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THE UNIVERSITY OF AKRON
BOARD OF TRUSTEES
Meeting Minutes
Wednesday, October 10, 2018
Student Union, Room 339

Board Members Present:
Joseph M. Gingo, Chair
Olivia P. Demas, Vice Chair
Alfred V. Ciraldo, M.D.

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

Thomas F. Needles
Ralph J. Palmisano
William A. Scala

Student Trustees Present:
Andrew M. Adolph
Joshua E. J. Thomas

Advisory Trustees Present:
Anthony J. Alexander

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 7:30 a.m., and the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). The meeting returned to public session at 10:15 a.m. on a 9-0 vote.

Mr. Gingo welcomed new Trustee Thomas F. Needles to the Board, whom Governor John Kasich had appointed on September 28, 2018 to a term that ends on July 1, 2027. As head of the Columbus-based Compass Consulting Group, LLC, Mr. Needles has a proven track record of developing and successfully executing comprehensive government relations and media strategies. He is an expert in advocacy of state, federal and administrative issues across a broad range of public policy areas. Prior to his work at Compass consulting Group, Mr. Needles served in the state and federal governments for 15 years, holding positions such as senior adviser to former Ohio Governor George Voinovich, special assistant to former President George H. W. Bush and congressional press secretary and legislative assistant on Capitol Hill.
Mr. Needles earned a bachelor’s degree in history at Walsh University, a master’s degree in history at John Carroll University and a master’s degree in political theory at the Catholic University of America, where he also served as a guest lecturer.

Mr. Gingo invited Mr. Needles to go to the head of the room, where Ms. Cook administered the oath of office. Mr. Needles expressed his enthusiasm to serve on the Board. He praised the Trustees for their depth of commitment to the University and thanked staff who had assisted him since his appointment.

**REPORT OF THE CHAIR**

Appreciation of Students

Mr. Gingo began by expressing his appreciation for the students of The University of Akron, “the reason we are here.” He said that this was the first meeting of the Board of Trustees since the beginning of the fall semester on August 27 and that it is gratifying to see campus bustling as students participate in classes and activities—even as most work a job or two in addition to academic and athletic obligations.

Noting that the 2018 Homecoming events of the previous weekend had brought past and present together as UA alumni returned to attend that fall highlight, Mr. Gingo made the following statement:

“To all of UA’s students, past, present and future, please know that the collective Zips nation is respected deeply by this Board as we fulfill our duties to ensure a stable future for The University of Akron.”

New Leaders of the Faculty Senate and University Council

Mr. Gingo offered congratulations on behalf of the Board to Dr. Linda Saliga and Dr. Philip A. Allen as new chairs for Faculty Senate and University Council, respectively. He said that he and the Trustees look forward to working with them in their new roles.

Upcoming Events in Columbus

Mr. Gingo said that Interim President Green had invited Board members to attend two events that would take place in Columbus in November:

- A post-election analysis, sponsored by the Ray C. Bliss Institute of Applied Politics on Wednesday, November 14
  
  All members of the Ohio House and Senate, along with alumni and friends of the University, had been invited to attend. Dr. Green would offer his thoughts on the results of the 2018 midterm elections, specifically for Ohio, and the ramifications for the election of 2020, as well as the new state administration and policies that could benefit higher education.
• The Ohio Department of Higher Education’s 2018 Trustees Conference on Thursday, November 15

Dr. Green would present at the conference on UA’s Academic Program Review: the rationale for the review, process used, conclusions reached, and the resulting changes and benefits.

Mr. Gingo encouraged all available Trustees to plan to attend on one of both of these dates and to notify the Board office to handle their arrangements.

Recognition of University Benefactors

Mr. Gingo acknowledged the following two benefactors for their generosity to the University. Their long-time support would be recognized later through the proposed naming of separate campus facilities.

• R. C Musson and Katharine M. Musson Charitable Foundation

Mr. Musson was the grandson of Harriet Buchtel Musson, the younger sister of John R. Buchtel, founder of The University of Akron. The Musson Charitable Foundation has provided significant support to the University since 1989. Currently under the leadership of Buchtel family descendent and University alumnus, Jay Musson, the Musson Foundation has:

(a) Established The Robert C. Musson Eminent Scholar Chair in Polymer Science;
(b) Funded scholarships for nursing and business students; and,
(c) Funded campus initiatives for student veterans.

Most recently, the Musson Foundation has contributed a gift to develop an industrial control testbed, one of the few on a campus in the country. The testbed would provide a simulation-based learning environment for students in the University’s computer information services degree programs, which would provide a significant advantage to our students in their cybersecurity education.

The R.C. Musson and Katharine M. Musson Charitable Foundation Industrial Control Systems Testbed would be so named in honor of the long-time generosity of the Musson family to the University and in particular the foundation’s gift to develop this newest facility.

• Helen “Maxine” and Walter V. Peternell

The Peternells, who passed away in 2017 and 1987, respectively, provided a generous gift in support of scholarships through their estate. Mr. Peternell, a 1949 mechanical engineering graduate, enjoyed a long career with Monsanto; and Mrs. Peternell, a long-time Goodyear employee, was very active in the Akron community, including serving as a member of the Hower House Museum Guild and the Goodyear Blue and Gold Club.
Room 258 in the Dorothy Hassenflue Stein Suite in InfoCision Stadium would be named The Helen Maxine and Walter V. Peternell Conference Room in honor of the Peternells’ generous gift in support of student scholarships at the University.

Closing Acknowledgements

Mr. Gingo recognized two Board members for recent charitable athletic activities.

- Student Trustee Joshua Thomas had participated on the relay team that represented the University in the annual Akron Children’s Hospital Akron Marathon Race Series on Saturday, September 29. This series of races serves as a major fundraiser for Akron Children’s Hospital. Joshua’s UA teammates were Debra Gannon, Dr. Richard Londraville, Dr. Elizabeth Kennedy and alumna Becki Smith.

- In addition, Trustee Al Ciraldo had completed that event’s half marathon race in 2 hours, 29 seconds. Dr. Ciraldo is an accomplished runner who for many years also has participated in the annual Komen Northeast Ohio Akron Race for the Cure. His family and friends share his advocacy, and their team, “Ciraldo’s Crusaders for the Cure,” would compete in Akron’s 2018 Komen event on Saturday, October 13.

REPORT OF THE INTERIM PRESIDENT (See Appendix C.)

REPORT OF THE STUDENT TRUSTEES

Mr. Thomas introduced Cadet Richard Desatnik, who offered remarks to the Board regarding his University of Akron experience in conjunction with the 100th anniversary of the Army Reserve Officers’ Training Corp (R.O.T.C.) program. He received a commemorative gift from Trustees.

Mr. Adolph reported that students were settled in for the fall semester, with Five Star Fridays successfully providing a wide range of opportunities for students. The Department of Student Life had offered voter registration events, including a guest appearance by Akron Mayor Dan Horrigan. Undergraduate Student Government had elected new senators to their legislative branch and hosted Akron Go Day, during which students were surveyed about Five Star Fridays. Career Services had hosted two career fairs and a J. C. Penney Suit-It-Up event for students. The previous week’s Homecoming and Family Weekend had featured many events for students and the campus community, including decorating campus, a cookout on Coleman Common, a pep rally in the Jean Hower Taber Student union, and a pre-game tailgate and events in downtown Akron to get students and families ready for the football game.

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 on October 4.
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 August 15, 2018 and of the Presidential Advisory and Screening Committee meeting on October 2, 2018 was placed on the consent agenda.

RESOLUTION 10-1-18 (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 10-2-18 (See Appendix B.)
  ACTION: Scala motion on behalf of Committee, passed 8-0-1, with Trustee Palmisano abstaining.

- Procurement for More Than $500,000 (Tab 2)

  Pharmacy Benefit Manager for Calendar Year 2019 (University and Employee Funded)
  The Office of Talent Development and Human Resources and the Department of Purchasing recommended a one-year contract extension to Caremark through Employers Health Coalition to continue pharmacy benefit manager (PBM) services for calendar (plan) year 2019 at an estimated expenditure of $6 million. The contract extension to Caremark, the incumbent PBM services provider since plan year 2014, would include options for two additional renewals. Terms and conditions of Caremark’s proposal to extend its current agreement with the University would be subject to final negotiations between the parties and approval by the Office of General Counsel as to legal form and sufficiency.

  RESOLUTION 10-3-18 (See Appendix B.)

- Local Administration of State-funded Capital Projects (Tab 3)

  The proposed resolution would confirm the University’s participation in the Local Administration Competency Certification Program and provide to the Chancellor of the Ohio Department of Higher Education written notice of the Board’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 awarding of contracts.

  RESOLUTION 10-4-18 (See Appendix B.)

- Universal Approval of Electronic Course Content Fees (Tab 4)

  This proposal would streamline the process of making expanded electronic course content (classroom instructional materials) available to students through University learning management systems without the need to bring each offering to the Board of Trustees for consideration and approval. This approach would afford students additional and more economical options to acquire
course content without any mark up of costs that are passed through the University. In all cases, the University would ensure that students may opt out of electronic course content.

**RESOLUTION 10-5-18** (See Appendix B.)

- Report to the Ohio Task Force on Affordability and Efficiency in Higher Education (Tab 5)

  The University’s 2018 report to the Ohio Department of Higher Education, which documents institutional progress toward implementing the recommendations of the Ohio Task Force on Affordability and Efficiency in Higher Education, was submitted for Board approval.

**RESOLUTION 10-6-18** (See Appendix B.)

- Cumulative Gift and Grant Income Report for July 1 through August 31, 2018 (Tab 6)

  During July 1 through August 2018, The University of Akron recorded gifts of cash, bequests, gifts-in-kind and pledges totaling $8,716,059.

**RESOLUTION 10-7-18** (See Appendix B.)

- Naming of the R. C. Musson and Katherine M. Musson Charitable Foundation Testbed (Tab 7)

  A resolution was proposed to name an industrial control system testbed on campus in recognition of longstanding support the R. C. Musson and Katharine M. Musson Charitable Foundation, which had provided the lead gift toward that facility.

**RESOLUTION 10-8-18** (See Appendix B.)

- Naming of the Helen Maxine and Walter V. Peternell Conference Room (Tab 8)

  A resolution was proposed to name Room 258 in The Dorothy Hassenflue Stein Suite of InfoCision Stadium in recognition of an estate gift from the Peternells for University scholarships.

**RESOLUTION 10-9-18** (See Appendix B.)

- Purchases a) $25,000 to $500,000 and b) More Than $500,000 (Tab 9) INFORMATION ONLY

- Information Technology Report (Tab 10) INFORMATION ONLY

- Capital Projects Report (Tab 11) INFORMATION ONLY

- Advancement Report (Tab 12) INFORMATION ONLY

- University Communications and Marketing Report (Tab 13) INFORMATION ONLY

- Government Relations Report (TAB 14) INFORMATION ONLY
REPORT OF THE ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE
presented by Committee Chair Demas

- Presentation: UA Career Services

Dr. Messina introduced Director of Career Services Laura Carey, who along with Senior Associate Director Michael Kulick, presented an in-depth overview of the UA Career Services mission and the support and services being provided by that office to undergraduate and graduate students; alumni; faculty; campus departments; student organizations; prospective student visitors; and employers and community organizations.

- Curricular Changes (Tab 1)

  **Program revision with name change**

  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 in the Buchtel College of Arts and Sciences, Department of Political Science, proposal #15-15865

  This proposal would 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 would align the requirements with other minors and better reflect the coursework.

  **Program name change**

  Change the name of the Associate of Applied Science in Electronic Engineering Technology to the Associate of Applied Science in Electrical and Electronic Engineering in the College of Applied Science and Technology, Department of Engineering and Science Technology, proposal #17-21679

  This proposal would 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 and Electronic Engineering in the College of Applied Science and Technology, Department of Engineering and Science Technology, proposal #17-21783

  This proposal would more accurately depict the capabilities obtained 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 would eliminate the undergraduate certificate in Advanced Addiction Services due to lack of enrollment and practicality. The Basic Addiction Services certificate, which meets the needs for licensure while requiring fewer credits, would continue.

RESOLUTION 10-10-18 (See Appendix B.)

- Establishment of an Urban STEM Education Center in the LeBron James Family Foundation College of Education (Tab 2)

The proposal would establish a college-level structure to build capacity and expand support in developing programs, professional development for teachers, and research and evaluation of STEM offerings for K-12 students.

RESOLUTION 10-11-18 (See Appendix B.)

- Enrollment Management Report (Tab 3) INFORMATION ONLY
- Research Report (Tab 4) INFORMATION ONLY
- Student Success Report (Tab 5) INFORMATION ONLY

CONSENT AGENDA VOTE

Mr. Gingo said that each of the items on the consent agenda had been thoroughly discussed at committee meetings on October 4 and had been recommended for approval by the appropriate committee, which also had approved the items’ addition to the consent agenda.

ACTION: Adkins motion, Crotty second for approval of Resolutions 10-1-18 and 10-3-18 through 10-11-18, passed 9-0.

Mr. Gingo again urged Trustees to attend the Bliss Institute post-election events on November 14 and the Trustees conference on November 15, both in Columbus. He said the next meeting of the Board of Trustees would take place on Wednesday, December 5, 2018 with an executive session beginning at 7:30 or 8 a.m.

At 11:35 a.m. the Board adjourned into executive session on a 9-0 vote for the stated purposes of—considering employment and compensation of public employees pursuant to O.R.C. 121.22(G)(1) and reviewing for collective bargaining sessions pursuant to O.R.C. 121.22(G)(4). Mrs. Demas left the meeting at 1:21 p.m., and the meeting returned to public session at 1:32 p.m. on a 8-0 vote.

ADJOURNMENT

ACTION: Meeting adjourned by consensus at 1:32 p.m.
APPENDIX A: OTHERS PRESENT

Dr. Matthew P. Akers, Public Liaison, Assistant Director Ray C. Bliss Institute of Applied Politics
Cristine Boyd, Director, Media Relations
Katie Byard, Akron Beacon Journal
Laura L. Carey, Director, Career Services
Kimberly M. Cole, Vice President, Development
Drew Davidson, Sean P. Dunn & Associates LLC
Lisa Dodge, Vice President, Sean P. Dunn & Associates LLC
R.O.T.C. Cadet Richard D. Desatnik, Featured Student
Debra A. Gannon, Staff Employee Advisory Committee
Anne C. Hanson, Director, Community Relations and Engagement, Office of the President
Wayne R. Hill, Vice President, Chief Communication and Marketing Officer
Sarah J. Kelly, Associate Vice President, Human Resources/CHRO
Michael J. Kulick, Senior Associate Director, Career Services
Jolene A. Lane, Vice President, Inclusion & Equity, Chief Diversity Officer,
Lt. Colonel Trevor S. Liverpool, U.S. Army Reserve
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
Alan D. Parker, Contract Professional Advisory Committee
Dr. Linda M. Saliga, Faculty Senate
Linda M. Smith, Legal Assistant, Office of Vice President and General Counsel
Barbara C. Weinzierl, Associate Dean, Administration and Enrollment Mgmt., School of Law
RESOLUTION 10-1-18: 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.

RESOLUTION 10-2-18: 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.

RESOLUTION 10-3-18: 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

RESOLUTION 10-4-18: 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,
APPENDIX B: RESOLUTIONS, Page 2

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.

RESOLUTION 10-5-18: 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.

RESOLUTION 10-6-18: 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.

RESOLUTION 10-7-18: 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.

RESOLUTION 10-8-18: 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
APPENDIX B: RESOLUTIONS, Page 3

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 longstanding 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.

RESOLUTION 10-9-18: 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.
APPENDIX B: RESOLUTIONS, Page 4

RESOLUTION 10-10-18: 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

RESOLUTION 10-11-18: 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.
APPENDIX C: REPORT OF THE INTERIM PRESIDENT

I would like to add my welcome this morning to new Trustee Needles.

My report will be brief to allow time for other speakers.

Three-Year Action Plan

Our primary focus this fall is creation of an inclusive, realistic and actionable Three-Year Action Plan. Our timetable is tight because the plan will inform:

- The 2019/2020 University budget, and
- The search for the next president.

The three-year plan process has been underway since October 2 and is similar in structure to the Academic Program Review (APR) and Administrative Activities Review (AAR) processes. Unit-level reports, both academic and administrative, will be created then compiled into division/college level reports. These reports then will be compiled by senior administration into a University-level report.

We will seek input from Faculty Senate and University Council. The Plan will be submitted to the Board in early December and finalized by the end of December. The budget process will begin in January. The time frame for completion is challenging, but data from the APR and AAR will make our work on the Plan much easier.

To clarify, a few people have misread a recent communication about our reorganization proposals. They thought it referenced the APR and AAR processes. However, those processes are complete, and the AAR report is being finalized. Reorganization is a separate process.

Reorganization

There is a change to the timing for consideration of the reorganization proposals. The timeline for reorganization planning has been extended to February 1, 2019. I want to give special thanks to Chairman Gingo, Linda Saliga (Faculty Senate), Phil Allen (University Council) and Julie Cajigas (AAUP) for their input and cooperation. Discussions with these and other individuals made it clear that more time is needed to study the reorganization proposals. Many good ideas have been received from colleagues, and discussions will continue. I look forward to bringing to the February 2019 Board meeting a fully developed recommendation.

New Educational Partnerships

Last month we announced a Sister University program with Akron Public Schools that includes Ellet High School, the National Inventors Hall of Fame STEM High School, and Akron Early College High School. This program includes:

- Closer engagement with high school faculty to develop classroom lessons;
- Designing new learning opportunities;
- Implementing college admission testing preparation programs;
Another initiative is a kind of informal partnership that the Board will consider at this meeting. The Urban STEM Education Center will engage our faculty with private and public school teachers throughout the region.

- The Center will reside in the LeBron James Family Foundation College of Education.
- It will benefit teachers from school systems throughout our region by offering expanded teacher education programs focusing on STEM offerings at K-12 levels, and by conducting research on the efficacy of these programs.

The third partnership agreement is with Stark State College. We will be at Stark State’s Akron campus this Friday morning, October 12, for a joint announcement. We have had a very good, collaborative relationship with that institution, and that collaboration will grow even stronger under a new dual-enrollment program.

Guest Speakers

(Dr. Green then invited Lisa Dodge and Drew Davidson of Sean P Dunn & Associates to provide a summary on the recently released report by the General Assembly’s Joint Committee on Ohio College Affordability. The report contains recommendations for consideration in the upcoming 2020-2021 State Operating Budget, including student success and completion; predictability and transparency in pricing; and accessible and affordable course materials.)

I want to comment about a presentation that will be part of the Academic Issues & Student Success Committee report. Laura Carey is the director of the Career Services office, and she will tell us more about that unit and what it does.

I would like to point out that Career Services is one of those offices that somehow maintains a low profile, despite having a huge impact on the lives of our students and recent graduates. For example, the career fairs they put on last week were a great success, as they are every year. When I was dean of the Buchtel College of Arts and Sciences, I was aware of the really critical work this office does to prepare our students for what comes right after graduation. I am glad that you will have an opportunity to learn more about the important, if quiet, work this office performs for our students.

R.O.T.C. Program

This year marks the 100th anniversary of our R.O.T.C. program. Mr. Chairman, I can think of no better way to conclude my report than by honoring this venerable program.

(Dr. Green then asked Nathan Mortimer to introduce Lt. Colonel Trevor S. Liverpool, U.S. Army Reserve, who presented on the 100-year history and legacy of the Army R.O.T.C. program at The University of Akron.)
APPENDIX D: INTRODUCTIONS - FEATURED STUDENT

RICHARD D. DESATNIK

Cadet Richard Desatnik is a junior studying mechanical engineering at The University of Akron. He enlisted in the Army National Guard in 2015 and, upon his return to campus, joined the Army R.O.T.C. program.

Cadet Desatnik has interned with LORD Corporation and has taken active roles in the Boy Scouts of America and Tau Beta Pi.

Upon graduation, Cadet Desatnik will be a contracted reserve officer in the Ohio National Guard.
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Pertaining to Approval of Board Meeting Minutes

BE IT RESOLVED, That the minutes of the Board of Trustees meeting of October 10, 2018 be approved.

_________________________________________
M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
<table>
<thead>
<tr>
<th></th>
<th>Personnel Actions</th>
</tr>
</thead>
<tbody>
<tr>
<td>2</td>
<td>*Investment Report for the Three Months Ended September 30, 2018</td>
</tr>
<tr>
<td>3</td>
<td>*Financial Report for the Three Months Ended September 30, 2018</td>
</tr>
</tbody>
</table>
| 4 | *Procurements for More than $500,000  
   a. Award  
   b. Preapprovals |
| 5 | *Cumulative Gift and Grant Income Report for July 1 through October 31, 2018 |

For Information Only:

| 6 | June 30, 2018 KPMG Composite Financial Index |
| 7 | Purchases $25,000 to $500,000 |
| 8 | Information Technology Report |
| 9 | Capital Projects Report |
| 10 | Advancement Report |
| 11 | University Communications and Marketing Report |
| 12 | Government Relations Report |

*CONSENT AGENDA: ITEMS 2, 3, 4a, 4b, 5*
FINANCE & ADMINISTRATION COMMITTEE

TAB 1

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

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

December 5, 2018
Talent Development & Human Resources

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

December 5, 2018

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

Separations – 11 Total

Voluntary Separations – 10

Resignations 6 Total– 1 Faculty, 1 Contract Professional and 4 Staff
Retirements 4 Total– 4 Staff

During the current fiscal year 15 employees have retired or provided notice of their intent to retire: 1 Faculty, 4 Contract Professional and 10 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 – 1

- Zachery Sutek, HVAC Technician, Physical Facilities Operations Center - discharged

Retire/Rehire Actions
There no new requests to report.
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
There are no new agreements to report.
At this time, there are five approved Phased Retirement Plan agreement in place.

Athletics
There are 4 personnel actions totaling $15,338 for camp payments and bonus payments for individual athletic achievements. They can be summarized as follows:

- 3 camp payments totaling $13,338 for Volleyball
• 1 bonus payment totaling $2,000 for individual athletic accomplishments in Men’s Golf

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

Chris Sabo, Head Baseball Coach, Office of Athletics:

• Multi-year Contract Term- until October 1, 2022 with base salary of $60,000.
• Liquidated Damages for Termination Without Cause - fifty percent then current base salary for the remainder of the contract term; UA would continue to pay for health and life insurance until coach finds full-time employment elsewhere for up to one year.
• Bonus Structure – from $500 up to ½ month base salary for individual and team divisional accomplishments; from $1,500 up to $4,500 for Coach of the Year accomplishments; one month salary for national team or individual championship.
• A car is not required to be provided under the contract, but Athletics may choose to do so.
• Subject to Board Resolution 10-13-17 regarding the return of Baseball.

**Significant Personnel Actions to Note**

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

• William West III, Master Maintenance Repair Worker, Physical Facilities Operation Center $21.53/H - Job reclassification via job audit; salary adjustment from $20.65/H; title change from Maintenance Repair Worker Certified
• Tess Miller, Disability Specialist & Service Coordinator, Office of Accessibility $42,500/A – Offline salary adjustment; salary adjustment from $36,565/A

**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
- CWA Clothing Allowance
<table>
<thead>
<tr>
<th>Name</th>
<th>Job/Dept/Job Function</th>
<th>Effective Date</th>
<th>Salary/Term</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Howley, Heather A.</td>
<td>Associate Professor, Communication; Interim Associate Dean, Wayne College; Faculty Senate Executive Committee Secretary/Faculty Senate/Faculty (BUF)</td>
<td>08/27/18</td>
<td>$3,840.00</td>
<td>Temporary additional title and administrative stipend for Faculty Senate Executive Committee Secretary assignment; base salary is $64,012.00/9 mo</td>
</tr>
<tr>
<td>Miller, Jon S.</td>
<td>Professor, English; Director, The University of Akron Press/Faculty Senate/Faculty (BUF)</td>
<td>08/27/18</td>
<td>$84,479.00</td>
<td>Relinquish Faculty Senate Executive Committee Secretary title and administrative stipend of $3,840.00/9 mo</td>
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<tr>
<td>Armstrong, Jordan S.</td>
<td>Assistant Volleyball Coach/Office of Athletics/Contract Professional</td>
<td>10/05/18</td>
<td>$5,600.00</td>
<td>Payment for working volleyball camps</td>
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<tr>
<td>Ehinger, Kacie</td>
<td>Assistant Volleyball Coach/Office of Athletics/Contract Professional</td>
<td>10/05/18</td>
<td>$2,338.00</td>
<td>Payment for working volleyball camps</td>
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<tr>
<td>Gates, Synita</td>
<td>Manager, Athletics Operations &amp; Events/Office of Athletics/Contract Professional</td>
<td>11/05/18</td>
<td>$38,775.00</td>
<td>Appointment vice D. Wypasek</td>
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<tr>
<td>Hanna, Thomas C.</td>
<td>Head Volleyball Coach/Office of Athletics/Contract Professional</td>
<td>10/05/18</td>
<td>$5,900.00</td>
<td>Payment for working volleyball camps</td>
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<td>Sabo, Chris</td>
<td>Head Baseball Coach/Office of Athletics/Contract Professional</td>
<td>10/31/18</td>
<td>$60,000.00</td>
<td>Appointment</td>
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<td>Trainor, David B.</td>
<td>Head Men's Golf Coach/Office of Athletics/Contract Professional</td>
<td>07/27/18</td>
<td>$2,000.00</td>
<td>Payment for scholar athlete award per employment contract</td>
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<tr>
<td>Wilder, Joseph W.</td>
<td>Professor, Mathematics; Coordinator of Academic Data and Analytics/Office of Academic Affairs/Faculty (BUF)</td>
<td>10/10/18</td>
<td>$12,000.00</td>
<td>Temporary additional title and administrative stipend for Coordinator assignment; base salary is $119,689.00/9 mo</td>
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<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
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<td>Crawford, Sharon E.</td>
<td>Student Services</td>
<td>10/15/18</td>
<td>$15.90</td>
<td>Title change from Student Enrollment Counselor</td>
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<tr>
<td></td>
<td>Counselor/Admissions/Staff</td>
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<td>hourly</td>
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<td>Zaber, Cheryl A.</td>
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<tr>
<td></td>
<td>Counselor/Admissions/Staff</td>
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<td>hourly</td>
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<tr>
<td><strong>Division of Student Success</strong></td>
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<tr>
<td><strong>Appointment/Reappointment</strong></td>
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</tr>
<tr>
<td>Haas, Ashley A.</td>
<td>Disability Specialist &amp; Service Coordinator/Office of Accessibility/Contract Professional</td>
<td>10/01/18</td>
<td>$42,500.00</td>
<td>Appointment vice M. Simmons</td>
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<tr>
<td>Miller, Lisa M.</td>
<td>Coordinator, Student Recreation &amp; Wellness Services Membership &amp; Personnel/Student Recreation &amp; Wellness Services/Staff</td>
<td>10/16/18</td>
<td>$14.50</td>
<td>Appointment vice C. Pleuss</td>
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<tr>
<td>Rose, Heather C.</td>
<td>Disability Specialist &amp; Service Coordinator/Office of Accessibility/Contract Professional</td>
<td>11/05/18</td>
<td>$42,500.00</td>
<td>Appointment vice A. Poulos</td>
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<tr>
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<tr>
<td>Miller, Tess M.</td>
<td>Disability Specialist &amp; Service Coordinator/Office of Accessibility/Contract Professional</td>
<td>09/17/18</td>
<td>$42,500.00</td>
<td>Offline salary change from $36,565.00/12 mo for market equity</td>
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<tr>
<td></td>
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<td></td>
<td>12 mo</td>
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<tr>
<td><strong>Separation</strong></td>
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<tr>
<td>Moore, Elise M.</td>
<td>Administrative Assistant/Career Services/Staff</td>
<td>10/12/18</td>
<td>$12.60</td>
<td>Resignation</td>
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<td></td>
<td></td>
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<td>hourly</td>
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<tr>
<td><strong>Vice President, Finance &amp; Administration/CFO</strong></td>
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<tr>
<td><strong>Appointment/Reappointment</strong></td>
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</tr>
<tr>
<td>Gambill, Christin N.</td>
<td>Patron Services Manager - Performing Arts Hall/Edwin J. Thomas Performing Arts Hall/Contract Professional</td>
<td>10/22/18</td>
<td>$42,000.00</td>
<td>Appointment vice M. Paul</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>12 mo</td>
<td></td>
</tr>
<tr>
<td>Gilbride, James P.</td>
<td>Captain/University Police Department/Staff</td>
<td>10/05/18</td>
<td>$3,423.08</td>
<td>Transfer; successful internal applicant vice A. Grad; title change from Lieutenant; salary change from $3,059.06/BW; grade change from 121 to 122</td>
</tr>
<tr>
<td></td>
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<td></td>
<td>biweekly</td>
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12/05/18 FT.1

12052018 BOT Personnel Actions - Page 2
<table>
<thead>
<tr>
<th>Name</th>
<th>Job/Dept/Job Function</th>
<th>Effective Date</th>
<th>Salary/Term</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Green, Eric</td>
<td>Director, Environmental Health &amp; Occupational Safety/Environmental and Occupational Health &amp; Safety/Contract Professional</td>
<td>10/01/18</td>
<td>$73,500.00</td>
<td>Transfer; successful internal applicant vice D. Tiller; title change from Director, Clery Compliance &amp; Crime Prevention Education; department change from University Police Department; salary change from $69,010.00/12 mo; grade change from 121 to 123</td>
</tr>
<tr>
<td>Roberts, Janice</td>
<td>Administrative Assistant/University Police Department/Staff</td>
<td>12/31/18</td>
<td>$16.13 hourly</td>
<td>Retirement</td>
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<tr>
<td>Collins, Andrea M.</td>
<td>Assistant Director, Development - Special Projects/Department of Development/Contract Professional</td>
<td>10/29/18</td>
<td>$49,000.00</td>
<td>Appointment</td>
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<tr>
<td>Pizzute, Barbara</td>
<td>Senior Executive Administrative Assistant &amp; Coordinator, Foundation Relations/Department of Development/Staff</td>
<td>06/11/18</td>
<td>$16.49 hourly</td>
<td>Job reclassification via job audit; title change from Coordinator, Foundation Relations</td>
</tr>
<tr>
<td>Caughey, Lori</td>
<td>Administrative Assistant/Office of the Alumni Association/Staff</td>
<td>10/12/18</td>
<td>$12.60 hourly</td>
<td>Resignation</td>
</tr>
<tr>
<td>DeSantis, Daniel</td>
<td>Laborer/Physical Facilities Operation Center/Staff</td>
<td>11/13/18</td>
<td>$15.10 hourly</td>
<td>Appointment vice A. Hanes</td>
</tr>
<tr>
<td>Jasinski, Tyler J.</td>
<td>Laborer/Physical Facilities Operation Center/Staff</td>
<td>11/05/18</td>
<td>$15.10 hourly</td>
<td>Appointment vice G. Hetson</td>
</tr>
<tr>
<td>Musser, David R.</td>
<td>Executive Director, Physical Facilities/Physical Facilities Operation Center/Staff</td>
<td>09/19/18</td>
<td>$4,038.46 biweekly</td>
<td>Transfer; successful internal applicant vice J. Gregor; title change from Mechanical Engineer/Director, Energy Operations; salary change from $86,576.00/12 mo; basis change from 12 to 126</td>
</tr>
<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
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</tr>
<tr>
<td>Peck, Timothy H.</td>
<td>Master Building Services Worker/Physical Facilities Operation Center/Staff</td>
<td>09/10/18</td>
<td>$16.35 hourly</td>
<td>Transfer; successful internal applicant vice T. Miller; title change from Building Services Worker; salary change from $14.84/H; grade change from 02 to 04</td>
</tr>
<tr>
<td>Post, Gregory R.</td>
<td>Electrician/Physical Facilities Operation Center/Staff</td>
<td>10/22/18</td>
<td>$21.53 hourly</td>
<td>Appointment vice P. Facemire</td>
</tr>
<tr>
<td>Samblanet, Kyle</td>
<td>Stationary Engineer 2/Physical Facilities Operation Center/Staff</td>
<td>10/23/18</td>
<td>$20.71 hourly</td>
<td>Appointment vice S. Hackathorn</td>
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<tr>
<td>Wilson, Dale</td>
<td>Laborer/Physical Facilities Operation Center/Staff</td>
<td>11/13/18</td>
<td>$15.10 hourly</td>
<td>Appointment vice D. Holl</td>
</tr>
<tr>
<td>Change</td>
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</tr>
<tr>
<td>Carstarphen, James</td>
<td>Director, Maintenance &amp; Operations/Physical Facilities Operation Center/Staff</td>
<td>09/20/18</td>
<td>$2,575.00 biweekly</td>
<td>End temporary job reclassification; salary change from $3,125.00/BW; title change from Interim Executive Director, Physical Facilities</td>
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<tr>
<td>McCray, Raymond B.</td>
<td>Building Maintenance Superintendent/Physical Facilities Operation Center/Staff</td>
<td>09/19/18</td>
<td>$21.95 hourly</td>
<td>End temporary job reclassification; salary adjustment from $2,130.40/BW; title change from Interim Director, Maintenance &amp; Operations; grade change from 122 to 119</td>
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<tr>
<td>West, William M.</td>
<td>Master Maintenance Repair Worker/Physical Facilities Operation Center/Staff</td>
<td>09/03/18</td>
<td>$21.53 hourly</td>
<td>Job reclassification via job audit; title change from Maintenance Repair Worker Certified; salary change from $20.65/H; grade change from 07 to 09</td>
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<tr>
<td>Separation</td>
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</tr>
<tr>
<td>Cross, Rocky L.</td>
<td>Safety Officer/Physical Facilities Operation Center/Staff</td>
<td>12/31/18</td>
<td>$1,980.77 biweekly</td>
<td>Retirement</td>
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<tr>
<td>Hunt, David W.</td>
<td>Building Services Worker Certified/Physical Facilities Operation Center/Staff</td>
<td>11/30/18</td>
<td>$15.92 hourly</td>
<td>Retirement</td>
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<td>Madajewski, James A.</td>
<td>Custodial Superintendent/Physical Facilities Operation Center/Staff</td>
<td>12/31/18</td>
<td>$18.13 hourly</td>
<td>Retirement</td>
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<td>Sutek, Zachary</td>
<td>HVAC Technician/Physical Facilities Operation Center/Staff</td>
<td>11/01/18</td>
<td>$18.40 hourly</td>
<td>Discharge</td>
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<tr>
<td>Scales, Malik T.</td>
<td>Academic Adviser, Academic Achievement Programs/Staff</td>
<td>10/01/18 09/30/19</td>
<td>$1,307.20 biweekly</td>
<td>Temporary reappointment</td>
</tr>
<tr>
<td>Alvarez Turner, John J.</td>
<td>Associate Director, Multicultural Center/Inclusion &amp; Equity/Chief Diversity Office/Contract Professional</td>
<td>10/31/18</td>
<td>$44,470.00 12 mo</td>
<td>Resignation</td>
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<tr>
<td>Kalapodis, Lisa A.</td>
<td>Human Resource Associate/Talent Development &amp; Human Resources/Staff</td>
<td>10/25/18</td>
<td>$14.70 hourly 12 mo</td>
<td>Resignation</td>
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<tr>
<td>Miller, Jennifer</td>
<td>Coordinator, Grants Senior/Office of Research Administration/Staff</td>
<td>10/08/18</td>
<td>$1,730.77 biweekly</td>
<td>Appointment vice V. Boaz</td>
</tr>
<tr>
<td>Crawford, Sandie L.</td>
<td>Academic Adviser II/Buchtel College of Arts &amp; Sciences, Office of the Dean/Contract Professional</td>
<td>10/01/18</td>
<td>$37,500.00 12 mo</td>
<td>Appointment vice T. Walborn</td>
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<tr>
<td>Stewart, Kara M.</td>
<td>Visiting Assistant Professor of Instruction, Dance, Theatre &amp; Arts Administration/Dance, Theatre &amp; Arts Administration/Faculty</td>
<td>08/27/18 12/23/18</td>
<td>$2,745.60 for the period (stipend)</td>
<td>Temporary administrative stipend for additional duties; base salary is $40,000.00/9 mo</td>
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<tr>
<td>Stoynoff, Catherine A.</td>
<td>Professor of Instruction, English/Department of English/Faculty (BUF)</td>
<td>06/01/19 08/31/19</td>
<td>$5,511.00 for the period (stipend)</td>
<td>Temporary administrative stipend for Director duties; base salary is $51,446.00/9 mo</td>
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<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
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<tr>
<td><strong>Leave</strong></td>
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<tr>
<td>Moore, Francisco B.</td>
<td>Professor, Biology/Department of Biology/Faculty (BUF)</td>
<td>01/01/19</td>
<td>$88,032.00</td>
<td>100% leave without compensation for spring 2019 and fall 2020 to serve as temporary Program Director at National Science Foundation</td>
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<tr>
<td><strong>Lebron James Family Foundation College of Education</strong></td>
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<td></td>
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</tr>
<tr>
<td><strong>Appointment/Reappointment</strong></td>
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</tr>
<tr>
<td>Houser, Shelley A.</td>
<td>Assistant Professor of Instruction, Curricular &amp; Instructional Studies; Director, Center for Literacy/LeBron James Family Foundation College of Education, Office of the Dean/Faculty (BUF)</td>
<td>08/27/18</td>
<td>$10,000.00</td>
<td>Temporary additional title and administrative stipend for Director assignment; base salary is $60,000.00/9 mo</td>
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<tr>
<td>Singh, Yogesh P.</td>
<td>Research Assistant Professor, Mechanical Engineering/Department of Mechanical Engineering/Faculty</td>
<td>10/15/18</td>
<td>$57,530.00</td>
<td>Temporary reappointment; salary change from $46,350.00/12 mo</td>
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<tr>
<td>Timberlake, Renee</td>
<td>Director, Scholarships &amp; Undergraduate Affairs - Engineering/College of Engineering, Office of the Dean/Contract Professional</td>
<td>10/08/18</td>
<td>$60,000.00</td>
<td>Appointment vice T. Yogi</td>
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<tr>
<td><strong>Separation</strong></td>
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</tr>
<tr>
<td>Berki, Visar</td>
<td>Research Engineer/Department of Biomedical Engineering/Staff</td>
<td>10/02/18</td>
<td>$2,307.69</td>
<td>Resignation</td>
</tr>
<tr>
<td><strong>College of Health Professions</strong></td>
<td></td>
<td></td>
<td></td>
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<tr>
<td><strong>Change</strong></td>
<td></td>
<td></td>
<td></td>
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</tr>
<tr>
<td>Whipple, David</td>
<td>Professor of Practice, Allied Health Technology; Director, Radiologic Technology/Division of Allied Health Technology/Faculty (BUF)</td>
<td>10/01/18</td>
<td>$3,350.00</td>
<td>Stipend adjustment from $5,000.00/12 mo for course load reduction; base salary is $72,968.00/9 mo</td>
</tr>
<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
</tr>
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<tr>
<td>Cross, Monika</td>
<td>Assistant Professor of Instruction, Allied Health Technology; Clinical Coordinator, Surgical Assisting Technology/Division of Allied Health Technology/Faculty (BUF)</td>
<td>11/09/18</td>
<td>$50,000.00</td>
<td>Resignation; relinquish $5,000.00/12 mo temporary administrative stipend for Academic Coordinator assignment</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
<td>9 mo</td>
<td></td>
</tr>
<tr>
<td>School of Law</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Appointment/Reappointment</td>
<td>Aupperle, Shannon F. Manager Enrollment Services/School of Law, Office of the Dean/Staff</td>
<td>10/15/18</td>
<td>$1,730.77</td>
<td>Transfer; successful internal applicant; title change from Program Coordinator, Law School Centers; department change from Law - Instruction; salary change from $18.07/H; basis change from hourly; grade change from 118 to 119</td>
</tr>
<tr>
<td>College of Polymer Science &amp; Polymer Engineering</td>
<td>Knoll, Andrew Instrumentation Scientist - Microscopy/Spectroscopy/College of Polymer Science &amp; Polymer Engineering, Office of the Dean/Contract Professional</td>
<td>10/22/18</td>
<td>$70,000.00</td>
<td>Appointment vice C. Paige</td>
</tr>
<tr>
<td>Leave</td>
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<tr>
<td>Jha, Kshitij C.</td>
<td>Postdoctoral Research Fellow/Department of Polymer Science/Staff</td>
<td>09/03/18</td>
<td>$1,200.00</td>
<td>Extension of 100% leave of absence</td>
</tr>
<tr>
<td>University Libraries</td>
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</tr>
<tr>
<td>Appointment/Reappointment</td>
<td>Sausmikat, Rita Library Specialist/University Libraries, Access Services/Staff</td>
<td>11/13/18</td>
<td>$13.31</td>
<td>Appointment vice Z. Brown</td>
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<tr>
<td>Wayne College</td>
<td></td>
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<td></td>
<td></td>
</tr>
<tr>
<td>Appointment/Reappointment</td>
<td>Haynes, Amy M. Director, Business Operations &amp; Finance - Wayne College/Business Office-Wayne College/Contract Professional</td>
<td>07/01/18</td>
<td>$9,000.00</td>
<td>Temporary administrative stipend for additional duties; base salary is $72,100.00/12 mo</td>
</tr>
<tr>
<td></td>
<td></td>
<td>06/30/19</td>
<td>12 mo</td>
<td></td>
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<td></td>
<td></td>
<td></td>
<td>(stipend)</td>
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</table>
Talent Development & Human Resources

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

December 5, 2018

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

Separations – 7 Total

Voluntary Separations – 7

Resignations 5 Total– 1 Faculty and 4 Contract Professional
Retirements 2 Total– 1 Staff and 1 Contract Professional

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 request for approval of a retire/rehire agreement. Initial notification was provided at the October Board meeting.
- Denise Lightner, Associate Director Purchasing, will 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.

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 is one new agreement to report.

