engineering Center.		Domokur Architects selected for professional design services.
Esports Renovation	\$392,300 Local Funds		Buildout space in Honors Complex, InfoCision Stadium, and the Student Union for Esports initiative. <u>Construction schedule: 07/2018 - 09/2018.</u>		Infocision complete 08/2018. Honors and student union to be complete 09/2018.
Folk Hall Chiller Replacement	\$300,000 State Capital Funds		Replace chiller with a more efficient unit.		Closeout in progress.
General Lab Renovations (BOT Approval: 04/13/16 Phase I & 02/14/18 Phase II)	\$4,000,000 State Capital Funds		Cosmetic repair / upgrades or teaching and laboratory casework and finishes. Phase I: Knight Chemical Laboratory. Phase II: Goodyear Polymer building, Olson Research Center, and Auburn Science and Engineering Center. <u>Construction schedule: 09/2018 - 06/2019</u>		Phase II construction start 09/2018.
IT Cabling and Network Switches (BOT Approval: 06/12/17)	\$6,564,000 State Capital Funds		Phase I: network edge access equipment and two-way radio system from analog to digital. Phase II: Upgrade cabling/wiring network connectivity in numerous buildings. <u>Schedule Phase II: 03/2019 - 02/2020.</u>		Phase II building surveys underway. RFQ to be issued 10/2018.
InfoCision Stadium LJFF I Promise Suite	\$600,650 Contractual Agreement funded by LJFF		Build-out 7,000 sf of vacant space for the I Promise Project.		Closeout in progress.
Institute for Human Science & Culture (BOT Approval: 02/14/18)	\$5,000,000 Donations 200,000 State <u>\$5,200,000 Total</u>		Renovate third and forth floors of Roadway building including building boiler replacement. <u>Construction schedule: 04/2018 - 02/2019.</u>		Construction 40% complete.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

PROJECT NAME	PROJECT FUNDING	IMAGE	DESCRIPTION	STATUS	
Polsky Building Industrial Control Systems Test Bed	\$403,000 Donations		Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.		Payto Architects, Inc. selected for professional design services.
Polsky Exterior Façade Restoration (BOT Approval: 08/16/17)	\$1,425,000 State Capital Funds		Restore terra cotta façade, painting and repair of canopy, landscaping, lighting, and signage. <u>Construction schedule: 09/2017 - 09/2018.</u>		Construction 90% complete.
Roof Replacements	\$1,100,000 State Capital Funds		Roof replacements/repairs to Forge/Carroll Street Substations, Computer Center, Mary Gladwin Hall, and Guzzetta Hall.		TC Architects selected for professional design services.
Schrank Deck Repairs	\$242,000 Local Funds		Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space.		Closeout in progress.
Student Union Freshens Refresh	\$158,500 Local Funds		Freshens update including power, plumbing, and back of house service. <u>Construction schedule: 12/2018 - 01/2019.</u>		Bids due 09/2018.

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.

- Project over budget or delayed.
- Project within budget and on schedule.
- Project substantially complete and/or closeout underway.

SECTION

B

Change Orders

CHANGE ORDERS PROCESSED FROM JULY 1, 2018 THROUGH AUGUST 31, 2018FOLK HALL CHILLER REPLACEMENT

03-001	Remove/replace defective valves (2)	\$9,106
03-002	Salvage existing refrigerant for future use	2,080
		<u>\$11,186</u>

INFOCISION STADIUM LJFF I PROMISE SUITE

001-01	Build ceiling soffits (2)	\$1,735
002-01	Prepare drywall to "level 4" finish in four areas	2,226
003-01	Access control equipment	302
004-01	Microwave installation kits (2)	378
		<u>\$4,641</u>

INSTITUTE FOR HUMAN SCIENCE & CULTURE

001-01	Multivista project documentation through construction	\$4,532
002-01	Increase GMP scope	33,171
003-01	Tuckpoint brick above stone water table	3,752
		<u>\$41,455</u>

Net	<u><u>\$57,281</u></u>
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SECTION

C

Photos of Select Projects

ASEC Exterior Façade



ASEC Exterior Façade



Campus Hardscape



Campus Hardscape



Campus Hardscape



Campus Hardscape



Campus Hardscape



Campus Hardscape



CBA Addition – Artist Rendering



Esports Renovation – InfoCision Stadium



Esports Renovation - Jean Hower Taber Student Union



Folk Hall Chiller Replacement



Folk Hall Chiller Replacement



General Lab Renovations



InfoCision Stadium LJFF I Promise Suite



InfoCision Stadium LJFF I Promise Suite



InfoCision Stadium LJFF I Promise Suite



Institute for Human Science & Culture



Institute for Human Science & Culture



Institute for Human Science & Culture



Institute for Human Science & Culture



Polsky Exterior Façade Restoration



Polsky Exterior Façade Restoration



Polsky Exterior Façade Restoration



Schrank Deck Repairs



Schrank Deck Repairs



Schrank Deck Repairs



Vine Street Apartments Razing and Green Space



Vine Street Apartments Razing and Green Space



Whitby Hall Air Handler and Roof Replacement



FINANCE & ADMINISTRATION COMMITTEE

TAB 12

ADVANCEMENT REPORT

DIVISION OF ADVANCEMENT

DEVELOPMENT

GIFTS

SCHOLARSHIP ASSISTS FIRST-GENERATION COLLEGE STUDENTS

Dr. Ronald Andrea '69, '71, was the first in his family to attend college and says he may not have succeeded without scholarship assistance. He recently created The Dr. Ronald K. Andrea Endowed Scholarship through a bequest to help similarly situated first-generation students attending UA.

After a career as a school psychologist and administrator, he then worked in private practice and taught seminars in communication skills and conflict resolution. He and his wife, Pat, continue to help in their community by volunteering their time in service of others.



Ron & Pat Andrea

STUDENTS BENEFIT FROM GENEROSITY OF MAXINE AND WALTER, '49, PTERNELL

A generous gift for scholarships was received from the estate of Helen Maxine and Walter V. Pternell. Mr. Pternell earned his bachelor's degree in mechanical engineering at UA in 1949 and had a career at Monsanto. Mrs. Pternell, a 1943 Garfield High School graduate, worked at Goodyear Tire & Rubber Company's Department of Development. They lived in Copley and were active in many community organizations. Preceded in death by her husband, who died in 1987, Mrs. Pternell passed away in 2017.

MARY DIETZ SCHOLARSHIP HELPS NON-TRADITIONAL STUDENTS

The Mary Dietz Scholarship for Non-traditional Students was recently established by Mrs. Dietz's daughter, Mrs. Carol Burgener. The scholarship honors Mary's dedication to completing both bachelor's and master's degrees as a non-traditional student.



Mary Dietz

Mary Dietz, '87, began pursuing her undergraduate degree in 1959 at age 30. As her family grew, she attended college intermittently. In 1976, she enrolled at UA and eventually completed her Bachelor of Arts degree in Social Work in 1987, at age 58. At age 63, she completed a master's degree at Ashland Theological Seminary. Mrs. Burgener says her mother's true-life calling was helping and taking care of others.

Mrs. Dietz carried out this life-mission by working with EMERGE Ministries, in the chaplain's office at Akron General Hospital and as a member of her church's care team.

FINANCIAL PLANNING PROGRAM RECEIVES MARKETING AND RECRUITMENT SUPPORT

Larry Rybka, '84, continues his financial support of the College of Business Administration's Financial Planning program. He recently made a gift will help to market and recruit students into the program.

At right:

Wendy & Larry Rybka



J.M. SMUCKER CO. BOLSTERS FUTURE LEADERS



THE J. M. SMUCKER COMPANY

The J. M. Smucker Co. continues to fund the Center for Leadership Advancement in the College of Business Administration. Students participate in a variety of entrepreneurial, training, travel and collaborative activities to be 'job ready' graduates, who are then eagerly recruited by employers.

RENEWED SCHOLARSHIP GIFT OFFERS HELP FOR STUDENTS

The Lubrizol Foundation has renewed its scholarship support for students in chemistry, chemical engineering, mechanical engineering, computer science, computer engineering and polymer science.

Lubrizol



SUPPORT FOR EXPERIENTIAL LEARNING

PPG Industries, the University's first corporate contributor to the Corrosion Engineering program, continues its support in 2018, providing monies for a student assistance fund for experiential learning opportunities.

CENTER FOR LITERACY BENEFITS FROM GAR FUNDING FOR 3RD GRADE TEACHERS

The GAR Foundation continues with a new round of funding for the Center for Literacy. The Center delivers professional development to 3rd grade teachers in the Akron Public Schools through mentoring and immersion in the classroom.

G | A | R
FOUNDATION

"BE THE CHANGE" FUNDED BY CALHOUN CHARITABLE TRUST

**CALHOUN
CHARITABLE
TRUST**

The Kenneth L. Calhoun Charitable Trust has awarded EXL prize money for UAs "Be The Change" event. This is a competition where top social entrepreneurial strategies for area nonprofit organizations are pitched by UA students.

For last year's event videos go to: <https://www.uakron.edu/exl/bethechange>

NURSING & ENGINEERING STUDENTS BENEFIT FROM GRATEFUL ALUMNI — WILLIAM AND MARGARET SEMANCIK



The Dr. William J. Semancik and Margaret M. Laco Semancik Endowment for Nursing, and The Dr. William J. Semancik and Margaret M. Laco Semancik Endowment for Electrical Engineering were recently established by UA alumni Dr. William J. and Margaret M. Semancik.

These funds will support the School of Nursing and the College of Engineering's Department of Electrical Engineering, respectively.

William graduated from UA in 1977 with a bachelor of science in electrical engineering. Margaret is a 1976 alumna with a bachelor of science in nursing.

At left: **Margaret & Bill Semancik**

SCHOLARSHIP SUPPORT FROM JACK AND BARBARA COCHRAN HELPS SCHOOL OF COUNSELING STUDENTS

The Jack and Barbara Cochran Endowed Scholarship was recently established to help talented students pursuing graduate degrees in UA's School of Counseling.

Jack retired from The University of Akron as professor emeritus in 1989 after 20 years of dedicated service to what was then the Department of Counseling. Barbara had a 30-year career with the Westfield Group, retiring as chief financial officer and treasurer.

CAMEOS OF CARING SUPPORT FOR NURSING STUDENTS PROVIDED BY CLEVELAND CLINIC AKRON GENERAL

Cleveland Clinic Akron General contributed financial support as a co-presenting hospital for the 2018 Cameos of Caring Gala. They have participated as a top sponsor since the event's inception. The proceeds from Cameos of Caring will be added to the endowed scholarship fund established in 2003.



FUTURE FEMALE ENGINEERS SPONSORED BY THE ARCONIC FOUNDATION



ARCONIC

Innovation, engineered.

The ARCONIC Foundation sponsored the Women in Engineering's INQUIRE! INNOVATE! INVENT! (III) outreach program. The "III" section targets girls in grades 6-12. It encourages and supports interests in the Sciences, Technology, Engineering and Mathematics (STEM).

The program will take place November 17, 2018. It is designed to teach girls how the innovations of women have impacted lives and how they, themselves, can become innovators and inventors.

ALUMNI SOCIAL SUCCESS

This summer, the alumni team sponsored several alumni socials throughout the country. On July 26th, they hosted an event in Los Angeles at the Culver Hotel, where more than 86 alumni attended.

August brought the alumni association home as the team held the largest alumni social to date. The event took place on Stan Hywet's Great Meadow, overlooking the manor house with more than 750 alumni attending.

The team will head to Austin, Texas, in November to conclude their alumni social tour!



Above:
Alumni enjoyed catching-up in Los Angeles.



Above and left:
Stan Hywet's Great Meadow was the perfect setting for the Akron event.

MERCHANDISE REMAINS POPULAR

The alumni merchandise store continues to be a huge hit! The team has added a new baseball T-shirt with Buchtel College on the front, honoring UA founder John R. Buchtel and taking the store "back to its roots."

The store generated \$939.00 in July with \$326.02 going to MDMF. Merchandise sales in August were \$3,137.00, of that \$1,108.33 went to The Making a Difference, Moving Forward Scholarship campaign.



MAKING A DIFFERENCE.
MOVING FORWARD.



ROO CREW PROVIDES VALUABLE ASSISTANCE

With the school year in full session, the campus community is utilizing Roo Crew members for many initiatives. Since its 2018 launch, more than 326 alumni and friends of the University have signed-up for the program. Collectively, they have already donated nearly 100 hours!

HOMECOMING SET FOR OCTOBER 6TH

The University of Akron Alumni Association in partnership with the Department of Student Life, Zips Programming Network, University Communications and Marketing, Athletics, and ZipAssist, are proud to present this year's homecoming celebration during the week of October 1-7.

The week will feature a wide range of events for students, alumni, family, friends and employees. A complete list of events is online at: www.uakron.edu/homecoming



ALUMNI ASSOCIATION WELCOMES LEGACY STUDENTS

U LEGACY

All new freshman and returning students who are dependents of alumni received an exclusive "Legacy" mug with information about the alumni association's Legacy program.

Additionally, all Legacy students were invited to stop by the Jean Hower Taber Student Union for free coffee and donuts before the first day of classes. Starting this year, all students who officially join the Legacy program will be eligible for invites to exclusive events, coffee and donuts on the first Monday of every month and to wear a "Legacy" stole when they graduate.

HONORARY ALUMNA AWARD PRESENTED TO BIGGEST ZIPS FAN

The Alumni Association honored Zips fan Katie Noe with an honorary alumna award on August 22nd. Interim president Dr. John Green made the presentation to Katie in front of her family on the steps of Buchtel Hall. Katie became a Zip at heart as her father and two sisters all attended and graduated from UA. Zippy made the biggest splash when she presented Katie with flowers and her first alumni gift.



FINANCE & ADMINISTRATION COMMITTEE

TAB 13

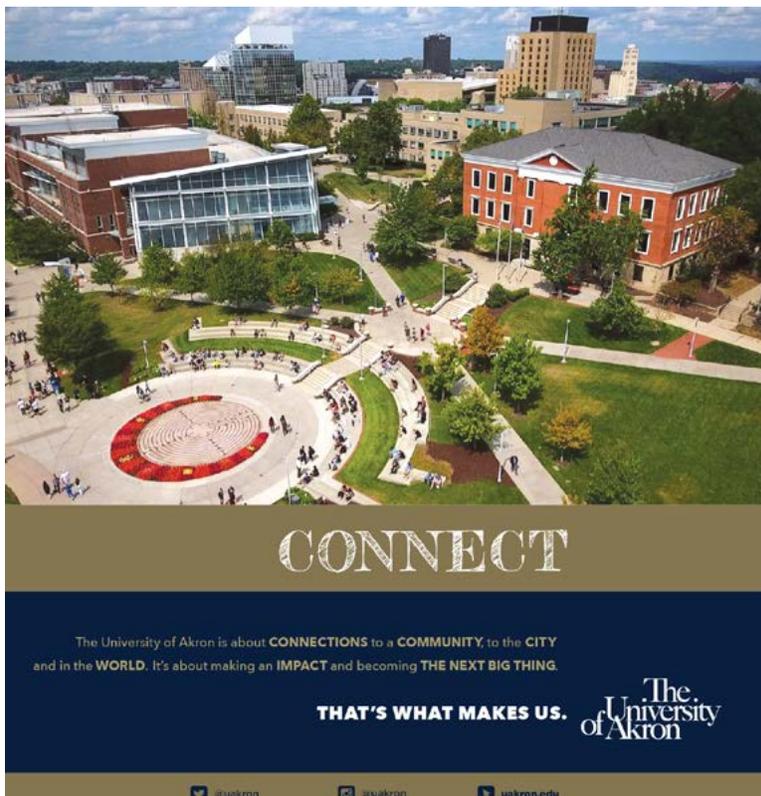
**UNIVERSITY COMMUNICATIONS AND
MARKETING REPORT**

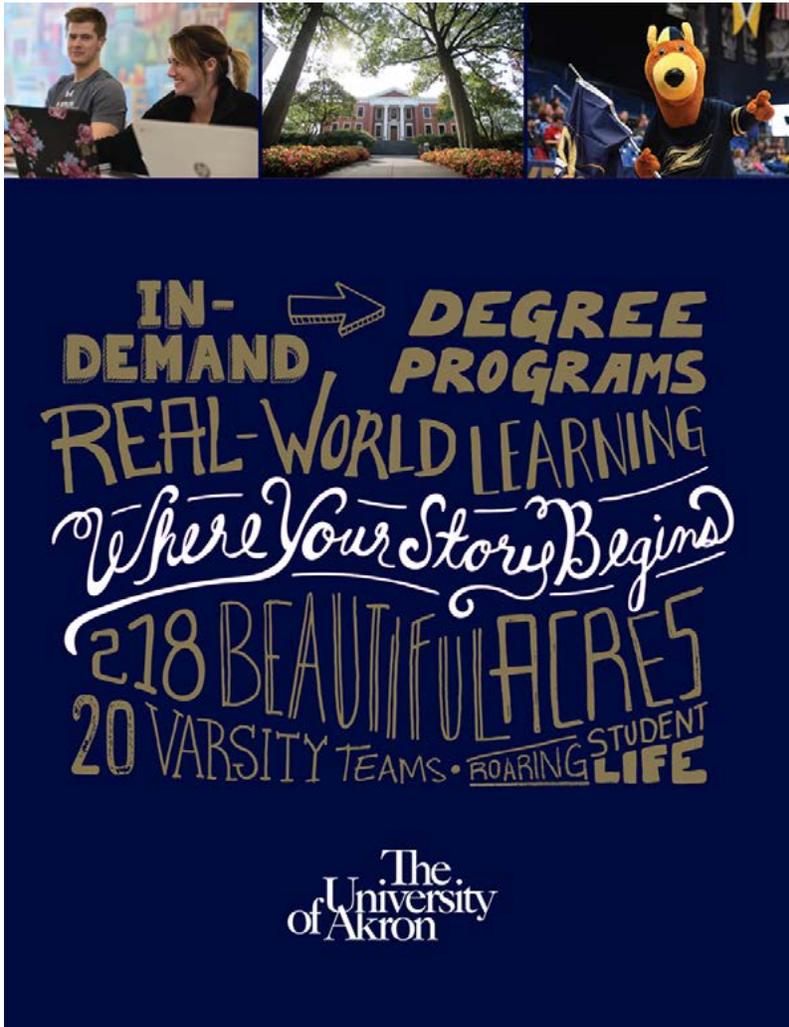
UNIVERSITY COMMUNICATIONS AND MARKETING

New 'That's What Makes Us' campaign targets NE Ohio

Designed to promote awareness of UA throughout the our region, the advertising campaign includes three television commercials on broadcast and cable networks (pictured right), internet radio, newspaper (below) and billboard ads, as well as social and digital media.