There is one new agreement to report.
- Patricia Donovan, Theatre Manager-Performing Arts Hall, Performing Arts Hall will retire on December 31, 2018 and return on March 1, 2019 in the same title.
<table>
<thead>
<tr>
<th>Name</th>
<th>Job/Dept/Job Function</th>
<th>Effective Date</th>
<th>Salary/Term</th>
<th>Comments</th>
</tr>
</thead>
<tbody>
<tr>
<td>Proenza, Luis M.</td>
<td>President Emeritus; Professor, Biology; Adjunct Professor, Education; Adjunct Professor, Political Science; University Professor; Trustee's Chair in Higher Education &amp; the Economy/Office of Academic Affairs/Faculty</td>
<td>07/01/18</td>
<td>$50,000.00</td>
<td>Temporary additional title and administrative stipend for Trustee's Chair in Higher Education and the Economy assignment; base salary is $325,000.00/9 mo</td>
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<tr>
<td>Paniagua, Amanda A.</td>
<td>Assistant Director, Student Financial Aid/Office of Student Financial Aid/Contract Professional</td>
<td>10/26/18</td>
<td>$39,140.00</td>
<td>Resignation</td>
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<tr>
<td>Schrader, Kaitlyn M.</td>
<td>Recruitment Coordinator-Choose Ohio First/Office of Academic Affairs/Contract Professional</td>
<td>11/16/18</td>
<td>$36,050.00</td>
<td>Resignation</td>
</tr>
<tr>
<td>Mick, Melissa N.</td>
<td>Coordinator, Residence Life/Residence Life &amp; Housing Office/Contract Professional</td>
<td>11/03/18</td>
<td>$31,500.00</td>
<td>Resignation</td>
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<tr>
<td>Neale, Willa M.</td>
<td>Coordinator, Cooperative Education - Career Services/Career Services/Contract Professional</td>
<td>11/07/18</td>
<td>$39,655.00</td>
<td>Resignation</td>
</tr>
<tr>
<td>Donovan, Patricia</td>
<td>Theatre Manager-Performing Arts Hall/Performing Arts Hall/Contract Professional</td>
<td>03/01/19</td>
<td>$22.98</td>
<td>Temporary reappointment; participating in the Phased Retirement Program at 75% of current salary; basis change from full-time to part-time</td>
</tr>
<tr>
<td>Lightner, Denise N.</td>
<td>Associate Director, Purchasing/Purchasing Department/Staff</td>
<td>03/04/19</td>
<td>$2,417.02</td>
<td>Relhire in accordance with reemployment agreement for retirees at 80% of current salary</td>
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<tr>
<td>Donovan, Patricia</td>
<td>Theatre Manager-Performing Arts Hall/Performing Arts Hall/Contract Professional</td>
<td>12/31/18</td>
<td>$63,742.00</td>
<td>Retirement; participating in the Phased Retirement Program</td>
</tr>
<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
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<tr>
<td>-----------------------</td>
<td>-----------------------------------------------------------</td>
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</tr>
<tr>
<td>Ford, Patricia S.</td>
<td>Collections Manager/Student Accounts/Bursar/Staff</td>
<td>12/31/18</td>
<td>$1,980.77 biweekly</td>
<td>Retirement</td>
</tr>
<tr>
<td>Stone, Deborah</td>
<td>Interim Director, Academic Achievement Programs; Program Director, Strive Toward Excellence Program/Academic Achievement Programs/Contract Professional</td>
<td>12/05/18</td>
<td>$88,000.00 12 mo</td>
<td>Temporary job reclassification; temporary appointment as Interim Director, Academic Achievement Programs; salary change from $75,327.00/12 mo; grade change from 122 to 123</td>
</tr>
<tr>
<td>Shultz, Robert D.</td>
<td>Software Training Specialist/Information Technology Services/Staff</td>
<td>01/05/19</td>
<td>$1,923.07 biweekly</td>
<td>Temporary reappointment</td>
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<tr>
<td>Brown, Derek J.</td>
<td>Human Resources Associate/Talent Development &amp; Human Resources/Staff</td>
<td>11/20/18</td>
<td>$14.95 hourly</td>
<td>Appointment vice L. Kalapodis</td>
</tr>
<tr>
<td>Greene, Karen L.</td>
<td>Director, Graduate Admissions; Interim Institutional Research Associate/Graduate School/Contract Professional</td>
<td>12/01/18</td>
<td>$3,500.00 for the period</td>
<td>Temporary additional title and administrative stipend for Interim Institutional Research Associate assignment</td>
</tr>
<tr>
<td>Maffei, Diane</td>
<td>Business Reporting Analyst; Interim Director, Institutional Research/Graduate School/Contract Professional</td>
<td>11/15/18</td>
<td>$7,500.00 for the period</td>
<td>Temporary additional title and administrative stipend for Interim Director, Institutional Research assignment</td>
</tr>
<tr>
<td>Moore, Theresa L.</td>
<td>Office Assistant/Department of Fashion Merchandising/Staff</td>
<td>01/01/19</td>
<td>$12.23 hourly</td>
<td>Temporary reappointment</td>
</tr>
<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
</tr>
<tr>
<td>---------------</td>
<td>--------------------------------------------------------------------------------------</td>
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<td>-----------------</td>
</tr>
<tr>
<td>Puskas, Judit E.</td>
<td>Professor, Chemical &amp; Biomolecular Engineering; Joseph M. Gingo Professor of Chemical Engineering/Department of Chemical &amp; Biomolecular Engineering/Faculty (BUF)</td>
<td>12/31/18</td>
<td>$178,297.00</td>
<td>Resignation</td>
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<tr>
<td>Feng, Jiansheng</td>
<td>Research Scientist/Department of Polymer Science/Staff</td>
<td>12/01/18</td>
<td>$1,923.08</td>
<td>Temporary reappointment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>11/30/19</td>
<td>biweekly</td>
<td></td>
</tr>
<tr>
<td>Singla, Saranshu</td>
<td>Senior Research Scientist/Department of Polymer Science/Staff</td>
<td>10/25/18</td>
<td>$3,076.92</td>
<td>Temporary appointment</td>
</tr>
<tr>
<td></td>
<td></td>
<td>10/16/19</td>
<td>biweekly</td>
<td></td>
</tr>
<tr>
<td>Name</td>
<td>Job/Dept/Job Function</td>
<td>Effective Date</td>
<td>Salary/Term</td>
<td>Comments</td>
</tr>
<tr>
<td>--------------------</td>
<td>---------------------------------------------------------</td>
<td>----------------</td>
<td>-------------</td>
<td>--------------------------------------------------------------------------</td>
</tr>
<tr>
<td>Matusek, Jonathan</td>
<td>Technology Specialist/Hardware, Operations &amp; Operating Systems/Staff</td>
<td>12/05/18</td>
<td>$23.43 hourly</td>
<td>Discharge</td>
</tr>
<tr>
<td>Sastry, Shivakumar</td>
<td>Professor, Electrical &amp; Computer Engineering/Faculty (BUF)</td>
<td>08/27/18 - 10/31/18</td>
<td>$124,980.00/9 mo</td>
<td>Rescind temporary appointment and $28,000.00/9 mo administrative stipend for Academic Director, Center for Data Sciences and Information Technology assignment</td>
</tr>
</tbody>
</table>

Office of Information Technology Services

Separation

Data Sciences & Information Technology

Change
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Pertaining to Personnel Actions

BE IT RESOLVED, that the Personnel Actions recommended by Interim President John C. Green, dated December 5, 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

December 5, 2018
FINANCE & ADMINISTRATION COMMITTEE
APPENDIX 1

PERSONNEL
# PART-TIME TEACHING CREDIT COURSES FOR SUMMER/FALL 2018

<table>
<thead>
<tr>
<th>Name</th>
<th>Title</th>
<th>Department</th>
<th>Amount</th>
<th>Term Rate</th>
<th>Action</th>
<th>Term</th>
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</thead>
<tbody>
<tr>
<td>Aquino, Antonina D</td>
<td>Associate Lecturer</td>
<td>Developmental Programs</td>
<td>$1,800.00</td>
<td>$900.00</td>
<td>HIR</td>
<td>Fall</td>
</tr>
<tr>
<td>Bassett, Kimberly K</td>
<td>Associate Lecturer</td>
<td>Developmental Programs</td>
<td>$6,592.00</td>
<td>$824.00</td>
<td>DTA</td>
<td>Fall</td>
</tr>
<tr>
<td>Chaplin, Rachel M</td>
<td>Assistant Lecturer</td>
<td>Developmental Programs</td>
<td>$2,987.00</td>
<td>$746.75</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>Chaplin, Rachel M</td>
<td>Assistant Lecturer</td>
<td>Developmental Programs</td>
<td>$2,987.00</td>
<td>$746.75</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>*Darrah, Patrick A</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$4,120.60</td>
<td>$1,030.15</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>*Darrah, Patrick A</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$2,060.30</td>
<td>$1,030.15</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Dye, Stephen K.</td>
<td>Assistant Lecturer</td>
<td>Developmental Programs</td>
<td>$1,493.50</td>
<td>$746.75</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Eddy-Broadwater, Dontriette</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$3,946.40</td>
<td>$986.60</td>
<td>REH</td>
<td>Fall</td>
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<td>Eddy-Broadwater, Dontriette</td>
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<td>$1,973.20</td>
<td>$986.60</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>*Gruccio, Margaret I</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$4,103.44</td>
<td>$1,025.86</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Jacobs, Marcie Sue</td>
<td>Assistant Lecturer</td>
<td>Developmental Programs</td>
<td>$2,900.00</td>
<td>$725.00</td>
<td>HIR</td>
<td>Fall</td>
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<tr>
<td>Johnson, Karen E</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$2,030.34</td>
<td>$1,015.17</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Knapp, Gary F</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$3,935.80</td>
<td>$983.95</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>Knapp, Gary F</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$3,935.80</td>
<td>$983.95</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Lane, Amelia R</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$1,930.76</td>
<td>$965.38</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Lane, Amelia R</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$1,930.76</td>
<td>$965.38</td>
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<td>Fall</td>
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<tr>
<td>Lindon, Ted</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$2,000.00</td>
<td>$1,000.00</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>Marcum, Deborah N</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$2,943.87</td>
<td>$981.29</td>
<td>DTA</td>
<td>Fall</td>
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<tr>
<td>Wagner, Nora C</td>
<td>Senior Lecturer</td>
<td>Developmental Programs</td>
<td>$3,850.92</td>
<td>$962.73</td>
<td>DTA</td>
<td>Fall</td>
</tr>
<tr>
<td>Zhou, Jie</td>
<td>Assistant Lecturer</td>
<td>Student Academic Success</td>
<td>$5,768.00</td>
<td>$721.00</td>
<td>DTA</td>
<td>Fall</td>
</tr>
<tr>
<td>Antonucci, Sally M</td>
<td>Associate Lecturer</td>
<td>Child &amp; Family Development</td>
<td>$5,290.08</td>
<td>$824.00</td>
<td>DTA</td>
<td>Fall</td>
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<tr>
<td>Astley, Henry</td>
<td>Assistant Lecturer</td>
<td>Biology</td>
<td>$293.25</td>
<td>$1,725.00</td>
<td>REH</td>
<td>Summer</td>
</tr>
<tr>
<td>Bassett, Nathaniel J</td>
<td>Assistant Lecturer</td>
<td>History</td>
<td>$5,098.50</td>
<td>$849.75</td>
<td>PAY</td>
<td>Fall</td>
</tr>
<tr>
<td>*Brooks, Stephen C</td>
<td>Assoc Prof</td>
<td>Political Science</td>
<td>$23,100.00</td>
<td>$1,925.00</td>
<td>PAY</td>
<td>Fall</td>
</tr>
<tr>
<td>Calderwood, Sofia</td>
<td>Associate Lecturer</td>
<td>Art</td>
<td>$3,923.36</td>
<td>$980.84</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Catulfu, Cameron</td>
<td>Assistant Lecturer</td>
<td>English</td>
<td>$5,525.00</td>
<td>$850.00</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>*Doverspike, Dennis</td>
<td>Professor</td>
<td>Psychology</td>
<td>$27,000.00</td>
<td>$2,700.00</td>
<td>DTA</td>
<td>Fall</td>
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<tr>
<td>Dudack, Matthew John</td>
<td>Senior Lecturer</td>
<td>Music</td>
<td>$6,906.02</td>
<td>$874.18</td>
<td>DTA</td>
<td>Fall</td>
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<td>Fink, Lisa M</td>
<td>Assistant Lecturer</td>
<td>Music</td>
<td>$3,922.24</td>
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<td>Fall</td>
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<tr>
<td>Gonder, Mark H</td>
<td>Special Lecturer</td>
<td>Music</td>
<td>$1,936.60</td>
<td>$774.64</td>
<td>DTA</td>
<td>Fall</td>
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<td>Jolly, Tucker R. R</td>
<td>Senior Lecturer</td>
<td>Music</td>
<td>$2,842.80</td>
<td>$1,236.00</td>
<td>REH</td>
<td>Fall</td>
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<td>Kushious, Paul Davidson</td>
<td>Senior Lecturer</td>
<td>Music</td>
<td>$3,460.80</td>
<td>$1,442.00</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Kushious, Paul Davidson</td>
<td>Special Lecturer</td>
<td>Music</td>
<td>$1,400.00</td>
<td>$1,400.00</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Lauritsen, Kimberly Sue</td>
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<td>Music</td>
<td>$3,877.10</td>
<td>$875.50</td>
<td>REH</td>
<td>Fall</td>
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<td>Levin, Paula B</td>
<td>Senior Lecturer</td>
<td>History</td>
<td>$4,120.00</td>
<td>$1,030.00</td>
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<td>Fall</td>
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<tr>
<td>Miller, Shannon Michelle</td>
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<td>English</td>
<td>$2,188.75</td>
<td>$875.50</td>
<td>DTA</td>
<td>Fall</td>
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<td>Minocchi, Joseph</td>
<td>Associate Lecturer</td>
<td>Music</td>
<td>$3,296.00</td>
<td>$824.00</td>
<td>REH</td>
<td>Fall</td>
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<tr>
<td>Nakayama-Lewicki, Yuka</td>
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<td>Music</td>
<td>$4,284.80</td>
<td>$824.00</td>
<td>REH</td>
<td>Fall</td>
</tr>
<tr>
<td>Opoku-Agbeyan, Chris</td>
<td>Visiting Asst Prof - Summer</td>
<td>Public Admin &amp; Urban Studies</td>
<td>$7,950.00</td>
<td>$1,325.00</td>
<td>DTA</td>
<td>Summer</td>
</tr>
<tr>
<td>Seo, Hyejin (Grace)</td>
<td>Assistant Lecturer</td>
<td>Music</td>
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## OFFICE OF ACADEMIC AFFAIRS

## BUCHTEL COLLEGE OF ARTS & SCI

## DIVISION OF STUDENT SUCCESS

## COLLEGE OF BUSINESS ADMINISTRATION

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Name

Title

Department

Job Eff Date

Term Date Amount

COLLEGE OF APPLIED SCIENCE & TECHNOLOGY (Cont.)
Bickerstaff,Andrew P
Lecturer
Trng Ctr, Fire & Haz Mtrls
Bragg Jr,Albert A
Lecturer
Trng Ctr, Fire & Haz Mtrls
Breiding,Eric S
Lecturer
Coll of Appl Sci & Tech Dean
Claflin,Matthew T
Lecturer
Trng Ctr, Fire & Haz Mtrls
Coleman,Richard Scott
Lecturer
Coll of Appl Sci & Tech Dean
Cyphert,Brian R
Lecturer
Trng Ctr, Fire & Haz Mtrls
DiMartino,Heaven R
Lecturer
Coll of Appl Sci & Tech Dean
Dobbins III,Arthur L
Lecturer
Trng Ctr, Fire & Haz Mtrls
Duber,John S
Lecturer
Trng Ctr, Fire & Haz Mtrls
George,Glen
Lecturer
Coll of Appl Sci & Tech Dean
Goodwin,Eric L
Lecturer
Coll of Appl Sci & Tech Dean
Hart,Todd C
Lecturer
Coll of Appl Sci & Tech Dean
Heilmeier,William K
Lecturer
Coll of Appl Sci & Tech Dean
Hohlbaugh,Heidi A
Project Mgr-College Tech Prep
Coll of Appl Sci & Tech Dean
Holland Jr,William B
Lecturer
Coll of Appl Sci & Tech Dean
Klink,MaryBeth I
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Coll of Appl Sci & Tech Dean
Klue,Jerome T
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Coll of Appl Sci & Tech Dean
Manes,Scott M
Lecturer
Trng Ctr, Fire & Haz Mtrls
Mayer,Kevin A
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Coll of Appl Sci & Tech Dean
McCown,Travis C.
Spec Lect Early Col High Schl
Coll of Appl Sci & Tech Dean
McCurry,Timothy N
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Trng Ctr, Fire & Haz Mtrls
Michalec,Ronald A
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Coll of Appl Sci & Tech Dean
Milo,Greg A
Spec Lect Early Col High Schl
Coll of Appl Sci & Tech Dean
Norris,James B
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Coll of Appl Sci & Tech Dean
Parker,Shawn W
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Coll of Appl Sci & Tech Dean
Parsell,Shawn S
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Scafidi,Christopher J
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Coll of Appl Sci & Tech Dean
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Shellenbarger,Anthony L
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Smith,Stanley H
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Westfall,Clark
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Wright,Paul J
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Coll of Appl Sci & Tech Dean

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UNIVERSITY LIBRARIES
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Chura,Patrick J
Professor
Garcia-DuPlain,Lauren L
Assoc Prof Instr

Instructional Services
University Press
Instructional Services

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Knowlton,Ginny
Magoolaghan,Rhonda L
Moore,Brian
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Whitacre,Tori L
Wright,Curtis C

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Wayne College Dean's Office
Developmental Progs-Wayne
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Mathematics-Wayne
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Tutor-WC
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Professor Instr
Tutor WC
Police Officer II

12052018 BOT Personnel Actions - Page 12
*Retiree

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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:

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THE UNIVERSITY OF AKRON

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# Guide to Terminology Used in Personnel Reports

<table>
<thead>
<tr>
<th>Term</th>
<th>Definition/Explanation</th>
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<tbody>
<tr>
<td>Adjunct Appointment</td>
<td>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.</td>
</tr>
<tr>
<td>Appointment</td>
<td>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.</td>
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<tr>
<td>Department/School Chair</td>
<td>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 ( \frac{1}{11} ) of the converted salary) is awarded for assuming the additional responsibilities of a Department/School Chair. ( \frac{1}{10} ) of the stipend is converted to base each year that the individual serves as a Department/School Chair.</td>
</tr>
<tr>
<td>Discharge</td>
<td>Involuntary termination of appointment.</td>
</tr>
<tr>
<td>Job Audit/Reclassification</td>
<td>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 &amp; 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.</td>
</tr>
</tbody>
</table>

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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

INVESTMENT REPORT FOR THE
THREE MONTHS ENDED SEPTEMBER 30, 2018
The University of Akron
Investment Report
For the Three Months Ended September 30, 2018

SUMMARY

OPERATING FUNDS

The Operating Funds totaled $248.7 million at September 30, 2018 and posted a blended rate of return (ROR) of 1.1 percent, approximating $2 million, for the three months ended September 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, the University established an escrow account with PNC. That escrow holds cash that will be used to fund the University’s Voluntary Retirement Incentive Program’s defined contribution plan.

Cash and Fixed Income portfolios totaled $189.7 million at September 30, 2018. The Cash and Fixed Income portfolios achieved an overall three month ROR of 0.4 percent, or $0.4 million [$189.7 million average quarterly balance] – refer to Exhibit 1 for the detail regarding performance.

Long-Term

The Long-Term investments totaled $59 million at September 30, 2018 and are managed by Legacy achieved an overall three month ROR of 2.7 percent, or $1.6 million [$59 million average quarterly balance] compared to benchmark of 2.7 percent – refer to Exhibit 1 for the detail regarding performance.

Two of the operating funds were beyond the prescribed asset allocations at September 30, 2018 and likely exceeded the prescribed allocations at other times throughout the period. The variances were attributable to the outperformance of large cap growth assets and a slightly higher cash balance existed. A rebalancing will occur to ensure the asset allocation thresholds are maintained. Except as noted further within, the operating funds are within the University’s prescribed asset allocation requirements at September 30, 2018 – refer to Exhibits 2 and 3 for the
The University of Akron
Investment Report
For the Three Months Ended September 30, 2018
Page 2

detail regarding compliance.

**ENDOWMENTS**

The Endowments totaled $69.1 million at September 30, 2018 and posted a blended ROR of 1.5 percent, or $1 million, for the three months ended September 30, 2018.

The September 30, 2018 market value increased $0.3 million from June 30, 2018. The largest contributors to that change were realized and unrealized gains [$0.9 million], offset by endowment distributions [($0.6 million)] – refer to Exhibit 6 for the detail regarding components of change and Exhibit 7 for historic endowment balances.

**Pooled**

The Pooled Endowment totaled $62 million at September 30, 2018 and is managed by Cambridge and achieved an overall three month ROR of 1.2 percent, or $0.7 million [$62 million average quarterly balance] compared to the policy benchmark of 2.3 percent – refer to Exhibit 4 for the detail regarding performance.

Of Cambridge’s portfolio, iShares S&P 500 ETF achieved the highest three month ROR at 7.7 percent [$1.5 million balance at September 30], while the Van Eck Gold Fund posted the lowest ROR at (17.3) percent [$1 million balance at September 30].

The endowment funds are within the University’s prescribed asset allocation requirements at September 30, 2018 and, we have no reason to believe those compliance requirements were not maintained throughout the quarter – refer to Exhibit 5 for the detail regarding compliance.

**Separately Invested**

The Separately Invested Endowments totaled $7.1 million at September 30, 2018, are invested in accord with donor stipulations, and achieved a blended three month ROR of 4.3 percent, or $0.3 million [$7.1 million average quarterly balance].

The highest ROR for the three months ended September 30 was the Oelschlager Leadership Award portfolio, invested at Key Bank, at 6.5 percent on market value of $2.4 million at September 30. The lowest ROR for the three months ended September 30 was the Constitutional Law endowment, invested at Key Bank, at (0.2) percent on market value of $1 million at September 30 – refer to Exhibit 4 for the detail regarding performance.

These funds are separately invested for a number of reasons and do not have uniform prescribed asset allocation requirements.
Operating Funds
## Net Rates of Return for the Periods Ended September 30, 2018

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<th>Portfolio/Advisor</th>
<th>Market Value</th>
<th>Quarter ROR/Benchmark</th>
<th>One Year ROR/Benchmark</th>
<th>Two Years ROR/Benchmark</th>
<th>Three Years ROR/Benchmark</th>
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<tr>
<td>Cash and Cash Equivalents / PFM, PNC &amp; JPMC</td>
<td>$88,101,087</td>
<td>0.5%</td>
<td>1.5%</td>
<td>1.1%</td>
<td>0.9%</td>
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<td>Merrill Lynch 3 Month Treasury Index</td>
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<td>0.5%</td>
<td>1.6%</td>
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<td>0.8%</td>
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<td>Short-Term Fixed Income / PFM</td>
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<td>0.6%</td>
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<td>Merrill Lynch 1-3 Year Treasury/Agency Index</td>
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<td>0.1%</td>
<td>0.2%</td>
<td>0.4%</td>
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<tr>
<td>Intermediate-Term Fixed Income / PFM</td>
<td>53,728,308</td>
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<td>(0.3%)</td>
<td>0.8%</td>
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<td>Merrill Lynch 1-10 Year Treasury/Agency Index</td>
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<td>(1.1%)</td>
<td>(0.9%)</td>
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<td>SUBTOTAL - PFM, PNC &amp; JPMC Managed Portfolios</td>
<td>$189,736,680</td>
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<td>Long-Term / Legacy</td>
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<td>Policy Balanced Index</td>
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<td>7.4%</td>
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<td>TOTAL OPERATING FUNDS</td>
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<td>2.2%</td>
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### Operating Funds Policy Compliance: Asset Allocation at September 30, 2018

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<th>Category</th>
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<th>Compliance Indicator</th>
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<td>Cash</td>
<td>0-10%</td>
<td>5%</td>
<td>1%</td>
</tr>
</tbody>
</table>
THE UNIVERSITY OF AKRON
OPERATING Funds Investment Report
For the Three Months Ended September 30, 2018

State Compliance: Portfolio Composition and Credit Quality

Section 3345.05 of the Ohio Revised Code states:

A stipulation that investment of at least 25% of the average amount of the investment portfolio over the course of the previous fiscal year be invested in securities of the U.S. Government or its agencies or instrumentalities; the treasurer of the state’s pooled investment program; obligations of the State or any political subdivision of the State; certificates of deposit of any national bank located in the state; written repurchase agreements with any eligible Ohio financial institution that is a member of the federal reserve system or federal home loan bank; money market funds (MMFs) or bankers acceptances maturing in 270 days or less which are eligible for purchase by the federal reserve system, as a reserve.

Ohio Revised Code §3345.05 Compliance

<table>
<thead>
<tr>
<th>Market Value</th>
<th>Actual Allocation</th>
<th>Compliance Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash, MMFs, Comm Paper, US Treas, Negotiable CDs:</td>
<td>$151,615,318</td>
<td>61%</td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Cash and Cash Equivalents</th>
<th>Short-Term Fixed Income</th>
<th>Intermediate-Term Fixed Income</th>
<th>Long-Term</th>
</tr>
</thead>
<tbody>
<tr>
<td>Cash at JPMC &amp; PNC</td>
<td>$19,723,960</td>
<td></td>
<td></td>
</tr>
<tr>
<td>Money Market Funds</td>
<td>$13,653,366</td>
<td>$727,084</td>
<td>$755,531</td>
</tr>
<tr>
<td>Commercial Paper</td>
<td>$54,723,761</td>
<td></td>
<td></td>
</tr>
<tr>
<td>US Treasuries</td>
<td>$24,118,773</td>
<td>$26,662,664</td>
<td></td>
</tr>
<tr>
<td>Negotiable CDs</td>
<td>$7,769,789</td>
<td>$1,985,425</td>
<td></td>
</tr>
<tr>
<td>Corporate Issues</td>
<td>$15,091,639</td>
<td>$24,324,689</td>
<td></td>
</tr>
<tr>
<td>Mutual Funds</td>
<td></td>
<td></td>
<td>$10,235,357</td>
</tr>
<tr>
<td>Equities</td>
<td></td>
<td></td>
<td>$39,066,507</td>
</tr>
<tr>
<td>Alternative Invest.</td>
<td></td>
<td></td>
<td>$8,429,566</td>
</tr>
</tbody>
</table>

| Total Operating Funds     | $88,101,087             | $47,707,285                  | $53,728,308 | $59,026,396 |

Note: The Money Market Funds are held at PFM for all portfolios except the Long-Term portfolio held by Legacy.
Endowments
# Net Rates of Return for the Periods Ended September 30, 2018

<table>
<thead>
<tr>
<th>Portfolio/Advisor (Inception)</th>
<th>Market Value</th>
<th>Nine Months ROR/Benchmark</th>
<th>One Year ROR/Benchmark</th>
<th>Annualized Since 1/1/2014 ROR/Benchmark</th>
<th>Annualized Since Inception ROR/Benchmark</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>POOLED ENDOWMENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Portfolio Composite / Cambridge</td>
<td>$ 61,986,020</td>
<td>(0.1%) 2.7% 3.3% 4.0% 5.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Policy Balanced Index</td>
<td></td>
<td>3.3% 7.0% 5.2% 6.5% 5.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Cash (Included within Operating total)</td>
<td>90,981</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
</tr>
<tr>
<td><strong>Total Pooled Endowments</strong></td>
<td>$ 62,077,001</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>SEPARATELY INVESTED ENDOWMENTS</strong></td>
<td></td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Oelschlaeger Leadership Award / Key Bank (7/31/2000)</td>
<td>$ 2,386,417</td>
<td>14.2% 21.5% 13.3% (3.3%)</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Selberling Chair In Con. Law / Key Bank (7/31/1997)</td>
<td>1,018,769</td>
<td>(0.6%) (0.8%) (0.3%) 2.9%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>ORSP / PNC Bank (4/30/2009)</td>
<td>2,733,938</td>
<td>(0.2%) 2.3% 3.7% 2.2% 2.2%</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Timken Co. and TimkenSteel Corp.</td>
<td>916,560</td>
<td>n/a</td>
<td>n/a</td>
<td>n/a</td>
<td></td>
</tr>
<tr>
<td><strong>Total Separately Invested Endowments</strong></td>
<td>$ 7,055,684</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td><strong>TOTAL ENDOWMENTS</strong></td>
<td>$ 69,132,685</td>
<td></td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

Note: Cambridge's performance consists of the "Annualized Since 1/1/2014" and embedded within "Since Inception" returns (6/30/2002).
### THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2018

#### Exhibit 5

**Pooled Endowment Policy Compliance: Asset Allocation at September 30, 2018**

<table>
<thead>
<tr>
<th>Policy Guidelines</th>
<th>Actual Allocation</th>
<th>Compliance Indicator</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Range</strong></td>
<td><strong>Target</strong></td>
<td></td>
</tr>
<tr>
<td>Global Equity</td>
<td>40-80%</td>
<td>60%</td>
</tr>
<tr>
<td>U.S. Equity</td>
<td>15-50%</td>
<td>21%</td>
</tr>
<tr>
<td>Non-U.S. Equity</td>
<td>15-50%</td>
<td>15%</td>
</tr>
<tr>
<td>Emerging Markets Equity</td>
<td>0-20%</td>
<td>9%</td>
</tr>
<tr>
<td>Global Equity</td>
<td>0-15%</td>
<td>15%</td>
</tr>
<tr>
<td>Absolute Return</td>
<td>0-25%</td>
<td>15%</td>
</tr>
<tr>
<td>Real Assets</td>
<td>10-25%</td>
<td>12%</td>
</tr>
<tr>
<td>Bonds &amp; Cash</td>
<td>10-25%</td>
<td>13%</td>
</tr>
</tbody>
</table>
THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2018

Exhibit 4

Components of and Net Change - Total Endowments
Fiscal Years Ended June 30, 2016 - 2018
And Three Months Ended September 30, 2018

<table>
<thead>
<tr>
<th>Category</th>
<th>2016</th>
<th>2017</th>
<th>2018</th>
<th>9/30/2018</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment Gifts</td>
<td>$480</td>
<td>$69</td>
<td>$2,926</td>
<td>$0</td>
</tr>
<tr>
<td>Transfers, Net</td>
<td>0</td>
<td>392</td>
<td>20</td>
<td>0</td>
</tr>
<tr>
<td>Endowment Distributions</td>
<td>(3,155)</td>
<td>(3,038)</td>
<td>(3,021)</td>
<td>(667)</td>
</tr>
<tr>
<td>Administrative Fee</td>
<td>(556)</td>
<td>(582)</td>
<td>(309)</td>
<td>(78)</td>
</tr>
<tr>
<td>Interest &amp; Dividends</td>
<td>2,028</td>
<td>1,342</td>
<td>1,444</td>
<td>278</td>
</tr>
<tr>
<td>Investment Fees</td>
<td>(220)</td>
<td>(199)</td>
<td>(239)</td>
<td>(97)</td>
</tr>
<tr>
<td>Realized &amp; Unrealized G/L</td>
<td>(1,942)</td>
<td>5,699</td>
<td>2,253</td>
<td>920</td>
</tr>
<tr>
<td>Net Endowment Change</td>
<td>$(3,365)</td>
<td>$3,684</td>
<td>$3,073</td>
<td>$357</td>
</tr>
</tbody>
</table>

The categories that comprise the market value changes from period to period are as follows:

- **Gifts & Transfers, Net**: Endowment Distributions; Administrative Fee, and Investment Income. Select components are discussed below.

**Endowment Gifts**
Gifts to the University given in support of University endowments.

**Endowment Distributions**
Effective July 1, 2017, distributions made from the endowments became 4.75% of a 3-year moving average.

**Administrative Fee**
Effective July 1, 2017, the administrative fee assessed by the University to all pooled endowments became 0.5% which is directed to the Scholarships for Excellence.

**Investment Fees**
Represents known advisor, manager, and custodial fees. The fees do not represent all investment costs as some fees are embedded within investments, net of returns, and are not readily determinable.
THE UNIVERSITY OF AKRON
ENDOWMENT Funds Investment Report
For the Three Months Ended September 30, 2018

The University of Akron and Foundation
Endowments Balances
At June 30, 1999 - 2018
And Three Months Ended September 30, 2018

Note 1: Foundation value represents 6/30/18 market value as the 9/30/18 report has not yet been received.

Note 2: Cambridge became the Foundation and University endowment investment manager on 1/1/2014 and 4/1/2014, respectively.

Note 3: Over the last 20 years both the Foundation and University endowment portfolios have realized both larger and smaller fluctuations. The notable downturns during 2001 and 2002 were the result of Y2K and the events of September 11, 2001, and 2008 and 2009 were the result of the Great Recession.
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Acceptance of the Investment Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendation presented by the Finance & Administration Committee on December 5, 2018, accepting the Investment Report for the Three Months Ended September 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
FINANCE & ADMINISTRATION COMMITTEE

TAB 3

FINANCIAL REPORT FOR THE
THREE MONTHS ENDED SEPTEMBER 30, 2018
DATE: November 9, 2018

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

FROM: Amy S. Gilliland, Director of Resource Analysis & Budgeting

SUBJECT: General Fund, Auxiliary Funds, and Departmental Sales and Services Funds: Budget to Actual Results for the Three Months Ended September 30, 2018

As requested, the Office of Resource Analysis & Budgeting provides the accompanying Financial Report for the three months ended September 30, 2018 for the General Fund, Auxiliary Funds, and Departmental Sales and Services Funds (Akron and Wayne combined) together with accompanying FY18 budget assumptions and narratives.

This Financial Report should be presented for consideration and approval at the December 5, 2018 Board of Trustees meeting.
The University of Akron  
General Fund, Auxiliary Funds, and Departmental Sales and Services Funds  
Budget to Actual Results  
For the Three Months Ended September 30, 2018  

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<th>Description</th>
<th>Page</th>
</tr>
</thead>
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<td>1</td>
</tr>
<tr>
<td>2. General Fund FY18 Budget Assumptions (Akron and Wayne Combined)</td>
<td>2</td>
</tr>
<tr>
<td>3. General Fund Narrative (Akron and Wayne Combined)</td>
<td>4</td>
</tr>
<tr>
<td>4. Auxiliary Funds Budget and Actual</td>
<td>7</td>
</tr>
<tr>
<td>5. Auxiliary Funds FY18 Budget Assumptions</td>
<td>16</td>
</tr>
<tr>
<td>6. Auxiliary Funds Narrative</td>
<td>19</td>
</tr>
<tr>
<td>7. Departmental Sales and Services Funds</td>
<td>28</td>
</tr>
<tr>
<td>8. Departmental Sales and Services Funds FY18 Budget Assumptions</td>
<td>34</td>
</tr>
<tr>
<td>9. Departmental Sales and Services Funds Narrative</td>
<td>36</td>
</tr>
</tbody>
</table>
GENERAL FUND

For the Three Months Ended September 30, 2018
<table>
<thead>
<tr>
<th>Description</th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Tuition &amp; General Service Fees</td>
<td>$186,872,000</td>
<td>$98,026,973</td>
<td>($88,845,027)</td>
<td></td>
</tr>
<tr>
<td>Other Fees</td>
<td>22,305,000</td>
<td>11,325,729</td>
<td>(10,979,271)</td>
<td></td>
</tr>
<tr>
<td>State Share of Instruction</td>
<td>103,507,000</td>
<td>25,876,674</td>
<td>(77,630,326)</td>
<td></td>
</tr>
<tr>
<td>Indirect Cost Recovery</td>
<td>5,800,000</td>
<td>1,495,236</td>
<td>(4,304,764)</td>
<td></td>
</tr>
<tr>
<td>Investment Income</td>
<td>3,000,000</td>
<td>1,322,286</td>
<td>(1,677,714)</td>
<td></td>
</tr>
<tr>
<td>Miscellaneous &amp; Endowment</td>
<td>2,312,000</td>
<td>758,379</td>
<td>(1,553,621)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Revenues</strong></td>
<td><strong>323,796,000</strong></td>
<td><strong>138,805,276</strong></td>
<td><strong>(184,990,724)</strong></td>
<td><strong>43%</strong></td>
</tr>
<tr>
<td>Payroll</td>
<td>153,038,000</td>
<td>26,305,724</td>
<td>126,732,276</td>
<td></td>
</tr>
<tr>
<td>Vacancies</td>
<td>(5,600,000)</td>
<td>0</td>
<td>(5,600,000)</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>52,782,000</td>
<td>10,967,387</td>
<td>41,814,613</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>200,220,000</strong></td>
<td><strong>37,273,112</strong></td>
<td><strong>162,946,888</strong></td>
<td><strong>19%</strong></td>
</tr>
<tr>
<td>Utilities</td>
<td>11,501,000</td>
<td>1,951,243</td>
<td>9,549,757</td>
<td></td>
</tr>
<tr>
<td>Operating</td>
<td>36,761,000</td>
<td>13,735,852</td>
<td>23,025,148</td>
<td></td>
</tr>
<tr>
<td>Bad Debt</td>
<td>1,000,000</td>
<td>37,837</td>
<td>962,163</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>59,464,000</td>
<td>24,044,735</td>
<td>35,419,265</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td><strong>108,726,000</strong></td>
<td><strong>39,769,667</strong></td>
<td><strong>68,956,333</strong></td>
<td><strong>37%</strong></td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>308,946,000</strong></td>
<td><strong>77,042,778</strong></td>
<td><strong>231,903,222</strong></td>
<td><strong>25%</strong></td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>14,850,000</td>
<td>61,762,498</td>
<td>46,912,498</td>
<td></td>
</tr>
<tr>
<td>Transfers-In</td>
<td>16,180,000</td>
<td>0</td>
<td>(16,180,000)</td>
<td></td>
</tr>
<tr>
<td>Transfers-in Plant and Other</td>
<td>1,000,000</td>
<td>3,271,192</td>
<td>2,271,192</td>
<td></td>
</tr>
<tr>
<td>Advance-In</td>
<td>290,000</td>
<td>263,522</td>
<td>(26,478)</td>
<td></td>
</tr>
<tr>
<td>Transfers-in Encumbrance</td>
<td>0</td>
<td>3,832,133</td>
<td>3,832,133</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>(1,000,000)</td>
<td>(369,650)</td>
<td>630,350</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Other</td>
<td>(31,320,000)</td>
<td>(7,830,086)</td>
<td>23,489,914</td>
<td></td>
</tr>
<tr>
<td>Advance-Out</td>
<td>0</td>
<td>(77,000)</td>
<td>(77,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td><strong>(14,850,000)</strong></td>
<td><strong>(909,889)</strong></td>
<td><strong>13,940,111</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td><strong>$0</strong></td>
<td><strong>$60,852,609</strong></td>
<td><strong>$60,852,609</strong></td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron  
Akron and Wayne General Fund Combined  
FY19 Budget Assumptions

Revenues

**Tuition & General Service Fees:** Assumes an overall blended enrollment reduction of seven percent, reflecting declines of roughly six percent, 14 percent, and two percent for undergraduate, graduate and law, respectively. Tuition and fee rates remain flat for continuing students while the Guaranteed Tuition program begins fall of 2018 and assumes a six percent increase for tuition and fees for applicable students.

**Other Fees:** Assumes an overall blended enrollment reduction of seven percent, and fees rates remain flat for continuing students and increase for certain fees which are part of the Guaranteed Tuition program.

**State Share of Instruction:** Assumes a two percent decline as compared to FY18 based upon information received from Ohio Department of Higher Education.

**Indirect Cost Recovery:** Assumes no significant change as compared to FY18 with allocations as follows: General Fund, 66 percent; Department, 13 percent; College, 11 percent; and Principal Investigator account, 10 percent.

**Investment Income:** Assumes a reasonable return; however, significant market fluctuations either way will impact the actual amount.

Expenditures

**Payroll and Vacancies:** Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees and part-time faculty. Also contemplates $5.6 million of vacancy savings which are created by employee departures until a replacement employee is hired. Further includes the $1.7 million year-one installment for the Voluntary Retirement Incentive Program (VRIP).

**Fringes:** Assumes application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

**Operating:** The designated fees such as course fees and technology fees, etc., are enrollment driven and are assumed to follow the seven percent enrollment decline. The designated fees and start ups assume that only current-year revenues and allocation are expended; however, a certain level of carry over exists within these fees and startups, which may be expended by the units and therefore cause expenditures to exceed the allocations for the current year.

The unit allocations largely assume a five percent reduction as compared to the FY18 adjusted levels.
Scholarships: Assumes graduate assistants, $11.4 million; Law School, $3.7 million; and undergraduate, $44.4 million representing a decrease of $2.3 million (or 17 percent); a decrease of $56,000 (or 1.5 percent); and an increase of $4.2 million (or 10 percent), respectively.

Other

Transfers-In: Assumes $16.2 million from general reserves and $1 million from plant fund reserves.

Advances-In: Assumes $90,000 of the $270,000 advance from the General Fund to the National Museum of Psychology and $200,000 of the $353,000 advance from the General Fund to CAST in support of the Musson Industrial Control Systems Test Bed made during the prior fiscal year will be repaid.

Transfers-Out Plant Fund: Assumes capital projects will be funded as needs arise by $1 million.

Transfers-Out Other: Assumes transfers to Auxiliaries of General Services Fee, $11.9 million; Other, $12.6 million; and Facilities Fee, $6.8 million. The Facilities Fee maintains a reserve, and a portion of that reserve, in the amount of $2.9 million, will be used to help service the Auxiliaries’ debt service for FY19; therefore, a reduction to Transfers-Out Other was applied to the Student Union, Recreation Center, and Athletics, respectively by $2.9 million.

Debt Service: Assumes the University achieves its debt deferral initiative and the reserves that reside in the plant and debt reserves will service the remaining $7.1 million.
Revenues

**Tuition & General Service Fees:** Tuition & General Service Fees revenues total $98 million or approximately 52 percent as compared to the annual budget of $186.9 million.

With summer credit hour decline of about seven percent and fall decline of nearly eight percent, the combined year-to-date credit hour production fell 7.9 percent as compared to the expected seven percent decline.

Current expectations are the budgeted Tuition & General Service Fees revenues will be achieved if the traditional spring retention holds, or improves.

**Other Fees:** Other Fees revenues total $11.3 million or approximately 51 percent as compared to the annual budget of $22.3 million.

Other Fees include various student fees such as facility fees (30 percent), technology fees (24 percent), and unit and course fees (19 percent). Course fee revenues reflect an increase associated with the growth in electronic content agreements. The associated revenues are directly offset by the cost of the purchased content. Some of the fees remain within the General Fund and are used for operations while the facility fee is transferred to Auxiliary units and contributes toward the debt service requirements of the Student Recreation and Wellness Center, Student Union, InfoCision Stadium, and the Fieldhouse.

Current expectations are that budgeted Other Fees revenues will be achieved.

**State Share of Instruction:** State Share of Instruction (SSI) revenues total $25.9 million or 25 percent as compared to the annual budget of $103.5 million.

Current expectations are that SSI revenues will meet expectations.

**Indirect Cost Recovery:** IDC revenues total $1.5 million or approximately 26 percent as compared to the annual budget of $5.8 million.