In the three commercials, our Akron Zips extol the benefits of being part of The University of Akron family and share how their UA experience is enhanced by valuable connections to the city, as well as the entire region.





Images propel new undergraduate viewbook

This year's viewbook includes more engaging imagery than ever before as the flagship of the recruiting pieces for admissions representatives to distribute during high school visits and more.

A novel way to cling in students' minds

This fun piece is included in the 2019 admissions packets. Newly accepted students will be able to show their Zips pride by sticking the static clings to windows, doors, lockers, notebooks and more.

Challenge to students: Become a 'True Zip' by completing list of 100 Akron-centric things before graduation

Through a grant from The John S. and James L. Knight Foundation, the #Zips100 list challenges students to become true Zips by completing a list of 100 things before you graduate. The goal is to get even more student activity on campus and in the city.

On the list:

No. 4: Get a slice at Luigi's

No. 11 Visit the Akron Art Museum

No. 14: Attend a Wagon Wheel game versus Kent (any sport)

No. 62: Run though the fountains in Coleman Common

No. 79: Explore Highland Square and the giant frog created by P.R. Miller

A soft launch occurred during new student Convocation in August when Meghan Meeker, our social media lead, and Nathan Hill, a student working for the foundation, engaged with new students, explained the list and shared a brochure with the list (pictured right).

USG President Taylor Bennington mentioned the list during his Convocation speech to help introduce new Zips to campus traditions and things to do within the city of Akron.



We're working on an incentive for students who complete a large portion of the list before graduation so they receive recognition for being a true Zip.

See the list at uakron.edu/zips100.

UNIVERSITY COMMUNICATIONS AND MARKETING

SOCIAL MEDIA

Organic growth continues on all platforms, with the most significant growth on Instagram

Instagram's growth can be attributed to the increased efforts to create content for Instagram stories.

Meghan Meeker, our social media lead, and her student team have created a strategy of "regularly scheduled programming" for Instagram stories, including student Fashion features, #Zips100 list distribution (see #Zips100 story on Page 3), phone wallpapers, event coverage, and Five-Star Friday events, and general student life coverage.



This content consistently gets 3,000+ views and lots of student engagement. The Instagram account's majority audience is the

18-24 age group, hitting the sweet spot for prospective and current students.

By the numbers:

Facebook – 35,465 likes (+736 since last BOT report)

Twitter – 82,085 (+395 since last BOT report)

Instagram – 13,217 (+1,247 since last BOT report)

Snapchat – about 4,500 followers

UNIVERSITY COMMUNICATIONS AND MARKETING

Media relations: Telling our story

August 17, 2018

Here are highlights of our efforts to promote UA locally, nationally, and internationally. We:

Promoted a new partnership with Knight Foundation focusing on two social media campaigns designed to promote student engagement with the areas surrounding the University's campus. Cleveland.com and the Akron Beacon Journal wrote several stories featuring the UA student behind the promotions.

Generated a story in Cleveland Crain's Business about an inaugural big data summit presented by UA's Center for IT and eBusiness.

Provided opportunities on 1590 WAKR for our engineering design students to tell the community about their successes in European competitions.

Orchestrated a media strategy for the announcement of the results from the Academic Program Review. In addition to interviews with newspapers, Dr. John Green was made available to speak on radio and TV about the changes. He appeared on WEWS-TV, WJW-TV, WKYC-TV, WOIO-TV, 1590 WAKR, 89.7 WKSU and 90.3 WCPN. Additional coverage was coordinated in Cleveland.com, the Chronicle of Higher Education, the Akron Beacon Journal, Crain's Cleveland Business, Forbes and Inside Higher Ed.

CantonRep.com
CONNECTING STARK COUNTY

Editorial: University of Akron cutting low-demand degrees makes sense

By The Canton Repository Editorial Board

Trying to be all things to all people rarely succeeds in the long run.

Better positioned for sustainability are the entities that identify their core strengths — what they do uniquely or better than their competition — then build and develop those areas of advantage.

The list is long of businesses, service providers, retailers — you name it — that attempt to branch out too far, into uncharted territory or highly competitive niche segments that eventually demand more resources than can be justified.

Among the notorious over-reachers in Ohio and nationwide: colleges and universities.

In their never-ending quest to grow enrollment — their lifeblood — these institutions for years have added fancier and fancier dorms, new academic buildings, updated athletic and recreational facilities and offered all kinds of other amenities in an "arms race" with their peers, all geared toward luring students on campus and keeping them there by whatever means necessary. It's part of the reason the cost of higher education typically outpaces inflation.

Add academic offerings to the list as well — bachelor's, master's and doctoral degrees in discipline upon discipline, some with minimal demand and dubious post-graduation employment prospects. Was was the college president who lost a student because the campus didn't offer a degree in advanced fill-in-the-blank.

Left unchecked, the system creaks under its own weight.

On Wednesday, the University of Akron put itself on a diet.

Over the next three to five years, UA will shed 80 degree programs from the 414 it currently offers, turning its attention to and focusing its resources on areas of greater interest: student-wise and where the university has excelled.

Being phased out will be degrees at all levels, among them bachelor's in physics, labor economics, French, interior design and several areas of fashion merchandising. In the case of the last, a handful of students are enrolled at UA compared to about 2,000 in similar fashion programs at Kent State, where the program is nationally regarded.

Altogether, less than 5 percent of UA students are working toward the degrees being cut, and they will be able to finish their programs and graduate before the plug is pulled. No new students will be admitted in these areas.

At the same time, UA will hire into areas and invest other capital where it competes regionally and nationally: polymer science and polymer engineering, for example, and a fledgling cybersecurity program projected to be in high demand for many years.

"We're going to double-down on our academic strengths," interim President John Green told our Editorial Board.

The evaluation of the entire academic structure at UA took a year and brought faculty, department chairs and other administrators and staff to the table. Decisions were not made easily, nor the effects taken lightly. Green said, but were necessary so the university "could become more distinctive."

We applaud UA for taking this bold step, and we suggest other state institutions follow their leadership.

The cost of higher education rises when schools offer degrees and programs with minimal interest and participation. Ohio taxpayers and families writing those big checks are picking up the tab for institutions trying to be all things to all people.

A leaner, more efficient system with less unnecessary duplication across the state would benefit everyone.

Publicized the expertise in the degree programs in cybersecurity by arranging interviews with Dr. John Nicholas, professor of computer information systems and program director of cybersecurity and digital forensics degree tracks, on 1590 WAKR, WKYC-TV and Crain's Cleveland Business.

Arranged to have Assistant Lecturer Jerry Austin interviewed about his new book, "True Tales from the Campaign Trail" on the Jasen Sokol Show on 1590 WAKR.

Received coverage from the Beacon Journal as classes began, including photos of students moving into the residence halls and interacting with Interim President John Green.

Continues on next page.

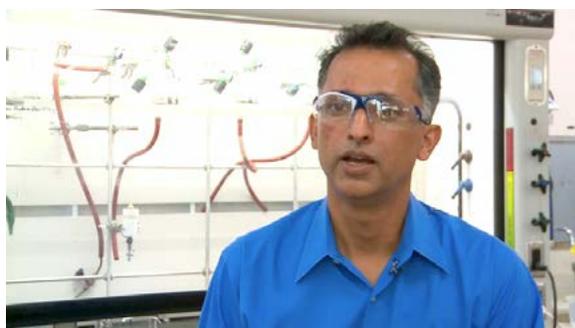
UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Arranged for media coverage by WEWS-TV of the Audiology program and marching band regarding their collaboration to develop custom-fitted ear pieces for musicians at UA.

Promoted the \$4 million in grant funding that polymer researchers have received since April (right).

Arranged for student and faculty interviews for the Akron Beacon Journal for a story on the start of Five-Star Fridays, promoting Friday activities such as Dr. Henry Astley's Biology of Monsters class.



Announced a \$200K grant received by Associate Professor Abraham Joy (above) to develop a polymer-based “indicator compound” for use in latex gloves. Received coverage on WEWS-TV, WKYC-TV, CTV News, The Detroit News, The Windsor Star, 89.7 WKSU, Cleveland.com, Plastics Today and many more.

Coordinated with WKYC-TV to feature decked-out dorms for a feature on trends in college living.

Promoted UA's Alumni Association naming Katie Noe an honorary alumna. The Akron

AKRON BEACON JOURNAL

UA lands millions in polymer grants

By Katie Byard

The University of Akron's College of Polymer Science and Polymer Engineering has landed about \$4 million in federal grants in the last five months for such varied research projects as one looking at the construction of bird nests and another involving tire performance.

It's a healthy amount to be awarded over a relatively short period of time, said Ali Dhinjowala, interim dean of the prestigious college.

UA is touting the awards after Eric Amis revealed in March he was stepping down as dean of the college. At the time, Amis told the Beacon Journal his “ability to be an effective dean was compromised by UA's responses to its financial problems.”

News of the grants also comes after UA's board of trustees approved the phasing out of about 20 percent of the university's degree programs. At the same time, trustees approved investing in what UA officials have said are “key areas of strength and opportunity,” including polymer and chemical sciences.

Notably, Dhinjowala said, is that “junior faculty members” are among the recipients, including Hunter King, a professor in the polymer science department, who joined the college's faculty less than two years ago. He received a \$262,987 grant from the National Science Foundation for research that involves relating the architecture of bird nests of polymer-based composites.

“He's looking at how [the nests] hold together to withstand so much environmental challenges without using any glue,” Dhinjowala said.

Dhinjowala also noted that the grants were received at a time when the college's

faculty numbers 29, down from 35 several years ago. The college will gain four faculty members — including two who will have joint appointments with other colleges — as part of UA's plan to invest in key areas.

The \$4 million was awarded in the last three months of fiscal year 2018, ending June 30, and the first months of fiscal year 2019.

This compares with \$2.7 million in federal grants awarded to the college for the entire fiscal year 2017 and \$4.7 million received for all of fiscal year 2018. The \$4.7 million does not include \$2 million awarded to Matthew Becker, a professor in the department of polymer science, from the state of Ohio. This money, for Becker's research involving a degradable polymer film containing a non-opioid pain medicine, was awarded through the Ohio Third Frontier Commission effort to boost high-tech ways to respond to the opioid epidemic.

Along with the \$262,987 grant awarded to Hunter, these federal grants were awarded over the five-month period:

- Dhinjowala, the dean, received a \$1.25 million U.S. Air Force Office of Scientific Research grant to study how the arrangement of melanin particles in bird feathers and elsewhere in nature creates a spectrum of colors. Ultimately, they want to mimic those patterns to create synthetic colors. This grant is part of a \$7.5 million federal grant that went to Dhinjowala as well as researchers at the University of Delaware, Northwestern University, the University of San Diego and Ghent University in Belgium.

- Abraham Joy, polymer science department, in partnership with GE Global Research and George Washington

University, is using a \$535,108 federal grant for a project involving human identification through the analysis of proteins.

- Younjin Min, polymer engineering department, landed \$447,456 from the U.S. Department of Energy to study how tiny particles called geocolloids carry energy-related contaminant underground.

- Min also received \$254,893 from the NSF to study lipids and protein interactions. Ultimately, the knowledge could be used in treating multiple sclerosis and other neurological disorders.

- The NSF awarded Sadhan Jana, chair of the polymer engineering department, \$372,983 for a project involving the manufacturing of aerogels, highly porous foam and film sheets, for purification of water.

- Andrey Dobrynin, polymer science department, received a \$349,932 NSF Designing Materials to Revolutionize and Engineer our Future research grant in partnership with the University of Connecticut. The research involves looking at how a form of graphite stabilizes polymers to make polymer composites and foams.

- Bryan Vogt, polymer engineering department, garnered \$299,877 for a NSF study looking at ways to overcome mechanical weaknesses in 3D-printed plastics.

- Li Jia, polymer science department, received two types of NSF grants — one was for \$50,000 and another was for \$35,000 involving using polymers to improve tire performance. The \$50,000 grant is to advance commercialization of a product to reinforce tires.

Beacon Journal and WOIO-TV created stories about Katie's distinction and her family of UA alumni.

Received coverage from media outlets across the world as LeBron James and the Akron Public Schools opened the I PROMISE School. Mentions about I PROMISE students receiving scholarships to attend UA upon graduation appeared on “The Ellen Show,” National News with ABC, NBC, CBS, Akron Beacon Journal/Ohio.com, WEWS-TV, WKYC-TV, Fox 8, ESPN and Sports Illustrated, among others. Dr. Green was also featured on BBC Sports discussing the relationship between UA and LeBron James.

Continues on next page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Continued from previous page.

Dr. Jarrod Tudor was interviewed by Crain's Cleveland Business (right) about the LeBron James Family Foundation College of Education's focus and future plans on training teachers and administrators for public school systems.

Promoted Zips Racing, the Society of Automotive Engineers (SAE) Formula Team at UA, as it competed in the Formula Student Germany competition in Hockenheim, Germany. Received coverage from 1590 WAKR.

Received international coverage regarding Professor Shing-Chung Josh Wong's research to develop a portable water extraction device from outlets such as Science Daily, New Scientist, the American Chemical Society, The Economic Times, The Seattle PI and India's Krisijagran.com.

Were noted in stories by The Akron Beacon Journal and WKYC-TV in coverage on the 2019 U.S. News Best Colleges ranking, highlighting the College of Engineering Doctoral program that was highly ranked this year.

Helped to coordinate media coverage for #zips100, a list of "100 Things to do before you graduate at the University of Akron" in Cleveland.com, Akron Beacon Journal and 1590 WAKR.

Announced the latest developments in our new esports program, including a partnership with Audio-Technica as the audio equipment sponsor, which was picked up by the

CRAIN'S Cleveland Business

University of Akron College of Education puts focus on training teachers, administrators for public school systems

By Rachel Abbey McCafferty

The University of Akron recently went through a comprehensive academic program review, identifying struggling programs to cut and areas of strength in which to invest. For the LeBron James Family Foundation College of Education, that meant taking a "hard look" at its programs and making sure they were serving area school districts well, said interim dean Jarrod Tudor.

"You would be hard-pressed to find another college that has just that real need to serve its public like the College of Education," Tudor said.

The college decided to focus on its strength of serving public school districts, mainly by training teachers and administrators, and cut programs that fell outside that scope. "The college's refocusing is getting it to its 'roots,'" Tudor said.

The college will discontinue eight master's degrees or degree tracks in areas such as education administration for higher education and special education for practicing teachers.