IDC is proportionately related to externally funded research activities and is currently allocated with 66 percent used to pay the general expenditures of the University and 34 percent allocated to the academic units.

Current expectations are that IDC revenues will be achieved.
Investment Income: Investment Income revenues total $1.3 million or approximately 44 percent as compared to the annual budget of $3 million.

Investment income is based largely upon the size of the operating funds investment portfolio and the market conditions that impact the return.

Current expectations are that budgeted investment income revenues will be met or exceeded.

Expenditures

Payroll and Fringe Benefits: Payroll expenditures total $26.3 million or approximately 17 percent of the annual budget of $153 million.

Largely due to 9-month employee contracts, compensation is not incurred ratably throughout the year. By September 30; however, all employees become part of the payroll cycle and compensation becomes more ratable for the remainder of the fiscal year. The FY19 budgeted raises for faculty and non-bargaining unit employees have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

The fringe benefit costs total $11 million or nearly 21 percent of the annual budget of $52.8 million.

Current expectations are that budgeted payroll and fringe benefits will be met. The budgeted compensation includes $5.6 million related to vacant position savings and that savings is projected to be met and likely exceeded as current savings of $2.4 million include accumulated net one-time savings of $1.8 million and $.6 million in closed positions.

Utilities: Utilities expenditures total $2 million or approximately 17 percent of the annual budget of $11.5 million.

Current expectations are that budgeted utilities expenditures will be achieved.

Operating: Operating expenditures total $13.7 million or approximately 37 percent of the $36.8 million budget. Operating expenditures trend higher in the first quarter as annual contracts and blanket purchase orders totaling over $8 million are included.

The expenditures are incurred within the operating units primarily for software license, supplies and services, transcribing, advertising and occasionally smaller dollar capital items such as computers and equipment.

Current expectations are that budgeted operating expenditures will be achieved.

<table>
<thead>
<tr>
<th>Aggregated Pooled Accounts</th>
<th>FY19 Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Faculty</td>
<td>$12,800,000</td>
</tr>
<tr>
<td>Staff</td>
<td>6,031,000</td>
</tr>
<tr>
<td>Contract Professionals</td>
<td>6,127,000</td>
</tr>
<tr>
<td>Graduate Assistants</td>
<td>1,348,000</td>
</tr>
<tr>
<td>Fringe Benefits</td>
<td>10,967,000</td>
</tr>
<tr>
<td>Total Compensation</td>
<td>$37,273,000</td>
</tr>
</tbody>
</table>

Note: Includes all General Fund compensation-type activities (e.g. full time, part time, overload, etc.). Three percent merit increases are not yet processed for qualified faculty and non-bargaining unit employees.
Scholarships: Scholarships total $24 million or approximately 40 percent of the $59.5 million budget. Scholarships to date reflect the claimed fall awards as well as the summer and fall graduate assistant fee remissions. The spring scholarships will be reflected in alignment with the spring academic term. The fall numbers do not reflect the expected $5.7 million College Credit Plus expenditure.

Current expectations are that budgeted scholarship expenditures will be achieved.

Transfers

Transfers-In: The annual budget assumes transfers-in from reserves will total $16.2 million. The funds will be transferred in as needed later in the fiscal year.

Transfers-In Plant and Other: Transfers-In include $1 million from reserves for plant fund projects; and $2.3 million from the self-insurance fund representing the FY17 overfunding of the retiree dependent healthcare program.

Advance-In: In accordance with the prior-year agreements $264,000 of the budgeted Advance-In has been realized.

Transfers-Out - Plant Fund: To date, $200,000 has been transferred to plant funds in support of the Roadway building air handler; and $169,000 for the AERC air chiller.

Transfers-Out - Other: Transfers of $7.8 million reflect facilities fees and general service fees as well as general support to Auxiliaries. At 25 percent of budget, these transfers are in line with budget.

Advance-Out: A loan to Athletics of $77,000 in support of the James A. Rhoades Arena weight room renovation is to be repaid by April 2019.
AUXILIARY FUNDS

For the Three Months Ended September 30, 2018
## The University of Akron

**Akron and Wayne Auxiliary Funds Combined**

**FY19 Annual Budget with results for the three months ended September 30, 2018**

### Auxiliary Funds Combined

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$43,605,000</td>
<td>$15,578,685</td>
<td>($28,026,315)</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td>10,722,000</td>
<td>2,318,898</td>
<td>8,403,102</td>
<td></td>
</tr>
<tr>
<td><strong>Fringes</strong></td>
<td>4,455,000</td>
<td>883,602</td>
<td>3,571,398</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>15,177,000</td>
<td>3,202,500</td>
<td>11,974,500</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td>29,547,000</td>
<td>9,219,972</td>
<td>20,327,028</td>
<td></td>
</tr>
<tr>
<td><strong>Capital</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Scholarships</strong></td>
<td>7,326,000</td>
<td>2,552,319</td>
<td>4,773,681</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>36,873,000</td>
<td>11,772,291</td>
<td>25,100,709</td>
<td>32%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>52,050,000</td>
<td>14,974,791</td>
<td>37,075,209</td>
<td>29%</td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td>(8,445,000)</td>
<td>603,894</td>
<td>9,048,894</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Facilities Fee</strong></td>
<td>9,569,000</td>
<td>2,392,311</td>
<td>(7,176,689)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - General Service Fee</strong></td>
<td>11,909,000</td>
<td>2,977,215</td>
<td>(8,931,785)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Other</strong></td>
<td>14,335,000</td>
<td>3,183,676</td>
<td>(11,151,324)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Encumbrances</strong></td>
<td>0</td>
<td>271,152</td>
<td>271,152</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Plant Fund</strong></td>
<td>(1,000,000)</td>
<td>0</td>
<td>1,000,000</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Debt Service</strong></td>
<td>(25,799,000)</td>
<td>(6,449,615)</td>
<td>19,349,385</td>
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</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>9,014,000</td>
<td>2,374,739</td>
<td>(6,639,261)</td>
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</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$569,000</td>
<td>$2,978,633</td>
<td>$2,409,633</td>
<td></td>
</tr>
</tbody>
</table>
The FY 2019 Budget Assumptions and Narratives of the Budget to Actual Results are integral to this statement.

# The University of Akron
## Akron and Wayne Auxiliary Funds Combined
### FY19 Annual Budget with results for the three months ended September 30, 2018

## Athletics

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$9,232,000</td>
<td>$555,687</td>
<td>($8,676,313)</td>
<td>6%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td>7,974,000</td>
<td>1,727,574</td>
<td>6,246,426</td>
<td></td>
</tr>
<tr>
<td><strong>Fringes</strong></td>
<td>3,085,000</td>
<td>643,616</td>
<td>2,441,384</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>11,059,000</td>
<td>2,371,190</td>
<td>8,687,810</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td>10,674,000</td>
<td>4,005,191</td>
<td>6,668,809</td>
<td></td>
</tr>
<tr>
<td><strong>Capital</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Scholarships</strong></td>
<td>7,326,000</td>
<td>2,552,319</td>
<td>4,773,681</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>18,000,000</td>
<td>6,557,510</td>
<td>11,442,490</td>
<td>36%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>29,059,000</td>
<td>8,928,700</td>
<td>20,130,300</td>
<td>31%</td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td>(19,827,000)</td>
<td>(8,373,013)</td>
<td>11,453,987</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Facilities Fee</strong></td>
<td>4,964,000</td>
<td>1,241,091</td>
<td>(3,722,909)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - General Service Fee</strong></td>
<td>11,909,000</td>
<td>2,977,215</td>
<td>(8,931,785)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Other</strong></td>
<td>7,918,000</td>
<td>1,979,402</td>
<td>(5,938,598)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Encumbrances</strong></td>
<td>0</td>
<td>37,088</td>
<td>37,088</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Plant Fund</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Debt Service</strong></td>
<td>(4,964,000)</td>
<td>(1,241,092)</td>
<td>3,722,908</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>19,827,000</td>
<td>4,993,704</td>
<td>(14,833,296)</td>
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<tr>
<td><strong>Difference</strong></td>
<td>$0</td>
<td>($3,379,309)</td>
<td>($3,379,309)</td>
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</tr>
</tbody>
</table>
### Residence Life & Housing

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$19,830,000</td>
<td>$9,118,848</td>
<td>($10,711,152)</td>
<td>46%</td>
</tr>
<tr>
<td>Payroll</td>
<td>847,000</td>
<td>192,880</td>
<td>654,120</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>356,000</td>
<td>77,125</td>
<td>278,875</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>1,203,000</td>
<td>270,005</td>
<td>932,995</td>
<td>22%</td>
</tr>
<tr>
<td>Operating</td>
<td>7,980,000</td>
<td>1,807,554</td>
<td>6,172,446</td>
<td>23%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>7,980,000</td>
<td>1,807,554</td>
<td>6,172,446</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>9,183,000</td>
<td>2,077,559</td>
<td>7,105,441</td>
<td>23%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>10,647,000</td>
<td>7,041,289</td>
<td>(3,605,711)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>5,520</td>
<td>5,520</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>(10,647,000)</td>
<td>(2,661,694)</td>
<td>7,985,306</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>(10,647,000)</td>
<td>(2,656,174)</td>
<td>7,990,826</td>
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</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$0</td>
<td>$4,385,115</td>
<td>$4,385,115</td>
<td></td>
</tr>
</tbody>
</table>
## EJ Thomas Performing Arts Hall

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$2,441,000</td>
<td>$335,110</td>
<td>($2,105,890)</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td>357,000</td>
<td>48,465</td>
<td>308,535</td>
<td></td>
</tr>
<tr>
<td><strong>Fringes</strong></td>
<td>127,000</td>
<td>17,411</td>
<td>109,589</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>484,000</td>
<td>65,876</td>
<td>418,124</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td>2,567,000</td>
<td>451,799</td>
<td>2,115,201</td>
<td>14%</td>
</tr>
<tr>
<td><strong>Capital</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Scholarships</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>2,567,000</td>
<td>451,799</td>
<td>2,115,201</td>
<td>18%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>3,051,000</td>
<td>517,675</td>
<td>2,533,325</td>
<td>17%</td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td>(610,000)</td>
<td>(182,565)</td>
<td>427,435</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Facilities Fee</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - General Service Fee</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Other</strong></td>
<td>937,000</td>
<td>234,242</td>
<td>(702,758)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Encumbrances</strong></td>
<td>0</td>
<td>28,832</td>
<td>28,832</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Plant Fund</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Debt Service</strong></td>
<td>(327,000)</td>
<td>(81,725)</td>
<td>245,275</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>610,000</td>
<td>181,349</td>
<td>(428,651)</td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$0</td>
<td>($1,216)</td>
<td>($1,216)</td>
<td></td>
</tr>
</tbody>
</table>
## The University of Akron
### Akron and Wayne Auxiliary Funds Combined
### FY19 Annual Budget with results for the three months ended September 30, 2018

### Dining (Aramark)

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$3,297,000</td>
<td>$1,943,838</td>
<td>($1,353,162)</td>
<td>59%</td>
</tr>
<tr>
<td>Payroll</td>
<td>125,000</td>
<td>37,596</td>
<td>87,404</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>275,000</td>
<td>14,174</td>
<td>260,826</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>400,000</strong></td>
<td><strong>51,770</strong></td>
<td><strong>348,230</strong></td>
<td><strong>13%</strong></td>
</tr>
<tr>
<td>Operating</td>
<td>1,606,000</td>
<td>673,734</td>
<td>932,266</td>
<td>42%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td><strong>1,606,000</strong></td>
<td><strong>673,734</strong></td>
<td><strong>932,266</strong></td>
<td><strong>42%</strong></td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td><strong>2,006,000</strong></td>
<td><strong>725,504</strong></td>
<td><strong>1,280,496</strong></td>
<td><strong>36%</strong></td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td><strong>1,291,000</strong></td>
<td><strong>1,218,334</strong></td>
<td><strong>(72,666)</strong></td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>22,079</td>
<td>22,079</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>(776,000)</td>
<td>(194,004)</td>
<td>581,996</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>(776,000)</td>
<td>(171,925)</td>
<td>604,075</td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$515,000</td>
<td>$1,046,409</td>
<td>$531,409</td>
<td></td>
</tr>
</tbody>
</table>

The FY 2019 Budget Assumptions and Narratives of the Budget to Actual Results are integral to this statement.
The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

Recreation & Wellness Services

<table>
<thead>
<tr>
<th>Description</th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$573,000</td>
<td>$117,504</td>
<td>($455,496)</td>
<td>21%</td>
</tr>
<tr>
<td>Payroll</td>
<td>551,000</td>
<td>120,985</td>
<td>430,015</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>245,000</td>
<td>52,980</td>
<td>192,020</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td><strong>796,000</strong></td>
<td><strong>173,965</strong></td>
<td><strong>622,035</strong></td>
<td><strong>22%</strong></td>
</tr>
<tr>
<td>Operating</td>
<td>1,850,000</td>
<td>446,307</td>
<td>1,403,693</td>
<td>24%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td><strong>1,850,000</strong></td>
<td><strong>446,307</strong></td>
<td><strong>1,403,693</strong></td>
<td><strong>24%</strong></td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>2,646,000</td>
<td>620,272</td>
<td>2,025,728</td>
<td>23%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>(2,073,000)</td>
<td>(502,768)</td>
<td>1,570,232</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>1,693,000</td>
<td>423,141</td>
<td>(1,269,859)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>2,073,000</td>
<td>518,159</td>
<td>(1,554,841)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>61,728</td>
<td>61,728</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>(1,693,000)</td>
<td>(423,140)</td>
<td>1,269,860</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td><strong>2,073,000</strong></td>
<td><strong>579,888</strong></td>
<td><strong>(1,493,112)</strong></td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td><strong>$0</strong></td>
<td><strong>$77,120</strong></td>
<td><strong>$77,120</strong></td>
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</tr>
</tbody>
</table>
The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

Jean Hower Taber Student Union

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$946,000</td>
<td>$255,888</td>
<td>($690,112)</td>
<td>27%</td>
</tr>
<tr>
<td>Payroll</td>
<td>602,000</td>
<td>140,331</td>
<td>461,669</td>
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</tr>
<tr>
<td>Fringes</td>
<td>260,000</td>
<td>57,168</td>
<td>202,832</td>
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</tr>
<tr>
<td>Total Compensation</td>
<td>862,000</td>
<td>197,499</td>
<td>664,501</td>
<td>23%</td>
</tr>
<tr>
<td>Operating</td>
<td>1,891,000</td>
<td>426,571</td>
<td>1,464,429</td>
<td>23%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total Non Personnel</td>
<td>1,891,000</td>
<td>426,571</td>
<td>1,464,429</td>
<td>23%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>2,753,000</td>
<td>624,070</td>
<td>2,128,930</td>
<td>23%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>(1,807,000)</td>
<td>(368,182)</td>
<td>1,438,818</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>2,912,000</td>
<td>728,079</td>
<td>(2,183,921)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>1,807,000</td>
<td>451,873</td>
<td>(1,355,127)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>26,670</td>
<td>26,670</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>(2,912,000)</td>
<td>(728,078)</td>
<td>2,183,922</td>
<td></td>
</tr>
<tr>
<td>Net Transfers</td>
<td>1,807,000</td>
<td>478,544</td>
<td>(1,328,456)</td>
<td></td>
</tr>
<tr>
<td>Difference</td>
<td>$0</td>
<td>$110,362</td>
<td>$110,362</td>
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The FY 2019 Budget Assumptions and Narratives of the Budget to Actual Results are integral to this statement.
The University of Akron  
Akron and Wayne Auxiliary Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

<table>
<thead>
<tr>
<th>Parking &amp; Transportation Services</th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$7,222,000</td>
<td>$3,243,575</td>
<td>($3,978,425)</td>
<td>45%</td>
</tr>
<tr>
<td>Payroll</td>
<td>266,000</td>
<td>51,067</td>
<td>214,933</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>107,000</td>
<td>21,128</td>
<td>85,872</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>373,000</td>
<td>72,195</td>
<td>300,805</td>
<td>19%</td>
</tr>
<tr>
<td>Operating</td>
<td>2,969,000</td>
<td>1,404,157</td>
<td>1,564,843</td>
<td>47%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Scholarships</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>2,969,000</td>
<td>1,404,157</td>
<td>1,564,843</td>
<td>47%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>3,342,000</td>
<td>1,476,352</td>
<td>1,865,648</td>
<td>44%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>3,880,000</td>
<td>1,767,223</td>
<td>(2,112,777)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>1,600,000</td>
<td>0</td>
<td>(1,600,000)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>89,235</td>
<td>89,235</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>(1,000,000)</td>
<td>0</td>
<td>1,000,000</td>
<td></td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>(4,480,000)</td>
<td>(1,119,882)</td>
<td>3,360,118</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>(3,880,000)</td>
<td>(1,030,647)</td>
<td>2,849,353</td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$0</td>
<td>$736,576</td>
<td>$736,576</td>
<td></td>
</tr>
</tbody>
</table>
### Wayne Student Union

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>$ Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$64,000</td>
<td>$8,235</td>
<td>($55,765)</td>
<td>13%</td>
</tr>
<tr>
<td>Payroll</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Fringes</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td>10,000</td>
<td>4,659</td>
<td>5,341</td>
<td>47%</td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>10,000</td>
<td>4,659</td>
<td>5,341</td>
<td>47%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>10,000</td>
<td>4,659</td>
<td>5,341</td>
<td>47%</td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td>$54,000</td>
<td>$3,576</td>
<td>($50,424)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Facilities Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfers-In - General Service Fee</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfers-In - Other</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfers-Out - Plant Fund</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td>Transfers-Out - Debt Service</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td>0</td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$54,000</td>
<td>$3,576</td>
<td>($50,424)</td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron
Auxiliaries
FY19 Budget Assumptions

Overall Assumptions

**Revenues:** Assumes an overall seven percent enrollment decline.

**Payroll:** Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

**Fringes:** Assumes benefits such as 14 percent employer contribution to the respective retirement System, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee parking permits.

**Transfers-Out Debt Service:** Assumes debt service for Auxiliary facilities.

Unit Assumptions

**Athletics**

**Revenues:** Assumes externally generated revenues from various sources such as the MAC, game guarantees, naming rights, ticket sales, grants-in-aid, IMG, and Coca-Cola.

**Payroll:** Contemplates rate increases as reflected in respective individual contracts.

**Operating:** Assumes a decrease of $242,000 as compared to the FY18 projection.

**Scholarships:** Assumes 225 Athletic financial aid awards.

**Transfers-In:** Assumes Facilities Fee of $3.5 million from the General Fund and $1.5 million from Facilities Fee reserve, General Service Fee of $11.9 million, and Other of $7.9 million in transfers from the General Fund net of a $.4 million reduction.

**Residence Life & Housing**

**Revenues:** Assumes an 88 percent average occupancy.

**Operating:** Assumes an increase of $310,000 over the FY18 projection.

**EJ Thomas Performing Arts Hall**

**Revenues:** Assumes externally generated revenues from various sources such as Broadway Series sales, Akron Civic Theater pass-through, hall rental, and endowment gifts.

**Operating:** Assumes largely flat operating as compared to the FY18 projection.
The University of Akron
Auxiliaries
FY19 Budget Assumptions

Transfers-In: Assumes $.9 million which consists of $.8 million from the General Fund net of a $32,000 reduction and $91,000 from unrestricted reserve.

**Dining (Aramark)**

Revenues: Assumes rent and other contractually provided revenues such as utilities, maintenance, and equipment repair.

Compensation: The CWA employees remain University employees, with the University responsible for the difference between FICA and SERS. All other employees are the sole responsibility of Aramark.

Operating: Assumes an increase of $80,000 over the FY18 projection.

**Recreation & Wellness Services**

Revenues: Assumes externally generated revenues from various sources such as memberships, pool rental, and locker and facility rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.

Transfers-In: Assumes Facilities Fee of $1.2 million from the General Fund and $.5 million from Facilities Fee reserves, and Other of $2.1 million in transfers from the General Fund net of $108,000 reduction.

**Jean Hower Taber Student Union**

Revenues: Assumes externally generated revenues from various sources such as bookstore space rent, bank space rent, and room rentals.

Operating: Assumes an increase of $82,000 over the FY18 projection.

Transfers-In: Assumes Facilities Fee of $2 million from the General Fund and $.9 million from Facilities Fee reserves; and Other of $1.8 million in transfers from the General Fund net of $94,000 reduction.
Parking & Transportation Services

Revenues: Assumes parking permits and transportation fee revenues decrease consistent with an overall blended enrollment reduction of seven percent.

Operating: Assumes an increase of $382,000 over the FY18 projection.

Transfers-In: Assumes Fund Balance transfers to finance the Administrative Services Building parking deck replacement and other projects including lot and deck repairs and lighting upgrades.

Transfers-Out Plant Fund: Assumes Administrative Services Building parking deck repair and replacement.

Wayne Student Union

Revenues: Assumes externally generated revenues from bookstore space rent and room rentals.

Operating: Assumes largely flat operating as compared to the FY18 projection.
Athletics

Athletics actual revenues total $556,000 as compared to annual budgeted revenues of $9.2 million. Major components of revenue include ticket sales (54 percent), and gifts (33 percent). Unearned revenue for seasonal and single tickets is realized in the fiscal year when the game is held. Currently, $311,000 is unearned. Certain earned but yet to be collected revenues includes $2.4 million in football game guarantees and $380,000 for pouring rights. Preliminary expectations are that Athletics will achieve budgeted revenues since the majority of revenue generating programming has yet to occur. Athletics will closely monitor activity.

Payroll and fringes total $2.4 million or roughly 21 percent as compared to the annual budget of $11.1 million. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will remain at or below budget.

Operating expenditures total $4 million or 38 percent as compared to the annual budget of $10.7 million. The principal operating expenditures include athletic supplies (22 percent), team travel and recruiting (16 percent), and game officials and guarantees (12 percent). The majority of operating expenditures from game guarantees, encumbrances, and football travel occurs in fall; thus, current expectations are that the amount budgeted for operating expenditures will not be exceeded.

Scholarships, or Athletics financial aid, totaled $2.6 million or 35 percent as compared to the annual budget of $7.3 million. The Barnes and Noble back bill has not yet arrived while living allowance is a monthly incurrence and a number of scholarship athletes will arrive for the spring semester. Current expectations are that the amount budgeted for scholarships will not be exceeded.

The other sources of funding include transfers-in of facilities fee, general service fee, and other budgeted at $5 million, $12 million, and $8 million, respectively. The facilities fee services a portion of the Stadium and Fieldhouse debt, while the Athletics general service fee and other transfers-in combined total $5 million in support of operations and debt service. To date, $6.2 million has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.
At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $37,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $5 million. To date, $1.2 million or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to InfoCision Stadium and the Athletic Fieldhouse.
Residence Life & Housing

Residence Life & Housing actual revenues total $9.1 million as compared to the annual budgeted revenues of $20 million. The principal revenues include residence hall occupancy, and are predominately earned during the academic year. Currently, $83,000 is considered unearned revenue. Fall semester revenues will fall short of fall revenue projection. Preliminary expectations project achieving 53% of budget revenues by the end of fall semester. Actual revenues will be less than the budget by the end of the fiscal year 2019 by approximately 2% and will be addressed by expenditure control.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Room Rentals</td>
<td>$8,970,000</td>
</tr>
<tr>
<td>Other</td>
<td>149,000</td>
</tr>
<tr>
<td>Total</td>
<td>$9,119,000</td>
</tr>
</tbody>
</table>

Payroll and fringes total $270,000 or roughly 22 percent as compared to the annual budget of $1.2 million. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $1.8 million or 23 percent as compared to the annual budget of $8 million. The principal operating expenditures include maintenance (52 percent), utilities (19 percent), and resident assistant meals (10 percent). Preparing the residence halls for fall semester increases maintenance expenditures early in the fiscal year. Current expectations are that expenditures will remain below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $6,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for the debt service total $10.6 million. To date, $2.7 million or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. The debt service pays the bonded debt related to the renovation of eight residence halls and construction of two new buildings.
EJ Thomas Performing Arts Hall

EJ Thomas Performing Arts Hall actual revenues total $335,000 as compared to the annual budgeted revenues of $2.4 million. The principal revenues include endowment (51 percent), ticket sales (27 percent), and hall and space rental (19 percent). Ticket revenue is considered unearned until the show is held. Currently, EJ Thomas has $106,000 in unearned revenue for the Broadway in Akron Series FY19 presale event. Current expectations are that budgeted revenues will be achieved as much of the facility’s revenue generating programming has yet to occur.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Endowment</td>
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</tr>
<tr>
<td>Ticket Sales</td>
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</tr>
<tr>
<td>Hall Rental</td>
<td>65,000</td>
</tr>
<tr>
<td>Other</td>
<td>7,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$335,000</strong></td>
</tr>
</tbody>
</table>

Payroll and fringes total $66,000 or roughly 14 percent as compared to the annual budget of $484,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $452,000 or 18 percent as compared to the annual budget of $2.6 million. The principal operating expenditures include consultant fees (24 percent), advertising (17 percent), utilities (12 percent), and stage & wardrobe (11 percent). Current expectations are that expenditures will remain below or at budget.

Transfers-in other represents general-fund support for operations and is budgeted for $937,000. To date, $234,000 has been transferred with the expectation the full amount will be transferred throughout the remainder of the fiscal year.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $29,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $327,000. To date, $82,000 or 25 percent has been transferred out to pay the debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to improvements and equipment from approximately 16 years ago.
Dining (Aramark)

Aramark actual revenues total $1.9 million as compared to the annual budgeted revenues of $3.3 million. The primary revenues include rent (49 percent), utilities support (18 percent), and facilities support (15 percent). Current expectations are in line with the current contract and as long as no significant changes are made actual revenues will match the budget at the end of the fiscal year 2019.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Rent</td>
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</tr>
<tr>
<td>Utilities Support</td>
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</tr>
<tr>
<td>Facilities Support</td>
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</tr>
<tr>
<td>POS/Card Access Support</td>
<td>181,000</td>
</tr>
<tr>
<td>Other</td>
<td>171,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$1,944,000</strong></td>
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</tbody>
</table>

Payroll and fringes total $52,000 or roughly 13 percent as compared to the annual budget of $400,000. The $275,000 fringe benefits budget also 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. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $674,000 or 42 percent as compared to the annual budget of $1.6 million.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $22,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $776,000. To date, $194,000 or 25 percent has been transferred out to pay the upcoming debt service payment with the remaining transfers to occur throughout the year. This debt service pays the bonded debt related to various buildouts of space and renovations including the dining hall and retail sites located throughout the campus over the course of the last 12 to 19 years.
Recreation & Wellness Services

Recreation & Wellness Services actual revenues total $118,000 as compared to the annual budgeted revenues of $573,000. The principal revenues include memberships (43 percent), swimming meets/lessons (17 percent), and rentals (15 percent). Current expectations are that Recreation & Wellness Services will achieve revenue budget expectations, as the start of the new calendar has historically shown an increase in memberships.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Memberships</td>
<td>$51,000</td>
</tr>
<tr>
<td>Swimming Meets &amp; Lessons</td>
<td>20,000</td>
</tr>
<tr>
<td>Rentals</td>
<td>17,000</td>
</tr>
<tr>
<td>Other</td>
<td>30,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$118,000</strong></td>
</tr>
</tbody>
</table>

Payroll and fringes total $174,000 or roughly 22 percent as compared to the annual budget of $796,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $446,000 or 24 percent as compared to the annual budget of $1.8 million. The primary operating expenditures include maintenance (34 percent), student assistants (31 percent), and utilities (17 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain below or at budget.

Transfers-in represents facilities fee and general-fund support to service the building’s bonded debt and for operations, respectively. To date, $941,000 has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year. Recreation & Wellness Services is largely dependent upon the facilities fee and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $62,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $1.7 million. To date, $423,000 or 25 percent has been transferred out for the upcoming debt service requirements.
The Student Union actual revenues total $256,000 as compared to the annual budgeted revenues of $946,000. The principal revenues include rental income (98 percent). Actual revenue collection accounts for 27 percent of the budget. Current expectations are that Student Union will achieve its revenue budget.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barnes &amp; Noble Rental</td>
<td>$241,000</td>
</tr>
<tr>
<td>Room Rentals</td>
<td>11,000</td>
</tr>
<tr>
<td>Other</td>
<td>4,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$256,000</strong></td>
</tr>
</tbody>
</table>

Payroll and fringes total $197,000 or roughly 23 percent as compared to the annual budget of $862,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $427,000 or 23 percent as compared to the annual budget of $1.9 million. The primary operating expenditures include utilities (31 percent), maintenance (31 percent), and student assistants (18 percent), and are predominately incurred evenly throughout the fiscal year. Current expectations are that expenditures will remain below or at budget.

Transfers-in represents facilities fee and general-fund support to service the building’s bonded debt and for operations, respectively. To date, $1.2 million has been transferred with the expectation the remaining amount will be transferred throughout the rest of the fiscal year.

The Student Union is largely dependent upon the facilities fee and general fund for debt service resources and operational support both of which are tied directly to enrollment.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $27,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $2.9 million. To date, $728,000 or 25 percent has been transferred out for the upcoming debt service requirements.
The University of Akron
Akron and Wayne Auxiliary Funds Combined
Narrative of FY19 Annual Budget with results for the three months ended September 30, 2018

Parking Transportation & Services

Parking actual revenues total $3.2 million as compared to the annual budgeted revenues of $7.2 million. The primary sources of revenues are the student transportation fee and parking permits (97 percent). Deferred revenue generated from parking permits purchased before the semester starts is realized six weeks into the semester. Current expectations are that actual revenues will likely fall short of projections; however, expenditures will be managed in such a way to ensure expenditures remain within the actual revenues earned.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Permits</td>
<td>$3,156,000</td>
</tr>
<tr>
<td>Lot Rentals</td>
<td>41,000</td>
</tr>
<tr>
<td>Fines &amp; Meters</td>
<td>36,000</td>
</tr>
<tr>
<td>Other</td>
<td>11,000</td>
</tr>
<tr>
<td><strong>Total</strong></td>
<td><strong>$3,244,000</strong></td>
</tr>
</tbody>
</table>

Payroll and fringes total $72,000 or roughly 19 percent as compared to the annual budget of $373,000. Three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year. Compensation occurs ratably throughout the year. Current expectations are that budgeted compensation will not be exceeded.

Operating expenditures total $1.4 million or 47 percent as compared to the annual budget of $3 million. The major operating costs include transportation related activities including busing, parking lot, and deck maintenance (73 percent), and furniture & equipment repair (11 percent). The majority of operating expenditures are encumbered in fall; thus, current expectations are that expenditures will remain below or at budget.

The budgeted $1.6 million transfers-in other represents fund balance support for the Administrative Services Building parking deck, as well as projected cost increases, primarily for the Roo Express shuttle service.

The budgeted $1 million transfers-out plant fund include the Administrative Services Building parking deck replacement.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $89,000 Transfers-in – Encumbrances represents those types of commitments.

The budgeted transfers-out for debt service total $4.5 million. Transfers-out of $1.1 million or 25 percent represents the debt service that pays the bonded debt related to the renovation and construction of four parking decks.
Wayne Student Union

Wayne Student Union revenues total $8,000 as compared to the annual budgeted revenues of $64,000. The principal revenues include bookstore rent (99 percent) predominately earned evenly throughout the fiscal year. The remainder of revenue is typically earned during the academic calendar year.

<table>
<thead>
<tr>
<th>Description</th>
<th>Actual</th>
</tr>
</thead>
<tbody>
<tr>
<td>Barnes &amp; Noble Rental</td>
<td>$8,000</td>
</tr>
</tbody>
</table>

Operating expenditures total $5,000 or 47 percent as compared to the annual budget of $10,000. The major operating costs include Wayne College Student Union kitchen grill replacement (96 percent). Expenditures will be managed in such a way to ensure expenditures remain below or at budget.
DEPARTMENTAL SALES AND SERVICES FUNDS

For the Three Months Ended September 30, 2018
The University of Akron  
Akron and Wayne Departmental Sales and Services Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

### Departmental Sales and Services Combined

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>Budget Variance</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Revenues</strong></td>
<td>$39,632,000</td>
<td>$7,574,203</td>
<td>($32,057,797)</td>
<td>19%</td>
</tr>
<tr>
<td><strong>Payroll</strong></td>
<td>2,535,000</td>
<td>592,929</td>
<td>1,942,071</td>
<td></td>
</tr>
<tr>
<td><strong>Fringes</strong></td>
<td>898,000</td>
<td>188,355</td>
<td>709,645</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>3,433,000</td>
<td>781,283</td>
<td>2,651,717</td>
<td>23%</td>
</tr>
<tr>
<td><strong>Operating</strong></td>
<td>3,142,000</td>
<td>1,470,022</td>
<td>1,671,978</td>
<td></td>
</tr>
<tr>
<td><strong>Premiums and Claims</strong></td>
<td>31,670,000</td>
<td>5,863,820</td>
<td>25,806,180</td>
<td></td>
</tr>
<tr>
<td><strong>Capital</strong></td>
<td>8,000</td>
<td>96,835</td>
<td>(88,835)</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>34,820,000</td>
<td>7,430,677</td>
<td>27,389,323</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>38,253,000</td>
<td>8,211,961</td>
<td>30,041,039</td>
<td>21%</td>
</tr>
<tr>
<td><strong>Net Before Transfers</strong></td>
<td>1,379,000</td>
<td>(637,758)</td>
<td>(2,016,758)</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-In - Encumbrances</strong></td>
<td>0</td>
<td>384,113</td>
<td>384,113</td>
<td></td>
</tr>
<tr>
<td><strong>Transfers-Out - Other</strong></td>
<td>0</td>
<td>(2,265,000)</td>
<td>(2,265,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Net Transfers</strong></td>
<td>0</td>
<td>(1,880,887)</td>
<td>(1,880,887)</td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$1,379,000</td>
<td>($2,518,645)</td>
<td>($3,897,645)</td>
<td></td>
</tr>
</tbody>
</table>
### Self-Insurance Health Care

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>Budget Variance $</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$32,979,000</td>
<td>$5,680,087</td>
<td>($27,298,913)</td>
<td>17%</td>
</tr>
<tr>
<td>Payroll</td>
<td>$141,000</td>
<td>26,977</td>
<td>114,023</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>53,000</td>
<td>10,170</td>
<td>42,830</td>
<td></td>
</tr>
<tr>
<td><strong>Total Compensation</strong></td>
<td>194,000</td>
<td>37,147</td>
<td>156,853</td>
<td>19%</td>
</tr>
<tr>
<td>Operating</td>
<td>158,000</td>
<td>89,558</td>
<td>68,442</td>
<td></td>
</tr>
<tr>
<td>Premiums and Claims</td>
<td>31,670,000</td>
<td>5,863,820</td>
<td>25,806,180</td>
<td></td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td><strong>Total Non Personnel</strong></td>
<td>31,828,000</td>
<td>5,953,378</td>
<td>25,874,622</td>
<td>19%</td>
</tr>
<tr>
<td><strong>Total Expenditures</strong></td>
<td>32,022,000</td>
<td>5,990,525</td>
<td>26,031,475</td>
<td>19%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td></td>
<td>957,000</td>
<td>(310,438)</td>
<td>(1,267,438)</td>
</tr>
<tr>
<td>Transfers-Out - Other</td>
<td>0</td>
<td>(2,265,000)</td>
<td>(2,265,000)</td>
<td></td>
</tr>
<tr>
<td>Net Transfers</td>
<td>0</td>
<td>(2,265,000)</td>
<td>(2,265,000)</td>
<td></td>
</tr>
<tr>
<td><strong>Difference</strong></td>
<td>$957,000</td>
<td>($2,575,438)</td>
<td>($3,532,438)</td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron  
Akron and Wayne Departmental Sales and Services Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

UA Solutions

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>Budget Variance $</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$750,000</td>
<td>$110,944</td>
<td>($639,056)</td>
<td>15%</td>
</tr>
<tr>
<td>Payroll</td>
<td>211,000</td>
<td>73,897</td>
<td>137,103</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>60,000</td>
<td>19,159</td>
<td>40,841</td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td>271,000</td>
<td>93,056</td>
<td>177,944</td>
<td>34%</td>
</tr>
<tr>
<td>Operating Capital</td>
<td>377,000</td>
<td>116,906</td>
<td>260,094</td>
<td>31%</td>
</tr>
<tr>
<td>Total Non Personnel</td>
<td>377,000</td>
<td>116,906</td>
<td>260,094</td>
<td>31%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>648,000</td>
<td>209,962</td>
<td>438,038</td>
<td>32%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>102,000</td>
<td>(99,018)</td>
<td>(201,018)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>19,740</td>
<td>19,740</td>
<td></td>
</tr>
<tr>
<td>Net Transfers</td>
<td>0</td>
<td>19,740</td>
<td>19,740</td>
<td></td>
</tr>
<tr>
<td>Difference</td>
<td>$102,000</td>
<td>($79,278)</td>
<td>($181,278)</td>
<td></td>
</tr>
<tr>
<td></td>
<td>Approved Budget</td>
<td>Actual</td>
<td>Budget Variance $</td>
<td>% of Budget</td>
</tr>
<tr>
<td>---------------------</td>
<td>-----------------</td>
<td>----------</td>
<td>-------------------</td>
<td>-------------</td>
</tr>
<tr>
<td>Revenues</td>
<td>$551,000</td>
<td>$48,390</td>
<td>($502,610)</td>
<td>9%</td>
</tr>
<tr>
<td>Payroll</td>
<td>171,000</td>
<td>35,996</td>
<td>135,004</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>71,000</td>
<td>15,758</td>
<td>55,242</td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td>242,000</td>
<td>51,754</td>
<td>190,246</td>
<td>21%</td>
</tr>
<tr>
<td>Operating Capital</td>
<td>449,000</td>
<td>210,183</td>
<td>238,817</td>
<td></td>
</tr>
<tr>
<td></td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total Non Personnel</td>
<td>449,000</td>
<td>210,183</td>
<td>238,817</td>
<td>47%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>691,000</td>
<td>261,937</td>
<td>429,063</td>
<td>38%</td>
</tr>
<tr>
<td>Difference</td>
<td>($140,000)</td>
<td>($213,547)</td>
<td>($73,547)</td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron  
Akron and Wayne Departmental Sales and Services Funds Combined  
FY19 Annual Budget with results for the three months ended September 30, 2018

### English Language Institute

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>Budget Variance $</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$580,000</td>
<td>$184,978</td>
<td>($395,022)</td>
<td>32%</td>
</tr>
<tr>
<td>Payroll</td>
<td>311,000</td>
<td>59,457</td>
<td>251,543</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>102,000</td>
<td>17,538</td>
<td>84,462</td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td>413,000</td>
<td>76,995</td>
<td>336,005</td>
<td>19%</td>
</tr>
<tr>
<td>Operating Capital</td>
<td>30,000</td>
<td>1,231</td>
<td>28,769</td>
<td></td>
</tr>
<tr>
<td>Capital</td>
<td>0</td>
<td>0</td>
<td>0</td>
<td></td>
</tr>
<tr>
<td>Total Non Personnel</td>
<td>30,000</td>
<td>1,231</td>
<td>28,769</td>
<td>4%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>443,000</td>
<td>78,226</td>
<td>364,774</td>
<td>18%</td>
</tr>
<tr>
<td>Difference</td>
<td>$137,000</td>
<td>$106,752</td>
<td>($30,248)</td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron
Akron and Wayne Departmental Sales and Services Funds Combined
FY19 Annual Budget with results for the three months ended September 30, 2018

Other

<table>
<thead>
<tr>
<th></th>
<th>Approved Budget</th>
<th>Actual</th>
<th>Budget Variance $</th>
<th>% of Budget</th>
</tr>
</thead>
<tbody>
<tr>
<td>Revenues</td>
<td>$4,772,000</td>
<td>$1,549,804</td>
<td>($3,222,196)</td>
<td>32%</td>
</tr>
<tr>
<td>Payroll</td>
<td>1,701,000</td>
<td>396,602</td>
<td>1,304,398</td>
<td></td>
</tr>
<tr>
<td>Fringes</td>
<td>612,000</td>
<td>125,730</td>
<td>486,270</td>
<td></td>
</tr>
<tr>
<td>Total Compensation</td>
<td>2,313,000</td>
<td>522,332</td>
<td>1,790,668</td>
<td>23%</td>
</tr>
<tr>
<td>Operating</td>
<td>2,128,000</td>
<td>1,052,144</td>
<td>1,075,856</td>
<td></td>
</tr>
<tr>
<td>Capital</td>
<td>8,000</td>
<td>96,835</td>
<td>(88,835)</td>
<td></td>
</tr>
<tr>
<td>Total Non Personnel</td>
<td>2,136,000</td>
<td>1,148,979</td>
<td>987,021</td>
<td>54%</td>
</tr>
<tr>
<td>Total Expenditures</td>
<td>4,449,000</td>
<td>1,671,311</td>
<td>2,777,689</td>
<td>38%</td>
</tr>
<tr>
<td>Net Before Transfers</td>
<td>323,000</td>
<td>(121,507)</td>
<td>(444,507)</td>
<td></td>
</tr>
<tr>
<td>Transfers-In - Encumbrances</td>
<td>0</td>
<td>364,373</td>
<td>364,373</td>
<td></td>
</tr>
<tr>
<td>Net Transfers</td>
<td>0</td>
<td>364,373</td>
<td>364,373</td>
<td></td>
</tr>
<tr>
<td>Difference</td>
<td>$323,000</td>
<td>$242,866</td>
<td>($80,134)</td>
<td></td>
</tr>
</tbody>
</table>
The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions

Overall Assumptions

Payroll: Assumes three percent increase pursuant to collective bargaining agreements and a raise pool equivalent to three percent for non-represented full-time employees.

Fringes: Assumes application of the pooled rate for benefits such as 14 percent employer contribution to the respective retirement system, University contribution toward employee group insurance, employee and dependent fee remission, and University portion of employee permits.

Fund Assumptions

Self-Insurance Health Care

Revenues: Assumes University contributions to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Also assumes employee and retiree contributions to benefit program for coverage that requires an employee cost share or is voluntary (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts.

Operating: Assumes the amounts expected to be paid for administrative and consulting fees.

Premiums and Claims: Assumes estimated cost for insurance premiums and self-insured claim payments related to employee benefit program. Expenditures include components such as medical, prescription drug, dental, stop loss insurance, and other ancillary benefits.

UA Solutions

Revenues: Assumes open enrollment and contract training fees revenues to support the coordination of noncredit professional development classes open to the public and to provide customized training for local companies.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. UA Solutions will manage to ensure expenditures are limited to revenues.

New Student Orientation

Revenues: Assumes commitment fee revenues to support the activities related to orientation and first-year experience programs.