Though the academic program review identified programs to be phased out (students currently in those programs will be able to finish their degrees), there are no layoff plans for any "regular faculty, contract professionals or staff positions," according to a Q and A from the university. At the College of Education, one tenure-track position is expected to be added in exchange for a visiting faculty position in language arts for adolescents/young adults.

Going forward, Tudor said, the college will focus on undergraduate teacher

licensure programs and two master's level programs. The master's programs will focus on K-12 administration and curricular instruction.

One of the areas of focus for the college will be preparing "urban educators," according to information from the university.

Tudor said part of the college's mission has always been to serve the Akron and Canton schools and inner-ring suburbs. One of the ways the college will do that is by developing an urban STEM center, which will soon go to the board.

Tudor said the faculty told him there was a need for professional development related to teaching STEM-related subjects — that is, science, technology, engineering and math.

That kind of input has been important. When Tudor took on the interim dean role a little more than a year ago, he put together an advisory board of local superintendents, something the college hadn't had in recent years.

"They told me, point blank: We need teachers, and we need administrators," Tudor said. "It's really that simple of a conversation."

But there are some specific needs that those local districts have. Summit County has an increasingly large population of people for whom English is not their first language, he said. Plus, the districts are seeing more special education needs.

A more diverse society is "enriching," Tudor said, but it also brings the challenge of making sure teachers are qualified to teach those different populations.



Jarrod Tudor

"The business of education is not getting any easier," Tudor said.

And those local needs are set in the landscape of rapidly changing state requirements, which means teachers and administrators need to be able to adapt quickly.

In addition to training teachers with the skills they need to succeed, the university is also aiming to train teachers who want to stay in the field.

David W. James, superintendent of the Akron Public Schools and member of the advisory board, said he wants to see graduates who better understand what happens in a classroom. When those graduates aren't prepared, they sometimes decide to leave.

James said he'd like to see some of those students taking classes on Akron Public

Akron Beacon Journal. The announcement of our upcoming esports facilities was covered nationally by ESPN and The Chronicle of Higher Education as well as regionally in Cleveland.com and Crain's Cleveland Business.

Chief Information Officer John Corby was interviewed by Crain's Cleveland Business about UA's Business Intelligence, Data Warehouse and Analytics initiative, a university-wide effort to manage and analyze its data.

Coordinated coverage of the announcement of UA as a sister university to three Akron Public School high schools.

UNIVERSITY COMMUNICATIONS AND MARKETING

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.



Dr. Abraham Joy talks about the state grant he received to develop a polymer glove that changes color when exposed to opioids. The glove will help protect first responders.



We had some fun with our take on a dance challenge that was wildly popular on Instagram and Facebook. Zippy was the star of our version, and it was loved by students, alumni and others.



Katie Noe, a huge Zips fan with Down Syndrome, never had the opportunity to experience college as her two sisters did, both alumna. Katie received an Honorary Alumna Award, and we were there to capture the joy.



Our campus bursts with activity during New Roo Weekend and the first week of class. We captured the energy and excitement of that period in a video that was shared on social and posted to the University's home page.

UNIVERSITY COMMUNICATIONS AND MARKETING

Timely previews of what's planned for the next Five-Star Friday

University Communications and Marketing supports Five-Star Fridays with social media posts, a webpage (below left) and special editions of Zipmail, the weekly e-newsletter sent to all our students (a portion of which is below right).

The special edition is sent each Wednesday to highlight coming activities and opportunities that are scheduled on Fridays to give students more time to focus on academic and career needs.

The screenshot shows a webpage titled "What's planned on the next Five-Star Friday?" for the period of September 16 - 22, 2018. The page is organized into a list of events with filters on the right. The events listed include: "Super Quiet Study Hall" at the Bierce Library; "Safe Zone Ally Training" at the Student Union; "Student Health Services Walk-in Visits" at the Student Recreation and Wellness Center; "Power Campaign" at the Taber Student Union; "unZipped" at the Taber Student Union; "Counseling and Testing Center walk-in hours" at the Simmons Hall; "ZFN Bus Trip: Cleveland Zoo" at the Cleveland Zoo; and "JM Smucker Career Fair" in Orville, OH. A "Show only:" filter on the right allows users to narrow down events by category such as "Open to the Public", "Academic/Career", "Alumni", "Arts & Entertainment", "Career Services", "Diversity and Culture", "Featured Student Organization events", "Financial Aid & Student Accounts", "Five-Star Fridays: Job", "Five-Star Fridays: Learn", "Five-Star Fridays: Serve", "Five-Star Fridays: Thrive", "Five-Star Fridays: Work", "Health, Wellness & Rec", "Lectures and Guest Speakers", and "Themed Weeks".

Field trip and research mark start of Five-Star Fridays — see new opportunities



Our initiative to help you more fully experience and prepare for your career — Five-Star Fridays — launched last week with the start of fall semester. We have been able to schedule most courses Mondays through Thursdays, so you can use your Fridays to focus on academic and career needs. You know, catching up on coursework, meeting with faculty or advisors, organizing study groups and using the many support services available to you.

Or, you can use the day for a great field trip experience.

A group of art students and several faculty members made the most of their first Five-Star Friday on Aug. 31 with a trip to The Andy Warhol Museum in Pittsburgh, which was hosted by the Myers School of Art. They got a tour of the "Adman: Warhol Before Pop" exhibition, and did a workshop to explore techniques used in a lot of the commercial examples seen in the show.



FINANCE & ADMINISTRATION COMMITTEE

TAB 14

GOVERNMENT RELATIONS REPORT

GOVERNMENT RELATIONS and LEGISLATIVE UPDATE

July-August 2018

Overview

The University of Akron Government Relations Office and Public Liaison have communicated with local, state, and federal elected officials and staff about University news especially the Academic Program Review Process. We assisted in other meetings on and off campus with elected officials about strengthening current programs such as cyber security. We are also finalizing plans to host both gubernatorial candidates and both candidates for U.S. Senate on campus for interviews through the Ray C. Bliss Institute of Applied Politics. In addition, we serve on the government relations committee for the Greater Akron Chamber. Below is a detailed account of mainly state-related issues that affect the University.

Note: The General Assembly has been in recess for most of the summer and is not expected to return to session until November and December for "lame-duck" session. (Lame-duck occurs post-election in even-numbered years and is an opportunity to pass unfinished legislation prior to the end of the current legislative session which occurs on December 31, 2018.) With 32 "open" (held by members who are not returning for reelection due to term limits or seeking other offices) seats in the Ohio House and a term-limited Governor, lame-duck 2018 could be one which sees an enormous flurry of legislative activity.

Joint Committee on College Affordability

In the last Operating Budget, the Ohio General Assembly established the Joint Committee on College Affordability tasked with identifying ways to reduce costs associated with attending colleges and universities in the state. The Joint Committee is a bi-partisan panel of House and Senate members who must make its recommendations to the Governor and the legislature in early fall. UA Government Affairs has closely monitored the work of the Joint Committee and worked with Interim-President John Green and other in-house staff to submit written testimony to the Joint Committee, highlighting various University of Akron initiatives aimed at reducing overhead and expenses including: Akron Guarantee Scholarship, Ohio Tuition Guarantee, The Northeast Ohio Compact, Academic Program Review, procurement policies and textbook affordability. Recommendations from the Joint Committee will be considered for inclusion in the upcoming Fiscal Years 2020-2021 Operating Budget that will be unveiled in March.

Applied Bachelor's Degrees

The Ohio General Assembly directed the Chancellor of the Ohio Department of Higher Education (ODHE) to establish a program under which community colleges, state community colleges and technical colleges could submit to offer applied bachelor's degrees. Recently, ODHE accepted submissions for a second round of applicants which included an Applied Bachelor's Degree in Management Accounting from Stark State Community College. UA Government Relations worked with UA's College of Business Administration's Associate Dean, Dr. Susan Hanlon, to provide written testimony in opposition to Stark State's Management Accounting Degree. UA's opposition to the degree included: (1) duplicates already existing

higher education offerings; (2) does not provide an accurate market assessment of managerial accounting and (3) lacks the necessary academic rigor and appreciation of the accepted body of knowledge of accounting to make a significant contribution for students as well as employers in the region. In addition, all of Ohio's public universities joined UA and jointly co-signed a letter to the Chancellor expressing opposition to the degree. The Chancellor is expected to determine whether this degree can advance for consideration by the Ohio Higher Learning Commission before the end of the year

Post-election Recap

UA Government Relations is working with Interim-President Dr. John Green on a post-election recap for Legislators, Administration officials and staff. Dr. Green will discuss the mid-term elections and look ahead to 2020. The event will take place in Columbus on November 14. Post-election events featuring Interim-President Dr. John Green are also tentatively scheduled for Akron, Ohio, and Washington, D.C. In addition, the Ohio Holiday Reception, an event to which the Ohio federal delegation is invited, will occur on Wednesday, December 5, 2018, from 5:30-7:30 in Washington, D.C.

Ohio Department of Higher Education Trustee Conference

UA Government Relations submitted a proposal to the Ohio Department of Higher Education for Interim-President Dr. John Green to present at this year's ODHE Trustee Conference scheduled for November 15, 2018. Dr. Green will discuss the Academic Program Review process, the resulting decisions, reactions to those decisions and the role of the Board of Trustees in this endeavor.

Regional Deans Day

The University of Akron's Wayne College will again participate in Regional Campus Legislative Day at the Ohio Statehouse expected to occur in late January or early February. Wayne College Dean, Jarrod Tudor, will lead the effort on behalf of Ohio's Regional Campus' and will work with UA Government Relations to plan the day's events. Regional Campus Legislative Day is an opportunity for Deans, faculty and students from Ohio's Regional campuses to interact with Administration officials, legislators and staff to educate and inform on the important role our regional campuses play in the academic successes of Ohio's students and institutions. As in the past, we will meet with the Chancellor of the Ohio Department of Higher Education and key members of the legislature and staff. These discussions will be especially important as the Administration and legislature begin discussions of the state biennial budget in early 2019.

Presentation: Career Services

1

*Proposed Curricular Changes

2

*Establishment of an Urban STEM Education Center in the LeBron James Family Foundation College of Education at The University of Akron

October 10, 2018
Board Meeting

Presiding:
Olivia P. Demas

For Information Only:

3

Enrollment Management Report

4

Research Report

5

Student Success Report

*

CONSENT AGENDA:
ITEMS 1, 2

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 1

CURRICULAR CHANGES

The Academic Issues & Student Success Committee will be asked to consider the following curricular changes at its meeting on October 4, 2018.

Program revision with name change:

Revise the curriculum and change the name of the Associate of Applied Science in Criminal Justice Studies – Law Enforcement to the Associate of Applied Science in Criminal Justice Studies in the Buchtel College of Arts and Sciences, Department of Political Science, proposal #15-15865

This proposal revises the curriculum and changes the name of the Associate of Applied Science in Criminal Justice Studies – Law Enforcement to the Associate of Applied Science in Criminal Justice Studies to provide a seamless path between the Criminal Justice Studies Associate of Applied Science degree to the new Criminology and Criminal Justice Bachelor of Science degree.

Revise the curriculum and change the name of the Minor in Interpersonal/Public Communication to the Minor in Public Communication in the Buchtel College of Arts and Sciences, School of Communication, proposal #17-21601

This proposal revises the curriculum to align the requirements with other minors and changes the name of the program from the Minor in Interpersonal/Public Communication to the Minor in Public Communication to better reflect the coursework.

Program name change:

Change the name of the Associate of Applied Studies in Electronic Engineering Technology to the Associate of Applied Studies in Electrical & Electronic Engineering in the College of Applied Science and Technology, Department of Engineering & Science Technology, proposal #17-21679

This proposal changes the name of the Associate in Applied Studies in Electronic Engineering Technology to the Associate of Applied Studies in Electrical & Electronic Engineering Technology to better encompass the knowledge and skill set obtained in this degree path and improve employment opportunities for graduates.

Change the name of the Bachelor of Science in Electronic Engineering Technology to the Bachelor of Science in Electrical & Electronic Engineering in the College of Applied Science and Technology, Department of Engineering & Science Technology, proposal #17-21783

This proposal changes the name of the Bachelor of Science in Electronic Engineering Technology to the Bachelor of Science Electrical & Electronic Engineering Technology to accurately depict the capabilities and improve employment opportunities for graduates.

Delete Programs:

Delete the Certificate in Advanced Addiction Services offered by the College of Health Professions, School of Social Work, proposal #18-23528

This proposal eliminates the undergraduate certificate in Advanced Addiction Services due to lack of enrollment and practicality. The Basic Addition Services certificate, which meets the needs for licensure while requiring fewer credits, will continue.

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Proposed Curricular Changes

BE IT RESOLVED, That the recommendations presented by the Academic Issues & Student Success Committee on October 10, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Revise the curriculum and change the name of the Associate of Applied Science, Criminal Justice Studies – Law Enforcement to the Associate of Applied Science, Criminal Justice Studies degree offered by the Buchtel College of Arts and Sciences, Department of Political Science
- Revise the curriculum and change the name of the Minor in Interpersonal/Public Communication to the Minor in Public Communication in the Buchtel College of Arts and Sciences, School of Communication
- Change the name of the Associate of Applied Science in Electronic Engineering Technology to the Associate of Applied Science in Electrical & Electronic Engineering Technology in the College of Applied Science and Technology, Department of Engineering & Science Technology
- Change the name of the Bachelor of Science in Electronic Engineering Technology to the Bachelor of Science in Electrical & Electronic Engineering Technology in the College of Applied Science and Technology, Department of Engineering & Science Technology
- Delete the Certificate in Advanced Addiction Services offered by the College of Health Professions, School of Social Work

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 2

**ESTABLISHMENT OF AN URBAN STEM
EDUCATION CENTER IN THE
LEBRON JAMES FAMILY FOUNDATION
COLLEGE OF EDUCATION**

The Academic Issues & Student Success Committee will be asked to consider the following:

Recommendation for approval for creation of an Urban STEM Education Center in the LeBron James College of Education.

Rationale: Currently, an increasing number of schools are expanding their STEM offerings for K-12 students and have a need for support in developing programs, professional development for teachers, and research and evaluation on those initiatives. Although we have many individual faculty members working on projects to meet some of those needs of school districts, what is lacking is a college-level structure to facilitate building capacity for and expanding such work.

Urban Education STEM Center Proposal: (U-STEM Center)

Submitted on: April 18, 2018

Submitted by:

Karen Plaster, M.S.

Nidaa Makki, Ph.D.

Kristin Koskey, Ph.D.

Lynne Pachnowski, Ph.D.

Gary Holliday, Ph.D.

I-Chun Tsai, Ph.D.

LeBron James Family Foundation College of Education

MISSION

The mission of the Center is to advance STEM education and research in urban schools and communities. Through partnering with the local community, we aim to develop, implement, promote, and evaluate STEM education initiatives.

RATIONALE

Currently, an increasing number of schools are expanding their STEM offerings for K-12 students, and have a need for support in developing programs, providing professional development for teachers, and conducting research and evaluation on those initiatives. Although we have many individual faculty members working on projects to meet some of those needs of school districts, what is lacking is a college level structure to facilitate building capacity for and expanding such work.

Increase Visibility

The Urban Education STEM Center (U-STEM Center) will **increase visibility** of STEM education at The University of Akron to allow us to become the primary partner to the local community to collaborate on STEM education in urban settings to enthusiastically explore, engage, and expose learners of upcoming/emerging STEM issues and concepts.

Expand Collaborations

The Center will provide a structure for **expanding collaborations** with community partners, as well as across the university. The Director of the Center will communicate with partners to strengthen existing collaborations, as well as build new partnerships with educational organizations and corporations. Having a collaborative Center will also allow us to expose University of Akron students to new opportunities through field work or internships.

Share Resources and Increase Funding

The Center will provide ways to share resources to manage several initiatives. With current initiatives, individual faculty members are managing communication and logistics among other things. A central structure allows for streamlining resources and improving communication.

Additionally, the U-STEM Center will improve our ability to secure external funding for STEM education and research. There are many foundations in Northeast Ohio who are funding STEM education initiatives, and we

are more likely to obtain funding as a center rather than individual faculty members, especially with the track record of **securing external funding** among faculty in this group.

PURPOSES

The three main purposes of the Center will be to:

- (1) Provide educators with research-based professional development in STEM teaching to inform and reform their teaching practice in STEM,
- (2) Expose and engage learners in research-supported STEM curricula, and
- (3) Conduct research and evaluation of local, state, and federally funded STEM education programs.