Operating: Assumes expenditures such as peer mentoring, New Roo Weekend, supplies and services, and travel and hospitality. New Student Orientation will manage to ensure expenditures are limited to revenues.
The University of Akron
Departmental Sales and Services
FY19 Budget Assumptions

English Language Institute

Revenues: Assumes externally generated revenues from non-credit courses to teach English to non-English speaking students who plan to attend a university in the United States.

Operating: Assumes expenditures such as student assistants, supplies and services, and travel and hospitality. English Language Institute will manage to ensure expenditures are limited to revenues.

Other

Revenues: Assumes about 140 smaller, revenue-generating activities such as internal Printing Services, Hearing Aid Dispensary, and Akron Polymer Technology Services Testing.

Operating: Assumes expenditures such as student assistants, cost of goods sold (Crystal Room, Computer Store, and Hearing Aid Dispensary), supplies and services, and travel and hospitality. Individual management and the units will manage to ensure expenditures are limited to revenues. In general, the units are anticipated to break even or generate a surplus.

Capital: Assumes equipment purchase related to chemistry testing activities.
Self-Insurance Health Care

Self-Insurance Health Care actual revenues total $5.7 million as compared to annual budgeted revenues of $33 million. Major components of revenue include University contributions (82.5 percent) to employee-provided benefits such as medical, prescription drug, dental, long-term disability, and life insurance. Revenues also include employee and retiree contributions (17.5 percent) to the benefit program for coverage that requires an employee cost share or is voluntary participation (100 percent employee paid) such as medical, prescription drug, short-term and long-term disability, life insurance, vision, and flexible spending accounts. Actual revenues equate to 17 percent of the budget. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total $37,000 compared to the annual budget of $194,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total $90,000 for consulting and administrative services compared to the annual budget of $158,000.

Premiums and Claims expenditures total $5.9 million as compared to the annual budget of $31.7 million. Current expectations are that expenditures will remain at or below budget.

The program was sufficiently funded without planned general fund support. The $2.3 million Transfers-out – Other represents the FY17 overfunding of the retiree dependent healthcare program.

UA Solutions

UA Solutions actual revenues from open enrollment and contract training fees total $111,000 or 15 percent as compared to the annual budgeted revenues of $750,000. Multiple corporate training contracts are in place during the fiscal year. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total $93,000 or 34 percent as compared to the annual budget of $271,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not
yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total $117,000 or 31 percent as compared to the annual budget of $377,000. The principal operating expenditures include supplies and services related to training and instructional support. Current expectations are that expenditures will remain at or below budget.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $20,000 Transfers-in – Encumbrances represents those types of commitments.

**New Student Orientation**

New Student Orientation actual revenues total $48,000 or nine percent as compared to the annual budgeted revenues of $551,000. New Student Orientation revenues are cyclical. The majority of the confirmation fee revenues are received during the months of January to June. Fee receipts based upon enrollment projections change as the class matriculates. Current expectations are that budgeted revenues will be achieved. If by fiscal year end there is a deficit, it will fully be offset by New Student Orientation carryover from fiscal year ended June 30, 2018.

Payroll and fringes total $52,000 or 21 percent as compared to the annual budget of $242,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total $210,000 or 47 percent as compared to the annual budget of $449,000. The principal operating expenditures include Peer Mentoring and New Roo Weekend (65 percent), and student assistants (19 percent). Current expectations are that expenditures will remain at or below budget. Expenditures will continue to be closely monitored and managed throughout the course of the year.

**English Language Institute**

English Language Institute actual revenues total $185,000 or 32 percent as compared to the annual budgeted revenues of $580,000. Historically, revenue is more heavily weighted to the first and third quarters of the fiscal year. Current expectations are that budgeted revenues will be achieved.

Payroll and fringes total $77,000 or 19 percent as compared to the annual budget of $413,000. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not
yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total $1,000 or four percent for supplies and services compared to the annual budget of $30,000. Current expectations are that expenditures will remain at or below budget.

**Other**

The Other departmental sales and services actual revenues total $1.5 million or 32 percent as compared to the annual budgeted revenues of $4.8 million. The principal revenues are generated from roughly 70 activities including University Credit Card Program (18 percent) and Printing Services (15%). Current expectations are that budgeted revenues will be achieved.

![Other - Revenue Sources](chart)

Payroll and fringes total $522,000 or 23 percent as compared to the annual budget of $2.3 million. The three percent raises for non-bargaining unit employees and bargaining unit faculty have not yet been processed and are therefore not reflected within the first quarter. When processed, the adjustments will be retroactive to the beginning of the fiscal year.

Operating expenditures total $1.1 million or 49 percent as compared to the annual budget of $2.1 million. The primary operating expenditures are supplies and services (88 percent). Current expectations are that individual units will manage to ensure expenditures are limited to revenues.

Capital expenditures total $97,000 compared to the annual budget of $8,000. The primary capital expenditures are related leasing of tracking hardware and software for Surplus Property and also the purchasing and servicing of equipment related to Polymer testing.

At the end of each fiscal year, commitments often remain for goods and services that have not yet arrived or been received by June 30. Those outstanding commitments are carried over to the succeeding fiscal year, and become a liability and expenditure in that following year. The $364,000 Transfers-in – Encumbrances represents those types of commitments.
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of the Financial Report for the Three Months Ended September 30, 2018

BE IT RESOLVED, That the recommendations presented by the Finance & Administration Committee on December 5, 2018, accepting the Financial Report for the Three Months Ended September 30, 2018, be approved:

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN $500,000

a. Award
DATE: November 9, 2018

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

FROM: Luba Cramer
      Interim Director of Purchasing

SUBJECT: Award Exceeding $500,000 for Board of Trustees Approval

As requested of me, I provide to you the following procurement which exceeds $500,000 for Board of Trustees consideration and approval at its meeting on December 5, 2018.

**Adidas Agreement (Auxiliary Funded)**

The University renewed its Agreement with Adidas America, Inc. for the period July 1, 2018 through June 30, 2021. During the term, the University will continue to procure apparel and merchandise at prices significantly below MSRP. Terms of the contract also stipulate that Adidas will provide the University with an annual merchandise allotment of $385,000 for use by the department for apparel purchases, marketing assistance in the amount of $25,000, and the potential for additional merchandise allotments based on individual team/coach achievements.

For the three months ended September 30, 2018, the University expended $386,000. The expenditure for the fiscal year ended June 30, 2019 will likely exceed $500,000 as will the two succeeding fiscal years of the contract.

The award was acceptable to the Department of Athletics and the Department of Purchasing. The award was also reviewed and approved as to legal form and sufficiency by the Office of General Counsel.

I recommend that an award be made to Adidas America, Inc. and request your approval and that of the Board of Trustees at its meeting on December 5, 2018.
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Acceptance of Purchase for More Than $500,000

BE IT RESOLVED, That the following recommendation, presented by the Finance & Administration Committee on December 5, 2018, be approved:

Award to Adidas America, Inc. a three-year contract permitting the University to procure apparel and merchandise at prices significantly below MSRP. The amount of the three-year contract likely will exceed $500,000 annually.

M. Celeste Cook, Secretary
Board of Trustees
FINANCE & ADMINISTRATION COMMITTEE

TAB 4

PROCUREMENTS FOR MORE THAN $500,000

b. Preapprovals
DATE: November 9, 2018

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

FROM: Luba Cramer
Director of Purchasing

SUBJECT: Awards Exceeding $500,000 for Board of Trustees Preapproval

As requested of me, I provide to you the following Board resolutions that, if approved, would authorize the negotiation and execution of contracts related to the specific services identified below which will likely exceed $500,000 for Board of Trustees consideration and preapproval at its meeting on December 5, 2018.

1. Elevator Upgrades
2. Bar Exam Preparatory Services

As you know, the authority to execute the contracts does not release the University from adhering to its normal competitive bidding protocols and processes. The proposed Board resolutions recognize that timing is such that it may necessitate the execution of contracts before regularly scheduled Board meetings. It also has you updating the Board of the results at a future meeting.
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Preauthorization for the Procurement of Elevator Upgrades

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, the Vice President for Finance and Administration/CFO has directed the Department of Capital Planning and Facilities Management to coordinate with the Director of Purchasing to initiate the competitive bidding process to procure construction contracts for elevator upgrades; and

WHEREAS, The Department of Purchasing, at the direction of the Department of Capital Planning and Facilities Management, will issue a Request for Proposals to select a vendor to provide these services. The bids will be received on December 11, 2018; and

WHEREAS, The estimated cost for the winning bidder is expected to exceed $500,000; and

WHEREAS, The scheduling and sequencing of the corresponding construction projects and equipment purchases do not align with the schedule of the Board meetings; and

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services exceeding $500,000 be submitted to the Board of Trustees for prior approval; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure contracts for elevator upgrades, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the elevator upgrades.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Preauthorization for Bar Exam Preparatory Services for the School of Law

WHEREAS, University Rule 3359-3-01(F) authorizes The University of Akron's Director of Purchasing to conduct purchasing activities in accordance with good business practices; and

WHEREAS, The University of Akron School of Law currently provides stipends to graduating JD students to subsidize post-graduate bar exam preparatory courses provided by third-parties, which stipend is currently funded by student tuition; and

WHEREAS, The School of Law is seeking approval to select a vendor to provide a comprehensive bar exam preparatory program for law students that would begin with the first year in law school and continue until the student takes the bar exam post-graduation; and

WHEREAS, Currently the post-graduation bar exam preparatory services are paid for by student tuition and these new services would repurpose that same tuition set-aside for this new comprehensive bar service; and

WHEREAS, The University of Akron Department of Purchasing, at the direction of the School of Law, has issued a Request for Proposals to select a new provider for these comprehensive bar exam services, the cost of which will very likely exceed $500,000 over the anticipated three- or four-year contract term; and

WHEREAS, University Rule 3359-3-01(F)(2)(h) requires the purchase of goods or services in excess of $500,000 to be submitted to the Board of Trustees for prior approval; and

WHEREAS, The School of Law desires to implement these new bar services for the spring 2019 semester; therefore, it is desired to enter a contract prior to the next regularly scheduled Board of Trustees meeting on February 13, 2019; Now, Therefore,

BE IT RESOLVED, That notwithstanding the requirements of University Rule 3359-3-01(F)(2)(h), the Vice President for Finance and Administration/CFO is authorized to act as necessary to procure comprehensive bar services for the School of Law, subject to review and approval as to legal form and sufficiency by the Office of General Counsel; and

BE IT FURTHER RESOLVED, That the Vice President for Finance and Administration/CFO will report back to the Board at an upcoming meeting regarding the final University decision for the procurement of the comprehensive bar services.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
DATE: November 9, 2018

TO: Kimberly M. Cole
    Vice President, Development
    Executive Director, The University of Akron Foundation

FROM: Terrie L. Sampson
    Director, Development Stewardship

SUBJECT: Gift attainment for Fiscal Year 2019 (July 1 – October 31, 2018)

Attached are gift 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 October 31, 2018.

Of note:

- Total attainment of more than $11 million for the first four months of FY 19 is a more than 50 percent increase when compared to the same time period last fiscal year.

- For the first four months of FY 19, the University received nearly $7 million in bequests gifts, compared to just over $1.7 million for the same time period in FY 18.

- The number of gifts provided by alumni increased by 20 percent in the first four months of FY 19 compared to the same time period last fiscal year.

- As of September 30, 2018, the University reached its scholarship campaign goal of $20 million. Scholarships remain a fundraising priority for the University.

With your approval, I request submission of this report to the Board of Trustees for approval at its December 5, 2018 meeting.
DEPARTMENT OF DEVELOPMENT
FY 2019 Attainment
July 1, 2018 through October 31, 2018

The University of Akron and The University of Akron Foundation
Gifts and Pledges
July 1 - October 31 | FY2017 - FY2019

<table>
<thead>
<tr>
<th>$0</th>
<th>2016-17</th>
<th>2017-18</th>
<th>2018-19</th>
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</thead>
<tbody>
<tr>
<td>Gifts-in-Kind - all others</td>
<td>$1,387</td>
<td>$55,095</td>
<td>$2,214</td>
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<tr>
<td>Gifts-in-Kind - corporate*</td>
<td>$59,522</td>
<td>$106,239</td>
<td>$19,569</td>
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<td>Bequests received</td>
<td>$77,310</td>
<td>$1,714,685</td>
<td>$6,853,357</td>
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<td>Pledges due</td>
<td>$28,102</td>
<td>$6,601</td>
<td>$360,354</td>
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<td>Cash</td>
<td>$5,779,731</td>
<td>$5,297,184</td>
<td>$3,806,652</td>
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*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

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<thead>
<tr>
<th>$0</th>
<th>Jan</th>
<th>Feb</th>
<th>March</th>
<th>April</th>
<th>May</th>
<th>June</th>
<th>July</th>
<th>Aug</th>
<th>Sept</th>
<th>Oct</th>
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<tr>
<td>2016</td>
<td>$1,872,221</td>
<td>$2,726,603</td>
<td>$999,640</td>
<td>$504,651</td>
<td>$1,441,380</td>
<td>$1,181,318</td>
<td>$1,214,271</td>
<td>$1,317,769</td>
<td>$2,756,433</td>
<td>$1,316,963</td>
<td>$3,040,663</td>
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<td>2017</td>
<td>$529,357</td>
<td>$1,157,280</td>
<td>$1,059,192</td>
<td>$976,173</td>
<td>$1,477,559</td>
<td>$1,283,702</td>
<td>$938,830</td>
<td>$2,335,641</td>
<td>$972,242</td>
<td>$2,917,456</td>
<td>$1,850,852</td>
<td>$6,564,064</td>
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<td>2018</td>
<td>$793,240</td>
<td>$1,410,152</td>
<td>$6,757,219</td>
<td>$1,486,368</td>
<td>$1,179,062</td>
<td>$999,674</td>
<td>$7,553,131</td>
<td>$1,140,821</td>
<td>$736,141</td>
<td>$1,712,019</td>
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<tr>
<td>2016-2018 Average</td>
<td>$1,067,273</td>
<td>$1,764,678</td>
<td>$2,918,817</td>
<td>$988,064</td>
<td>$1,590,949</td>
<td>$1,109,585</td>
<td>$2,870,093</td>
<td>$1,563,578</td>
<td>$1,022,051</td>
<td>$2,461,970</td>
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The University of Akron and The University of Akron Foundation
Giving by Constituent Type
July 1 - October 31, 2018 | FY 2019

- Alumni (6%)
- Friends (69%)
- Employees (1%)
- Corps./Orgs. (11%)
- Foundations (13%)

The University of Akron and The University of Akron Foundation
Number of Gifts by Alumni and Friends
July 1 - October 31 | FY 17 - FY 19

<table>
<thead>
<tr>
<th>Year</th>
<th>Friends</th>
<th>Alumni</th>
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<tr>
<td>2016-17</td>
<td>1819</td>
<td>2538</td>
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<tr>
<td>2017-18</td>
<td>1731</td>
<td>2299</td>
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<tr>
<td>2018-19</td>
<td>1548</td>
<td>2760</td>
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</table>
The University of Akron and The University of Akron Foundation
Gifts by Classification Type
July 1 - October 31, 2018 | FY 2019

- Operations (35%)
- Endowment (65%)
- Gifts-in-Kind (0%)

- $21,783
- $3,641,680
- $6,889,851

The University of Akron and The University of Akron Foundation
Gifts (no pledges) by Academic Area
July 1 - October 31, 2018 | FY 2019

- Athletics (31%)
- Applied Science and Technology (13%)
- Buchtel College of Arts & Sciences (2%)
- Business Administration (12%)
- Cummings Center (2%)
- Education (1%)
- Engineering (25%)
- Health Professions (2%)
- Law (5%)
- Libraries (0%)
- Polymer Science & Polymer Eng (7%)
- Wayne (1%)
- Williams Honors (0%)
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of Gift Income Report for July through October 2018

BE IT RESOLVED, That the recommendation of the Finance & Administration Committee on December 5, 2018, pertaining to acceptance of the Gift Income Report for July through October 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees
FINANCE & ADMINISTRATION COMMITTEE

TAB 6

JUNE 30, 2018

KPMG COMPOSITE FINANCIAL INDEX
DATE: November 5, 2018

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

FROM: Denny C. Clutter, CPA
   Director Strategic Initiatives

SUBJECT: KPMG Composite Financial Index (CFI)

As requested of me, I provide the KPMG Composite Financial Index (CFI) for the fiscal years ended June 30, 2010 through 2018 for the Board of Trustees information at its December 5, 2018 meeting.

The 2018 CFI could change should the Auditor of State (AOS) during its review of the June 30, 2018 audited financial statements of the University, Foundation, or Research Foundation, find very significant errors that result in changes to those financial statements. However, based on your experience with the AOS, I believe you concur the risk for that happening is inconsequential. Nonetheless, should that occur I will update the KPMG CFI document.
<table>
<thead>
<tr>
<th></th>
<th>2010</th>
<th>2011</th>
<th>2012</th>
<th>2013</th>
<th>2014</th>
<th>2015 w/o 68</th>
<th>2016 w/o 68</th>
<th>2017 w/o 68</th>
<th>2018 w/o 68/75</th>
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<tr>
<td>Weighted Score - Primary Reserve</td>
<td>0.84</td>
<td>1.14</td>
<td>1.01</td>
<td>0.96</td>
<td>1.18</td>
<td>1.15</td>
<td>1.14</td>
<td>1.42</td>
<td>1.34</td>
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<tr>
<td>Weighted Score - Net Operating Revenues</td>
<td>0.30</td>
<td>0.41</td>
<td>0.03</td>
<td>(0.23)</td>
<td>0.07</td>
<td>(0.30)</td>
<td>(0.03)</td>
<td>0.05</td>
<td>(0.13)</td>
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<tr>
<td>Weighted Score - Viability</td>
<td>0.28</td>
<td>0.40</td>
<td>0.39</td>
<td>0.39</td>
<td>0.39</td>
<td>0.38</td>
<td>0.36</td>
<td>0.45</td>
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<tr>
<td>Weighted Score - Return on Net Assets</td>
<td>0.90</td>
<td>0.83</td>
<td>0.15</td>
<td>(0.03)</td>
<td>0.51</td>
<td>(0.22)</td>
<td>0.12</td>
<td>0.47</td>
<td>0.41</td>
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<tr>
<td><strong>KPMG CFI</strong></td>
<td><strong>2.3</strong></td>
<td><strong>2.8</strong></td>
<td><strong>1.6</strong></td>
<td><strong>1.1</strong></td>
<td><strong>2.1</strong></td>
<td><strong>1.0</strong></td>
<td><strong>1.6</strong></td>
<td><strong>2.4</strong></td>
<td><strong>2.1</strong></td>
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</tbody>
</table>

Source: Compiled from the respective years audited financial statements.

Note 1: Ranges (4) to 10.

Note 2: CFI of 3 indicates a relatively financially healthy institution.

Note 3: HLC will consider a Financial Panel Review for CFI below 1.1.

Note 4: To normalize the years, the impacts of GASB Statement Nos. 68 and a certain portion of 75 were removed from the calculation. The CFI otherwise would have been as follows: 2015 [(1.6)], 2016 [(0.8)], 2017 [(0.1)], and 2018 [1.7].
FINANCE & ADMINISTRATION COMMITTEE

TAB 7

PURCHASES $25,000 TO $500,000
DATE: November 2, 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 Report for September 2018 is submitted for the Board’s information.
### The University of Akron

**Purchases Between $25,000 and $500,000**

**September 2018**

**Informational Report**

<table>
<thead>
<tr>
<th>FUND</th>
<th>VENDOR NAME</th>
<th>P.O. No. or Pcard</th>
<th>AMOUNT</th>
<th>COMMENTS</th>
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<tr>
<td>General</td>
<td>Student Educational Benefit Trust</td>
<td>96976</td>
<td>$163,836</td>
<td>International Student Health Insurance Fall 2018 Partial Payment</td>
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<td>WJW Television</td>
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<td>107,780</td>
<td>WJW TV Fall 2018 TV 19 Brand Campaign</td>
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<td>Blackboard Inc.</td>
<td>96861</td>
<td>106,028</td>
<td>Student Financial Aid Call Center Service</td>
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<td>WOIO TV 19</td>
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<td>WOIO TV Fall 2018 TV 19 Brand Campaign</td>
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<td>WEWS</td>
<td>96844</td>
<td>73,235</td>
<td>WEWS TV5 Fall 2018 Brand Campaign</td>
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<td>Standard &amp; Poor’s</td>
<td>96923</td>
<td>$50,461</td>
<td>Annual Renewal of WRDS Compustat Subscription</td>
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<td></td>
<td><strong>Subtotal</strong></td>
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<td><strong>584,703</strong></td>
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<td>Restricted</td>
<td>Montrose Ford North</td>
<td>96856</td>
<td>$42,614</td>
<td>2019 Ford Transit for Athletics</td>
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<td>Plant</td>
<td>Gandee &amp; Associates, Inc.</td>
<td>96998</td>
<td>$271,300</td>
<td>Services for Upcoming Gallucci Residence Hall Abatement, Razing, and Green Space</td>
</tr>
<tr>
<td></td>
<td>Feghali Brothers LLC</td>
<td>96966</td>
<td>$94,600</td>
<td>Labor and Material for Upcoming Remodel of Freshens in Student Union</td>
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<td>FMD Architects Inc.</td>
<td>96790</td>
<td>$57,950</td>
<td>Architectural and Engineering Services for ASEC Advisor Suite</td>
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<td></td>
<td>Osborn Engineering Company Inc.</td>
<td>96740</td>
<td>$98,875</td>
<td>Architectural and Engineering Services, Sumner Street Bridge Replacement</td>
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<td></td>
<td><strong>Subtotal</strong></td>
<td></td>
<td><strong>565,339</strong></td>
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<tr>
<td>Agency</td>
<td>Project Live Inc.</td>
<td>96322</td>
<td>$82,658</td>
<td>Consultant for I Love the 90’s Tour Concert</td>
</tr>
<tr>
<td></td>
<td><strong>Total</strong></td>
<td></td>
<td><strong>1,275,314</strong></td>
<td></td>
</tr>
</tbody>
</table>

**Note 1:** As prescribed by Board Rule, this Report reflects all goods and services exceeding $25,000 and $50,000, respectively.
FINANCE & ADMINISTRATION COMMITTEE

TAB 8

INFORMATION TECHNOLOGY REPORT
DATE: November 2, 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 December 5, 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
December 5, 2018
Prepared effective September 30, 2018
# Information Technology Services

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  - Eduroam Implementation ............................................................... 2
  - Business Intelligence and Analytics Initiatives .................................. 3
  - Curriculum Management and Catalog Implementation ...................... 4
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  - Cloud Enterprise Resource Planning (ERP) System Migration ............ 7

**TABLED PROJECTS AND ACTIVITIES** ................................................................. 8
  - None .............................................................................................. 8
<table>
<thead>
<tr>
<th>Project</th>
<th>Start date: September 2016</th>
<th>Funding: $1,650,000 General Fund; $1,300,000 State Capital Funds</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wired Network Upgrade</td>
<td>Description: Redesign and replace campus wired network to</td>
<td>Description: Redesign and replace campus wired network to</td>
</tr>
<tr>
<td></td>
<td>increase performance, reliability, and support of new</td>
<td>increase performance, reliability, and support of new</td>
</tr>
<tr>
<td></td>
<td>technologies.</td>
<td>technologies.</td>
</tr>
<tr>
<td></td>
<td>Milestones:</td>
<td>Milestones:</td>
</tr>
<tr>
<td></td>
<td>Install new campus core network alongside existing network.</td>
<td>Install new campus core network alongside existing network.</td>
</tr>
<tr>
<td></td>
<td>(Completed)</td>
<td>(Completed)</td>
</tr>
<tr>
<td></td>
<td>Install new wired end user access network.</td>
<td>Review gaps in wireless coverage and install additional</td>
</tr>
<tr>
<td></td>
<td>(Completed)</td>
<td>access points to improve and extend coverage.</td>
</tr>
<tr>
<td></td>
<td>Migrate, cleanup, and cutover; remove legacy equipment.</td>
<td>Migrate, cleanup, and cutover; remove legacy equipment.</td>
</tr>
<tr>
<td></td>
<td>Targeted completion: May 2019</td>
<td>Targeted completion: May 2019</td>
</tr>
<tr>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>Wireless Network Upgrade</td>
<td>Start date: September 2016</td>
<td>Funding: $1,700,000 General Fund</td>
</tr>
<tr>
<td></td>
<td>Description: Replace all legacy wireless access points with</td>
<td>Description: Replace all legacy wireless access points with</td>
</tr>
<tr>
<td></td>
<td>technology offered by Aruba. This new technology will provide</td>
<td>technology offered by Aruba. This new technology will provide</td>
</tr>
<tr>
<td></td>
<td>better performance, enhanced security, and be easier and</td>
<td>better performance, enhanced security, and be easier and</td>
</tr>
<tr>
<td></td>
<td>more cost effective to replace.</td>
<td>more cost effective to replace.</td>
</tr>
<tr>
<td></td>
<td>Milestones:</td>
<td>Milestones:</td>
</tr>
<tr>
<td></td>
<td>Replace 2,300 legacy access points. (Completed)</td>
<td>Replace 2,300 legacy access points. (Completed)</td>
</tr>
<tr>
<td></td>
<td>Review gaps in wireless coverage and install additional</td>
<td>Review gaps in wireless coverage and install additional</td>
</tr>
<tr>
<td></td>
<td>access points to improve and extend coverage.</td>
<td>access points to improve and extend coverage.</td>
</tr>
<tr>
<td></td>
<td>Targeted completion: September 2018 updated to September 2019</td>
<td>Targeted completion: September 2018 updated to September 2019</td>
</tr>
</tbody>
</table>
### Campus Cable Upgrade

**Start date:** August 2017  
**Funding:** $4,800,000 State Capital Funds  
**Description:** Upgrade cabling to modern specifications. Install additional cabling to support campus wireless network.

**Milestones:**
- 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. (Completed)  
- Phase 4 (Feb 2019 – May 2019) – DB preconstruction services, GMP negotiations.  
- Phase 5 (June 2019 – Feb 2020) – Construction.

**Targeted completion:** February 2020

### Eduroam Implementation

**Start date:** September 2017  
**Funding:** None required  
**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 visited participating institutions.

**Milestones:**
- Phase 1 (Oct 2017 – Mar 2018) – Configure and test. (Completed)  

**Targeted completion:** December 2018 updated to March 2019
**Business Intelligence and Analytics Initiatives**

**Start date:** August 2017

**Funding:** $158,000 General Fund

**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 enrollment, retention, persistence, and graduation. 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.

**Milestones:**

  - 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.

  **Targeted completion (Zipreports):** June 2019

- **Dashboard Migration (Jan 2018 – Dec 2018)**
  - Setup environment, define scope and timeline.
  - Rewrite dashboards.
  - Train and provide access to dashboard users.
  - End hosting services.

  **Targeted completion (Dashboards):** December 2018

- **Student Insights Program (Jul 2018 – Dec 2018)**
  - Define objectives and measures.
  - Build student risk and early alert models integrating with UA data sources.
  - Train, implement and provide access to users.

  **Targeted completion (Student Insights):** December 2018
### Curriculum Management and Catalog Implementation

**Start Date:** May 2018  
**Funding:** $359,000 General Fund  
**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.  
**Milestones:**  
- Phase 1 - Academic Catalog (May 2018 – Aug 2018)  
  - Initial setup of academic catalog for fall 2018. (Completed)  
- Phase 2 – Academic Catalog (Aug 2018 – June 2019)  
  - Enhanced setup of academic catalog.  
  - Setup curriculum proposal system.  
**Targeted completion:** June 2019

### 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
| **AdAstra Scheduler and Platinum Analytics Migrations** | **Start Date:** January 2018  
**Funding:** $498,000 General Fund  
**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 facilitate event scheduling.  
**Targeted completion:** August 2018 updated to January 2019 |
<table>
<thead>
<tr>
<th>Admissions and Recruiting Constituent Relationship Management System</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Start date:</strong> April 2017</td>
</tr>
<tr>
<td><strong>Funding:</strong> $200,000 General Fund</td>
</tr>
<tr>
<td><strong>Description:</strong> 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.</td>
</tr>
<tr>
<td><strong>Milestones:</strong></td>
</tr>
<tr>
<td>- Phase 1 (Apr 2017 – Sept 2017 updated June 2018) – Initial deployment of undergraduate application and load and processing of prospects. (Completed)</td>
</tr>
<tr>
<td>- Phase 2 (Sept 2017 – Oct 2018) – Develop initial marketing programs. (Completed)</td>
</tr>
<tr>
<td><strong>Completed:</strong> October 2018</td>
</tr>
<tr>
<td><strong>PLANNED PROJECTS AND ACTIVITIES</strong></td>
</tr>
<tr>
<td>------------------------------------</td>
</tr>
<tr>
<td><strong>Cloud Enterprise Resource Planning</strong></td>
</tr>
<tr>
<td>(ERP) System Migration</td>
</tr>
<tr>
<td><strong>Anticipated start date:</strong> To be determined</td>
</tr>
<tr>
<td><strong>Funding:</strong> To be determined</td>
</tr>
<tr>
<td><strong>Description</strong> 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.</td>
</tr>
<tr>
<td><strong>Targeted completion:</strong> To be determined</td>
</tr>
</tbody>
</table>
TABLED PROJECTS & ACTIVITIES

No initiatives tabled this reporting period
FINANCE & ADMINISTRATION COMMITTEE

TAB 9

CAPITAL PROJECTS REPORT
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: October 26, 2018  

SUBJECT: Capital Planning and Facilities Management: Informational Report for the Board of Trustees as of September 30, 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
<table>
<thead>
<tr>
<th>PROJECT NAME</th>
<th>PROJECT FUNDING</th>
<th>IMAGE</th>
<th>DESCRIPTION</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>ASEC Exterior Façade and Lower Roof Replacement</td>
<td>$5,300,000 State Capital Funds</td>
<td><img src="image1.jpg" alt="Image" /></td>
<td>Restore deteriorating masonry façades and remove/replace roof membranes on lower roof. Renovate elevator in North Tower.</td>
<td>Closeout in progress.</td>
</tr>
<tr>
<td>ASEC Vivarium Air Handler Replacement</td>
<td>$1,200,000 State Capital Funds</td>
<td><img src="image2.jpg" alt="Image" /></td>
<td>Replace vivarium air handler.</td>
<td>Criteria architect package in progress.</td>
</tr>
<tr>
<td>Akron Engineering Research Center Chiller Replacement</td>
<td>$169,650 Local Funds</td>
<td><img src="image3.jpg" alt="Image" /></td>
<td>Replace existing process chiller in room 312B.</td>
<td>Bids due 10/2018.</td>
</tr>
<tr>
<td>Campus Hardscape</td>
<td>$600,000 State Capital Funds</td>
<td><img src="image4.jpg" alt="Image" /></td>
<td>Replace/renovate walkways, streets, steps, and ramps.</td>
<td>Closeout in progress.</td>
</tr>
<tr>
<td>Campus Hardscape - Sumner Street Bridge Replacement.</td>
<td>$1,400,000 State Capital Funds</td>
<td><img src="image5.jpg" alt="Image" /></td>
<td>Replace Sumner Street Bridge.</td>
<td>Design in progress.</td>
</tr>
<tr>
<td>Carriage House Structural Repairs</td>
<td>$106,850 Donations</td>
<td><img src="image6.jpg" alt="Image" /></td>
<td>Repair structural beams, columns, floor joist, concrete slabs, and exterior walk as needed.</td>
<td>Four Points Architecture selected for professional design services.</td>
</tr>
<tr>
<td>CBA Addition</td>
<td>$4,275,000 Donations 925,000 Local $5,200,000 Total Donations include firm pledges in the amount of $350,000</td>
<td><img src="image7.jpg" alt="Image" /></td>
<td>12,000 sf addition with classrooms, offices and learning commons and 2,300 sf renovations in existing CBA building. Construction schedule: 07/2018 - 05/2019.</td>
<td>Construction 11% complete.</td>
</tr>
</tbody>
</table>

Note: For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.
<table>
<thead>
<tr>
<th>PROJECT NAME</th>
<th>PROJECT FUNDING</th>
<th>IMAGE</th>
<th>DESCRIPTION</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>College of Engineering Advisor Suite</td>
<td>$365,000 Donations 168,000 Local $333,000 Total</td>
<td></td>
<td>Construct five advisor offices and reception area. Renovate conference room.</td>
<td>Design in progress.</td>
</tr>
<tr>
<td>Elevator Upgrades</td>
<td>$1,650,000 State Capital Funds</td>
<td></td>
<td>Upgrade five elevators in Kolbe Hall, Pierce Library, and Auburn Science Engineering Center.</td>
<td>Design in progress.</td>
</tr>
<tr>
<td>Esports Renovation</td>
<td>$392,300 Local Funds</td>
<td></td>
<td>Buildout space in Honors Complex, InfoCision Stadium, and the Student Union for Esports initiative.</td>
<td>Closeout in progress.</td>
</tr>
<tr>
<td>General Lab Renovations (BOT Approval: 04/13/16 Phase I &amp; 02/14/18 Phase II)</td>
<td>$4,000,000 State Capital Funds</td>
<td></td>
<td>Cosmetic repair / upgrades of 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. Construction schedule: 09/2018 - 05/2019</td>
<td>Phase II construction began 09/2018. Abatement complete. Demolition 60% complete.</td>
</tr>
<tr>
<td>IT Cabling and Network Switches (BOT Approval: 06/12/17)</td>
<td>$6,564,000 State Capital Funds</td>
<td></td>
<td>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. Schedule Phase II: 02/2020.</td>
<td>RFQ due 11/2018.</td>
</tr>
<tr>
<td>InfoCision Stadium LFF I Promise Suite</td>
<td>$600,650 Contractual Agreement funded by LFF</td>
<td></td>
<td>Build-out 7,000 sf of vacant space for the I Promise Project.</td>
<td>Closeout in progress.</td>
</tr>
<tr>
<td>Institute for Human Science &amp; Culture (BOT Approval: 02/14/18)</td>
<td>$5,000,000 Donations 200,000 State $2,200,000 Total</td>
<td></td>
<td>Renovate third and forth floors of Roadway building including building boiler replacement. Construction schedule: 04/2018 - 02/2019.</td>
<td>Construction 55% complete.</td>
</tr>
</tbody>
</table>

Note: For purposes of this section, local funds represent general fund resources including IDO and start ups plus bond proceeds and auxiliaries, etc.
### PROJECT NAME

<table>
<thead>
<tr>
<th>Project Name</th>
<th>Funding</th>
<th>Image</th>
<th>Description</th>
<th>Status</th>
</tr>
</thead>
<tbody>
<tr>
<td>Polsky Building Industrial Control Systems Test Bed</td>
<td>$403,000 Donations</td>
<td><img src="image1.jpg" alt="Image" /></td>
<td>Renovate Polsky 466 for the Musson Industrial Control Systems Test Bed program.</td>
<td>Design in progress.</td>
</tr>
<tr>
<td>Roadway Building Air Handler Replacement</td>
<td>$200,000 Local Funds</td>
<td><img src="image3.jpg" alt="Image" /></td>
<td>Replace (3) air handler units serving the basement and first floor of Roadway Building.</td>
<td>Selection of professional engineering services in progress.</td>
</tr>
<tr>
<td>Roof Replacements (various buildings)</td>
<td>$1,100,000 State Capital Funds</td>
<td><img src="image4.jpg" alt="Image" /></td>
<td>Roof replacements/repairs to Forge/Carroll Street Substations, Computer Center, Mary Gladwin Hall, and Guzzetta Hall.</td>
<td>Design in progress.</td>
</tr>
<tr>
<td>Schrank Deck Repairs</td>
<td>$242,000 Local Funds</td>
<td><img src="image5.jpg" alt="Image" /></td>
<td>Replace deteriorated expansion joints and drains in the upper portion of the parking deck over occupied space.</td>
<td>Closeout in progress.</td>
</tr>
<tr>
<td>Student Union Freshmen Refresh</td>
<td>$158,500 Local Funds</td>
<td><img src="image6.jpg" alt="Image" /></td>
<td>Freshmen update including power, plumbing, and back of house service. Construction schedule: 12/2018 - 01/2019.</td>
<td>Foglardi Brothers selected for general trades contract.</td>
</tr>
</tbody>
</table>

**Note:** For purposes of this section, local funds represent general fund resources including IDC and start ups plus bond proceeds and auxiliaries, etc.
<table>
<thead>
<tr>
<th>PROJECT NAME</th>
<th>PROJECT FUNDING</th>
<th>IMAGE</th>
<th>DESCRIPTION</th>
<th>STATUS</th>
</tr>
</thead>
<tbody>
<tr>
<td>Whataby Hall Air Handler and Roof Replacement</td>
<td>$1,200,000 State Capital Funds</td>
<td><img src="image.png" alt="Image" /></td>
<td>Replace air handler and roof. Construction schedule: 05/2019 - 12/2019.</td>
<td>RFP in progress.</td>
</tr>
</tbody>
</table>

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 SEPTEMBER 1, 2018 THROUGH SEPTEMBER 30, 2018

ASEC EXTERIOR FAÇADE REPLACEMENT

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>024-01</td>
<td>Additional concrete and masonry repairs beyond scope of work</td>
<td>$44,900</td>
</tr>
<tr>
<td>025-01</td>
<td>Rebuild 12x12 section of displaced brick</td>
<td>9,044</td>
</tr>
</tbody>
</table>

**Total for ASEC EXTERIOR FAÇADE REPLACEMENT**

$53,945

CAMPUS HARDSCAPE

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>004-01</td>
<td>Replace unsuitable soil discovered during construction</td>
<td>$5,019</td>
</tr>
</tbody>
</table>

INFOCISIEON STADIUM LJFF I PROMISE SUITE

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>005-04</td>
<td>Electrical modifications</td>
<td>$622</td>
</tr>
</tbody>
</table>

INSTITUTE FOR HUMAN SCIENCE & CULTURE

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>004-01</td>
<td>Remove debris from 3rd and 4th floor</td>
<td>$3,233</td>
</tr>
<tr>
<td>006-01</td>
<td>Weld plates on columns due to differing site condition</td>
<td>5,653</td>
</tr>
<tr>
<td>007-01</td>
<td>Add saw cuts and beam connections</td>
<td>4,408</td>
</tr>
</tbody>
</table>

**Total for INSTITUTE FOR HUMAN SCIENCE & CULTURE**

$13,294

POLSKY EXTERIOR FAÇADE RENOVATION

<table>
<thead>
<tr>
<th>Code</th>
<th>Description</th>
<th>Cost</th>
</tr>
</thead>
<tbody>
<tr>
<td>008-01</td>
<td>Paint fiberglass perimeter trim</td>
<td>$8,635</td>
</tr>
<tr>
<td>009-01</td>
<td>Additional façade repairs beyond scope of work</td>
<td>40,000</td>
</tr>
<tr>
<td>010-01</td>
<td>Time extension of 30 days</td>
<td>0</td>
</tr>
</tbody>
</table>

**Total for POLSKY EXTERIOR FAÇADE RENOVATION**

$48,635

Net

$121,515
SECTION C
Photos of Select Projects
Esports Renovation – InfoCision Stadium

Esports Renovation – InfoCision Stadium
Esports Renovation - Jean Hower Taber Student Union

Esports Renovation - Jean Hower Taber Student Union
General Lab Renovations

General Lab Renovations

General Lab Renovations
SECTION C

Polsky Exterior Façade Restoration

Vine Street Apartments Razing and Green Space
Whitby Hall Air Handler and Roof Replacement
FINANCE & ADMINISTRATION COMMITTEE

TAB 10

ADVANCEMENT REPORT
GIFTS

THE JAMES R. ’39 AND PHYLLIS C. ’39 BERRY “ZIPPY” ENDOURED SCHOLARSHIP

The family of James R. and Phyllis C. Berry have generously established The James R. and Phyllis C. Berry “Zippy” Endowed Scholarship as a way to honor the lives of two amazing UA alumni.

The late James R. Berry, who passed in 1999 was an accomplished member of The University of Akron family. During his undergraduate years he was president of Omicron Delta Kappa Leadership Honorary, a member of Phi Sigma Alpha Scholarship Honorary and won a A Key Award for outstanding campus achievements. After graduation, Jim had a successful career with Acme Stores and was an integral part of the annual Acme-Zip football games. He was responsible for ticket sales, and helped fill the bowl with record crowds for nearly 25 years.

Phyllis C. Berry, now 102 years old, was a member of Kappa Kappa Gamma Sorority and Pan-Hellenic Council. She received several awards including selection as Honorary Cadet Colonel of the ROTC Regiment. For two years after graduation, Phyllis taught 3rd and 4th grade in the Mantua, Ohio, school system, before becoming a full time mother to her wonderful family. She joined the UA Women’s Committee in 1964 and has been a loyal member ever since.

The scholarship will benefit students who portray the university’s beloved mascot, Zippy. The Berry family, like much of the community, are big Zippy fans and are excited to honor their parents in such a unique way.

THE BARBARA DUNAWAY ENDOWED SCHOLARSHIP HELPS WORKING MOTHERS PURSUING DEGREE THROUGH UA ADULT FOCUS

The Barbara Dunaway Endowed Scholarship was established by her children; Barry Dunaway ’84, Brett Dunaway ’87, Beth Dunaway Lawrence ’89, and Bruce Dunaway ’95 to honor their mother’s lifelong dedication to her family and to celebrate her twenty-year career with The University of Akron.

The scholarship also pays tribute to Mrs. Dunaway’s dedication to achieving her dream of higher education, having returned to college as an adult student with a family and earning an associate’s degree in 1989. The Barbara Dunaway Endowed Scholarship provides scholarships for adult students pursuing a major in the Buchtel College of Arts and Sciences while juggling the responsibilities of being a parent.
GENEROUS BEQUEST BOLSTERS THE HOYT M. AND MERDITH WELLS SCHOLARSHIP IN ENGINEERING

The University of Akron received a bequest gift from Merdith Wells, supporting The Hoyt M. and Merdith Wells Scholarship in Engineering. Merdith passed away earlier this year.

The Wells were longtime friends of The University of Akron and the Akron community. Hoyt, who died in 2003, was an executive at The Goodyear Tire & Rubber Company, and former president of The University of Akron Foundation.

ALUMNI RON AND TERRI MOORE REAFFIRM THEIR DEDICATION TO HELPING STUDENTS THROUGH SCHOLARSHIP SUPPORT

Ron, ’73, and Terri, ’70, Moore recently reaffirmed their dedication to students by making a new gift to The Ron and Terri Moore Family Endowed Scholarship in Education established in 2016. It supports a deserving full-time student enrolled in the LeBron James Family Foundation College of Education who is preparing for a successful teaching career.

Terri (May) Moore graduated from Garfield High School in 1966 and was hired by UA. As an employee she received tuition remission helping her to earn a Bachelor’s degree in Education in 1970. Ron received a Master’s degree in Business Administration from UA in 1973. The Moores have led satisfying careers and are pleased to assist current students preparing for their own futures through scholarship support.

THE GENE HAAS FOUNDATION PROVIDES SCHOLARSHIP SUPPORT FOR ENGINEERING TECHNOLOGY STUDENTS

The Gene Haas Foundation continued adding to its scholarship support for UA undergraduate students in engineering technology.

The scholarship recognizes UA’s outstanding talent pipeline for the manufacturing industry, where Haas equipment is known for its expertise in metalurgy and advanced machining robotics.

THE FRED A. LENNON CHARITABLE TRUST SUPPORTS THE SWAGELOK CAREER CENTER

The Fred A. Lennon Charitable Trust is helping UA engineering students through its support of the Swagelok Career Center.

This philanthropy mirrors the ideals of Swagelok’s founder, Mr. Fred Lennon. It assists students who emulate his high personal standards.
INAUGURAL ANNUAL BLACK ALUMNI TAILGATE AND REUNION IS SUCCESS

The Alumni Association partnered with the UA African Americans Joint Committee organizing the institution’s first Black Alumni Tailgate and Reunion, September 8th.

More than 200 alumni, students and members of the campus community attended. They enjoyed sharing fellowship and food from “Sides 2 go” along with music and dancing from DJ Lo Key before the football game between UA and Morgan State University.

LEGACY PROGRAM CONTINUES TO GROW

The UA Legacy program has reached nearly 130 official members since its launch at the beginning of the academic year.

All legacy students enrolled on campus were invited to join the official program through email, Zip Mail and by in person meet ups. The Alumni Association continues to offer a meet up on the first Monday of every month. In the spirit of Homecoming, the last meet up offered guests Zippy cookies!

AKRON ZIPS MARATHON PARTY

The Alumni Association along with University Communications and Marketing held its 2nd annual Akron Marathon Watch party, September 29th.

Alumni and friends were invited to cheer on their favorite runners as they went through campus. Members of Ohio’s pride were on hand to entertain runners.
UA IN CHICAGO!

The Alumni Association held its Chicago - Alumni Social prior to the Akron v. Northwestern football game on September 15th.

More than 50 Zips attended, including Interim President Dr. John Green. Zippy made a visit with the UA cheerleaders before the major Zips victory!

2018 UA HOMECOMING ASPIRITED SUCCESS!

This year’s homecoming festivities (Oct. 1-7) brought together students, alumni, family and friends of all ages through a completely new homecoming experience with a variety of events.

Kudos to the collaborative campus committee that included UA’s alumni relations, athletics, residence hall programming board, student life, university communications and marketing, ZipAssist and Zips programming network!

Carnival Theme

Stilt-walkers brought the homecoming “carnival theme” to life.
Blue and Gold Ribbons

To add to the spirit, more than 400 blue and gold ribbons were placed on trees across campus.

“DecRooate UA”

To kick-off Homecoming week, a campus decorating competition was held for student organizations, including fraternities and sororities.

Coleman Common Cookout

On October 3rd, the homecoming committee held “Cookout on Coleman Common,” filling the air with the aroma of food and fun.

More than 1,000 students enjoyed fresh-grilled food, cotton candy and s’mores.
Homecoming Pregame Tailgate
The best tailgate yet! This year’s homecoming pregame tailgate was held again in Lot 10. Approximately 1,191 attended, enjoying food trucks, drinks, games, inflatables, prizes, and a visit from UA’s homecoming court.

Pop-Up Pep Rally
The spirited week continued on October 4th, with a “Pop-Up Pep Rally” held in the Jean Hower Taber Student Union. The Zips marching band played, football coach Terry Bowden spoke and snow cones and popcorn were served.

Homecoming T-shirt
The 2018 homecoming shirt was a huge hit with sales of more than $2,575. Approximately $815.26 was raised for the Making a Difference, Moving Forward Scholarship campaign though the homecoming shirt alone.

Community Banner
Students made their mark on a UA-themed community art banner displayed at the Saturday football game.
FINANCE & ADMINISTRATION COMMITTEE

TAB 11

UNIVERSITY COMMUNICATIONS AND MARKETING REPORT
Fox 8’s ‘Cool School’ sponsorship

UA is the title sponsor of the Fox 8 Cool School competition that pits three different school districts against each other to see which gets the most votes and is named the Fox 8 Cool School of the Week.

UCM designed a banner (right) and T-shirt (top) to be given to the winner of each week’s competition. Zippy has also been present on a few occasions for the presentation of the awards on the Fox 8 morning show.
Law School postcards

We created a series of 10 different postcards to send weekly to faculty at law schools nationwide to let them know about the great things that are going on at our School of Law.
Inviting alumni to Homecoming

UCM designed the pieces supporting the 2018 Homecoming game. The theme was “Come One, Come All” and had a circus-like look for the individual pieces such as posters, save-the-date cards and more.

JOIN US...

On October 6 for our annual Homecoming celebration! Gather with fellow Zips in a family friendly, carnival-like atmosphere. Then, cheer the Akron Blue and Gold to victory as they take on the Miami RedHawks.
Encouraging students to complete the FAFSA

UCM helped UA Financial Aid get the word out about filling out the Free Application for Federal Student Aid (FAFSA) form and helped promote the FAFSA Sunday event held in late October for those who needed help completing the complicated form.
UNIVERSITY COMMUNICATIONS AND MARKETING

Media relations: Telling our story

Here are highlights of our efforts to promote UA locally, nationally, and internationally.

We:

Promoted four pre-election interviews with Ohio senate and gubernatorial candidates that were featured on WKYC-TV. Faculty, including Professor David Cohen, assistant director of the Ray C. Bliss Institute of Applied Politics, also took part in interviews on topics related to politics, the Kavanaugh appointment, and the upcoming election in outlets such as The Columbus Dispatch, Big Law Business, 1590 WAKR, 89.7 WOSU, Dayton Daily News, 89.7 WKSU, 89.7 WOSU and USA Today.

Worked closely with media outlets to report our annual enrollment figures. Coverage was found in the Akron Beacon Journal, 89.7 WKSU, Cleveland.com and WEWS-TV.

Coordinated with WOIO-TV to interview Wayne Hill, vice president, chief communication & marketing officer, about the new UA commercial featuring LeBron James.

To coincide with the anniversary of the Sept. 11 attacks, two faculty members were featured on the Jasen Sokol Show on 1590 WAKR. Dr. Stacy Willett, professor of emergency management and homeland security, discussed ‘Investigating Flight 93,’ and Dr. Karl Kaltenthaler, professor of political science, discussed ‘Preventing Terror Attacks.’

Arranged for Heidi Cressman, director of UA’s Women in Engineering program, to be featured on WKYC-TV’s morning show. Cressman discussed the 25th Anniversary Women in Engineering event in October and the importance of engineering education for women (above). She also appeared in Phenomenal Woman magazine.

Received coverage on a $300,000 grant received by UA to increase education and programming to help prevent sexual assault by WJW-TV, WEWS-TV, 1590 WAKR and the Akron Beacon Journal.

Promoted two grants received to support the work of Associate Professor Li Jia—one to help commercialize an environmentally friendly product to reinforce tires, and a second grant to research the use of polymers to improve tire rubber durability—to Rubber World Magazine.

Continues on next page.
Provided an opportunity for Kim Gentile, director of admissions, to speak with Cleveland Jewish News to give insight into the admissions process and discuss why activities are just as important as grades when applying for college.

Publicized the work of UA Ph.D. student Kelly Siman and Assistant Professor Hunter King on a user-friendly spectrometer “that can help solve Lake Erie’s harmful algal bloom problem” to Cleveland.com and 89.7 WKSU (right).

Organized media coverage of the Hlas family, all alumni of UA, to compete on “Family Feud.” The family was featured in the Akron Beacon Journal, 1590-WAKR, 1480 WHBC and WOIO-TV (below).

Coordinated media coverage of Associate Professor Hossein Tavana for his NSF grant to study the role that stromal cells—an organ’s connective cells—have in tumor growth. Coverage was received in the Akron Beacon Journal and Cleveland.com

Promoted the appointment of Tom Needles to the Board of Trustees. Coverage was received in the Akron Beacon Journal and the Plain Dealer.

Orchestrated television coverage on WJW-TV for students from Associate Professor Craig Wise’s Strength of Materials class in UA’s College of Applied Science and Technology to showcase the sensory boards they developed for an elementary school in Akron.

Zippy made continued visits to WJW-TV to promote the “Cool Schools” contest.

Arranged for coverage of HACKRON3000, a UA-sponsored Hackathon for students interested in software development. WKYC-TV covered the event.
Assisted a Crain’s Cleveland Business reporter with a story about our polymer researchers who are developing new technologies to fight the opioid epidemic (right).

Coordinated continued coverage of esports including opening of the new facilities in the Akron Beacon Journal, WEWS-TV, WJW-TV, and EdTech Magazine.

Promoted speakers to campus such as broadcast journalist Ann Curry and Brad Dickerson of Blue Apron. Received featured coverage in the Akron Beacon Journal.

Orchestrated media strategy and coverage for the announcement of the UA/Stark State Direct Connect partnership. The Akron Beacon Journal, 89.7 WKSU, 90.3 WCPN, 1590 WAKR, 1480 WHBC, Crain’s Cleveland Business, Alliance Review, and Canton Repository reported.

Promoted new partnership with Schaeffler Group that includes apprenticeship curriculum, associate of applied science in advanced manufacturing engineering technology degree, and discounts on graduate and undergraduate tuition. Received coverage in Crain’s Cleveland Business.

Arranged for UA alumni couple, Shelly and Dave Harris to have their converted basement (or “Roo Shrine”) featured in the Akron Beacon Journal and on ZTV.

Promoted the work of Assistant Professor Hunter King on the mechanics of birds’ nests to phys.org and the Akron Legal News.

Were noted by WEWS-TV for our student participation in “Make a Difference Day.” The local day of service is one of 1200 events taking place throughout the country.

Generated press on Assistant Professor Henry Astley, who uses movie monsters to teach biology in his course called “Biology of Monsters.” The Akron Beacon Journal and WEWS-TV covered the story.
UNIVERSITY COMMUNICATIONS AND MARKETING

Video highlights: Capturing student and faculty achievement

See these videos and more at www.youtube.com/uakron.

We told the story in video of UA’s contributions to the Akron Public Schools, including Early College and the STEM high school, shown at the public unveiling of our sister-university designation with Ellet High School.

Our engineering technology students created sensory boards for preschoolers with autism spectrum disorder. The boards allow the preschoolers to stimulate their senses without overwhelming them, as some toys can do.

We made it easier for qualified Stark State students to transfer to UA under our Direct Connect partnership with the community college. In a video, students discuss the ease by which they were able to transfer here.

UA has many traditions, and Zippy’s annual Halloween costume reveal is becoming one of them. In this year’s video, she “flew” onto campus as Amelia Earhart, and was greeted by students bearing Zippy cookies.
Gallery of web projects

We recently published redesigned pages for College Credit Plus (left), Admissions (center) and the Intellectual Property Law program.

Preparing for the 12th year of ‘Rethinking Race’

The Rethinking Race: Black, White and Beyond Planning Committee continues to work closely with UCM to promote the two weeks of events for campus and community (Feb. 25 - March 8).

Our support includes maintaining the Rethinking Race website (uakron.edu/race), email communication via The Digest and Zipmail, the online schedule of events calendar, print materials and electronic billboards around Akron.
New mobile app

To help improve service to students and our communication with them, we launched a new mobile app. With a tap, students are connected to:

- Brightspace, our learning management system
- class schedules
- the library
- events
- shuttle schedules (in real time)
- athletics and more.

More features are on the way!

Download the app for free at uakron.edu/mobile or visit the App Store or Google Play.

‘ROOvember’ in support of scholarships

Building on 2017’s momentum, UCM and Development have kicked off another UA-centric campaign for the month of November modeled after the national #GivingTuesday initiative.

All with an affinity for UA are encouraged to visit uakron.edu/ROOvember and give a gift of any amount. All donations will be matched, dollar-for-dollar, and certain giving levels come with thank you gifts and an entry into a contest.
Students describe life on campus in posts used to encourage applications

Our “That’s What Makes Us” digital marketing campaign included web profiles of current students describing their campus lives to prospective students.

The marketing campaign pointed to the pages, where the prospective students were encouraged to apply or to request more information.

What can be learned from the mechanics of birds’ nests?

We described the work of Dr. Hunter King, experimental soft matter physicist, who is examining how birds assemble their nests, often with surprising complexity and resiliency.

Lessons learned could lead to improved packaging and other applications.

We also profiled graduate students in our Integrated Bioscience Program who are endeavoring to improve the health of Lake Erie by developing coastal infrastructure (breakwaters and sea walls, for instance) and technology (a monitoring system to measure nutrients in the water).
Slices of student life

In social media, Instagram is especially popular with students these days, and it serves as a great venue to profile our students, their ambitions and their affinity for the University.

The profiles are popular with current students, who thrill at seeing their friends in the feed, but also prospective students who are looking to get a sense of what life is like on our campus.
FINANCE & ADMINISTRATION COMMITTEE

TAB 12

GOVERNMENT RELATIONS REPORT
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, including the academic review process, the possible reorganization of academic units, and the forthcoming action plan. We also monitor and track legislation, regulations, and financial issues and opportunities that could impact higher education and the University in particular. We assisted in other meetings on and off campus with candidates and elected officials with both our administration and our students. During the month of October, we hosted 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, the Public Liaison serves on the government relations committee for the Greater Akron Chamber and serves as a University representative for Elevate Akron, the new economic development plan for the region that is headed by the City of Akron, the County of Summit, the Greater Akron Chamber, and the GAR Foundation. Below is a detailed account of mainly state-related issues that affect the University.

Pictures from the Ray C. Bliss Interviews with Governor-Elect Mike DeWine, Mr. Richard Cordray, Congressman Jim Renacci, and Senator Sherrod Brown.
**Mid-Term Election Recap**

Mid-Term elections take place half-way through a sitting President’s term in office. 2018 is the mid-term election for President Trump’s first-term. In Ohio, all members of the U.S. House, U.S. Senator Sherrod Brown, all seats in the Ohio House of Representatives, and all odd-numbered seats of the Ohio Senate were up for election.

In what was generally considered to be a year of Democratic momentum, Ohio Republicans defied expectations and swept all five state-wide elected offices; maintained all seats in the U.S. House of Representatives; and gained one seat in the Ohio Senate, taking their majority to 25-8 (though one race will go to a recount). The bright spot for Ohio Democrats was the re-election of U.S. Senator Sherrod Brown, a net pickup of 4 seats in the Ohio House (though Republicans will still maintain a 62-37 advantage), and the election of two Democrats to the Ohio Supreme Court, which makes the balance of the Court 5-2, though still controlled by Republicans.

In the race for Governor, Attorney General Mike DeWine defeated Democrat challenger Richard Cordray 50.7% to 46.4%. In addition, state Auditor Dave Yost defeated Steve Dittelbach to become Attorney General; Frank LaRose defeated Kathleen Clyde to become Secretary of State; Robert Sprague defeated Sandra O’Brien to become State Treasurer; and Keith Faber defeated Zach Space to become State Auditor.

**Lame-Duck Legislation**

Given the success of Republicans in the state-wide elections, it is expected that the lame-duck legislative session will not be as intense as it might have been. The incoming administration will likely want several issues to be put on hold, especially in the higher-education space, until after they take office in January. The bills listed below are considered pending for lame-duck, though certainly not all will pass, or pass in their current form.

**HB 66** creates the Undergraduate Mission Study Committee to evaluate how each state university contributes to its undergraduate mission, including by encouraging face-to-face interactions between students and tenured faculty members. This bill is expected to pass during the lame-duck session.

**SB208** would allow off-duty police officers to carry a concealed weapon in certain places, including college campuses. IUC is working on an amendment to limit the impact so that only police officers from Ohio would be permitted to carry on campus. This bill is expected to pass during the lame-duck session.

**SB220 – Amendment.** IUC is seeking an amendment to this recently passed-bill, to add institutions of higher-education to the affirmative defense, should they implement, keep, and maintain a cybersecurity program for the protection of personal and/or restricted information. House and Senate staff are drafting the amendment and are currently working to identify a vehicle.

**HB240** designates the month of April as “Respect Your Date Month” and requires state institutions of higher education to adopt a policy regarding dating violence, domestic violence, sexual assault, stalking and rape on campus. The bill further requires that institutions of higher education to provide interactive tutorials to students during orientation.
**HB 512** Merges the Ohio Department of Higher Education, Ohio Department of Education and Office of Workforce Transformation creating the Department of Learning & Achievement. Representative Reineke, the bill’s primary sponsor, is continuing to have conversations with stakeholders, but passage is still unlikely.

**HB 603** Grants all active-duty military members, as well as their spouses and dependents, to qualify for in-state tuition at Ohio’s public universities.

**HB 758** The “FORUM Act” (Formerly HB 363 – The Campus Free Speech Act). After significant push-back from the higher-education community, including UA government relations and IUC, surrounding HB 363, Representatives Antani and Brenner have introduced HB 758, the “FORUM Act” (Forming Open and Robust University Minds Act.). This bill attempts to ensure that student’s first-amendment rights are protected on college and university campuses. As of this publication, the bill language was just released and is still being reviewed. However, after a cursory reading, we believe there is still language that is problematic for higher-education. This bill is not expected to pass during the lame-duck session

**Preparations for Biennial Budget**
In early-2019, the state will begin the biennial budget process. When a new Governor is seated in 2019, the new administration is required to submit their budget to the General Assembly by March 15, which is nearly 4 weeks after the budget would normally be submitted. As a result, the entire biennial budget process will be condensed next year. UA Government Relations is working with the IUC on funding priorities including State Share of Instruction (SSI), Ohio College Opportunity Grant (OCOG) and tuition flexibility. Once the budget language is released to the General Assembly, lobbying efforts on specific policy areas will begin in earnest.

**Applied Bachelor’s Degrees**
As was noted in the last legislative report, the Ohio Department of Higher Education accepted submissions for the second round of applications for applied bachelor’s degrees at community colleges, state community colleges, and technical schools. In total, 19 degree “applications” were submitted to the Department for review. Of those submitted, 5 were approved to move to the public comment portion of the review, and only 2 programs were subsequently approved by the Department. UA Government Relations worked with Dr. Susan Hanlon, Associate Dean of the College of Business Administration, to provide written testimony in opposition to Stark State Community College’s applied bachelor’s degree in Management Accounting. Additionally, all 13 public university Presidents jointly signed a letter opposing the Stark State Degree as duplicative of existing university offerings. As a result of these efforts, the Department did not accept the Stark State degree.

**Post-election Recap Event**
UA Government Relations is working with Interim-President Dr. John Green on a post-election recap for Legislators, Administration officials and staff, and Columbus-area alumni working in and around state government. Dr. Green discussed the mid-term elections and looked ahead to 2020. The event took place in Columbus on the evening of November 14. There was a similar event at the University of Akron on November 13 for our Akron-based alumni and friends.
Ohio Department of Higher Education Trustee Conference
On November 15, Interim-President Green will present at the Ohio Department of Higher Education Trustee Conference in Columbus. 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.
<table>
<thead>
<tr>
<th></th>
<th>Proposed Curricular Changes</th>
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<tbody>
<tr>
<td>2</td>
<td>Tentative Graduation List and Statistics for Fall 2018</td>
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<td>3</td>
<td>Report to the Chancellor on Remediation of Students per ORC 3345.062</td>
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<td>4</td>
<td>Enrollment Management Report</td>
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<td>5</td>
<td>Research Report</td>
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<td>6</td>
<td>Student Success Report</td>
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</table>

*CONSENT AGENDA: ITEMS 2, 3*
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 December 5, 2018.

**New Programs:**

**Establish a Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology, proposal #17-22024**

This program will create a Master of Science degree in Integrated Bioscience and increase access to the Bioscience program by providing a part-time, non-thesis option to this expanding field of study. The administration anticipates that students in this program will not be subsidized by general funds.

**Establish a graduate certificate in Cognitive Behavior Therapy (CBT) in the College of Health Professions, School of Social Work, proposal #18-23654**

This certificate will prepare students to meet the current demand for Cognitive Behavior Therapy.
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Proposed Curricular Changes

BE IT RESOLVED, that the recommendations presented by the Academic Issues & Student Success Committee on December 5, 2018 for the following curricular changes, as recommended by the Faculty Senate, be approved.

- Establish a new Master of Science in Integrated Bioscience, in the Buchtel College of Arts and Sciences, Department of Biology

- Establish a new graduate certificate in Cognitive Behavior Therapy in the College of Health Professions, School of Social Work

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

TAB 2

TENTATIVE GRADUATION LIST FOR FALL 2018
Please note that this summary may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

<table>
<thead>
<tr>
<th>Degree</th>
<th>Candidates</th>
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</thead>
<tbody>
<tr>
<td>Juris Doctor</td>
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<tr>
<td>Master of Laws</td>
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<tr>
<td><strong>School of Law</strong></td>
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<tr>
<td>Doctor of Philosophy</td>
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<tr>
<td><strong>College of Engineering</strong></td>
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<tr>
<td>Doctor of Education</td>
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<tr>
<td><strong>The LeBron James Family Foundation College of Education</strong></td>
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<tr>
<td>Doctor of Philosophy</td>
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<tr>
<td><strong>College of Polymer Science and Polymer Engineering</strong></td>
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<tr>
<td>Doctor of Nursing Practice</td>
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<td>Doctor of Philosophy</td>
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<tr>
<td><strong>College of Health Professions</strong></td>
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<td><strong>Doctoral Degree Candidates</strong></td>
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<td>Master of Arts in Political Science</td>
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<td><strong>The LeBron James Family Foundation College of Education</strong></td>
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<td>Master of Arts</td>
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<td>Master of Business Administration</td>
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<td><strong>College of Business Administration</strong></td>
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<td>Master of Polymer Science and Polymer Engineering</td>
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<td>Master of Arts in Education</td>
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<td>Master of Arts in Speech - Language Pathology</td>
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<td>Master of Public Health</td>
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### Masters Degree Candidates

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<td>Bachelor of Arts in Fashion Merchandising</td>
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<tr>
<td>Bachelor of Arts in Interior Design</td>
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<td>Bachelor of Arts in Multidisciplinary Studies</td>
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<td>Bachelor of Fine Arts</td>
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<td>Bachelor of Science in Computer Science</td>
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<td>Bachelor of Science in Geography - Geographic Information Sciences</td>
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<tr>
<td>Bachelor of Science in Political Science/Criminal Justice</td>
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<td><strong>Buchtel College of Arts and Sciences</strong></td>
<td>270</td>
</tr>
<tr>
<td>Bachelor of Science in Biomedical Engineering</td>
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<tr>
<td>Bachelor of Science in Chemical Engineering</td>
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<tr>
<td>Bachelor of Science in Civil Engineering</td>
<td>7</td>
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<tr>
<td>Bachelor of Science in Electrical Engineering</td>
<td>2</td>
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<tr>
<td>Bachelor of Science in Mechanical Engineering</td>
<td>26</td>
</tr>
<tr>
<td>Bachelor of Arts in Education</td>
<td>10</td>
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<tr>
<td>Bachelor of Science in Education</td>
<td>46</td>
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<tr>
<td><strong>The LeBron James Family Foundation College of Education</strong></td>
<td>56</td>
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<tr>
<td>Bachelor of Arts</td>
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<tr>
<td>Bachelor of Business Administration</td>
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</tr>
<tr>
<td>Bachelor of Science in Accounting</td>
<td>31</td>
</tr>
<tr>
<td>Bachelor of Science in Labor Economics</td>
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</tr>
<tr>
<td><strong>College of Business Administration</strong></td>
<td>157</td>
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<tr>
<td>Bachelor of Arts</td>
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<td>Bachelor of Arts/Social Work</td>
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<td>Bachelor of Science in Dietetics</td>
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<tr>
<td>Bachelor of Science in Education</td>
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<tr>
<td>Bachelor of Science in Exercise Science</td>
<td>23</td>
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<td>Bachelor of Science in Food and Environmental Nutrition</td>
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<tr>
<td>Bachelor of Science in Nursing</td>
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<tr>
<td><strong>College of Health Professions</strong></td>
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<tr>
<td>Bachelor of Science in Automated Manufacturing Engineering Technology</td>
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</tr>
<tr>
<td>Bachelor of Science in Computer Information Systems</td>
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</tr>
<tr>
<td>Bachelor of Science in Construction Engineering Technology</td>
<td>14</td>
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<tr>
<td>Bachelor of Science in Electronic Engineering Technology</td>
<td>5</td>
</tr>
<tr>
<td>Bachelor of Science in Emergency Management and Homeland Security</td>
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<tr>
<td>Bachelor of Science in Mechanical Engineering Technology</td>
<td>12</td>
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<tr>
<td>Bachelor of Science in Organizational Supervision</td>
<td>41</td>
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<tr>
<td>Bachelor of Science in Surveying and Mapping</td>
<td>2</td>
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<tr>
<td>College of Applied Science and Technology</td>
<td>113</td>
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<td>------------------------------------------</td>
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<td>Baccalaureate Degree Candidates</td>
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<tr>
<td>Associate of Applied Science in Criminal Justice Technology</td>
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<td>Buchtel College of Arts and Sciences</td>
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<tr>
<td>Associate of Applied Science in Radiologic Technology</td>
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</tr>
<tr>
<td>Associate of Applied Science in Surgical Technology</td>
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</tr>
<tr>
<td>College of Health Professions</td>
<td>2</td>
</tr>
<tr>
<td>Associate of Applied Business in Business Management Technology</td>
<td>5</td>
</tr>
<tr>
<td>Associate of Applied Business in Computer Information Systems</td>
<td>12</td>
</tr>
<tr>
<td>Associate of Applied Business in Hospitality Management</td>
<td>9</td>
</tr>
<tr>
<td>Associate of Applied Business in Marketing and Sales Technology</td>
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</tr>
<tr>
<td>Associate of Applied Science in Construction Engineering Technology</td>
<td>8</td>
</tr>
<tr>
<td>Associate of Applied Science in Electronic Engineering Technology</td>
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</tr>
<tr>
<td>Associate of Applied Science in Emergency Medical Services Technology</td>
<td>3</td>
</tr>
<tr>
<td>Associate of Applied Science in Fire Protection Technology</td>
<td>2</td>
</tr>
<tr>
<td>Associate of Applied Science in Geographic and Land Information Systems</td>
<td>1</td>
</tr>
<tr>
<td>Associate of Applied Science in Land Surveying</td>
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<tr>
<td>Associate of Applied Science in Manufacturing Engineering Technology</td>
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<tr>
<td>Associate of Applied Science in Mechanical Engineering Technology</td>
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<tr>
<td>Associate of Arts</td>
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<tr>
<td>Associate of Science</td>
<td>5</td>
</tr>
<tr>
<td>Associate of Technical Study</td>
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<table>
<thead>
<tr>
<th>College of Applied Science and Technology</th>
<th>87</th>
</tr>
</thead>
<tbody>
<tr>
<td>Wayne College</td>
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</tr>
</tbody>
</table>

| Associate Degree Candidates              | 122 |

1,126 Total Degrees
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Proposed Degree Recipients for Fall 2018

BE IT RESOLVED, that the recommendation presented by the Academic Issues & Student Success Committee on December 5, 2018, pertaining to the Proposed List of Degree Recipients for The University of Akron Fall Commencement 2018, contingent upon candidates’ fulfillment of requirements, be approved.

_______________________________
M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

APPENDIX 2

TENTATIVE GRADUATION LIST FOR
FALL 2018
Following are the names of prospective degree candidates who have applied by Monday, October 22, 2018. This list may include degree candidates who will not complete academic degree requirements and/or reconcile all financial obligations to The University of Akron.

In the event of extenuating circumstances where a student applies late or has been inadvertently omitted from this list, authority is hereby granted to the Senior Vice President and Provost to cause such student to be added to this list upon the recommendation of the respective faculty, appropriate dean and/or graduate dean.

Law Degree Candidates

School of Law

Juris Doctor

Julia B. Adkins
Kevin D. Burwell
Colin P. Cochran
Rachel L. DiGenova
Jonathan M. Fergus
Elizabeth F. Gadsby
Shantell M. George
Natalie K. Hillman
Sean T. Hoover
Daniel Husted
Jason Jordan
Kristina N. Klecha
Erik E. Kopp
Wonjune Lee
Arielle J. Lester
Lindsay N. Molnar
Olivia A. Myers
Emily Niles
Levi A. Payne
Christopher W. Peshek
John N. Phillips
Rachel J. Pico
Kenny W. Pung
Karena J. Reusser
Jeffrey K. Rhodes
Joseph T. Romanowski
Lisa A. Sabol
Sarah G. Smith
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Timothy D. Smith
Caitlyn M. Thurman
Justin Tjaden
Jessica M. Trease
Wayne E. Vieler

Master of Laws

Julia B. Adkins
Colin P. Cochran
Kenny W. Pung
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Doctoral Degree Candidates

**Buchtel College of Arts and Sciences**

**Doctor of Philosophy**

Chathura S. Abeywickrama  
Kelley Arredondo  
Courtney R. Blue  
Abbie N. Caudill  
Anna K. Harrington  
Michelle F. Kushnir  
Corey E. Stevens  
Deborah M. Wallace  
Kyle T. Whiddon

**College of Engineering**

**Doctor of Philosophy**

Farzad Ahmadi  
Sagr M. Alamri  
Abdulaziz A. Alfuhaid  
Sameer R. Alghanmi  
Sultan M. Alshehery  
Keyvan Amini Khoiy  
Mohammadreza Asgari  
Elizabeth A. Crafton  
Arijit Ghosh  
Krutika R. Invally  
Ramila Joshi  
Tuo Luo  
Andrew-David T. McClain  
Seyed Morteza Miran  
Anup D. Pant  
Brandon L. Strahin  
Vineet Sunny Thomas  
Suo Xiao

**The LeBron James Family Foundation College of Education**

**Doctor of Education**

Kristen L. Karasek  
Andrew E. Milks  
Cameron M. Ryba
College of Polymer Science and Polymer Engineering

Doctor of Philosophy

Jinwei Cao
Keke Chen
Daniel M. Diaz Vela
Jianning Liu
Kewei Liu
Cesar Lopez Gonzalez
Chao Peng
Fang Peng
Camilo Rendon Piedrahita
Saranshu Singla
Diane Smith
Masoud Sobani
Shijun Wang
Xuesong Yan
Feipeng Yang
Yuxin Zhai
Fan Zhang
Huan Zhang
Yuanzhong Zhang
Yang Zhou

College of Health Professions

Doctor of Nursing Practice

John E. Davis
Andrea M. Hoverstock
Leah M. Rawdon
Patrick S. Vaccaro

Doctor of Philosophy

Terra L. Howell-Muth
The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2018 Fall

Masters Degree Candidates

**Buchtel College of Arts and Sciences**

**Master of Arts**

- Maya A. Curtis  
- Natalie R. Grieshammer  
- Toqa Hassan  
- Lauren C. Sprowls  
- Jessica L. Wilson

**Master of Arts in Political Science**

- Matthew J. Pastoria

**Master of Music**

- Nicholas E. Modney  
- Alexandra V. Wright

**Master of Public Administration**

- Joseph A. Greathouse  
- Sunday J. Odekunle  
- Vicki L. Prunty  
- Laurel D. Rooks

**Master of Science**

- Ishmael O. Asamoah  
- Jason A. Bella  
- Suma Cherukuri  
- Naga Sai Alekhyia Choppadandi  
- Vincent J. Dangelo  
- Oliver G. Evans  
- Prabuddha Madusanka Hathurusinghe Dewage  
- Gowripriya Krishnareddy Gari  
- Chenfei Li  
- Zachary T. McCarthy  
- Vinod Pagadala  
- Jessica M. Parant  
- Varun Sankar Prathipati  
- Alaa A. Qari  
- Christopher G. Suma  
- Albert B. Takyi  
- Ortis Yankey
College of Engineering

Master of Science in Civil Engineering

James A. Hillegas
Ruth A. Klee
James E. Obi-Akatchak
David G. Siembida
Zachery R. Teter

Master of Science in Electrical Engineering

Md Mamun Biswas
Rachana Shukthija Dasari
Qihang Gao
Fubing Han
Venkata Sai Praneeth Karempudi
Sifat Shahriar Khan
Iresha Shamini D. Konara Mudiyanselage
Taohid Latif
Suresh Madishetty
Syed Ahmed Ali Najafi
Brittany L. Stillwagon
Steven C. Talarcek

Master of Science in Engineering

Eric M. Jelen
India A. Kaczmarek
Andreas F. Wallner

Master of Science in Mechanical Engineering

Ahmed A. Almalki
Renil H. Ukani

The LeBron James Family Foundation College of Education

Master of Arts in Education

Ibtisam A. Alshammari
Rachel A. Bodenschatz
Laura V. Bucy
Brandon V. Caipen
Christina E. Michel
Randi L. Myers
Julia P. Novak
Kelli A. Schering
Amy C. Stevens
Breanne Studor
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Sharday M. Suttles
Kristen L. Swiner
Deborah M. Wallace
Valerie L. Walsh
Katie R. Wright

Master of Science in Curriculum and Instruction

Pascalle Abel
Katelyn N. Carson
Katrina N. Hannay
Adam A. Hosner
Tammy L. Hupp Aldridge
Kailey A. Kyser
Miranda L. Mick
Danica A. Wessel
Kayla L. Whitlow

College of Business Administration

Master of Arts

Alyssa M. Gregg

Master of Business Administration

John N. Adzovie
Sachiko Argabright
Christopher P. Cole
Christopher J. Cox
Sarah R. Gantz
Mark A. Greathouse
Lindsay L. Hailer
Sean T. Hoover
Robert J. Kelley
Joseph T. Lanni
Zachary A. Lorenzen
Sean C. McLaughlin
Michael S. Pacenta
Ted R. Rosalva
Scott G. Saffle
Erin E. Seiler
Eugene B. Vance
Natalie R. Zidd

Master of Science in Management

Kanayo W. Banor
El Mehdi Bayane
Jeffrey C. Cameron
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Michael T. Desimpelaere
Elijah P. Eubanks
Bijay Ghising Lama
Patricia Giralt
Gustavo A. Morales
Oluwatoyin Olatile
Aneesha Deepali Polavarapu
Richard J. Smith

Master of Taxation

Dawn M. Arfons
Kevin P. Dougherty
Joseph A. Ferrise
Adam M. Fink
Josephine E. Hesse
Alexander J. Schulte
Joseph W. Sears
Joseph M. Serino
Thomas A. Winkhart

College of Polymer Science and Polymer Engineering

Master of Polymer Science and Polymer Engineering

Meagan A. Grant
Craig B. Hoffman
Michelangelo J. LaTona
Dhawal R. Unune

Master of Science

Ivan Dolog

Master of Science in Polymer Engineering

Nathan R. Ariza
Adam M. Fonner
Edward D. Norton
Jason M. Schaner
ShaoXiong Xie

College of Health Professions

Master of Arts in Speech – Language Pathology

Ashley E. Horne
Cesily P. Insana
The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2018 Fall

Master of Arts in Child Life Specialist

Shelley M. Assel  
Erin E. Gilbride

Master of Arts in Education

Lauren A. Bowden  
Morgan Clevedence  
Jillyan J. Collica  
Patrice S. Dennis  
Amanda M. Glorioso  
Nina M. Kapusta  
Hawanatu Kargbo  
Olivia K. Perna  
Roxanne M. Smethers  
Gabrielle E. Stone

Master of Public Health

Ashley M. Gorbulja  
David J. McCartney

Master of Science in Education

Jordan S. Armstrong  
Allen J. Deep  
Erin M. Dippel  
Sophia R. Gault  
Taylor M. Llewellyn  
Ana Martin-Sacristan Gandia  
Hadia Meashi  
Wendy L. Simon  
Theodist L. Terrell

Master of Social Work

Suzanne L. Carpenter  
Tyonnda S. Sanders
Baccalaureate Degree Candidates

Buchtel College of Arts and Sciences

Bachelor of Arts in Anthropology

Patricia N. Arnett
Lauren A. Nagle
Shelby M. Noffsinger

Bachelor of Arts in Family and Child Development

Natalie E. Anderson
Caitlin M. Banks
Corina P. Doolittle
Meisha M. Greer
Imani M. James-Perry
Brittany A. Malecki
Aleesha T. Manghese
Connor N. Mayfield
Jasmine I. McCalister
Sara M. Michel
Abigail R. Ruggles
Alexandria L. Summers
Leann M. Taylor
Zaya L. Wallace

Bachelor of Arts in Fashion Merchandising

Sydney T. Bores
Megan A. Ramsey
Bianca S. Rhoads
Lauree Vang

Bachelor of Arts in Interior Design

Tyler W. Bertelsen
Amanda N. Keffer

Bachelor of Arts in Multidisciplinary Studies

Vincent J. Benson
Andrew R. Boldry
Andreana M. Casto
Rachel S. Clawson
Kasey N. Davis
Jessica D. Hoye
Alyssa N. Huff
Donna A. James
Kristin L. Lenton
Natalie R. Orr  
Michael J. Poulsen  
Samantha Sponsler  
Toby A. Starcher  
Jack D. Thompson  
Romeo V. Travis  
Iesha S. Tucker  
Abigail M. Wakefield  
Ta'nisha Zanders

Bachelor of Arts in Theatre Arts

Noah T. Bastock

Bachelor of Science in Geography – Geographic Information Sciences

Jacob M. Ray

Bachelor of Science in Political Science/Criminal Justice

Joseph M. Amato  
Garrett M. Brode  
Christian R. Bullock  
Haylee E. Dunahay  
Zachary H. Fowler  
Amanda E. Frazee  
Nicholas A. Gasser  
Sean A. Greene  
Zachary Haley  
Mason A. Hall  
Stacie N. Houser  
Eric J. Ickes  
Brittany A. Large  
Ryan C. Mason  
Brandon A. Mitchell  
Dionta L. Mitchell  
Nicole D. Parker  
Kaycee S. Pirogowicz  
Jason S. Saintenoy  
Camille M. Salaam  
Lisa T. Schlegel  
Jon D. Scott  
Ryan Vaughn  
Zachary A. Weiss

Bachelor of Arts

Caitlin N. Alexander
Sara F. AlGhofaily
Bayann M. Alkhalilee
Jheisyca V. Artagame
Lilia R. Bailey
Dora B. Banfalvi
Cassidy R. Barnes
Cedric A. Bashengezi
Kylene F. Behringer
Paige L. Bittle
Kyle B. Boston
Brena O. Boycik
Sonia Bravo-Murillo
Nalaya S. Brown
Taylor L. Buchanan
Nancy E. Cabrera
Julia C. Cardenas
Jordan D. Conner
Cheryl Corley
Dustin L. Covert
Brianna N. Cramer
Christian S. Dadante
Savannah M. Daniels
Ciara L. Davis
Gheraldine A. DeAbreu
Bryce M. Deblock
Darbi N. DeHaven
Elena DellaValle
Megan A. Delong
Alecia V. Dinko
Michael J. Disantis
Dakota M. Ditty
Braden L. Doty
Jessica L. Doughty
Grace C. Doyle
Ayanna M. Dunbar
Andriana E. Eley
Nicole M. Fetterman
James M. Fisher
Ross M. Fragale
Melissa V. Frey
Elizabeth A. Fugate
Alesux L. Glenn
Ashley R. Gonzalez
Katherine A. Gray
Angelica R. Gulyas
Morgan C. Hackworth
Kyle C. Hang
Roxann E. Hanson
Cheryl A. Hardy
Kelsey J. Harkness
Robert W. Hart
Catherine S. Hartley
Brian A. Haverkamp
Heather H. Hawthorne
Joshua L. Herold
Drew M. Hershberger
Tyron D. Hoisten
Isaiah T. Houde
Rachel R. Howell
Kayla R. Huff
Lily A. Hunger
Samantha M. Imperi
Camryn E. Justice
Courtney A. Kearns
Alyssa Kienzle
Sarah L. Klik
Dylan A. Kolbe
Emily M. Kosikowski
David J. Leach
Timothy J. Lewis
Jordan L. Love
Rebecca G. Lozier
Claire A. Lushbaugh
Lydia J. Mainzer
Nytasja P. Malone
Dawson J. Mancabelli
Brandi K. McIlvain
Rachelle A. Mercure
Tarisa E. Meyer
Zachary R. Millard
Laina L. Montagna
William A. Morris
William A. Mull
Samantha N. Nance
Ashley D. Negulici
Trevor A. Nelson
Jade N. Nicholas
Guy W. Nolan
Elisha Nyaaba
Grace L. Oster
Anthony D. Pankuch
Anthony C. Perella
Tristan Philip
Alyssa M. Powers
Kayle W. Reed
Cathleen A. Rex
Sara N. Richardson
Melvin Rios Palacios
Adeline K. Roeper
Carl A. Roman
Jordan P. Rose  
Anna E. Sattele  
Francis J. Schmidt  
Clayton B. Schrock  
Taylor A. Sedlak  
Melissa S. Shields  
Alex J. Shobe  
Madeleine E. Shuff  
Alyssa J. Simon  
Allyson L. Smith  
Nianna Smith  
Nolan B. Snyder  
Brittany A. Staubs  
Katherine I. Tasseff  
Thomas R. Taylor  
Nicholas E. Thompson  
Sara M. Tilisky  
Christian D. Trent  
Tera A. Trowbridge  
Rachel R. Valentino  
Stephanie L. Vaughan  
Bianca M. Vega  
Elizabeth C. Wagner  
Jordan I. Wells  
Shana N. White  
Sala E. Wier  
Zoe N. Williams  
Jordan P. Wood  
Zachary D. Zuchowski  
Kiana M. Zuk

**Bachelor of Fine Arts**

Erica R. Bishop  
Nicholas R. Hammond  
Matthew S. Leonhard

**Bachelor of Music**

Allison V. Baltes  
Nathan J. Fete  
Robyn M. King  
Brian J. Patton  
Hannah N. Royer  
Jordan M. Stutzman  
Rachel M. Thompson