FUNCTIONS

The Center will serve as an umbrella organization for many activities within the College and in collaboration with STEM-related activities on campus and in the community. The Center will consist of **three arms** that are inter-connected. Activities for each arm are outlined in Table 1.

Table 1 - Center Activities by Arm

I. Offer Professional Development in STEM Teaching	
Description of Activities	Examples
<ul style="list-style-type: none"> A. Seek funding to develop and implement teacher professional development workshops. Large urban school districts approached faculty for such a need. B. Develop makerspace technology to integrate into curriculum C. Develop, implement, and market a STEM Certificate D. Develop an Urban STEM virtual community 	<ul style="list-style-type: none"> A. Sample topics for workshops (<i>previously funded through ITQ grants</i>): <ul style="list-style-type: none"> ▪ Teaching fractions workshop ▪ Physics Modeling ▪ Integrating Engineering in the curriculum B. Embed innovative STEM practices in math and science methods courses so that our candidates graduate with the skills to implement innovative curricula. C. Google Educator Training and Certificate for in-service educators. D. Podcast presentations on latest advancements in STEM education; Maintain and grow eTRAIN (electronic Teacher Resource and Information Network) Virtual Learning Community for Teachers.

II. Expose and Engage Learners in Research-Supported STEM Curriculum

Description of Activities	Examples
<p>A. School based activities B. Informal learning activities</p> <p>These activities increase visibility of the College, serve as a recruitment tool by bringing high school students on campus, and expose our teacher candidates on how to run future STEM activities when they enter the teaching force.</p>	<p>A. Sample current School based activities</p> <ul style="list-style-type: none"> ▪ NSF funded ITEST grant to integrate engineering in middle school (collaboration with engineering, APS and Soap Box Derby) ▪ Code Girl (partnership w/ Stark County Schools) ▪ Science Olympiad (partnership w/ Polymer engineering) <p>B. Sample Informal Learning Activities</p> <ul style="list-style-type: none"> ▪ FIRST robotics (partnership w/ engineering) ▪ Girls Who Code (partnership w/CBA) ▪ Code Hopper ▪ Camps (Think Tank to Shark Tank) ▪ Establishing ongoing partnerships with organizations such as the Akron Zoo, Stan Hywet Hall & Gardens, Art Museum, Botanical Gardens, Holden Arboretum

III. Research and Evaluate Funded STEM-based Initiatives

Description of Activities	Examples
<p>A. Collaborate with the community and faculty across the university to submit for local, state, and federally funded research grants</p> <p>B. Provide formative and summative evaluation services for existing and new STEM programming including, but not limited to:</p> <ul style="list-style-type: none"> ▪ Logic model development ▪ Cost/benefit analysis ▪ Evaluation planning 	<p>Past or current example projects individual faculty members were contracted to provide evaluation services for that could have been contracted through the Center for larger-scale evaluation:</p> <ul style="list-style-type: none"> ▪ <i>Evaluation of an All-Year-Round School (Canton City Schools)</i> ▪ <i>Partnership to Improve Physics Instruction Through Inquiry (Ohio Department of Higher Education)</i> ▪ <i>Affording Opportunities for Success for</i>

<ul style="list-style-type: none"> ▪ Assessment development ▪ Survey development ▪ Data analysis ▪ Assessment blueprints ▪ Outcome-based evaluation ▪ Topic or skill-specific professional development in the area of assessment (e.g., inquiry-based assessment) 	<p><i>First Generation, Economically Disadvantaged STEM Students with an Emphasis on Appalachia</i> (National Science Foundation)</p> <ul style="list-style-type: none"> ▪ Survey Development Workshop (National Institute of Standards and Technology, U.S. Department of Commerce) ▪ <i>Akron I PROMISE Network Program</i> (LeBron James Family Foundation) ▪ <i>Preserving the Past Programming for Middle School Students</i> (Stan Hywet Hall & Gardens, Akron Public School District) ▪ <i>Meet the Staff Programming for Middle School Students</i> (Stan Hywet Hall & Gardens, Akron Public Schools) ▪ <i>Oregon City Schools Assessment Development, Pilot, and State-Wide Dissemination</i> (Sub-contracted from Bowling Green State University) ▪ <i>Professional Preparation of Underrepresented Minority PhD's for a Career in Engineering Academia</i> (Evaluation for an NSF project)
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ADMINISTRATIVE STRUCTURE

Director or Co-Director

The Center will be directed by a faculty member from the LJFF College of Education. He/she will receive one course release each Fall or Spring semester in exchange for coordinating the scheduling and dissemination of the Center's activities. The Director (or co-Directors) will also be responsible for maintaining the budget (expenses/revenues) for the Center.

Associate Directors

Associate Directors will be named, as needed, to oversee the activities within an arm of the Center (e.g., Research & Evaluation in STEM programming) as activities expand. The Associate Directors will be faculty members and report to the Director of the Center. Funding for Associate Directors will be provided through external sources (e.g., grants awarded, contracted evaluation services).

Advisory Board

The Center will recruit and maintain an Advisory Board consisting of STEM Education faculty, representation from Urban STEM individuals from other areas of campus, and representations from Urban STEM Education organizations from the community. The Advisory Board will meet with the Director at least four times a year. The Director will report to the Advisory Board and the Chair of the Board which operates from the by-laws of the Advisory Board.

The responsibilities of the Advisory Board will be to:

- Provide feedback to the Center on the alignment of activities with the Center’s mission and vision
- Review financials
- Provide recommendations related to advancing in the three arms of the Center
- Assist in generating solutions to problems that arise
- Increase visibility of the Center through communicating the work of the Center with their constituency group and referring potential new initiatives to the Center.

Student Assistant

Funding for one student assistant will be provided through the LeBron James Family Foundation College of Education on an annual basis. The responsibilities of the Student Assistant will be to support the activities across all three arms of the Center as needed. The Director and Associate Directors will work directly with the Student Assistant. Example responsibilities include communication with partners, assisting with program logistics and implementation (workshops, camps, etc.), and data collection and management.

Sub-Committees/Teams

Teams will be formed on a project basis. These teams will be formulated by the Director and Associates who are leading the project effort. Faculty members from across the University of Akron, University of Akron students, and outside members to the University with expertise and experience aligned to the project will be recruited to collaborate and funded through the dollars awarded for the project.

BUDGET AND FUNDING RESOURCES

Initial allocation of faculty time and student support will come from the LeBron James Family Foundation College of Education. Specifically, the Director will be provided with one course release during the academic year funded through the College. The College will also fund a Student Assistant. The College and department percentage of IDC from grants initiated by the Center will be allocated to the Center as an investment for the operating budget. As projects, grants, and other funding lines develop, the U-STEM Center will be self-sustainable to support these growing needs.

LOCATION

The U-STEM Center will be housed in space in Zook Hall. Zook Hall currently houses existing equipment. Also, Zook Hall has proximity to the College’s technology support located on the second floor of Zook and the first-floor science and math classrooms.

EXPECTED OUTCOMES

As a result of Center activities, we expect an increase in:

- A. Applications for external local, state, or federal funding
- B. Collaborations with urban school districts related to STEM initiatives
- C. STEM Education Professional development offerings
- D. Visibility as a hub for STEM education teaching and research

THE UNIVERSITY OF AKRON

RESOLUTION 10- -18

Establishment of an Urban STEM Education Center in the
LeBron James Family Foundation College of Education

BE IT RESOLVED, That the recommendation presented by the Academic Issues & Student Success Committee on October 10, 2018, to establish an Urban STEM Education Center in the LeBron James Family Foundation College of Education, as recommended by the Faculty Senate, be approved.

M. Celeste Cook, Secretary
Board of Trustees

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 3

ENROLLMENT MANAGEMENT REPORT

The University of Akron – Enrollment Management Board of Trustees Report for October 2018

2019 High School Class: Focus on Inquiry and Application Generation

During this time of year, the Office of Admissions is focusing on encouraging prospective students to inquiry, apply and visit campus. Several campaigns and initiatives have been launched to support these calls to action.

As of Aug. 1, prospective students have been able to apply to UA via:

- uakron.edu/apply
- commonapp.org
- EAB application

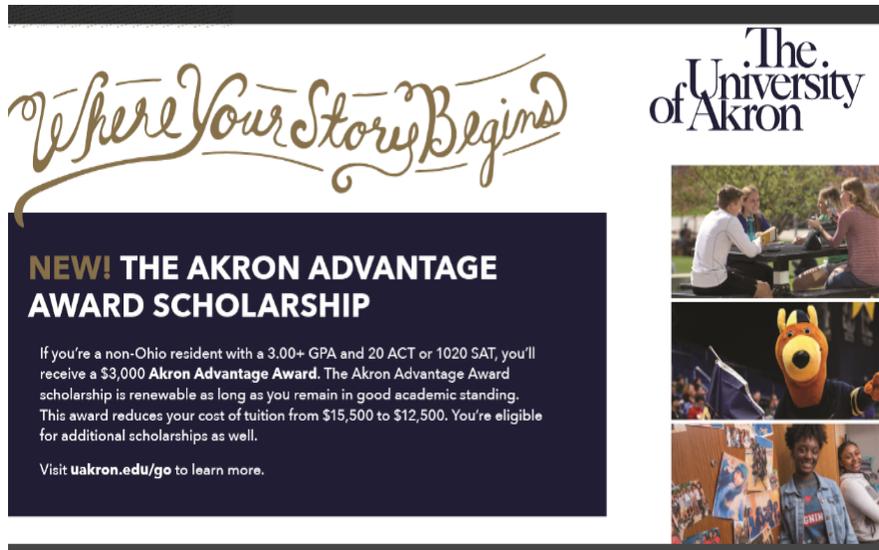
Campaigns

The Akron Gold Application Campaign that launched in August targets Ohio high school students. The components of this campaign include the Akron Gold marketed application, inquiry pool paper mailing, senior search paper mailing, application deadline mailing, as well as a series of emails. There is an email campaign for students and another for parents.

The Fathom digital marketing efforts for Ohio and non-Ohio high school students that focus on inquiry and application generation launched as well. These campaigns that include paid social, paid search, display ads, and search engine optimization provide engagement and awareness of a quality UA education in an exciting environment. Through these campaigns, we are able to target the right audience and capitalize on the engagement.

Communication

Prospective students have received several mailings from the Office of Admissions:



The new **Viewbook** was mailed to inquiries in August

The **Akron Advantage Award** postcard was mailed to prospective out-of-state students in September (see left)

Acceptance Packets are being mailed to students as they are being admitted.

The Acceptance Packet includes the acceptance letter and UA scholarship award, if applicable, as well as a Next Steps brochure and Zippy cling-on in the Acceptance Packet folder.

Emails promoting visiting campus, the Williams Honors College, financial aid and scholarships, academics, etc. are being sent to students and parents. Text messages also are being sent to students.

Outreach

The Admissions Officers are currently representing UA and engaging with students and their families at 140 college fairs and nearly 500 high school visits throughout Ohio, as well as Pennsylvania, New York, Illinois, Michigan and Indiana. They also are hosting seven high school counselor programs throughout Ohio, including the High School Counselor Advisory Board meeting at UA on Friday, November 16.

Our Financial Aid Office staff continues to participate in local events such as the Akron Public Schools Dream Day and have the opportunity to connect with over 1,000 APS seniors.

There will be continued collaboration with Zip Assist to offer FAFSA Fridays to students who need help completing the application and our annual FAFSA Completion Sunday for the community where attendees can get one-on-one help from our financial team and leave with their 2018-19 FAFSA completed.

On-Campus Events

We are hosting three major events for prospective students and their family members:



Engineering Visit Day on Friday, September 28

Fall Visit Day on Saturday, October 13

Fall Visit Day on Saturday, November 3

We also host information sessions and campus tours twice a day.

Transfer and Adult Students: Focus on Outreach

On Friday, Oct. 12, Tri-C will bring students to UA for an admissions presentation, campus tour and lunch in Rob's Cafe. This visit will provide prospective transfer students with the opportunity to learn more about UA and the transfer process.

The Admissions Counselors will be visiting the following community colleges this fall: Stark State College, Tri-C, Lakeland Community College, Lorain County Community College, North Central State Community College, Eastern Gateway Community College, Columbus State Community College, Zane State Community College, Community College of Beaver County, and Community College of Allegheny County.

The transfer student team also actively uses social media as part of their outreach efforts:

- **Facebook Live:** A Facebook Live Q&A was conducted to highlight common questions about transferring to UA and to raise awareness about opportunities to visit campus. The video received 1,500 views.
- **Life as a Zip:** Colleen Brennan is our feature Life as a Zip team member who recently transferred to UA and also is a member of Tau Sigma, a national honor society for transfer students. She has been posting information about her UA experiences on Instagram.

THE (RE)CONNECT TO COLLEGE EDUCATION LOAN PROGRAM

You may be eligible to participate in this innovative education loan program designed to assist adult students in completing their degrees or training programs.

Why: Many adults want to obtain a postsecondary credential - but face financial barriers.

Who: Non-traditional students hoping to begin or continue postsecondary education or training.

What: Education loans for the following situations:

- Pay a balance owed to a school
- Pay for training programs not eligible to receive Federal Pell Grants
- Fill an unfunded gap to complete your education
- Help with non-education expenses, such as transportation costs, that could cause you to stop attending school

How: An initial consultation with a College Now Greater Cleveland Adult Advisor is required before you can receive a referral to a New Horizon Federal Credit Union loan officer.

Where: Complete this form for the fastest service: <https://www.collegenowgc.org/comebackers/>

A College Now Adult Advisor will contact you.

New Horizon Federal Credit Union
180 Second Street SW
Barberton, OH 44203
330.745.9987

College Now Resource Center
602 West Park Avenue
Barberton, OH 44203
330.319.2491

New Horizon Federal Credit Union
College Now Greater Cleveland
The University of Akron

As part of our new partnership with College Now’s (Re)Connect program, the university was invited to participate in the “kick-off” event for an innovative new program that will help adult learners resolve student debt and increase their earning potential through higher education.

Through the (Re)Connect to College Education Loan Program, Summit County residents (with some college, but no degree) will be eligible for low cost short term “bridge loans” from New Horizon Federal Credit Union to address outstanding debt that may be preventing them from returning to college.

Technology: Focus on Service

TargetX CRM Implementation Update

Progress continues to be made with the implementation of the TargetX/Salesforce CRM. The focus over the past two months has been to implement functionality that supports recruitment activities:

- Admissions Officers have been entering all travel, including high school visits and college fairs, in the CRM.
- Emails are automatically being sent (on behalf of Admissions Officers) to notify students 3 days prior to a high school visit or college fair, that an event is taking place at their school.
- The Sept 15th Saturday Information Session was our first pilot of the Events featured in the CRM. Attendees registered using TargetX and confirmation emails were automatically sent—as well as a reminder message three days prior to the event. At the event, Admissions piloted the use of scanning the attendee’s QR code for check-in.
- The request for information form on the Admissions web site has been replaced with a TargetX form – once the prospect completes the form, the data is automatically entered into TargetX. This replaced the previous Qualtrics form which required manual data-entry into PeopleSoft.
- We continue to work toward having all of the applicant information from EAB and CommonApp into the CRM. Admissions is working with their colleagues in Information Technology to build the queries and data load tasks. We will begin testing soon and anticipate full implementation later this fall.

Financial Aid Support Center Update

The ongoing collaboration with Blackboard Student Services continues to grow, with more than 18,000 student interactions handled to date by the Support Center team. The overall resolution rate remains high at 90% and the customer satisfaction rating is 91%.



More difficult cases continue to be escalated to our senior leaders for resolution. The partnership has helped to create many efficiencies in the Office of Student Financial Aid which resulted in faster, more accurate financial aid processing and in-person wait times of less than ten minutes during the first two weeks of the semester!

Personnel: Focus on Professional Development

Courtney Johnson-Benson has been recognized as a National Association for College Admission Counseling (NACAC) Rising Star.



This honor recognizes Affiliate College Admission Counseling Associations' (ACAC) emerging members and innovative programs that exemplify excellence and dedication to serving students in the transition from high school to college.

At the 2018 OACAC Annual Conference, Courtney Johnson-Benson, Senior Assistant Director of Admissions was awarded one of the OACAC New Member awards. As a result, she was nominated for the NACAC Rising Star Award by OACAC Past President, Jeff Stahlman. Jeff said in his nomination, 'Her character, kindness, and her breathtaking positivity make OACAC better...she is a difference maker for our organization.'

As a 2018 Rising Star Award winner, Courtney will be recognized on Saturday, September 29 during the Annual Membership Meeting at the NACAC National Conference in Salt Lake City, Utah.