**Bachelor of Science**

Talitha M. Abraham
Colton A. Adams
Rakan H. Alshahrani
Mohammad A. Altawil
Emily A. Arison
Nathan R. Ariza
Kasey R. Beard
Christopher M. Benson
Casey M. Braccia
Sarah A. Burgess
Sarah A. Burgess
Edmund C. Burke
Laine R. Cade
Lawrence C. Carlson
Dustin L. Covert
Nicholas D. Crawfis
Brennan J. Crawford
Oliver G. Evans
James C. Farkas
Adam M. Fonner
Karles C. Gossick
Jonathan D. Henry
Joseph J. Horinger
Hannah M. Kahook
Kaithlyn C. Kearns
Randall L. Kennedy
Caroline R. Lewis
Jacob P. Liddy
Emmanuel G. Livchak
Nicholas W. Luther
Kaitlin E. MacIntyre
Mary Ann Mansour
Kelsey R. Meadows
Ezziree D. Morrow
Linda Muakkassa
Kristony J. Norman
Briana M. O'Malley
Gabrielle N. Omorogie
Jonathan T. Phillips
Joshua E. Phillips
Kyle J. Reese
Jacob M. Rodgers
Hannah M. Rutkowski
Ashvi P. Shah
Caroline E. Smith
Amanda M. Spencer
Kevin R. Starling
Hannah E. Stephen
Sara E. Stiles
Gabrielle A. Sutyak
Joshua A. Taylor
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Rebecca M. Vang
Julia M. Wolfe
Brittany E. Zepernick

Bachelor of Science in Computer Science
Duncan A. Campbell
Francis J. Collins
Jesse M. Cronauer
Samuel D. Goodrick
Bryce T. Hendricks
Shriji B. Shah
Joshua A. Taylor
Brenda M. Trevizo Nava

College of Engineering

Bachelor of Science in Biomedical Engineering
Mohammed F. Alqahtani
Ian B. Banks
John O. Beach
Steven P. Curtis
Amelia E. Dyck
Roseanna M. Helmick
Ellen M. Klonowski
Nikhil Prasad
Jeffrey T. Zimmerman

Bachelor of Science in Chemical Engineering
Jeremy G. Westgate

Bachelor of Science in Civil Engineering
Abdulrahman A. Almalki
Gamaliel Bautista Sosa
Sean S. Blake
Paul B. Burns
Jason S. Cline
Kaylee M. Johnson
Daniel C. Rudy

Bachelor of Science in Electrical Engineering
Jaclyn M. Miller
Jason S. White

Bachelor of Science in Mechanical Engineering
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Feras F. Afandy
Abdulkarim A. Almaliki
Abdulmajeed T. Alshahrani
Joshua M. Cagle
Olivia L. Chapman
Daniel A. Coski
Jessica A. Dickerhoof
Matthew A. Hegenderfer
Chiran S. JBR
Travis P. Jennings
Nikhil K. Khan
Anthony J. Kirkpatrick
Jason M. Miller
Matthew E. Modena
Bailey B. Monegan
Joshua D. Neal
Corey A. Nehoda
Mitchel D. Phillians
Samuel R. Pintz
Bruce A. Poling
Aaron D. Schmitz
Cole A. Schraitle
Kevin J. Taylor
Cody W. Wenrich
Nicholas M. Wurst
Tyler A. Zambo

The LeBron James Family Foundation College of Education

Bachelor of Arts in Education

Erin R. Anderson
Ashley B. Banks
Matthew H. Cottrill
Brice K. Finton
Sean P. Griffiths
Laura L. Lakins
Angelina M. Rutherford
Daniel J. Smith
Jaclyn A. Wloszek
Anna E. Wyss

Bachelor of Science in Education

Tara E. Abbas
Kristen T. Bates
Kaylee M. Butler
Shanelle A. Canady-Mitchell
Alysha N. Criswell
Taylor J. Daugherty
Terri L. Dent
Abigail Dietry
Daniel D. Edwards
Jasmine Gardener
Megan E. Ginley
Bernadette K. Grady
Christopher A. Greenlee
Sarah R. Hineline
Sarah A. Hunter
Katherine M. Hurst
Rebecca E. Jett
Kimberly D. Kelper
Halena M. King
Courtney N. Koska
Sarah E. Lang
Mikayla M. Lupo
Gabrielle A. Lynskey
Lacey R. Marinaro
Madeline S. Martin
Amanda R. McMarlin
Katelyn J. Mencer
Kristen M. Miller
Michaela G. Mushett
Bethany L. Pixler
Alyson K. Rexroad
Elizabeth Y. Ringer
Amanda M. Rohde
Emily A. Rohde
Taylor A. Sass
Carley B. Segers
Isabel C. Sestito
Kellie M. Stalnaker
Shelby A. Starkey
Danielle E. Stewart
Maegan M. Storad
Lynnea C. Sweder
Haley L. Todd
Kellie M. Walsh
Kaitlin M. Weber
Katelyn E. Zickefoose

College of Business Administration

Bachelor of Arts

Kaleb W. McAbier
David T. Robinson

Bachelor of Business Administration
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Stephen P. Addico
Noof J. Aldossary
Yousif M. Alfraiheen
Ameen M. Alghofari
Devin K. Allen
Nicholas R. Armao
Nathan D. Armbruster
William H. Armstrong
Cassedy S. Arvay
Lissette N. Azbill
Jessica M. Babka
Jessica M. Babka
Jared M. Baker
Shraddha M. Bhagat
Alec D. Bowen
Sharon M. Bowles
Roniqua L. Braddy
Michael A. Breedlove
Juliana Brehun
Cameron N. Brown
Spencer C. Burke
John M. Campbell
Anthony J. Cancilliere
Greydon M. Casalinova
Alexandria N. Chaplin
James P. Ciraldo
Phillip M. Collier
Chantal A. Daugherty
Andrew T. Dawson
Bradley M. Domico
Michael Dubay
Christian J. Durbin
Joseph E. Durbin
Jacob A. Durr
Braden C. Evans
Brooke M. Eyring
Michael A. Feke
Michelle Field
Michelle Field
Cameron D. Fiffick
Megan K. Foltz
Jennifer M. Fry
Sterling W. Galehouse
Peter J. Gallo
Trevor J. Garner
Kristin M. Genetin
James M. George
Tyler L. Green
Jared R. Greissing
Dylan T. Griffin
Jeremy J. Haberman
Taylor Hackenberg
Zachary A. Hagy
Dorothy Hampton
James J. Harr
Julia E. Hatch
Catherine A. Hickin
Madison M. Hymes
Lisa M. Jarvis
Patrick Jaworski
Joseph G. Johnson
Jacob E. Jones
Touraj N. Joya
Patrick M. Kabasinski
Claudia L. Kelley
Shaan S. Khaira
Alizeh W. Khalifa
Miles H. Kirk
Clay P. Kozlowski
Gabriel M. Kuzmic
Matthew C. Liebhart
Jessica A. Limbers
Ding B. Lin
Taylor M. Long
Toua Lor
Paige E. Lorenzen
Noah C. Mang
Max Martinez
Anthony M. Massie
Grace A. Mayer
Colin B. McDevitt
Layne E. McKinley
Chad W. McNamee
Marc A. Mehling
Christina Mehm
Adam J. Michel
Carson R. Nethers
Michael C. Novachek
Zachary M. Novak
Thomas J. O'Leary
Clayton Otto
Justus T. Owen
Slobodanka Petrovic
Miranda R. Radesic
Kartik Raghuram
Trevor J. Rasbach
Andrew P. Reed
Tyler J. Reed
Teleza M. Reeves
Kimberly M. Romig
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Marissa Rufe
Gabrielle E. Samelak
Nicholas A. Sanzone
Jeffrey A. Schultheis
Zarrya X. Simmons
Madison J. Smith
Jacob H. Soinski
Andrew D. Sommers
Matthew S. Starcher
Melanie B. Starlin
Cooper A. Strachan
Lauren Sullivan
Omar S. Tareen
Patrick D. Tipton
Sofiya A. Torchilo
Danielle A. Uher
Kenneth P. Warner
Steven L. Webb
Olivia M. White
Nicholas J. Wolf
Andrew S. Young
Peyton A. Zachrich
Bradley J. Zerucha

Bachelor of Science in Accounting

Sean P. Adkins
Sherrie L. Allwood
Anna E. Anderson
Nicholas R. Armao
Brady D. Botner
Trevor H. Brotzman
Amy M. Clark
Madison K. Cyphert
Beau C. Garner
James R. Gragg Millsaps
Karyn O. Hickman
Joseph R. Hirschfelt
Luke C. Holcomb
Tyler C. Howard
Mitchell J. Klamut
Courtney J. Klingenberger
Dominic A. Liotta
William J. Manley
Jacob A. Martynowski
Jordan A. Mills
Michael J. Papson
Brianne M. Porter
Austin J. Reich
Pamela H. Roberts
Sarah R. Ryland
Joshua M. Seidel
Melissa M. Smeltzer
Abigail B. Stewart
Ciarrah Thien
Anna L. Wolff
Kevin C. Zingalis

**Bachelor of Science in Labor Economics**

Michael P. Grifa

**College of Health Professions**

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

Nathan M. Burns
Lauren N. Charlillo
Jayni E. Hershberger
Olivia E. Stigall

**Bachelor of Arts**

Brooke L. Keller
Kyle R. Sondereker

**Bachelor of Arts/Social Work**

Brian E. Bentley
Fatimaah D. Brown
Nicole M. Cariati
Michael J. Culp
Fatima K. Deas
Tommie A. Ellington
Amanda L. Ferry
Kelly A. Gareau
La Mont A. Graham
Mikayla N. Harper
Lauren N. Hegenderfer
Jenna J. Holly
Gigi Jackson
Nikolina Kajic
Cody D. Keller
Laura Liaskos
Bryce K. Loeffler
Nicole R. Morton
David L. Pendleton
Bernice Petty
Chavia T. Pittman
Deborah A. Ross
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Robin-Maria Thomas
Ebony S. Warren

Bachelor of Science in Dietetics

Hannah E. Dooley
Liliana P. Teper

Bachelor of Science in Education

Fulton Benya
Matthew A. Blaha
Hugh D. Cade
Michael C. Calzola
Matthew K. Chihil
David L. Dickinson
Dale-Lyn E. Featherstone
James A. Fonseca
Austin J. Friel
Stephanie Hale
Jacob W. Hartman
Pader B. Her
Brandon L. Junk
Ezana Y. Kahsay
Tiaundria R. Mitchell
Zachary M. Mucklo
Kyle S. Osborn
Michael G. Perkins
Jonathan Semerene
Alexandria L. Shaver
Kwadarrrius D. Smith
Malcolm A. Thomas
Caleb S. Watkins
Newman L. Williams
James M. Wilson
Raymond L. Yates
Robert F. Zganjar

Bachelor of Science in Exercise Science

David C. Ashley
Alexis H. Aston
Marko Z. Bajko
Ariana L. Brown
Lilly M. Bryant
Ashley T. Bucher
Emilee H. Carlin
Quannesha S. Code
Ryan W. Gant
De'andre Gilberry
Robert S. Hardy
Anna L. Hartzler
Logan J. Kent
Kyle S. Orgovan
Taylor M. Pitroff
Marlena D. Roush
Erica L. Schrader
Samantha J. Shrader
Rachel A. Souders
Kennedy M. Soyk
Andrew J. Stenger
Angelo K. Vardavas
Nigel B. Woodard-Hinton

Bachelor of Science in Nursing

Quiniece Banks
Heather Betsa
Jeremy J. Betsa
Angela H. Bowden
Helen M. Brillhart
Lacey M. Burkholder
Marilynne Chapman
Mahaylie S. Cline
Stephanie A. Cowart
Andrea Cuff
Roma M. DeLeo
Haleigh M. Elersich
Stephanie L. Fairbanks
Lindsay J. Gal
Marciane R. Hawkins
Hong Ying L. Hazel
Hannah R. Heilig
Carlos A. Henderson
Ashleigh N. Hobbs
Traci M. Jakovljevic
Tracey L. Jones
Kathleen A. Knoblock
Michele F. Kraly
Jennifer Markus
Stephanie A. Miller
Sarah E. Nehez
Alexa M. Paolucci
Ashley N. Rager
Laura L. Rasch
Haley M. Schaffter
Rose M. Sebe
Sydney A. Stump
Lacey R. Tennant
Brandi L. Thacker
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Reilly M. Tivenan
Kelsey M. Trask
Shirley J. Verhoff
Noelle E. Warther
Maria W. Williams

College of Applied Science and Technology

Bachelor of Science in Automated Manufacturing Engineering Technology

Jeremy Baboryk
Tyler R. Buell
Salvatore G. Ferrise
Donald T. Harcar
Ajay D. Patel

Bachelor of Science in Computer Information Systems

Calvin Carter
Tristan A. Clark
Matthew N. Colby
Prem Dhakal
Kenneth R. Gallion
Daniel W. Goble
Lori K. Gregg
Olivia L. Helms
Eric T. Hodson
Joshua A. Klamut
Vincent T. Mathews
Tiffany M. McClaskey
Tyler E. Monti
Jacob A. Rauls
Greg A. Russell
Nathan R. Sheridan
Aj D. Starcher
Mark S. Wise

Bachelor of Science in Construction Engineering Technology

Jonathan W. Cameron
Michael E. Eccleston
Robert A. Fanell
Kevin T. Jones
Samuel D. Kitson
Anthony J. Laviano
Jake E. Logan
William C. Lynch
Jacob W. Miller
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Osikena Okolo
Brad Selbee
Dakota A. Smith
Anthony J. Spencer
Corbin L. White

Bachelor of Science in Electronic Engineering Technology

Ahmed M. Alanazi
Hamad F. Alhusayni
Yongpei Liao
George J. Nicolas
Sean D. Shaulis

Bachelor of Science in Emergency Management and Homeland Security

Brett D. Baker
Samuel D. Besse
Miranda J. Bica
Jordan W. Bower
Joseph T. Browning
David A. Harper
Brian R. Kavcar
Margot N. Lee
Peter Marshall
Ian M. Martin
Laura A. Rehmer
Dylan J. Richards
William R. Supan
Christian L. Wilkinson
Brennan H. Williams
Kaden C. Wortman

Bachelor of Science in Mechanical Engineering Technology

Isaac D. Barnett
Michael J. Best
Steven A. Bowlin
Joshua J. Brenner
Mitchell J. Foster
Mark D. Furbee
Travis D. King
Garrett T. Klisuric
Nicholas J. Lucas
Isaac J. Mann
Jeremy C. Mason
Makaila E. Woessner
Bachelor of Science in Organizational Supervision

Amber N. Anderson  
Cory A. Armbruster  
Andrew T. Bays  
Alan J. Beddow  
Brock A. Boxen  
Undrea D. Bullard  
Christian A. Burke  
Christopher L. Callaway  
Sean G. Cameron  
Nicole D. Conti  
Glenn L. Daniels  
Tyler R. Dawes  
Brittany S. Emerick  
Alexis R. Ford  
Ayris L. Frazier  
Ivan E. Gadson  
Denzel W. Gambrell  
Marissa E. Gatsios  
Jeffrey R. Goforth  
Hollace M. Hamilton  
Martice D. Jackson  
Sylvia R. Jones  
Ashley K. Layland  
Samantha N. Luf  
Kelsey B. Lynn  
Kevin L. McDonald  
Brittany L. Mowery  
Emmanuel O. Olojakpoke  
Abas O. Omar  
Adrienne N. Rouan  
Levi J. Schar  
Rebecca L. Sebolt  
Narrissa A. Smith  
George E. Spear  
Jacob E. Urich  
Uzodinma D. Utomi  
Zarek C. Valentin  
Tomesha N. Vaughtn  
Ryan C. Wiley  
Jerry D. Williams  
Miranda H. Yeager

Bachelor of Science in Surveying and Mapping

David A. Fedor  
Armando Martinez
Associate Degree Candidates

Buchtel College of Arts and Sciences

Associate of Applied Science in Criminal Justice Technology

Miranda J. Bica
Kayla M. Duffy
Peter Marshall
Bryana Morgan
Brennan H. Williams

College of Health Professions

Associate of Applied Science in Radiologic Technology

Tracy L. Janson

Associate of Applied Science in Surgical Technology

Michael T. Caughey

College of Applied Science and Technology

Associate of Applied Business in Computer Information Systems

Brandon J. Adams
Douglas A. Enos
Phillip B. Hatfield
Nathaniel L. Haufe
William R. Hendrock
Pawel J. Kraszy
David D. Krukenmeyer
Tanner M. Lansky
Drew W. Nist
Matthew W. Ollis
Nathan R. Sheridan
Jonathan C. Wong

Associate of Applied Science in Construction Engineering Technology

Adrian R. Bivins
Brent M. Cummings
Robert A. Fanell
Alex D. Huffman
Kevin T. Jones
Anthony J. Laviano
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Jake E. Logan
Anthony J. Spencer

**Associate of Applied Science in Electronic Engineering Technology**

Ahmed M. Alanazi
Hamad F. Alhusayni
Nicholas E. Ergezi
Caleb X. Garcia
George J. Nicolas
Jacob A. Weber

**Associate of Applied Science in Emergency Medical Services Technology**

Cody M. Duncan
Brennen M. Fletcher
Evan D. Giffels

**Associate of Applied Science in Fire Protection Technology**

Maxwell R. Kumah
Kaden C. Wortman

**Associate of Applied Science in Geographic and Land Information Systems**

Joshua D. Stevens

**Associate of Applied Science in Land Surveying**

Casey P. Arnold
Eric J. Arters
Cody W. Crum
Joshua D. Stevens

**Associate of Applied Science in Manufacturing Engineering Technology**

Steven A. Hanshaw
Kyle W. Hinton
Cassandra L. Shaffer
Ssohibou Sylla

**Associate of Applied Science in Mechanical Engineering Technology**

Michael J. Ames
Erik C. Antibus  
Mark A. Greathouse  
Aaron A. Holsopple  
Brice D. Hutchison  
Sarah E. Johnson  
Charles E. May  
Scott Miller  
Jonathan P. Rowe  
Christopher Ryan  
Calvin B. Schwieterman  
William O. Tuttle  

**Associate of Applied Business in Hospitality Management**  
Emily N. Cea  

**Associate of Applied Business in Business Management Technology**  
Lisa L. Brunton  
Chaundra L. Crews-McGrady  
Alexandra P. Nelson  
Kyle J. Svoboda  
Warith I. Wahid  

**Associate of Applied Business in Hospitality Management**  
Jacqueline R. Albers  
Erin R. Cover  
Addison M. Daugherty  
Falastine C. Davis  
Sarah D. Duckworth  
Julia E. Hatch  
Kristie L. Lee  
Michael C. Lovano  

**Associate of Applied Business in Marketing and Sales Technology**  
Ikemesit Samson-Akpan  

**Associate of Arts**  
Mary L. Anderson  
Nathan T. Colegrove  
Maieshie C. Dawson  
Alexis R. Ford  
Ashley M. Lancianese  
Seleste M. McKinstry  
Donovan J. Mines
The University of Akron  
Office of the University Registrar  
Prospective Degree Candidates for 2018 Fall

George L. Rice  
Neal P. Stanley  
Brittany A. Staubs  
Joseph M. Ulrich  
Crystal L. Veal  
Loren J. Woods

**Associate of Science**

Jayme S. Bryson  
Kevin G. O'Hare  
David S. Reeder  
Bria Roberts  
Michaela R. Wagner

**Associate of Technical Study**

Jeffrey C. Grassbaugh  
Kevin D. Landals

**Wayne College**

**Associate of Applied Business in Health Care Office Management**

Erica N. Butler  
Olivia Endsley

**Associate of Applied Science in Exercise Science Technology**

Nathaniel J. Bergan  
Mikayla A. Fox  
Dawn M. McClure  
Adam S. Vasilatos

**Associate of Applied Science in Paraprofessional Education**

Lea E. Bergman  
Daniella M. Pedrozo  
Amanda Schmitz  
Hannah G. Sullivan  
Katlyn A. Terrion

**Associate of Applied Business in Business Management Technology**

Michelle Perrino
The University of Akron
Office of the University Registrar
Prospective Degree Candidates for 2018 Fall

Associate of Arts
Katelyn A. Mika
Emily K. Norris
Tyrice Pace
Jacob J. Rocha
Kaitlyn J. Uhl

Associate of Science
Jasmine M. Colwell
Shikel T. Fluellen
Tyler C. Hadorn
Jordan M. Hunt
Cody R. Hutchison
Alyssa E. Leach
Thomas D. Pembridge
Kelly A. Shaffer
James N. Volcansek
Elise M. Weiland
Franklin V. Yacapraro

1,126 Total Degrees
ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

TAB 3

REPORT TO CHANCELLOR ON REMEDIATION OF STUDENTS PER ORC 3345.062
The University of Akron Report to the Chancellor on Remediation of Students

November 29, 2018

Background

Remediation Reports
Am. Sub. H.B. 49 – As Enrolled

The law requires each state university president, annually by December 31, to issue a report regarding the remediation of students and to submit the findings to the state university's board of trustees, the Chancellor, and the Superintendent of Public Instruction. The report must include the number of students that require remedial education, the cost and specific areas of remediation the university provides, and causes for remediation.

Language:
Sec. 3345.062. (A) Not later than December 31, 2017, and each thirty-first day of December thereafter, the president, or equivalent position, of each state university shall issue a report regarding the remediation of students that includes all of the following:
   (1) The number of enrolled students that require remedial education;
   (2) The cost of remedial coursework the state university provides;
   (3) The specific areas of remediation provided by the state university;
   (4) Causes for remediation.

(B) Each president, or equivalent, shall present the findings of the report to the state university's board of trustees and shall submit a copy of the report to the chancellor of higher education and the superintendent of public instruction.

(C) As used in this section, "state university" has the same meaning as in section 3345.011 of the Revised Code.
University Remediation Report

Name of University: The University of Akron

Ohio Revised Code Section 3345.062 requires the president of each state university to issue a report by December 31, 2017, and each thirty-first day of December thereafter, regarding the remediation of students. The report must include the following areas:

1. The number of enrolled students that require remedial education (FY18 actual).

<table>
<thead>
<tr>
<th>Number of Students</th>
<th>Description (if needed)</th>
</tr>
</thead>
<tbody>
<tr>
<td>1,530</td>
<td>Unduplicated Student Count</td>
</tr>
</tbody>
</table>

2. The cost of remedial coursework that the state university provides (FY18 actual).

Please select the type of cost in the following areas and describe.
- **Costs to the university**: Please include a description of all university resources allocated in support of and/or on behalf of remedial education, including but not limited to costs associated with the following: faculty & staff, buildings/classrooms, administration, and additional student advising, among others.
- **Costs to the student**: Please include a description of tuition paid by students in pursuit of remedial education.
- **Costs to the state**: Please include a description of state resources provided to your institution in support of remedial education. (See Appendix A containing this information for all state universities.)

<table>
<thead>
<tr>
<th>Cost Type</th>
<th>Amount</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Costs to the university</td>
<td>$1,672,444</td>
<td>Compensation/Benefits (Akron and Wayne)</td>
</tr>
<tr>
<td>Costs to the university</td>
<td>$195,134</td>
<td>Operating Expenditures (Akron and Wayne)</td>
</tr>
<tr>
<td>Costs to the university</td>
<td>$971,140</td>
<td>IDC (Akron and Wayne)</td>
</tr>
<tr>
<td>Costs to the student</td>
<td>$4,392,342</td>
<td>Tuition &amp; Fees (Akron and Wayne)</td>
</tr>
<tr>
<td>Costs to the state</td>
<td>$212,577</td>
<td>Appendix A (Summary of SSI / Remedial Coursework)</td>
</tr>
</tbody>
</table>

3. The specific areas of remediation provided by the university.

<table>
<thead>
<tr>
<th>Subject Area</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Math</td>
<td>Basic Mathematics I &amp; II</td>
</tr>
<tr>
<td>Math</td>
<td>Fundamental Mathematics I, II, III, and IV</td>
</tr>
<tr>
<td>Reading</td>
<td>College Reading &amp; Study Skills</td>
</tr>
<tr>
<td>Writing</td>
<td>Basic Writing</td>
</tr>
<tr>
<td>Study Skills</td>
<td>Applied Study Strategy</td>
</tr>
</tbody>
</table>


Please select all that are relevant from the following categories and provide detail.
- **Lack of student preparation at the K-12 level**
- **Prescriptive placement policies** (over reliance on a single assessment measure)
- **Deferred entry into higher education** (adult students returning to higher education)
- **Other** (any other cause identified by the university)

<table>
<thead>
<tr>
<th>Cause</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Lack of student preparation</td>
<td>Indicative of poor K-12 preparation, this cohort consists of students with an ACT mathematics score of 18 or below, ACT English score of 15 or below, or ACT reading score of 17 or below with an average GPA 2.32. Students in these score ranges must take a placement test at or prior to orientation (Maplesoft and Accuplacer/Writeplacer), potentially resulting in placement in college-level courses. The test score thresholds referenced above are below the statewide “remission-free” standard, providing access to college-level English and mathematics courses with built-in credit bearing learning support.</td>
</tr>
<tr>
<td>Deferred entry</td>
<td>Adult students at the University of Akron (defined as having been out of high school for five or more years) typically need remediation but represent a small percentage of students in remedial courses.</td>
</tr>
</tbody>
</table>
## Appendix A: Summary of SSI Allocated to State Universities in Support of Remedial Coursework, FY17 Actual

<table>
<thead>
<tr>
<th>University</th>
<th>Sum of SSI for Completed FTE</th>
<th>Sum of SSI for At-Risk FTE</th>
<th>Total Remediation</th>
</tr>
</thead>
<tbody>
<tr>
<td>University of Akron</td>
<td>$195,983</td>
<td>$42,978</td>
<td>$238,961</td>
</tr>
<tr>
<td>Bowling Green State University</td>
<td>$120,303</td>
<td>$26,408</td>
<td>$146,711</td>
</tr>
<tr>
<td>University of Cincinnati</td>
<td>$187,750</td>
<td>$46,039</td>
<td>$233,788</td>
</tr>
<tr>
<td>Cleveland State University</td>
<td>$52,371</td>
<td>$12,778</td>
<td>$65,149</td>
</tr>
<tr>
<td>Kent State University</td>
<td>$639,574</td>
<td>$150,776</td>
<td>$790,351</td>
</tr>
<tr>
<td>Miami University</td>
<td>$36,742</td>
<td>$7,979</td>
<td>$44,721</td>
</tr>
<tr>
<td>Ohio State University</td>
<td>$451,669</td>
<td>$85,047</td>
<td>$536,716</td>
</tr>
<tr>
<td>Ohio University</td>
<td>$187,758</td>
<td>$44,989</td>
<td>$232,746</td>
</tr>
<tr>
<td>Shawnee State University</td>
<td>$44,525</td>
<td>$9,404</td>
<td>$53,929</td>
</tr>
<tr>
<td>University of Toledo</td>
<td>$4,664</td>
<td>$1,163</td>
<td>$5,827</td>
</tr>
<tr>
<td>Wright State University</td>
<td>$157,681</td>
<td>$38,446</td>
<td>$196,127</td>
</tr>
<tr>
<td>Youngstown State University</td>
<td>$210,638</td>
<td>$48,921</td>
<td>$259,560</td>
</tr>
<tr>
<td><strong>Grand Total</strong></td>
<td><strong>$2,289,657</strong></td>
<td><strong>$514,928</strong></td>
<td><strong>$2,804,585</strong></td>
</tr>
</tbody>
</table>
ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

TAB 4

ENROLLMENT MANAGEMENT REPORT
2019 High School Class: Focus on Application Generation

During this time of year, the Office of Admissions is focusing on encouraging prospective students to apply and visit campus, as well as working with applicants to submit additional materials for admission consideration. Several campaigns and initiatives continue to be executed to support these calls to action.

Campaigns
The Akron Gold Application Campaign continues to target Ohio high school students. Another letter was mailed in October to the homes of prospective students to encourage them to apply. The campaign continues to include an electronic message that ties the marketing to the technology. A conference call with representatives from EAB is conducted on a bi-weekly basis to review/discuss the status of the campaign.

The Fathom digital marketing efforts for Ohio and non-Ohio high school students continue to focus on application generation. We meet regularly with Fathom and University Communications & Marketing (UC&M) to review the progress within the paid social, paid search, display ads, and search engine optimization campaigns. Modifications are made as needed.

Communication
Acceptance Packets continue to be mailed to students that are admitted. Accepted students also are receiving a personal note and phone call from current UA students working in the Office of Admissions.

After students receive their acceptance packet, they also are receiving in the mail a letter of welcome and congratulations from Dr. Green.

A new initiative this year includes mailing a letter from Dr. Ramsier. Students will receive this letter after the correspondence from Dr. Green.

Emails promoting visiting campus, the Williams Honors College, financial aid and scholarships, academics, and student support services continue to be sent to students and parents.

We also worked with UC&M to make major modifications to the Admissions web pages to guide students more seamlessly through their UA college search journey.
Outreach
The majority of the admissions counselors have concluded their high school visits and college fairs within their assigned recruitment territories for the fall semester. They are back in the office conducting personal visits with students and their families, hosting high school student bus trips, as well as attending to their individual responsibilities.

There are more than 100 high school counselors registered to join us on Friday, Nov. 16 for the High School Counselor Advisory Board meeting.

With fall arrives the new financial aid application season. The Free Application for Federal Student Aid (FAFSA) became available on October 1 and staff have been busy presenting financial aid information to students and their families at our local high schools including Copley, Revere, St. Vincent/St. Mary, Wadsworth, Springfield, Nordinia, Ellet, Green, and McKinley, to name a few.

On October 21, the team in the Office of Student Financial Aid and Admissions hosted a FAFSA filing event and served almost 70 visitors by helping them complete their financial aid applications for the coming academic year.

Transfer and Adult Students: Focus on Outreach

Direct Connect
The Direct Connect program with Stark State was launched on October 12, 2018. This program provides the opportunity for students to have dual admission status at both Stark State College and The University of Akron as they complete an associate degree while preparing for transfer to complete a bachelor’s degree at UA.

A student may apply for dual admission and enrollment directly out of high school or as a currently enrolled SSC student as long as they begin the program by completing an associate degree at SSC, while purposefully planning to transfer to UA for bachelor degree completion.

Academic advisors from UA will work with SSC advisors and faculty members to conduct appointments on each of SSC’s campuses with students enrolled in the program. Students in the program will also have the option to receive a Stark State/UA Zip Card allowing them to use facilities and services offered to regularly admitted students at both SSC and UA (e.g., libraries, career services, recreation centers, computer labs, sporting events, parking, email and internet access, etc.).
Other Transfer Student Outreach Efforts
The transfer admissions counselors also continue to visit and engage with students at the following community colleges: 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 admissions counselors also conduct individual appointments with prospective transfer students to guide them through the enrollment process, as well as provide information regarding how their courses will transfer.

Letters are being mailed to students that were admitted and confirmed to enroll at UA for the 2018 fall semester but decided to enroll at a community college. The call to action of the letter is to encourage the students to transfer to UA.

Technology: Focus on Service
Target X CRM Implementation Update
During the past few months, many implementation benchmarks have been achieved.

The admissions officers now have easy access to interactive dashboards identifying all outreach admissions activities (on left). From this dashboard, the admissions officer is able to initiate communication to students who have attended an event.

Initial marketing campaigns have been implemented in the CRM. Admissions is currently implementing the ‘search to inquiry’ campaign, as well as the ‘out-of-state encourage to apply’ campaign from the CRM.

The admissions office has also been using the CRM for our fall visit day registration process—and for the check-in activity on the day of the event.
Admissions is working with Information Technology Services to import application information (Common App and EAB) from PeopleSoft into the CRM.

Financial Aid Support Center Update
The ongoing collaboration with Blackboard Student Services continues to grow, with more than 20,000 student interactions handled to date by the Financial Aid Support Center team. The overall resolution rate remains high at 90% and the customer satisfaction rating is 91%. The tedious process of reviewing tax documents for the purpose of verifying information reported on the FAFSA was greatly improved and review times were reduced down to just a few days. Staff continue to work with the team at the Support Center to retrain and provide new, upcoming information necessary to begin advising for the new aid year. The senior leadership team in the Office of Student Financial Aid visited the Support Center, located in Somerset, Kentucky, in November for additional training and collaboration.

Personnel: Focus on Community Service

Make a Difference Day
UA’s 14th Annual Make a Difference Day was held on Friday, Oct. 26. Employees within the Office of Admissions, as well as members of the Zip Recruiting Club (Admissions student volunteer organization) participated in the event.

Federal Financial Aid Processing: Potential Changes on the Horizon
The elimination of mainstay financial aid programs including the Supplemental Educational Opportunity Grant (SEOG) and subsidized student loans is possible as the reauthorization of the Higher Education Act (known as the PROSPER Act) makes its way through congress. The Perkins loan program has already been eliminated and the Public Service Loan Forgiveness program may be eliminated. As the rising cost of higher education continues to outpace financial aid opportunities, the number of low income, first generation students will continue to decline and the affordability gap will widen.

Efforts to simplify the FAFSA process, perhaps even changing the need to apply each year, are underway and may provide some relief to an otherwise difficult application process. The continued commitment to using income from two years prior will facilitate the timely application process, helping students and the University secure aid earlier and positively impact decision making.
ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

TAB 5

RESEARCH REPORT
Research and Scholarly Activities Highlights

FAA approval received for cold-spray repairs

Airborne Maintenance and Engineering Services (AMES) has received groundbreaking FAA approval for cold-spray repairs following a State of Ohio funded, three-year research collaboration with UA’s National Center for Education and Research on Corrosion and Materials Performance (NCERCAMP), SAFE Inc, and U.S. Technology Corp.

Making the cold spray process commercially available for use in aircraft repairs reduces overall operational waste and results in cost savings for AMES’ customers. Cold-spray repairs entail accelerating metal particles toward a solid surface at supersonic speeds within a jet of expanded gas. The energy generated enables particles to bond with the surface at lower temperatures than other thermal-spray and welding processes which are prone to distortion and stresses.

Research focus on antifouling and medical implants

Dr. Jie Zheng, professor of chemical and biomolecular engineering, with new funding from NSF, is developing a material that can better prevent a person’s body from rejecting devices such as cardiac pacemakers when biofouling occurs. Biofouling is the accumulation of tiny unwanted organisms on surfaces.

"Antifouling materials and coatings are critically important for biomedical implants because they will prevent any unwanted interactions and infections with biomolecules and thus reduce the risk of foreign body reaction in patients," said Zheng.

Graduate student wins national award for tire tread research

Arnob Banik, a graduate student in the Department of Mechanical Engineering, placed second in the Future Tires category at the recent Monte Jade Innovation Competition in Atlanta. The national competition seeks to identify creative, emerging young professionals by encouraging college students to pursue their innovative ideas in the fields of science and technology.

"Placing in this competition is a huge deal — judges are highly selective and competition is always tough," says Dr. Kwek-Tze Tan, assistant professor of mechanical engineering and Banik’s Ph.D. adviser. “Entries are judged on criteria including creativity, feasibility and marketability. Arnob’s project checked all those boxes, and then some.”

Inspired by frog toe pads, Mr. Banik developed a solution to improve tire treads to achieve better wet traction. Frog toe pads, or, essentially the bottom of a tree frog’s feet, are sticky and adhesive in nature (making it easy for them to climb trees). This makes them a good model for artificial replication when it comes to improving tire performance. Banik’s study utilized biomimicry (or learning from nature), along with a combined experimental, numerical, and analytical approach to understand the adhesion and friction behavior of a frog toe-pad inspired, 3D printed rubber structure. The objective was to design and develop a unique, creative and feasible design in rubber surface by mimicking a frog toe pad for improved wet friction characteristics.

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) tree frog feet inspire tire tread design; (2) cold spray repairs; (3) a pacemaker, just one type of biomedical implant that could be rejected due to biofouling; (4 and 5) wet leaves and images of evaporation rates; and (6) archaeological site at Darband-I Rania, Kurdistan region, Iraq.
A living, breathing, perspiring wall system – the joining of nature, art, and architecture

Dr. Petra Gruber, associate professor with a joint appointment in the Mary Schiller Myers School of Art and Department of Biology, has installed a prototype Living Wall System (LIWAS) at UA’s Bath Nature Preserve Field Station. The LIWAS is an energy-efficient, multi-paneled wall composed partly of fungal roots and leaf-shaped, evaporative or “sweating” ceramic panels. It will serve as a test bed for different aspects of the outdoor performance of the panels, such as thermal behavior, evaporation efficiency, and weather resistance.

Through studying the shape and texture of leaves, as well as the process plants use to dissipate humidity to cool themselves, Gruber and her research team discovered the relationship between leaf shapes and the cooling effect that some plants use in their leaves. With the support of a $10,000 Faculty Research Committee Summer Fellowship, Gruber and her team, along with Drew Ippoliti, assistant professor of ceramics, and Tanya Long, assistant lecturer of art, have been translating the leaf shapes into porous, ceramic panels designed to collect and retain moisture and promote its efficient evaporation. This design would help prevent the rapid runoff of rainwater (and the consequent risk of sewage overflow) and allow facades to in effect “sweat” and cool down, reducing the need for air conditioning.

“Cooling down a building needs a lot more energy than heating it up,” Gruber said. “So cooling facades is a really interesting concept for future architectural design.”

Training Iraqi heritage workers in cutting-edge archaeological technology

Dr. Tim Matney, professor of archaeology, served as part of an international team of archaeologists, lead by the British Museum, working in Rania in the Kurdistan region of Iraq. He was there to help train Iraqi archaeologists in the use of geophysical survey technology for mapping subsurface ancient remains. Matney’s specific project was funded by the Gerda Henkel Foundation based in Düsseldorf, Germany.

Their efforts are part of the British Museum’s Iraq Emergency Heritage Management Training Scheme, a program funded by the government of the United Kingdom and delivered by the British Museum to offer up-to-date training in archaeological site management in response to the destruction of cultural heritage in Iraq.

“I was asked by the British Museum to head the geophysical training because my research employing this technology in Turkey is well known,” explains Matney, who was on-site for nearly three weeks. “I frequently take on projects that allow me an opportunity to train students in geophysical survey outside of the normal classroom setting,” notes Matney. “Typically, these are projects in northeastern Ohio as part of our department’s long-standing outreach in community archaeology. More rarely, I am able to take UA students abroad – most recently to Turkey, India and Azerbaijan. In my current project, I was lucky enough to work with a cohort of Iraqi archaeologists and a former student was able to assist me in the training and fieldwork. I use geophysics in my own research, of course, but this was primarily a teaching opportunity.

“My students have been involved in projects across the world using geophysical survey technologies in archaeology,” adds Matney. “It is a great opportunity for them to experience other cultures, meet a variety of scholars in different fields, and to put into practice the lessons learned in the classroom.”
Technology Transfer Highlights

UA startup companies have raised $4.2 million in 2018

Startup companies that are licensing UA technologies raised $4.2 million from private investors, seed funds and government grants in the first six months of 2018. Roughly 20 of UA’s most active startup companies report funding raised and other significant accomplishments semiannually to the University of Akron Research Foundation (UARF). The $4.2 million raised from January 1 through June 30 represents a major increase in funding activity, eclipsing the $2.7 million raised in all of calendar year 2017. All of the UA startup companies reporting data are licensees of UA intellectual property that are located in Northeast Ohio, and most of them employ current UA students or alumni. Among the companies reporting are Fontus Blue, which sells software that helps water treatment professionals provide exceptional drinking water to more 3 million people; and 21MedTech, a medical technologies company offering revolutionary materials for resorbable technology, regenerative medicine, drug delivery and more.

License signed for UA technology that was funded by UARF’s Spark Fund

Hedgemon Inc., a Cleveland-based small business, licensed a portfolio of patents for a UA-developed impact protection technology. The company hopes to initially implement the technology, which was inspired by the impact dissipating properties of hedgehog quills, in football helmet liners to reduce concussions. UA inventors validated the performance of the impact protection technology through a grant from UARF’s Spark Fund. This gave them the financial backing to test full football helmet prototypes at ICS Labs.

In 2017, Spark Fund committed $450,000 in UARF and State of Ohio funding to pay for prototyping and testing of five technologies. The license to Hedgemon marks the second license of a Spark Fund-backed technology. Negotiations are underway to license a third technology.

Two UA startup companies receive prestigious National Science Foundation funding

Two startup companies based on UA technology have received $225,000 each from the National Science Foundation’s SBIR program. SBIR awards are given to cutting edge technologies that clearly address market needs and societal problems.

PolyLux makes a light releasable adhesive for bandages that can reduce patient pain and skin tears based on technology from Abraham Joy’s lab in Polymer Science. OncoSolutions offers testing services to pharmaceutical companies that are developing new cancer drugs and need more reliable ways to assess how they will work against tumors. It has licensed technology from Hossein Tavana’s lab in Biomedical Engineering. Both companies will be located in Akron’s Bounce Innovation Hub, an incubator for new high-tech startups.
**Office of the Senior Vice President and Provost**

Research and Sponsored Programs Activity: By Source of Funds

**July 1, 2018 - October 31, 2018**

### PROPOSALS (New and Continuing)

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<th>Source of Funds</th>
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*Other is comprised of sponsor types: individual, non-U.S. government, and other universities.

This report may co-report with UA’s Development Office.

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![Proposals (in millions)](image-url)
Office of the Senior Vice President and Provost
Research and Sponsored Programs Activity: By Source of Funds
July 1, 2018 - October 31, 2018

A W A R D S

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*Awards (in millions)*

*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.*
# RESEARCH EXPENDITURES

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*Other is comprised of sponsor types: foundation/nonprofit, individual, non-U.S. government, and other universities.

This report may co-report with UA's Development Office.

This page includes all research activity through the Office of Research Administration, as well as research-related accounts, such as start-up funding.
Office of the Senior Vice President and Provost
Research and Sponsored Programs Activity

6-Year Comparative Data: Proposals, Awards, Expenditures

Fiscal Years 2014 through 2019-to-date
(dollars in millions)

Cumulative New Proposal Dollars Sought

- $40.51M New Proposals Submitted FY19td

Cumulative New Dollars Awarded

- $11.84 Awards Received FY19td

Cumulative Expenditure Dollars on Externally-Funded Research and Other Awards ("5" accounts)

- $9.13M Expenditures ("5" accounts) FY19td
Fiscal Years 2014 through 2019-to-date

Cumulative Count of New Proposals Submitted

Cumulative Count of New Award Funding Received
Disclosures submitted in FY19 to date continue in a variety of fields, with nearly 30% 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 October 31, 2018
(Sorted by Funding Source & Technology)

<table>
<thead>
<tr>
<th>U.S. Patent</th>
<th>Issue Date</th>
<th>Patent Title</th>
<th>Inventors</th>
<th>College</th>
<th>Technology</th>
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<tr>
<td>10,038,156</td>
<td>07/31/2018</td>
<td>Photodetector Utilizing Quantum Dots and Perovskite Hybrids As Light Harvesters</td>
<td>Xiong Gong and Chang Liu</td>
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<td>Advanced Materials</td>
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<td>10,081,891</td>
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<td>Electrospun Aligned Nanofiber Adhesives with Mechanical Interlocks</td>
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<td>Fabrication of Directionally Oriented Block Copolymer Films</td>
<td>Alamgir Karim and Gurpreet D. Singh</td>
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<td>10,100,014</td>
<td>10/16/2018</td>
<td>Metallotriangle-Based Nanomolecules and Methods of Making the Same</td>
<td>George R. Newkome and Charles N. Moorefield</td>
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<td>10,058,620</td>
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<td>Dextran-Peptide Hybrid for Efficient Gene Delivery</td>
<td>Gang Cheng, Qiong Tang and Bin Cao</td>
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<td>07/17/2018</td>
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<td>Modified Soybean Oil-Extended SBR Compounds and Vulcanizates Filled with Carbon Black</td>
<td>Avraam I. Isayev and Mark D. Soucek</td>
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<td>Synthesis of Cross-Linked Plant Oil-Based Polymers Using Bismaleimides as Crosslinkers</td>
<td>Coleen Pugh, Paula Watt and Brinda Mehta</td>
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<td>10,042,014</td>
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<td>Apparatus and Method for Analyzing Samples with NMR</td>
<td>Michael C. Davis, Toshikazu Miyoshi and Jiahuan Hu</td>
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<td>Computers, Data, Sensors &amp; Devices</td>
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<td>Erik D. Engeberg and Eric Espinal</td>
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<td>Fast Auto-Balancing AC Bridge</td>
<td>Natan Ida and Amir Mhedi Pasdar</td>
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<td>Thermoresponsive Polyesters</td>
<td>Abraham Joy and John Swanson</td>
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<td>08/28/2018</td>
<td>A Method for Charging Batteries</td>
<td>Homero Castaneda-Lopez and Roberto Hernandez Maya</td>
<td>COE</td>
<td>Energy</td>
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<td>10,029,029</td>
<td>07/24/2018</td>
<td>Apparatus and Method for Electrospinning a Nanofiber Coating on Surfaces of Poorly Conductive Three-Dimensional Objects</td>
<td>William Landis and Phillip E. McClellan</td>
<td>CPSPE</td>
<td>Medical</td>
<td>UA</td>
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ACADEMIC ISSUES & STUDENT SUCCESS COMMITTEE

TAB 6

STUDENT SUCCESS REPORT
HOMECOMING 2018

- Campus Programs and ZPN played an active role in the 2018 Homecoming Committee. ZPN held their traditional events including the Homecoming Comedian and Homecoming Tailgate, with a combined attendance of 1,325. New to the schedule this year was a cookout and Pep Rally which was introduced for students to gain a sense of belonging to UA.
- Homecoming Week ended with the announcement of Homecoming King and Queen:
  - Crowned Queen, Allie Stanley is a senior double majoring in Biomedical Engineering and Spanish. Allie was nominated by the University Ambassadors.
  - King Joseph Paolucci is a senior majoring in AYA Integrated Language Arts and was nominated by his fraternity, Phi Kappa Psi.
FIVE-STAR FRIDAY AT THE REC

Student Recreation & Wellness Services (SRWS) has had many successful events focused on Five-Star Fridays:

- Club Sports held its annual president’s meeting to kick off the semester which was an opportunity to acknowledge achievements from last year and prepare and encourage new and returning club presidents in their roles as leaders.
- The rock wall staff hosted the first Climbing Works! Clinic. A top rope belay class was also held during the same time.
- SRWS hosted a “Deadlifting 101” presentation led by their student personal.
- A restorative yoga workshop was held.
- Outdoor Adventure led a five-star climbing trip to the Red River Gorge wrapping up with a hike to the Natural Bridge.
- A kayaking trip on the Cuyahoga River was held for residents of the Honors Complex.
- Student personal trainers led a workshop about nutrition and fitness.
- There was a Five-Star Friday waterfall hiking trip, sponsored by the Office of Accessibility, visiting Blue Hen Falls and Brandywine Falls.

TRUNK OR TREAT

- serveAkron and the Department of Student Life sponsored the annual Trunk or Treat at Leggett Community Learning Center. Over 16 student organizations dressed up using a Disney movie theme and passed out candy to over 428 Leggett students and their families.
USG student leaders passed out candy in the Field House to children before the football game on October 27, allowing them to enjoy a safe and friendly trick-or-treat experience.

RESIDENCE HALL PROGRAM BOARD/RESIDENCE HALL COUNCIL

- Residence Hall Program Board (RHPB) and Residence Hall Council (RHC) was recognized at the annual Association for Campus Activities (NACA) Mid-America Regional Conference with the following awards:
  - 2018 Outstanding Campus Collaboration
  - 2018 Educational Program

ACCESSIBILITY

OFFICE OF ACCESSIBILITY PRESENTATIONS

The Office of Accessibility (OA) participated in several events providing information about OA services:

- **FIRST ENERGY THRIVE FOCUS GROUP**: OA participated in the FirstEnergy Diversity and Inclusion Week, attending the THRIVE focus group. Information was provided about the office including services provided as well as available resources.
- **ALPHA PHI OMEGA EVENT**: OA student assistants attended a leadership event for Alpha Phi Omega, providing a brief presentation about what the registration process entails and information on being a notetaker.
- **CHAGRIN FALLS HIGH SCHOOL OUTREACH**: OA had a table at Chagrin Falls High School providing information about their services as well as the laws surrounding disability services and the process that exists at the college level.
- **COLLEGE OF BUSINESS ADMINISTRATION**: OA presented at the College of Business Administration, providing professors information on services provided, as well as the role of OA in the classroom setting.
- **DRE3AM CONFERENCE**: OA participated in Akron Public School’s 3rd Annual DrE3aM Conference which focuses on the three paths the class of 2019 seniors will take upon graduation... Enrollment, Enlistment, or Employment. This outreach offered information to students who are planning to attend UA and currently receive some type of accommodation.
CAREER SERVICES

Student Connections for September and October 2018:
787  Students exploring careers with our online assessment tool, Focus2
699  Student Appointments (272 were Walk-Ins without pre-scheduled appointments)
  60  Mock Interviews
4,625 Students used Handshake (job board)

Employer Connections for September and October 2018:
14, 262 Employers using Handshake (job board)
  7,195 New Job Postings on Handshake (full-time and part-time)
   1,898 New Internship/Co-op Job Postings on Handshake
   9,093 Total full-time, part-time and internship/co-op Job Postings on Handshake

CAREER CLOSET

The Career Closet is now in full operation! Through the generosity of JC Penney, Career Services (CS) obtained **140+ new, professional jackets** at greatly reduced prices to stock a Career Closet located in Career Services in the Student Union. There were **40 students** who borrowed jackets for the career fairs in early October. These jackets are free to students. Fussy Cleaners is discounting their dry cleaning services for the Career Closet.

AMAZON VISITS UA

For the first time, Amazon’s corporate office sent a recruiter to our campus. She visited for two days and said that our students were “rock stars.” This was the first time Amazon sent a recruiter to Northeast Ohio and we were the only school they visited.

2018 MAIN EVENTS

- **The JC Penney Suit Up Event** on September 23 attracted **525 UA students** who were able to purchase career clothing in time for the Career Fair at greatly reduced prices.
• The UA Internship and Career Fair was held October 3 with 725 students attending. The 136 employers who attended included PolyOne, GOJO, Goodyear, Huntington National Bank, Progressive Insurance, Oriana, Summa, Swagelok, Department of Defense, and KeyBank. Students are able to prepare for the fair in a “Student Prep” room where they can research the employers and receive some last minute tips (and courage).

UPCOMING EVENTS

• Best Practices Event for Education Majors will be held November 7 in conjunction with The LeBron James Family Foundation College of Education. Teachers from over 20 schools will meet with our students to conduct mock interviews. A panel of local educators will share best practices in hiring.

• Etiquette Lunch is scheduled for November 9 as a Five-Star Friday lunch event rather than the usual evening dinner event. Some employers in attendance will be Cintas, Rocket Mortgage by Quicken Loans, and Pepperl-Fuchs.

• The third Part-Time, Seasonal Job Fair of the semester will be held in the Student Union on November 13 to connect students with part-time jobs that do not require a degree. Altogether, 70+ employers participate in the three events such as L’Oreal, FedEx, Akron Zoo, Sherwin-Williams, and AT&T.

COUNSELING AND TESTING CENTER

NATIONAL DEPRESSION SCREENING DAY

• CTC offered two workshops to address LGBTQ+ Coming Out Day in October.

• CTC hosted National Depression Screening Day in the Student Union and Polsky Building where students and other campus community members took brief screenings to assess for depression and obtained mental health information.
CTC assisted a student to develop a Stand Up to Suicide event on Coleman Common, which included a display of 123 empty chairs upon which people taped messages encouraging folks to seek options to suicide. CTC support and guidance was part of the mandated HB28 suicide prevention efforts for higher education in the State of Ohio.

EXPLORATORY ADVISING AND ACADEMIC SUPPORT (EAAS)

iLLUMiNATE UA MAJORS AND MINORS FAIR

Exploratory Advising and Academic Support partnered with members of the Student Success Center, Career Services, Alumni Relations, and the Student Union hosting the inaugural iLLUMiNATE UA Majors and Minor Fair Conference on October 19. The conference was a two-part event that consisted of a majors fair tabling session in the morning showcasing over 30 degree programs offered at UA and an afternoon portion that included a keynote address by Jon Washington ’94, Founder and Proprietor of The Innovation Garage, and presentations by eight faculty/staff. Student Success Center plans to host this event in 2019 and will include it as part of the new Akron Beginnings program, which will be conducted by Learning Communities/Akron Experience.

AKRON MAJOR EXPLORERS

Leaders for Akron Major Explorers (AME), an initiative launched by EAAS this fall, continue to meet with students in the Exploratory Learning Communities to help address any academic struggles, navigate majors and minors at UA, and offer student perspective on involvement and academic success in college. At present, over 70 percent of these students have met with their respective AME Leaders to discuss these and other matters.

FALL VISIT DAY

EAAS and Career Services shared information on career and major exploration resources available at UA to approximately 70 prospective students and their families at Fall Visit Day on November 3.

NEW STUDENT ORIENTATION – LEARNING COMMUNITIES – AKRON EXPERIENCE

LEARNING COMMUNITIES/AKRON EXPERIENCE

FUTURE ZIPS CONFIRMATION FEE AWARD AND WORKSHOP

- Of the 24 students who attended the summer workshops, all students are currently enrolled in classes for the fall semester.
Assessing feedback from workshop attendees and campus partners who supported the program, the workshop will be expanding its target audience to include new students beyond the award recipients required to attend. Beginning spring 2019, the Future Zips Financial Workshop will be offered regularly and will be available to any accepted students with the hopes for interested students wishing to discuss affordability and resources for financial planning to reduce financial barriers in the future. The launch of summer 2018 workshops were designed to help address some of the financial barriers that students face when beginning college. During the workshop, students explore MyAkron, speak with financial aid and student accounts, learn about student employment opportunities, do some hands-on activities, and find out more about living on campus or commuting from home.

The Akron Beginnings (first year program series) will launch fall 2019 and will feature exposure to campus life and resources for students to engage with during their first year of their Akron Experience. Looking at existing programs offered by other departments/units, traditions, and critical tasks (i.e. – completing FASFA, course registration, etc.), this series will bring experiences to the forefront for students in a complete package. The series will be marketed to all new students and will be targeted within the learning communities and Akron Experience: University 101 course. The Akron Experience will be intended to be a first-year mentoring student group of upperclassmen who have a diverse set of Akron experience stories and involvements to help make connections with new students throughout their first year.

OFFICE OF THE REGISTRAR

AD ASTRA SCHEDULE AND PLATINIMUM ANALYTICS

- The Office of the University Registrar is nine months into the implementation of Astra Schedule and Platinum Analytics (AdAstra, collectively). To date, we have been impressed with the functionality and intuitiveness of the new software. While there have been some delays with Astra Schedule regarding event scheduling we are expecting to meet all applicable deadlines.
- Implementation of academic space assignment in Astra Schedule is exceeding expectations in both timeline and functionality. All other areas on campus that had formerly utilized Live25 for event and space planning are expected to be integrated with Astra Schedule by the end of 2018.
- As of October 2018, academic units gained access to dynamic course demand data based on historical enrollment (previous year and three-year trend), degree progress, and simulated new-student enrollment. The new course demand analysis provides insight that allows academic departments and schools to proactively construct a student progress focused course offerings prior to any registration.
- In 2019, the Office of the University Registrar will work collaboratively with our academic colleagues to leverage the new course demand analyses across all academic units.
RESIDENCE LIFE AND HOUSING

EMERGING LEADERS AKRON EXPERIENCE PROGRAM SPEAKER SERIES

As part of the Emerging Leaders Akron Experience course, the department of Residence Life and Housing hosts a series of top-notch speakers to enhance the classroom experience during the fall semester:

- September 5 – Tom Varano presented on “Emotion into Art”
- September 12 – Hoan Do presented on “Succeeding in College and in Life”
- October 24 – Elaine Pasqua presented “Sex and Excess: Surviving the Party”
- October 31 – Curtis Hill presented on “Managing the Chaos”

CO-CURRICULAR PROGRAMS AND ACTIVITIES

Residence Hall Program Board, Residence Hall Council, Sigma Lambda and National Residence Hall Honorary hosted a combined total of 96 programs with a combined attendance of over 16,000 attending. Highlights from the fall semester include:

- A capella group The Filharmonic at the 9:09 in EJ Thomas with 510 attendees;
- Hypnotist Michael C. Anthony at the 9:09 in EJ Thomas with 970 attendees;
- Singer Will Champlin at the first 7:17 Coffeehouse of the year with 255 attendees;
- The LEAP mentors conducted study tables for Emerging Leaders with 22 attendees;
- Singer Kristen Merlin (The Voice) at a 7:17 in Starbucks with 23 attendees;
- Bingo in Schrank Hall South with 335 attendees;
- Make a Difference Day volunteers numbered 100;
- Comedian Samuel J. Comroe at EJ Thomas which was part of Disabilities Awareness Week, whose humor revolved around his living with Tourette’s Syndrome with 505 in attendance.

STUDENT LIFE

GIFT OF LIFE

The University of Akron and Kent State University went head-to-head in a friendly competition to benefit Gift of Life, a bone marrow and blood stem cell registry. During the Rivalry Week competition, the UA community completed 405 bone marrow swabs while KSU collected 269, for a grand total of 664 swabs. With the help of 35 volunteers and the participants who took time to join the worldwide registry, Gift of Life is one step closer to giving someone with severe health issues a second chance.

ALCOHOL AWARENESS WEEK

The mission of Alcohol Awareness Week is to educate the campus community to think and act responsibly when participating in activities where alcohol is being served. During the week, there were 12 events with a total attendance of 1,177, the most popular events being Mocktails and Don’t Snicker about Sobriety.
FRATERNITY & SORORITY LIFE

GREEK WEEK

- All 13 Interfraternity Council (IFC) and six Panhellenic Council (PHC) chapters participated in this year’s Greek Week with the theme “Survivor.” Events included a dodgeball tournament with 102 participants, Trivia Night in the Student Union (127 participants), and a social media challenge in which participants posted 98 photos to either Instagram or Twitter.
- The Annual Greek God and Goddess pageant was held with 259 students attending. Katie George from Delta Zeta and Kolton Ebright from Lambda Chi Alpha were crowned this year’s Greek God and Goddess.
- There were 70 students who gave back to the community by volunteering at a service event at the Akron-Canton Regional Foodbank.

SERVE AKRON

MAKE A DIFFERENCE DAY

- Over 720 students, staff and faculty volunteered for the 14th Annual Make a Difference Day with over 1,700 hours and over $14,000 of minimum wage work performed, benefiting 25 volunteer sites and two on-campus service projects – Operation Evergreen and Replay for Kids. UA volunteers have assisted more than 9,407 students and staff over the past 14 years, dedicating more than 30,208 hours of service to the Greater Akron area.

UNDERGRADUATE STUDENT GOVERNMENT (USG)

- NATIONAL CONFERENCE OF STATE LEGISLATURE (NCSL): USG President Taylor Bennington, Vice President Andrew Barry, Chief Justice Katie Mills and Senate Chair Joe Roth participated at NCSL in New Orleans to discuss governance and leadership.
- STUDENT LEADER LUNCH: Several student leaders from USG, CAST and Nursing gathered for the second in a series of lunches with President Green to discuss UA and leadership.
- STUDENT LEADER SUMMIT 3.0: Approximately 75 students attended the Student Leader Summit 3.0. This gathering of student leaders was tasked with providing a constructive forum for discussing important topics that affect the lives of students. Discussions focused on Five-Star Fridays, school
spirit and the Academic Program Review, and committees were formed to continue discussions and to develop these topics.

EXPEDIENCEAL EDUCATION IN OUTDOOR ADVENTURE (OA)

The Outdoor Adventure program provides experiential education and quality adventure-based recreational programs that enhance the academic and recreational experience for the University community to help individuals and teams learn and grow. Some highlights of the semester thus far:

- OA had four kayaking programs on the Cuyahoga River starting at Fred Fuller Fields and finishing at Water Works Park. For many on the trip, this was their first time kayaking. All 52 participants had a very positive experience.
- OA ran a stand-up paddleboard yoga event on Mogadore Reservoir.
- Aspiring trip leader training covered trip preparation and planning, waivers.
- OA outfitted a Geosciences field day on the Cuyahoga River by providing canoes, PFDs, paddles and a trailer.
- OA staff have been working hard to meet the deadline for an Ohio Division of Watercraft Boater Education and Safety Grant. If approved, the grant will provide needed kayaks and stand-up paddleboards to support our continuing efforts to run a high-quality paddling program.

CLUB SPORTS ACHIEVEMENTS

RIFLE CLUB

- The Rifle Club had their first match of the season with Akron’s Liz Bark shooting her personal best of 1112 with 28 Bullseyes. Quinn Combs, Lauren Kadooka and Chrissy Holden followed up with a 1073-24, 1070-15 and 1064-14 respectively.
- Six members of the Rifle Club traveled to Purdue placing first overall. Liz Bark placed first in Air Rifle with a score of 579, followed by Christina Holden and Colton Peters in second and
third places each scoring 570. In small-bore, Christina Holden placed second with a score of 547. Following in third, fourth and fifth places were Lauren Kadooka (545), Colton Peters (545) and Quinn Combs (542).

ULTIMATE FRISBEE CLUB
- The Ultimate Frisbee club sent 18 volunteers to work at the Akron Marathon, with a combined total of 72 volunteer hours for the day.
- The Ultimate Frisbee Club traveled to Columbus for the annual Fall Brawl. This event always has good competition with top tier programs like Ohio State and Cincinnati. The club played well finishing the day with four wins and two losses.

ENGLISH EQUESTRIAN CLUB
- The English Equestrian Club traveled to the University of Findlay for their first show of the season. Akron finished the weekend third and fifth place in Novice over fences. Overall, everyone rode well with two riders’ placing in their class.

WOMEN’S CLUB VOLLEYBALL
- The Women’s Club Volleyball team hosted Cleveland State University, Northern Kentucky University, Ashland University, Case Western Reserve University, and John Carroll University in a volleyball tournament. Akron finished the day with five wins and only one loss. The A team placed second and the B team placed fifth.

RUNNING CLUB
- The Running Club sent 17 members to Lansing, Michigan to compete in 5- and 8-k races for both men and women. These races are building blocks for their bigger races taking place in the spring. Overall the club finished in sixth place.
- Six men and three women from the Akron Running Club traveled to Shelbyville, Indiana for a cross country race for both men and women runners. The men finished in 14th place.

STUDENT ACADEMIC SUCCESS – TUTORING SERVICES
- Over 1,700 students have used the Bierce and/or Polsky tutoring labs through October, with 221 students using e-Tutoring.
- There have been 640 students attending the Learning Assistants study tables and/or review sessions this semester thus far.
- Through the Office of Multicultural Development, over 40 students meet biweekly for their study tables at Bierce Tutoring.

HELP-A-ZIP
The Help-A-Zip early alert system continues to assist students. Primarily help is needed for textbook assistance, mental health, academic concerns, campus resources, financial aid/tuition concerns, and emergency financial assistance.
FINANCIAL WELLNESS

ZipAssist launched the Ballin’ On A Budget financial wellness series of programming in August 2018. Through partnerships on-campus and within the community, ZipAssist provides workshops, webinars, a monthly newsletter, and weekly challenges to keep students engaged and educated about financial wellbeing – specifically related to budgeting, debt reduction, and credit scores. So far through the program, ZipAssist had 698 touchpoints with students including 36 Akron Experience courses.

STUDENT EMERGENCY FINANCIAL ASSISTANCE [SEFA] PROGRAM

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. Since the start of the 2018-2019 academic year, 31 students have received the SEFA grant – equating to over $23,000.

FAMILY WEEKEND

ZipAssist hosted Family Weekend the beginning of October and collaborated with Homecoming for the slogan “two UA traditions, one great weekend.” We had a record number of visitors with over 875 attendees to all of our combined events over Family Weekend. Events such as the carnival, pumpkin painting, tie dye, bingo, trivia, and tailgating were some of the popular events that took place over the weekend.

US PASSPORT ACCEPTANCE FACILITY

As a means to generate revenue for the office, ZipAssist serves as an approved U.S. Passport Acceptance Facility by the Department of State. Students and community members are able to process passport applications and/or receive official passport photos in the ZipAssist suite. Since the beginning of the semester, ZipAssist has processed over 90 applications on behalf of our community.

UNITED WAY OF SUMMIT COUNTY

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. So far United Way has been able to personally assist over 15 UA students with many more students scheduled throughout the semester. This partnership is part of a city-wide program, known as BankOn Rubber City, which provides free financial empowerment counseling to Summit County residents.
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<td>1</td>
<td>*Revisions to University Rule 3359-1-05, President of the university</td>
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<tr>
<td>2</td>
<td>*Revisions to University Rule 3359-3-05, Office of talent development and human resources</td>
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<tr>
<td>3</td>
<td>*Revisions to University Rule 3359-9-01, Appointment to the classified and unclassified civil service</td>
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<tr>
<td>4</td>
<td>*Revisions to University Rule 3359-20-06.1, Part-time faculty appointments</td>
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<td>*Revisions to University Rule 3359-22-01, Contract professional information</td>
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<td>*Revisions to University Rule 3359-22-04, Contract professional grievance committee</td>
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<td>8</td>
<td>*Revisions to University Rule 3359-26-01, General information</td>
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<td>9</td>
<td>*Revisions to University Rule 3359-26-05, Separation from the university</td>
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*CONSENT AGENDA: ITEMS 1, 2, 3, 4, 5, 6, 7, 8, 9*
DATE: December 3, 2018

TO: Dr. Rex D. Ramsier  
Executive Vice President & Chief Administrative Officer

FROM: John J. Reilly  
Associate Vice President and Deputy General Counsel  
Assistant Secretary, Board of Trustees

RE: Summary of Rules Committee Action Items Following the November 29, 2018 Meeting of the Rules Committee of the Board of Trustees

Please find attached the proposed revisions to nine (9) separate University Rules, which were considered by the Rules Committee at its November 29, 2018 meeting, and which the Committee has recommended by consensus be added to the consent agenda for the Board of Trustees’ meeting on December 5, 2018. The first revisions, in O.A.C. 3359-1-05, modify the search and selection process for the University President. The second set of revisions, as contained in all nine University Rules, reduce the number of human resource operations that are required to be approved separately by the Board of Trustees, through the delegation of certain employment authority to the President, or the President’s designee(s). Please note that O.A.C. 3359-1-05 and O.A.C. 3359-9-01 have been amended by the Committee to change “base salary” to “total annual earnings” as the determining criteria for certain personal actions that require separate Board of Trustees’ approval.

The following is a summary of the key proposed revisions to the Rules.

1. **O.A.C. 3359-1-05 – President of the university.**

Section (A) has been modified to reflect revisions to the search process for the University president. Key changes include:

- Switching Sections (A)(1) and (A)(3) to reflect the chronology of the search process;
• Expanding the constituency groups providing recommendations to the screening committee on criteria, process and scheduling to include the University Council and the Akron AAUP;

• Elimination of the requirement to hold public campus meetings with constituency groups for finalists in the presidential search;

• Adding to the presidential search committee the elected representative from: University Council; Faculty Senate; Contract Professional Advisory Committee (CPAC); Staff Employee Advisory Committee (SEAC); Undergraduate Student Government; and the Akron AAUP; and

• Requiring non-Board of Trustees presidential search committee members to execute a confidentiality agreement.

In addition, Sections (E) and (F) have been modified to delegate from the Board of Trustees to the President, or the President’s designee(s) (e.g. the chief human resources officer), the authority to employ, set compensation for, or remove, all full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings are less than $75,000, and all part-time employees and classified staff. The authority to employ, set compensation for, or remove full-time administrative officers, faculty, contract professionals and unclassified staff whose total annual earnings exceed $75,000 remains with the Board of Trustees. In addition, all delegation of these major areas of authority must be in writing and reported to the Board of Trustees in advance of implementation.

2. O.A.C. 3359-3-05 – Office of talent development and human resources.

This rule has been modified to reflect the correct titles of the chief human resources officer and to more accurately state the role and functions of the office, including the administration of all disciplinary actions for classified, unclassified, contract professional and non-faculty bargaining unit employees.

3. O.A.C. 3359-9-01 – Appointment to the classified and unclassified civil service.

This rule has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05. Please note: all personnel actions that involve multi-year employment contracts, or that include special conditions of employment or a financial commitment by the University of more than $10,000 beyond the individual’s base salary, still must be approved by the Board of Trustees.
4. **O.A.C. 3359-20-06.1 – Part-time faculty appointments.**

Section (A)(1) has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05 concerning part-time faculty.

5. **O.A.C. 3359-22-01 – Contract professional information.**

This rule has been modified to be consistent with the revisions to the appointment authority that are reflected in O.A.C. 3359-1-05. The rule has been modified further to combine in one location information related to property interest and liberty interest hearings (including information formerly located in O.A.C. 3359-22-05(I)) into one rule, and to permit the president’s designee(s) to preside at a property interest hearing.

6. **O.A.C. 3359-22-04 – Contract professional grievance committee.**

Section (C)(1) has been modified to provide that changes to the Rule must be approved by the president, or the president’s designee(s), and the Board of Trustees. This revision is consistent with the delegation of certain administrative human resource functions from the president to the chief human resources officer reflected in the revisions to O.A.C. 3359-1-05.

7. **O.A.C. 3359-22-05 – Contract professional grievance procedures.**

Section (A)(3) and Section (I) have been modified and deleted, respectively, since the “name-clearing hearing” process has been moved to O.A.C. 3359-22-01.

8. **O.A.C. 3359-26-01 – General information.**

Section B has been revised to remove obsolete text related to a printed employee handbook.

9. **O.A.C. 3359-26-05 – Separation from the university.**

Section (A) has been revised to reflect current practices that have been in place at the University. Section (B) has been modified to correct the required notice period for employees who submit a resignation and to provide that once an employee’s resignation has been accepted, it may not be withdrawn without the approval of the immediate supervisor and the chief human resources officer.
(A) The board shall elect a president of the university to hold office at its discretion, in accord with its authority set forth in section 3359.03 of the Revised Code. The following procedures shall serve to guide the selection process, unless revised as provided herein.

(1) The entire board of trustees, including student trustees, shall convene as a committee of the whole to constitute the presidential search committee for the president of the university of Akron. In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:

(a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall offer university constituency groups the opportunity to provide input concerning the proposed criteria, process and scheduling for the search process. The representative constituency and advisory groups may include, but are not limited to a representative from: the council of deans; department chairs; faculty senate; senior administration; contract professional advisory committee (CPAC); staff employee advisory committee (SEAC); university council; the Akron chapter of the American association of university professors (Akron AAUP); students, and community leaders.

(b) The board will consider the recommendations from all constituency groups, but retains the final authority to determine the criteria, process and schedule for the search.

(2) Pursuant to the bylaws of the board of trustees, the chairperson of the board shall name four voting trustees as a presidential advisory and screening committee with the following responsibilities:

(a) To make initial and ongoing recommendations to the full committee regarding the criteria, process, and scheduling for the search for the president;

(b) To recommend executive search firms for consideration by the full committee; and

(c) To receive applications and nominations on behalf of the search committee;

(d) To serve as a first level screening for candidates, and make recommendations to the full search committee;

(e)-(c) To conduct those activities related to the search as may be assigned by the chairperson of the search committee.
(3) The presidential search committee shall consist of:

(a) The entire board of trustees, including student trustees and advisory trustees, convened as a committee of the whole; and

(b) The elected leader (i.e. president or chair) of the following constituency groups:

(i) University council;

(ii) Faculty senate;

(iii) CPAC;

(iv) SEAC;

(v) Undergraduate student government; and

(vi) Akron AAUP.

(c) Members of the search committee who are not members of the board of trustees shall be required to execute a confidentiality agreement as a condition of participating on the search committee.

(d) Members of the search committee shall participate in all discussions and meetings of the presidential search committee and shall have access to all presidential search materials.

(4) The search committee shall recommend by consensus those individual(s) to be considered for employment as president by the board of trustees.

(3) In recognition of the legitimate concerns and interests of faculty, staff, academic and senior administration, students, alumni and community leaders, the search committee will involve such appropriate constituencies in the search process as follows:

(a) Prior to the invitation for nominations or applications of candidates, the presidential advisory and screening committee shall have the responsibility to meet and discuss the proposed criteria, process and scheduling for the search process with the representative constituency and advisory groups, including but not limited to, the council of deans, representatives of the department chairs, faculty senate, senior administration, contract professional advisory committee (CPAC), staff employee advisory committee (SEAC), students, and community leaders, as identified in this section.

(b) Prior to the selection of the president, the candidates (finalists) who are determined by the search committee to be well qualified to lead the university of Akron as its next president shall be invited to campus and each of the following constituencies and/or advisory groups shall be provided an opportunity to meet with the finalists and provide input.
(i) Deans. The deans of degree-granting colleges shall be invited to a meeting with each finalist candidate brought to the campus. A representative chosen by those deans shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(ii) Academic department chairs and school directors. The chairs of academic departments and directors of schools shall elect from their membership five representatives who shall be invited to a meeting with each finalist candidate. A representative chosen by this group shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(iii) Faculty senate and Akron AAUP. The faculty senate and Akron AAUP shall each elect from their membership three representatives who shall be invited to a meeting with each finalist candidate. This group of faculty senators and bargaining unit faculty, in accordance with article 10, section 6 of the collective bargaining agreement between the university of Akron and the American association of university professors, the university of Akron chapter, which became effective in 2005, shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(iv) Senior administration. The vice presidents, head of human resources, director of affirmative action/EEO officer shall be invited to a meeting with each finalist candidate. A representative chosen by this group of administrators shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(v) CPAC and SEAC. CPAC and SEAC shall each elect from their membership three representatives who shall all be invited to a meeting with each finalist candidate. One SEAC and one CPAC representative from this group of six shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(vi) Student representatives. The president of the undergraduate student government, the president of graduate student government and the president of the student bar association shall be invited to a meeting with each finalist candidate. A representative chosen by these student representatives shall have the opportunity to discuss orally with the student trustees and the chair of the presidential advisory and screening committee, in executive session, their collective views with respect to each finalist candidate.

(vii) Community leaders. The advisory committee shall select a group of community leaders, including the president of the university of Akron...
alumni association, to meet with each finalist candidate. A representative chosen by this group shall have the opportunity to discuss orally with the full board of trustees, in executive session, their collective views with respect to each finalist candidate.

(4)-(5) The foregoing procedures for the selection of the president by the board of trustees shall not be construed to limit, reduce, modify or relinquish any authority, responsibility, or discretion of the board to employ the president and govern the university consistent with the powers conferred upon the board by law. The board has the final authority to select and employ the president. Notwithstanding anything herein to the contrary, these procedures shall not be deemed to be mandatory, but shall be considered directory in nature; and, may be revised, in whole or in part, upon a majority vote of the board of trustees at any regular or special meeting, without the necessity of prior notice thereof.

(B) The president is the executive head of all university colleges, branches, schools, and departments and thus, responsible for general supervision of all its interests. Within general policies of the board, the president shall lead in fostering and promoting education, instruction, research and scholarly activity, and public service as its primary aims. Each year the president shall submit to the board a report on the institution's activities, plans, current and future needs and other relevant data. The president shall attend all meetings of the trustees and address to them matters of institutional importance. The president is the official medium of communication between the university, the board and its committees, possessing the exclusive right to transmit proposals from the faculty and staff--either as a group or as individuals--to the board. This exclusive right of the president shall not abridge the right of trustees to communicate directly with faculty, staff, or other employees of the university; and, no employee shall incur any penalty or sanction whatsoever in connection with such communications.

(C) By virtue of administrative assignment, the president is a member of the faculty senate and of each college faculty and thus, may preside at every meeting thereof, if the president so wishes. The president shall appoint all committees of the faculty senate unless their memberships are designated by rule. The president shall see that measures of the faculty senate, which have been properly submitted to and approved by the board, are implemented and shall ensure that directives of the board relative to internal administration are carried out.

(D) The president has authority in all matters of student discipline in accordance with the rules and regulations of the board. The president shall oversee preparation of the annual budget and advise the board on all financial matters; shall preside at commencement and all other public academic occasions; and shall confer such appropriate degrees and honors as are granted by the institution. The president shall have authority and responsibility to oversee intercollegiate athletics and ensure compliance with NCAA and conference rules. The president shall oversee and foster relationships with legislative
representatives, community, and municipal leaders, state and national higher education officials, professional associations, other educational institutions, business leaders, and other various publics of the university and higher education. The president shall assume a primary role in fund raising on behalf of the university.

(E) The president, or the president's designee, is authorized to recommend to the board of trustees for employment, including compensation therefor, or for removal, is empowered to nominate all full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars, to the board for appointment. This responsibility also extends to recommendations on the vacation of professorships and other positions. With the board's prior approval, the president may appoint administrative officers as necessary to ensure the institution's effective operation. Although the president may delegate authority to appropriate officials, the president shall retain final authority and responsibility for administration of the university in accord with the bylaws and regulations of the board. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.

(F) The board delegates authority to the president or the president's designee(s) to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members whose total annual earnings are less than seventy-five thousand dollars, and all part-time employees and classified staff. Any authority or responsibility of the president may be delegated by the president to any other full-time administrative officers, members of the faculty or contract professionals of the university, subject to any limitations set forth by action of the board of trustees. Delegation of major areas of authority or responsibility shall be in writing and shall be reported to the board of trustees prior to implementation.

(G) The president is authorized and empowered to compromise, adjust, and settle any and all claims, actions, causes of action, demands, costs, expenses, and any and all other damages in connection with any lawsuit filed for or against the university in an amount not to exceed twenty-five thousand dollars, upon such terms and conditions as the president shall deem reasonable and best. All such settlements shall be made upon advice of the general counsel and shall be subject to any necessary approval of the attorney general and the court in which the action is pending, and such other requirements as are mandated by law. Further, the president is empowered to execute such agreements of settlement and perform such acts as are reasonable and necessary to effect this settlement authority.

(H) When in the judgment of the president the safety and well-being of students, faculty or staff, or university property is endangered, or when necessary to comply with the requirements of federal or state laws or regulations or when circumstances require the promulgation of rules without the benefit of prior review and approval of the board of trustees and/or the faculty senate, the president, upon advice of the general counsel, is
authorized and empowered to promulgate rules for the governance of the university and provide for filing of such rules in compliance with section 111.15 of the Revised Code. The president shall immediately inform the board of trustees and when appropriate the faculty senate of any rules promulgated pursuant to this authority.

(H)-(I) Subject to the authority of government vested by law in the board of trustees, the authority and responsibility for the internal administration of the university is delegated to the president of the university of Akron and shall in fact be exercised by the president. The president may consult extensively with appropriate student, faculty, employee, and administrative groups. However, administrative decisions in all matters of operation of the university of Akron shall be the responsibility of the president, subject to appropriate review and/or approval by the board of trustees, notwithstanding any other delegation of authority or responsibility to any student, faculty, employee, or administrative group. Any delegation of authority by the president shall be accompanied by appropriate standards of guidance in the exercise of such delegated authority and shall be accompanied by periodic review.

(I)-(J) For reasons of protocol or otherwise, the president shall have the right to execute or by express written direction to delegate the authority to execute any contract. Contracts may only be executed on behalf of the university of Akron as authorized in the bylaws, regulations, and rules of the board; and except as expressly provided, no employees, agents, or other representatives whatsoever of the university of Akron shall have any contracting authority to bind the university of Akron. Contracts shall not be authorized unless executed in accord with policies and rules established by the board and the president. Except for routine contracts and purchases authorized by rules of the board, contracts shall be reviewed for legal form and sufficiency by the office of general counsel prior to their execution.

(K) When authorized by the board of trustees, the president may serve on corporate boards in a representative capacity on behalf of the university. In such instances, the president shall keep the board of trustees informed regarding such activities and shall consult with and obtain prior approval from the board of trustees, unless otherwise authorized by the board of trustees, regarding the president's participation in any change in the mission, governance or legal structure of the entity or any commitment of university assets in connection with the president’s service while acting in a representative capacity with the entity. For purposes of this provision, the term "assets" shall be liberally and broadly construed to include anything of value, including but not be limited to capital, real or personal property, financial resources, personnel, "in-kind" contributions as that term is commonly known in higher education, or other such form of value.
Effective: 02/01/2015

Certification: _______________________________
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-1-05
President of the university

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-1-05, be approved.

__________________________
M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
3359-3-05  Office of talent-development-and human resources.

(A) The president of the university, as specified in rule 3359-1-05 of the Administrative Code, the president is executive head of all university colleges and departments possessing duties, responsibilities and powers as delineated in the bylaws.

(B) The vice president for talent development and chief human resources officer shall be appointed by the board upon recommendation of the president, and shall hold office at the discretion of the president, and shall be responsible to the president through the senior vice president and provost and chief operating officer.

(1) The vice president for talent development and chief human resources officer shall plan and direct policies and initiatives to attain short-term and long-term goals as established by the president and senior vice president and provost and chief operating officer in accordance with the policies and rules established by the board and the president.

(2) Among the responsibilities of the vice president for talent development and human resources are—The chief human resources officer is responsible for:

(a) Creating and maintaining a compensation and classification philosophy and system that supports performance enhancement and measurement strategies;

(b) Creating an environment that embraces diversity and difference, including supervision of the university's office of equal employment opportunity and affirmative action, including development of an annual affirmative action plan;

(c) Refining talent acquisition, retention, and advancement strategies and programs to support effectiveness and efficiency in the use and deployment of human talent;

(d) Recommending and implementing human resources policies and procedures consistent with a collaborative and integrated teamwork approach to institutional advancement;

(e) Administration of employee programs such as performance planning and management, employee development and recognition, employee benefits, labor relations, and employee relations conflict resolution services, and employee immigration services;

(f) Complying with federal, and state employment regulations, and Ohio board of regents personnel report requirements and maintaining employee records;
(g) Performing other such duties as may be assigned by the president and senior vice president and provost and chief operating officer. Negotiation and administration of all non-faculty collective bargaining agreements;

(h) Administration of all disciplinary actions, including suspension or termination of classified, unclassified, contract professional and non-faculty bargaining unit employees; and

(i) Serve as the university appointing authority, including signatory authority for personnel actions, as delegated by the president.

(C) The associate vice president for talent development and human resources and appointing authority shall supervise the administration of the university’s employment policies and procedures. Among the responsibilities of the associate vice president for talent development and human resources are:

(1) Responsibility for non-faculty collective bargaining activities;

(2) Conducting disciplinary hearings and investigations for non-faculty positions. Responsibility for disciplinary actions including suspension or termination of classified, unclassified, contract professional and bargaining unit employees;

(3) Serving as appeals officer under university grievance procedures for staff actions;

(4) Serving as university appointing authority, including signatory authority for personnel actions;

(5) Representing the university at hearings before state personnel board of review;

(6) Providing advice and counsel to supervisors and employees to assist them in resolving employee performance-related concerns and in appropriate use of university disciplinary guidelines;

(7) Supervising the offices of Title IX coordinator and American with Disabilities Act (ADA) coordinator;

(8) Performing other such duties as may be assigned by the vice president for talent development and human resources.

(D) The president may recommend the appointment of additional administrative officers to support the work of the vice president for talent development and human resources.
Effective: 01/31/2015

Certification: M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Revisions to University Rule 3359-3-05
Office of talent development and human resources

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-3-05, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
Appointments to the classified and unclassified civil service.

(A) The board recognizes that the civil service of the state is "... divided into the unclassified service and the classified service..." and, that the "...unclassified service shall comprise the following positions, which shall not be included in the classified service...":

"...All presidents, business managers, administrative officers, deans, assistant deans, instructors, teachers, and such employees as are engaged in educational or research duties connected with..." the university of Akron as determined by the board of trustees, as defined in division (A)(7)(a) of section 124.11 of the Revised Code.

(B) Pursuant to the rules of the board of trustees, the president and the president's designee(s) are empowered to employ, set compensation for and remove full-time administrative officers, faculty, contract professionals and unclassified staff members whose total annual earnings are less than seventy-five thousand dollars, and all part-time employees and classified staff and nominate all administrative officers, faculty and staff members to the board for appointment or other personnel action actions, except as otherwise provided in rules 3359-1-02 and 3359-7-01 of the Administrative Code. Such nomination appointments shall identify the classified or unclassified status of the position recommendation, which the board shall be asked to act upon. By virtue of appointment to the classified or unclassified service, such employee shall be subject to the authority of the president, or the president's designee(s) who shall have the discretion at any time during the term of appointment to make or to authorize assignments, reassignments, or other administrative changes in an individual's duties or responsibilities, including but not limited to changing administrative designations or reporting relationships.

(C) Any such administrative changes during the term of an individual's contract period shall not affect the term or salary of an individual's contract. Changes in titles, administrative designations, or reporting relationships during the term of an individual's contract shall be subject to approval of the board.

(C) Certificates of appointment, letters, job descriptions, or other instruments documenting or issued by the secretary of the board or appointing authority evidencing board action on the president's nominations for appointment or other personnel recommendations or actions shall not be constructed to limit the discretion and authority of the president, or the president's designee(s), and the board to make such administrative changes as provided in these regulations.
Employment and compensation of employees of the university of Akron is the responsibility of the board, and the board has authorized the president and the president's designee(s), but no other officer or employee of the university of Akron, and no officer or employee of the university of Akron is empowered to employ, remove, fix the compensation of, or in any manner whatsoever create any expectancy of employment or reemployment, except as expressly authorized in the bylaws, rules, and regulations of the board, and consistent with the authority and limitations of this rule, and rules 3359-1-05, 3359-20-06.1 and 3359-22-01 of the Administrative Code. All offers of employment shall be subject to the approval of the board of trustees and/or the president or the president's designee(s), and no person shall be entitled to rely upon any verbal or written representation to the contrary.