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 4

RESEARCH REPORT

RESEARCH & SCHOLARLY ACTIVITIES

Office of the Sr. Vice President and Provost



Ohio
Opioid Technology Challenge



Research and Scholarly Activities Highlights

CenTiRe -- a true collaboration of university research and industry



The Center for Tire Research (CenTiRe), housed at UA and Virginia Tech University, is a consortium whose members include 14 tire manufacturers, Ford Motor Company and General Motors. Established in 2012 as a National Science Foundation university/industry cooperative research center, CenTiRe thrives on the complementary strengths of both schools—UA in polymer science and engineering, VT in mechanical and engineering sciences. UA's site director is **Dr. Celal Batur**, professor of mechanical engineering.

"It's a really good opportunity to have an outside organization and two really good universities to help advance the technology," said Ron Kennedy, the center's management director. He describes CenTiRe as a place to produce good, fundamental research. It's not "pie in the sky" research done mainly for academic purposes, nor does it delve into company specific R&D that would be proprietary in nature. It is labeled pre-competitive because it's not research that is expected to be dropped right into a company's processes, but instead can be used as a building block for each industry member to use as it sees fit.

"What we're looking for as a company is some of the more fundamental research in the areas of science and engineering. That's what the universities are set up to do and can provide. We're looking for that basic research that we can then take and apply to our tire programs here."

Joel Lazeration, Goodyear



At any given time 10-12 projects are running, each involving at least one faculty member, one to three graduate students, and any number of industry mentors. The paid research positions funded by member company projects go to master's, doctoral, and post-doctoral students, but the NSF also funds undergraduates through its Research Experiences for Undergraduates. "We try to get as much interaction between the student/faculty and the industry people," Kennedy said.

Batur said the NSF supports centers like CenTiRe to ensure students are receiving either practical or theoretical education all the way from the undergraduate years to post-doctoral work. The faculty and students are monitored closely by the industry mentors, and this provides strong experience for the students in both the industrial and academic environment.

About 30 VT graduates now work in the tire and automotive industry, with UA seeing similar results. Goodyear has hired a number of students from CenTiRe. "It is very important for companies because eventually they will hire [these] students because they are the ones who already know the problems of the industry," Batur said, "and they have some basic grounding, either theoretical or experimental, on those particular problems."

"These students, when they graduate, they're ready to hit the job running. It's very good for the tire industry."

Joel Lazeration, Goodyear

"Nowadays finding a good tire engineer researcher is really hard, because there are not too many universities in the U.S. that do tire and automotive research," said Dr. Saied Taheri, site director at VT. "I don't think there is anybody in the U.S. that does what we do."

Cover photos illustrate the breadth and depth of UA's research and scholarly activities as highlighted within this report. On the cover, clockwise from top left: (1) pure polymer matrix; (2) Akron's rubber and tire legacy lives on through CenTiRe; (3) UA researcher filling the needs of first responders in the opioid crisis; (4) real-time information directly from ODOT's snow plows; and (5) using zebrafish to study deafness.

“Women at War in the Borderlands of the Early American Northeast”



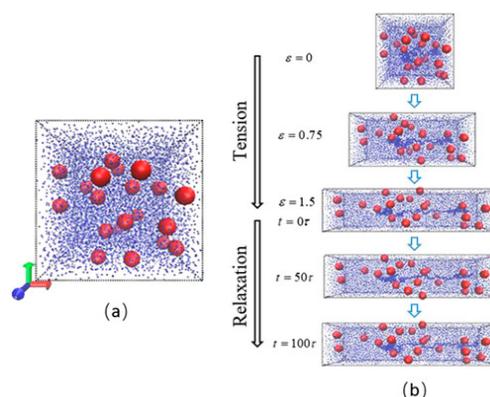
Photo by Brooklyn Dennison, The Buchtelite

Dr. Gina Martino, assistant professor of history, has published her first book, “Women at War in the Borderlands of the Early American Northeast.” Borne out of Dr. Martino’s interest in violent women in Early America who were praised for their acts instead of being reprimanded, the book demonstrates how women participating in warfare was integral to gender ideologies in colonial America.

Although the thought of Early American women’s martial activities may seem surprising to some, Martino said that it makes sense because they were defending their country and upholding the patriarchy. It was a conservative act, rather than a protofeminist one, she said.

A universal time-temperature superposition principle

Recent work by **Dr. Mesgin Tsige**, professor of polymer science, along with a research team based in China, was published in the July 2018 issue of *The Journal of Chemical Physics*. Their study of the mechanical properties of a pure polymer matrix focused on examining the stress relaxation, the dynamic mechanical properties such as the storage moduli as a function of frequency, and the uniaxial tension such as the stress-strain behavior. They tested the applicability of the time-temperature superposition on three mechanical measurements of the simulated polymer systems with the outcome being a general framework and understanding of the superposition principle underlying these three mechanical properties.



The distribution of nanoparticles and chain conformation during the deformation and relaxation process.

Protecting first responders from opiate exposure is researcher’s goal

Every time a first responder is called upon to save the life of a person overdosing on deadly opiates, the paramedic or police officer is in danger of exposure to potentially lethal opiate residue.



Dr. Abraham Joy, associate professor of polymer science, is working on a solution to help safeguard first responders.

“As scientists, we are responsible for developing solutions to problems society is facing at-large,” said Joy. “The heightened awareness of the opiate epidemic in the U.S. right now, especially in Ohio, has allowed various approaches to be brought to the table to combat the problem. However, there hasn’t been much emphasis on protecting first responders who are called upon to rescue an overdose victim.”

With a \$200,000 prize from the state of Ohio’s Opioid Technology Challenge, Dr. Joy is creating a polymer-based fiber mat that can detect traces of opiate residue, giving first responders at the scene of an overdose a quick indication of the presence of an opioid in the vicinity and allowing them to take appropriate precautions. While prototypes are simple strips the size of a Post-it note, Dr. Joy is planning to embed the fast-acting material directly onto first responders’ gloves.

“There’s nothing like this on the market for first responders to use. With the product Dr. Joy is developing, we’ll be able to immediately know if there’s residue of opiates around us as we help an overdosed victim. This could prevent police officers and paramedics from exposure and possibly overdosing at the scene.”

Angela Paonessa, UAPD Detective

Top Ten Monetary Awards Received in July/August 2018

Title	Sponsor	Award Amount	PI
GPS/AVL System Integration for Winter Maintenance Operations Phase Two	Ohio Department of Transportation	\$ 3,010,288	Dr. William Schneider , professor, Civil Engineering
<i>Building on phase 1's success, phase 2 will provide ODOT with a real-time, cloud-based GPS/AVL solution for 1,600 plus ODOT snow plows. Data obtained will include the location of the truck, video and photos of the road conditions, and materials usage (such as salt).</i>			
NIR-Emitting Fluorescent Probes with Large Stokes Shift for Improved Zebrafish Neuromast Imaging	National Institute of General Medical Sciences	\$ 417,147	Dr. Yi Pang , professor, Chemistry
<i>Loss of sensory hair cells in the inner ear is one of the leading causes of deafness in humans. Zebrafish are used to study molecular mechanisms of human hearing loss. This research seeks to advance the labeling of hair and supporting cells as part of hair cell regeneration. This study will utilize both graduate (funded) and undergraduate (also funded) students.</i>			
Continuous Manufacturing of Aerogel-Foam Sheets and Films	National Science Foundation	\$ 372,983	Dr. Sadhan Jana , professor, Polymer Engineering
<i>Contributing new knowledge on continuous manufacturing of meters long and tens of centimeters wide highly porous, polymer aerogel-foam sheets and films, new developments will benefit numerous disciplines, such as textiles, electrochemistry, membrane separation, immunology, and manufacturing. This grant supports one graduate student, in addition to providing stipends to four local high school students.</i>			
Modeling Bi-Directional Stromal-Cancer Cells Interactions with Engineered 3D Tumor Models	National Science Foundation	\$ 328,426	Dr. Hossein Tavana , associate professor, Biomedical Engineering
<i>The PI's innovative biotechnical strategy to mass produce tumor models will benefit the broad research community and biopharmaceutical industries by expediting scientific and therapeutics discoveries and reducing the use of animal models. The grants funds one graduate student and multiple undergraduate students. Funded outreach will also involve local high school students</i>			
Design of Force-Sensitive Hydrogels for Adhesives and Strain Sensors	National Science Foundation	\$ 302,078	Dr. Jie Zheng , professor, Chemical & Biomolecular Engineering
<i>The PI plans to design a new family of physically-linked double network (DN) hydrogels with integrated superior mechanical, self-healing, and mechanoresponsive properties with practical applications including robust artificial tissues, self-healing wound dressings, electronic skins, and motion/damage sensors. A graduate student and an undergraduate student are funded</i>			
Structured Filaments for High Performance 3D Printed Plastic Objects	National Science Foundation	\$ 299,877	Dr. Bryan Vogt , professor, Polymer Engineering
<i>With a fully-funded graduate student (including tuition), the PI will develop fundamental knowledge on how to overcome mechanical weakness in 3D printed plastics using fused filament fabrication.</i>			
Experimental and Analytical Studies of Micropitting of the Bearing and Gear Steels: Lubricant Effects	The Timken Company	\$ 263,917	Dr. Gary Doll , professor, Civil Engineering
<i>The significance of this research is to better understand the micropitting risks associated with metallurgy (bearing and gear steels), as well as understand the effects of additives and water contamination under the targeted application conditions. The work will be done in the Timken Engineered Surface Laboratory (TESL) and include a graduate and an undergraduate student</i>			
Collaborative Research: Emergent Mechanics of Randomly Packed Elastic Filaments	National Science Foundation	\$ 262,987	Dr. Hunter King , assistant professor, Polymer Science
<i>Seeking to advance the science of soft granular materials, the mechanics of randomly packed, slender, elastic elements (similar to a bird's nest) will be characterized or modeled. Partnering with the Biomimicry Research and Innovation Center (BRIC), this study couples birds with the often unaccessible field of condensed matter to produce new physical principles, impacting lightweight, reusable, reliable materials for building and transportation, advanced manufacturing, and bioengineering.</i>			
PRC Coatings for Rolling Bearing Applications	The Timken Company	\$ 261,874	Dr. Gary Doll , professor, Civil Engineering
<i>Atomistic modeling, tribological measurements, lubricant synthesis and analysis, and a host of materials characterizations will be performed by a Ph.D. candidate and an undergraduate student under the guidance of a TESL Research Scientist.</i>			
Mechanobiology of Asymmetric Myelin Membranes at Multiple Length Scales	National Science Foundation	\$ 254,893	Dr. Younjin Min , assistant professor, Polymer Engineering
<i>This project studies the biomechanical properties of myelin, a protective coating around nerve fibers in the central nervous system. The research will lead to a better understanding of the role of lipid-protein interactions in regard to myelin function and healthiness, which can, in turn, be used for the development of treatment strategies for multiple sclerosis and other neurological disorders.</i>			

Research and Scholarly Activities Highlights

UARF's Spark Fund announces the completion of its first project

Dr. Abraham Joy, associate professor of polymer science, and his lab successfully completed prototyping and testing of a light releasable adhesive they invented thanks to funding provided by the University of Akron Research Foundation's Spark Fund. Dr. Joy's light releasable adhesive is intended for use in large medical bandages, like those applied to treat severe wounds like diabetic foot ulcers and large surgical incisions. Using Spark Fund support, the adhesive was made in large batches and tested against competitive bandage products. The UA adhesive performed comparably to competitors until a specific wavelength of light, already used in other medical applications, was shone on the bandage causing it to lose 50% of its adhesive strength. With the successful results of these tests, UARF is now in the process of licensing the technology to an Akron-based startup company called PolyLux, which recently raised \$225,000 in funding to further develop the technology. This is the first of five projects funded by UARF's Spark Fund in 2017.



UA entrepreneurs share experiences with Akron mayor

Entrepreneurs from two University of Akron affiliated startup companies met with Akron Mayor Dan Horrigan to share their experiences launching startups in Northeast Ohio. UA graduates Stephanie Ham and Emily Mulvany, who lead cancer drug testing lab OncoSolutions, and UA emeritus professor Dale Mugler, who co-founded diverse R&D company Ocius Technologies with business development leader Steve Nichols, spoke about the challenges and rewards of transitioning research developed at UA into commercial applications. The companies were selected to meet with Mayor Horrigan because they had each achieved significant milestones in 2018. OncoSolutions completed the raise of a \$500,000 funding round to set up their lab in Bounce Innovation Hub and support operations for the year, and Ocius Technologies received a \$1.5 million contract from the U.S. Defense Advanced Research Projects Agency.



Mayor Dan Horrigan tours the OncoSolutions lab with CEO Stephanie Ham

UA startup companies share collective success



UA startup Fontus Blue outside their offices at Bounce Innovation Hub, photo from Cleveland.com

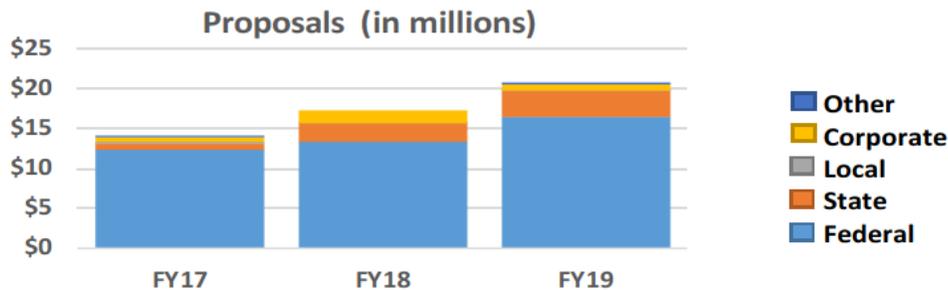
Since its founding in 2002, the UA Research Foundation (UARF) has assisted in the formation of 63 startup companies based on UA technology. Of these, 23 startup companies (or 36%) are currently active. These 23 startups have raised \$33 million in capital from strategic investors, federal agencies, and venture capital firms; sponsored at least \$3 million of research at UA through research contracts; and currently employ 45 full-time equivalents, including 28 UA graduates serving as employees and 11 current UA students employed as interns. UARF offers UA-affiliated and Akron area startup companies a wide variety of support services, ranging from training on how to use customer feedback to assess the potential of a business idea through connections to mentors and industry experts.

PROPOSALS (New and Continuing)

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	37	\$ 12,445,088	\$ 3,925,872	\$ 5,000
State	4	\$ 640,542	\$ 28,445	\$ 134,229
Local	7	\$ 146,122	\$ 1,740	\$ -
Corporate	43	\$ 722,853	\$ 47,164	\$ -
NonProfit	22	\$ 681,489	\$ 21,672	\$ 59,637
Other*	1	\$ 1,200		\$ -
Total	114	\$ 14,637,294	\$ 4,024,893	\$ 198,866

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	34	13,332,028	4,160,884	204,654
State	4	2,268,640	-	945,000
Local	3	86,323	3,513	-
Corporate	25	1,564,099	364,497	-
NonProfit	8	1,028,694	60,206	-
Total	74	18,279,784	4,589,100	1,149,654

FY19	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	44	\$ 16,460,897	\$ 4,807,923	\$ 457,920
State	4	\$ 3,289,768	\$ 194,108	\$ 42,760
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	16	\$ 863,857	\$ 199,670	\$ -
NonProfit	9	\$ 1,002,925	\$ 69,469	\$ -
Other*	1	\$ 1,200		\$ -
Total	75	\$ 21,643,614	\$ 5,276,322	\$ 500,680



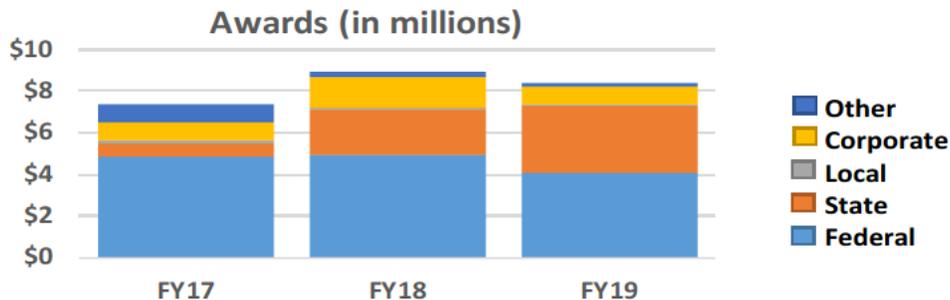
*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.
 This report may co-report with UA's Development Office.