Pursuant to section 3359.03 of the Revised Code, "The board of trustees of the university of Akron shall employ, fix the compensation of, and remove, the president and such number of professors, teachers, and other employees as may be deemed necessary." The hiring authority for all university employees shall be the exclusive prerogative of the board of trustees.

The board of trustees will act upon all personnel actions that involve full-time administrative officers, faculty, contract professionals, and unclassified staff members whose total annual earnings exceed seventy-five thousand dollars, including but not limited to come before the board of trustees in public session during its regular or special meetings. Terms and conditions of employment and all "letters of offer", "employment agreements", "addendums", or other such contractual arrangements pertaining to the employment of vice presidents, deans, directors, coaches, and other such officers and employees, as designated by the board of trustees, shall be reduced to writing and made subject to board of trustees approval.

The office of general counsel shall provide advice and counsel with respect to the negotiation and terms of such contractual arrangements and shall review all such documents for legal form and sufficiency. Prior to any board meeting at which board approval will be requested for the employment of such individual(s), the document(s) containing all proposed terms of employment shall be provided to the board of trustees for its review.

In the event the recommendation for Personnel actions involving the employment of full-time administrative officers, faculty, contract professionals staff, administrators, or others other employees that include includes 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, stipends, one-time payments, liquidated damages, deferred compensation, etc., shall require specific approval by the board of trustees and the document(s) containing all such terms shall be made subject to board approval and shall be provided for review by the board of trustees prior to requesting board approval. This rule shall not apply to undergraduate, graduate or professional students.

Effective: 09/11/2016

Certification:

M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15
Statutory Authority: 3359.01
Rule Amplifies: 3359.01
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Revisions to University Rule 3359-9-01
Appointment to the classified and unclassified civil service

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-9-01, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
Part-time faculty appointments.

(A) Definition of part-time faculty.

(1) The designation of lecturer is used for part-time faculty members. Part-time faculty are appointed by the board of trustees, for a particular term, upon recommendation of the department chair and approval of the dean of the college and the president or the president's designee(s). Part-time faculty service requirement is limited to teaching responsibilities; all other activities are voluntary and shall not be considered to constitute full time responsibilities. (See faculty manual rule 3359-20-03 of the Administrative Code). The responsibilities of part-time faculty are:

(a) Develop the course syllabus for each section taught (unless the syllabus is standardized by the department)

(b) Hold classes on a regular basis according to the university schedule

(c) Keep required student grades

(d) Maintain the confidentiality of student records

(e) Maintain office hours or another method of allowing students in their classes to meet with them

(f) Prepare and grade tests, quizzes, and other student assignments

(g) Attend scheduled departmental meetings when possible

(h) Provide current vitae and teaching portfolio to the department

(B) Definition of teaching portfolio.

(1) The teaching portfolio is a file that is held by the department for each individual part-time faculty member, Items to be contained in the teaching portfolio for part-time faculty members are:

(a) Current vitae

(b) Chair, mentor, or peer evaluations using documented expectations and evaluation methods standardized in the department or college

(c) Student evaluations using a standardized departmental form

(d) Course syllabus

(e) Other course information such as classroom assignments and tests
(f) Integration of innovative approaches to teaching such as:

(i) Computerized models

(ii) Lectures using integrated technology

(iii) Amount and quality of course material using the world wide web

(iv) Student projects using technology

(g) Participation in departmental workshops

(2) The responsibility for keeping the teaching portfolio up to date lies with the part-time faculty member.

(C) Definition of relevant experience.

(1) Relevant experience is work experience that is directly related to the teaching responsibility the part-time faculty member will have at the university of Akron.

(a) Relevant work experience includes, but is not limited to:

(i) Teaching experience

(ii) Professional experience

(a) Clinical experience

(b) Similar teaching experience at a university

(c) Relevant special licensures or certificates through a recognized organizational body (local, state, or federal government or professional organization)

(b) Record of activity in a relevant professional organization

(D) Excellence in teaching.

(1) Excellence in teaching is documented by the part-time faculty member's teaching portfolio. Any item in the teaching portfolio may indicate excellence in teaching; however, when documenting classroom performance, excellence is demonstrated by scores that are consistently above the department mean in the following areas:

(a) Student evaluations

(b) Peer evaluations

(c) Supervisor evaluations
(2) Additional items include, but are not limited to:

(a) Relevant awards
(b) Relevant commendations
(c) Faculty development
   (i) Attendance at relevant workshops
   (ii) Relevant presentations

(E) Assignments and load ceilings for part-time faculty.

(1) Part-time faculty members may be assigned to more than one department.
   (a) Salary grade structure shall be consistent throughout colleges. Appointments shall
       be made using the salary grade chart.
   (b) The level of salary grade of the appointment may be determined independently by
       each department and college based upon approved guidelines as outlined in
       paragraph (I) of this rule.

(2) Part-time faculty members perform teaching responsibilities necessitated by
    enrollment demand; all assignments are dependent on expertise, enrollment and
    need. The needs of the individual college/department are determined by the dean in
    conjunction with the senior vice president and provost.

(3) In order to provide maximum flexibility for academic units, part-time faculty may
    teach up to twelve credit hours in any given semester (fall or spring).
   (a) Compensation for the teaching of twelve credit hours in any given semester shall
       not constitute de facto full time employment.
   (b) Part-time faculty are appointed for one academic term. A part-time faculty
       member does not have a reasonable expectation of reappointment for the next
       academic term unless he or she receives from the department chair, school
       director, or dean written notice of a teaching assignment for the next academic
       term.
   (c) No more than twenty-one total credit hours shall be assigned to any part-time
       faculty member for any academic year. The academic year is defined as fall and
       spring semester.

(4) Part time faculty shall be compensated for teaching no more than nine credit hours
    during the summer session.
(F) Recommended privileges that shall be made available to part-time faculty within the constraints of departmental space and budgets.

(1) Faculty/peer mentor
(2) E-mail account
(3) Access to computer and internet connection with e-mail capabilities
(4) Access to telephone, voice mail and campus mailboxes
(5) Access to work space/office
(6) Access to secretarial support
(7) Access to duplication services for coursework and examinations
(8) Full access to university libraries
(9) Opportunities for interaction with full-time faculty and information about departmental activities.
(10) Opportunities for and ability to contribute to discussions of curriculum issues.

(G) Recognition of part-time faculty commitment to programs across the institution is important. Demonstration of this recognition, within the constraints of departmental space and budgets, may include but is not limited to:

(1) Support for professional development
(2) Opportunity to request sections and teaching times
(3) Awards
(4) Including part-time faculty in professional opportunities
(5) The department may seek input from part-time faculty regarding curricular issues
(6) Re-classification to higher salary grade if the specified criteria are met

(H) Appointment contract periods, salary and grade levels.

(1) Contract periods
   (a) Up to twenty-one credit hours per academic year
   (b) Nine credit hours during the fifteen week summer session
   (c) Semester-to-semester contracts dependent on enrollment and need
(2) Appointment and salary grades (salaries of current part-time faculty will not be reduced as a result of this policy.)

(a) Assistant lecturer
   (i) Salary range: no less than six hundred dollars per credit hour
   (ii) Master’s degree with relevant experience; or
   (iii) Bachelor’s degree with twenty discipline related graduate credit hours

(b) Associate lecturer
   (i) Salary range: no less than seven hundred dollars per credit hour
   (ii) Master’s degree with sixty semester hours of university level teaching experience, documented excellence in teaching, and relevant experience; or
   (iii) Master's degree with fifteen credit hours of discipline related post master's level coursework, and relevant experience

(c) Senior lecturer
   (i) Salary range: no less than eight hundred dollars per credit hour
   (ii) Relevant doctoral degree; or
   (iii) Master's degree with one hundred semester hours of university level teaching experience, documented excellence in teaching, and relevant experience

(d) Special lecturer
   (i) Minimum of a bachelor's degree and/or related experience
   (ii) Written justification and proof of a search for a qualified instructor with relevant credentials are required for the office of the senior vice-president and provost to approve the position

(3) Salary ranges in all part time categories shall be reviewed annually by the planning and budget committee of the faculty senate.

(4) Initial appointment shall be based upon credentials of the individual as they apply to the specific responsibilities and assignment at the university of Akron.

   (a) The highest degree attained is that degree directly related to the teaching responsibility the part-time faculty member will have at the university of Akron

   (b) Relevant experience as defined in paragraph (C)(1) of this rule
(c) The exact salary within the specified category is dependent on the credentials as determined by the department that the individual is assigned subject to the approval of the appropriate department chair, dean, and the office of the senior vice president and provost.

(d) For both consistency across the institution and given the definition of part-time faculty in paragraph (A)(1) of this rule, the following shall not be considered for initial appointment:

(i) Publishing record of the individual

(ii) Service to the institution

(5) Existing part-time faculty shall first be classified subject to the specific criteria for part-time faculty. Further considerations may be given for their efforts and service at the university of Akron. These considerations shall be based upon relevant work experience and teaching experience as follows:

(a) Professional work experience as it relates to teaching assignment

(b) Expertise in one's field

(c) Professional development

(d) Additional degree or certificate completion

(e) Documented excellence in teaching

(I) A change in grade for a part-time faculty member may be recommended by the department chair and considered by the appropriate dean and the provost once the part-time faculty member has obtained the minimum credentials necessary for the next grade level. Changes in grade and salary can be effective in either the fall or spring semester. These changes shall be based upon:

(1) Excellence in teaching as documented in the individual's teaching portfolio. The following shall be used to evaluate classroom performance (See paragraph (B) of this rule for further information on teaching portfolios and paragraph (D) of this rule for further information on excellence in teaching):

(a) Student evaluations

(b) Peer evaluations

(c) Supervisor evaluations

(d) Innovation in teaching techniques and through the use of technology
(2) Completion of the next relevant degree

(3) A minimum of one hundred semester hours of university level teaching experience is needed for persons without the relevant doctoral degree to obtain a senior lecturer status. However, one hundred semester teaching hours does not guarantee the part-time faculty member the rank of senior lecturer in a de facto manner.

(4) Part-time faculty have the right to appeal the classification level to the appropriate department chair. In the event the issue is not resolved, then the part-time faculty member may appeal the decision to the appropriate dean, and then to the office of the provost.

(J) Items to be considered when determining merit recognition for part-time faculty. Each item in this section is to be taken as it applies to the teaching responsibilities of the individual at the university of Akron.

(1) Items to be considered for merit increases:

   (a) The individual's teaching portfolio as defined in paragraph (B) of this rule

   (b) Professional development specific to the course being taught

      (i) Continuing course work toward a relevant degree

         (a) Transcript required showing yearly progress

         (b) Evidence of a plan of study provided

         (c) Course work within the last eighteen months

      (ii) Work toward an additional relevant certificate or licensure

         (a) Evidence of course work is needed within the last 18 months

         (b) Evidence of clinical work

         (c) Evidence of a professional plan of study

         (d) Evidence of relevant continuing work experience with increased responsibilities in area of expertise

      (iii) Continuing education units in relevant areas of instruction as required by professional field (verification of attendance required)

      (iv) Evidence of membership and active participation in professional organizations

      (v) Conference attendance related to the field of instruction such as the opportunity to meet a specific departmental need through conference
attendance and/or attendance at professional meetings that are agreed upon in advance by the part-time faculty member and the department. The department may provide funds for travel and attendance when possible.

(2) Items that are not to be considered for merit increases:
   
   (a) Publishing record
   
   (b) Service or committee work

(3) Merit may include one or more of the following:
   
   (a) Reappointment
   
   (b) Increase in compensation
   
   (c) Support for professional development

(K) Part-time faculty do not hold academic rank, and their grade designation is in no way related to the rank designations of full-time faculty.

(L) The initial grade of a part-time faculty member is recommended by the department chair and approved by the dean of the college and the provost.

(M) If a part-time faculty member subsequently becomes a member of the full-time faculty, years of service as a part-time faculty member cannot be counted toward tenure or promotion.

(N) Assignments for part-time teaching, day and evening, are made on the recommendation of the department chair with the approval of the dean of the college responsible for the course.

(O) A completed application and acceptance agreement for part-time teaching at the university of Akron must be on file in the dean's office for each part-time faculty member. An application and acceptance agreement must also be completed with each change in grade designation.

(P) Each semester the appropriate dean will notify each part-time faculty member in writing of specific class assignments.

(Q) Additional considerations.

   (1) Responsibilities which shall not be required of part-time faculty:

   (a) Conference attendance or presentations

   (b) Attendance at social functions whether on or off campus
(R) Part-time faculty grievance procedures are set forth in rule 3359-23-02 of the Administrative Code and faculty manual.

Effective: 02/01/2015

Certification: M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-20-06.1
Part-time faculty appointments

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-20-06.1, be approved.

M. Celeste Cook, Secretary
Board of Trustees
Contract professional information.

(A) Contract professionals. Contract professionals are full-time or part-time non-teaching professional personnel of the university to whom the president or the president's designee(s) board of trustees, on the recommendation of the administration, grants recognition and benefits. Contract professionals may be appointed as instructional professional staff if their responsibilities involve instructional or academic support functions or administrative professional staff if their responsibilities are business/administrative in nature. Any contract professional originally appointed to this category prior to July 1, 1986 shall be designated as a member of the general faculty as long as the person continues in such positions. Contract professionals do not hold regular faculty rank (e.g., instructor, assistant professor, associate professor, professor). The minimum requirement for this employment category is a baccalaureate degree.

(B) Appointments.

1. The president recommends to the board all contract professional appointments. Contract professionals' appointments are generally appointed under contracts which have a beginning date, but do not generally include a specific end date. Contract professionals are not eligible for indefinite tenure.

2. Upon appointment, each contract professional receives from the secretary or assistant secretary of the board a certificate or letter of appointment, stating the annual salary or periodic salary if part-time, and, only if applicable, the length or end date of appointment.

(C) Separation from employment without cause. The procedure to be followed in the separation from employment of contract professionals without cause shall be as follows:

1. If a contract professional, other than contract professionals in the department of athletics classified as "coach," is to be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than:

   a. Three months prior to the date of separation during the contract professional's initial two years of continuous employment with the university of Akron, or

   b. Six months prior to the date of separation in the event the contract professional has served more than two years of continuous employment with the university of Akron.

   c. If a contract professional in the department of athletics classified as "coach" is to
be separated from employment without cause, the immediate supervisor shall notify said contract professional in writing not later than three months prior to the date of separation. For the purposes of this rule, "coach" will include those contract professionals classified as a coach and contract professionals positions that are directly related to an athletic team as determined by the director of athletics. For coaches who are currently employed pursuant to a one-year contract, this rule will not apply until their current contract term expires.

(d) Contract professionals, including coaches, who have individual employment agreements are not affected by these provisions.

(2) If the contract professional believes that the separation from employment without cause constitutes a deprivation of a "liberty interest" or a "property interest" protected by the due process clause of the United States Constitution, the contract professional shall be afforded a hearing. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a "liberty interest," the contract professional shall be provided a name-clearing hearing before the board of trustees. In the event the contract professional believes the separation from employment without cause constitutes a deprivation of a "property interest," the contract professional shall be provided a hearing before the president of the university or the president's designee, provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of separation. Upon the president's receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing. Any further action by the contract professional to initiate the name-clearing hearing must be in accordance with the contract professional grievance procedure.

(D) Termination of appointment for cause. The appointment of a contract professional may be terminated for cause at any time upon the recommendation of the appropriate vice president and approval by the board of trustees president or the president's designee(s).

Prior to the vice president's recommendation to the president or the president's designee(s) board of trustees, the contract professional shall be advised by the immediate supervisor or appropriate administrative officer in writing of the supervisor's (or administrative officer's) decision to recommend to the vice president the contract professional's dismissal for cause not less than thirty days prior to the effective date of such dismissal, except in case of conduct involving moral turpitude or public safety. The contract professional may have a hearing on the reason for termination before the president or the president's designee(s), provided the contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional's notification of termination. "Days" for request for a hearing shall include only regular business days, Monday through Friday, during which the university is open.
for business, and shall not include holidays. Upon the president's receipt of such request, the contract professional shall be notified of the date, time, and procedures for the hearing.

In the case of conduct involving moral turpitude or public safety, the contract professional shall be immediately placed on administrative leave with or without pay, pending the vice president's recommendation and action by the president or the president's designee(s) board of trustees.

Whether or not the vice president upholds or denies the recommendation of the immediate supervisor or appropriate administrative officer to recommend termination, the contract professional shall be afforded the right to a name-clearing hearing. Any action by the contract professional to initiate the name-clearing hearing shall be in accordance with the contract professional grievance procedure.

For purposes of this rule, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.

(E) Deprivation of a "liberty" or "property" interest. If the contract professional believes that the separation from employment without cause constitutes a deprivation of a "property interest" protected by the due process clause of the United States Constitution, the contract professional shall be afforded a hearing upon request before the president or the president's designee. In the event the contract professional believes the separation from employment with or without cause constitutes a deprivation of a "liberty interest," the contract professional shall be provided a name-clearing hearing before the board of trustees. For purposes of requesting a hearing, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.

(1) Hearing procedure for "property interest" with separation from employment without cause. The contract professional shall submit to the president a request for a hearing in writing within ten days after the contract professional’s notification of separation. Upon the president’s receipt of such request, the contract professional shall be notified of the date, time and procedures for the hearing.

(2) Hearing procedure for contract professional who believes that the separation from employment either with or without cause constitutes a deprivation of a "liberty interest," seeking a name-clearing hearing in connection with separation from employment.

(a) In the event a contract professional believes that his or her separation from employment without cause or his or her termination from employment for cause
constitutes a deprivation of a "liberty interest" protected by the due process clause of the United States Constitution, the contract professional shall be notified of the date, time and procedures for the hearing.

(b) A contract professional requesting a hearing under paragraph (E)(2) of this rule shall initiate the request in writing to the secretary of the board of trustees within ten days following the date of notification of separation without cause or termination for cause.

(c) The secretary of the board of trustees shall notify the contract professional regarding the procedures for the conduct of the hearing, and set the date and time for the hearing, which shall be at the next available board meeting. The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.

(E)-(F) Resignation. A contract professional who proposes to resign from the university of Akron should give sufficient notice to obviate serious embarrassment and difficulty to the university in filling the position. The length of time may vary with the circumstances of the particular situation, but a contract professional should give at least four months' notice. Once a resignation has been submitted and accepted by the employee's immediate supervisor, it may not be withdrawn without the specific approval of the immediate supervisor and the chief human resources officer.

(F)-(G) Vacation. Contract professionals on annual appointment are entitled to one hundred seventy-six hours of vacation at a time approved by the president or the president's designee (see rule 3359-11-03 of the Administrative Code).

(G)-(H) Leave of absence. Leaves of absence without compensation may be granted by the board president or the president's designee(s) upon recommendation of the appropriate vice president. Leaves of absence without compensation for the purpose of career development will be considered on an individual basis, considering the value of the experience to the individual and to the institution and the capabilities of the individual's department to manage the individual's responsibilities during the absence.

(H)-(I) Retirement.

(1) Contract professionals shall not be involuntarily retired from the university based on age except in the following cases:

(a) Those employees who qualify as executive or high policy-making employees, as defined by law, shall continue to be involuntarily retired at age sixty-five.
(b) Law enforcement officers and fire fighters shall be involuntarily retired not later than age sixty-five or at an earlier date, in the event an individual's physical and mental fitness contraindicates the ability and competency to perform the requirements of the job.

(2) Any contract professional who proposes to retire from the university of Akron should give notice early enough to avoid serious interruption to the university operation, the length of time necessarily varying from the circumstances of the contract professional's particular case, but the minimum time should be four months before termination of employment.

Effective: 08/24/2015

Certification: ____________________________
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15
Statutory Authority: 3359.01
Rule Amplifies: 3359.01
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-22-01
Contract professional information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-01, be approved.

______________________________
M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
3359-22-04  Contract professional grievance committee.

(A) Membership.

   (1) Composition and eligibility.

      (a) The contract professional grievance committee "CPGC" shall be comprised of seven contract professionals who have current membership on the contract professional advisory committee ("CPAC") ref: rule 3359-22-03 of the Administrative Code. "CPGC" will retain the right to appoint one additional member from all campus full-time contract professionals to hear the grievance. Such appointee will be given a vote on the findings and remove themselves from the committee once the findings have reached a decision. A minimum of five members of the grievance committee (including additional appointees) is required to hear a grievance.

      (b) Every attempt should be made by "CPAC" to make membership on "CPGC" a cross-representation of campus academic and administrative units, avoiding significant representation from any given unit.

      (c) No member may serve more than two consecutive full terms.

   (2) Terms of office.

      (a) Term of office shall be "CPAC" appointment for one year and run simultaneously with "CPAC" membership and the university of Akron fiscal year.

   (3) Election/appointment.

      (a) "CPGC" members (seven) are appointed from current "CPAC" membership at the annual meeting. The appointed members of "CPGC" shall meet following the annual meeting and elect a chair from its membership as soon as possible after the commencement of new terms. The chair shall serve for one year and may serve no more than two successive terms in this capacity.

   (4) Vacancies.

      (a) Should a vacancy occur, the "CPGC" shall immediately use the appropriate course of action to appoint or select a replacement from within the "CPAC" membership; should the vacancy occur within two months prior to the normal appointment process, the "CPGC" may choose to leave the post vacant for that period. The person appointed will serve out the remaining term.

      (b) Removal from membership/office. Any member of the "CPGC" may be removed from membership/office for cause, (i.e., nonattendance at "CPGC" meetings,
failure to carry out an assigned role in a grievance procedure before the "CPGC," indiscretion in the conduct of "CPGC" duties, or violation of confidentiality. Removal from membership/office shall occur upon vote by the "CPGC." Five votes are required to carry a removal. In the event of a removal from membership/office, a new member/officer shall then be elected by the "CPGC" to complete the term of office.

(B) Duties and responsibilities.

   (1) Membership on the "CPGC" is a privilege and responsibility of members of the contract professionals ("CPAC"). Every effort will be made in the members' organizational units to adjust schedules or otherwise flexibly accommodate any disruptions caused by that person's membership.

   (2) No member of the "CPGC" shall discuss matters presently before the "CPGC", or matters which have been previously brought before the "CPGC", except as necessary in the discharge of the "CPGC" responsibilities and functions. No member of the "CPGC" shall speak for the committee nor release written material, except as provided by the grievance procedure.

   (3) Members of the "CPGC" should exclude themselves from any participation in which a conflict of interest may exist or where unforeseen circumstances exist that may cause a significant conflict. If they do not exclude themselves, the "CPGC" at its discretion may exclude such members from participating, or void any actions taken by such members, on the basis of its findings of conflicts of interest.

   (4) The chair shall preside over the "CPGC" and shall insure that it functions in accordance with the procedures and standards provided, ref: rule 3359-22-05 of the Administrative Code. In the absence of the chair, a vice chair may be appointed to serve. The chair shall cause records to be maintained of the findings and recommendations of the "CPGC." Retention and administration of such records are subject to review by the human resources department.

   (5) The "CPGC" shall prepare an annual report each year and present it as a supplement along with CPAC's annual report to the president. This report shall be comprised of a digest of all grievances which came before the committee and any formal recommendations the "CPGC" wishes to make to the president with regard to the conduct of the committee.

   (6) Meetings of the "CPGC" shall be confidential and closed to the public, except for those persons requested by the "CPGC" to participate in proceedings before the committee.
(C) Operating procedure.

(1) The "CPGC" may amend by simple majority vote of the full committee the grievance procedure or any of the provisions of rule 3359-22-04 of the Administrative Code, subject to the approval of the president, or the president's designee(s), and board of trustees. Any such amendments must be forwarded through legal and human resources departments.

(2) Robert's "Rules of Order" shall be the final authority in determining the process of conducting the affairs of the committee, except as otherwise stated herein.

(3) At all times, a simple majority of the full committee shall be required to carry a vote, except rules governing removal from membership/office.

Effective: 01/31/2015

Certification: ____________________________
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15
Statutory Authority: 3359
Rule Amplifies: 3359
Prior Effective Dates: 12/22/1989, 02/06/2006, 01/31/2015
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Revisions to University Rule 3359-22-04
Contract professional grievance committee

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-04, be approved.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
3359-22-05 Contract professional grievance procedures.

(A) Preamble.

(1) The university of Akron seeks to employ the most capable personnel to work together in pursuit of the university's goals of teaching, research, and public service.

(2) As people work together to carry out their responsibilities, they may occasionally encounter misunderstanding and differences of opinion. It is important to the welfare of the university to keep such problems at a minimum and attempt to resolve differences expeditiously to the satisfaction of all parties involved.

(3) Contract professionals are an integral part of the daily operation of the university. Due to the nature of their responsibilities, however, their concerns pertaining to rights, responsibilities, and well-being may sometimes differ from those of other members of the university community. The grievance procedures set forth in this rule for contract professionals is a system by which a complaint can be impartially reviewed by the contract professional grievance committee "CPGC." For purposes of this rule, a "complaint" shall not include any matter pertaining to a contract professional's separation from employment "without cause" or termination from employment "for cause." The grievance process for a name-cleaning hearing to be utilized in matters pertaining to separation or termination is set forth in paragraph (I) of this rule.

(B) Purpose. The purpose of this procedure is to establish a prompt and equitable method for reviewing contract professional grievances which have not otherwise been solved through normal departmental procedures, and recommending to the president of the university the resolution of such grievances.

(C) Operating procedure for the grievance process. The time limit governing the various parts of the grievance process may be extended for good cause at the discretion of the "CPGC."

(D) Jurisdiction.

(1) The "CPGC" shall have original jurisdiction to receive and act upon complaints filed by contract professionals in accordance with the procedures provided herein.

(2) The "CPGC" shall not substitute its judgment for the performance evaluation of the supervisor but may address itself to such charges as arbitrary, capricious, or unreasonable action which violates the procedural or substantive rights of the complainant.
(3) Actions related to discrimination and/or sexual harassment may be referred to the office of equal employment opportunity.

(E) Complaint process.

(1) In an effort to encourage the prompt, fair, and amicable solution of differences at the main point of origin, the contract professional should first discuss the problem with the immediate supervisor or designee.

(2) If the problem cannot be resolved at this level, the complainant must submit a complaint in writing to the immediate supervisor or forego action on the complaint. This must be done within seven working days from the date that the complainant determines the problem to be unresolvable with the immediate supervisor or designee.

(3) The immediate supervisor or designee will respond within seven working days to the complaint. If at the end of that time period the problem cannot be resolved, the immediate supervisor must inform the complainant of the decision in writing and send a copy of the decision to the superior or designee in the normal administrative channels of that department or division. This process continues to the second level supervisor. If not resolved at this point and the complainant has not already reached this level, the complaint goes directly to the vice president or appropriate chief administrative officer.

(a) If no response is given from the immediate supervisor or if the complainant is not satisfied with the response, the complainant may within seven working days submit the complaint to the second level supervisor.

(b) The second level supervisor, within seven working days, shall respond to the complainant.

(c) If no response is given from the second level supervisor or if the complainant is not satisfied with the response, the complainant may, within seven working days, submit the complaint to the vice president, unless the vice president is the second level supervisor. If the vice president is the second level supervisor the complainant must submit the complaint to the "CPGC."

(d) The vice president or the "CPGC," within seven working days, shall respond to the complainant.

(4) Each decision shall be recorded in writing with copies to all parties involved.

(5) If the complainant is not satisfied with the decision at the vice president's level, or if the time period of thirty-five working days from the day the complainant first submits the written complaint to the immediate supervisor has elapsed with no decisions having been rendered, the complainant may then file a formal written grievance with the "CPGC" of the university of Akron.
(F) Filing of grievance. Within seven working days after a vice presidential decision has been made, the complainant may submit a formal written grievance to the chair of the "CPGC" with all pertinent documentation of previous discussions, including a summary of the issue, the remedy sought and timeline of previous steps.

1. The complainant will receive notification of "CPGC's" decision within seven working days from the date that the grievance has been filed.

2. While the grievance will not generally be rejected merely because the administrative sequence has not been followed, the "CPGC" shall inform human resources of all such delays and the concerns, if any, caused by such delays.

3. The "CPGC" will inform human resources of the receipt of the grievance.

(G) Investigation of grievance.

1. Within seven working days of receipt of the grievance, the "CPGC" shall review the grievance to determine if it is within the "CPGC's" purview and if the complainant process has been followed.

2. If the grievance is outside the "CPGC's" purview, the grievance will be rejected. If the complaint process was not followed, the grievance may be rejected.

3. If accepted the "CPGC" has seven working days during which the chair shall appoint one or more committee members to meet privately with the complainant and one or more other committee members to meet privately with the party or parties with whom the grievance has been lodged.

   a. "CPGC" conducts interviews with complainant and parties involved.

   b. "CPGC" meets to review findings of the interviews and votes to continue the investigation of the grievance or reject the grievance.

   c. The appointed committee members shall have authority to review copies of any records, documents, or other pertinent information or materials which are relevant to the grievance.

   d. The "CPGC" may call upon any member of the university community to appear before the "CPGC" and it shall be incumbent upon any person to cooperate fully with the committees. The complainant and the immediate supervisor shall not be permitted to participate in the committee's deliberations, but they shall be invited before the committee to raise and answer questions regarding the grievance.

   e. Within ten working days following their appointment, committee members shall complete their interviews and report their findings in writing to a full "CPGC" meeting.
(H) Disposition. The recommendations of findings and supporting rationale shall be transmitted in writing to the parties, the respective vice president, the president and the executive director of human resources. The president or designee shall inform the complainant and "CPGC" of any further action in the matter.

(I) Hearing, including name-clearing hearing in connection with separation from employment "without cause" or termination from employment "for cause."

(1) In the event a contract professional believes that his or her separation from employment "without cause" or his or her termination from employment "for cause" constitutes a deprivation of a "liberty" interest protected by the due process clause of the United States Constitution, the contract professional shall be afforded name-clearing hearing before the board of trustees.

(2) A contract professional requesting a hearing shall initiate the request in writing to the secretary of the board of trustees within ten days following the date of notification of separation without cause or termination for cause. For purposes of this rule, "days" shall include only regular business days, Monday through Friday, during which the university is open for business, and shall not include holidays.

(3) The secretary of the board of trustees shall notify the contract professional regarding the procedures for the conduct of the hearing, and set the date and time for the hearing, which shall be on or about thirty days from the date of the request for the hearing. The contract professional shall have the right to be assisted by an advisor or attorney at his or her own cost, but such advisor or attorney shall not actively participate in the hearing, other than to privately counsel and advise the contract professional.

Effective: 01/31/2015

Certification: M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359.01

Rule Amplifies: 3359.01

THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Revisions to University Rule 3359-22-05
Contract professional grievance procedures

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-22-05, be approved.

__________________________
M. Celeste Cook, Secretary
Board of Trustees
3359-26-01  General information.

(A) The following items address policies, procedures and benefits that are available to the university of Akron staff employees. Individuals governed by the articles of collective bargaining agreements should refer to contractual language of such agreements for certain provisions.

(B) The university of Akron follows the provisions of Revised Code in adopting human resource policies and procedures. Since these items are subject to change as rules and regulations are modified, new pages with corrected information will be provided for insertion in this handbook. However, it is the responsibility of employees to ask questions, to keep information relevant to university policies and procedures, and to insert applicable communications into this manual as they become available.

(C) Some policies and procedures may refer to "exempt" or "non-exempt staff." The term "exempt" includes biweekly salaried staff personnel who are not eligible for overtime. Exempt staff members are not required to complete payroll time records. The term "non-exempt" includes hourly classified and unclassified staff personnel who are eligible for overtime. Non-exempt staff members, whether full-time or part-time, are required to complete payroll time records.

(D) Also the civil service of the state is divided into the classified service and the unclassified service as defined by section 124.11 of the Revised Code. All staff employees are appointed to the classified service unless specifically exempted through provisions of the code.

(E) It is expressly agreed and understood that these policies and procedures create no expectancy of employment, continued employment, or re-employment of the employee, upon which the employee may rely; and, that no services of the employee can be counted or used toward any expectancy of employment, re-employment or continued employment at the university of Akron, the branch campus or any of the university’s other affiliates.
Effective: 01/31/2015

Certification: 
M. Celeste Cook  
Secretary  
Board of Trustees

Promulgated Under: 111.15

Statutory Authority: 3359

Rule Amplifies: 3359

Prior Effective Dates: 05/22/1991, 03/01/1993, 01/31/2015
THE UNIVERSITY OF AKRON

RESOLUTION 12-18

Revisions to University Rule 3359-26-01
General information

BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-01, be approved.

__________________________
M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018
3359-26-05  Separation from the university.

(A) Service with the university of Akron may be interrupted and/or terminated as a result of:

  (1) Resignation.
  (2) Retirement.
  (3) Discharge for cause.
  (4) Layoff or a reduction in force for a period of more than twelve consecutive months.
  (5) Failure to respond to a return to work request within ten days, following layoff or at
      the expiration of an authorized period of leave.
  (6) Failure to report for work or failure to report off work for a three-day period.
  (7) Being on extended disability leave for a period of three years or longer.
  (7) Non-renewal.

(B) Resignation.

In the event of a resignation, an employee should provide written notice to the
immediate supervisor and to human resources at least two weeks in advance of the last
working day at the university for non-exempt (hourly) employees and at least four weeks
in advance of the last working day at the university for exempt employees.

Once a resignation has been submitted and accepted by the employee’s immediate supervisor, it may not be withdrawn by the employee without the specific approval of
the immediate supervisor and the chief human resources officer.

(C) "Clearance Form."

A "Clearance Form" must be completed by all full-time and part-time regular employees
who are exiting the university and may also be required for interdepartmental transfers.
Payroll will not issue the final compensation check without a completed "Clearance Form." Clearance forms can be obtained from the human resources web page.

(D) Establishing last day worked.

A terminating employee's "last day worked" shall be the actual day on which the
employee last performed assigned duties. The last day worked cannot be extended by
use of accrued vacation, compensatory time or sick leave unless such sick leave has been
certified by a physician. In the case of a retirement only, with the approval of the
supervisor, accrued vacation or compensatory time may be used to extend the last day
worked.
(E) Retirement.

Assistance with retirement processing for all employees considering retirement from school employees retirement system "SERS," public employees retirement system "PERS(LE)," state teachers retirement system "STRS," or an approved alternative retirement system "ARP" is coordinated by benefits administration. Initial contact with that office should occur no less than three months prior to the anticipated effective date of retirement.

(1) Payment of sick leave at the time of retirement.

(a) At the time of retirement from the university of Akron, an employee with ten or more years of service with the state of Ohio shall be compensated in an amount not to exceed one-fourth the value of accrued but unused sick leave credit based upon the employee's rate of compensation at the time of retirement. The maximum payment shall be two hundred forty hours.

(b) The payment of sick leave under this policy cancels the balance of sick leave accrued by the employee at the time of retirement. Payment will be made only once to any employee.

(2) Retirement contribution refund.

(a) If an employee leaves the university prior to retirement and wishes a refund of SERS, STRS or PERS(LE) contributions, the employee should contact SERS, STRS or PERS(LE) directly for information and forms.

(b) Contact benefits administration to schedule an exit interview to obtain information concerning insurance, retirement, vacation, completion of the "Clearance Form," etc.

(F) Other separations.

For other circumstances which result in an employee leaving the university - medical disability, involuntary termination, etc., - specific policies and/or procedures apply. Among these are Ohio civil service laws, local collective bargaining agreements, bureau of worker's compensation regulations, and selected university policies.

(G) Unemployment.

Employees who are temporarily unemployed during break periods and have assurance of work when the break period ends are not covered under the Ohio unemployment compensation laws and are ineligible for unemployment compensation benefits.

(H) Payment of compensatory time and unused vacation accrual at the time of separation:

(1) A non-exempt (hourly) employee will receive payment for all accumulated
compensatory time at the hourly rate of pay in effect at the time of separation.

(2) Payment for accrued and unused vacation leave shall be made only upon separation of service from the university of Akron. Such payment shall be made in a lump sum based on the rate of compensation in effect at the time of separation for any accrued but unused vacation leave, subject to the following maximums:

(a) Exempt employees, eligible for vacation accrual, shall be compensated for a maximum of one hundred seventy-six hours.

(b) Non-exempt (hourly) employees, eligible for vacation accrual, shall be compensated for a maximum of that earned in three years of service.

Effective: 02/01/2015

Certification: ____________________________
M. Celeste Cook
Secretary
Board of Trustees

Promulgated Under: 111.15
Statutory Authority: 3359
Rule Amplifies: 3359
BE IT RESOLVED, That the recommendation presented by the Rules Committee on December 5, 2018, to revise Rule 3359-26-05, be approved.
*Acceptance of Auditor of State’s STRS Attestation and the June 30, 2018 Financial Statement Audits

December 5, 2018 Board Meeting

Presiding:

Cindy P. Crotty

*CONSENT AGENDA:
ITEM 1
THE UNIVERSITY OF AKRON

RESOLUTION 12- -18

Acceptance of Auditor of State’s STRS Attestation
and the June 30, 2018 Financial Statement Audits

BE IT RESOLVED, That the recommendation of the Audit & Compliance Committee on November 28, 2018, to accept the Auditor of State’s STRS Attestation Report and the annual financial statements and footnotes as presented by personnel of the University, Foundation, and Research Foundation, including Crowe’s audit opinions and reports thereon, as of and for the year ended June 30, 2018, be approved.

M. Celeste Cook, Secretary
Board of Trustees
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<td>Revisions to University Rule 3359-1-05, President of the university</td>
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Presiding:
Chair
Joseph M. Gingo

December 5, 2018
Authorization of the University Administration to Implement a Three-Year Action Plan

WHEREAS, In fall 2018 the Three-Year Action Plan Steering Committee (the “Steering Committee”), the members of which were drawn from throughout the University, was formed; and

WHEREAS, The Steering Committee developed a comprehensive and inclusive process for each unit to develop a three-year plan including goals and priorities; and

WHEREAS, The process was guided by the Unifying Statement, developed by the Steering Committee in conjunction with the Faculty Senate Ad Hoc Committee on Strategic Planning; and

WHEREAS, Each unit-level plan was submitted to the relevant Dean/Vice President, who in turn crafted a college/division-level plan based on the submissions and sent these to the President and Provost; and

WHEREAS, The President and Provost consolidated all of the aforementioned plans into a draft Three-Year Action Plan (the “Plan”), which was then shared with all the major University shared- governance bodies and community leaders for comments and feedback; and

WHEREAS, All of these comments and feedback were considered in developing the final version of the Plan; and

WHEREAS, The University is now positioned to implement the Plan, which outlines the critical decisions and actions necessary for the University to align its resources to build on areas of strength, prioritize areas of investment, and control expenses; and

WHEREAS, The University intends to annually evaluate the Plan and adjust as necessary; and

WHEREAS, The University Council is the representative body of the University that deliberates and makes recommendations to the President on matters such as strategic planning, University policy and other substantive matters that pertain to the strategic direction and operations of the University; and

WHEREAS, The University Council provides the integrated framework for both strategic and ongoing planning, decision making and oversight of the University's strategic plan, including helping to ensure that the goals and objectives of the strategic plan are realized and helping to ensure that University policy is based on sound principles of shared governance, sound reasoning and adequate information; and
WHEREAS, The University Council considered the Plan and endorsed the final draft of the Plan at its December 4, 2018 meeting: Now, Therefore;

BE IT RESOLVED, That the President of the University and the University Administration are authorized to implement the Plan; and

BE IT FURTHER RESOLVED, That the President and the University Administration will regularly update the Board of Trustees on the status of the Plan’s implementation.

M. Celeste Cook, Secretary
Board of Trustees
THE UNIVERSITY OF AKRON
RESOLUTION 12-  -18
Expression of Appreciation to Advisory Trustee Sandra Pianalto

WHEREAS, Ms. Sandra Pianalto was the first person selected and appointed by the Board of Trustees of The University of Akron in 2012 to serve in the newly created post of Advisory Trustee, completing the maximum of two three-year terms as Advisory Trustee; and

WHEREAS, Ms. Pianalto is a distinguished alumna of The University of Akron, having earned a Bachelor of Arts in Economics degree in 1976, and who, while a student at The University of Akron, served in leadership roles as editor of the TEL BUCH, senior class president, and in 1975 as one of the first student representatives on the University of Akron Board of Trustees; and

WHEREAS, Ms. Pianalto earned a Master of Economics degree from The George Washington University, and later graduated from the Advanced Management Program at Duke University’s Fuqua School of Business, and in the course of her illustrious career, has received honorary doctorates from The University of Akron, the University of Toledo, Cleveland State University, Kent State University, Baldwin Wallace University, John Carroll University, Notre Dame College, and Ursuline College; and

WHEREAS, Ms. Pianalto served as president and CEO of the Fourth District Federal Reserve Bank of Cleveland from 2003 to 2014, participating in the formulation of U.S. monetary policy and overseeing more than 1,000 employees in Cleveland, Cincinnati and Pittsburgh in the conduct of economic research, supervision of financial institutions, and provision of payment services to commercial banks and the U.S. government; and

WHEREAS, Ms. Pianalto previously served the Fourth District Federal Reserve Bank of Cleveland as first vice president and chief operating officer from 1993-2003, vice president and secretary to the board of directors from 1988-93, assistant vice president of public affairs from 1984-88, and economist from 1983-84, and prior to joining the bank, was an economist for the Federal Reserve Board of Governors and served on the staff of the Budget Committee of the U.S. House of Representatives; and

WHEREAS, Ms. Pianalto also shared with University of Akron students the gift of her knowledge and experience by serving as executive-in-residence as the FirstMerit Chair in Banking in the College of Business Administration; and applied her wisdom and talents to benefit other institutions as well, by serving on the boards of University Hospitals, the Greater Cleveland Partnership, Team Northeast Ohio, the College Now Greater Cleveland, Eaton Corporation, the J.M. Smucker Company, and numerous community organizations; and

WHEREAS, Her second and final term as an advisory member of the Board of Trustees will expire on December 31, 2018: Now, Therefore,

BE IT RESOLVED, That the Board of Trustees of The University of Akron expresses its sincere appreciation to Ms. Sandra Pianalto for fulfilling her duties to the Board and its constituents, and wishes her good health and good fortune for many years to come.

M. Celeste Cook, Secretary
Board of Trustees

December 5, 2018