AWARDS

FY17	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	31	\$ 4,851,237	\$ 1,273,074	\$ 207,945
State	5	\$ 615,497	\$ 17,485	\$ 91,005
Local	12	\$ 165,407	\$ -	\$ -
Corporate	54	\$ 838,396	\$ 62,021	\$ -
Other*	28	\$ 882,179	\$ 78,091	\$ 1,200
Total	130	\$ 7,352,715	\$ 1,430,671	\$ 300,150

FY18	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	34	\$ 4,975,053	\$ 1,391,845	\$ 58,520
State	2	\$ 2,125,000	\$ -	\$ 2,125,000
Local	6	\$ 86,323	\$ 3,513	\$ -
Corporate	25	\$ 1,528,735	\$ 175,829	\$ 75,000
Other*	7	\$ 221,793	\$ 10,363	\$ 12,156
Total	74	\$ 8,936,904	\$ 1,581,549	\$ 2,270,676

FY19	Count	Total \$	Anticipated IDC \$	Anticipated Cost Share \$
Federal	30	\$ 4,107,294	\$ 1,241,737	\$ 58,520
State	5	\$ 3,195,235	\$ 126,667	\$ 78,945
Local	1	\$ 24,967	\$ 5,152	\$ -
Corporate	17	\$ 912,654	\$ 226,532	\$ -
Other*	6	\$ 128,575	\$ 5,892	\$ 1,200
Total	59	\$ 8,368,725	\$ 1,605,980	\$ 138,665



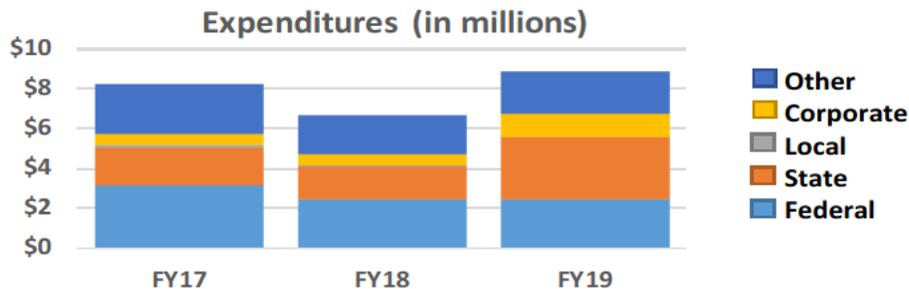
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities. This report does not include testing agreements. Also, this report may co-report with UA's Development Office.

EXPENDITURES

FY17	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 3,136,740	\$ 565,881	\$ 408,895
State	\$ 1,868,510	\$ 95,253	\$ 633,470
Local	\$ 146,712	\$ 8,969	
Corporate	\$ 578,020	\$ 132,784	\$ 15,123
Other*	\$ 2,461,529	\$ 102,890	\$ 417,875
Total	\$ 8,191,511	\$ 905,777	\$ 1,475,362

FY18	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 2,469,987	\$ 627,295	\$ 27,904
State	\$ 1,612,217	\$ 78,544	\$ 174,888
Local	\$ 49,007	\$ 1,918	
Corporate	\$ 562,882	\$ 105,650	
Other*	\$ 1,968,596	\$ 146,142	\$ 166,437
Total	\$ 6,662,689	\$ 959,549	\$ 369,229

FY19	Total \$	Actual IDC \$	Actual Cost Share \$
Federal	\$ 2,426,575	\$ 587,686	\$ 4,364
State	\$ 3,102,929	\$ 53,655	\$ 940,568
Local	\$ 20,323	\$ 407	\$ 518
Corporate	\$ 1,169,807	\$ 329,378	
Other*	\$ 2,107,387	\$ 112,849	\$ 38,469
Total	\$ 8,827,021	\$ 1,083,974	\$ 983,920



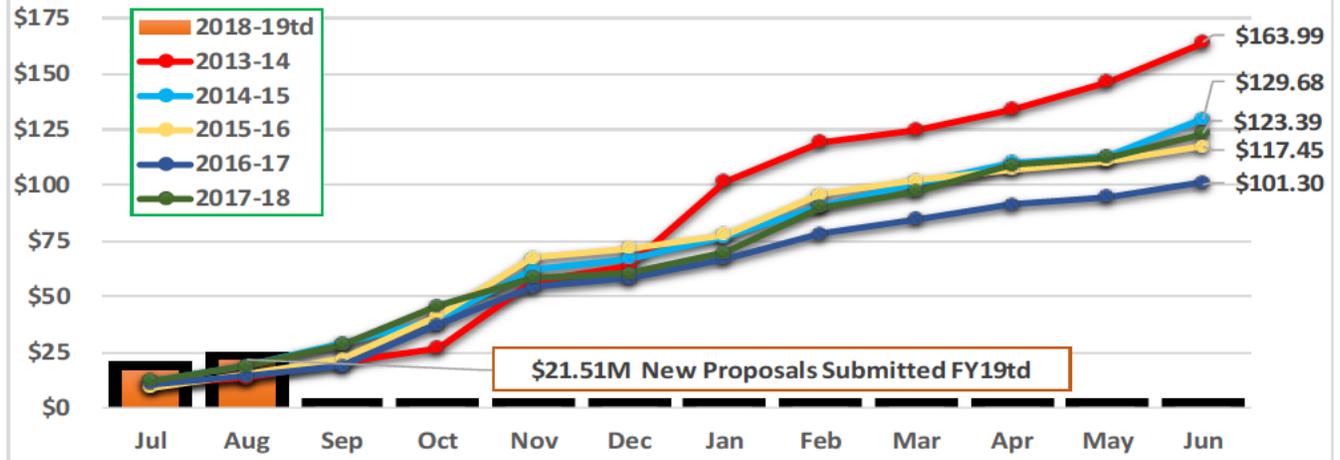
*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and universities.

This report may co-report with UA's Development Office.

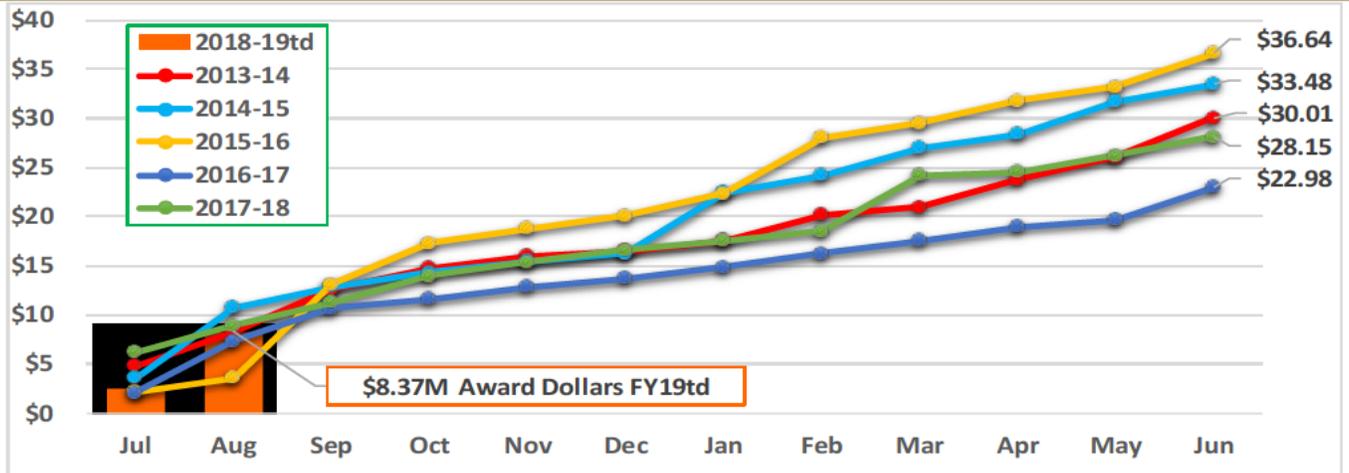
This page includes all research and other sponsored programs activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding (which is included as "Other").

Fiscal Years 2014 through 2019-to-date
(dollars in millions)

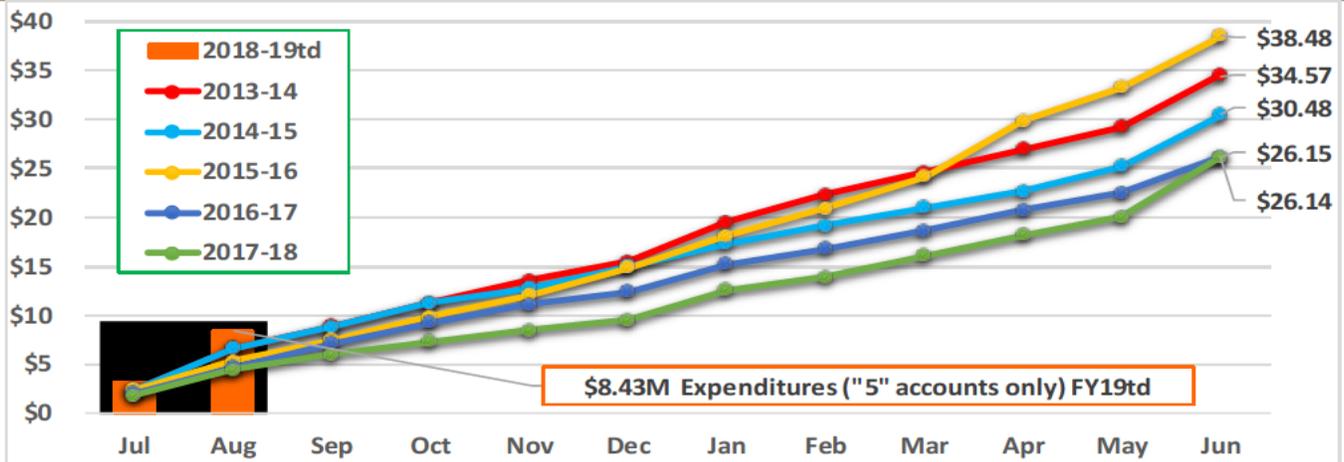
Cumulative New Proposal Dollars Sought



Cumulative New Dollars Awarded

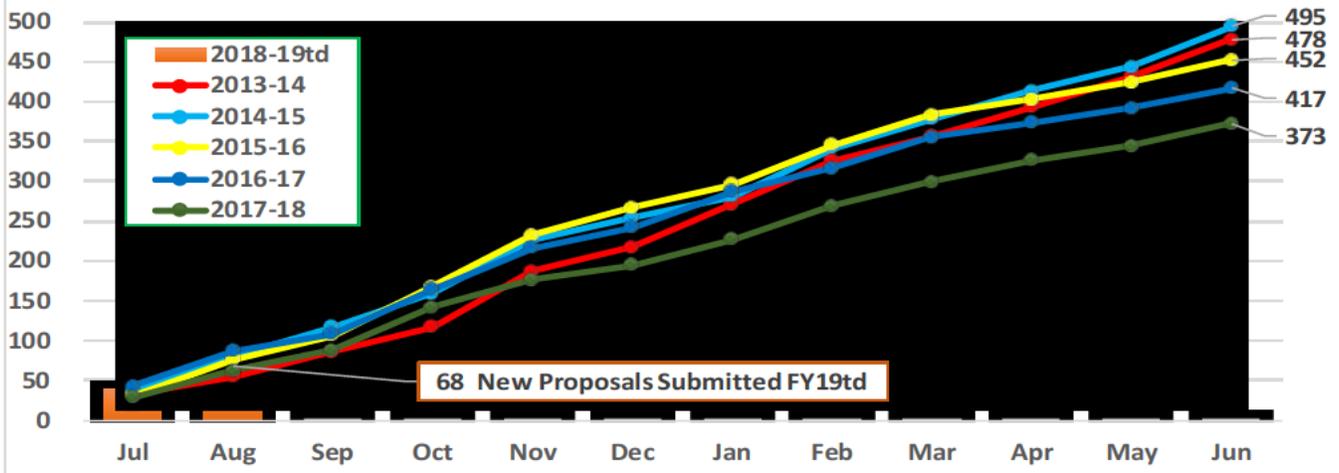


Cumulative Expenditure Dollars on Externally-Funded Awards ("5" accounts)

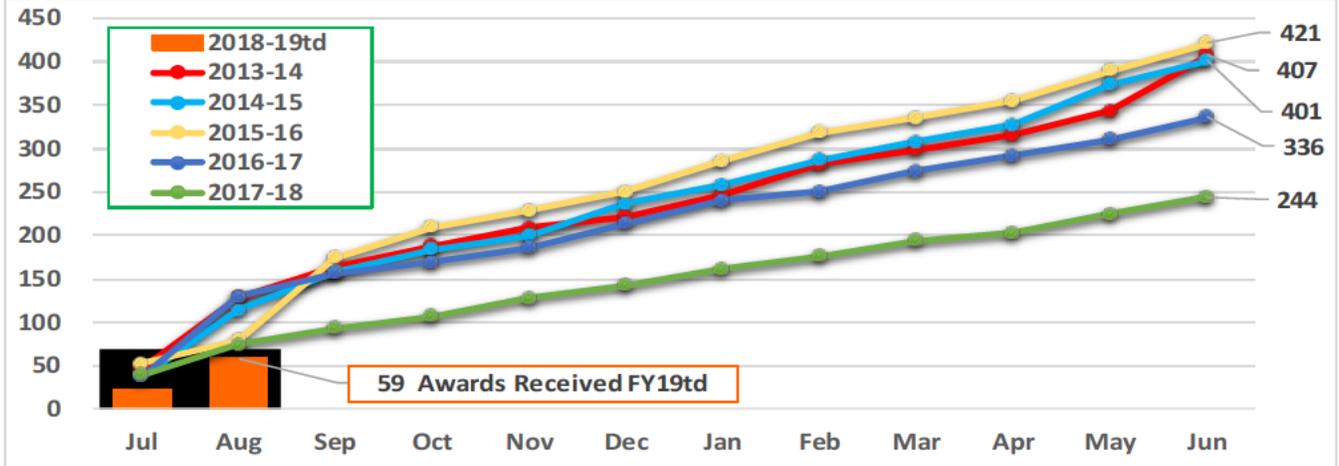


Fiscal Years 2014 through 2019-to-date

Cumulative Count of New Proposals Submitted

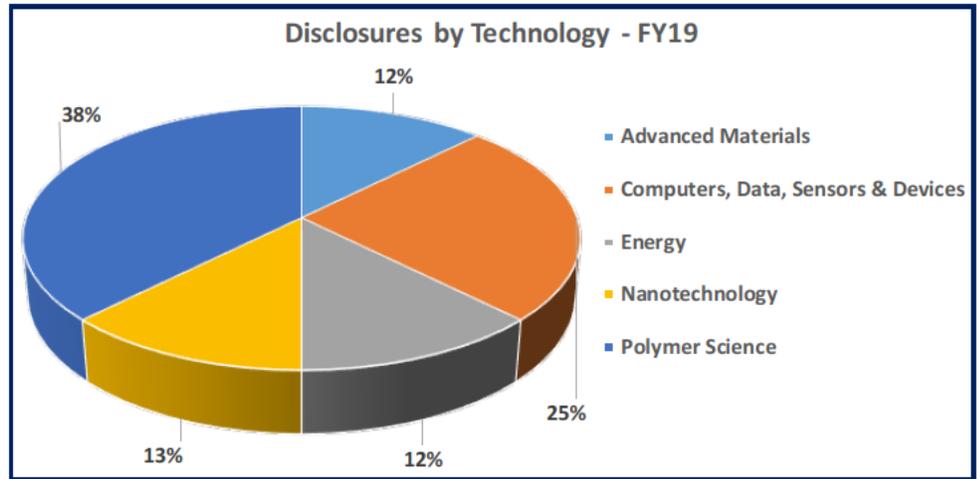


Cumulative Count of New Award Funding Received

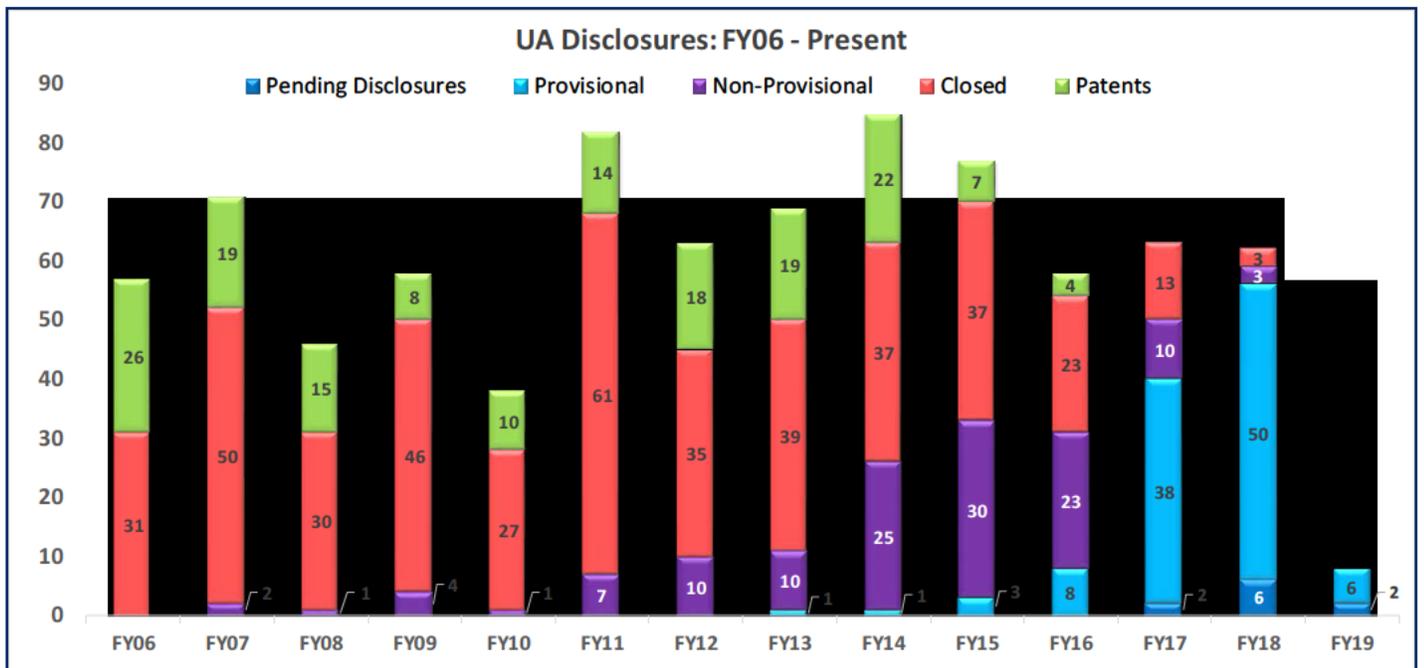
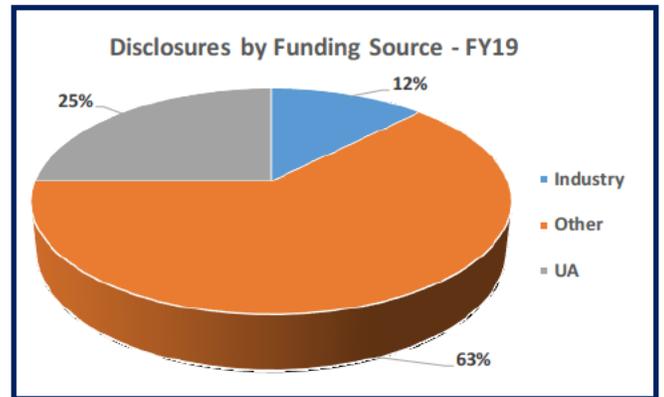


Technology Transfer: Invention Disclosures and Patent Activity FY06 to present

Disclosures submitted in FY19 to date continue in a variety of fields, with nearly 60% being in computers/data/sensors /devices and polymer science. All are being assessed regarding the technology and potential market, and all except four have been protected with a provisional patent. A provisional patent application protects an invention for one year. During this time a technology and market assessment is conducted to determine if a non-provisional patent should be filed. Once filed, it takes several years for the claims to be evaluated, revisions to be filed, and a patent to issue.



The funding source of research leading to inventions can affect the ability to commercialize the technology. Industry research agreements usually provide options for exclusive or non-exclusive licenses, with negotiated fees. Agreements often include provision for patent costs to be paid by the research sponsor. Government funding gives the university the right to patent and license, while including government use provisions. Other funding sources typically leave patent rights under university control and responsibility. Regardless of research funding, by Ohio statute any intellectual property created by State employees or by anyone using state funding or facilities is owned by UA.



U.S. Patents Issued from July 1, 2018 to August 31, 2018
(Sorted by Funding Source & Technology)

U.S. Patent	Issue Date	Patent Title	Inventors	College	Technology	Funding
10,038,156	07/31/2018	Photodetector Utilizing Quantum Dots and Perovskite Hybrids As Light Harvesters	Xiong Gong and Chang Liu	CPSPE	Advanced Materials	Govt
10,058,620	08/28/2018	Dextran-Peptide Hybrid for Efficient Gene Delivery	Gang Cheng, Qiong Tang and Bin Cao	COE	Medical	Govt
10,023,689	7/17/2018	Functional Biodegradable Polymers	Coleen Pugh, Abhishek Banerjee, William K. Storms and Colin Wright	CPSPE	Polymer Science	Govt
10,035,903	07/31/2018	Modified Soybean Oil-Extended SBR Compounds and Vulcanizates Filled with Carbon Black	Avraam I. Isayev and Mark D. Soucek	CPSPE	Polymer Science	Govt
10,059,790	08/28/2018	Synthesis of Cross-Linked Plant Oil-Based Polymers Using Bismaleimides as Crosslinkers	Coleen Pugh, Paula Watt and Brinda Mehta	CPSPE	Polymer Science	Govt
10,042,014	08/07/2018	Apparatus and Method for Analyzing Samples with NMR	Michael C. Davis, Toshikazu Miyoshi and Jiahuan Hu	CPSPE	Computers, Data, Sensors & Devices	Industry
10,013,015	7/3/2018	Fast Auto-Balancing AC Bridge	Natan Ida and Amir Mhedhi Pasdar	COE	Computers, Data, Sensors & Devices	Other
10,062,928	08/28/2018	A Method for Charging Batteries	Homero Castaneda-Lopez and Roberto Hernandez Maya	COE	Energy	UA
10,029,029	07/24/2018	Apparatus and Method for Electrospinning a Nanofiber Coating on Surfaces of Poorly Conductive Three-Dimensional Objects	William Landis and Phillip E. McClellan	CPSPE	Medical	UA

**ACADEMIC ISSUES & STUDENT SUCCESS
COMMITTEE**

TAB 5

STUDENT SUCCESS REPORT

REPORT TO THE BOARD OF TRUSTEES | October 2018

DIVISION OF STUDENT AFFAIRS

WELCOME TO ROO TOWN – RESIDENCE HALL MOVE-IN

Residence Life and Housing welcomed resident students to campus on four move-in days. The work of moving in **over 2,500 resident students** in four days is no small task and it's Residence Life and Housing's vision that the process be as seamless as possible for students and their families. As such, there were **more than 400 student volunteers** as well as assistance from each of the following campus partners:



- Physical Facilities Operations Center
- University of Akron Police Department
- Parking Services
- Information Technology
- Fraternity & Sorority Life
- Admissions
- Rape Crisis Center
- Division of Student Affairs



Volunteers lending a hand during Residence Hall Move-In 2018

NEW STUDENT CONVOCATION ~ 2018

On Friday, August 24, the freshmen class, along with faculty and staff, attended **New Student Convocation** held at First Energy Stadium-Cub Cadet Field. Immediately following, attendees made their way to a welcome reception on Coleman Common where they had the opportunity to mingle with faculty, staff and peers. The afternoon was spent participating in college welcomes.



NEW ROO WEEKEND

FRIDAY – AUGUST 24

GLOW PARTY – Fraternity and Sorority Life and the governing councils cosponsored the **Glow Party** with Campus Programs. Students were given a t-shirt and glow items while enjoying music provided by a DJ, a photo booth, fresh pizza and cookies while meeting other Zips. **Over 760 students** kicked off the school year with this popular social event.



Common, featuring chapter tabling and yard games, popcorn and inflatables provided by Super Games.

IFC SEMESTER KICKOFF – Interfraternity Council (IFC) recruitment commenced on August 24 with IFC holding their Semester Kickoff event on Coleman



Members of Theta Chi at the IFC Semester Kickoff.

PINK GLOVES

BOXING – The Department of Student Life collaborated with Student Recreation and Wellness Services to hold three different exercise programs between August 22 and August 24. These programs included two days of Yoga and one day of **Pink Gloves Boxing** on Coleman Common with great student turnout. Pink Gloves is a female-focused fitness program that delivers an amazing workout and an emotionally rewarding experience to small communities of powerful women. Pink Gloves also puts a great deal of focus on social and emotional growth. Using the core movements of competitive boxing, Pink Gloves is a non-contact program for women who want to live a healthy lifestyle.



Pink Gloves Boxing

SATURDAY – AUGUST 25

Over 850 new students reported to troop meetings to kick off New Roo Weekend, led by current UA students serving as New Roo Weekend Leaders. Following troop meetings, **825 students** participated in one of the 20 breakout sessions available. After the breakout sessions, **over 1,000 students** made their way to E.J. Thomas for the first-year speaker, Jon Vroman. Prior to the speaker, students were welcomed with a **Coke Toast from Interim President Green** which included a class selfie.



First-Year Speaker Jon Vroman at E.J.

After the speaker, students marched together to Coleman Common for the **Fall in Love with Akron** event, which promotes community agencies and involvement opportunities in the greater Akron area. New Zips were exposed to some of the opportunities that exist beyond our University and encouraged to become more involved in the community broadly. Many presenters from the earlier breakout sessions were also present, giving students an opportunity to learn more about campus engagement.

Students could get lunch from **City Barbeque, Swensons or Barrio food trucks** with a voucher provided through their attendance at New Roo Weekend. WZIP was also present. Downtown Akron tours were also available. **Approximately 1,200 students** participated in the Fall in Love with Akron event.



Fall in Love with Akron event

ICE CREAM SOCIAL – The governing councils of Interfraternity Council (IFC), Panhellenic Council (PHC), and National Panhellenic Council (NPHC) gathered for the Fraternity and Sorority Life (FSL) Ice Cream Social. Up to 20 members from each chapter were permitted to attend, and recruitment staff/guides from IFC and PHC volunteered for the event. There were **477 non-affiliated students** in attendance, eager to learn more about the opportunities presented by FSL, along with **271 current members** of the fraternity and sorority community.



Members of Phi Delta Theta at the Ice Cream Social

LATE NIGHT AT THE REC – The Late Night at the Rec event, sponsored by Campus Focus, included zorb soccer, dodgeball and futsal and free pizza.

OUTDOOR ADVENTURE staff set up a “tenting” on the main concourse of the Student Recreation and Wellness Center during Late Night, with a tent, paddleboard, backpack and climbing gear on display to highlight programs and activities.

RESIDENCE LIFE AND HOUSING sponsored the annual **RA Lip Sync** performance filling E.J. Thomas!



RA Lip Sync

CASINO NIGHT, which is sponsored by the Residence Hall Program Board, Residence Hall Council and E.J. Thomas, had **more than 1,180 students** participating in the annual program.



Students enjoying Casino Night



TACO 'BOUT CAREERS AND MAJORS – During New Roo Weekend, students were able to enjoy a free taco or other items from the food trucks as they met the Career Services team and had an opportunity to “taco ‘bout” majors and careers, with 275 students receiving a Taco ‘bout Careers t-shirt.



SUNDAY – AUGUST 26

ROOFEST – The annual RooFest sponsored by the SOuRCe allows students valuable exposure to over 170 student organizations and opportunities to become more engaged in the UA community. **Approximately 3,700 students** were in attendance at this year’s event.

CLASS SCHEDULE TOUR – More than 500 students participated in class-schedule tours, which were facilitated by New Roo Weekend Leaders to assist new Zips in locating their classrooms for the first week of classes.



New Roo Weekend Leaders assisting new Zips to locate their classrooms

WEEK OF WELCOME – WOW

WELCOME TEAM

During the first two days of the fall semester, tables were set up on Buchtel Common, the Polymer Circle turnaround, and at the JAR/Rec Center turnaround to assist students find their classes. Welcome Team tables were also in place with the ZipAssist Information Desk in Simmons Hall and the Student Union Information Desk, branding the locations as “official” Welcome Team areas to provide additional assistance.

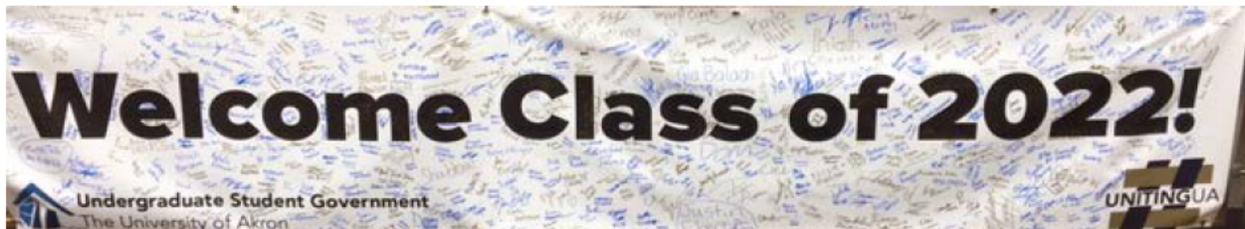


'DONUT' MISS GETTING INVOLVED

The Department of Student Life hosted “**Donut Miss Getting Involved**” to welcome students to campus and provide them with information on ways to get involved in the UA community. **Over 90 students** were able to meet the full-time staff and student employees of Student Life while enjoying a free donut, giveaways and information about six different areas within the Center for Service and Leadership.

UNDERGRADUATE STUDENT GOVERNMENT

USG welcomed new students throughout New Roo Weekend, including during RooFest where members of the Class of 2022 signed a banner provided by USG which is now hanging in the Student Union.



ZIPS PROGRAMMING NETWORK BINGO NIGHT

ZPN planned and implemented five events during Week of Welcome which attracted a total of **2,142 students**. ZPN collaborated with Campus Programs to host **Bingo** on Thursday, August 23. This event had a successful turnout with **over 415 attendees**.



ZPN's Bingo Night

THURSDAY – AUGUST 30

ZPN FESTIVAL – The annual ZPN (Zips Programming Network) Festival aims to promote a sense of community. **Over 980 students** enjoyed free food, inflatables and the company of fellow students at this year’s festival which was held on Thursday, August 30. ZPN’s movie series showcased three films, including *Avengers Infinity War*, *Black Panther* and *Ocean’s 8*, offering a total of six showings. Total attendance for all showings was **550 students**. ZPN hosted one of the *Black Panther* showings on Coleman Common to provide an outdoor movie experience.



STUDENT RECREATION AND WELLNESS SERVICES (SRWS) WOW EVENTS

Crate stacking, open kayaking and the Mile High Challenge kicked off with all three activities seeing reasonable participation, and interest seems strong for semester trips and opportunities with **more than 400 students** participating.

Crate Stacking – Students test their balance as they stack as many upside-down plastic milk crates as possible and then stand on top. Stackers rest their feet in the handle holes of the crate with the challenge being to place the next crate and transfer footing without losing balance, all the while under the safety of a security rope above.

Competitive Sports Showcase offering five different contests for students to participate in showcasing multiple aspects of the Intramural Sports Program.

Personal Training outreach to promote personal training for students and members. Student trainers also circulated the fitness floor offering tips and pointers to new members/students, which helps them improve their communication, marketing and sales skills.

Wellness Services held an open house with a push-up contest, tour of the suite, more information about the fitness tests and services offered. There was lots of interest in personal training.

Club Sports Teams participated in the Intramural Sports/Club Sports table and demo night at the SRWC, with seven clubs participating.

Pink Gloves Boxing + Zip Hop offered free demo classes giving the student instructors an opportunity to promote their programs and the student participants an opportunity to try our programs free of cost.



The Calm Before the Storm

OFFICE OF ACCESSIBILITY (OA)

During the first week of classes for the fall 2018 semester, the Office of Accessibility participated in The University of Akron’s Week of Welcome. OA provided activities, snacks and raffles for the entire student population. Prizes included Starbucks gift cards, Rubber Ducks tickets, and other prizes to educate about the services offered by Accessibility. Students not already registered with OA were encouraged to request accommodations, with **324 students** participating in the raffles.



COUNSELING AND TESTING CENTER

Counseling and Testing Center hosted their annual **Party in the Penthouse** during WOW in the Counseling Center suite. Students interacted with CTC counselors as they toured the center, played games, used biofeedback to relax, gathered mental health and testing services information and spun a wheel for giveaways. This event helps to decrease the stigma associated with seeking mental health services and several students did make appointments to see a CTC psychologist.

ZIPASSIST

ZipAssist provided several programs during Welcome Weekend and Week of Welcome, including a commuter social, financial coaching workshop, and FERPA. There was also extended office hours through the weekend of August 25. The office conducted more than 10 outreach sessions to provide information to new students and student leaders about ZipAssist support and advocacy. The office also supported campus offices in their welcoming efforts, including move-in, New Roo Weekend, and SC9 (Safety, Conduct and Title 9) workshops. Combined, the office interacted with **over 600 students** over the Week of Welcome programming.

ZIPASSIST ACKNOWLEDGED BY GREAT LAKES

The **Student Emergency Financial Assistance (SEFA)** program, supported by the **Great Lakes Higher Education Corporation & Affiliates – Dash Emergency Grant** – provided **over \$192,000 to 252 students in FY18**. The following are excerpts from a letter received from Kristin Yeado, Program Officer at the Great Lakes Higher Education Guaranty Corporation, who is the “very proud funder” of the Dash Emergency Grant program (a.k.a. Student Emergency Financial Assistance/SEFA).

“As we enter the second year of the grant, I have been impressed with the great work that your team ... specifically the ZipAssist team ... is doing to implement this program at Akron.”

In 2017, Great Lakes awarded 32 four-year colleges – including The University of Akron – with the 2017-2019 Dash Emergency Grant to help low-income students overcome unexpected financial emergencies so they can remain enrolled in school and, ultimately, graduate. Across all grantee colleges, 93 percent of the students who benefitted from emergency aid in fall 2017 either graduated or re-enrolled for the spring 2018 semester. At The University of Akron, 98 percent of students graduated or re-enrolled!

Ms. Yeado goes on to say: *“Great Lakes makes grants to learn what works and, in the first year of implementation, The University of Akron has stood out as an institution that is shifting institutional processes and implementing best practices that support student success. Upon implementing the Dash Emergency Grant, The ZipAssist team quickly recognized the complex challenges students encounter, as well as the university and community partnerships needed to effectively address them.”*

UA has leveraged the partnership of several key organizations, including the United Way of Summit County, Rubber Arches, LLC, Salvation Army of Akron and Summit County, and the Ohio Benefits Bank. These partnerships ... and several others ... have resulted in ZipAssist becoming a safe and trusted resource on campus where students have access to support, guidance, and most importantly, a caring team of individuals.

Finally, Ms. Yeado continues: *“At the foundation of the ZipAssist team’s work is a student-centered approach that recognizes the resilience and strength of individual students, as well as a process that quickly connects students to the resources needed for success. ... The work of the ZipAssist team is a clear example of how a combination of meaningful partnerships, student-centered processes, and a dedicated ‘central point’ of contact can ensure students have the support needed to remain enrolled in school.”*

FIVE-STAR FRIDAYS

CAREER SERVICES

Student appointments in Career Services were **up 56 percent** for the first two Fridays of the school year as compared to the same weeks last year.

COUNSELING AND TESTING CENTER

The number of counseling appointments on Fridays for the first two weeks of the semester was **up 42 percent** as compared to 2017 with the number of overall appointments for those two weeks **up 15 percent**.

RESIDENCE LIFE AND HOUSING

On Friday, September 7 the **LEAP Mentors (Leading Entrepreneurial Academics into Practice)** sponsored the first in a series of four Five-Star Friday educational sessions for the Emerging Leaders. The topic for this first session was **Time Management** with **76 attendees**.

STUDENT HEALTH SERVICES

Student Health Services will be open every Friday for walk-in patients as well as clinical experiential learning. Also being offered is peer educator training.

STUDENT RECREATION AND WELLNESS SERVICES

Five-Star Friday kicked off with a **“Deadlifting 101”** presentation led by our student personal trainer with four students being led through the training and providing student development skills in presentation, training technique and customer service.

Rock Wall hosted the first **Climbing Works! Clinic**. A top rope belay skills class was also held in an effort to support Five-Star Fridays.

The first Friday Outdoor Adventure trip filled quickly for the weekend of September 14.

US DEPARTMENT OF JUSTICE GRANT

The University of Akron has received a **\$300,000 grant** from the Office of Violence Against Women (OVW) of the United States Department of Justice. The University is **one of only four schools in Ohio** to have qualified for the grant through the rigorous application process. The \$300,000 will be available for three years during which funds will support a Coordinated Community Response and Support (CCR) group. This newly established team will work hand in hand with the Sexual Assault and Violence Education (SAVE) team and the Title IX Response Team to increase capacity to provide stalking, intimate partner violence, and sexual assault prevention programs to campus.

The University of Akron has made steady progress toward the end of all forms of sexual harassment and sexual violence. Still, any one instance is one too many. The OVW grant will allow our dedicated staff to reach farther into our community educating students as well as University faculty and staff. Every student at the University of Akron deserves the best possible support following an instance of sexual harassment or violence and every member of the faculty and staff should know where to turn for support and assistance on behalf of their students.

Initial steps are being taken now to accept and implement the grant. The grant applications identifies four areas of initial focus:

- Implementation of universal prevention strategies, including training for faculty and staff;

- Training for campus law enforcements, other first responders and student conduct hearing boards;
- Building upon a coordinated community response to violation including internal and external partners; and,
- Mandatory prevention and education programming for all new University students.

Dr. John A. Messina will serve as the primary investigator of the grant and will be assisted by Dean of Students Michael Strong and Director of Labor and Employee Relations Michelle Smith.

ACCESSIBILITY

MICHAEL JAMES AND THOMAS EDWARD FLANNERY SCHOLARSHIP

The Office of Accessibility (OA) invited registered students to apply to the **Michael James and Thomas Edward Flannery Scholarship** for the 2018-2019 academic year. This scholarship was established in 2013 through a gift from the estate of the late Sally Flannery Orrok. It was Mrs. Orrok's wish to establish this scholarship in her sons' memories. Michael and Thomas both lived with muscular dystrophy. They both attended The University of Akron in the late 1970's before passing away from complications related to their illness. Mrs. Orrok was grateful to the faculty, staff and students who assisted her sons during their time at UA. This year's scholarship monies were awarded to **Ava Jakab and Jonathan Henry**. The scholarship monies are **\$900 per student**, with \$450 being dispersed during the fall 2018 semester and \$450 being dispersed for spring 2019 semester.

CAREER SERVICES

CAREER CLOSET

The Career Closet is now open! Through the generosity of JCPenney, we obtained **116+ new, professional jackets** to stock a Career Closet located in Career Services in the Student Union. Students are able to borrow these jackets and feel confident they are dressed professionally for career fairs, interviews, networking events, professional headshots, presentations and job shadowing.



CAREER SERVICES STAFF EXPANSION

Eight new Career Services Coordinators/Career Advisors were hired in August and are completing their training. To build on the success of the Career Services offices in CAS, we will now have two Career Advisors in new office space within Polsky to service students in Health Professions and CAST. The College of Business will receive the support of one new full-time and one part-time Career Advisors. The CAS Career Services office will benefit from the support of a full-time Career Advisor as well as a GA and Career Advisor stationed part-time in the college. Two of the new coordinators will be primarily dedicated to employer relations to help expand the employer connections for internships, co-ops and full-time placement for all students.

CAREER SERVICES BRANDING CAMPAIGN

New decals provide branding in the Career Services windows in the Student Union and depict the services offered to students to encourage them to stop in. These decals will be featured in the Career Services offices in BCAS soon as well as in the Polsky Career Services office that will open later in the semester to serve students in the College of Health Professions and CAST.



EXPLORATORY ADVISING AND ACADEMIC SUPPORT (EAAS)

EAAS INAUGURAL EXPLORE LEARNING COMMUNITY KICK-OFF

The establishment of the office of Exploratory Advising and Academic Support has led to the rebranding and expansion of the Explore Learning Community, known previously as “Career Exploration.” This fall, the office is operating **five Explore Learning Communities with over 100 students**, focusing on major exploration and academic and career success. **Total participation in the learning community has increased 159 percent** compared to the previous academic year.

NEW STUDENT ORIENTATION – LEARNING COMMUNITIES – AKRON EXPERIENCE

NEW STUDENT ORIENTATION SUMMER 2018 PROGRAM RECAP



Program Type	# Offered	# of Students	# of Guests
Freshmen (NSOP)	30	2,957	2,691
Transfer (NSOT)	15	465	164
Veteran/Adult (NSOV)*	9	31	N/A
Evening (NSOE)	4	28	2
Honors (NSOH)*	20	342	N/A
ADVANCE (NSOA)*	10	152	N/A
College Credit Plus (CCP)	21	520	348
Special Accommodations**		84	

*Veteran/Adult, Honors and ADVANCE programs run concurrently with freshmen programs; therefore, the show rate and guest count is a part of the NSOP total.

**Special accommodations are available for students that live out of state, work full-time and cannot attend a traditional program, or have other extenuating circumstances that prevent them from attending a traditional orientation program. Students complete a phone or in-person appointment with their academic advisors and then connect with the office of New Student Orientation prior to the start of classes for additional information.

SAFETY, CONDUCT AND TITLE IX (SC9) WORKSHOPS

A total of **2,227 students** participated in one of four available workshops, which is a requirement workshop for all new freshmen. Students received specific communication as to which workshop to attend based upon their move-in date or being a commuter student. The workshops cover topics surrounding campus safety, Code of Student Conduct, Parking Services, and sexual respect.

FUTURE ZIPS CONFIRMATION FEE AWARD & WORKSHOP

There were **29 Future Zips Confirmation Fee Awards** awarded for the summer/fall orientation cycle for students with financial need as determined by the Financial Aid office. As a condition of this award, students are expected to attend a Future Zips Financial Workshop which is designed to help address some of the financial barriers that students typically encounter when starting college. During the workshop, students explore MyAkron, speak with Financial Aid and Student Accounts, learn about student employment opportunities, and find out more about commuting and living on campus.

Of the 29 awards granted, **24 students attended a workshop**. An overwhelming **95.8 percent** of students and families who attended noted the workshop met and exceeded their initial expectations.

LEARNING COMMUNITIES

There are **881 new students** enrolled in one of the **49 learning community experiences**.

Year	# Learning Communities Active for Fall	Total LC Enrollment Capacity	Current LC Enrollment Count	LC Percentage Filled
2016	36	743	493	66.4%
2017	41	873	662	75.8%
2018	49	1,070	881	82.3%

RESIDENCE LIFE AND HOUSING

EMERGING LEADERS TRAINING

Emerging Leader (EL) students participated in the following programs:

- Professional leadership speaker **Tracy Knofla** presented “True Colors”
- Professional leadership speaker **Michael Miller** presented on the value of diversity
- Professional leadership presenters **SwiftKick** presented “Dance Floor Theory of Leadership”
- The program “**Head Phone Disco**” presented a special show for EL students and Residence Life and Housing
- EL students volunteered to assist with the remainder of residence hall move-in



RESIDENCE HALL PROGRAM BOARD / RESIDENCE HALL COUNCIL FALL SEMESTER EVENTS

August 28 – **Psychic Magician Craig Karges** at E.J. Thomas, co-sponsored by Residence Hall Program Board (RHPB) and Residence Hall Council (RHC) – **710 attendees**.

September 5 – **Leadership Speaker Tom Varano** was featured in the Emerging Leader Akron Experience class. His session was titled “**Emotion Into Art**” which featured four paintings (Walt Disney, Nelson Mandela, Martin Luther King, Jr. and the Statue of Liberty), all painted by Tom – **127 attendees**.

Also on **September 5** – RHPB and RHC co-sponsored the a cappella group **The Filharmonic** at 9:09pm in E.J. Thomas – **510 attendees**.

UPCOMING EVENTS

- August 12 – Hypnotist Michael C. Anthony at 9:09pm at E.J. Thomas
- September 25 – Singer Will Champlin at 7:17pm in the Student Union Starbucks
- October 17 – Singelr Selkii at 7:17pm in Student Union Starbucks
- October 30 – Comedian Samuel J. Comroe at 9:09pm in Student Union Starbucks

STUDENT LIFE

STUDENT LIFE GIVES BACK – OPERATION ORANGE

On September 10, staff members from the Department of Student Life participated in **Operation Orange**, the Akron-Canton Food Bank’s annual 24-hour volunteer event. Students and staff had a blast bagging and weighing thousands of pounds of apples to benefit the Greater Akron community.



Pictured left to right: Nick Horvathm, Ashton Hawkins, Lexi Gore, Abbi Kuykendall, Sierra Clark, Daniel Nahra, Joe Gimmarco, Nicole Raulli, and Jonathon Giaquinto

STUDENT RECREATION & WELLNESS SERVICES

AKRON ADVENTURES

Two outdoor adventure freshman orientation trips took place this summer providing students the opportunity to meet other classmates and participate in a unique experiential learning opportunity. This collaborative program with New Student Orientation and SRWS has created lasting friendships and connections to campus facilities and administrators for over ten years. The first trip was **whitewater rafting down the Class III Lower Youghiogheny River,**



exploring the natural rock waterslide, hiking, and visiting Cucumber Falls. For most of the participants this was their first time rafting, and for some it was their first time camping. The second trip to **Hocking Hills, Ohio** included rock climbing and 110-ft rappel beside a waterfall, hiking from Cedar Falls to Old Man's Cave, and then back to the Ash Cave lookout tower. The group attended "Ash Cave by Lantern" tour and went ziplining through Valley Zipline Tours.

EARLY COLLEGE HIGH SCHOOL TRAINING

Over 100 freshmen from the **Early College High School** participated in the American Red Cross Hands Only CPR/AED training taught by SRWS staff. All students participated in a class, demonstrated skills on mannequins, and practiced with an AED.

STUDENT ACADEMIC SUCCESS – TUTORING SERVICES

SUMMER TUTORING

Summer Tutoring opened on June 11, 2018 using nine peer tutors and three part-time faculty tutors and continued through August 17, 2018. Tutors were available in Math, Writing and other general education courses with **139 students attending and 827 visitors.**

ZIPASSIST

STUDENT PERSISTENCE AND RETENTION

ZipAssist continues to find creative means to support student persistence and retention. Through support of campus offices and direct outreach to students, the office continues to offer mentoring appointments, financial coaching, and seeks to gain insight into the reason why a student would wish to discontinue enrollment at UA. ZipAssist has created a quick survey to administer with students who have outreached

and shared a desire to discontinue enrollment – the goal is to begin analyzing reasons for drop out and see if any barriers to persistence can be avoided/overcome with ZipAssist support.

COMMUNITY PARTNERSHIPS

ZipAssist has continued to forge intentional community partnerships with local agencies and organizations in order to best meet the needs of students served by the office.

The partnership with the **United Way of Summit County** launched on September 5 and students are beginning to take advantage of free, one-on-one financial counseling with a staff member from the Financial Empowerment Center. This partnership is part of a city-wide program, known as **BankOn Rubber City**, which provides free financial empowerment counseling to Summit County residents.

Rubber City Arches, LLC continues their support of ZipAssist by providing **hot-meal gift cards (\$2,000 each semester)** to be given to students who are food insecure. The organization provided a donation in August and has committed to additional support as needed.

The Salvation Army of Summit County continues their support of UA students through their **textbook assistance program, discounted childcare, providing pre-packaged meals** to be distributed through the Campus Cupboard and offices on campus, and by **providing a representative in the ZipAssist office** who can offer social services assistance. The textbook assistance program concluded in early September, with **more than \$10,000 distributed in aid to 36 students** via textbooks for the semester. All students receiving aid met with a member of the ZipAssist staff and the Salvation Army to discuss financial need, academic goal-setting, and future budgeting.



Consent Agenda
The University of Akron Board of Trustees
Meeting of October 10, 2018

Item	Description	Committee	Tab
1	Minutes for August 15, 2018 and October 2, 2018	None	Board of Trustees
2	Procurement for More Than \$500,000	Finance & Admin.	2
3	Local Administration of State-funded Capital Projects	Finance & Admin.	3
4	Course Content	Finance & Admin.	4
5	Report of the Ohio Task Force on Affordability and Efficiency in Higher Education	Finance & Admin.	5
6	Cumulative Gift and Grant Income Report for July 1 through August 31, 2018	Finance & Admin.	6
7	Naming of The R. C. Musson and Katherine M. Musson Charitable Foundation Testbed	Finance & Admin.	7
8	Naming of The Helen Maxine and Walter V. Peternell Conference Room	Finance & Admin.	8
9	Curricular Changes	Academic Issues & Student Success	1
10	Establishment of an Urban STEM Education Center in the LeBron James Family Foundation College of Education at The University of Akron	Academic Issues & Student Success	2

Presiding:
Chair
Joseph M. Gingo
October 10, 2018

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